

2022 Bloomberg Gender-Equality Index key performance indicator supplemental document

Question #	KPI	Definition	FY22 answer (Jan-Dec 2022)
Talent pipeline			
13	Percentage of women total promotions	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.	30.7%
14	Percentage of Women IT/Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.	3.9%
15	Percentage of new hires are women	Percentage of women new hires, of the total number of new hires.	28.7%
Pay			
22	Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.	5% of Alliant Energy's target long-term incentive is based on representation of women and people of color in the organization and 5% of Alliant Energy's target short term incentive is based on a scorecard with metrics focused on actions important to building an inclusive culture.
Inclusive culture			
23	Number of weeks of fully paid primary parental leave offered	Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government). Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.	Alliant Energy offers employees who give birth 10 weeks paid maternity leave plus 2 weeks paid parental leave for a total of 12 weeks. Parents who do not give birth are provided 2 weeks of paid paternal leave. Adoptive parents are provided 4 weeks paid adoption leave in addition to two weeks of paid parental leave.
24	Number of weeks of fully paid secondary parental leave offered	Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government). Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.	Alliant Energy offers employees who give birth 10 weeks paid maternity leave plus 2 weeks paid parental leave for a total of 12 weeks. Parents who do not give birth are provided 2 weeks of paid paternal leave. Adoptive parents are provided 4 weeks paid adoption leave in addition to two weeks of paid parental leave.
28	Employee resource groups for women	Indicates whether the company has any employee resource groups or "Communities" focused on recruiting, retaining and developing women.	With a focus on inclusion, Alliant Energy promotes employee resource groups (ERGs) with executive sponsorship. The company has 6 ERGs, working to foster an atmosphere of inclusion and belonging. ERGs give interested employees various opportunities to collaborate, network and share their insights and talents. These efforts can be found in our ESG report.
29	Unconscious bias training	Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors. Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.	Alliant Energy encourages participation in diversity programs, including unconscious bias training, which are integrated into the continuous learning and development of all employees. For example, leaders throughout the company facilitated conversations around creating a culture of inclusion and belonging as part of our third annual Day of Understanding. 85% of Alliant Energy employees voluntarily participated in 2022.
30	Annual anti-sexual harassment training	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company's anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint.	Alliant Energy delivers annual and mandatory anti-harassment training for all employees as a standard practice. The company strives to establish a work environment free from all forms of discrimination and harassment. This information can be found in our EEO letter.

