

Principal Global Investors

1Q 2022 Shareholder Engagement Policy Disclosure

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

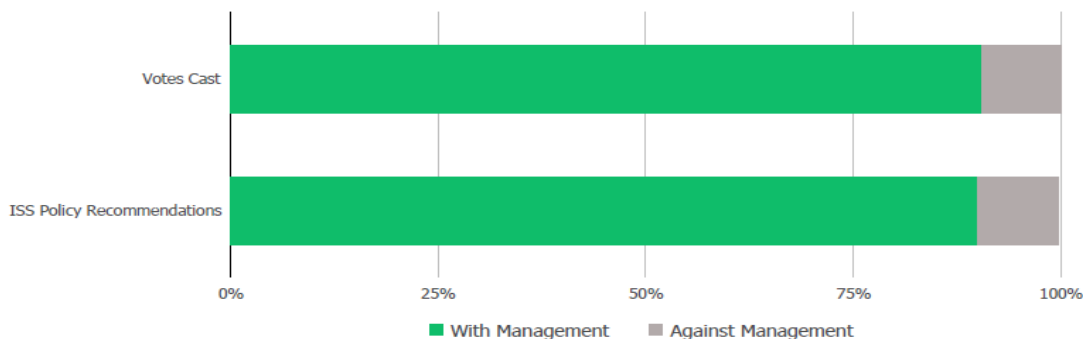
During this period, voting was in-line with the Shareholder Engagement Policy.

Meeting Overview

Category	Number
Votable Meetings	457
Meetings Voted	454
Proxy Contests Voted	2
Meetings with Against Management Votes	191
Meetings with Against ISS Votes	18

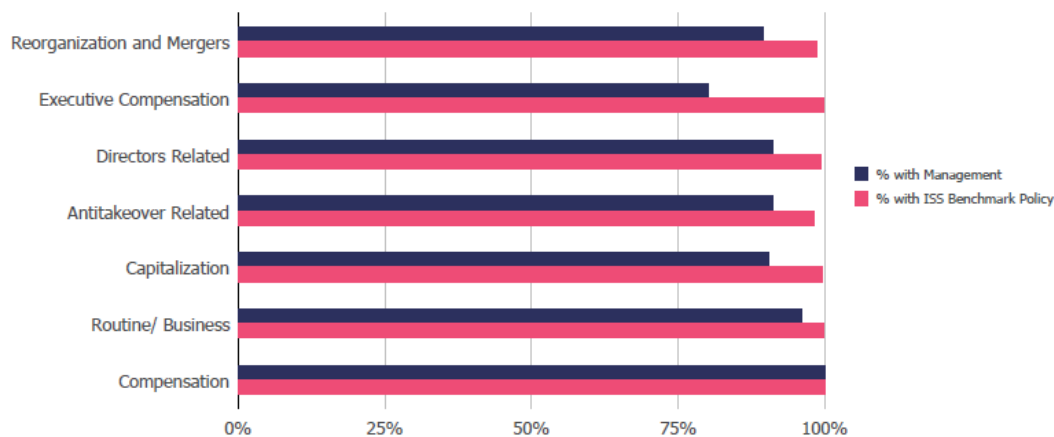
Alignment with Management

- 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 91% of cases, while the ISS Benchmark Policy recommendations are at 90% alignment with management recommendations.



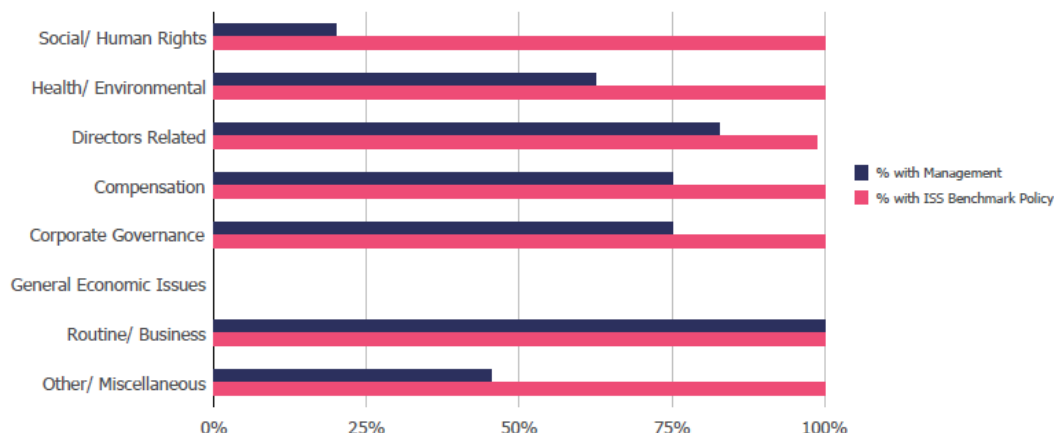
Votes Cast on Management Proposal Categories

- Comparing votes cast to management and ISS Benchmark Policy recommendations across the major proposal categories provides insight into the positioning of votes on proposals submitted by management against these benchmarks.
- Votes cast during the reporting period were least in line with management on Executive Compensation matters, where only 80% of votes followed management recommendations.
- Across categories, votes cast on management proposals show the closest alignment to the ISS Benchmark Policy guidelines.



Votes Cast on Shareholder Proposal Categories

- Votes cast on shareholder proposals, in opposition to management, reflect support for proposals submitted by shareholders.
- During the reporting period, has shown the highest level of support for shareholder proposals related to Social/ Human Rights, at 80% and the lowest level of support for shareholder proposals related to Routine/ Business, with 0% of proposals supported in this category.
- Across categories, votes cast on shareholder proposals show the closest alignment to the ISS Benchmark Policy guidelines.



Reporting Period: 1 January 2022 through 31 March 2022. This disclosure covers the shareholder engagement process of i) Principal Global Equities, ii) Aligned Investors and iii) Edge Asset Management (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).

