

# 2022 Company Profile<sup>1</sup>

We help people and companies in Asia, Australia, Europe, Latin America, and North America build and protect their financial well-being. We've been doing it for 142 years.

A FORTUNE 500® company, we're known for our innovative ideas and real-life solutions that help customers make financial progress, no matter their income or portfolio size.

And while we have employees around the world, we're all bound by a common purpose: to give you the financial tools, resources, and information you need so you can live the life you want.

What's most important to us ...

- Meet the needs of our more than 51 million customers, who rely on our expertise in retirement, insurance and asset management.
- Attract, develop and retain the best people in the business, offering them a diverse and inclusive work environment in offices in 25 nations and territories.
- Give back to the communities where our employees live and work, supporting programs that help people learn more, earn more, and save more.
- Deliver value for our shareholders, who have placed their trust in us (Nasdaq: PFG).

Get to know us better. Read on to find key facts, awards and recognition, and financial highlights.

## Financial Data<sup>1</sup>

<b>\$714 billion</b>	Total assets under management
<b>\$14.3 billion</b>	Total GAAP revenues
<b>\$1.7 billion</b>	Net income attributable to Principal®
<b>\$1.8 billion</b>	Non-GAAP operating earnings <sup>2</sup>
<b>14.3%</b>	Non-GAAP operating ROE <sup>3</sup>

## People

More than <b>18,500</b> employees worldwide	More than <b>10,500</b> employees in the U.S.
---	---

## Financial Strength Ratings<sup>4</sup> for Principal Life Insurance Company and Principal National Life Insurance Company

<b>"A+" Superior</b>	A.M. Best Company: second highest of 13 rating levels
<b>"AA-" Very strong</b>	Fitch Ratings: fourth highest of 19 rating levels
<b>"A1" Good</b>	Moody's Investors Service: fifth highest of 21 rating levels
<b>"A+" Strong</b>	S&P Global: fifth highest of 20 rating levels

## Industry leadership

# Recognition

### Overall

- **206th on Fortune magazine's list of the Largest 500 Corporations** based on revenues. (May 2021)
- **Ranked 354th on the Forbes Global 2000** list, which recognizes the world's biggest and most powerful companies, as measured by a composite ranking for sales, profits, assets and market value. (May 2021)
- A member of the **Standard & Poor's (S&P) 500®** since July 2002.

### U.S. Retirement and Income Solutions

- The **No. 3 defined contribution plan service provider** by number of participants, according to the annual PLANSPONSOR Recordkeeping Survey. (July 2021)
- The **No.1 employee stock ownership plan recordkeeper** by number of plans. PLANSPONSOR Recordkeeping survey. (July 2021)
- The **No.1 defined benefit plan service provider** by number of plans. PLANSPONSOR Defined Benefit Administration survey. (May 2021)
- The **No.1 nonqualified recordkeeper** by number of Section 409A plans. PLANSPONSOR Recordkeeping survey. (July 2021)
- The **No. 4 pension risk transfer provider**, based on total PRT assets. LIMRA Secure Retirement Institute, as of 12/31/2021.

### Principal Global Investors

- Ranked **26th largest manager of worldwide institutional assets** out of 477 managers profiled. Assets as of December 31, 2020. (Pensions & Investments, May 2021)
- Principal Real Estate Investors is a **Top 10 Manager of Real Estate** by total worldwide assets (net of leverage, incl contributions committed or received, but not yet invested. REIT securities excluded) as of 30 June 2021. (Pensions & Investments, October 2021)
- The **No.1 manager of target date CITs**. (The State of the Target-Date Market: 2021, Sway Research, 2021)
- **Top 10 target case manager**. (The State of the Target-Date Market: 2021, Sway Research, 2021)

### Principal International

#### Latin America:

- Brasilprev, joint venture between Principal and Banco do Brasil, is ranked as the **No. 1 voluntary pension provider** in Brazil. (Quantum Axis, November 2021)
- Principal Chile ranks as the **No. 1 voluntary pension provider**. (CMF, November 2021)
- Principal Chile received six **'Salmon Awards' for APV funds**, highlighting mutual funds with best risk-adjusted returns (April 2021). And four **'Salmon Awards' for retirement funds**. (November 2021)
- Cuprum recognized as **"Most Innovative Company in Chile - AFP Category"** while Principal Chile received **2nd place - financial services**. (La Tercera/ Business School of Universidad de Los Andes. October 2021)
- Principal Chile received three Morningstar awards, including Best Overall Fund House. (April 2021)
- Principal Mexico ranked as **No. 7 mandatory pension provider**. (CONSAR, November 2021)
- Principal Mexico rated **Best Mutual Fund for Local Equities 2021** by Morningstar. (March 2022)

#### Asia:

- CCB Principal Asset Management, Principal joint venture with China Construction Bank, is ranked as the **No. 13 largest mutual fund retail provider** in China. (WIND, September 2021)
- Principal Hong Kong is ranked as the **No. 6 largest Mandatory Provident Fund provider** in Hong Kong. (Mercer, September 2021)
- Principal Malaysia, joint venture with CIMB, **#3 unit trust provider**. (Lipper, November 2021)
- Principal Thailand, joint venture with CIMB, received the **Best Fund House - Domestic Fixed Income** for the 3rd straight year at Morningstar Thailand Fund Awards. (March 2021)
- Principal Thailand awarded **Excellent in Service** from Fund Selector Asia. (March 2021)
- Principal Hong Kong received the **"Gold" award** in the 2021 Mystery Caller Assessment Awards. (Finance & Insurance, December 2021)

- Principal Hong Kong received two Bloomberg Businessweek **“Top Fund Awards 2021.”** (November 2021)
- Principal Hong Kong recognized with six **BENCHMARK 2021 Fund of Year Awards** across MPF and mutual fund categories. (June 2021)
- Principal Hong Kong recognized as **“Best MPF Group - Bond.”** (Refinitiv Lipper Fund Awards April 2021)
- MPF Ratings recognized Principal Hong Kong with awards for **Best Communication and Education,** and **Socially Responsible.** (March 2021)
- Principal Indonesia named **“Best Islamic Asset Manager (Asia Pacific)”** for innovation and commitment to ESG. (Asset Triple A Islamic Finance Awards, September 2021)
- Principal Islamic was awarded **Best 3-year ROI in Global Sukuk Fund Manager 2020.** (Employee Provident Fund awards, October 2021)
- Principal Asset Management (Malaysia) was recognized as Best Fund Manager for Pension Mandates & Private Retirement Schemes, Best Online & Mobile Platform (Asset Manager), and Best Fund with Optimal Sharpe ratio at 12th Annual **Alpha Southeast Asia Fund Management Awards.** (June 2021)
- Principal Asset Management (Malaysia) received five 2021 Global Banking & Finance Awards, including **2021 Asset Management Company of the Year Malaysia.** (Global Banking & Finance Awards, January 2022).

## U.S. Insurance Solutions

- The **No. 1 non-qualified deferred compensation provider** (NQDC) plans (excluding 457 plans). 2021 PLANSPONSOR Defined Contribution Recordkeeping Survey. (July 2021)
- The **No. 3 provider of group benefits** (dental, life and disability) insurance based on fully insured employer contracts in force<sup>5</sup>. (May 2021)
- The **No.2 provider of non-cancellable disability income** insurance based on 2020 new annualized premium<sup>6</sup>. (February 2021)
- **No. 1 small-case business life insurance provider.**<sup>7</sup> July 2021 COLI/CSIO survey of participating life insurance carriers, IBIS Associates, Hamilton, VA.

## Workplace Excellence

- Recognized by Pensions & Investments as one of the **Best Places to Work in Money Management.** for the 10th consecutive year. (December 2021)

- Included in the **Bloomberg Gender-Equality Index (GEI)** for our commitment to transparency in gender-data reporting. (January 2022).
- Scored 100 out of 100 on the Human Rights Campaign Foundation **Corporate Equality Index** for support of lesbian, gay, bisexual, transgender and queer equality in the workplace. (January 2022)
- Included in Fortune Magazine’s **World’s Most Admired Companies of 2022** from 670 companies considered worldwide. (February 2022)
- Scored 100 out of 100 on the **Disability Equality Index (DEI)** for our disability inclusion efforts. (July 2021)
- Named one of the **Seramount 2021 Top Companies for Executive Women.** (December 2021)
- Included in Forbes list of **Best Employers for Women.** (July 2021)
- Recognized by IDG’s Computerworld as one of its **100 Best Places to Work in IT** for 20 consecutive years. (June 2021)
- For the 7th consecutive year, Principal Hong Kong received the **“Good MPF Employer Award.”** (MPF Association, September 2021)
- Principal Hong Kong named **2021 Employers’ Choice** award out of 700 employers. (MPF Ratings, March 2021)
- Principal Chile recognized as one of the **Best Companies for Young Professionals.** (First Job’s Employers for Youth survey, September 2021)

## Community Leadership

- One of **100 Most Sustainable Companies 2022.** (Barron’s, February 2022)
- CDP **Climate Change leader** rating of “B”. (January 2022)
- Principal Real Estate Investors received a **4-star GRESB rating** for 6th consecutive year. (December 2021)
- Principal Hong Kong was named **2021 Financial Education Champion.** (IFEC, July 2021)
- Principal Hong Kong awarded **Greater Bay Area Corporate Sustainability Award 2021** for financial education. (October 2021).
- Principal Indonesia named **Most Socially Responsible Fund House.** (International Finance Magazine, September 2021)
- Principal Mexico listed in **Responsible Companies of 2021** for incorporating ESG principles into operations. (Expansion magazine, November 2021)



800-986-3343 | [principal.com](http://principal.com)

<sup>1</sup> Data for the trailing twelve months ended December 31, 2021, unless otherwise noted. See our most recent 10-K or 10-Q report for additional information and forward looking disclosures. For other updates, visit [www.principal.com](http://www.principal.com).

<sup>2</sup> The company uses a number of non-GAAP financial measures that management believes are important in understanding and evaluating the normal, recurring operations of our businesses. These measures are not a substitute for GAAP financial measures. Therefore, we provide a reconciliation of the non-GAAP measures to the comparable GAAP financial measures as follows:

- Net income attributable to Principal Financial Group of \$1,710.6 million adjusted for net realized (gains) losses of \$137 million equals non-GAAP operating earnings of \$1,847.6 million.
- Net income return on average equity including accumulated other comprehensive income of 10.5% adjusted for net unrealized capital (gains) losses of 3.1%, net unrecognized post-retirement benefit obligation of (0.3)%, and net realized capital (gains) losses of (1.0)% equals non-GAAP operating ROE of 14.3%.

<sup>3</sup> Non-GAAP operating earnings return on equity (ROE) equals trailing twelve months non-GAAP operating earnings divided by average stockholders' equity available to common stockholders excluding accumulated other comprehensive income (loss) other than foreign currency translation adjustment.

<sup>4</sup> Information as of January 2022. Our ratings reflect each rating agency's opinion of our financial strength, operating performance and ability to meet our obligations to policyholders and are not evaluations directed toward the protection of investors or reflect any ratings actions or notices relating to the US life insurance sector generally. Such ratings are neither a rating of securities nor a recommendation to buy, hold or sell any security, including our common stock. Ratings are subject to revision or withdrawal at any time by the assigning agency, and each rating should be evaluated independently of any other rating.

<sup>5</sup> Based on participants in LIMRA's Fourth Quarter 2020 U.S. Workplace Benefits Life Insurance, U.S. Workplace Benefits Disability Insurance, and U.S. Workplace Benefits Dental and Vision Plans Sales surveys. (May 2021)

<sup>6</sup> Based on participants in the LIMRA Fourth Quarter 2020 Individual Disability Income Insurance Sales Survey. (February 2021)

<sup>7</sup> Based on 2020 corporate-owned life insurance and corporate-sponsored individually owned life insurance total case count for case sizes up to \$5M of total premium per case.

Third party rankings and recognitions are no guarantee of future investment success and do not ensure that a client or prospective client will experience a higher level of performance or results. These ratings should not be construed as an endorsement by any client nor are they representative of any one client's evaluation.

Insurance products issued by Principal National Life Insurance Co (except in NY) and Principal Life Insurance Company<sup>®</sup>. Plan administrative services offered by Principal Life. Principal Funds, Inc. is distributed by Principal Funds Distributor, Inc. Securities offered through Principal Securities, Inc., 800-247-1737, member SIPC and/or independent broker/-dealers. Referenced companies are members of the Principal Financial Group<sup>®</sup>, Des Moines, Iowa 50392. Principal Global Investors leads global asset management and is a member of the Principal Financial Group<sup>®</sup>.

Principal Global Investors leads global asset management at Principal<sup>®</sup> and includes the asset management operations of the following members of Principal<sup>®</sup>: Principal Global Investors, LLC; Principal Real Estate Investors, LLC; Principal Real Estate Europe Limited and its affiliates; Spectrum Asset Management, Inc.; Post Advisory Group, LLC; Columbus Circle Investors; Finisterre Capital, LLP; Origin Asset Management, LLP; Claritas Investimentos; Principal Global Investors (Europe) Limited; Principal Global Investors (Singapore) Ltd.; Principal Global Investors (Australia) Ltd.; Principal Global Investors (Japan) Ltd.; Principal Global Investors (Hong Kong) Ltd., and include assets where we provide model portfolios. Marketing assets under management include certain assets that are managed by Principal International and Retirement and Income Solutions.

DD730-93 | 4Q2021 | © Principal Financial Services, Inc. All rights reserved. Principal<sup>®</sup>, Principal Financial Group<sup>®</sup>, and Principal and the logomark design are trademarks of Principal Financial Services, Inc., a Principal Financial Group company in the United States and are trademarks and services marks of Principal Financial services, Inc., in various countries around the world. 2066317-032022