



ALLIANT ENERGY CORPORATION

Corporate Responsibility Report

Data in this report is current through the end of 2025, unless otherwise specified.



**Alliant
Energy®**
Powering Beyond

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About Alliant Energy

Who we are

Alliant Energy Corporation (NASDAQ: LNT) is a Midwest U.S. energy company headquartered in Madison, Wisconsin, with annual operating revenues of approximately \$4.4 billion. Our company is primarily engaged in electric generation and the distribution of electricity and natural gas. We serve approximately 1.01 million electric and approximately 435,000 natural gas customers through two public utility subsidiaries, Interstate Power and Light Company (IPL) and Wisconsin Power and Light Company (WPL). IPL provides retail electric and gas service in Iowa, and sells electricity to wholesale customers in Illinois and Iowa. WPL provides retail and wholesale electric and retail gas service in Wisconsin. Traverco is a non-utility business subsidiary of Alliant Energy Corporation. Traverco is a supply chain solutions company that includes a short-line rail freight service in Iowa; freight brokerage services; and a rail-served warehouse in Iowa.

Alliant Energy is among the top five utility owner-operators of regulated wind in the United States. We own and operate nearly 1,800 megawatts of wind energy—enough to power nearly 600,000 homes across our service area. Wind energy is a key part of our strategy to deliver safe, reliable and cost-effective energy without greenhouse gas emissions, while also supporting local communities through job creation, landowner payments and increased tax revenue.

Since 2022, we've added approximately 1,500 megawatts of solar energy in Wisconsin and Iowa. This includes both large utility-scale solar facilities and smaller community and customer-hosted projects, helping expand access to clean energy across the communities we serve. Solar energy plays an important role in diversifying our generation portfolio and supporting long-term affordability, while working alongside other resources to meet customer demand throughout the day.

Our growing energy storage portfolio further enhances the value of our existing resources. As a leader in large battery energy storage systems (BESS) in Iowa and Wisconsin, we are pairing batteries with wind and solar projects to capture excess energy when generation exceeds demand and deliver it when demand is highest. In addition, these systems can draw power directly from the grid during periods of low demand, store it, and release it when energy needs rise—helping balance supply and demand in real time. Together, these capabilities improve grid reliability and resiliency, ensuring energy is available when customers need it most while reducing the need for additional infrastructure and supporting a more flexible, efficient energy system.

Together, these investments reflect our commitment to delivering energy solutions and exceptional service that customers and communities can count on—affordably, safely and reliably. Guided by our purpose to serve customers and build stronger communities, we continue to advance new technologies, strengthen environmental stewardship and support the regions we serve. Our strategy remains focused on meeting evolving customers' energy needs while delivering attractive, long-term returns for investors and building a more resilient, sustainable and future-ready energy system.

Our Values

Six values shape everything we do. To live our Values, we train our employees and expect them to adhere to our company's [Code of Conduct](#).

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.

Reporting frameworks

We're committed to transparency in explaining our sustainability performance and progress. We provide annual updates on sustainability-related issues relevant to our stakeholders and for the energy sector through our voluntary Corporate Responsibility Report.

In addition to this comprehensive summary, the most recent versions of our voluntary reports are available [online](#), including our [Climate Report](#) that applies the Task Force on Climate-Related Financial Disclosures (TCFD) framework. We also update information on our strategic plans in mandatory disclosures including our [Annual Report to Shareowners](#) and [U.S. Securities and Exchange Commission filings](#).

Powering beyond

The energy industry is undergoing a period of rapid change as energy demand grows and communities continue to evolve, driven by technological advancement, renewable energy integration and changing customer needs.

Safe, reliable and cost-effective energy powers our communities and is essential to their health, prosperity and long-term growth. We also recognize the role our company plays in helping transition to a low-carbon economy. Our Energy Blueprint focuses on serving customers today as we build a strong, resilient energy future for generations to come.

We responsibly power growth. We meet increasing energy demand as we support innovation and strengthen the communities we serve. To do so, we modernize our infrastructure and advance a balanced energy portfolio that delivers reliable, cost-effective energy.

Our Energy Blueprint is strategically paced and adaptable, allowing us to respond to change as we continue to deliver reliable, cost-effective energy and long-term value for our customers and communities.

Our priorities

This report provides updates on our progress to advance our strategy. We organized it based on our key priorities:

- Responsible and affordable energy.
- Environmental stewardship and sustainability.
- Reliable and safe service.
- Customer and community growth.
- Employee engagement and development.
- Transparency and accountability.

Stakeholder outreach

We engage external stakeholders to understand priorities and demonstrate how we fulfill our purpose – to serve customers and build stronger communities. In addition to ongoing stakeholder outreach, we engage through formal regulatory proceedings and public forums, creating opportunities for mutual understanding, early issue identification and collaboration.

We continue to improve our stakeholder engagement approach to make it more proactive, data-informed and integrated. We seek to ensure insights we gather from across stakeholder groups directly inform our business strategy, regulatory alignment and investment decisions.

Our approach is grounded in consistent enterprise messaging, measurable outcomes and continuous feedback loops to strengthen trust, improve decision-making and enhance long-term stakeholder value.

Communication and engagement	
External interest group	Examples of our outreach efforts
Customers	• Key account management and Business Resource Center for commercial and industrial customers. • Power Thinkers online residential advisory panel. • Market research. • Mobile applications. • Monthly newsletters. • Bill messaging. • Local media and news distribution. • Expansion of digital and social customer education engagement strategies to provide real-time, transparent communication on energy costs, reliability and growth initiatives. • Use of customer insights and behavioral data to inform program design, messaging and customer experience improvements.
Communities	• Alliant Energy Foundation grants and corporate giving. • Employee and retiree volunteering.

	• Event support. • Group and association memberships. • Involvement on local economic development boards. • Community open house and conversation events. • Facility project updates. • Company executive visits and forums. • Development of hyper-local engagement strategies that empower community leaders and third-party advocates to support informed dialogue on energy infrastructure and economic development. • Structured feedback mechanisms to capture community sentiment and proactively address concerns.
Current and future facility neighbors	• Project update meetings. • Letters and newsletters. • Landowner meetings. • Public presentations and forums. • Early and ongoing engagement models to build trust and address concerns prior to formal project milestones.
Governmental and regulatory agencies	• Periodic individual meetings. • Participation in working groups and task force committees. • Energy Blueprint updates. • Facility tours. • Regulatory filings. • Continued alignment of stakeholder engagement with regulatory strategy to support constructive outcomes and demonstrate customer value and affordability. • Proactive education and data-sharing to support informed policymaking on emerging topics such as large load growth, grid reliability and generation planning.
Nongovernmental organizations and other stakeholders	• Periodic individual meetings. • Involvement in collaborative groups that facilitate broader group discussions. • Involvement in ecological conservation efforts. • Strengthened partnerships to co-create solutions and enhance credibility through independent voices. • Participation in cross-sector coalitions to address shared reliability opportunities and advance best practices. • Partnerships to share information on resources on energy assistance and affordability programs for customers.
Investors	• Periodic individual meetings. • Quarterly earnings calls. • Attendance at investor relations conferences. • Regular investor filings (Annual Form 10-K, Form 10-Q, etc.). • Transparency on growth strategy, capital allocation and long-term value creation, including large load and infrastructure investments.

Responsible and affordable energy

Our strategic priorities include making significant customer-focused investments toward more reliable, affordable, and sustainable customer energy solutions.

Our environmental stewardship goals

Alliant Energy's environmental stewardship is focused on the implementation of a responsible energy strategy. Alliant Energy's strategy and business plans consider the transition to a low-carbon economy as one of several factors driving transformation of the energy industry. Alliant Energy's journey toward carbon reductions includes long-term voluntary goals to eliminate all coal-fired electric generating units (EGUs) from its generating fleet by 2040 and aspiring to achieve net-zero greenhouse gas (GHG) emissions from its utility operations by 2050.

Alliant Energy's voluntary Environmental Stewardship goals previously included interim 2030 environmental-related goals for GHG emissions, utility water supply, and electrifying owned light-duty fleet vehicles. In the first quarter of 2026, Alliant Energy decided to remove the interim 2030 voluntary environmental-related goals while remaining focused on its long-term voluntary goals. This decision was made due to a combination of factors, including the need to serve its customers with affordable, safe, and reliable energy, resource adequacy requirements, and increasing customer energy needs.

Alliant Energy's voluntary environmental stewardship goals may be revised, or their achievement may be delayed, based on increasing customer energy needs, reliability and resource adequacy requirements, and tax policy changes. The ability to achieve these goals will depend on future economic developments, evolving energy technologies and emerging trends in Alliant Energy's service territories. These goals are not meant to be considered guidance.

Our company's aspirational GHG goal includes direct emissions of carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O) from its owned fossil-fueled EGUs and distribution of natural gas. We continue to track our annual GHG emissions and in 2025, we achieved a 35% reduction compared to 2005 levels calculated in CO₂-equivalents (CO₂e) and based on total mass measured in metric tons. We provide further details about our progress to manage greenhouse gas emissions in our company's [Climate Report](#).

To effectively meet the growing energy needs and evolving customer preferences in the communities we serve, maintaining flexibility to adapt our voluntary goals is essential. Addressing climate change is a complex global issue and considerable uncertainties remain in evaluating the future pathway to net-zero carbon emissions. We are participating in the EPRI [SMARTargets™](#) initiative. This project is developing a publicly reviewed science-based methodology to assess and verify the alignment of corporate GHG reduction goals with the objectives of the Paris Agreement under the United Nations Framework Convention on Climate Change (Paris Agreement).

Energy efficiency and demand response

We designed our energy efficiency programs, summarized below, to reduce total energy usage as well as manage peak periods by reducing or shifting energy use through demand response. We periodically update this portfolio of options based on evolving customer needs.

Alliant Energy: Energy efficiency portfolio			
Products	Sector	Wisconsin	Iowa
Equipment Rebates	Residential, commercial	X*	X
Instant Discounts	Residential, commercial	X*	X
Custom Rebates	Commercial, industrial	X*	X
Agricultural Rebates	Agriculture	X*	X
Online marketplace	Residential	X*	X
Home Efficiency Rebates**	Residential	X*	
Services	Sector	Wisconsin	Iowa
Home Energy Reports	Residential	X	X
Business Energy Solutions	Commercial		X
Appliance Recycling	Residential, commercial		X
Commercial New Construction	Commercial, industrial	X*	X
Income qualified	Sector	Wisconsin	Iowa
Weatherization for low-income customers	Residential	X*	X
Enhanced Low Income Weatherization	Residential	X	
Low Income Multifamily Weatherization	Multifamily, nonprofits	X	X
Home Electrification and Appliance Rebates**	Multifamily/residential	X*	
Energy awareness and education	Sector	Wisconsin	Iowa
My Home energy portal	Residential	X	X
Energy Analytics	Commercial, industrial	X	X
Online Assessments	Residential	X*	X
Commercial and Industrial (C&I) Audit	Commercial, industrial	X	X
Small Business Audits	Commercial	X	X
Ag Audits	Agriculture		X
Feasibility Studies	Commercial, industrial	X*	X
Strategic Energy Management	Commercial, industrial	X*	X
Student Education	Residential		X
Community Tree Planting program grants	Community		X
PowerHouse Energy Education	Residential	X	X
Demand response	Sector	Wisconsin	Iowa
Smart Hours	Residential, commercial	X	X
Appliance Cycling	Residential		X
Interruptible C&I	Commercial, industrial	X	X
Behavioral Demand Response	Residential		X
- Due to state regulations, program offerings and providers vary by state. Energy savings for Wisconsin residential and business programs are claimed as part of the Focus on Energy (FoE) public benefits program and are managed and tracked separately by the state of Wisconsin. Iowa programs are offered by the utility under the oversight of regulatory agencies. - Programs marked with an asterisk (*) are offered in Wisconsin through the Focus on Energy (FoE) program. - Programs marked with a double asterisk (**) are funded by the Inflation Reduction Act (IRA).			

Iowa Energy Efficiency Plan

In October 2023, the Iowa Utilities Commission approved the IPL 2024-2028 Energy Efficiency Plan (EEP) submitted under docket number EEP-2022-0150. The EEP budget of \$237 million includes savings targets of 505.9 gigawatt-hours and 3.7 million therms over five years.

In 2025, IPL achieved 116% of the annual kilowatt-hour (kWh) target. Here are some highlights of IPL-related energy efficiency program results.

- IPL expanded the [Alliant Energy® Smart Hours](#) demand response program to commercial customers with smart thermostats. Residential Smart Hours now works with smart thermostats, Aquanta water heater controllers, and electric vehicles and EV chargers. This resulted in 17,352 kilowatts (kW) in demand savings over 10 events. At the end of 2025, over 15,500 customers were enrolled in the program.
- IPL also launched a behavioral demand response program called [Peak Time Rewards](#). This program rewards customers who voluntarily curb energy use during scheduled events. In 2025, 327 customers participated and saved 283 kW over five events for an average of 0.71 kW per customer.
- The Commercial New Construction program saved 13,741,235 kWh with 43 participants.
- The commercial [Instant Discounts program](#) generated 51,072,717 kWh in energy savings from products purchased and installed in participating customers' businesses.
- The [Appliance Recycling program](#) recycled 4,884 refrigerators and freezers and saved 4,131,506 kWh.

Wisconsin Focus on Energy programs

Since 2001, Wisconsin residential and certain business energy-saving programs have been consolidated under the state-managed Focus on Energy (FoE), Wisconsin's statewide energy efficiency and renewable energy resource program. WPL contributes 1.2% of its annual retail utility revenues to help fund FoE. FoE works with participating utilities to establish program goals and incentives on a statewide basis and reports these program goals and initiatives on the [FoE website](#).

Here are some 2025 highlights of WPL-related energy efficiency program results.

- A total of 121,260 WPL customers received Home Energy Reports that showed how their homes compared to other similar homes. The program saved an estimated 5,464,580 kWh.
- A total of 17,625 WPL customers enrolled in our Smart Hours demand response program, which began with smart thermostats and expanded to include electric vehicles, EV chargers and water heater controllers. This resulted in 12,494 kW in demand savings over 10 events.
- WPL served 74 low-income customers through the supplemental weatherization program. WPL compared year-over-year natural gas savings and calculated an average savings of approximately 79 therms per customer in the program.

Annual energy savings

The tables below summarize our company's energy savings results based on applicable methodologies for regulatory reporting in each state.

First year annual savings: Electric (megawatt-hours)			
Year	2023	2024	2025
IPL	70,628	118,673	105,661
WPL	78,092	72,250	73,201
Alliant Energy	148,719	190,923	178,863
- Energy efficiency data provided in the table are based on incremental annual electricity savings for the reporting year as reported for Energy Information Administration Form 861. - First year savings represent energy saved in the initial year an efficiency measure is put into place.			
Lifetime savings: Electric (megawatt-hours)			
Year	2023	2024	2025
IPL	847,530	1,424,077	1,267,936
WPL	1,420,913	1,321,666	1,088,368
Alliant Energy	2,268,443	2,745,743	2,356,304
- Lifetime savings represent energy saved over the lifespan of the energy efficiency measures from the year they were put into place. - Assumes 12-year average lifespan based on Department of Energy reporting for IPL and data provided from Wisconsin Focus on Energy (FoE) based on typical equipment performance for WPL. Long-term savings over the lifetime of an energy efficiency measure may vary from the first year of installation.			

First year annual savings: Gas (therms)			
Year	2023	2024	2025
IPL	375,851	351,735	372,706
WPL	4,481,500	3,127,881	4,443,622
Alliant Energy	4,857,351	3,479,616	4,816,328
- Energy efficiency data provided in the table are based on incremental annual gas savings for the reporting year as required under state regulatory programs. - First year savings represent energy saved in the initial year an efficiency measure is put into place.			
Lifetime savings: Gas (therms)			
Year	2023	2024	2025
IPL	4,709,664	4,220,821	4,472,477
WPL	69,190,738	49,318,000	68,520,866
Alliant Energy	73,900,402	53,538,821	72,993,343
- Lifetime savings represent energy saved over the lifespan of the energy efficiency measures from the year they were put into place. - Assumes 12-year average lifespan based on Department of Energy reporting for IPL and data provided from Wisconsin FoE based on typical equipment performance for WPL. Long-term savings over the lifetime of an energy efficiency measure may vary from the first year of installation.			

Renewable portfolio standards

We implement our [Energy Blueprint](#) plans to meet and exceed renewable portfolio standards (RPS) in Iowa and Wisconsin. These standards establish the minimum amount of energy electric utilities must supply from renewable resources to their retail electric customers. Our company achieves compliance with RPS requirements through company-owned renewables and purchased power agreements (PPAs).

- IPL is required to have at least 49.8 megawatts (MW) nameplate capacity from a renewable energy resource. In 2025, IPL's owned renewable nameplate capacity totaled approximately 1,700 MW.

- WPL is required to have at least 9.28% of the energy it provides its retail electric customers come from renewable sources on an annual basis. In 2025, WPL provided 37.2% renewable energy based on retail electric sales.

To document our compliance with RPS, we submit renewable energy credits (RECs). RECs are tradable environmental commodities that represent proof 1 megawatt-hour (MWh) of electricity came from an eligible renewable energy resource. We track our RECs in CleanCounts' Midwest Renewable Energy Tracking System (M-RETS). RECs can be sold and traded, giving the purchaser of the RECs claim to the renewable energy and environmental attributes. The RECs we generate may be sold or exchanged on the renewable energy market, including to buyers not in the states we serve.

Alliant Energy renewable energy credit transaction amounts (RECs in MWh)			
Year REC was generated	2023	2024	2025
RECs retired or held for RPS compliance and regulated electric utility programs	9,272,851	10,801,959	11,610,912
RECs sold, transferred or retired for other purposes	929,252	1,150,472	1,082,460
Total RECs from produced and purchased renewable resources	10,202,103	11,952,431	12,693,372
• RECs retired or held for RPS compliance and regulated electric programs: Alliant Energy maintains the renewable energy claims and environmental attributes associated with these RECs in the M-RETS tracking system for use by its regulated utility subsidiaries (IPL and WPL). This includes both retired RECs and RECs held in order to support future RPS compliance, customer programs, renewable tariffs or other regulatory agreements. All or some of the excess RECs held in reserve for IPL or WPL in Alliant Energy's M-RETS account may be sold or transferred in the future, reassigning to the purchaser or third-party transferee the associated renewable energy claims and environmental attributes. • RECs sold, transferred or retired for other purposes: Alliant Energy no longer holds the renewable energy or environmental attributes associated with these RECs. This includes RECs sold on the market, RECs transferred for wholesale agreements or PPAs, RECs from nonregulated assets or RECs retired for the Second Nature program.			

Renewable energy based on retail sales (%)			
Year	2023	2024	2025
IPL	45.9%	50.1%	53.4%
WPL	26.0%	36.1%	37.2%
Alliant Energy	37.1%	43.8%	46.1%
• The percentage values listed represent the annual average portfolio of renewable resources delivered to retail electric customers by Alliant Energy's regulated utilities. RECs sold, transferred, held or retired for other purposes, as shown in the prior table, have not been included in the calculation of these numbers because Alliant Energy no longer holds the renewable or environmental attributes. The values shown are based on RECs retired or held in Alliant Energy's M-RETS account for regulated utility programs and may be subject to change should excess RECs be sold or transferred from either IPL or WPL. Alliant Energy undertakes no obligation to publicly update this information to reflect subsequent REC retirements, sales or transfers due to other obligations.			

Customer renewable options

We offer various voluntary renewable energy options and green tariffs for our customers to help support their renewable energy and sustainability goals. We manage the RECs associated with these programs in M-RETS and may retire them depending on the type of customer option or tariff participation.

Second Nature

- The [Second Nature®](#) program allows our electric customers to choose an incremental amount of their annual electricity usage to come from wind and solar resources in Iowa and Wisconsin. A third party annually verifies all electricity purchased on behalf of Second Nature participants comes from qualified renewable resources. The RECs generated are retired in M-RETS.
- In 2025, our Second Nature program supplied 50,676 MWh of [wind and solar generation](#) to enrolled customers.

Customer-Hosted Renewables

- The Customer-Hosted Renewables® program lets us partner with commercial and industrial electric customers. We build, own and operate a solar project and/or a battery storage project on customer-owned land. Our distribution system benefits from the added energy generation and the customer receives a monthly lease payment. The customer can also purchase the RECs for the energy the system they host generates.
- As of the end of December 2025, we have eight WPL and 11 IPL customer-hosted solar sites in operation.
- In 2025, our Customer-Hosted Renewables program supplied 25,064 MWh of solar energy.

Community Solar

- The Alliant Energy® [Community Solar](#) program allows electric customers, who may not choose or be able to host solar panels at their home or business, to subscribe to energy from a centralized solar facility in their state.
- We placed our first IPL community solar project into service in Cedar Rapids, in early 2024. As of April 2025, we have two solar projects in operation for WPL customers, one in Fond du Lac and one in Janesville.
- In 2025, our Community Solar program supplied 13,128 MWh of renewable energy.

Renewable Energy Partner

- With the [Alliant Energy® Renewable Energy Partner](#) program (REP), we build, own and maintain or, through a PPA, have a third party build, own and maintain a dedicated renewable energy facility on behalf of a large commercial or industrial customer. The renewable energy facility may be on the customer's property or a more suitable off-site location. This program enables the customer to directly benefit from renewable generation and advance their sustainability efforts through both additionality and Renewable Energy Credits.
- In June 2024, our first solar site of the program, Ledgerview Solar LLC, in Fond du Lac, began commercial operations.

Our customer renewable projects comprise a portion of our generation capacity, as detailed in the table below.

Customer renewable project sites (in Megawatts AC)			
Program name	IPL projects	WPL projects	Alliant Energy total
Customer-Hosted Renewables	13.78	9.45	23.23
Community Solar	4.50	3.25	7.75
Renewable Energy Partner	0	5.00	5.00
- Project size capacity values for solar sites are provided as megawatts and alternating current (AC). - Table reflects projects in service as of March 2026.			

Electrification adoption

We advance initiatives to accelerate the transition to electric vehicles (EVs) and other electrification technologies to help reduce transportation-related emissions. We collaborate with industry partners and support customers and communities with educational resources and events.

In 2025 we:

- Received regulatory approval for two EV pilot programs for our customers in Wisconsin. One program provides residential customers [instant rebates for EV charging stations](#) purchased through our online marketplace. The other program will provide commercial and industrial customers fleet electrification assessments and advisory services to help customers understand how their organization may benefit from fleet electrification and provide tailored recommendations to inform them of the electrification process.
- Supported customers interested in installing EV chargers through the National Electric Vehicle Infrastructure (NEVI) Formula Program; we completed engineering site reviews and cost estimates for participating customers.

We're part of the National Electric Highway Coalition, led by the Edison Electric Institute, which assists in the development of EV fast-charging stations along major U.S. travel corridors. Additionally, we continue to utilize Clean Power Research's [WattPlanEV](#) tool to provide customers a personalized view of how an EV might fit their budget and lifestyle. Find more information on EV infrastructure and charging on our [website](#).

Annual performance and progress

At the end of 2025, 38% of our passenger vehicles, pickup trucks up to half a ton, and forklifts were either a battery electric vehicle or a plug-in hybrid electric vehicle.

Light-duty fleet electrification progress			
Year	2023	2024	2025
Alliant Energy	16%	26%	38%
These figures include IPL and WPL fleet vehicles: Passenger vehicles, pickup trucks up to half a ton, and forklifts that were either a battery electric vehicle or a plug-in hybrid electric vehicle.			

Environmental stewardship and sustainability

Our environmental commitment

Our [Environmental Commitment Statement](#) provides guiding principles for employees to demonstrate our value, "Act for tomorrow." In support of these guiding principles, our company utilizes a

comprehensive environmental management program that includes monitoring environmental incidents and conducting formal assessments of environmental risks.

The Board of Directors delegated the Operations Committee oversight of all environmental management including compliance, business plans and capital investments for large strategic projects. This includes matters related to air emissions, greenhouse gases, water, waste, coal combustion residuals, ecosystem and habitat support.

Environmental management plan

A component of our environmental management program is to continuously improve our performance by applying an environmental management plan. The plan partners environmental subject matter experts with operational personnel to identify best practices and improve environmental performance.

The main components of our environmental management plan are to:

- Identify gaps in existing processes that may impede completion of environmental obligations in our operations.
- Develop or refine processes to ensure compliance with all environmental requirements, regulations and responsibilities.
- Communicate best practices across the organization to prevent environmental incidents.

The environmental management plan enables us to review historical trends in environmental incidents and provides a framework to prioritize development of processes and tools to proactively address them.

ISO 14001 alignment

At Alliant Energy, we use an environmental management information system as a component of our environmental management program to monitor and track our environmental performance. We also manage our environmental impacts to ensure compliance and to continuously improve our performance. Though we are not officially certified under the International Organization for Standardization's ISO 14001 standard, we designed our environmental management program to align with its seven clauses containing mandatory requirements for environmental management systems. More details on our alignment with ISO 14001 are available in [Appendix A](#).

Environmental assessment program

The purpose of our environmental assessment program is to identify and assess any reasonably foreseeable risks associated with environmental conditions attributable to our company's operations and to eliminate or mitigate such risk. In addition to verifying compliance with applicable requirements, our company's program promotes educational awareness and acknowledges areas of exemplary performance. Environmental assessments provide senior management and the Board of Directors evidence we effectively manage environmental affairs and minimize the company's exposure to compliance-related issues and identified hazards.

Senior management supports these compliance reviews, and our environmental management team approves the assessment plans and monitors outcomes and resolutions. The environmental management team discusses the results of each assessment with facility managers and site personnel. We track the resolution of each issue we identify to completion in our environmental management

information system. We share assessment reports with business unit management to transfer knowledge of best environmental practices. We use the overall assessment outcomes to plan and implement training programs, as well as improve practices and procedures to ensure compliance.

Facilities with operations subject to environmental regulatory requirements are eligible for environmental assessments. We select these facilities using a risk-based approach. We conduct both formal on-site environmental assessments and virtual environmental records reviews. We conducted environmental assessments on approximately 29% of eligible facilities in 2025.

Incident monitoring program

Our company goal is to always meet all environmental requirements. We maintain an environmental management information system to manage and track over 3,600 environmental tasks and help ensure compliance.

Occasionally, environmental incidents occur for a variety of reasons, including but not limited to mechanical failure, human performance, wildlife and extreme weather. We define an environmental incident as a non-routine occurrence that has the potential to directly or indirectly affect the environment and involves an actual consequence or potential risk to our company, including risk to company reputation. Environmental incidents are taken seriously and have the potential to result in official notice of noncompliance from a regulatory agency.

When environmental incidents do occur, we learn from them and implement corrective measures to help prevent them occurring again. We conduct a root-cause analysis of each environmental incident, the outcome of which is an action plan; this describes corrective actions and timelines to develop targeted processes and programs to prevent recurrence. When required, we report corrective actions to appropriate regulatory agencies and track implementation through completion. We share relevant information monthly with pertinent employees, business unit management and senior management. We share notices of noncompliance and other relevant information with the Operations Committee of the Board of Directors.

Compliance results

We strive to operate in compliance with environmental requirements. However, there have been occasions when a regulatory agency issued our company notices of noncompliance, which sometimes resulted in fines or penalties. In 2025, we received three notices of noncompliance, one related to a maintenance management issue, one to a wastewater issue and one a stormwater issue.

Environmental compliance summary			
Year	2023	2024	2025
Number of notices of noncompliance	4	2	3
Fines or penalties (\$)	\$0	\$0	\$0
Dollar values shown in table include fines or penalties related to noncompliance events based on total amount paid by calendar year and may include amounts assessed in connection to regulatory enforcement actions occurring in prior years.			

Facility closure and workforce transition

Since 2014, our company has decommissioned 18 fossil-fueled electric generating facilities, including nine smaller combustion turbine sites, totaling approximately 1,865 megawatts nameplate capacity. We

acknowledge these facility closures directly affect the communities in which they occur. We aim to provide as much lead time as possible for employees and the community regarding facility decommissioning. This allows us to take action to assist affected employees, keep regular communication with the community and work to support a just transition throughout and after the facility closure.

We remain committed to supporting our workforce through transparent communication and thoughtful planning as our energy portfolio evolves. To prepare employees for new opportunities, we implemented a coordinated training and skill-development program that includes structured role-specific training, cross-training across job classifications, exposure to new technologies, and informal leadership experiences. For more information, see the [Talent development and workforce readiness](#) section.

Once we retire a generating station, we work to decommission it and restore the site. Our goal is to leave the site safe and environmentally sound for future development. We work closely with local officials as well as state and federal regulatory agencies to meet all environmental, health and safety requirements to restore the land. This includes identification of any hazardous substances on-site such as asbestos or lead, as well as any subsurface impacts from hazardous substance leaks or spills. Whenever possible, we repurpose or recycle facility assets and demolition materials. In fact, our decommissioning contracts include a requirement that the contractor targets a rate for salvage and recycling of at least 75%. These materials typically include oil, bricks, concrete, metal and universal waste such as mercury-containing switches, batteries and fluorescent bulbs. Over the life of the decommissioning program, we have – depending on the facility – averaged between 75% and 95% diversion of materials from landfills through our salvage and recycling program.

Closure and rehabilitation costs

We recover the costs we incur during decommissioning from retail customers in accordance with regulatory approvals by the Iowa Utilities Commission (for IPL) and the Public Service Commission of Wisconsin (for WPL). The funds recovered through this process cover decommissioning costs, net of money we receive for scrap or sale of retired assets. The timing of recovery can vary; we collect some costs over the life of the asset and recover others after we incur costs. Thus far, our regulators have approved requests to obtain full recovery for the prudent decommissioning costs associated with our company's retired generating facilities in both Iowa and Wisconsin.

We also recognize asset retirement obligations (AROs). An ARO is a legal or contractual obligation associated with the retirement of a tangible long-lived asset. AROs include, but are not limited to, legal obligations for the removal, closure, dismantlement or final disposition of certain assets. We recover ARO costs from our retail and wholesale customers in accordance with regulatory approvals.

See our [Annual Form 10-K](#) report to the U.S. Securities and Exchange Commission for additional information on removal costs and AROs, specifically in Note 1(j), Note 2 and Note 13 in the Combined Notes to Consolidated Financial Statements.

Greenhouse gases

Scope 1 direct emissions

Scope 1 greenhouse gas (GHG) emissions are direct emissions from owned or controlled sources. The estimated Scope 1 GHG direct emissions for our company in 2025 based on available information were approximately 13.9 million metric tons of carbon dioxide equivalent (CO₂e). The primary GHG source from our utility subsidiaries (approximately 99%) are direct emissions of carbon dioxide (CO₂) from fossil-fueled electric generation. We provide additional details of our Scope 1 direct emissions in our [Climate Report](#).

Scope 2 emissions from purchased electricity

Scope 2 GHG emissions primarily refer to indirect emissions associated with generation of electricity or heat purchased by an entity for its own use. This is considered an indirect Scope 2 GHG emission because another utility company provides the energy. Our estimated Scope 2 GHG emissions from this purchased electricity in 2025 were approximately 1,056 metric tons of CO₂e using the location-based method or 1,039 metric tons of CO₂e using the market-based method. We provide additional details of our Scope 2 direct emissions in our [Climate Report](#).

Thermal air emissions

Air emissions sources

Thermal emissions are pollutants released into the air as a byproduct of energy production at fossil-fueled electric generation facilities. We utilize air quality control systems at our fossil-fueled electric generating units to reduce emissions. The technologies we employ include electrostatic precipitators, baghouse/fabric filters, activated carbon injection, dry flue gas desulfurization, low nitrogen oxides (NO_x) burners, over-fired air and selective catalytic reduction.

The thermal emissions in [Appendix B](#) include the total mass emissions and the emissions rate per megawatt-hour (MWh), both on a net and gross MWh basis. All information is on a generation share or ownership share basis.

Annual performance and progress

We continue to track reductions in our sulfur dioxide (SO₂), NO_x and mercury (Hg) emissions. In 2025, compared to 2005 levels we achieved reductions of 93% for SO₂, 84% for NO_x and 96% for Hg emissions.

Water management

Water use sources

We use water in electricity production predominantly to make steam and cool equipment at fossil-fueled facilities. Most of this is noncontact cooling water pumped through the generating facility in piping systems where the water cools process equipment indirectly. Therefore, our actual water consumption is low, with approximately 96% recycled.

In addition, our company has general water use at our office buildings and other facilities that provide operational support, such as garages, warehouses and equipment maintenance. This water use includes drinking water, sanitary and various ancillary uses. This general water use represents less than 1% of our total water consumption.

Primary watersheds for regulated utility operations include the Great Lakes and upper Mississippi River drainage basins of the United States. Groundwater from on-site wells and municipal water systems are additional sources of water supply. All water discharges meet federal and state regulations for quality to protect receiving water bodies. Find additional data regarding our water use and management in [Appendix C](#).

Wastewater monitoring and measurement

We monitor wastewater discharges in accordance with the requirements and standards set forth in National Pollutant Discharge Elimination System permits and state statutes. We determine wastewater discharge quantity using methods set forth in Wisconsin and Iowa statutes using a combination of flow meters and pump operation hours at the point of discharge. Certified laboratories evaluate wastewater quality. We store results of wastewater samples in our environmental management information system, which we also use to report them through Iowa’s and Wisconsin’s electronic reporting systems.

Annual performance and progress

We work to reduce water withdrawal across our company and at all our facilities. These include our electric utility operations, such as owned fossil-fueled and, hydroelectric generation, and supporting facility operations.

Alliant Energy total electric utility water reductions			
2005 (million gallons)	2025 (million gallons)	Volume reduced 2005-2025 (million gallons)	% reduction 2005-2025
458,601	170,454	288,147	63%
2005 is the baseline year for benchmarking. - Freshwater withdrawal volumes are adjusted for the equity share of jointly owned fossil-fueled electric generation units and include 100% of fully owned and operated fossil-fueled electric generation units.			

Planning, risks and resilience

Being in the Midwest, historically we have not been directly affected by droughts or water scarcity issues that have caused operational slowdowns or temporary shortages for utilities in water-stressed regions of the United States. However, we proactively consider both water availability and quality in our planning and ongoing operations. We also proactively take steps to protect our facilities in the event of increased precipitation by developing flood plans. These plans consider the keys to successful flood preparations to be advanced planning, careful monitoring of predicted water levels, early preparation and training.

We consider water reduction and reuse when designing new projects. Here are a few examples.

West Riverside Energy Center

- We designed this facility to take stormwater from diverted roof drains and reuse it for process makeup water, reducing groundwater use by approximately 70,000 gallons per year.

Emery Generating Station

- We designed this facility to utilize Clear Lake Sanitary District gray water as cooling tower makeup. In 2025, the facility used approximately 342 million gallons of gray water that otherwise would have come from another source such as groundwater.

Edgewater Generating Station

- We installed a dry bottom ash handling system on Unit 5 in 2018 and retired Unit 3 and Unit 4 (in 2015 and 2018, respectively) that employed once-through cooling water.
- In 2021, we redirected some wastewater streams for use as makeup water in the facility's Unit 5 scrubber air quality control system. This was not only to reduce water use but to minimize arsenic and mercury in the facility's wastewater discharges. This redirected water reduces freshwater withdrawals from Lake Michigan we would otherwise need for the scrubber.

All remaining coal-fired generating stations have either converted to natural gas or otherwise eliminated wet ash handling requiring discharge to ash ponds. This further reduces water use and discharges.

Coal combustion residuals

Management and compliance

Coal combustion residuals (CCR) are what remain after the direct combustion of coal at generating stations and include residuals from air quality control systems. We manage CCR safely and responsibly to protect both the environment and the public, and to comply with state and federal regulations. The U.S. Environmental Protection Agency issued the CCR rule in 2015 and subsequently amended it to protect human health and the environment by establishing a comprehensive set of requirements for the safe disposal of coal ash. As of the end of 2023, we completed the earthwork to close our ash ponds. We manage all CCR at our facilities dry. Our CCR website, ccr.alliantenergy.com, shares required compliance information and monitoring data.

For data regarding our CCR management, see [Appendix D](#).

Beneficial use highlights

Recycling coal ash for beneficial use reduces the amount of landfilled material. In 2025, we recycled 57% of CCR generated. Nearly all (96%) of the beneficially used material went to encapsulated applications such as use in cement ready-mix, cement raw feed, subbase under hard surfaces and asphalt. Beneficial use fluctuates year-to-year based on the utilization of individual coal-fired units.

We test CCR prior to any beneficial use and ensure it complies with applicable beneficial use regulations.

Waste management

General waste sources

We manage multiple waste streams including construction and demolition waste, hazardous waste, electronic waste, renewable energy waste and other solid waste. We continue to focus on improving how we manage waste in our daily operations as well as our construction and decommissioning projects at our facilities. We work to divert as much waste as possible from landfills and to reduce waste, reuse what makes sense and recycle what we can.

Annual performance and progress

Our large construction and decommissioning projects require contractors to divert at least 75% of construction waste from landfills. In 2025, we achieved an 83% diversion rate for this waste stream primarily comprised of metal, wood and concrete. For waste management data, see [Appendix E](#).

Waste reduction strategy

We compiled a waste management summary to guide ongoing waste reduction activities. The summary defines and describes our current waste streams, highlights successful waste reduction strategies and identifies opportunities to reduce waste we send to landfills. Our path forward aligns with the U.S. Environmental Protection Agency waste management hierarchy that emphasizes reducing, reusing and recycling wastes as integral to sustainable materials management. Below are highlights from our waste management summary.

Summary of current waste reduction strategies	
Waste stream	Key success factors
Construction and demolition (C&D) waste	• Clearly established goals. Our C&D contracts consistently contain a 75% waste diversion goal, agreed upon prior to project initiation. • Planning. We develop project-level waste management plans to describe the expected waste and define preferred management procedures that minimize landfilling. • Education. All relevant workers receive training on the appropriate disposition of C&D materials. We develop and post signage prominently to provide clear direction on how to separate recyclable materials from other waste.
Hazardous waste	• Training and tracking. To help ensure our personnel understand their obligations for proper disposal of hazardous waste, we perform training throughout the company and track all tasks related to environmental compliance in our environmental information management system. • Waste minimization efforts. Operational units that generate hazardous waste continue to minimize hazardous waste generation through product substitutions and clean-sweep events that reduce hazardous material inventories.
Electronic waste	• Strong partnership with Cascade Asset Management. The Information Technology (IT) department partners with Cascade Asset Management to implement an electronic waste (e-waste) recycling and repurposing program that consistently exceeds contract expectations. • Leadership commitment to responsible disposition of e-waste. Our commitment to responsible management creates certainty and enables long-term planning and investment in our e-waste recycling program.
Other solid waste	• Partnership with our company's facility services provider. We consolidated these services under a single agreement that covers how we manage normal operating waste to increase efficiency, support compliance and provide greater focus on recycling and landfill diversion.

Sustainable management of electronic waste

We've been committed to recycling electronic equipment for more than 15 years. Cascade Asset Management (Cascade) in Madison, Wisconsin, processes all items accepted for the program for reuse or to recycle in accordance with the [e-Stewards Standard for responsible recycling](#). Cascade processes all equipment in the United States and ships no e-waste overseas to developing countries for disposal. Cascade securely destroys electronic data before it cleans, tests and either refurbishes or recycles equipment. Cascade recycles most of our e-waste except for handheld mobile devices and laptop computers, which it mostly refurbishes and donates. The Alliant Energy Foundation works with Cascade

and our IT department to identify community organizations that can benefit from the refurbished computers.

Natural capital and biodiversity management

Biodiversity commitment

Our [Biodiversity Commitment Statement](#) expresses our interest in preserving natural resources and wildlife. It provides guidance to our employees on the management of natural capital and communicates our specific actions related to biodiversity.

Initiatives and support

Our environmental stewardship includes a longstanding tradition of ecosystem and habitat support. We work diligently to enhance biodiversity and to continually improve the natural environment. Our efforts include the following.

- As part of our wind energy generation program, we successfully obtained an approved Habitat Conservation Plan (HCP) and incidental take permit under the Endangered Species Act. The HCP will establish a long-term conservation plan that protects, avoids, minimizes, restores and enhances habitats for select bat species and minimizes operational impacts to our owned wind operations.
- Since 1999, we've been a partner in Wisconsin's HCP to protect the endangered Karner Blue butterfly.
- We study the emerging concept of agrivoltaics through partnerships with [Iowa State University](#) and the [University of Wisconsin-Madison](#).
- We work toward our goal to plant 1 million trees through various tree planting programs as described in the following sections.
- We partnered with Natural Power LLC to use the EchoSense smart bat curtailment system at our English Farms Wind Farm to mitigate impacts on bat species.
- We partnered with Electric Power Research Institute on a proposal for U.S. Department of Energy funding to study ultraviolet bat deterrents at wind farms.

One Million Trees initiative

In 2021, we announced our One Million Trees initiative, an effort to help plant a million trees by the end of 2030. In addition to providing shade, as these trees grow and mature, they naturally reduce greenhouse gases, improve water quality and provide wildlife habitat. Our approach includes supporting public land restoration efforts, residential tree events for our customers and public tree planting projects in the communities we serve. As of December 2025, the initiative helped plant 627,644 trees through our state and community partnerships. We track progress toward our goal on our [website](#).

Community tree planting programs

We've partnered with community tree planting programs for over 33 years and historically offered assistance to Iowa communities where our company provides service. We award grants for community-based tree planting projects that provide energy-saving benefits. [Trees Forever](#) administers and facilitates the program, providing educational and planning support. In 2022, we made the

program available to communities in Wisconsin. These programs now help support our One Million Trees initiative and build upon the lifetime impacts achieved to date.

- Cumulative number of trees and seedlings planted: 1,114,943.
- Cumulative number of projects awarded in communities we serve: 3,414.
- Cumulative community tree planting dollars awarded: More than \$8 million.

In 2025, for the 25th year, the Arbor Day Foundation named us a Tree Line USA® award recipient in honor of our commitment to protect and enhance urban trees. Tree Line USA is a partnership between the Arbor Day Foundation and the National Association of State Foresters that recognizes utilities for their efforts. We conserve trees where feasible and ensure we use best practices to preserve the quality and health of trees.

Avian and Bat Protection Plan

Our voluntary Avian and Bat Protection Plan (ABPP) formalizes and enhances our past practices of avian protection and incorporates industry best management practices on electric distribution projects and solar and wind operations. Our plan applies a risk-based approach that considers various factors and includes use of a geographic information system-based mapping tool to assess risks to avian species based on location. This tool allows us to take enhanced action in high-risk regions to protect birds.

The ABPP includes best management practices at our owned wind facilities to reduce impacts to birds and bats. During bat migration periods, our standard practice is to adjust turbine blades to reduce their revolution speed and decrease the risk to bats.

Approximately 30% of our electric distribution lines are now underground rather than overhead. Underground electric lines are the preferred infrastructure, where feasible and cost-effective, when planning new lines or upgrading existing facilities. Construction of underground infrastructure will reduce land and vegetation impacts and protect avian species and other wildlife from overhead power line interactions.

Minimizing construction impacts

We review all projects for potential effects on threatened and endangered species and environmentally sensitive areas. We route qualifying projects through the appropriate state and/or federal agencies for review. We follow federal and state regulatory requirements to protect listed species. We implement monitoring and reporting protocols as required to ensure resource protection.

We achieve avoidance measures through a variety of mechanisms. For example, we may complete projects during specific times of year to avoid effects on different species. Tree clearing during winter months minimizes the effects on protected bat species. We design construction projects to use the least impactful installation method. We frequently use horizontal directional drilling on our electric, natural gas and fiber optic cable projects to avoid effects to wetlands and waterways; state and federal agencies recognize this construction method as a way to reduce or avoid environmental impacts.

Natural capital

We aspire to increase our natural capital by strategically incorporating beneficial habitat into infrastructure projects. This not only supports sensitive species and the environment but also

reduces operation and maintenance costs and provides a means to mitigate impacts from future species protections. We help protect lands rich in biodiversity through mechanisms such as private land trusts and habitat conservation plan participation. The table below illustrates our support of environmentally sensitive habitats throughout our service territories.

Habitat protected, enhanced or restored by Alliant Energy		
Habitat type	Description	Acres
Pollinator	An area designated and planted with a variety of forbs (flower plants) intended to provide nectar resources (food) and nesting space for pollinators.	1,015
Prairie	Land dominated by grasses and forbs providing valuable habitat for wildlife and pollinators.	80
Enhanced vegetation	Vegetation planted within solar arrays that includes a limited number of native forbs and grasses to benefit wildlife while ensuring compatibility with site operations.	6,011
Wetland	A place covered by water either seasonally or permanently as designated by federal and state regulatory rules and policies.	359
Other	Includes: • Private land trusts defined with a 501(c)(3). • Habitat conservation plan (HCP) land specially designated to protect and/or promote threatened or endangered species. • Land that does not meet any other Alliant Energy-defined primary use categories.	14,965
Total acres		22,430
• Acres listed only include those established and documented. • Established habitats are those that have had at least two full growing seasons following planting and are actively managed; active management requires annual evaluation by a trained professional and completed maintenance work as needed. • Acreage estimates are based on internal records. • Other habitat types may include sites encompassing multiple habitat types.		

Reliable and safe service

Cyber and physical security

We continue to focus on the security, reliability and resilience of the energy grid and the systems and data required to operate the grid. Performance and results are reported to the Board of Directors.

Cyber security

We describe our cyber security program in our [Annual Form 10-K](#) report to the U.S. Securities and Exchange Commission. The disclosure covers the following elements of our cyber security program:

- Risk identification and management for internal and third-party risks.
- Program policies, procedures and tools.
- Program governance.

Physical security

As an integral part of our physical security program, we have protocols in place to address physical breaches and threats. We routinely practice drills of these protocols and address them according to our Incident Response Plans. To enhance our threat intelligence gathering and improve our response and communications, we utilize a threat intelligence tool to alert us of incidents, threats and general events.

Programs and management

Since 2018, we've participated in the Edison Electric Institute (EEI) security culture self-assessment exercise. We've made steady growth in our scores each year, which remain consistent with utilities of similar size and geographic location. The exercise helps advance our knowledge and corporate culture cyber security protections, physical security protections, response/recovery exercises, external partnerships and information sharing, security governance, and risk and workforce management.

In addition to our involvement with the EEI, we're active in collaborative networks that rapidly share security information with the Electricity Information Sharing Analysis Center (E-ISAC) and the Downstream Natural Gas Information Sharing and Analysis Center (DNG-ISAC) and share best practices with peers through the American Gas Association. We actively monitor information from and collaborate with federal and state industry groups and law enforcement entities. Additionally, we seek to adhere to all applicable compliance requirements, protocols and reporting procedures, including federal and state information privacy laws and regulations.

In addition to the details of our cyber security program in our Annual Form 10-K, our security programs include:

Management and collaboration.

- Integrated Security Operation Center staffed 24x7x52, Crisis Management Team, Rapid Response Team and Cyber Security Incident Response Team with access to dedicated Emergency Operations Center.
- Government partnerships to understand potential threats and develop response strategies.
- EEI mutual assistance network membership to speed recovery from significant energy grid damage events.
- Third party assessments using the National Institute of Standards and Technology Cybersecurity Framework, a voluntary, risk-based framework that helps organizations govern, identify, protect, detect, respond to, and recover from cyber security risks in a structured and repeatable way.

Risk identification, prevention, preparation and response guidelines.

- Review of third-party relationships by our legal, sourcing and cyber security teams to identify potential risks introduced by vendors, software and hardware manufacturers and professional services providers.
- Regular security assessments of threats and vulnerabilities that lead to strengthening cyber and physical security measures at our operating facilities to deter malicious attacks.

Training, education and awareness.

- Employee awareness training.
- Phishing training and testing program.
- Education via blog posts, emails and lunch-and-learn events.
- Workplace violence employee training exercises.
- Field worker security and safety training material.

Communication protocols and internal reporting.

- Emergency Operations Center Incident Command for communication and coordination with local and regional stakeholders.
- Company-wide employee emergency mass notification system.
- Company-wide security policies and procedures covering physical, cyber and critical infrastructure protection.
- Standardized incident command structure with unified language and reporting regardless of incident type.
- Information technology and telecommunication systems implemented with segmentation and multiple levels of access controls.

Employee security training

We conduct physical and cyber security training for our employees and contractors who access our networks. The training program includes role-based and other ad hoc training sessions for targeted audiences as needed. We require all employees and contractors who access our networks to take quarterly general security awareness training, tracked through our learning management system. We conduct monthly phishing tests as a core component of our cyber security awareness program designed to measure the efficacy of our training and education efforts. We collect results and present them to the executive leadership team. In addition to training all employees, we conduct internal exercises and training scenarios for physical security staff and leadership designed to evaluate incident readiness. These actions continue to demonstrate and reinforce personal accountability to protect our assets and review incident reporting procedures.

Emergency Management Services

The energy services our company provides are essential to the health, safety and well-being of our customers and economically critical to businesses in the communities we serve. We're vigilant in our planning and preparedness to ensure we provide safe, reliable services.

We assess and prepare for potential risks that could affect our operations. We have an established incident command structure and strategic framework for our company's incident response, disaster recovery and response planning efforts. Emergency Management Services manages and implements these programs and integrates all levels of planning for incidents across the enterprise.

Incident Response Plans

Our Incident Response Plans define the roles and responsibilities that support response, recovery and decision-making activities. They cover primary and alternate communication paths, redundant systems,

training on alternative methods of operations, and forms of recovery to mitigate and minimize disruptions. These plans ensure robust planning, heightened preparedness, mitigation, expeditious response and overall resilience in responding to any type of event.

Disaster Recovery Plan

Our Disaster Recovery Plans focus on the loss of facilities or equipment that affect our ability to provide the essential services our customers, employees and stakeholders expect. They address immediate intervention to minimize further losses brought on by an incident and begin the recovery process, including activities and programs to restore critical business functions and return our organization to an acceptable condition. We also have disaster recovery plans for our IT infrastructure, systems and applications to ensure continuity of our digital operations.

Ongoing Emergency Management

Emergency Management is the ongoing planning, training, exercising and improvement of processes related to incident response. Our organization's training and exercise program encompasses a variety of efforts to better prepare and equip us to respond and recover.

We structure our Corporate Incident Response Team (CIRT) using the standardized Incident Command System many organizations and agencies use around the world. An incident commander engages the team and each CIRT member represents one or more functional areas throughout our organization. Team members' responsibilities include working to resolve critical resource issues and channeling communications between their respective business units and the CIRT.

Wildfire Mitigation Plan

Our service territories are in a region with low risk of wildfires. However, we have implemented a Wildfire Mitigation Plan to assess mitigation strategies and operational protocols in the event of active wildfires or increased wildfire risk period. Our distribution system operations team continually monitors the electric system and has procedures for immediate response to system abnormalities and public safety. We engage with the Electric Power Research Institute, Edison Electric Institute, natural resource agencies and various other groups to identify best practices and make informed decisions related to our procedures and emergency response protocols.

Employee and contractor safety

Our safety commitment: Live safety. Everyone. Always.

Our first priority is that nobody gets hurt. That's why one of our core values is, "Live safety. Everyone. Always." The Board of Directors delegated oversight of all safety management programs and compliance to the Operations Committee.

Our safety strategy

We're committed to fostering a learning culture in which we use insights from those who best understand the work to continuously improve our processes. We recognize mistakes happen; our goal is to identify ways to fail safely and incorporate what we learn into our processes. We designed our Learning Team process to create an environment in which our employees feel comfortable talking about

how work is performed in the field. In 2025, we completed 36 Learning Team events in which a total of 311 employees participated. These Learning Teams identified 211 action items, of which 100 either eliminated the hazard or implemented an engineering control to protect our employees from exposure to the hazard.

Safety culture

Safety is a cornerstone of our company's culture. We take pride in our robust safety practices, which are driven by our executive and local safety leadership teams. These teams collaboratively establish our safety vision, strategy, and priorities. They ensure safety education and recognition of employee contributions are integral to our operations.

In January 2024, we partnered with Safemap International to conduct an employee safety culture survey. In 2025, we continued to take steps identified in that survey to strengthen our safety programs. These included enterprise-wide controls training, introduction of the human and organizational performance principles, and a review of our operational and safety practices.

Contractor and public safety

We're dedicated to hiring safe contractors. We partner with ISNetworld to ensure a consistent and objective process for prequalification, selection, performance monitoring, and review of the safety, health, and environmental aspects of physical work contractor management. Our contractors must achieve a passing grade in ISNetworld.

To reduce risk and promote safety and health for contractors, our employees and the public, we require contractors to complete our safety orientation training before they commence work at our sites. Our contracts include comprehensive minimum safety requirements that establish clear expectations. This helps us monitor and address any safety issues or concerns that may arise during a project.

Public safety is equally important. As we provide energy to our customers' homes and businesses, we engage in awareness campaigns and offer natural gas and electric public safety presentations at no cost to the communities we serve. We also provide [free online resources](#), training programs and guidance to assist local emergency responders.

Annual performance and progress

We prioritize proactive management of our safety performance through a comprehensive behavioral safety-based program that includes leading indicators, lagging indicators, and targeted focus programs. We focus on timely injury reporting to ensure employees receive care and treatment as quickly as possible. In 2025, 94% of all injuries were reported within a 24-hour window. Our safety management system captures and tracks best practices, near misses, job site briefings, safety observations, safety conversations, and any unsafe conditions. This system provides the insights we need to foster a positive safety culture and promotes compliance with safety rules, processes and procedures. Additionally, it enables us to broadly share lessons learned to shape mindsets and behaviors and prevent similar events. We develop annual safety management plans to target and mitigate specific risks or incidents from the previous year.

Alliant Energy's safety programs and management		
Leadership	Executive Safety Leadership Team	Local Safety Leadership teams
Employee programs	Employee Safety Culture Surveys	Learning Teams to investigate incidents
	High Energy Hazard Recognition	Union Blue Hat program
Management systems	Safety management plans	Edison Electric Institute Safety Classification Learning Model
	Online safety management system	
Preventative measures	Safety conversations/observations	Project design reviews
	Leading indicator metrics	Pre-job safety briefing quality reviews
Contractor safety	ISNetworkworld system for safety performance and insurance reviews	
	Safety program and regulatory compliance reviews	
Public safety	Community safety resources and public presentations	
	Web-based safety educational and training programs	

Alliant Energy: Employee and contractor safety data			
Year	2023	2024	2025
Alliant Energy employee safety			
Employee recordable incident rate	2.77	2.17	2.73
Employee lost-time incident rate	0.41	0.53	0.78
Employee severity rate	11.91	8.23	13.89
Employee near miss frequency rate	7.72	6.75	5.09
Employee fatalities	0	0	0
Alliant Energy contractor safety			
Contractor recordable incident rate (3-year avg.)	1.10	1.06	1.03
Contractor fatalities	0	0	0
- Recordable incident rate is the number of work-related injuries or illnesses requiring more than first-aid treatment, per 100 employees. - Lost-time incident rate is the number of lost workdays per 100 employees from a recordable incident resulting in an employee's inability to work the next full workday. - Severity rate is the number of days away from work per 100 employees because of work-related injuries or illnesses. - Near miss frequency rate is the number of near misses reported per 100 employees. - Numbers are based on internal records and compliance data used for regulatory reporting.			

Electric system performance

Reliability

Our electric system investments focus on reliability and resilience, yet some power outages still occur. Many are the result of weather-related events and interference from trees or wildlife. As preventive measures, we conduct tree trimming near our distribution lines and install animal guards on our equipment. Underground electric lines are the preferred infrastructure, where feasible and cost-effective, when planning new lines or upgrading existing facilities. However, other events such as digging, construction and auto accidents can damage lines, poles or other equipment and cause service interruptions. An electrical overload can also cause equipment to fail. Regardless of the reason for an outage, we work to restore power as quickly, efficiently and safely as possible.

Line losses

Transmission and distribution (T&D) loss is the difference between the total energy generated and purchased by customers. The transfer of electrical energy between generation facilities, substations and customers is impossible without some loss. This primarily occurs due to heat loss in wires moving electricity, and energy loss in transformers when voltage steps up or down. We periodically assess the approximate distribution line loss for our electric system operations. Based on these studies, we estimate the overall energy distribution loss factor for our utility subsidiaries to be 3.09% for IPL and 3.12% for WPL. We work to minimize natural line losses on our distribution system through ongoing investments in our electric system infrastructure. Our company does not directly own any transmission for IPL. We have partial ownership of the Wisconsin transmission company, American Transmission Company LLC, which [reported](#) its loss for WPL as 2.02% in 2025 to the Midcontinent Independent System Operator, Inc. Regional Transmission Organization. In comparison, the [U.S. Energy Information Administration](#) (EIA) estimates electricity T&D losses equaled about 5% of the electricity transmitted and distributed in the United States from 2018 to 2022.

Annual performance and progress

Our company tracks various reliability-metrics including the System Average Interruption Duration Index (SAIDI) and the System Average Interruption Frequency Index (SAIFI). In 2025, the SAIDI result was 81.2 and the SAIFI result was 0.79. In comparison, the [EIA's](#) most recent reported average 2024 values in the United States for SAIDI and SAIFI are 126.0 minutes and 1.04 interruptions per year, respectively.

Alliant Energy electric reliability data			
Year	2023	2024	2025
System Average Interruption Duration Index (SAIDI) in minutes			
IPL	83.8	101.7	87.1
WPL	52.1	68.9	75.4
Alliant Energy	67.9	85.3	81.2
System Average Interruption Frequency Index (SAIFI)			
IPL	0.79	1.07	0.82
WPL	0.60	0.80	0.76
Alliant Energy	0.69	0.93	0.79
- SAIDI is the average length of an interruption experienced by the average customer measured in minutes. It is the annual sum of all customer interruption durations over the year divided by the total number of customers served during the year. - SAIFI is the number of sustained interruptions the average customer experiences. It is the total annual number of customer interruptions divided by the total number of customers served during the year. - Numbers are based on Alliant Energy outage management system records. Metrics are reported excluding planned and major events according to the guidance set forth by applicable regulatory agencies. A major event is declared whenever extensive physical damage to transmission and distribution facilities has occurred within an electric utility's operating area due to unusually severe and abnormal weather or event and: Wind speed exceeds 90 mph for the affected area; or one-half inch of ice is present and wind speed exceeds 40 mph for the affected area; or 20% of the affected area total customer count is incurring a loss of service for a length of time to exceed five hours; or 20,000 customers in a metropolitan area are incurring a loss of service for a length of time to exceed five hours.			

Natural gas system performance

Our regulated utilities deliver natural gas to customers through our intrastate transmission pipeline and distribution system. These pipelines are not made of potentially high-risk materials such as cast or wrought iron or unprotected bare steel. We operate in compliance with applicable state and federal regulations including requirements of the Pipeline and Hazardous Materials Safety Administration.

We are dedicated to keeping our employees, customers, and communities safe through training, education, and awareness. All Alliant Energy journeymen crews and service responders are trained on emergency response and are available 24 hours a day, seven days a week. In addition, our company's Transmission and Distribution Integrity Management programs include processes to inspect and assess the condition of Alliant Energy-owned natural gas pipelines and establish a maintenance plan based on regulatory requirements and best industry practices.

2025 natural gas system (miles)			
Utility	IPL subtotal	WPL subtotal	Alliant Energy
Gas transmission pipeline	718.92	37.91	756.83
Distribution gas mains	4,508.55	5,174.42	9,682.97
- Natural gas intrastate transmission pipelines deliver gas directly to some large industrial customers and to our gate stations, where pressure is lowered for final distribution to utility customers. - The distribution systems consist of mains, usually located along or under city streets, and smaller service lines that branch off the mains and distribute natural gas service to homes and businesses. - Numbers are based on internal records and compliance data used for regulatory reporting.			

2025 gas distribution main material (% based on miles)			
Utility	IPL subtotal	WPL subtotal	Alliant Energy
Plastic	63.73	74.49	69.48
Cathodically protected coated steel	36.27	25.51	30.52
Numbers are based on internal records and compliance data used for regulatory reporting.			
2025 gas distribution services material (% based on number of services)			
Utility	IPL subtotal	WPL subtotal	Alliant Energy
Plastic	72.84	87.90	79.72
Cathodically protected coated steel	27.16	12.10	20.28
Numbers are based on internal records and compliance data used for regulatory reporting.			

Gas emergency responses within 60 Minutes (%)		
2023	2024	2025
99.5	99.1	99.4
Numbers are based on internal records and compliance data used for regulatory reporting.		

Supply chain

Our standard supplier contractual terms mandate compliance with all policies and procedures we've established, including without limitation health, safety, security, cyber security and environmental

policies and procedures. In addition, all suppliers must adhere to our [Code of Conduct](#) which states we are committed to adhering to all laws prohibiting forced labor and child labor. We may disqualify suppliers who engage in activities that do not comply with our supplier policies, or that violate our Code of Conduct, from continuing business with us and from making future bids.

Customer and community growth

Customer experience

Our customers' perspectives matter. We distribute a customer interaction survey (CIS) throughout the year to ask customers about their satisfaction with specific interactions. We ask customers to rate their experience with us when we restore power after an outage, install or exchange a meter, or deliver other services. We also conduct ad hoc surveys of customers who experienced outages to gather targeted feedback to inform and enhance our customer service.

Our key account managers (KAMs) play a crucial role fostering relationships with large commercial and industrial customers. KAMs serve as single points of contact for customers. They navigate and facilitate discussions internally and externally to address customer questions and align customer goals with available solutions. KAMs also work closely with community and economic development partners to maintain engagement and support attraction and expansion needs.

Our Business Resource Center is staffed with employees trained to provide personalized assistance to business, property management and agricultural customers. They typically handle inbound questions on topics that include service and billing, energy efficiency programs, payments and more.

We use [Power Thinkers](#), our voluntary online residential community of nearly 3,200 customers in Iowa and Wisconsin, to weigh in on Alliant Energy-related topics. Power Thinkers provide valuable insights that enhance our decision-making as we incorporate the voice of the customer into our decisions.

Customer support agents provide valuable information on energy use and financial options to help customers manage utility bills. We support increasing federal energy assistance programs, including the Low-Income Home Energy Assistance Program (LIHEAP), for low-income households. Over 45,000 Alliant Energy customers received LIHEAP assistance in 2025, approximately \$24 million in total allocated funds. The Alliant Energy [Hometown Care Energy Fund](#) is an assistance program that provides up to \$500 per eligible household to help with heating and cooling costs. In 2025, our company contributed \$2 million toward the fund.

Additionally, [our website](#) offers detailed payment assistance resources to help customers understand available support.

Annual performance and progress

We track various metrics to help us measure our progress to create a simple and personalized experience for customers. For example, a portion of our overall corporate metric is based on an average CIS that measures customers' responses to a question on their overall satisfaction (ranging from 0 to 10). The target in 2025 was 8.7, with a threshold of 8.5 and maximum of 9. We were successful in 2025 earning a CIS score of 8.7.

Community giving

Programs and management

We're dedicated to building stronger communities through various efforts, including charitable giving through the Alliant Energy Foundation, corporate and employee/retiree contributions, and volunteerism. Our corporate and Foundation giving focuses on four key areas: Hunger and housing, workforce readiness, environmental stewardship, and community safety and engagement. Additionally, the Foundation matches qualifying employee and retiree donations of \$50 or more, up to a maximum of \$3,500 and \$1,000 respectively per year, to eligible 501(c)(3) charitable organizations through our Giving Together Campaign.

In 2025, our Foundation, corporation, employees and retirees volunteered more than 66,000 hours and gave more than \$6.5 million to support over 1,200 nonprofit organizations throughout our service territories.

Refer to our website for additional information on our [community giving efforts](#).

Alliant Energy community support			
Year	2023	2024	2025
Corporate	\$6,547,192	\$5,815,395	\$3,803,552
Foundation	\$2,490,450	\$2,440,364	\$1,876,386
Employee and retiree (company matched)	\$430,158	\$470,951	\$366,147
Drive Out Hunger	\$515,000	\$520,000	\$550,000
Total	\$9,982,800	\$9,246,710	\$6,596,085
Numbers are based on accounting financial data and internal records. The Giving Together Campaign only tracks donations from employees and retirees entered into an internal system and cannot accurately represent the full extent of employee and retiree contribution to the communities we serve.			

Economic development

Growth initiatives

We provide professional and comprehensive economic development services to attract new customers and help existing customers expand. This includes consulting on matters of property site selection, affordable access to reliable energy and community awareness. We also consult on the many available cost-saving opportunities, and local and state resources. One of our main areas of focus is energy solutions for existing and new businesses in our service territories, which enable growth. 2025 culminated with announced industrial growth across our electric and natural gas utility service territories in both Iowa and Wisconsin. Refer to our website for additional information on [growth initiatives](#).

Here are some of our recent economic development highlights:

- Through the fourth quarter of 2025, we executed electric service agreements with new data center customers that include aggregate peak demands of approximately 3 gigawatts.
- With the support of our partners, we helped announce 21 projects in 2025, resulting in over \$13 billion in new capital investments and more than 1,700 new jobs for our communities.

- Site Selection magazine recognized us as a [Top Utility in Economic Development](#) for the seventh consecutive year and Business Facilities magazine recognized us as a [Top Utility](#) for the sixth consecutive year.
- We continued to work with Global Location Strategies to identify and research how to position our service territory for the bio-health industry as a targeted industry for 2026 and beyond.

Community partnerships

We have strong partnerships with our local communities. We assign key account managers and our local operations teams to specific communities in our service territories.

Among the various actions through which we supported our communities in 2025, we:

- Served on various area economic development boards of directors.
- Offered organizational funding, strategic planning services and support to economic development organizations.
- Published a newsletter for community representatives.
- Provided more than \$500,000 to Iowa and Wisconsin communities via our dues and partnership program. Among statewide partnerships, we supported the Wisconsin Policy Forum and the Iowa Rural Development Council.
- Partnered with Iowa State University's Center for Industrial Research and Service to provide resources and guidance to over 500 local businesses and manufacturers.
- Welcomed over 10,000 unique visitors to the Alliant Energy Ag Innovation Lab, an epicenter for digital agriculture research, development, and outreach.
- Partnered with BioForward, the Wisconsin state agency that supports the state's strong bio-health, pharmaceutical and medical device manufacturing industry.

Our relationships with regent universities in Iowa have given us a strong competitive advantage in business attraction. Companies interested in expanding in the state, particularly those in biofuels and bioprocessing, increasingly rely on us to help them access academic expertise at universities and build their network in the state.

Data centers

Data centers continue to show interest in locating within our service territory. We successfully contracted with four data centers, resulting in billions of dollars of investment, additional property tax revenue, community investments and high-paying jobs in our communities. Our collaboration and partnership with these projects will continue to support our long-range resource planning, our renewable energy resource plan and goals, and capital investment in our communities.

Growth sites

To support future community expansion efforts, we offer growth sites in Iowa and Wisconsin. Growth sites are locations designed to be ready for industrial or commercial customers to build or expand

businesses. Growth sites generally have a minimum of 80 acres, are served by Alliant Energy electric and/or natural gas service and are development ready. Preliminary due diligence minimizes risk for businesses, enabling them to quickly determine if a site will satisfy critical requirements within their construction timeline.

In 2025 we worked on three growth sites in Iowa. We worked with North Iowa Corridor to develop 888 acres in Mason City to create the River City Industrial Park. In Ames, our Prairie View Industrial Center is ready for future industrial development. And we partnered with Iowa Interstate Railroad and Jasper County on certification and marketing for Newton Rail Park, a 405-acre industrial park with transload facilities and excellent logistics options.

Employee engagement and development

Programs and management

We provide information on our human capital programs and management in our [Annual Form 10-K](#) report to the U.S. Securities and Exchange Commission, and specifically this disclosure covers our:

- Total Rewards program
- Employee engagement
- Talent development and workforce readiness

The following sections expand on these topics and other corporate human capital initiatives and actions.

Human rights policy

Our [Human Rights Statement](#) reflects our policies and values that guide how we interact with our employees and external stakeholders. The Compensation Committee of the Board of Directors oversees our employee programs and policies, including employee engagement initiatives. In addition, the chief executive officer and the senior vice president and chief human resource officer develop and implement employee-related business strategies and advance employee engagement efforts.

Health and wellness

We care about the overall well-being of our employees and their families and demonstrate this commitment through a competitive total rewards package that addresses physical, mental, emotional and financial health across all stages of life. As part of this approach, our partnership with Spring Health provides employees and their families with timely access to mental healthcare, coaching and work-life services including a defined number of sessions at no cost with continued care available at in-network rates when needed. In addition, we offer family friendly leave programs that support employees as they build and care for their families. This includes paid parental bonding leave available to both birth and adoptive parents as well as up to 40 hours of paid family emergency medical leave for non-bargaining employees to care for a family member.

To enable a balance between work and personal commitments, we offer hybrid work options for many positions as well as flexible schedules and part-time options. To maintain our strong culture in a hybrid work setting, we find meaningful ways to connect our teams in person such as all-employee calls, town halls, lunch-and-learn opportunities and other in-person connections throughout the year that bring

employees together with opportunities to connect, learn and grow. Our bargaining unit contracts allow for compressed work weeks, and company leadership actively partners with union leadership to develop flexible work options for our bargaining unit employees. As an example of this partnership, 35% of employees in the International Brotherhood of Electrical Workers Local 965 collective bargaining unit work a compressed work schedule.

Talent development and workforce readiness

To prepare our workforce and build our talent pipeline, we support our employees in their skill development and career growth, offering several training opportunities, development programs and tuition reimbursement. All management employees work collaboratively with their leaders to develop annual performance and development goals. Development goals help identify opportunities to learn through a mix of on-the-job experience, collaboration and formal content to build skills needed for today and the future. Additionally, management employees complete self and leader performance assessments at midyear and year-end. Having clear expectations, regular performance discussions and frequent feedback all play a key role in successful performance and career growth at Alliant Energy.

We also invite employees to participate in our employee engagement survey. This recurring survey enables us to build upon organizational strengths and address key opportunities to further enhance the overall employee experience.

We offer all employees online, self-paced content that contains extensive skill and leadership development opportunities. This includes our Leadership Attribute Toolbox, which guides leaders through online development aligned with the leadership skills most vital to our company. In addition, we offer leadership cohorts, mentoring opportunities as well as leader learning sessions in which leaders share best practices and hear from peers on various leadership topics such as giving feedback, goal setting and having career conversations.

Each year, we require all employees to take online training on our Code of Conduct, cyber security, physical security and sexual harassment. Managers take additional compliance-related courses. Employees in our operations workforce, who have more physical attributes to their jobs, complete several courses on safety, standards and tools. Our new employee onboarding includes courses on our values, purpose and strategy, industry knowledge, and safety.

We also have an apprenticeship program that allows us to teach our company values, methods and procedures. It combines supervised, structured, on-the-job training with related instruction to produce highly skilled trade and technical workers. Our program builds transferable skills and comprehensive knowledge in the high-demand technical trades necessary for our success. The program gives us the flexibility to tailor training to match our needs, training employees in our facilities and on our equipment, consistent with our safety standards and employee expectations.

Through these various channels, our bargaining and non-bargaining employees completed an estimated 45,385 hours of content in 2025, an average of about 15 hours per employee.

Alliant Energy 2025 training hours		
Training and development topic	Number of courses completed	Estimated employee training hours
Technical/safety	50,173	35,040
General/onboarding	2,988	849
Compliance/required	11,702	4,419
Cyber/physical security	12,085	3,282
Leadership/professional	2,562	1,794
Total	79,510	45,385
Training hours are estimated based on data collected from internal records and training courses logged.		

Collective bargaining and labor relations

We are committed to constructive dialogue and good faith negotiations with legally recognized unions. As of the end of 2025, 58% of our employees were covered under collective bargaining agreements. We respect the right of our employees to form, join or not join a labor union without fear of reprisal, intimidation or harassment. Most of IPL's bargaining unit employees are covered by the International Brotherhood of Electrical Workers Local 204 (Cedar Rapids) collective bargaining agreement and all WPL's bargaining unit employees are covered by the International Brotherhood of Electrical Workers Local 965 collective bargaining agreement. We provide updates to the status of these agreements in our [Annual Form 10-K](#) reports to the U.S. Securities and Exchange Commission.

We partner with our unions as they serve an important role in developing our talent pipeline and training our employees. In our quest for a workplace free of serious injuries and fatalities, our union partnerships include safety goals to ensure all workers are engaged.

Transparency and accountability

Political engagement

Strategic legislative and regulatory advocacy is crucial to our ability to deliver the energy solutions and exceptional service our customers and communities count on in a rapidly evolving energy industry.

Our Political Engagement Guidelines govern our advocacy and political activities. The Nominating and Governance Committee of the Board of Directors provides oversight and regularly reviews our company's participation in the political process. This Board committee approves political contributions to various organizations. We post reports showing such contributions to our investor website twice per year. The website includes the current and last five years of [reports](#).

We comply with all state and federal laws, including those surrounding disclosure, to provide transparency on lobbying activities and political contributions or expenditures. The company is prohibited from making direct contributions to candidates for political office. However, our employees can engage with elected officials through our voluntary, nonpartisan political action program. We disclose our company's political engagement guidelines, spending and lobbying activities [online](#).

We were again proud to partner with the Edison Electric Institute (EEI), American Gas Association (AGA) and the National Energy and Utility Affordability Coalition to brief Congress on the importance of LIHEAP

funding. We also worked through our Foundation to encourage community organizations like community action agencies and the United Way to sign a letter of support for increased LIHEAP funding. Over 265,000 households across Wisconsin and Iowa received LIHEAP assistance in 2025, approximately \$132 million in total allocated funds. This included 45,000 Alliant Energy customers, who received approximately \$24 million.

Corporate governance

Board qualifications

Corporate governance plays an important role at Alliant Energy. Effective corporate governance starts with a strong, diverse and independent Board of Directors to oversee management and the company. We provide key aspects of our Board of Directors in our [Proxy Statement](#).

Board committee focus areas

We recognize the importance of corporate responsibility to our purpose, values, and our daily operations. The Nominating and Governance Committee is responsible for general oversight of corporate responsibility, including review and approval of our annual Corporate Responsibility Report. The Board of Directors and Board committees engaged in oversight of corporate responsibility and various other areas in 2025 as follows.

Board of Directors			
Purpose and Mission • Cyber and Physical Security • Enterprise Budgeting and Financing • Company Strategy • Public Policy			
Committees of the Board			
Operations • Environmental Stewardship • Capital Projects • Customer Experience • Safety • Operational Resiliency	Compensation • Executive Compensation • Performance Metrics • Corporate Culture • Workforce Development • Succession (except for CEO)	Audit • Financial Statement Integrity • Enterprise Risk Management • Corporate Compliance • Tax Matters	Nominating & Governance • Corporate Responsibility • Board Governance and Structure • Shareowner Matters • Political Engagement • CEO Succession

Compensation and pay practices

Our executive compensation program promotes our strategic plan. The Compensation Committee of the Board of Directors approves performance compensation goals. Payments under incentive compensation plans are tied directly to the achievement of key financial goals and operational goals, including goals related to customer experience, environmental targets and safety.

Appendices

Appendix A: ISO 14001 alignment

Refer to the [ISO 14001 alignment](#) section for additional context behind this table.

Alliant Energy ISO 14001 alignment	
Context of organization	• Establish formal environmental management program. • Meet compliance obligations and regulatory requirements, including permits. • Identify and ensure necessary processes and controls are in place. • Develop and implement environmental training for employees. • Ensure those working on behalf of environmental policy and procedures are trained. • Proactively improve environmental management programs. • Implement positive initiatives for air emissions, water, waste and biodiversity.
Leadership	• Board of Directors' Operations Committee. • President and chief executive officer. • Executives and management. • Environmental Services and Corporate Sustainability department.
Planning	• Identify and evaluate significant environmental aspects of projects and new initiatives. • Preserve natural resources, safeguard ecosystems and promote biodiversity. • Determine the risks that can affect our organization's environmental performance. • Evaluate life-cycle environmental impacts of activities, products and services. • Identify risks and opportunities in relation to internal and external issues.
Support	• Identify the knowledge and skills necessary to achieve environmental objectives. • Establish and maintain formal environmental procedures and policy. • Identify resource needs and prepare a budget to address them. • Ensure contractual relationships comply with the company's environmental policy. • Use technology to control processes and prevent adverse results. • Provide employee training that addresses impact to the environment.
Operation	• Integrate a comprehensive environmental management approach into our business. • Mitigate adverse environmental effects caused by our operations. • Comply with all environmental laws and regulations and company procedures. • Use efficiencies, technologies, recycling, reuse, materials and product substitution. • Provide employees training to operate and implement relevant procedures effectively. • Ensure proper operation and maintenance of equipment critical to the environment. • Sustain mechanical integrity and reliability and prevent environmental incidents. • Prioritize equipment repair to meet environmental requirements. • Analyze maintenance and equipment records to address performance issues.
Performance evaluation	• Perform routine environmental assessments. • Analyze root causes of assessment findings and environmental incidents. • Provide routine environmental compliance reporting. • Implement planning and projects to address environmental risk.
Improvement	• Implement corrective actions that address environmental risks. • Share lessons learned and apply best management practices. • Analyze trends in environmental performance indicators.

	• Implement environmental management programs. • Improve the environmental management program to reduce environmental risk.
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Appendix B: Thermal air emissions

Refer to the [Thermal air emissions](#) section for additional context behind the following data tables.

Thermal emissions: Mass			
NO _x (tons)	2023	2024	2025
IPL	2,639	2,024	2,878
WPL	2,096	2,341	2,629
Alliant Energy	4,735	4,365	5,507
SO ₂ (tons)	2023	2024	2025
IPL	3,385	2,676	4,304
WPL	1,169	1,278	1,571
Alliant Energy	4,554	3,954	5,875
Hg (pounds)	2023	2024	2025
IPL	19	14	21
WPL	18	18	26
Alliant Energy	37	32	47
CO ₂ (tons)	2023	2024	2025
IPL	6,281,671	5,046,554	6,112,376
WPL	8,591,721	9,291,381	9,119,896
Alliant Energy	14,873,392	14,337,935	15,232,272
PM (tons)	2023	2024	2025
IPL	327	248	372
WPL	233	282	377
Alliant Energy	560	530	749
PM10 (tons)	2023	2024	2025
IPL	194	161	193
WPL	224	265	354
Alliant Energy	418	426	547
Lead (tons)	2023	2024	2025
IPL	0.11	0.08	0.17
WPL	0.02	0.04	0.05
Alliant Energy	0.13	0.12	0.22
Volatile organic compounds (tons)	2023	2024	2025
IPL	28	22	36
WPL	87	103	108
Alliant Energy	115	125	144
• Figures are based on continuous emissions monitoring systems (CEMS) and other air compliance data accepted by the U.S. Environmental Protection Agency, Iowa Department of Natural Resources and Wisconsin Department of Natural Resources. • Quality Assured and Controlled Data for mercury were first measured in 2009 with the installation of CEMS. • Emissions are based on IPL's and WPL's equity share for joint electric generation units. For Columbia Units 1 and 2, Ottumwa Unit 1, Louisa Unit 1 and Neal Units 3 and 4, this is based on generation share, whereas for Riverside Units 3 and 4, this is based on ownership share.			

Thermal emissions: Rate per net MWh			
NO _x (lbs./MWh net)	2023	2024	2025
IPL	0.58	0.54	0.69
WPL	0.34	0.37	0.44
Alliant Energy	0.44	0.43	0.54
SO ₂ (lbs./MWh net)	2023	2024	2025
IPL	0.75	0.71	1.03
WPL	0.19	0.20	0.26
Alliant Energy	0.43	0.39	0.58
Hg Rate (lbs./MWh net)	2023	2024	2025
IPL	0.0000021	0.0000019	0.0000025
WPL	0.0000014	0.0000014	0.0000022
Alliant Energy	0.0000017	0.0000016	0.0000023
CO ₂ Rate (lbs./MWh net)	2023	2024	2025
IPL	1,391	1,344	1,457
WPL	1,387	1,459	1,525
Alliant Energy	1,389	1,416	1,497
PM Rate (lbs./MWh net)	2023	2024	2025
IPL	0.07	0.07	0.09
WPL	0.04	0.04	0.06
Alliant Energy	0.05	0.05	0.07
PM10 Rate (lbs./MWh net)	2023	2024	2025
IPL	0.04	0.04	0.05
WPL	0.04	0.04	0.06
Alliant Energy	0.04	0.04	0.05
Lead Rate (lbs./MWh net)	2023	2024	2025
IPL	0.000025	0.000022	0.000040
WPL	0.000004	0.000007	0.000009
Alliant Energy	0.000012	0.000012	0.000022
Volatile Organic Compounds Rate (lbs./MWh net)	2023	2024	2025
IPL	0.01	0.01	0.01
WPL	0.01	0.02	0.02
Alliant Energy	0.01	0.01	0.01
- Based on continuous emissions monitoring systems (CEMS) and other air compliance data accepted by the U.S. Environmental Protection Agency, Iowa Department of Natural Resources and Wisconsin Department of Natural Resources. - Emissions are based on IPL's and WPL's equity share for joint electric generation units. For Columbia Units 1 and 2, Ottumwa Unit 1, Louisa Unit 1 and Neal Units 3 and 4, this is based on generation share, whereas for Riverside Units 3 and 4, this is based on ownership share.			

Thermal emissions: Rate per gross MWh			
NO _x rate (lbs./MWh gross)	2023	2024	2025
IPL	0.56	0.52	0.66
WPL	0.33	0.35	0.42
Alliant Energy	0.42	0.41	0.52
SO ₂ rate (lbs./MWh gross)	2023	2024	2025

IPL	0.72	0.68	0.98
WPL	0.18	0.19	0.25
Alliant Energy	0.41	0.37	0.55
Hg rate (lbs./MWh gross)	2023	2024	2025
IPL	0.0000020	0.0000018	0.0000024
WPL	0.0000014	0.0000013	0.0000021
Alliant Energy	0.0000017	0.0000015	0.0000022
CO₂ Rate (lbs./MWh gross)	2023	2024	2025
IPL	1,335	1,288	1,395
WPL	1,334	1,401	1,459
Alliant Energy	1,334	1,359	1,432
PM rate (lbs./MWh gross)	2023	2024	2025
IPL	0.07	0.06	0.08
WPL	0.04	0.04	0.06
Alliant Energy	0.05	0.05	0.07
PM10 rate (lbs./MWh gross)	2023	2024	2025
IPL	0.04	0.04	0.04
WPL	0.03	0.04	0.06
Alliant Energy	0.04	0.04	0.05
Lead rate (lbs./MWh gross)	2023	2024	2025
IPL	0.0000238	0.0000209	0.0000382
WPL	0.0000035	0.0000064	0.0000088
Alliant Energy	0.0000117	0.0000114	0.0000207
Volatile organic compounds rate (lbs./MWh gross)	2023	2024	2025
IPL	0.01	0.01	0.01
WPL	0.01	0.02	0.02
Alliant Energy	0.01	0.01	0.01
- Based on continuous emissions monitoring systems (CEMS) and other air compliance data accepted by the U.S. Environmental Protection Agency, Iowa Department of Natural Resources and Wisconsin Department of Natural Resources. - Emissions are based on IPL's and WPL's equity share for joint electric generation units. For Columbia Units 1 and 2, Ottumwa Unit 1, Louisa Unit 1 and Neal Units 3 and 4, this is based on generation share, whereas for Riverside Units 3 and 4, this is based on ownership share.			

Appendix C: Water management

Refer to the [Water management](#) section for additional context behind the following data tables.

Fossil-fueled generating station water sources			
Utility	Generating facility	Cooling technology	Primary water source
WPL	Columbia	Recirculating	Wisconsin River
WPL	Edgewater	Once-through	Lake Michigan
WPL	Riverside	Recirculating	Groundwater
WPL	West Riverside	Recirculating	Groundwater
IPL	Burlington	Once-through	Mississippi River
IPL	Emery	Recirculating	Groundwater and Clear Lake Sanitary District
IPL	Marshalltown	Recirculating	Marshalltown Water Works

IPL	Ottumwa	Recirculating	Des Moines River
IPL	Prairie Creek	Once-through	Cedar River
- Generating facilities listed above include coal-fired and natural gas combined cycle plants operated by Alliant Energy that are the primary users of water for our company's electricity production. - Fossil-fueled electric generation units operated by Alliant Energy that have joint ownership with other utility companies include Columbia, West Riverside and Ottumwa. Alliant Energy also holds an equity share of fossil-fueled electric generation units operated by MidAmerican Energy Company, including Louisa Unit 1 and George Neal Units 3 and 4. - Noncontact cooling water is returned to the river or lake that is the primary source of water, except as noted below. - Columbia Energy Center uses an on-site cooling pond to recirculate water for cooling purposes in accordance with a Wisconsin Pollutant Discharge Elimination System (WPDES) permit. Water from the Wisconsin River is used as needed to make up for evaporative losses from the cooling pond and on-site cooling towers. - Riverside Energy Center and West Riverside Energy Center use groundwater as the main supply and discharge to the Rock River. - Emery Generating Station uses groundwater and treated sanitary water, also called gray water, that is returned to the local publicly owned treatment works (POTW). - Marshalltown Generating Station uses city water supply that is discharged to the city POTW.			

Freshwater withdrawal: Electric generation (million gallons)			
Year	2023	2024	2025
IPL	116,518	101,978	118,800
WPL	56,027	62,145	51,629
Alliant Energy total	172,545	164,123	170,429
- Freshwater withdrawal volumes are adjusted for the equity share of jointly owned fossil-fueled electric generation units and include 100% of fully owned and operated fossil-fueled electric generation units. IPL generation includes the equity share volumes for units operated by MidAmerican Energy. - Figures are based on Alliant Energy records and EPRI 2015 Technical Report, Evaluation of Freshwater Withdrawal and Consumption in Electricity Generation Based on Future Projections to 2030.			

Freshwater consumption: Electric generation (million gallons)			
Year	2023	2024	2025
IPL	2,251	1,704	2,024
WPL	5,215	4,704	5,147
Alliant Energy total	7,466	6,408	7,171
- Freshwater consumption volumes are adjusted for the equity share of jointly owned fossil-fueled electric generation units and include 100% of fully owned and operated fossil-fueled electric generation units. IPL generation includes the equity share volumes for units operated by MidAmerican Energy. - Figures are based on Alliant Energy records and EPRI 2015 Technical Report, Evaluation of Freshwater Withdrawal and Consumption in Electricity Generation Based on Future Projections to 2030. - Consumption primarily includes water losses due to evaporation and process use sent to the sanitary system or off-site treatment facilities.			

Water use: Operational facilities (million gallons)			
Year	2023	2024	2025
IPL	23	21	20
WPL	4	5	5
Alliant Energy total	27	25	25
Facility water use volumes based on Alliant Energy internal records including water meter readings and utility bills.			

Water use: Percentage recycled (million gallons)			
Year	2023	2024	2025
IPL	98%	98%	98%
WPL	91%	92%	90%
Alliant Energy	96%	96%	96%
Percent recycled based on total withdrawals minus total consumption for fossil-fueled generation and operational use.			

Water from alternative sources (million gallons) and % of total withdrawals						
Year	2023		2024		2025	
	Volume	%	Volume	%	Volume	%
IPL	304.27	0.26%	306.16	0.30%	341.97	0.29%
WPL	0.00	0.00%	0.00	0.00%	0.00	0.00%
Alliant Energy	304.27	0.18%	306.16	0.19%	341.97	0.20%
- Percent withdrawal from alternative sources compared to company-wide water withdrawals. - Alternative sources of water withdrawals include gray or recycled water.						

Wastewater volume discharged: Electric generation (million gallons)			
Year	2023	2024	2025
IPL	113,458	99,484	115,979
WPL	51,460	58,249	47,102
Alliant Energy	164,918	157,733	163,082
- Wastewater discharge volumes are adjusted for the equity share of jointly owned fossil-fueled electric generation units and include 100% of fully owned and operated fossil-fueled electric generation units. IPL generation includes the equity share volumes for units operated by MidAmerican Energy. - Wastewater discharged through National Pollutant Discharge Elimination System-permitted outfalls to receiving waterbodies. These discharges may include nonprocess water such as stormwater or water that has been reused within the plant.			

Appendix D: Coal combustion residuals management

Refer to the [Coal combustion residuals](#) section for additional context to the following data tables:

Alliant Energy coal combustion residuals management amounts			
Year	2023	2024	2025
Product use (tons)	181,747	163,953	187,787
Product use %	65%	65%	57%
Product use (metric tonnes)	164,880	148,738	170,360
Storage on-site (tons)	0	0	0
Storage on-site %	0%	0%	0%
Storage on-site (metric tonnes)	0	0	0
Disposal (tons)	97,003	89,972	143,038
Disposal %	35%	35%	43%
Disposal (metric tonnes)	88,001	81,622	129,763
Total CCR generated (tons)	278,751	253,925	330,825
- Product use includes material beneficially used. - Storage on-site includes material that is neither beneficially used nor landfilled during the reporting year. - Disposal includes material that is not beneficially used.			

- Total CCR generated is the amount of fly ash, bottom ash and scrubber byproduct produced by coal-fired facilities, including the equity share of facilities operated by MidAmerican Energy.

2025 coal combustion residual management breakdown			
Utility company	IPL subtotal	WPL subtotal	Alliant Energy
CCR product beneficial use (tons)	72,486	115,301	187,787
% CCR product use	65%	53%	57%
CCR product beneficial use (metric tonnes)	65,759	104,601	170,360
Figures are based on internal records and compliance data accepted by the Department of Energy, Iowa Department of Natural Resources and Wisconsin Department of Natural Resources.			

Appendix E: Waste management

Refer to the [Waste management](#) summary for additional context behind the data table.

Alliant Energy waste management summary					
2023	Quantity generated (tons)	Recycled (tons)	Disposed (tons)	% Recycled	% Landfilled
Hazardous	40.06	0.62	39.44	2%	98%
Nonhazardous	34,262.83	23,933.85	10,328.98	70%	30%
Universal	32.33	32.33	0	100%	0%
Construction and demolition	27,411.61	25,133.76	2,277.85	92%	8%
2024	Quantity generated (tons)	Recycled (tons)	Disposed (tons)	% Recycled	% Landfilled
Hazardous	15.96	0.08	15.88	0%	100%
Nonhazardous	12,144.94	7,027.95	5,116.99	58%	42%
Universal	42.00	42.00	0	100%	0%
Construction and demolition	26,187.76	25,160.44	1,027.32	96%	4%
2025	Quantity generated (tons)	Recycled (tons)	Disposed (tons)	% Recycled	% Landfilled
Hazardous	18.13	0.88	17.25	5%	95%
Nonhazardous	17,795.59	8,853.70	8,941.89	50%	50%
Universal	4.99	4.99	0	100%	0%
Construction and demolition	2,938.23	2,437.63	500.60	83%	17%
- Alliant Energy waste management summary table includes nonregulated operations from Traverlo plus our regulated utility operations for IPL and WPL. - Data are reported as equity share, based on internal records and compliance data accepted by the EPA, Iowa Department of Natural Resources and Wisconsin Department of Natural Resources. - Data listed in this table includes the equity-share for jointly owned electric generation units including the IPL Ottumwa Generation Station, WPL Columbia Energy Center and WPL West Riverside Energy Center. - These totals include the equity-share of jointly owned electric generation units operated by MidAmerican Energy including Neal 3, Neal 4 and Louisa. - Alliant Energy does not dispose of non-hazardous waste through incineration.					

Forward-looking statements

This material includes forward-looking statements. These statements can be identified because they include words such as “expects,” “expected,” “plans,” “will,” “outlook,” “estimate,” “target,” “goal,” “potential,” “projected,” “projection,” “may,” “believe,” or other words or expressions of similar import. Similarly, statements that describe future plans or strategies, our environmental stewardship goals, transitioning our energy resources, planned resource additions, scenarios and scenario results and future emissions reductions are forward-looking statements. These forward-looking statements are subject to risks and uncertainties that could cause actual results to differ materially from those expressed in, or implied by, the statements. Actual results could be materially affected by the following factors, among others: The ability to obtain regulatory approval for construction projects with acceptable conditions; federal and state regulatory or governmental actions, including the impact of legislation, regulatory agency orders, executive orders, interpretations and guidance, and changes in public policy, including changes impacting renewable tax credits, including potential repeal of or modifications to, or reduced funding of, the Inflation Reduction Act of 2022 and the One Big Beautiful Bill Act; the ability to complete construction of generation and energy storage projects by planned in-service dates, with the expected earnings contributions and within the cost targets set by regulators due to cost increases of and access to materials, equipment and commodities, which could result from tariffs, including previously exempted tariffs relating to solar project materials and equipment from certain countries, duties or other assessments, including antidumping or countervailing duties, inflation, labor issues or supply shortages, supply chain disruptions which may result from geopolitical issues, contractor performance, the ability to successfully resolve warranty issues or contract disputes, the ability to obtain adequate generator interconnection agreements to connect the new projects to the Midcontinent Independent System Operator, Inc. (MISO) in a timely manner, the ability to receive timely siting and environmental permits from local and state agencies and the ability of ITC Midwest LLC (ITC) and ATC to complete transmission upgrades timely to meet planned in-service dates; the ability of potential large load growth customers to timely construct new facilities, due to local or state regulatory actions, zoning, siting, or permitting actions, public community opposition or other factors, as well as the resulting higher system load demand by expected levels and timeframes; weather effects on utility sales volumes and operations; changes in the price of delivered natural gas, transmission, purchased electric energy, purchased electric capacity and delivered coal, particularly during elevated market prices, and any resulting changes to counterparty credit risk, due to shifts in supply and demand caused by market conditions, regulations and MISO’s seasonal resource adequacy process; the ability to achieve the expected level of tax benefits for renewable generation and energy storage projects based on tax guidelines, timely beginning of construction and in-service dates, sourcing permissible amounts of construction and/or financing support from entities with ties to certain foreign countries, compliance with prevailing wage and apprenticeship requirements, project costs and the level of electricity output generated by qualifying generating facilities, and the ability to efficiently utilize the renewable generation and energy storage project tax benefits to achieve IPL’s authorized rate of return and for the benefit of IPL’s and WPL’s customers; the ability to utilize tax credits generated to date, and those that may be generated in the future, before they expire, as well as the ability to transfer tax credits that may be generated in the future at adequate pricing; disruptions to ongoing operations and the supply of materials, services, equipment and commodities needed to continue to operate and maintain existing assets and to construct capital projects, which may result from geopolitical issues, tariffs, supplier manufacturing constraints, regulatory requirements, labor issues or transportation issues, and thus affect the ability to meet capacity requirements and result in increased capacity expense; the ability and cost to attract large load growth customers and to provide sufficient generation and the ability of ITC and ATC to provide sufficient transmission capacity for potential load growth timely, including significant new commercial or industrial customers, such as data centers; the impact of large load growth customers altering, delaying or cancelling planned facilities, including any resulting impacts of overbuilt or under-utilized transmission capacity or generation and energy storage assets; the future development of technologies related to electrification, and the ability to reliably store and manage electricity; changes to MISO’s interconnection or resource adequacy process establishing capacity planning reserve margin and capacity accreditation requirements that may impact how and when new and existing generating and energy storage facilities, may be accredited with energy capacity, and may require IPL and WPL to adjust their current resource plans, to add resources to meet the requirements of MISO’s process, or procure capacity in the market; any legislative or regulatory changes that impose mandatory integrated resource planning requirements or materially modify existing planning processes, potentially affecting resource selection, cost recovery, and the ability to meet large load growth demand for energy; economic conditions in IPL’s and WPL’s service territories, including the impact of business or facility closures and tariffs; continued access to the capital markets on competitive terms and rates, and risks associated with potential increases in borrowing costs or reduced access to funding, and the actions of credit rating agencies;

inflation and higher interest rates; issues associated with environmental remediation and environmental compliance, including compliance with all current environmental and emissions laws, regulations, siting requirements, and permits and future changes in environmental laws and regulations, including the Coal Combustion Residuals Rule, the Cross-State Air Pollution Rule and federal, state or local regulations for emissions reductions, including greenhouse gases (GHG), from new and existing fossil-fueled electric generating units under the Clean Air Act, and litigation associated with environmental requirements; increased pressure from customers, investors and other stakeholders to more rapidly reduce GHG emissions; the timely development of technologies, innovations and advancements to provide cost effective alternatives to traditional energy sources; the ability to defend against environmental claims brought by state and federal agencies, such as the U.S. Environmental Protection Agency and state natural resources agencies, or third parties, such as the Sierra Club, and the impact on operating expenses of defending and resolving such claims; the direct or indirect effects resulting from breakdown or failure of equipment in the operation of electric and gas distribution systems, such as mechanical problems, disruptions in telecommunications, technological problems, and explosions or fires, and compliance with electric and gas transmission and distribution safety regulations, including regulations promulgated by the Pipeline and Hazardous Materials Safety Administration; issues related to the availability and operations of electric generating units and energy storage facilities, including start-up risks, breakdown or failure of equipment, fires, availability of warranty coverage and successful resolution of warranty issues or contract disputes for equipment breakdowns or failures, performance below expected or contracted levels of output or efficiency, operator error, employee safety, transmission constraints, compliance with mandatory reliability standards; impacts that excessive heat, excessive cold, storms, wildfires or natural disasters may have on operations or construction activities; the impact of customer- and third party-owned generation and other non-traditional service models, including alternative electric suppliers and potential policy changes, regulatory changes, or legislation that may enable large customers to source behind-the-meter generation directly from third parties or to own or otherwise procure on-site or behind-the-meter generation or participate in co-located resource arrangements, in IPL's and WPL's service territories; changes in technology that alter the channels through which customers buy or utilize Alliant Energy's, IPL's or WPL's products and services; the direct or indirect effects resulting from cybersecurity incidents or attacks on Alliant Energy, IPL, WPL, or their suppliers, contractors and partners, or responses to such incidents; impacts that terrorist attacks may have on Alliant Energy's, IPL's and WPL's operations and recovery of costs associated with restoration activities, or on the operations of Alliant Energy's investments; current or future litigation, regulatory investigations, proceedings or inquiries; reputational damage from negative publicity, protests, fines, penalties and other negative consequences resulting in regulatory and/or legal actions; employee workforce factors, including the ability to hire and retain employees with specialized skills, impacts from employee retirements, changes in key executives, ability to create desired corporate culture, collective bargaining agreements and negotiations, work stoppages or restructurings; changes to the creditworthiness of, or performance of obligations by, counterparties with which Alliant Energy, IPL and WPL have contractual arrangements, including large load growth customers, participants in the energy markets and fuel suppliers and transporters; the direct or indirect effects resulting from pandemics; and other risk factors discussed in Alliant Energy's most recent Annual Report on Form 10-K filed with the U.S. Securities and Exchange Commission (SEC), including the section therein titled "Risk Factors," and its other filings with the SEC. All statements included herein are made as of the publication date hereof and Alliant Energy undertakes no obligation to update publicly such statements to reflect subsequent events or circumstances.

This report identifies certain priority issues. Priority issues are not necessarily material for financial reporting purposes. Performance data in this report is as of year-end 2025, unless otherwise specified. Information provided reflects results of operations based on available resource records, data collection processes, monitoring and technology systems at the time of publication. Methodologies for reporting data may be updated and previously reported data may be adjusted to reflect improvement in availability and quality of data, changing assumptions, changes in the nature and scope of our operations and other changes in circumstances. Due to rounding, some numerical totals may not correspond with the sum of the separate figures. Information provided in this document supersedes values previously published in Alliant Energy's Corporate Responsibility Report. Alliant Energy undertakes no obligation to update information related to performance, goals or other topics published in this report to reflect subsequent events, obligations or other changes. Website links to related documents within the text of this report are ancillary and not intended to be an incorporation by reference.