Principal Financial Group, Inc. Non-GAAP Financial Measure Reconciliations (in millions, except as indicated)

		Three Months Ended,										elve Mo	onths Ended	
	31	31-Mar-21		31-Dec-20		30-Sep-20		30-Jun-20		Mar-20	31-Dec-20		31-	Dec-19
Basic Earnings Per Common Share														
Net income	\$	1.89	\$	1.72	\$	0.86	\$	1.45	\$	1.05	\$	5.08	\$	5.00
Net realized capital (gains) losses		(0.35)		(0.23)		(0.01)		0.02		0.11		(0.11)		0.63
Non-GAAP operating earnings *	\$	1.55	\$	1.49	\$	0.85	\$	1.47	\$	1.16	\$	4.97	\$	5.63
Diluted Earnings Per Common Share														
Net income	\$	1.87	\$	1.70	\$	0.85	\$	1.45	\$	1.04	\$	5.05	\$	4.96
Net realized capital (gains) losses		(0.35)		(0.22)		-		0.01		0.11		(0.11)		0.62
Adjustment for redeemable noncontrolling interest		0.01		-		-		-		-		-		-
Non-GAAP operating earnings *	\$	1.53	\$	1.48	\$	0.85	\$	1.46	\$	1.15	\$	4.94	\$	5.58

		Period	Ended,				
	31-Mar-21	31-Dec-20	30-Sep-20	30-Jun-20	31-Mar-20	31-Mar-21	31-Mar-20
Stockholders' Equity x-AOCI Available to Common Stockholders							
Stockholders' equity	\$15,462.3	\$16,617.3	\$15,721.1	\$15,311.0	\$12,972.6	\$15,462.3	\$12,972.6
Net unrealized capital (gains) losses	(2,780.9)	(4,156.5)	(3,675.3)	(3,473.8)	(1,452.6)	(2,780.9)	(1,452.6)
Net unrecognized postretirement benefit obligation	458.2	460.5	403.7	414.2	424.6	458.2	424.6
Noncontrolling interest	(56.8)	(58.4)	(70.2)	(67.9)	(65.1)	(56.8)	(65.1)
Stockholders' equity, x-AOCI other than foreign currency translation							
adjustment, available to common stockholders	13,082.8	12,862.9	12,379.3	12,183.5	11,879.5	13,082.8	11,879.5
Foreign currency translation adjustment	1,368.9	1,312.9	1,524.5	1,608.9	1,627.2	1,368.9	1,627.2
Stockholders' equity x-AOCI available to common stockholders *	\$14,451.7	\$14,175.8	\$13,903.8	\$13,792.4	\$13,506.7	\$14,451.7	\$13,506.7
Book Value Per Common Share x-AOCI							
Book value per common share including AOCI	\$ 56.53	\$ 60.59	\$ 57.02	\$ 55.63	\$ 47.21	\$ 56.53	\$ 47.21
Net unrealized capital (gains) losses	(10.20)	(15.20)	(13.39)	(12.67)	(5.31)	(10.20)	(5.31)
Net unrecognized postretirement benefit obligation	1.68	1.68	1.47	1.51	1.55	1.68	1.55
Book value x-AOCI other than foreign currency translation adjustment	48.01	47.07	45.10	44.47	43.45	48.01	43.45
Foreign currency translation	5.02	4.80	5.55	5.87	5.95	5.02	5.95
Book value per common share x-AOCI *	\$ 53.03	\$ 51.87	\$ 50.65	\$ 50.34	\$ 49.40	\$ 53.03	\$ 49.40
Non-GAAP Operating Earnings ROE (x-AOCI) Available to Common Stockholders (trailing twelve months)							
Net income ROE available to common stockholders (including AOCI)	11.5%		8.0%	8.6%			9.8%
Net unrealized capital (gains) losses	2.0%	2.5%	2.3%	2.1%	1.1%	2.0%	1.1%
Net unrecognized postretirement benefit obligation	-0.5%	-0.4%	-0.3%	-0.3%	-0.4%	-0.5%	-0.4%
Net income ROE available to common stockholders (x-AOCI, other							
than foreign currency translation adjustment)	13.0%	11.1%	10.0%	10.4%	10.5%	13.0%	10.5%
Net realized capital (gains) losses	-1.2%	-0.2%	1.0%	1.6%	2.0%	-1.2%	2.0%
Non-GAAP operating earnings ROE (x-AOCI, other than foreign							
currency translation adjustment)	11.8%	10.9%	11.0%	12.0%	12.5%	11.8%	12.5%
Foreign currency translation	-1.3%	-1.1%	-1.1%	-1.2%	-1.3%	-1.3%	-1.3%
Non-GAAP operating earnings ROE (x-AOCI) available to common stockholders *	10.5%	9.8%	9.9%	10.8%	11.2%	10.5%	11.2%
Stockholders	10.5%	9.8%	9.9%	10.8%	11.2%	10.5%	11.2%

	Three Months Ended,										Tr	elve Montl	٦S,	
	31	I-Mar-21	31	-Dec-20	30	0-Sep-20	30	Jun-20	3.	1-Mar-20	3.	I-Mar-21	31-Mar-2	20
Net Revenue														
Fee *	\$	1,113.1	\$	1,091.5	\$	1,078.4	\$ 1	,010.1	\$	1,011.0	\$	4,293.1	\$ 4,169	.1
Spread *		228.1		198.0		166.4		133.5		166.9		726.0	614	.7
Risk		385.9		381.9		226.9		420.6		426.4		1,415.3	1,747	.0
Corporate		(19.4)		(13.9)		(15.3)		(14.6)		(0.1)		(63.2)	(35	
Net revenue *	\$	1,707.7	\$	1,657.5	\$	1,456.4		,549.6	\$	1,604.2	\$	6,371.2	\$ 6,495	.7
Operating expenses		(1,200.7)	- ((1,169.0)		(1,177.9)	(1	,059.1)		(1,198.3)		(4,606.7)	(4,664	.0)
Non-GAAP pre-tax operating earnings (losses) attributable to noncontrolling interest		(1.4)		(2.3)		(1.6)		(2.7)		(19.9)		(8.0)	(35	.1)
Pre-tax net realized capital gains (losses)		114.9		104.7		9.9		18.4		(69.4)		247.9	(275	
Certain adjustments related to equity method investments and										. ,				,
noncontrolling interest		(6.6)		0.7		(11.7)		(7.6)		11.6		(25.2)	(25	.2)
Income (loss) before income taxes	\$	613.9	\$	591.6	\$	275.1	\$	498.6	\$	328.2	\$	1,979.2	\$ 1,495	.5
Non-GAAP Pre-Tax Operating Earnings (Losses)														
Fee *	\$	323.9	\$	327.7	\$	334.3	\$	325.2	\$		\$	1,311.1	\$ 1,221	
Spread *		180.3		150.6		146.4		91.6		122.0		568.9	422	
Risk		95.2		89.5		(134.1)		155.0		129.5		205.6	540	
Corporate		(93.8)		(81.6)		(69.7)		(84.0)	_	(91.1)		(329.1)	(387	,
Non-GAAP pre-tax operating earnings (losses) *	\$	505.6	\$	486.2	\$	276.9	\$	487.8	\$	386.0	\$	1,756.5	\$ 1,796	
Pre-tax net realized capital gains (losses)		114.9		104.7		9.9		18.4		(69.4)		247.9	(275	.9)
Certain adjustments related to equity method investments and														
noncontrolling interest		(6.6)	_	0.7		(11.7)		(7.6)	_	11.6		(25.2)	(25	
Income (loss) before income taxes	\$	613.9	\$	591.6	\$	275.1	\$	498.6	\$	328.2	\$	1,979.2	\$ 1,495	.5

* This is a non-GAAP financial measure.

Principal Financial Group, Inc. Non-GAAP Financial Measure Reconciliations (in millions)

Γ		Three Months Ended,									Trailing Twelve Months,							
	31-Mar-2	1 21	1-Dec-20		-Sep-20		Jun-20	21	Mar-20	31-Mar-2		1-Mar-20						
Non-GAAP Operating Earnings (Losses)	J I −IVIdI −2	.1 3	1-DEC-20	30	-3ep-20	30-	Jun-20	31	iviai -20	JI-IVIdI-Z	1 3	i -ividi -20						
Fee *	\$ 270.	8 \$	276.4	\$	271.7	\$	263.2	\$	189.3	\$ 1,082.1	\$	\$ 1,017.2						
Spread *	\$ 270. 144.		121.2	Ψ	117.5	Ψ	74.7	ψ	98.9	458.2		342.9						
Risk	76.		71.8		(105.2)		122.6		102.8	165.5		433.4						
Corporate	(68.		(59.8)		(49.5)		(57.8)		(71.4)	(235.5		(305.1)						
Non-GAAP operating earnings (losses) *	\$ 423.			\$	234.5	\$	402.7	\$	319.6	\$ 1,470.3		5 1,488.4						
Net realized capital gains (losses) *	93.		409.0	φ	234.5	φ	(4.4)	φ	(30.7)			(235.2)						
Net income (loss) attributable to Principal Financial Group, Inc.	\$ 517.		472.6	\$	236.0	\$	398.3	\$	288.9	153.7 \$ 1,624.0		(235.2)						
Net income (loss) attributable to Principal Financial Group, Inc.	\$ 517.	ΙÞ	472.0	Þ	230.0	Ф	390.3	¢	200.9	\$ 1,024.U) 3	▶ 1,203.Z						
Net Investment Income																		
Net Investment Income	\$ 918.	0 0	025.2	¢	0// 7	¢	020 F	¢	004.2	¢ 2 ⊑ / 0 2		3.529.0						
Net investment income - U.S. *	+		935.3	\$	866.7	\$	839.5	\$	904.3	\$ 3,560.3								
Net investment income - Principal International	157.		149.8		96.2		144.7		104.7	548.5		619.7						
Total net investment income *	1,076.		1,085.1		962.9		984.2		1,009.0	4,108.8		4,148.7						
Income taxes related to equity method investments	(8.	0)	(1.6)		(13.3)		(10.3)		(8.3)	(33.2	!)	(60.3)						
Net realized capital gains (losses) related to equity method	-											<i>.</i>						
investments	(7.		3.4		0.2		2.3		(7.4)	(1.2		(4.4)						
Derivative and hedging-related adjustments	(38.		(47.2)		(37.0)		(35.1)		(13.6)	(157.7		(82.5)						
Sponsored investment funds adjustments	5.		4.8		5.1		3.5		3.9	18.4		19.5						
Net investment income	\$ 1,028.	1 \$	1,044.5	\$	917.9	\$	944.6	\$	983.6	\$ 3,935.1	\$	\$ 4,021.0						
Income Taxes	_	_									\perp							
Income taxes	\$ 97.		100.1	\$	39.2	\$	82.5	\$	43.2	\$ 319.4								
Net realized capital gains (losses) tax adjustments	(23.	5)	(25.1)		(10.2)		(7.6)		14.7	(66.4	+)	29.3						
Income taxes attributable to noncontrolling interest	-		-		0.1		(0.1)		0.2	-		0.1						
Income taxes related to equity method investments	8.	0	1.6		13.3		10.3		8.3	33.2)	60.3						
Income taxes *	\$ 82.	1 \$	76.6	\$	42.4	\$	85.1	\$	66.4	\$ 286.2	2 \$	308.2						
Non-GAAP Pre-Tax Operating Earnings (Losses) Attributable to																		
Noncontrolling Interest																		
Net income attributable to noncontrolling interest	\$ (0.	8) \$	18.9	\$	(0.1)	\$	17.8	\$	(3.9)	\$ 35.8	3 \$	5 23.8						
Income taxes attributable to noncontrolling interest	ψ (0:	Φ) Φ	-	Ψ	(0.1)	Ψ	0.1	Ŷ	(0.2)	φ 00.0	,	(0.1)						
Net realized capital gains (losses) attributable to noncontrolling					(0.1)		0.1		(0.2)			(0.1)						
interest, after-tax	2	2	(144)		1.0		(15.2)		24.0	(27.0	2	11 /						
	2.	2	(16.6)		1.8		(15.2)		24.0	(27.8	<i>i</i>)	11.4						
Non-GAAP pre-tax operating earnings (losses) attributable to																		
noncontrolling interest *	\$ 1.	4 \$	2.3	\$	1.6	\$	2.7	\$	19.9	\$ 8.0) \$	\$ 35.1						
Net Realized Capital Gains (Losses)	• 151	1 0	100.1	Â	(F F	<u>^</u>	(07.4)	<i>•</i>	101.1	* • • • • •	_	(5.0)						
Net realized capital gains (losses)	\$ 151.	4 \$	133.1	\$	65.5	\$	(27.4)	\$	131.4	\$ 322.6	5 \$	(5.9)						
Deserve the second s	(7		(0, ()		(0,0)		0.5		45.7	(1.1.5		04.4						
Recognition of front-end fee revenues	(7.		(2.6)		(2.2)		0.5		15.7	(11.8		21.1						
Market value adjustments to fee revenues	(0.	4)	(1.6)		-		-		-	(2.0	り	-						
Net realized capital gains (losses) related to equity method	/-								((1.5		<i></i>						
investments	(7.		3.4		0.2		2.3		(7.4)	(1.2		(4.4)						
Derivative and hedging-related revenue adjustments	(38.		(47.2)		(37.0)		(35.1)		(13.6)	(157.7		(82.5)						
Sponsored investment fund adjustments	5.		4.8		5.1		3.5		3.9	18.4		19.5						
Total net realized capital gains (losses) revenue adjustments	(48.	4)	(43.2)		(33.9)		(28.8)		(1.4)	(154.3	5)	(46.3)						
Amortization of deferred acquisition costs	12.	0	32.0		51.1		82.2		(165.8)	177.3	5	(174.3)						
Capital gains distributed - operating expenses	(13.	0)	(24.8)		(39.1)		(6.4)		28.6	(83.3	5)	(8.4)						
Total net realized capital gains (losses) operating expenses																		
adjustments	(1.	0)	7.2		12.0		75.8		(137.2)	94.0)	(182.7)						
Amortization of other actuarial balances	21.	8	8.9		11.0		7.4		(53.6)	49.1		(69.5)						
Market value adjustments of embedded derivatives	(1.	5)	8.1		(40.1)		0.4		(23.4)	(33.1)	36.2						
Capital gains distributed - cost of interest credited	(7.	4)	(9.4)		(4.6)		(9.0)		14.8	(30.4	+)	(7.7)						
Total net realized capital gains (losses) expense adjustments	11.		14.8		(21.7)		74.6		(199.4)	79.6		(223.7)						
					. ,							(-)						
Total net realized capital gains (losses) pre-tax adjustments	(36.	5)	(28.4)		(55.6)		45.8		(200.8)	(74.7	0	(270.0)						
		· /	(/		()				(,		í.	(/						
Net realized capital gains (losses) tax adjustments	(23.	5)	(25.1)		(10.2)		(7.6)		14.7	(66.4	(29.3						
Net realized capital gains (losses) attributable to noncontrolling	(20)	í I	(= 5)	1	()		((00.	1	_ /.0						
interest, after-tax	2.	2	(16.6)		1.8		(15.2)		24.0	(27.8	2)	11.4						
Total net realized capital gains (losses) after-tax adjustments	(57.		(70.1)		(64.0)		23.0		(162.1)	(168.9		(229.3)						
	(37.	<i>_</i> ,	(70.1)		(07.0)		20.0		(102.1)	(100.3	1	(227.J)						
Total net realized capital gains (losses) *	\$ 93.	6 \$	63.0	\$	1.5	\$	(4.4)	\$	(30.7)	\$ 153.7	7 \$	(235.2)						
	φ 75.	- Ψ	55.0	Ψ	1.0	Ψ	()	Ψ	(00.7)	÷ 100.7	ψ	(200.2)						
			Thre	ee M	onths Er	ided				Trailing Tv	velv	e Months						
		1 21			-Sep-20		Jun-20	31.	Mar-20	31-Mar-2		1-Mar-20						
	31-Mar-2		I-Dec-20		- 200-202													
Principal International Combined Net Revenue (at PEG Share)	31-Mar-2	1 3	1-Dec-20	50	-sep-20	50	Jun 20	01	10101 20									
Principal International Combined Net Revenue (at PFG Share)					•) ¢	210 4						
Principal International pre-tax operating earnings	31-Mar-2 \$ 75.		59.6	\$	-sep-20 58.7	\$	94.5	\$	30.8	\$ 287.9	9 \$	310.4						
Principal International pre-tax operating earnings Principal International combined operating expenses other than	\$ 75.	1 \$	59.6		58.7		94.5		30.8	\$ 287.9								
Principal International pre-tax operating earnings		1 \$ 0		\$	•						3	620.8						

* This is a non-GAAP financial measure.

	Trailing Twelve Months,												
	31	-Mar-21	31	1-Dec-20	30	0-Sep-20	30	0-Jun-20	3	1-Mar-20	31	1-Dec-19	
Principal Global Investors Operating Revenues Less Pass- Through Expenses													
Principal Global Investors operating revenues	\$	1,563.5	\$	1,539.1	\$	1,563.9	\$	1,551.0	\$	1,557.6	\$	1,505.8	
Principal Global Investors commissions and other expenses		(151.1)		(155.4)		(169.6)		(169.7)		(169.5)		(161.2)	
Principal Global Investors operating revenues less pass- through expenses *	\$	1,412.4	\$	1,383.7	\$	1,394.3	\$	1,381.3	\$	1,388.1	\$	1,344.6	
Principal International Combined Net Revenue (at PFG Share)													
Principal International pre-tax operating earnings	\$	287.9	\$	243.6	\$	261.5	\$	311.7	\$	310.4	\$	390.7	
Principal International combined operating expenses other													
than pass-through commissions (at PFG share)		587.8		583.0		589.8		606.8		620.8		612.6	
Principal International combined net revenue (at PFG share) *	\$	875.7	\$	826.6	\$	851.3	\$	918.5	\$	931.2	\$	1,003.3	

* This is a non-GAAP financial measure.