

Principal Asset Management

2024 Shareholder Engagement Policy Disclosure

Principal Asset Management has a proxy voting policy that describes its approach to exercising voting rights and other rights attached to shares. Principal AM has engaged Institutional Shareholder Services Inc (“ISS”), a proxy voting advisory firm, to provide research recommendations and vote execution services.

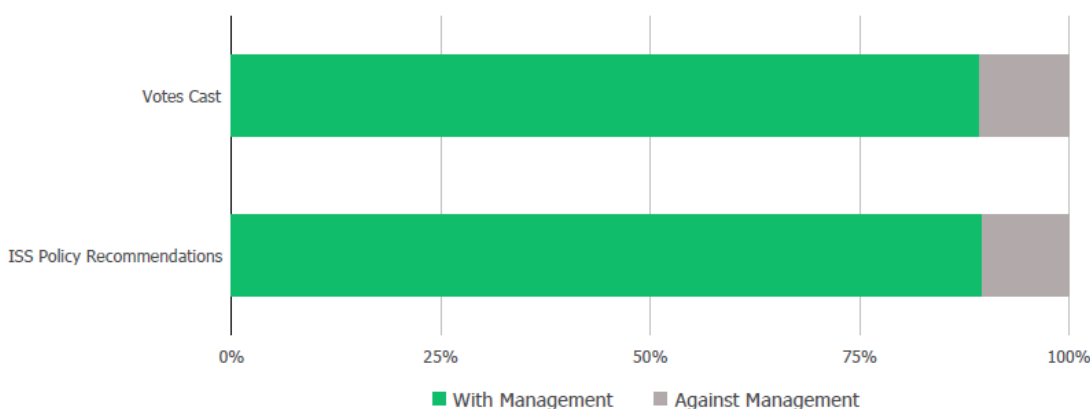
During this period, voting was in-line with the Shareholder Engagement Policy.

Meeting Overview

Category	Number
Votable Meetings	4,756
Meetings Voted	4,745
Proxy Contests Voted	14
Meetings with Against Management Votes	2,398
Meetings with Against ISS Votes	437

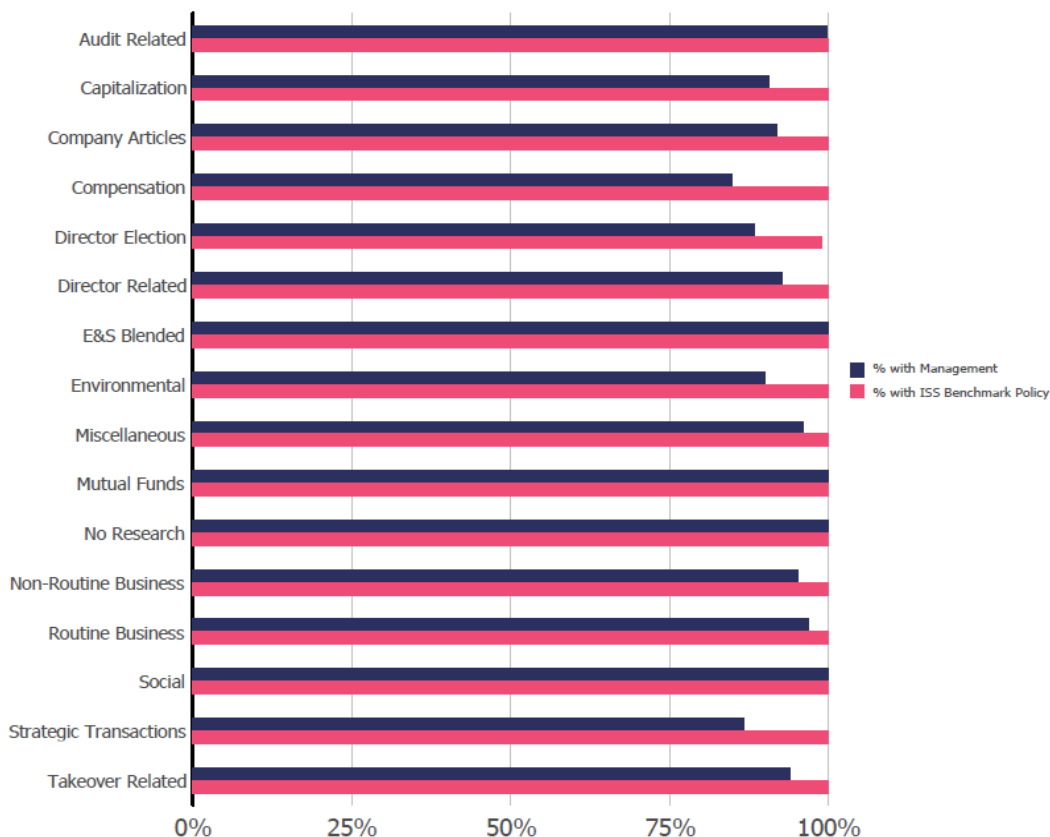
Alignment with Management

- Comparing vote cast alignment with management recommendations highlights similarities and differences between your governance philosophies and the investee’s approach to key corporate governance issues.
- The votes cast on ballots during the reporting period are aligned with management recommendations in 89% of cases, while the ISS Benchmark Policy recommendations are at 90% alignment with management recommendations.



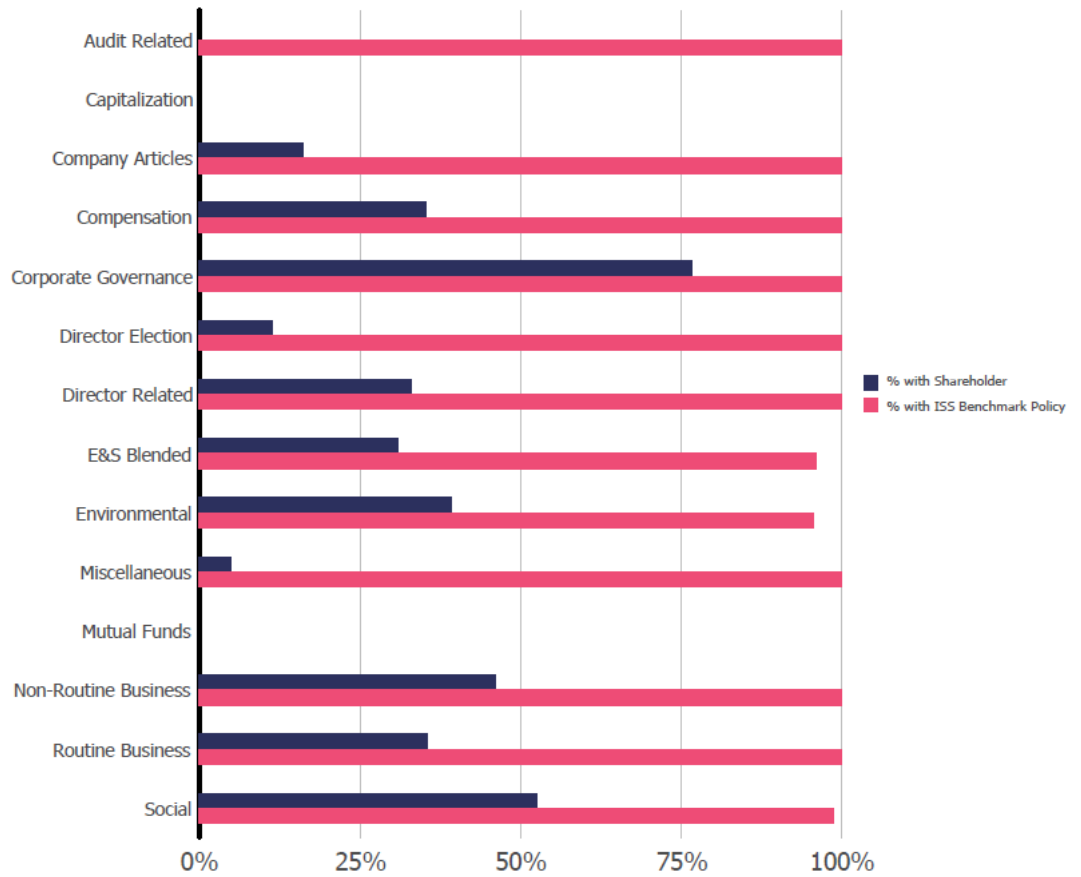
Votes Cast on Management Proposal Categories

- Comparing the votes cast in support of Management proposals, ISS Benchmark Policy recommendations across the major proposal categories provides insight into the positioning of votes on proposals submitted by Shareholders against the aforementioned benchmarks.
- Votes cast during the reporting period were least in line with management on Compensation matters, where only 85% of votes followed management recommendations.
- Across categories, votes cast on management proposals show the closest alignment to the ISS Benchmark Policy guidelines.



Reporting Period: 1 January 2024 through 31 December 2024. This disclosure covers the shareholder engagement process of i) Principal Equities, ii) Principal Aligned and iii) Principal Edge (specialised investment management groups in Principal Global Investors LLC) and iv) Principal Real Estate Securities (a specialised investment management group in Principal Real Estate Investors, LLC). Principal Asset ManagementSM is a trade name of Principal Global Investors, LLC.

Votes Cast on Shareholder Proposal Categories



- › Comparing the votes cast in support of Shareholder proposals, ISS Benchmark Policy recommendations across the major proposal categories provides insight into the positioning of votes on proposals submitted by Shareholders against the aforementioned benchmarks.
- › Votes cast during the reporting period show the highest level of support for shareholder proposals related to Corporate Governance, at 77% and the lowest level of support for shareholder proposals related to Audit Related, with 0% of proposals supported.
- › Across categories, votes cast on shareholder proposals show the closest alignment to the ISS Benchmark Policy guidelines.

Reporting Period: 1 January 2024 through 31 December 2024. This disclosure covers the shareholder engagement process of i) Principal Equities, ii) Principal Aligned and iii) Principal Edge (specialised investment management groups in Principal Global Investors LLC) and iv) Principal Real Estate Securities (a specialised investment management group in Principal Real Estate Investors, LLC). Principal Asset ManagementSM is a trade name of Principal Global Investors, LLC.