

Principal Financial Group, Inc.

 Non-GAAP Financial Measure Reconciliations
 (in millions, except as indicated)

	Three Months Ended,					Three Months Ended,	
	Mar-23	Dec-22	Sep-22	Jun-22	Mar-22	Mar-23	Mar-22
Basic Earnings Per Common Share							
Net income	\$ (0.58)	\$ (0.07)	\$ 5.31	\$ 12.35	\$ 1.31	\$ (0.58)	\$ 1.31
(Income) loss from exited business	2.00	2.15	(3.71)	(11.53)	-	2.00	-
Net income (loss) excluding exited business	\$ 1.42	\$ 2.08	\$ 1.60	\$ 0.82	\$ 1.31	\$ 1.42	\$ 1.31
Net realized capital (gains) losses	0.09	(0.47)	0.03	0.86	0.22	0.09	0.22
Non-GAAP operating earnings *	\$ 1.51	\$ 1.61	\$ 1.63	\$ 1.68	\$ 1.53	\$ 1.51	\$ 1.53
Diluted Earnings Per Common Share							
Net income	\$ (0.57)	\$ (0.07)	\$ 5.22	\$ 12.17	\$ 1.28	\$ (0.57)	\$ 1.28
(Income) loss from exited business	1.97	2.12	(3.65)	(11.36)	-	1.97	-
Net income (loss) excluding exited business	\$ 1.40	\$ 2.05	\$ 1.57	\$ 0.81	\$ 1.28	\$ 1.40	\$ 1.28
Net realized capital (gains) losses	0.08	(0.47)	0.03	0.84	0.23	0.08	0.23
Non-GAAP operating earnings *	\$ 1.48	\$ 1.58	\$ 1.60	\$ 1.65	\$ 1.51	\$ 1.48	\$ 1.51

	Period Ended,					Period Ended,	
	Mar-23	Dec-22	Sep-22	Jun-22	Mar-22	Mar-23	Mar-22
Stockholders' Equity x-Cumulative Change in Fair Value of Funds Withheld Embedded Derivative and AOCI Available to Common Stockholders							
Stockholders' equity	\$ 10,260.8	\$ 10,017.8	\$ 9,839.4	\$ 10,334.0	\$ 10,083.6	\$ 10,260.8	\$ 10,083.6
AOCI, other than foreign currency translation adjustment	4,760.4	5,307.4	5,666.1	4,446.2	2,066.9	4,760.4	2,066.9
Cumulative change in fair value of funds withheld embedded derivative	(2,390.6)	(2,885.6)	(3,400.9)	(2,423.2)	-	(2,390.6)	-
Noncontrolling interest	(42.9)	(41.1)	(42.1)	(41.8)	(55.1)	(42.9)	(55.1)
Stockholders' equity, excluding cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment	12,587.7	12,398.5	12,062.5	12,315.2	12,095.4	12,587.7	12,095.4
Foreign currency translation adjustment	1,440.9	1,571.6	1,715.1	1,660.0	1,395.0	1,440.9	1,395.0
<i>Stockholders' equity excluding cumulative change in fair value of funds withheld embedded derivative and AOCI *</i>	\$ 14,028.6	\$ 13,970.1	\$ 13,777.6	\$ 13,975.2	\$ 13,490.4	\$ 14,028.6	\$ 13,490.4
Book Value Per Common Share x-Cumulative Change in Fair Value of Funds Withheld Embedded Derivative and AOCI							
Book value per common share including AOCI	\$ 42.03	\$ 40.97	\$ 40.01	\$ 41.19	\$ 39.76	\$ 42.03	\$ 39.76
Cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment	9.75	9.95	9.24	8.09	8.20	9.75	8.20
Book value excluding cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment	51.78	50.92	49.25	49.28	47.96	51.78	47.96
Foreign currency translation adjustment	5.93	6.45	7.01	6.64	5.53	5.93	5.53
<i>Book value per common share excluding cumulative change in fair value of funds withheld embedded derivative and AOCI *</i>	\$ 57.71	\$ 57.37	\$ 56.26	\$ 55.92	\$ 53.49	\$ 57.71	\$ 53.49

* This is a non-GAAP financial measure.

Principal Financial Group, Inc.

Non-GAAP Financial Measure Reconciliations
(in millions, except as indicated)

	Mar-23	Dec-22	Period Ended,		Mar-22	Period Ended,	
			Sep-22	Jun-22		Mar-23	Mar-22
Non-GAAP Operating Earnings ROE (x-Cumulative Change in Fair Value of Funds Withheld Embedded Derivative and AOCI) Available to Common Stockholders (trailing twelve months)							
Net income ROE available to common stockholders (including AOCI)	42.3%	43.1%	47.5%	37.2%	13.2%	42.3%	13.2%
Cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment	-7.6%	-5.1%	-5.4%	-3.9%	-1.7%	-7.6%	-1.7%
Net income ROE available to common stockholders (excluding cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment)	34.7%	38.0%	42.1%	33.4%	11.4%	34.7%	11.4%
Net realized capital (gains) losses	1.0%	1.3%	2.5%	2.8%	1.9%	1.0%	1.9%
(Income) loss from exited business	-22.8%	-26.4%	-31.0%	-23.1%	0.0%	-22.8%	0.0%
Non-GAAP operating earnings ROE (excluding cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment)	12.9%	12.9%	13.6%	13.1%	13.3%	12.9%	13.3%
Foreign currency translation adjustment	-1.3%	-1.4%	-1.6%	-1.4%	-1.3%	-1.3%	-1.3%
<i>Non-GAAP operating earnings ROE excluding cumulative change in fair value of funds withheld embedded derivative and AOCI available to common stockholders *</i>	11.5%	11.5%	12.0%	11.7%	12.0%	11.5%	12.0%

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	Mar-23	Dec-22	Three Months Ended,			Trailing Twelve Months,	
			Sep-22	Jun-22	Mar-22	Mar-23	Mar-22
Net Investment Income							
Net investment income - U.S. *	\$ 828.0	\$ 785.8	\$ 704.2	\$ 564.6	\$ 976.6	\$ 2,882.6	\$ 3,930.9
Net investment income - Principal International *	184.1	225.7	245.5	304.4	205.3	959.7	803.6
Total net investment income *	1,012.1	1,011.5	949.7	869.0	1,181.9	3,842.3	4,734.5
Income taxes related to equity method investments	(22.6)	(6.8)	(16.9)	(12.3)	(18.5)	(58.6)	(53.4)
Net realized capital gains (losses) related to equity method investments	0.2	(9.0)	6.6	(9.0)	(3.6)	(11.2)	(20.5)
Derivative and hedging-related adjustments	2.1	(10.0)	(24.3)	(25.0)	(32.0)	(57.2)	(129.6)
Market risk benefit derivative settlements	(11.2)	(9.6)	(8.6)	(8.7)	(8.1)	(38.1)	(32.5)
Sponsored investment funds adjustments	6.1	5.3	5.2	5.9	5.8	22.5	22.1
Net investment income	\$ 986.7	\$ 981.4	\$ 911.7	\$ 819.9	\$ 1,125.5	\$ 3,699.7	\$ 4,520.6
Income Taxes							
Income taxes	\$ (78.0)	\$ (11.2)	\$ 328.8	\$ 836.7	\$ 35.2	\$ 1,076.3	\$ 231.1
Net realized capital gains (losses) tax adjustments	8.2	(34.2)	3.4	69.3	18.1	46.7	84.2
Income taxes attributable to noncontrolling interest	(0.1)	(0.2)	-	(0.1)	-	(0.4)	(0.1)
Income taxes related to equity method investments	22.6	6.8	16.9	12.3	18.5	58.6	53.4
Income taxes related to exited business	121.3	116.2	(259.1)	(813.5)	-	(835.1)	-
Income taxes *	\$ 74.0	\$ 77.4	\$ 90.0	\$ 104.7	\$ 71.8	\$ 346.1	\$ 368.6
Non-GAAP Pre-Tax Operating Earnings (Losses) Attributable to Noncontrolling Interest							
Net income attributable to noncontrolling interest	\$ 5.6	\$ 25.0	\$ (4.1)	\$ 15.2	\$ 4.5	\$ 41.7	\$ 52.1
Income taxes attributable to noncontrolling interest	0.1	0.2	-	0.1	-	0.4	0.1
Net realized capital gains (losses) attributable to noncontrolling interest, after-tax	(3.8)	(11.4)	5.4	23.9	11.3	14.1	(4.3)
Non-GAAP pre-tax operating earnings (losses) attributable to noncontrolling interest *	\$ 1.9	\$ 13.8	\$ 1.3	\$ 39.2	\$ 15.8	\$ 56.2	\$ 47.9

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 Non-GAAP Financial Measure Reconciliations
 (in millions)

	Three Months Ended,				Mar-22	Trailing Twelve Months,	
	Mar-23	Dec-22	Sep-22	Jun-22		Mar-23	Mar-22
Principal International Combined Net Revenue (at PFG Share)							
Principal International pre-tax operating earnings	\$ 78.7	\$ 77.7	\$ 64.0	\$ 89.4	\$ 67.6	\$ 309.8	\$ 321.4
Principal International combined operating expenses other than pass-through commissions (at PFG share)	162.8	154.9	154.3	155.4	157.4	627.4	662.4
Principal International combined net revenue (at PFG share) *	\$ 241.5	\$ 232.6	\$ 218.3	\$ 244.8	\$ 225.0	\$ 937.2	\$ 983.8
Net Realized Capital Gains (Losses)							
Net realized capital gains (losses)	\$ (66.0)	\$ 171.3	\$ (27.4)	\$ (189.4)	\$ (136.6)	\$ (111.5)	\$ (200.1)
Market value adjustments to fee revenues	-	0.6	-	0.1	-	0.7	(0.2)
Net realized capital gains (losses) related to equity method investments	0.2	(9.0)	6.6	(9.0)	(3.6)	(11.2)	(20.5)
Derivative and hedging-related revenue adjustments	2.1	(10.0)	(24.3)	(25.0)	(32.0)	(57.2)	(129.6)
Certain variable annuity fees	18.4	18.1	18.7	19.1	20.0	74.3	81.3
Sponsored investment fund adjustments	6.1	5.3	5.2	5.9	5.8	22.5	22.1
Total net realized capital gains (losses) revenue adjustments	26.8	5.0	6.2	(8.9)	(9.8)	29.1	(46.9)
Capital gains distributed - operating expenses	15.8	(10.9)	19.9	35.0	58.9	59.8	2.5
Amortization of actuarial balances	-	(0.1)	0.1	(6.7)	6.6	(6.7)	(1.3)
Market value adjustments of embedded derivatives	3.0	0.2	(4.5)	(20.2)	(16.4)	(21.5)	(25.7)
Market value adjustments of market risk benefits	(6.5)	(4.5)	(16.1)	(113.9)	(22.7)	(141.0)	(48.5)
Capital gains distributed - cost of interest credited	2.6	1.2	5.6	(5.4)	32.1	4.0	2.2
Total net realized capital gains (losses) expense adjustments	14.9	(14.1)	5.0	(111.2)	58.5	(105.4)	(70.8)
Total net realized capital gains (losses) pre-tax adjustments	41.7	(9.1)	11.2	(120.1)	48.7	(76.3)	(117.7)
Net realized capital gains (losses) tax adjustments	8.2	(34.2)	3.4	69.3	18.1	46.7	84.2
Net realized capital gains (losses) attributable to noncontrolling interest, after-tax	(3.8)	(11.4)	5.4	23.9	11.3	14.1	(4.3)
Total net realized capital gains (losses) after-tax adjustments	46.1	(54.7)	20.0	(26.9)	78.1	(15.5)	(37.8)
Total net realized capital gains (losses) *	\$ (19.9)	\$ 116.6	\$ (7.4)	\$ (216.3)	\$ (58.5)	\$ (127.0)	\$ (237.9)
Income (Loss) from Exited Business							
Pre-tax impacts of exited business:							
Strategic review costs and impacts	\$ -	\$ 4.0	\$ (27.6)	\$ 64.0	\$ -	\$ 40.4	\$ -
Amortization of reinsurance gains (losses)	(22.1)	(18.5)	(7.7)	(30.5)	-	(78.8)	-
Other impacts of reinsured business	(40.6)	(28.5)	(32.0)	(65.3)	-	(166.4)	-
Net realized capital gains (losses) on funds withheld assets	81.0	51.9	8.5	689.0	-	830.4	-
Change in fair value of funds withheld embedded derivative	(626.6)	(652.2)	1,237.7	3,067.3	-	3,026.2	-
Tax impacts of exited business	121.3	116.2	(259.1)	(813.5)	-	(835.1)	-
Income (loss) from exited business *	\$ (487.0)	\$ (527.1)	\$ 919.8	\$ 2,911.0	\$ -	\$ 2,816.7	\$ -

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Non-GAAP Financial Measure Reconciliations
(in millions)

	Mar-23	Dec-22	Trailing Twelve Months,		Mar-22	Dec-21
			Sep-22	Jun-22		
Principal Global Investors Operating Revenues Less Pass-Through Expenses						
Principal Global Investors operating revenues	\$ 1,672.9	\$ 1,715.5	\$ 1,798.8	\$ 1,858.0	\$ 1,848.1	\$ 1,828.0
Principal Global Investors commissions and other expenses	(130.1)	(137.5)	(146.9)	(154.6)	(159.3)	(160.1)
Principal Global Investors operating revenues less pass-through expenses *	\$ 1,542.8	\$ 1,578.0	\$ 1,651.9	\$ 1,703.4	\$ 1,688.8	\$ 1,667.9
Principal International Combined Net Revenue (at PFG Share)						
Principal International pre-tax operating earnings	\$ 309.8	\$ 298.7	\$ 334.1	\$ 359.1	\$ 321.4	\$ 327.7
Principal International combined operating expenses other than pass-through commissions (at PFG share)	627.4	622.0	642.2	652.3	662.4	656.6
Principal International combined net revenue (at PFG share) *	\$ 937.2	\$ 920.7	\$ 976.3	\$ 1,011.4	\$ 983.8	\$ 984.3

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