



HR GUMBO

**a vibrant conference centered around how HR, AAP,
Inclusion, and Pay Equity intersect to create a
beautifully balanced work culture.**



Global Inclusion

Speaker



Miriam Lewis

**Chief Inclusion Officer
Principal Financial Group®**





Foundation of Trust and Inclusion

Five contract statement to start conversations



Connect and work together towards shared goals.

Be kind and curious. Find common ground.



Communicate openly, assume good intent, and listen to understand.

Include all perspectives and mitigate biases.



Tone and words matter.

Respectfully challenge your own and each other's thinking.



Agree to apologize, forgive, fix, and move forward.

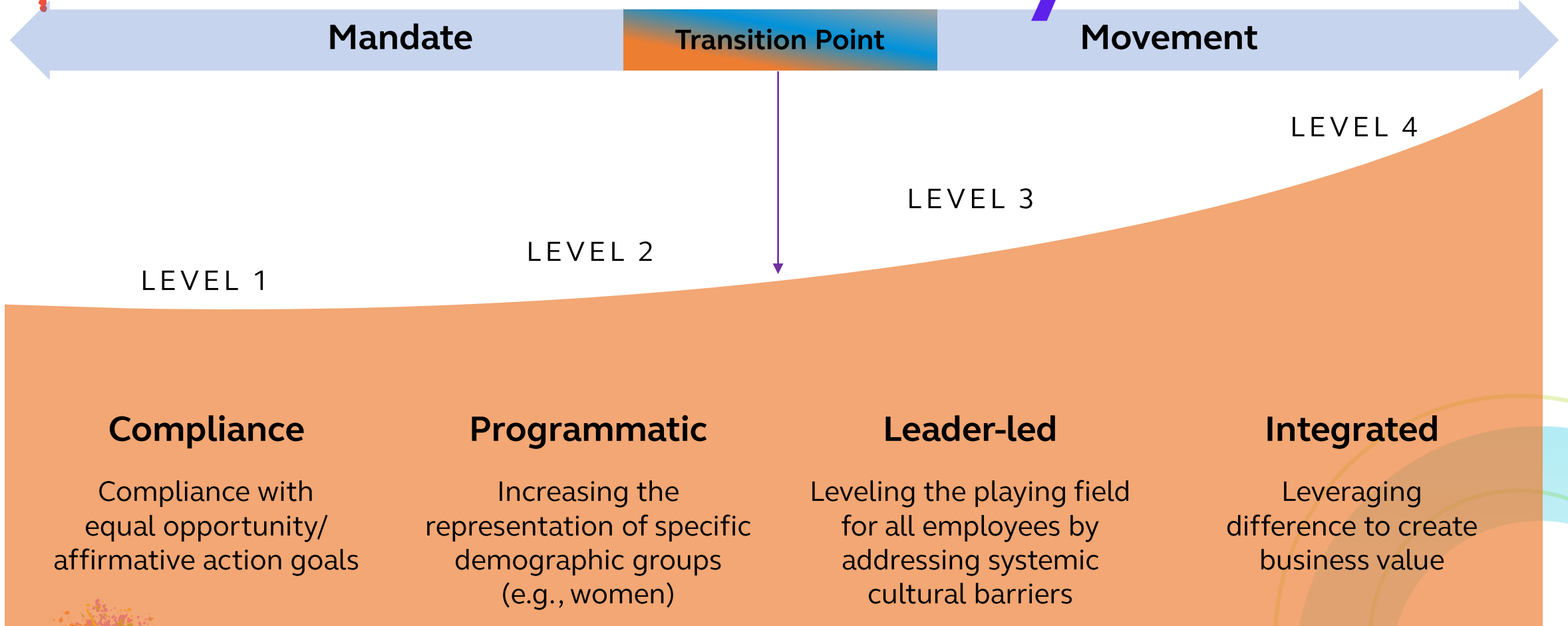
We are all human and know that mistakes happen, so extend grace freely.



Act, support, and hold each other accountable.

Reflect, address challenges collaboratively, and apply learnings.

Deloitte's D&I Maturity Model





**Diverse
organizations
with inclusive
cultures are:**

2X more likely to
meet/exceed financial targets

3X more likely to be
high performing

6X more likely to be
innovative and agile

8X more likely to be
achieve better business outcomes





*Financial Group Foundation, Inc. (the "Principal Foundation") is a distinct, not for profit, undertaking separate from the Principal Financial Group, Inc. ("Principal").

The major focus of the Principal Foundation is to build financial security in the communities where Principal operates. The Principal Foundation has \$200M assets under management and directs its returns to helping people learn, earn, and save. While the Principal Foundation receives funding from Principal, the Principal Foundation is an independent organization. The Principal Foundation does not practice any form of investment advisory services and is not authorized to do so.



HOW WE DEFINE

Diversity

Diversity is everything I am, and everything I'm not.



HOW WE DEFINE

Equity

Equity focuses on removing barriers and giving people what they need to succeed.



HOW WE DEFINE

Inclusion

Inclusion is a deep sense of belonging or feeling at home.

How we define diversity, equity & inclusion:

Valuing everyone's perspective and winning together.



| outsolve.com

Committed to
global inclusion

OUR ASPIRATION

*Embolden our talent, serve our customers
and community, and grow our business.*



In our
workplace



In our business
practices



In our
communities



In our workplace

OUR GOALS AND SOLUTIONS

 Reach **82% Global People Inclusion Index (GPII)**.

 Score **100% on the U.S. Diversity Index**

 **U.S. Affirmative Action Program**

 **Learning and development** including Global Mentoring Program.

 Annual **Pay equity** review

3,300+

employees engaged in ERGs
and women's networks

African
American/Black
Asian
Green Team
Hispanic Latino
LGBTQ+
OneAbility
Veterans

Global Women's ERGs
and Networks

- EnableHer (Women in India)
 - Women in Europe
 - Avanza (Women in Latin America)
 - Women in Real Estate
 - Women in Sales
 - Women in Technology
 - Women Investor Network
- 

In our business practices

Supplier diversity program

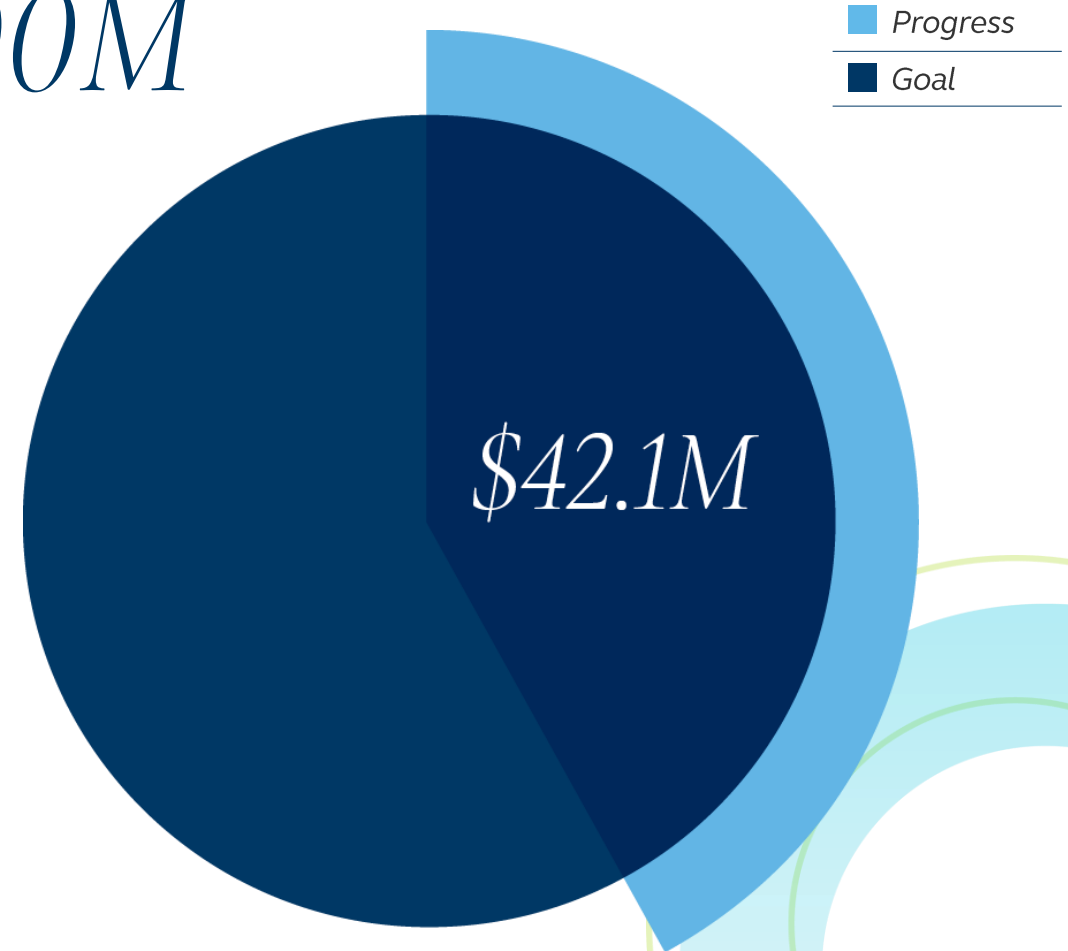
- Facilitates the purchase of products and services from businesses owned or operated by underrepresented groups
- Delivers value to shareholders by tapping into the widest possible selection of suppliers, innovative solutions, and creative thinking

Enterprise accessibility strategy

- PARC accessibility overview and resources
- May 16 first ever Global Accessibility Awareness Day celebration

Progress in spend with diverse suppliers by 2025 (\$)

\$100M



In our communities

Principal Gives Back participants supported **4,312 causes** 
across **30 counties**  and volunteered over **64,000 hours** 



- Iowa office of Jobs for America's Graduates network (iJAG)
- Employee resource groups support community events and celebrations, advocacy, financial education and volunteerism

64,626

volunteer hours logged

\$5.5M

Match dollars given to eligible organizations
by Principal Foundation

Leadership and employee representation



	BOARD OF DIRECTORS	EXECUTIVE MANAGEMENT GROUP	SENIOR LEADERS
Women	42%	38%	29%
People of color	34%	25%	23%

Stats as of 12/31/23. Some members of our leadership team are based outside of the U.S. where reporting on racial diversity is more nuanced, therefore, reporting is limited to U.S. team members only, unless otherwise stated.

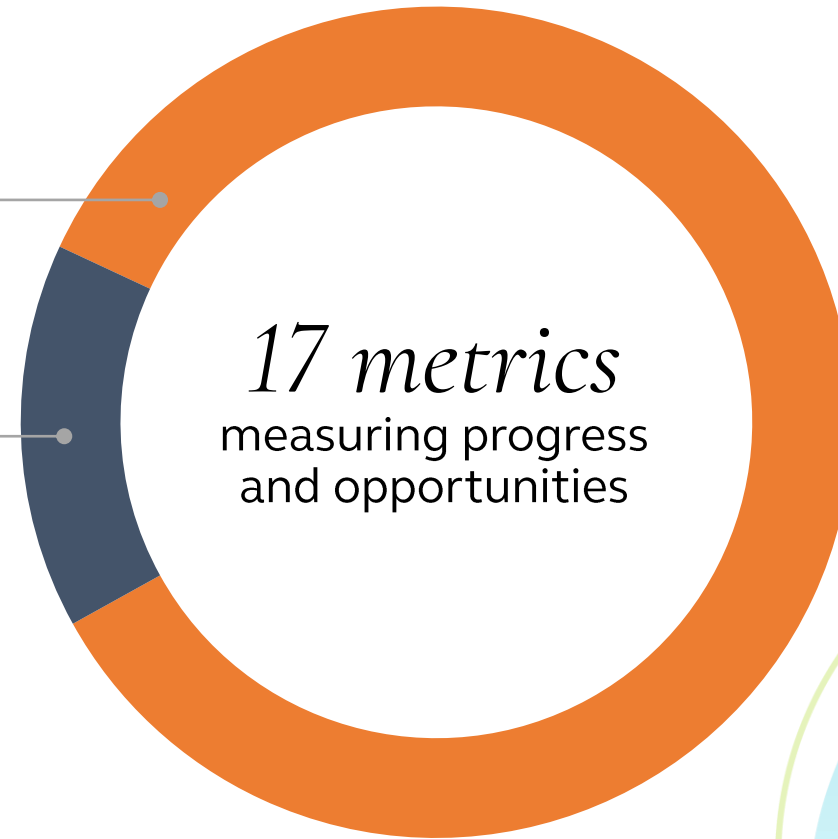
Accountability—Diversity

Diversity Index

OUR BALANCED SCORECARD

85% employee representation

15% employee education
and supplier diversity



Narrowing availability gap

	Industry Availability	2023 Result	Delta (points)	2022 Result	2021 Result	2020 Result	2019 Result	2018 Result	Total % Growth*
Women in leadership roles	43%	41.0%	-2.0%	40.9%	40.7%	41.2%	40.1%	40.0%	2%
POC in leadership roles	13%	10.1%	-2.9%	9.6%	8.8%	8.2%	6.9%	6.8%	48%
POC in non-leadership roles	19%	18.1%	-0.9%	17.3%	15.7%	12.9%	12.1%	11.3%	59%
Total POC	16%	16.3%	0.3%	15.6%	14.1%	11.9%	10.5%	10.4%	56%
Persons with Disabilities	7%	5.0%	-2.0%	4.5%	1.9%	2.2%	1.3%	1.1%	353%
Veterans	5.5%	3.2%	-3.1%	3.1%	2.6%	3.0%	1.5%	1.5%	113%

Action plans address deltas of +/- 2 points as compared to industry availability.



Affirmative action solidified:

mirror
operating model

plan owners
executive management group

annual
affirmative action training

ongoing
monitoring



Accountability—Inclusion

Global People Inclusion Index

- In 2023, exceeded annual GPII goal of 80% with a score of 82%
- Record-high 85% participation from employees across the globe
- Our GPII goal increased to 82% for 2024



I feel **comfortable** being myself at Principal.



I have a **safe environment** to share ideas and perspectives.



I **continuously learn** and try new things.



I feel **respected and valued**



Financial inclusion can enable financial security.

Financial inclusion is achieved when people have convenient access to affordable financial systems, products and solutions, savings and credit, and education and advice.

The Global Financial Inclusion Index examines this challenge and identifies meaningful ways to make progress.

Together, we'll work to create a more **equitable and sustainable world**.





GLOBAL INCLUSION

Recognition

- *Forbes* 2024 America's Best Employers for Women and America's Best Employers for Diversity
- Appeared on the Bloomberg Gender Equality Index (2023)
- Named a 2025 Military Friendly Employer
- 2023 Seramount Best Companies for Executive Women
- Earned 90% on the Human Rights Campaign Foundation's 2023 Corporate Equality Index
- One of the 2024 World's Most Ethical Companies®
- *Pensions & Investments* annual survey of "Best Places to Work in Money Management" (2023)
- Diversity MBA Media's 2023 list *50 Out Front; Best Places to Work for Women and Diverse Managers*.

Benchmarks

- CEO Action for Diversity and Inclusion Signatory
- CEO Commission for Disability Equality Signatory
- Business Coalition for the Equality Act Signatory
- CFA Institute Diversity, Equity, and Inclusion Code Signatory

These are U.S. commitments to Diversity & Inclusion through 2024

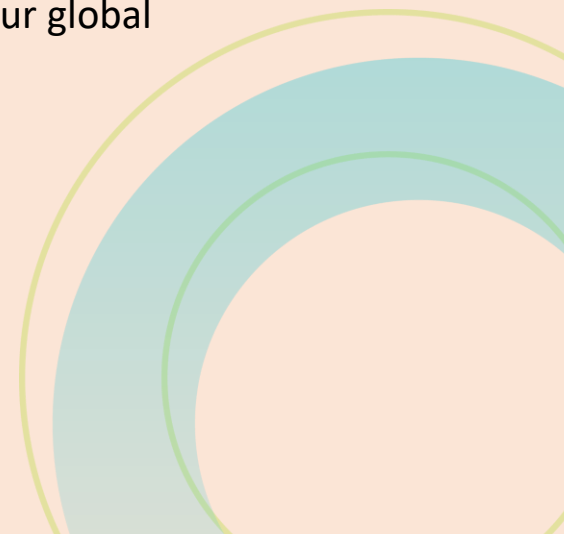




Thank you



Learn more about our global inclusion efforts.





Important Information

This document is intended to be educational in nature and is not intended to be taken as a recommendation.

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