

Agenda

Annual Meeting of Shareholders Principal Financial Group, Inc.

May 20, 2025 – 9:00 A.M., Central Daylight Time

Virtual Meeting

1. Call to order by Chairman
2. Introductions
3. Secretary's Report
4. Proposals
 - To elect four Class III Directors:
 - Blair C. Pickerell
 - Clare S. Richer
 - H. Elizabeth Mitchell
 - Deanna D. Strable-Soethout
 - Advisory approval of compensation of our named executive officers;
 - Ratification of appointment of Ernst & Young LLP as the Company's independent auditors for 2025;
5. Voting
6. Closing of Polls
7. Election Report
8. Adjourn the Meeting

CEO's Remarks

Question & Answer time