

December 28, 2021

To our stakeholders:

We recognize that a key requirement for participation in the UN Global Compact is the annual preparation and posting of a Communication of Progress (COP) that comprises of a CEO statement of continued support for the UN Global Compact, a description of practical actions with regard to the principles and spirit of the UN Global Compact, and a measurement of outcomes or expected outcomes.

In order to align our annual reporting of our Environmental, Social, and Governance (ESG) commitments, progress and goals with that of the UN Global Compact COP deadline, we hereby request that our COP deadline to be adjusted to June 1, 2022.

Sincerely yours,

A handwritten signature in black ink, appearing to be 'BW' with a flourish.

Beth Wood
SVP, Chief Marketing Officer
Principal Financial Group®