



RETIREMENT | ASSET MANAGEMENT | BENEFITS & PROTECTION

Third Quarter 2025 Earnings

PRINCIPAL FINANCIAL GROUP

October 27, 2025

Key takeaways

Delivering on long-term guidance

13% / 14%

3Q / YTD
EPS growth¹
(9-12% target)

15.5%

ROE²
(14-16% target)

91%

YTD FCF %³
(75-85% target)

Highlights⁴

- Enterprise net revenue growth⁵ of 4% and margin expansion of 180 bps; managed net cash flow of +\$0.4 billion
- Retirement and Income Solutions pre-tax operating earnings increased 8% on net revenue growth of 4% and margin of 42%
- Investment Management pre-tax operating earnings increased 9% on management fee growth of 5% and margin expansion of 180 bps to 40%
- Specialty Benefits record pre-tax operating earnings increased 28% on strong underwriting results

Capital

- Returned \$398M excess capital to shareholders during 3Q25: \$225M share repurchases; \$173M common stock dividends
- Raised 4Q25 common stock dividend to \$0.79, a 1-cent increase from 3Q25 and an 8% increase from 4Q24
- Excess and available capital position of \$1.6B
- Debt to capital ratio of 22.0%

1 This is a non-GAAP measure, see reconciliation in appendix. Excludes significant variances, see slide 10 for more details. 2 Non-GAAP return on equity, excluding cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment. Excludes impacts of significant variances, see slide 10 for more details. 3 Based on non-GAAP net income attributable to PFG, excluding income or loss from exited business. 4 Quarterly figures represented exclude significant variances, see slide 10 for more details. 5 This is a non-GAAP measure that reflects total segment operating revenue less: benefits, claims and settlement expenses, liability for future policy benefits remeasurement (gain) loss, market risk benefit remeasurement (gain) loss, and dividends to policyholders.

Priorities to drive sustained growth

Leverage leadership in recordkeeping to grow **Retirement Ecosystem**

HIGHLIGHTS

3Q25

WSRS transfer deposits	+13% y/y
WSRS deferring participants	+3% y/y
Average deferral per member	+2% y/y
PRT sales	\$0.5B
DCIO sales	\$1.7B

Serve **SMBs** holistically

HIGHLIGHTS

3Q25

WSRS SMB recurring deposits	+8% y/y
WSRS SMB transfer deposits	+27% y/y
Group Benefits employment growth	+1.7% TTM
Group Benefits products per customer	3.11

Leverage privileged partnerships to scale **Global Asset Management**

HIGHLIGHTS¹

3Q25

Gross sales	+19% y/y
Private NCF	+\$1.7B
Private AUM	+9% y/y
Active ETF NCF	+\$0.5B

3Q 2025 financial highlights

3Q 2025 operating results

Reported non-GAAP operating earnings¹

\$474M

+15% vs. 3Q 2024

Reported non-GAAP operating earnings per diluted share (EPS)¹

\$2.10

+19% vs. 3Q 2024

Non-GAAP operating earnings, excluding significant variances (xSV)²

\$523M

+9% vs. 3Q 2024

Non-GAAP EPS, xSV²

\$2.32

+13% vs. 3Q 2024

Capital & liquidity

Excess and available capital³

\$1.6B

\$800M at Hold Co

\$350M excess subsidiary capital

\$400M in excess of 375% RBC

Debt to capital ratio³

22.0%

Estimated PLIC RBC ratio

400%

Capital deployments

\$398M returned to shareholders:

\$225M of share repurchases

\$173M of common stock dividends

Announced 4Q 2025 common stock dividend

\$0.79

+8% from 4Q 2024 dividend

+8% on a full-year basis

AUM & NCF

Total company AUM

\$784B

+4% vs. 2Q25

Total company AUM NCF

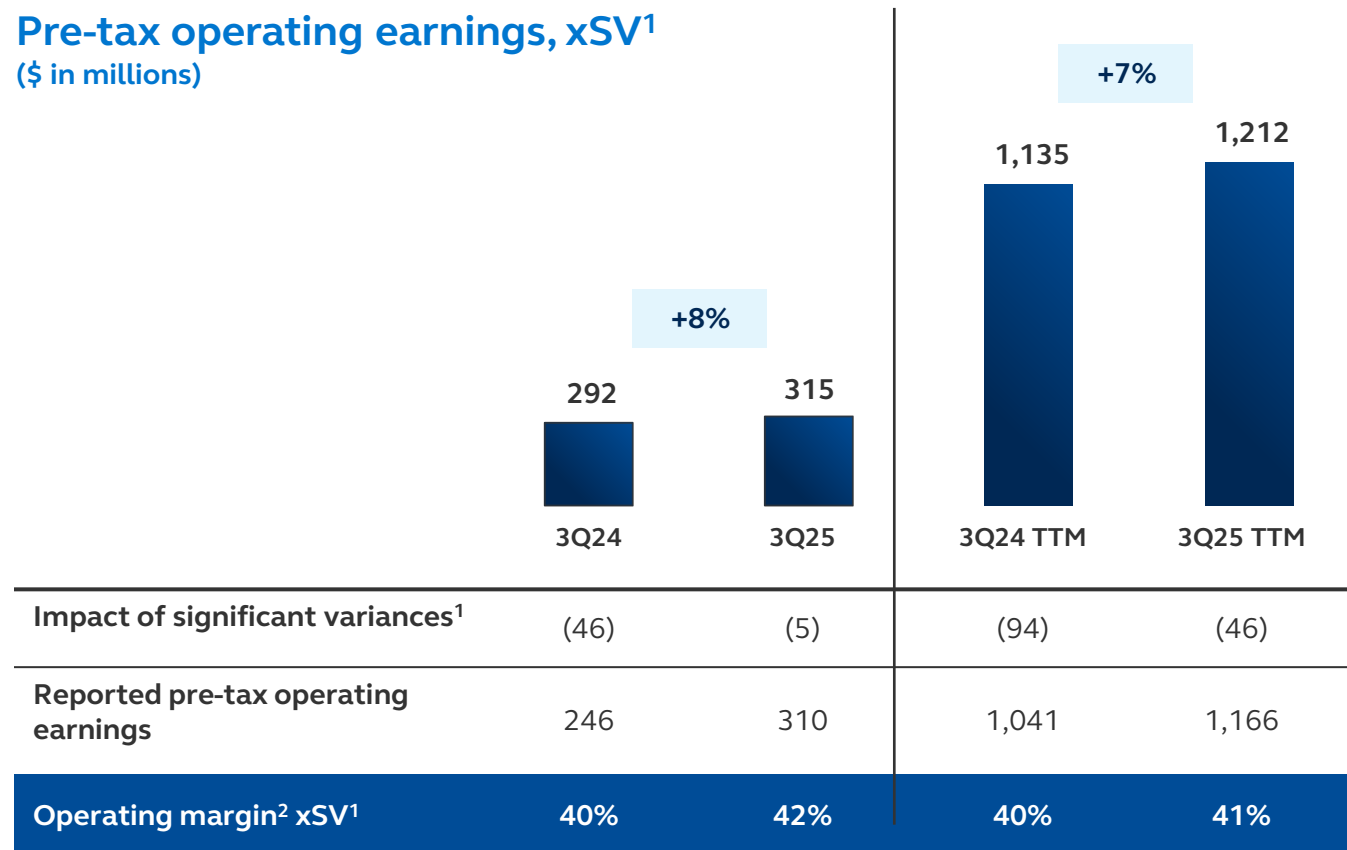
+\$0.4B

¹ This is a non-GAAP measure, see reconciliation in appendix. ² Excludes significant variances, see slide 10 for more details. ³ This is a non-GAAP financial measure. Debt to capital ratio excludes cumulative change in fair value of funds withheld embedded derivative and AOCI.

Retirement and Income Solutions

Strong earnings and margin expansion

Pre-tax operating earnings, xSV¹ (\$ in millions)



3Q25 highlights¹

- Pre-tax operating earnings of \$315 million increased 8% due to 4% higher net revenue and disciplined expense management
- Margin improved 130 bps to 42%
- Sales of \$7 billion increased 8%

Key metrics¹

	3Q25 QTD	3Q25 TTM
Net revenue	+4%	+4%
Operating margin ²	42%	41%

¹ Excludes impacts of significant variances, see slide 10 for more details. ² Pre-tax operating earnings divided by net revenue.

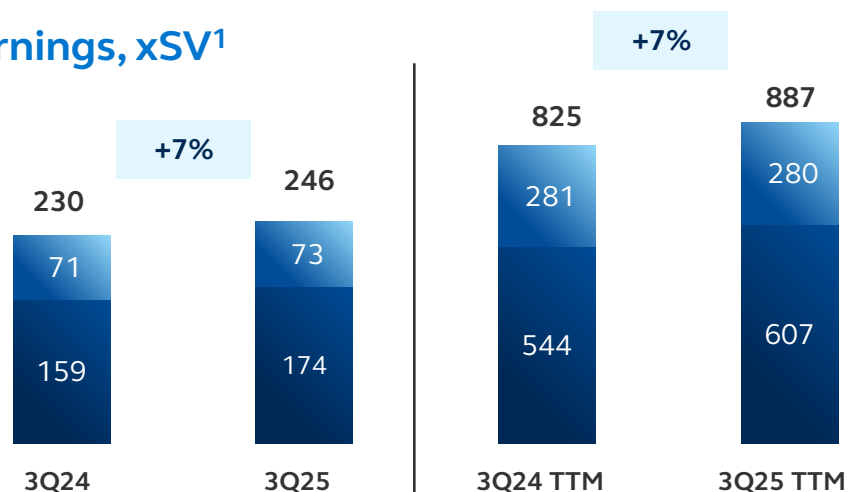
Principal Asset Management

Strong earnings and margin expansion

Pre-tax operating earnings, xSV¹

(\$ in millions)

- Investment Management
- International Pension



	3Q24	3Q25	3Q24 TTM	3Q25 TTM
Impact of significant variances ¹	39	29	39	28
Reported pre-tax operating earnings	269	275	864	915
Operating margin² xSV¹				
Investment Management	38%	40%	34%	36%
International Pension	45%	47%	45%	47%

3Q25 highlights¹

- Investment Management: margin expanded 180 bps due to 5% higher management fees and expense discipline
- Investment Management: managed net cash flow of +\$0.8 billion; gross sales of \$32 billion
- International Pension: record reported AUM of \$151 billion, increased 9% from the year ago quarter

Key metrics¹

Investment Management	3Q25 QTD	3Q25 TTM
Operating revenues less pass-through expenses ³	+4%	+6%
Operating margin ²	40%	36%
International Pension	3Q25 QTD	3Q25 TTM
Net revenue x-FX, SV	(1%)	+2%
Operating margin ²	47%	47%

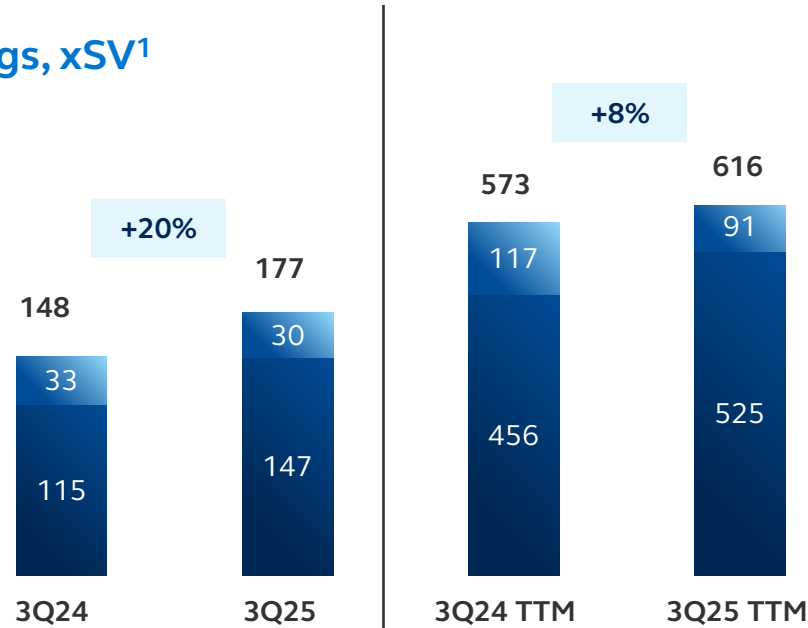
¹ Excludes impacts of significant variances, see slide 10 for details. ² Investment Management's operating margin is pre-tax operating earnings, adjusted for noncontrolling interest, divided by operating revenues less pass-through expenses; International Pension's operating margin is pre-tax operating earnings divided by net revenue. ³ This is a non-GAAP financial measure, see reconciliation in appendix.

Benefits and Protection

Specialty Benefits record earnings driven by favorable underwriting experience and business growth

Pre-tax operating earnings, xSV¹ (\$ in millions)

- Specialty Benefits
- Life Insurance



Impact of significant variances ¹	(84)	(91)	(120)	(108)
Reported pre-tax operating earnings	64	87	453	508
Operating margin² xSV¹	14%	16%	14%	14%

3Q25 highlights¹

- Pre-tax operating earnings increased 20%, due to business growth and more favorable Specialty Benefits underwriting which improved 340 bps, driven by group life, group disability, and dental
- Specialty Benefits: record pre-tax operating earnings increased 28%
- Specialty Benefits: operating margin of 17% expanded 330 bps
- Life Insurance: strong business market premium and fees growth of 11%

Key metrics¹

Specialty Benefits	3Q25 QTD	3Q25 TTM
Premium and fees	+3%	+4%
Loss ratio	58%	59%
Operating margin ²	17%	16%
Life Insurance	3Q25 QTD	3Q25 TTM
Premium and fees	+3%	+2%
Operating margin ²	12%	10%

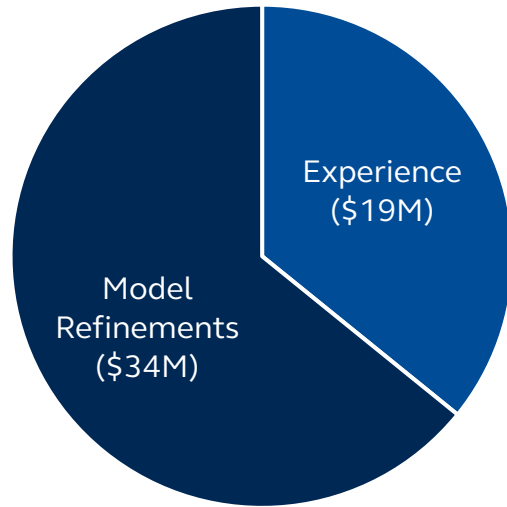
¹ Excludes impacts of significant variances, see slide 10 for more details. ² Pre-tax operating earnings divided by premium and fees.

Appendix

Impacts of 3Q 2025 actuarial assumption review

Actuarial assumption review after-tax operating earnings impact

Q3 2025



- Primary drivers reflect model refinements, with remainder from experience updates

Income statement line item impacts of the actuarial assumption review (in millions)

Line Item	RIS	International Pension	Specialty Benefits	Life Insurance	Total
Premiums and other considerations	\$ -	\$ -	\$ -	\$ -	\$ -
Fees and other revenues	-	4.8	-	-	4.8
Net investment income	-	-	-	-	-
Total operating revenues	-	4.8	-	-	4.8
Benefits, claims and settlement expenses	-	-	1.9	2.1	4.0
Liability for future policy benefits remeasurement (gain) loss	(12.0)	-	(16.2)	89.4	61.2
Market risk benefit remeasurement (gain) loss	-	-	-	-	-
Dividends to policyholders	-	-	-	1.9	1.9
Commissions	-	-	-	-	-
Capitalization of DAC and contract costs	-	-	-	-	-
Amortization of DAC and contract costs	-	4.8	-	-	4.8
Depreciation and amortization	-	-	-	-	-
Interest expense on corporate debt	-	-	-	-	-
Compensation and other	-	-	-	-	-
Total expenses	(12.0)	4.8	(14.3)	93.4	71.9
Non-GAAP pre-tax operating earnings (losses)	\$ 12.0	\$ 0.0	\$ 14.3	\$ (93.4)	\$ (67.1)
Non-GAAP after-tax operating earnings (losses)	\$ 9.5	\$ 0.0	\$ 11.3	\$ (73.8)	\$ (53.0)

Non-GAAP operating earnings

Excluding impacts from actuarial assumption review and other significant variances

3Q25 vs 3Q24 (in millions, except per share data)

	3Q25 as reported	Significant variances		3Q25 excluding significant variances	3Q24 as reported	Significant variances		3Q24 excluding significant variances	3Q25 vs 3Q24 excluding significant variances	
		Actuarial assumption review	Other significant variances ¹			Actuarial assumption review	Other significant variances ²			
Retirement and Income Solutions	\$ 310.3	\$ 12.0	\$ (16.5)	\$ 314.8	\$ 246.1	\$ (16.7)	\$ (29.5)	\$ 292.3	\$ 22.5	8%
Principal Asset Management										
Investment Management	173.5	-	-	173.5	159.1	-	-	159.1	14.4	9%
International Pension	101.2	-	28.5	72.7	109.7	21.1	17.9	70.7	2.0	3%
Total	274.7	-	28.5	246.2	268.7	21.1	17.9	229.7	16.5	7%
Benefits and Protection										
Specialty Benefits	155.5	14.3	(6.0)	147.2	101.7	(11.6)	(2.0)	115.3	31.9	28%
Life Insurance	(69.0)	(93.4)	(5.9)	30.3	(37.3)	(74.8)	4.5	33.0	(2.7)	-8%
Total	86.5	(79.1)	(11.9)	177.5	64.4	(86.4)	2.5	148.3	29.2	20%
Corporate	(91.6)	-	6.9	(98.5)	(79.4)	-	10.4	(89.8)	(8.7)	10%
Non-GAAP pre-tax operating earnings (losses)	\$ 579.9	\$ (67.1)	\$ 7.0	\$ 640.0	\$ 499.8	\$ (82.0)	\$ 1.3	\$ 580.5	\$ 59.5	10%
Income taxes	106.2	(14.1)	3.6	116.7	87.8	(13.1)	0.2	100.7	16.0	16%
Non-GAAP operating earnings (losses)	\$ 473.7	\$ (53.0)	\$ 3.4	\$ 523.3	\$ 412.0	\$ (68.9)	\$ 1.1	\$ 479.8	\$ 43.5	9%
Net realized capital gains (losses)	(8.1)	(0.2)	-	(7.9)	7.1	3.7	-	3.4	(11.3)	N/M
Income (loss) from exited business	(251.8)	(6.1)	-	(245.7)	(639.1)	(20.6)	-	(618.5)	372.8	N/M
Net income (loss) attributable to Principal Financial Group, Inc.	\$ 213.8	\$ (59.3)	\$ 3.4	\$ 269.7	\$ (220.0)	\$ (85.8)	\$ 1.1	\$ (135.3)	\$ 405.0	N/M
Non-GAAP operating earnings per share (EPS)	\$ 2.10	\$ (0.24)	\$ 0.02	\$ 2.32	\$ 1.76	\$ (0.29)	\$ 0.00	\$ 2.05	\$ 0.27	13%

1 Other significant variances in 3Q25 QTD include 1) lower than expected VII in RIS, International Pension, Specialty Benefits, and Life Insurance; (2) higher than expected VII in Corporate; 3) impact of both higher than expected encaje performance and Latin American inflation in International Pension;

2 Other significant variances in 3Q24 QTD include 1) lower than expected VII in RIS, International Pension, Specialty Benefits, and Life Insurance; (2) higher than expected VII in Corporate; 3) impact of both higher than expected encaje performance and Latin American inflation in International Pension; (4) impact of GAAP-only regulatory closed block adjustment in Life Insurance.

Investment performance

55% of fund-level AUM has 4 or 5 star rating from Morningstar^{1,2}

Asset Weighted	% of AUM outperforming Morningstar median ³				% of composite AUM outperforming benchmarks ⁴			
As of 9/30/2025	1-Year	3-Year	5-Year	10-Year	1-Year	3-Year	5-Year	10-Year
Equity	36%	60%	46%	79%	44%	74%	58%	85%
Fixed Income	53%	87%	70%	82%	72%	94%	97%	94%
Asset Allocation ⁵	42%	37%	51%	61%	N/A	N/A	N/A	N/A
Total	41%	54%	52%	71%	54%	81%	72%	88%

Equal Weighted	% of funds outperforming Morningstar median ³				% of composites outperforming benchmarks ⁴			
As of 9/30/2025	1-Year	3-Year	5-Year	10-Year	1-Year	3-Year	5-Year	10-Year
Equity	40%	42%	41%	67%	60%	52%	38%	74%
Fixed Income	40%	80%	60%	73%	76%	86%	88%	88%
Asset Allocation ⁵	34%	44%	47%	50%	N/A	N/A	N/A	N/A
Total	37%	51%	48%	59%	68%	69%	63%	81%

1 Asset weighted.

2 Includes only funds with ratings assigned by Morningstar; non-rated funds excluded (84 total, 77 are ranked).

3 Percentage of Principal actively managed mutual funds, exchange traded funds (ETFs), insurance separate accounts, and collective investment trusts (CITs) in the top two Morningstar quartiles. Excludes Money Market, Stable Value, Liability Driven Investment (Short, Intermediate and Extended Duration), Hedge Fund Separate Account, & U.S. Property Separate Account.

4 Composite returns are calculated on a gross basis. All composites compared to official Global Investment Performance Standards (GIPS) composite benchmark. Excludes passive composites and doesn't include certain strategies or mandates for which GIPS composites are not calculated (e.g., Lifetime/Target Date strategies). Lifetime/Target Date funds are covered under separate peer-relative calculations. "Total" percentages include equities, fixed income and other asset classes and mandates with GIPS composites (e.g., asset allocation).

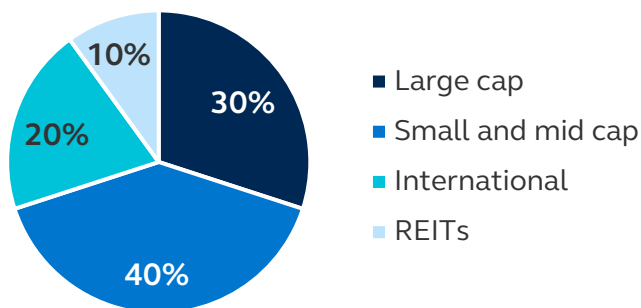
5 Coverage of asset allocation strategies in benchmark-relative composites is minimal and non-informative. Please see Morningstar rankings above for informative asset allocation performance.

Market sensitivities

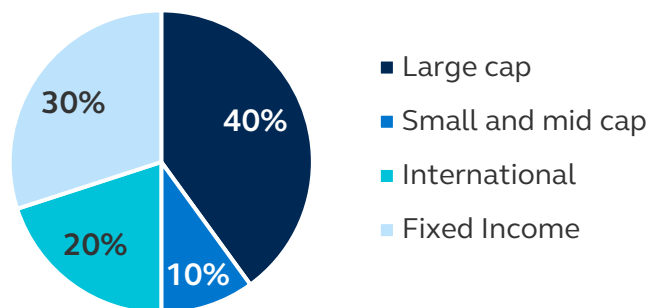
Estimated impacts of changes in key macroeconomic conditions on annual non-GAAP pre-tax operating earnings relative to the next 12 months, prior to management expense actions:

If macroeconomics change by...	Equity market return ¹ +/- 10%	Interest rates +/-100 bps	FX: U.S. Dollar ² +/- 10%	Certain alternative investment valuation ³ +/- 10%
Then Principal's annual non-GAAP pre-tax operating earnings will change by...	+/- 5-8%	+/- (1)-1%	+/- < 1%	+/- 9%
And the primary businesses impacted are...	RIS Investment Management	All	International Pension	RIS Life Insurance Specialty Benefits

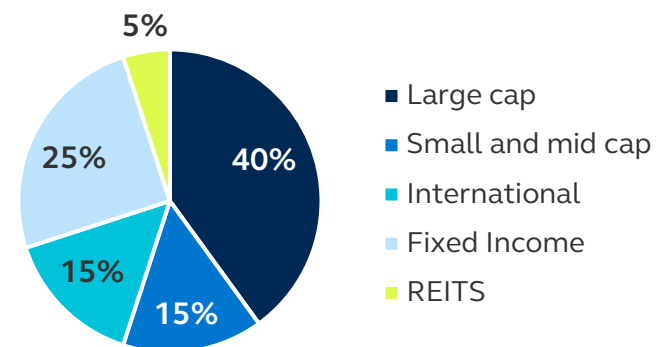
Investment Management
Equity AUM Exposure



Investment Management
Asset allocation AUM Exposure



RIS
Asset-based fee revenue



¹ Assumes an immediate 10% change in the S&P 500 followed by 2% growth per quarter thereafter. ² Principal is primarily impacted by changes in Latin American and Asian currencies. Inverse relationship between movement of the U.S. dollar and impact to non-GAAP pre-tax operating earnings. ³ Includes hedge funds, private equity, infrastructure, and direct lending assets. Separate and distinct from our equity risk associated with a decline in the S&P 500 index, assumes an immediate 10% decline in the value of these assets, followed by a 2% per quarter increase. Note: The impact to income before income taxes is materially consistent with the impact to non-GAAP pre-tax operating earnings.

Non-GAAP financial measure reconciliations

	Three months ended (in millions)	
	9/30/25	9/30/24
Investment Management operating revenues less pass-through expenses		
Operating revenues	\$483.9	\$466.4
Commissions and other expenses	(39.9)	(38.6)
Operating revenues less pass-through expenses	\$444.0	\$427.8

	Three months ended (in millions)	
	9/30/25	9/30/24
Non-GAAP operating earnings (losses)		
Net income attributable to PFG	\$213.8	\$(220.0)
Net realized capital (gains) losses, as adjusted	8.1	(7.1)
(Income) loss from exited business	251.8	639.1
Non-GAAP operating earnings	\$473.7	\$412.0

	Three months ended	
	9/30/25	9/30/24
Diluted earnings per common share		
Net income	\$0.95	\$(0.95)
Net realized capital (gains) losses, as adjusted	0.04	(0.03)
(Income) loss from exited business	1.11	2.73
Impact of dilutive shares	-	0.01
Non-GAAP operating earnings	\$2.10	\$1.76
Weighted-average diluted common shares outstanding (in millions)	225.2	233.8

	Three months ended (in millions)	
	9/30/25	9/30/24
Income taxes		
Total GAAP income taxes	\$14.5	\$(100.4)
Net realized capital gains (losses) tax adjustments	2.6	(7.6)
Income taxes attributable to noncontrolling interest and equity method investments	22.2	25.8
Income taxes related to exited business	66.9	170.0
Income taxes	\$106.2	\$87.8

Non-GAAP financial measure reconciliations

	Period ended (in millions)
Stockholders' equity x- cumulative change in fair value of funds withheld embedded derivative and AOCI other than foreign currency translation adjustment, available to common stockholders	9/30/25
Stockholders' equity	\$11,717.9
AOCI, other than foreign currency translation adjustment	2,689.4
Cumulative change in fair value of funds withheld embedded derivative	(2,021.6)
Noncontrolling interest	(52.4)
Stockholders' equity x- cumulative change in fair value of funds withheld embedded derivative and AOCI other than foreign currency translation adjustment, available to common stockholders	\$12,333.3

	Period ended
Non-GAAP operating earnings ROE (x- cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment) available to common stockholders	9/30/25
Net Income ROE available to common stockholders (including AOCI)	13.7%
Cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment	(1.0)%
Net realized capital (gains) losses	2.2%
(Income) loss from exited business	(0.2)%
Non-GAAP operating earnings ROE (x- cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment) available to common stockholders	14.7%

Additional Disclosures

Use of non-GAAP financial measures

A non-GAAP financial measure is a numerical measure of performance, financial position, or cash flow that includes adjustments from a comparable financial measure presented in accordance with U.S. GAAP.

The company uses a number of non-GAAP financial measures management believes are useful to investors because they illustrate the performance of the company's normal, ongoing operations which is important in understanding and evaluating the company's financial condition and results of operations. While such measures are also consistent with measures utilized by investors to evaluate performance, they are not, however, a substitute for U.S. GAAP financial measures. Therefore, the company has provided reconciliations of the non-GAAP financial measures to the most directly comparable U.S. GAAP financial measure within the slides. The company adjusts U.S. GAAP financial measures for items not directly related to ongoing operations. However, it is possible these adjusting items have occurred in the past and could recur in future reporting periods. Management also uses non-GAAP financial measures for goal setting, as a basis for determining employee and senior management awards and compensation and evaluating performance on a basis comparable to that used by investors and securities analysts.

The company also uses a variety of other operational measures that do not have U.S. GAAP counterparts, and therefore do not fit the definition of non-GAAP financial measures. Assets under management is an example of an operational measure that is not considered a non-GAAP financial measure.

Forward looking statements

This presentation contains statements that constitute forward looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements relating to share repurchases and planned dividends, the realization of our growth and business strategies and results from ongoing operations. Forward looking statements are made based upon our current expectations and beliefs concerning future developments and their potential effects on us. Such forward looking statements are not guarantees of future performance and actual results may differ materially from the results anticipated in the forward-looking statements. We describe risks, uncertainties and factors that could cause or contribute to such material differences in our filings with the Securities and Exchange Commission, including in the "Risk Factors" and "Note Concerning Forward-Looking Statements" sections in our annual report on Form 10-K for the year ended Dec. 31, 2024, as updated or supplemented from time to time in subsequent filings. We assume no obligation to update any forward-looking statement for any reason, which speaks as of its date.