



COMPENSATION AND PERSONNEL COMMITTEE CHARTER

This charter describes the purpose, governance practices, and authority of the Compensation and Personnel Committee (the “Committee”) of the Board of Directors (the “Board”) of Alliant Energy Corporation and subsidiaries Interstate Power and Light Company and Wisconsin Power and Light Company (collectively, the “Company”).¹

I. Purpose and Role of Committee

- A. The purpose of the Committee is to discharge the responsibilities of the Board in evaluating and approving the Company’s plans, policies, and programs regarding compensation, benefits, incentives, and talent management for the Company’s Chief Executive Officer (the “CEO”) and the officers designated by the Board as subject to reporting pursuant to Section 16(a) of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), and the rules promulgated thereunder (collectively with the CEO, the “Executive Officers”). The Committee will also have authority to fulfill duties and responsibilities otherwise assigned to it by the Board.
- B. To the extent permitted by applicable law, regulations and the listing standards of the stock exchange on which the Company’s common stock is listed (the “Exchange”), the Committee may form and delegate authority to subcommittees of the Committee or the Board as it deems appropriate.

II. Committee Membership

A. Independence

The Committee will consist of two or more members of the Board, each of whom satisfies the requirements for independence under the listing standards of the Exchange and the requirements of a “Non-Employee Director” as set forth in Rule 16b-3 of the Exchange Act.

B. Appointment, Resignation and Removal

Committee members shall be appointed by the Board at least annually. Each member will serve at the discretion of the Board until a successor is duly elected and qualified or until such member’s earlier removal by the Board or resignation. The Board shall designate one member of the Committee to act as Chair of the Committee.

III. Committee Structure and Operations

A. Number of Meetings

¹ References to the Company will be read to exclude Interstate Power and Light Company and Wisconsin Power and Light Company to the extent responsibilities defined by securities regulations and exchange listing standards do not apply.

The Committee will meet at least three times each year. Additional meetings may be held at the request of the Chair of the Board, the CEO, or any Committee member.

B. Voting

A majority of the Committee members constitutes a quorum for voting purposes. The Committee may act: (i) upon the affirmative vote of a majority of the Committee members present at a duly held meeting; or (ii) by unanimous written consent as appropriate. The Committee may meet in person, telephonically or through a video conference.

C. Executive Sessions

The Committee shall meet in regularly scheduled Executive Sessions, as needed, without management unless requested by the Chair of the Committee.

IV. Committee Responsibilities

A. Compensation - General

1. **Philosophy and Policies:** The Committee shall oversee the Company's compensation philosophy and establish general policies and objectives on executive compensation and benefits.
2. **Stock Ownership Guidelines:** The Committee shall periodically review and approve stock-ownership guidelines for the CEO and other Executive Officers, officers, and director employees of the Company.
3. **Incentive and Equity Plans:** The Committee shall review and, as it deems appropriate, make recommendations to the Board with respect to the incentive compensation and equity plans (the "Plans") in which the Executive Officers are eligible to participate. The Committee may exercise the full authority of the Board with respect to administration of such Plans, which includes (without limitation):
 - a. Approving equity award guidelines and the size of overall grants;
 - b. Designating eligible participants among the Executive Officers (and with respect to equity plans, other eligible individuals);
 - c. Making grants under the Plans;
 - d. Interpreting the Plans and determining rules and regulations thereunder;
 - e. Modifying or canceling existing grants previously granted under the Plans (subject to the terms of the Plans);
 - f. Imposing limitations, restrictions and conditions upon any award as the Committee deems appropriate; and
 - g. Overseeing that payments under the Plans conform with applicable performance standards.
4. **Talent Management:** The Committee shall oversee the Company's talent management programs.
5. **Working Environment Oversight and Trends:** The Committee shall oversee the general health of the Company's working environment and how the Company is addressing any related trends.

B. Executive Officer Compensation

1. CEO Compensation and Benefits: The Committee shall approve the CEO's compensation and benefits. The CEO shall not be present during voting or deliberations on such compensation.
2. Other Executive Officer Compensation and Benefits: The Committee shall review the CEO's recommendations regarding the compensation of the Executive Officers other than the CEO and approve the compensation and benefits of such Executive Officers.
3. Review and Approval Process: In carrying out the review and approval of Executive Officer compensation, the Committee will annually:
 - a. Review relevant market data to assess the Company's competitive position on the compensation of the Executive Officers.
 - b. Approve base salaries for the Executive Officers.
 - c. Review, approve, and share with the Board specific corporate goals relevant to CEO compensation. Approve the annual and long-term incentive opportunities for all Executive Officers.
 - d. Evaluate the performance of the CEO against approved goals with input from the Board. Review the recommendations of the CEO regarding satisfaction of goals by the other Executive Officers.
 - e. Approve amounts payable to the CEO and other Executive Officers under incentive compensation arrangements based on the evaluations of achieved performance.
4. Other Compensation Arrangements: As needed, the Committee shall review and approve other compensation arrangements for the Executive Officers including:
 - a. Severance arrangements;
 - b. Change in control arrangements;
 - c. Any special or supplemental compensation and benefits, including for former Executive Officers; and
 - d. All other incentive awards and opportunities.

C. Compensation Risk Assessment

The Committee shall annually review the Company's compensation policies and practices applicable to executive and non-executive employees to identify and assess potential risks that may have a material adverse effect on the Company.

D. Executive Benefit Plans

The Committee shall exercise the full authority of the Board, with oversight of the Board, to amend the nonqualified retirement plans (including both defined benefit and defined contribution plans).

E. Regulatory Compliance and Review

1. Compensation Discussion and Analysis (“CD&A”)

The Committee shall review and discuss with management the CD&A to be included in the Company’s Annual Report on Form 10-K or annual proxy statement in accordance with applicable Securities and Exchange Commission (“SEC”) rules and regulations. Further, the Committee shall make recommendations to the Board regarding inclusion of the CD&A in the Company’s Annual Report on Form 10-K or proxy statement.

2. Committee Report

The Committee shall annually produce a report of the Committee in accordance with applicable SEC rules and regulations for inclusion in the Company’s annual proxy statement.

3. Compliance with Applicable Rules: The Committee shall oversee the following:

- a. Compliance with SEC rules and regulations regarding shareholder approval of executive compensation matters, including advisory votes on executive compensation and the frequency of such votes; and
- b. Compliance with requirements under Exchange listing standards for shareholder approval of equity compensation plans.

F. Committee Governance

The Committee shall, on at least an annual basis, conduct a performance evaluation of the Committee, which shall assess the performance of the Committee with respect to the duties and responsibilities of the Committee as set forth in this charter. In addition, the Committee shall review and reassess, at least annually, the adequacy of this charter and recommend to the Board any improvements to this charter that the Committee considers necessary or appropriate. The Committee shall conduct such evaluations and reviews in such manner as it deems appropriate, and shall work with the Nominating and Governance Committee on such reviews and recommended changes.

V. Resources and Authority of the Committee

The Committee shall have sole authority to retain and terminate any compensation consultant or other advisor engaged to assist in evaluating the compensation of the Company’s directors, CEO or other Executive Officers and to approve such consultant’s or advisor’s fees and other terms of retention, but only after taking into consideration all factors relevant to the advisor’s independence from management, including those specified in the Exchange listing standards.

The Committee shall also have the right to use reasonable amounts of time of the Company’s internal and independent accountants and outside lawyers and other internal staff and also shall have the right to hire independent compensation experts, lawyers and other consultants to assist and advise the Committee in connection with its responsibilities. The Company shall provide for appropriate funding, as determined by the Committee, for payment of compensation to the independent firms.

(As Amended October 27, 2020)