



The best investment: protecting our communities and environment



2018 Corporate Social Responsibility highlights

Giving back

We encourage our employees to lead through heartfelt service. Our grantmaking, volunteerism, and match-giving programs create a supportive culture for philanthropy.



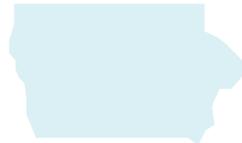
Our employees gave more than **\$15.5 million** to 438 organizations in 230+ communities around the world in 2018



Employees helped community partners in Pune, India to fight financial insecurity through the **2018 Global Impact Experience**

40,057

volunteer hours logged by employees in 2018 through our paid volunteer time off program



\$17.7M raised

to support Iowa kids through our sponsorship of the Principal Charity Classic®, an annual PGA TOUR Champions event, over the last 12 years

Encouraging a culture of diversity and inclusion

Our seven employee resource groups and six women’s networks engage 4,300 employees, providing safe havens for discussion and support.

Board of Directors comprises **55% women and people of color**

One of 73 companies included in **Diversity Best Practice’s* Inclusion Index**

which recognizes the best companies for diversity and inclusion

A division of *Working Mother* media

Earned a perfect score on Human Rights Campaign Foundation’s Corporate Equality Index for fourth year in a row in 2019



Ranked **No. 6** on Forbes 2018 list of America’s Best **Employers for Diversity**

2019 **Military Friendly Employer** designation by Victory Media



A 2018 NAFE Top Companies for **Executive Women**

A 2018 *Working Mother* **100 Best Companies for Women**

Sustaining our environment

We encourage and support environmentally responsible behaviors by our employees and our partners in the communities where we operate.

Ended 2018 with a **36% reduction in carbon emissions** (over 2010 baseline)

Recycled more than **87%** of construction materials during a multi-year **corporate campus renovations**, to date



3 LEED® certified buildings



Kept more than **8,960 lbs.** of plastic bags, electronics, and paper out of landfills in 2018



Earned a **Leadership-level score** on the **Carbon Disclosure Project** climate change questionnaire in 2018 for the sixth year in a row



75,442 lbs. of food composted or donated from our corporate campus cafes in 2018

Investing responsibly

Our global asset management company, Principal Global Investors integrates environmental, social, and governance (ESG) investing principles into its approach to portfolio management.



Received an **A+ from the United Nations Principles for Responsible Investment**

for the second consecutive year

2018 **ENERGY STAR® Partner** of the Year



Sustained Excellence Award for continued excellence in energy management and superior contributions to ENERGY STAR

Green Star

GRESB designation for **two funds** for the fifth consecutive year



More than **\$52.5 million** in cumulative avoided energy costs (2008 baseline)



Named a CDP S&P 500 **Climate Performance Leader**

for the fifth consecutive year

And we're just getting started.

In 2019 and beyond, we'll continue to practice sustainability and do good work to help and serve both our planet and communities around the world.