



The best investment: protecting our communities and environment



2017 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.



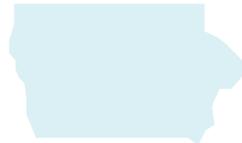
Our employees gave more than **\$4.02 million** to 438 organizations in 230+ communities around the world in 2017



Employees helped young people in poverty build skills for future employment during a **2017 trip to India**

30,357

volunteer hours logged by employees in 2017 through our paid volunteer time off program



\$13.5M raised

to support Iowa kids through our sponsorship of the Principal Charity Classic®, an annual PGA TOUR Champions event, over the last 11 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 **50% women and people of color**

Earned a perfect score on Human Rights Campaign Foundation’s Corporate Equality Index for third year in a row in 2018



A 2017 NAFE Top Companies for **Executive Women**



WorldatWork Seal of Distinction for support of

employees at work and at home in 2017

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

2018 **Military Friendly Employer** designation by Victory Media

A 2017 *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.

**Reduced 2010
baseline carbon
emissions by nearly
29% since 2011**

Recycled 90%
of the removed materials
during a multi-year
**corporate campus
renovation**, to date



3 LEED®
certified buildings



Kept more than
10,200 lbs.
of office supplies,
electronics, and paper
out of landfills in 2017



Earned a leadership score
on our response to
**CDP's (Carbon Disclosure
Project) Climate Change**
questionnaire each year since 2013



27,452 lbs.
of food
composted or
donated from
our corporate
campus cafes
in 2017

Investing responsibly

Our asset management affiliate Principal Global investors (PGI) 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**

on its assessment of ESG investment
practices in 2017



**Since 2008, Principal Real Estate
Investors saved 16.4% in energy
and \$38M in energy cost**

2017 **ENERGY STAR®**
Partner of the Year



Principal Global
Fixed Income
manages nearly
**\$130M assets
in renewable
energy and
green bonds**



Principal Real Estate Group
reduced 107,779
metric tons of GHG
emissions since 2008

And we're just getting started.

In 2018 and beyond, we'll continue to practice sustainability and do good work to help and serve both our planet and communities around the world.