

Welcome!

We're so glad you're here.

There's a retirement plan waiting for you. In just a few steps, you'll be on your way. Here's what to expect.



Get your account set up

Visit principal.com/Welcome* or use the Principal® app. You can also text **ENROLL** to **78259**. Prefer to talk with us on the phone or need paper copies of your plan notice(s) and enrollment forms (free of charge)? Call us at **1-800-547-7754** between 7 a.m.–9 p.m. CT, Monday – Friday.

We're here to help!

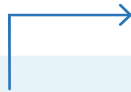
Begin by:

- Setting security preferences
- Reading important plan notices



Review your contribution

Your organization has set a contribution rate for you. Log in, take a look, and make changes to your contribution rate if you want, or visit principal.com/MatchEnrollmentWebinar.*



Check out the plan's investments

Each investment is different, and you can choose based on your goals and how you feel about risk. You can also pick from the plan's investment options later. If you make your selection later, you understand that until you make a new investment selection, you're directing contributions to the plan's default.**

For a full listing, refer to the **Investment Option Summary**.



* Sitio web disponible en Español.

**The plan's participant-level default is: Principal LifeTime Hybrid CITs. See your investment option summary and qualified default investment alternative notice for important information. If the default is a target date fund series, the applicable target date fund will be based on your age and the plan's normal retirement date.

Keep going

You've got this, and we've got your back when it comes to helping you save for retirement.



See your retirement savings in one place

We'll help you roll eligible outside retirement savings into your retirement account.



Designate a beneficiary

Don't leave the decision up to someone else if something happens to you. Always designate a beneficiary to ensure the money in your account goes according to your wishes.



Keep in touch

Staying in the know when it comes to retirement planning can help to keep you on track for your future. We'll send you educational information about what's important to you.

Investing involves risk, including possible loss of principal.

Asset allocation and diversification does not ensure a profit or protect against a loss. **Equity** investment options involve greater risk, including heightened volatility, than fixed-income investment options. **Fixed-income** investments are subject to interest rate risk; as interest rates rise their value will decline. **International and global investing** involves greater risks such as currency fluctuations, political/social instability, and differing accounting standards. These risks are magnified in **emerging markets**.

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Beneficiary designations are legal designations that are needed whenever a qualified retirement plan provides benefits to beneficiaries of deceased participants. They state who is to receive the benefits and how benefits are to be paid in the event of a plan participant's death. Certain beneficiary designations cannot be completed online. Instead, a paper form must be completed and signed. If needed, you will be given the option to print the paper beneficiary form from the website. Based on your marital status, your designation may require spousal approval.

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Safe Harbor Matching Contribution and Automatic Deferral Notice (2025 Plan Year) ALIGN Precision 401(k) Plan

If you are an eligible participant in the ALIGN Precision 401(k) Plan (the “Plan”), you may make contributions (called “Salary Deferrals”) directly from your paycheck into the Plan. The ability to make Salary Deferrals provides you with an easy method to save for retirement on a tax-deferred basis. If you make Salary Deferrals to the Plan, you generally will not be taxed on those deferrals or on any earnings on those contributions until you withdraw those amounts from the Plan. However, see the discussion under “**Taxation of Salary Deferrals**” below for special tax rules that apply if you make Roth Deferrals under the Plan.

If you have any questions regarding your eligibility to make Salary Deferrals under the Plan or any other questions regarding the Plan that are not addressed in this Notice, please review your Summary Plan Description. In addition, from time to time we may make changes to the Plan and/or Summary Plan Description, which are described in a Summary of Material Modifications supplementing the Summary Plan Description. Any reference to the Summary Plan Description in this Notice includes any Summary of Material Modifications we may have issued with respect to the Plan. If you do not have a copy of the Summary Plan Description or any Summary of Material Modifications, if applicable, or if you otherwise have questions regarding your eligibility for the Plan, contact your Plan Administrator named below.

Safe Harbor Matching Contribution

For the Plan Year beginning in 2025, if you make Salary Deferrals into the Plan, you may receive a special safe harbor matching contribution (“safe harbor contribution”) under the Plan, provided you satisfy any eligibility conditions for such contribution.

***Note:** If you have met the requirements of a “Long-Term, Part-time Employee,” while you may be eligible to make Salary Deferrals into the Plan, you are not eligible for the safe harbor contribution described in this Notice.*

This Notice provides important information about the safe harbor contribution as well as other information regarding:

- your right to make Salary Deferrals under the Plan;
- when you can change your Salary Deferral election;
- how your Plan account will be invested;
- the eligibility conditions for receiving the special safe harbor contribution;
- whether there are any other contributions available under the Plan; and
- other valuable information about your retirement benefits under the Plan.

Notwithstanding any language in this Notice to the contrary, we reserve the right to amend the Plan at any time during the Plan Year to reduce or suspend the safe harbor contribution. If we decide to reduce or suspend the safe harbor contribution, we will provide you with a supplemental notice at least 30 days prior to the effective date of such reduction or suspension describing the consequences of the amendment. Any amendment to reduce or suspend safe harbor contributions will not affect any contributions earned prior to the effective date of such amendment.

For a full discussion of your benefits under the Plan, please review your Summary Plan Description.

Procedures for making Salary Deferrals under the Plan -- automatic deferral feature. To assist you in your decision whether to make Salary Deferrals to the Plan, we have established an automatic deferral feature. Under this automatic deferral feature if you do not specifically elect an alternative deferral amount (including zero), we will automatically withhold 3.0% from your paycheck each pay period and deposit that amount into the Plan in your name as a Salary Deferral. This is called your **automatic contribution rate**. If you wish to defer a greater or lesser amount (including no deferral), you must specifically elect to defer a different amount. If you have any questions about how to change your automatic contribution rate, you should contact your Plan Administrator.

Safe Harbor Contribution and Automatic Deferral Notice
ALIGN Precision 401(k) Plan

Note: If you are a “Long-Term, Part-time Employee” who is eligible to make Salary Deferrals into the Plan, you are also subject to the automatic deferral feature described in this notice.

Application of automatic deferral feature. The automatic deferral feature under the Plan applies to all eligible participants who have not completed a Salary Deferral election designating an alternate deferral percentage (including an election not to defer). Thus, if you have already completed a Salary Deferral election (including an election not to defer under the Plan), that election will continue to be followed and the automatic deferral provisions will not apply. You do not need to enter into a new Salary Deferral election each year.

Special rules for applying automatic deferral provisions. The following provision(s) apply in determining eligible participants under the automatic deferral feature: Automatic deferral provisions do not apply to employees of ARCH - Cedar City as their deferral elections in their prior plan under Metalcraft continue to apply.

Taxation of Salary Deferrals. The amount that you defer into the Plan reduces your taxable income, meaning you do not pay income taxes on those amounts until you withdraw your deferrals from the Plan. Any gains or earnings made from the investment of these contributions within the Plan are also not subject to income tax until they are withdrawn from the Plan. Alternatively, you may elect to treat all or any portion of your deferrals as Roth Deferrals. Roth Deferrals do not reduce your taxable income when made so that you will pay taxes on the amount contributed as a Roth Deferral. However, if you take a “qualified distribution” of your Roth Deferrals, you will not be taxed on any amounts attributable to those dollars, including any earnings on those amounts, at the time of the qualified distribution. To be a qualified distribution, the distribution must occur at least 5 years after the year in which you first make a Roth Deferral to the Plan and must be on account of death, disability or attainment of age 59½.

Note: If you are a “Long-Term, Part-time Employee” who is eligible to make Salary Deferrals into the Plan, you are also eligible to make Roth Deferrals into the Plan.

Change in deferral amount. You may increase or decrease the amount of your current Salary Deferrals or stop making Salary Deferrals altogether, as of any designated election date as set forth in the Salary Deferral election or other written procedures describing the time period for changing Salary Deferral elections. However, regardless of the Plan’s normal deferral procedures, you will have a reasonable time after receipt of this notice and before the first amount is withheld from your paycheck under the automatic deferral feature to modify the automatic contribution rate. In addition, unless provided otherwise under the Plan, you may revoke an existing deferral election at any time. Any change you make to your Salary Deferrals will become effective as of the next designated election date, and will remain in effect until modified or canceled during a subsequent election period.

Amount of safe harbor matching contribution. The safe harbor matching contribution will be a 100% (dollar-for-dollar) matching contribution on your Salary Deferrals up to 3% of compensation plus a 50% matching contribution on any additional Salary Deferrals above 3% up to 5% of compensation. The safe harbor matching contribution is based on Salary Deferrals you make during each payroll period during the Plan Year.

Example. You earn \$30,000 of compensation and you defer \$1,800 (6% of compensation) into the Plan. If you satisfy the conditions for receiving the safe harbor matching contribution, you will receive a safe harbor matching contribution equal to \$1,200. This is calculated based on a 100% match on the first \$900 (3% of compensation) deferred into the plan plus a 50% match on \$600 of deferrals (the deferrals above 3% up to 5% of compensation) for an additional match of \$300, giving a total matching contribution of \$1,200.

Eligibility for safe harbor contribution. If you are eligible to make Salary Deferrals into the Plan, you also are eligible for the safe harbor contribution. Once you have satisfied the eligibility conditions, you will not be required to work a certain number of hours or be employed on the last day of the year to receive the safe harbor matching contribution, provided you have made Salary Deferrals into the Plan for the applicable matching contribution period.

Compensation. In determining the amount of the safe harbor contribution, your compensation must be considered. The Plan defines the types of compensation and the period for which compensation is taken into account for this purpose. Under the Plan, no compensation may be taken into account to the extent such compensation exceeds the compensation limit described under the Internal Revenue Code. See the Summary Plan Description for an explanation of the types of compensation that will be included for purposes of calculating the safe harbor contribution, including the maximum amount of compensation that may be taken into account in determining the contributions under the Plan.

Other contributions. The safe harbor contribution is in addition to any Salary Deferrals you may make to the Plan. In addition to the safe harbor contribution, the Plan provides for the following additional contributions:

- **Discretionary employer contribution.** We have the discretion to make an additional employer contribution on behalf of eligible participants under the Plan. We will decide each year how much (if any) we will contribute to the Plan as an employer contribution.
- **Discretionary matching contribution.** We have the discretion to make a matching contribution for eligible participants who contribute to the Plan. We will decide each year how much (if any) we will contribute as an additional matching contribution. Any matching contributions under this formula will only apply to contributions you make to the Plan up to 6% of compensation. Thus, you will not receive any additional matching contributions on contributions you make to the Plan above 6% of compensation. In no case will you receive a total matching contribution in excess of 4% of compensation.

Note: If you are a “Long-Term, Part-Time Employee”, you are not eligible for such contribution(s).

For more information about the type of contributions permitted under the Plan, how the amount of such contributions is determined, any limits that might apply to such amounts and the eligibility conditions for receiving such contributions, see the Summary Plan Description.

Vesting of contributions. You are always 100% vested in the safe harbor contribution and any Salary Deferrals you make to the Plan. This means that you have an immediate ownership right to such contributions and you will not lose that right if you should terminate from employment. However, see below for restrictions on your ability to withdraw these amounts from the Plan.

As mentioned above, in addition to the safe harbor contribution, the Plan also provides for regular matching contributions and employer contributions. You will also be 100% vested in those contributions when they are contributed to the Plan.

Special provisions. In determining the vesting schedules under the Plan, the following special provisions apply: Full and immediate vesting does not apply to discretionary nonelective contributions now or hereafter transferred to this plan from another plan. Those contributions will retain the vesting schedule which applied in the transferring plan.

Year of Service for vesting. You will receive credit for all service you perform with us for purposes of determining your vested benefits under the Plan, except for the following service:

- Any service you performed prior to January 1, 2021 (only applicable to “Long-Term, Part-Time Employees”).

Withdrawal restrictions. Generally, you may withdraw amounts held on your behalf under the Plan upon disability or termination of employment. In addition, the following withdrawal options apply while you are still employed.

- **Salary Deferrals.** You may withdraw amounts attributable to Salary Deferrals from the Plan while you are still employed under the following circumstances:
 - You have reached age 59½.
 - You experience a hardship (as defined in the Plan). See the Summary Plan Description (or other communication) for a list of permissible hardship events.
 - You are in certain qualified active military duty. Contact your Plan Administrator if you have any questions regarding the availability of a distribution under this provision.
 - You are deemed to be terminated while on active duty for a period of at least 30 days while performing service in the Uniformed Services. Contact your Plan Administrator if you have any questions regarding the availability of a distribution under this provision.
- **Safe harbor contributions.** Safe harbor contributions are generally eligible for distribution at the same time as Salary Deferrals. However, you may not take a withdrawal of your safe harbor contributions on account of a hardship or on account of qualified military service.
- **Rollover contributions.** You may withdraw any rollover contributions you make to the Plan at any time.
- **Other contributions.** As described above, the Plan also provides for employer contributions and matching contributions.

You may withdraw amounts attributable to such contributions while you are still employed if:

- You have attained age 59½.

Plan investments. The amounts contributed to the Plan on your behalf will be invested in accordance with the Plan's investment procedures. Any earnings on the investment of your contributions under the Plan will be allocated to your Plan account.

The Plan allows you to direct the investment of your Plan account within the available investment options under the Plan. If you do not elect to invest your Plan account, such amounts will automatically be invested in the Plan's default investment fund. Even if your Plan account is invested in the Plan's default investment fund, you have the continuing right to change your default investment and elect to have your Plan account invested in any other available investment options under the Plan.

To learn more about the available investments under the Plan, you may contact your Plan Administrator.

Additional information. Please refer to the Summary Plan Description for additional information regarding Plan contributions, withdrawal restrictions, and other Plan features. You also may contact your Plan Administrator for more information. The following is the name, address and phone number of your Plan Administrator.

ALIGN Precision Corp.
730 W. 22nd Street
Tempe, AZ 85282
480-207-6858

Important Participant Notice Regarding Qualified Default Investment Alternative

You have the right to direct the investment of retirement plan contributions among the investment options offered under the retirement plan. Properly investing retirement contributions is important for planning your future retirement income. You should consider your investment direction decision carefully. This notice provides information regarding where contributions submitted to the retirement plan for your benefit will be directed in the absence of your investment election. You may direct the investment of the retirement funds by visiting principal.com.

Investment Option Default

If you have not provided complete, up-to-date direction as to how the account set up for you under the retirement plan is to be invested, the account will be invested under automatic rules. You need to understand these rules and make sure that you are comfortable with them or that you take action to direct the investment of the account according to your preferences. These rules state that, if we do not have complete investment directions from you, the retirement funds in the account and new contributions for which we do not have direction will be directed to the applicable Principal LifeTime Hybrid Collective Investment Fund based on the definition of normal retirement date under the plan. Your directions must be received at the Corporate Center of Principal Life Insurance Company®.

See the table below to identify the Principal LifeTime Hybrid Collective Investment Fund (CIT) that will apply based on your current age and when you will reach the plan's normal retirement date. For information on how you may make an investment direction election, please see the "Right to Direct" section below. See your Summary Plan Description for the definition of Normal Retirement Date.

Normal Retirement Date	Principal LifeTime Hybrid CITs
2012 or earlier	Principal LifeTime Hybrid Income CIT
Between 2013 and end of 2017	Principal LifeTime Hybrid 2015 CIT
Between 2018 and end of 2022	Principal LifeTime Hybrid 2020 CIT
Between 2023 and end of 2027	Principal LifeTime Hybrid 2025 CIT
Between 2028 and end of 2032	Principal LifeTime Hybrid 2030 CIT
Between 2033 and end of 2037	Principal LifeTime Hybrid 2035 CIT
Between 2038 and end of 2042	Principal LifeTime Hybrid 2040 CIT
Between 2043 and end of 2047	Principal LifeTime Hybrid 2045 CIT
Between 2048 and end of 2052	Principal LifeTime Hybrid 2050 CIT
Between 2053 and end of 2057	Principal LifeTime Hybrid 2055 CIT
Between 2058 and end of 2062	Principal LifeTime Hybrid 2060 CIT
Between 2063 and end of 2067	Principal LifeTime Hybrid 2065 CIT
2068 or later	Principal LifeTime Hybrid 2070 CIT

Asset allocation/diversification does not guarantee a profit or protect against a loss.

Note: Neither the principal nor the underlying assets of the Principal LifeTime Hybrid CITs are guaranteed at any time, including the target date. Investment risk remains at all times.

Please see the description below and attached investment information or the Investment Option Summary included in the enrollment workbook for important information about the Principal LifeTime Hybrid Collective Investment Fund that will apply as the default investment option. You will find information including, but not limited to, related objectives, risk and return characteristics, fees and expenses and certain affiliations of Principal Global Investors Trust Company and the investment advisor Principal Global Investors, LLC.

Principal LifeTime Hybrid Collective Investment Funds (CITs) may invest in various types of investments including underlying Principal Funds Inc., mutual funds and each is managed toward a particular target (retirement) date, or the approximate date the participant or investor starts withdrawing money. As each Principal LifeTime Hybrid CIT approaches its target date, the investment mix becomes more conservative by increasing exposure to generally more conservative investment options and reducing exposure to typically more aggressive investment options. The asset allocation for each Principal LifeTime Hybrid CIT is regularly re-adjusted within a time frame that extends 10 years beyond the target date, at which point it reaches its most conservative allocation. Principal LifeTime Hybrid CITs assume the value of the investor's account will be withdrawn gradually during retirement.

Right to Direct

If you do not want retirement funds to be directed as indicated above, then you may elect to direct the retirement funds to investment options under the retirement plan by visiting principal.com and logging into the account or by calling 1-800-547-7754.

You may make changes to your investment direction as allowed under the retirement plan. This includes transferring any contributions from the applicable investment option default to another investment option. Transfers out of the investment option default are not subject to restrictions, fees or expenses¹ for a 90-day period, unless the fees and expenses are charged on an ongoing basis for the operation of the investment². See the attached investment information for information regarding restrictions, fees or expenses after the 90-day period.

Additional Information

For additional information about the investment option default or other investment alternatives under the plan please visit principal.com or contact:

KRISTIN BARRETTE, SR.VP, HUMAN RESOURCES
730 W 22ND ST
TEMPE, AZ 85282-1906
(623)307-4414
kristin.barrette@alignprecision.com

¹ Includes surrender charges, liquidation or exchange fees, redemption fees and similar expenses charged in connection with the liquidation of, or transfer from, the investment option default.

² Includes investment management fees, distribution and/or service fees, "12b-1" fees, or legal, accounting, transfer agent and similar administrative expenses.

See the investment option summary for detail on the plan's default investment option and other investment options available.

Investing involves risk, including possible loss of principal.

Asset allocation and diversification does not ensure a profit or protect against a loss. Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options.

The ALIGN Precision 401(k) Plan (the Plan) offered by ALIGN PRECISION CORP has fees associated with the services and resources provided by the Plan. This notice contains information about the fees, expenses, investment options and restrictions for the Plan. Log on to principal.com or call us at 800.547.7754 to make changes to your account or request additional information.

The **Plan Fiduciary** is the individual(s) who has authority over the operation and administration of the Plan and its retirement funds. The Plan Fiduciary is typically your employer, and may also be called the Plan Sponsor. The Plan Fiduciary makes certain investment options available to you under the Plan. To help you make informed investment choices and for more information about the investment options (including investment objectives, performance and fees) available under the Plan, please review the attached Investment Option Summary or visit principal.com. You are responsible for directing the retirement funds to the options available in the Plan and can make changes to your mix by logging into your account at principal.com.

The **Plan Administrator**, who is also a Plan Fiduciary, has the authority over the operation and administration of the Plan. If you have questions about the investment options available under the Plan or would like paper copies of additional investment information, you can obtain this information on principal.com or by contacting the Plan Administrator:

ALIGN PRECISION CORP.
730 WEST 22ND STREET
TEMPE, AZ 85282-1906
480-207-6858

The following information is available upon request from the Plan Administrator (at no charge):

- Copies of prospectuses (or any short-form or summary prospectuses) for applicable investment options
- Copies of any financial statements or reports, such as statements of additional information and shareholder reports, and of any other similar materials relating to the Plan's designated investment options
- A statement of the value of a share or unit of each designated investment option and the date of the valuation
- A list of the assets comprising the portfolio of each investment option which constitute Plan assets and the value of each asset (or the proportion of the investment which it comprises)
- The following information about each investment option (including fixed-return investment options) available under the Plan: issuer name, investment objective, principal strategies and risks, turnover rate, performance, and fee and expense information
- To the extent a group annuity contract under the Plan permits you to select an annuity guaranteed by an insurance company, a statement that the guarantee provided by the insurance company is subject to its long-term financial strength and claims-paying ability
- A description of the exercise of voting, tender and similar rights for an investment alternative and any restrictions on these rights can be found in the relevant Plan document or trustee powers section of the trust agreement

ERISA Section 404(c) — The Employee Retirement Income Security Act (ERISA) provides rules on the investment of retirement funds. ALIGN PRECISION CORP has chosen to qualify the Plan as an ERISA 404(c) plan and intends to comply by providing information for you to make educated investment decisions. Additionally, you may direct the investment of individual retirement accounts, choose from at least three diverse investment options, and change investment choices at least quarterly.

This means the Plan Fiduciary should not be liable for any investment losses that result from a participant's investment control.

Directing or transferring investment options — Certain investment options may have restrictions. See the Investment Option Summary for details. You can direct or transfer retirement funds between the different investment options at least quarterly, but the Plan may allow for more frequent transfers and changes. To update investment elections for your current balance or future contributions, log in to your account at principal.com or call us at 800.547.7754.

Fees and expenses⁺ — For the current year, an annual Plan administrative expense of 0.3500% applies to your account balance. One-twelfth of the total amount will be deducted from your account balance each month.

Plan administrative expenses typically cover items such as recordkeeping, participant website access, participant statements, Plan compliance services and financial professional services.

⁺ If you have a balance in an investment that is excluded from the collection of expenses, we will collect the expense from the balances in other investments, beginning with the investment with the largest balance.

There may be additional Plan expenses during normal Plan operation for services such as legal, auditing, other service provider, consulting or investment advice. The Plan Fiduciary determines how these expenses are allocated at the time the expenses are paid. These expenses are typically allocated among participants based on participant account balance, but may be allocated by dividing the total expenses to be deducted by the total number of participants in the Plan. You can view the dollar amount of applicable expenses under your account at principal.com and on your statement.

Participant-level fees — Participant transaction fees will be charged to your account balance for the services you choose to use. Participant transaction fees for the Plan include:

- **Distribution fee:** \$50.00
- **Distribution installment fee:** \$12.50 per quarter
- **Loan maintenance fee for new loans:** \$12.00 per quarter
- **Loan setup fee:** \$75.00
- **Qualified Domestic Relations Order processing fee:** \$350.00 for each Domestic Relations Order processed. The fee is divided equally between the participant and the alternate payee involved unless specified differently within the Domestic Relations Order or the Plan's administrative procedures.
- **Wire transfer fee:** \$25.00
- **Fee for overnight mailing a check:** \$25.00
- **Stop payment fee:** \$25.00
- **402(g) refund fee (deferral contributions made in excess of IRS limit):** \$50.00

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This document provides important information to help you compare the investment options available to you under the retirement plan.

Investment results shown represent historical performance and do not guarantee future results. Investment returns and principal values fluctuate with changes in interest rates and other market conditions so the value, when redeemed, may be worth more or less than original costs. Current performance may be lower or higher than the performance data shown.

When you log into your account at principal.com and click on Investments > Investment Performance, you can find the following to review investment information.

- The most recent month end performance on an investment option.
- To view asset class descriptions, scroll below the list of available investment options, then click on “View detailed descriptions of all asset classes.”
- To view the description of a benchmark for a specific investment, click on the investment name, then Investment Option Profile and scroll to the bottom of the page.

Additional information available online includes, if applicable, the name of the investment option's issuer; the investment option's objectives or goals; the investment option's principal strategies, including a general description of the types of assets held by the investment option; the portfolio turnover rate; and the investment option's performance data and fee and expense information and a glossary of terms to assist you in understanding the designated investment options.

In situations where the net and gross total investment expense figures are different, the mutual fund or the underlying fund in which a Separate Account invests has waived/capped a portion of its management fees through the date displayed in the waiver expiration date or contractual cap expiration date column. Differences may also be shown due to the fund family choosing to pay certain expenses that would normally be payable by the fund. Returns displayed are based on total investment expense net.

Total Investment Expense - Gross is the current maximum expense ratio, as a percentage of assets that can be applied to this investment option. This does not represent the recordkeeping or individual transactional fees that can be deducted from or reduce the earnings for an investment under your account. However, it does include operating expenses, management fees, including 12b-1 fees, and administrative fees.

Total Investment Expense - Net; you will be responsible for this expense and it will be automatically taken prior to calculating performance. Total Investment Expense - Net is the Total Investment Expense - Gross expense ratio less any fee waivers, reimbursements or caps, if applicable. The expenses ratio, as a percentage of net assets, includes operating expenses, management fees, including 12b-1 fees, and administrative fees.

Expense Waiver/Contractual Cap - When gross and net expense ratios differ, the investment adviser may have agreed to waive certain expenses that would normally be payable by the fund or contractually agreed to limit the investment option's expenses.

Fees and expenses are only one of several factors that participants and beneficiaries should consider when making investment decisions. The cumulative effect of fees and expenses can substantially reduce the growth of a participant's or beneficiary's retirement account. Participants and beneficiaries can visit the Employee Benefit Security Administration's website for an example demonstrating the long-term effect of fees and expenses.

Asset Class: Fixed Income	Investment Category: High Yield Bond		Inv Manager or Sub-Advisor: PGIM Investments, LLC					
Investment Name: PGIM High Yield R6 Fund #9, 25, 26, 40	Average Annual Total Return as of 06/30/2025 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	3.70	5.29	11.10	9.45	6.13	5.64	6.16	10/2011
Benchmark: ICE Bofa US High Yield Index	3.57	4.55	10.24	9.85	6.01	5.29	-	-

Description: The investment seeks to maximize current income; and capital appreciation is a secondary objective. The fund normally invests at least 80% of its investable assets in a diversified portfolio of high yield fixed-income instruments rated Ba or lower by Moody's Investors Service ("Moody's") or BB or lower by S&P Global Ratings ("S&P"), and instruments either comparably rated by another nationally recognized statistical rating organization ("NRSRO"), or considered to be of comparable quality, that is, junk bonds.

Fees & Expenses	Total Investment Expenses				Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %						
	0.38/\$3.80	0.38		-				
Composition (% of Assets) as of 05/31/2025	U.S. Bonds	Non-U.S. Bonds	Pre-ferred	Cash	U.S. Stocks	Non-U.S. Stocks	Other	
	82.70	11.21	2.39	1.82	1.19	0.67	0.02	

Asset Class: Fixed Income	Investment Category: Intermediate Core Bond		Inv Manager or Sub-Advisor: Principal Global Investors					
Investment Name: Bond Market Index Separate Account A, 6, 10, 26, 40	Average Annual Total Return as of 06/30/2025 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	1.20	4.02	5.97	2.44	-0.85	1.58	2.32	12/2009
Benchmark: Bloomberg US Aggregate Bond Index	1.21	4.02	6.08	2.55	-0.73	1.76	-	-

Description: The investment seeks to provide current income. The fund normally invests at least 80% of its net assets, plus any borrowings for investment purposes, in debt securities held by the Barclays U. S. Aggregate Bond Index at the time of purchase. The index is composed of investment grade, fixed rate debt issues, including government, corporate, asset-backed, and mortgage-backed securities, with maturities of one year or more. It employs a passive investment approach designed to attempt to track the performance of the index.

Fees & Expenses	Total Investment Expenses				Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %						
	0.03/\$0.30	0.03		-				
Composition (% of Assets) as of 05/31/2025	U.S. Bonds	Non-U.S. Bonds	Cash					
	91.77	6.92	1.31					

Asset Class: Fixed Income	Investment Category: Intermediate Core-Plus Bond		Inv Manager or Sub-Advisor: Principal Global Investors					
Investment Name: Core Plus Bond Separate Account A, 10, 26, 27, 28, 39, 40	Average Annual Total Return as of 06/30/2025 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	1.62	4.17	5.93	2.64	-0.23	2.23	6.64	2/1983
Benchmark: Bloomberg US Aggregate Bond Index	1.21	4.02	6.08	2.55	-0.73	1.76	-	-

Description: The investment option invests primarily in intermediate-term, fixed-income investments such as public and private corporate bonds, commercial and residential mortgages, asset-backed securities, and US government and agency-backed securities. Value is added primarily through sector allocation and security selection. The Separate Account may enter into reverse repurchase agreements to attempt to enhance portfolio return and income.

Fees & Expenses	Total Investment Expenses				Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %						
	0.26/\$2.60	0.26		-				
Composition (% of Assets) as of 05/31/2025	U.S. Bonds	Non-U.S. Bonds	Cash	Conver-tibles	Pre-ferred			
	88.83	10.40	0.55	0.11	0.10			

Asset Class: Fixed Income		Investment Category: Inflation-Protected Bond				Inv Manager or Sub-Advisor: Fidelity Management & Research			
Investment Name: Fidelity Inflation-Protection Bond Index Fund 6, 26, 40		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		0.55	4.74	5.85	2.36	1.54	2.64	1.85	5/2012
Benchmark: Bloomberg US Treasury Tips Index		0.48	4.67	5.84	2.34	1.61	2.67	-	-
Description: The investment seeks to provide investment results that correspond to the total return of the inflation-protected sector of the United States Treasury market. The fund normally invests at least 80% of assets in inflation-protected debt securities included in the Bloomberg U.S. Treasury Inflation-Protected Securities (TIPS) Index. The advisor engages in transactions that have a leveraging effect on the fund, including investments in derivatives - such as swaps (interest rate, total return, and credit default) and futures contracts - and forward-settling securities, to adjust the fund's risk exposure.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.05/\$0.50	0.05						
Composition (% of Assets) as of 05/31/2025		U.S. Bonds	Cash						
		99.46	0.54						

Asset Class: Balanced/Asset Allocation		Investment Category: Moderate Allocation				Inv Manager or Sub-Advisor: Capital Research and Mgmt Co			
Investment Name: American Funds American Balanced R6 Fund 18, 19, 26		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		8.44	8.27	14.62	13.27	10.41	9.27	10.94	5/2009
Benchmark: Morningstar Moderate Target Risk Index		6.85	8.66	12.92	10.53	7.64	6.82	-	-
Description: The investment seeks conservation of capital, current income and long-term growth of capital and income. The fund uses a balanced approach to invest in a broad range of securities, including common stocks and investment-grade bonds. It also invests in securities issued and guaranteed by the U.S. government and by federal agencies and instrumentalities. In addition, the fund may invest a portion of its assets in common stocks, most of which have a history of paying dividends, bonds and other securities of issuers domiciled outside the United States.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.25/\$2.50	0.25						
Composition (% of Assets) as of 03/31/2025		U.S. Stocks	U.S. Bonds	Non-U.S. Stocks	Cash	Non-U.S. Bonds	Other	Pre-ferred	Conver-tibles
		54.27	27.79	7.47	3.59	3.55	2.89	0.42	0.02

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date Retirement				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Name: Principal LifeTime Hybrid Income CIT ##, 1, 12, 18, 20, 25, 26, 30, 32, 34, 35, 36, 37		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		4.38	5.38	8.80	7.81	4.27	4.30	5.39	12/2019
Benchmark: S&P Target Date Retirement Income Index		4.29	5.98	9.12	7.73	4.63	4.67	-	-
Benchmark: Morningstar Lifetime Moderate Income Index		4.82	6.18	10.20	7.91	5.51	5.03	-	-
Description: The investment option seeks current income and, as a secondary objective, capital appreciation. To pursue its goal, this Target Date Fund generally invests in affiliated and may invest in nonaffiliated open-ended mutual funds, insurance company separate accounts, and collective trust funds that Principal Trust considers appropriate based on investors who have reached their investment time horizon.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.22/\$2.20	0.22						
Composition (% of Assets) as of 05/31/2025		U.S. Bonds	U.S. Stocks	Non-U.S. Stocks	Non-U.S. Bonds	Cash	Other	Pre-ferred	
		55.86	25.56	9.82	5.91	2.71	0.07	0.07	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2015				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Name: Principal LifeTime Hybrid 2015 CIT #1, 12, 18, 20, 25, 26, 30, 32, 34, 35, 36, 37		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		4.35	5.37	8.80	7.98	5.49	5.34	7.63	12/2019
Benchmark: S&P Target Date 2015 Index		4.65	6.04	9.42	8.47	5.85	5.57	-	-
Benchmark: Morningstar Lifetime Moderate 2015 Index		5.08	6.37	10.41	8.04	5.31	5.44	-	-
Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.22/\$2.20	0.22						
Composition (% of Assets) as of 05/31/2025		U.S. Bonds	U.S. Stocks	Non-U.S. Stocks	Non-U.S. Bonds	Other	Pre-ferred	Cash	
		62.10	25.62	9.72	5.97	0.08	0.07	-3.55	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2020				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Name: Principal LifeTime Hybrid 2020 CIT #1, 12, 18, 20, 25, 26, 30, 32, 34, 35, 36, 37		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		4.95	5.65	9.29	8.81	6.50	6.06	8.43	12/2019
Benchmark: S&P Target Date 2020 Index		5.17	6.28	9.91	9.20	6.39	5.97	-	-
Benchmark: Morningstar Lifetime Moderate 2020 Index		5.45	6.60	10.73	8.42	5.57	5.73	-	-
Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.22/\$2.20	0.22						
Composition (% of Assets) as of 05/31/2025		U.S. Bonds	U.S. Stocks	Non-U.S. Stocks	Non-U.S. Bonds	Cash	Other	Pre-ferred	
		50.20	30.22	11.70	5.19	2.55	0.07	0.06	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2025				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Name: Principal LifeTime Hybrid 2025 CIT #1, 12, 18, 20, 25, 26, 30, 32, 34, 35, 36, 37		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		5.52	5.97	9.78	9.68	7.51	6.74	9.11	12/2019
Benchmark: S&P Target Date 2025 Index		5.80	6.80	10.52	9.92	7.44	6.63	-	-
Benchmark: Morningstar Lifetime Moderate 2025 Index		5.94	6.91	11.20	9.06	6.17	6.17	-	-
Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.22/\$2.20	0.22						
Composition (% of Assets) as of 05/31/2025		U.S. Bonds	U.S. Stocks	Non-U.S. Stocks	Non-U.S. Bonds	Cash	Other	Pre-ferred	
		44.66	34.89	13.58	4.41	2.34	0.08	0.06	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2030				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Name: Principal LifeTime Hybrid 2030 CIT #, 1, 12, 18, 20, 25, 26, 30, 32, 34, 35, 36, 37		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		6.33	6.41	10.69	10.86	8.48	7.35	9.72	12/2019
Benchmark: S&P Target Date 2030 Index		6.63	7.16	11.37	11.28	8.74	7.37	-	-
Benchmark: Morningstar Lifetime Moderate 2030 Index		6.61	7.31	11.86	10.07	7.24	6.78	-	-
Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.22/\$2.20	0.22						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	U.S. Bonds	Non-U.S. Stocks	Non-U.S. Bonds	Cash	Other	Pre-ferred	
		41.16	37.00	16.10	3.47	2.13	0.09	0.05	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2035				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Name: Principal LifeTime Hybrid 2035 CIT #, 1, 12, 18, 20, 25, 26, 30, 32, 34, 35, 36, 37		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		7.08	6.74	11.27	12.10	9.56	8.00	10.31	12/2019
Benchmark: S&P Target Date 2035 Index		7.70	7.86	12.40	12.78	10.18	8.16	-	-
Benchmark: Morningstar Lifetime Moderate 2035 Index		7.54	7.85	12.81	11.51	8.76	7.52	-	-
Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.22/\$2.20	0.22						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	U.S. Bonds	Non-U.S. Stocks	Non-U.S. Bonds	Cash	Pre-ferred	Other	
		47.28	29.52	18.29	2.75	2.08	0.05	0.02	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2040				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Name: Principal LifeTime Hybrid 2040 CIT #, 1, 12, 18, 20, 25, 26, 30, 32, 34, 35, 36, 37		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		8.18	7.26	12.20	13.70	10.73	8.63	10.85	12/2019
Benchmark: S&P Target Date 2040 Index		8.65	8.29	13.28	14.08	11.33	8.78	-	-
Benchmark: Morningstar Lifetime Moderate 2040 Index		8.59	8.46	13.88	13.05	10.30	8.19	-	-
Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.22/\$2.20	0.22						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Cash	Non-U.S. Bonds	Other	Pre-ferred	
		55.43	21.61	18.94	2.14	1.81	0.03	0.03	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2045				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Name: Principal LifeTime Hybrid 2045 CIT #, 1, 12, 18, 20, 25, 26, 30, 32, 34, 35, 36, 37		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		8.99	7.68	12.91	14.85	11.64	9.10	11.29	12/2019
Benchmark: S&P Target Date 2045 Index		9.36	8.88	13.97	14.98	12.08	9.17	-	-
Benchmark: Morningstar Lifetime Moderate 2045 Index		9.46	9.00	14.78	14.20	11.36	8.62	-	-
Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.22/\$2.20	0.22						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Cash	Non-U.S. Bonds	Other	Pre-ferred	
		61.56	24.10	10.99	2.18	1.11	0.03	0.02	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2050				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Name: Principal LifeTime Hybrid 2050 CIT #, 1, 12, 18, 20, 25, 26, 30, 32, 34, 35, 36, 37		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		9.69	8.03	13.49	15.71	12.31	9.48	11.51	12/2019
Benchmark: S&P Target Date 2050 Index		9.54	8.71	14.10	15.37	12.42	9.38	-	-
Benchmark: Morningstar Lifetime Moderate 2050 Index		9.97	9.35	15.29	14.73	11.81	8.77	-	-
Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.22/\$2.20	0.22						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Cash	Non-U.S. Bonds	Other	Pre-ferred	
		66.61	26.16	4.50	2.20	0.48	0.03	0.01	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2055				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Name: Principal LifeTime Hybrid 2055 CIT #, 1, 12, 18, 20, 25, 26, 30, 32, 34, 35, 36, 37		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		9.84	8.13	13.62	15.76	12.58	9.60	11.64	12/2019
Benchmark: S&P Target Date 2055 Index		9.81	8.97	14.37	15.51	12.57	9.47	-	-
Benchmark: Morningstar Lifetime Moderate 2055 Index		10.14	9.53	15.46	14.81	11.87	8.75	-	-
Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.22/\$2.20	0.22						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Cash	Non-U.S. Bonds	Other	Pre-ferred	
		67.61	26.56	3.22	2.20	0.35	0.04	0.01	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2060				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Name: Principal LifeTime Hybrid 2060 CIT #1, 12, 18, 19, 20, 25, 26, 30, 32, 34, 35, 36, 37		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		9.81	8.11	13.60	15.75	12.72	9.68	9.37	12/2019
Benchmark: S&P Target Date 2060 Index		9.83	8.85	14.36	15.54	12.55	9.52	-	-
Benchmark: Morningstar Lifetime Moderate 2060 Index		10.19	9.64	15.49	14.76	11.82	8.68	-	-
Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.22/\$2.20	0.22						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Cash	Non-U.S. Bonds	Other	Pre-ferred	
		67.60	26.55	3.25	2.20	0.36	0.04	0.01	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2065+				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Name: Principal LifeTime Hybrid 2065 CIT #1, 12, 18, 19, 20, 25, 26, 30, 32, 34, 35, 36, 37		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		9.81	8.17	13.66	15.76	12.82	-	9.30	12/2019
Benchmark: S&P Target Date 2065+ Index		10.02	8.95	14.56	15.73	12.71	-	-	-
Benchmark: Morningstar Lifetime Moderate 2060 Index		10.19	9.64	15.49	14.76	11.82	8.68	-	-
Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.22/\$2.20	0.22						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Cash	Non-U.S. Bonds	Other	Pre-ferred	
		67.58	26.54	3.27	2.20	0.36	0.04	0.01	

Asset Class: Balanced/Asset Allocation		Investment Category: Target-Date 2065+				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Name: Principal LifeTime Hybrid 2070 CIT #1, 12, 18, 19, 20, 25, 26, 30, 32, 34, 35, 36, 37		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		9.87	8.09	13.60	-	-	-	17.68	6/2023
Benchmark: S&P Target Date 2065+ Index		10.02	8.95	14.56	15.73	12.71	-	-	-
Benchmark: Morningstar Lifetime Moderate 2060 Index		10.19	9.64	15.49	14.76	11.82	8.68	-	-
Description: The investment option seeks a total return consisting of long-term growth of capital and current income. To pursue its goal, this Target Date Fund generally invests in affiliated open-ended mutual funds, insurance company separate accounts, unaffiliated mutual funds, and unaffiliated collective trust funds that Principal Trust considers appropriate based on the remaining time horizon of a particular Target Date Fund.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.22/\$2.20	0.22						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	Non-U.S. Stocks	U.S. Bonds	Cash	Non-U.S. Bonds	Other	Pre-ferred	
		67.56	26.53	3.30	2.20	0.36	0.04	0.01	

Asset Class: Large U.S. Equity		Investment Category: Large Value				Inv Manager or Sub-Advisor: flexPATH Strategies			
Investment Name: Large Cap Value I1 Fund 13, 15, 16, 24		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		4.76	7.25	12.13	17.14	17.27	-	13.60	12/2018
Benchmark: Russell 1000 Value Index		3.79	6.00	13.70	12.76	13.93	9.19	9.35	-
Description: The Fund seeks capital growth and current income. The Fund employs a value-oriented approach to identify potential opportunities for revaluation or fundamental improvement. flexPATH Strategies, LLC has recommended and the Trustee has approved the Putnam Large Cap Value Trust as the underlying fund.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.29/\$2.90	0.29						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	Non-U.S. Stocks	Cash	U.S. Bonds				
		91.69	5.22	2.99	0.11				

Asset Class: Large U.S. Equity		Investment Category: Large Blend				Inv Manager or Sub-Advisor: BlackRock Advisors, LLC			
Investment Name: BlackRock Equity Index Class R Fund 6, 13, 15, 16, 24		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		10.94	6.18	15.13	19.68	16.62	13.62	14.58	4/2016
Benchmark: Morningstar US Large-Mid Cap Index		11.41	6.36	15.69	19.93	16.31	13.42	-	-
Description: The Fund seeks to achieve investment results that are similar to the price and yield performance, before fees and expenses, of the S&P 500 Index. To implement this objective, the Fund will be invested in the Equity Index Fund F (the "Underlying Fund") managed by BlackRock Institutional Trust Company, N.A.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.03/\$0.30	0.03						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	Non-U.S. Stocks	Cash					
		99.03	0.52	0.45					

Asset Class: Large U.S. Equity		Investment Category: Large Growth				Inv Manager or Sub-Advisor: flexPATH Strategies			
Investment Name: Large Cap Growth Fund III Class I1 13, 15, 16, 24, 25		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		17.67	7.94	13.66	22.39	-	-	17.57	4/2022
Benchmark: Russell 1000 Growth Index		17.84	6.09	17.22	25.76	18.15	17.01	-	-
Description: The Fund seeks long-term growth of capital. To implement this objective, the Fund will be invested in the AB US Large Cap Growth Collective Trust (the "Underlying Fund:), a fund of the AB Collective Investment Trust Series.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.30/\$3.00	0.30						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	Non-U.S. Stocks	Cash					
		95.97	2.10	1.93					

Asset Class: Small/Mid U.S. Equity		Investment Category: Mid Cap Value				Inv Manager or Sub-Advisor: LA Capital Mgmt/Victory			
Investment Name: MidCap Value I Separate Account A, 3, 7, 10, 22, 27, 28		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		3.43	1.67	8.05	10.97	14.65	8.96	8.82	7/1999
Benchmark: Russell Midcap Value Index		5.35	3.12	11.53	11.34	13.71	8.39	-	-
Description: The investment seeks long-term growth of capital. Under normal circumstances, the fund invests at least 80% of its net assets, plus any borrowings for investment purposes, in equity securities of value companies with medium market capitalizations. It invests in value equity securities, an investment strategy that emphasizes buying equity securities that appear to be undervalued.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.52/\$5.20	0.50						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	Non-U.S. Stocks	Cash	U.S. Bonds				
		92.35	4.25	3.36	0.04				

Asset Class: Small/Mid U.S. Equity		Investment Category: Mid Cap Blend				Inv Manager or Sub-Advisor: Fidelity Management & Research			
Investment Name: Fidelity Mid Cap Index Fund 3, 6		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		8.54	4.81	15.16	14.34	13.11	9.89	12.20	9/2011
Benchmark: Morningstar US Mid Cap Index		7.92	5.21	15.24	14.06	13.48	10.51	-	-
Description: The investment seeks to provide investment results that correspond to the total return of stocks of mid-capitalization United States companies. The fund invests normally at least 80% of its assets in securities included in the Russell Midcap(R) Index. It lends securities to earn income.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.03/\$0.30	0.03						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	Non-U.S. Stocks	Cash					
		98.19	1.51	0.30					

Asset Class: Small/Mid U.S. Equity		Investment Category: Mid Cap Growth				Inv Manager or Sub-Advisor: flexPATH Strategies			
Investment Name: Mid Cap Growth II Class I1 Fund 3, 15, 16, 24		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		8.33	4.19	13.39	-	-	-	13.67	4/2023
Benchmark: Russell Midcap Growth Index		18.20	9.79	26.49	21.46	12.65	12.13	22.78	-
Description: The Fund seeks growth of capital and intends to pursue its objective by investing in a fund that is consistent with the Mid Cap Growth investment style. To implement this objective, the Fund will be invested in the Janus Henderson Enterprise Collective Fund (the "Underlying Fund"), a collective investment fund maintained by Great Gray Trust Company, LLC.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.43/\$4.30	0.43						
Composition (% of Assets) as of 05/31/2025		U.S. Stocks	Non-U.S. Stocks	Cash	U.S. Bonds				
		75.05	21.74	2.50	0.71				

Asset Class: Small/Mid U.S. Equity		Investment Category: Small Value				Inv Manager or Sub-Advisor: flexPATH Strategies				
Investment Name: Small Cap Value III Class I1 Fund 3, 15, 16, 24		Average Annual Total Return as of 06/30/2025 Quarter End								
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date	
		2.48	-6.02	4.45	-	-	-	15.87	1/2023	
Benchmark: Russell 2000 Value Index		4.97	-3.16	5.54	7.45	12.47	6.72	11.54	-	
Description: The Fund seeks to deliver capital appreciation by investing in value-oriented common stocks of small-sized US companies. To implement this objective, the Fund will invest in the PIMCO RAE US Small CIT ("Underlying Fund"), a collective investment fund for which Great Gray Trust Company, LLC. is trustee and Pacific Investment Management Company LLC ("Underlying Fund Manager") is the sub-advisor.										
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date			
		Gross %/ Per \$1,000	Net %							
		0.36/\$3.60	0.36							
Composition (% of Assets) as of 03/31/2025		U.S. Stocks	Non-U.S. Stocks	Cash	U.S. Bonds	Non-U.S. Bonds				
		99.15	0.46	0.37	0.01	0.01				

Asset Class: Small/Mid U.S. Equity		Investment Category: Small Blend				Inv Manager or Sub-Advisor: Fidelity Management & Research			
Investment Name: Fidelity Small Cap Index Fund 3, 6		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		8.54	-1.73	7.84	10.17	10.13	7.26	10.26	9/2011
Benchmark: Morningstar US Small Cap Index		7.28	0.75	9.65	11.88	11.60	7.65	-	-
Description: The investment seeks to provide investment results that correspond to the total return of stocks of small-capitalization United States companies. The fund invests normally at least 80% of its assets in securities included in the Russell 2000(R) Index. It lends securities to earn income.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.03/\$0.30	0.03						
Composition (% of Assets) as of 04/30/2025		U.S. Stocks	Non-U.S. Stocks	Cash					
		98.40	1.59	0.01					

Asset Class: Small/Mid U.S. Equity		Investment Category: Small Growth				Inv Manager or Sub-Advisor: Fidelity Management & Research				
Investment Name: Fidelity Small Cap Growth K6 Fund 3		Average Annual Total Return as of 06/30/2025 Quarter End								
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date	
		11.21	-0.90	7.56	14.92	10.56	-	11.82	5/2017	
Benchmark: Russell 2000 Growth Index		11.97	-0.48	9.73	12.38	7.42	7.14	8.44	-	
Description: The investment seeks capital appreciation. The fund normally invests primarily in common stocks. It normally invests at least 80% of assets in securities of companies with small market capitalizations (which, for purposes of this fund, are those companies with market capitalizations similar to companies in the Russell 2000(R) Index or the S&P SmallCap 600 (R) Index).										
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date			
		Gross %/ Per \$1,000	Net %							
		0.61/\$6.10	0.61							
Composition (% of Assets) as of 04/30/2025		U.S. Stocks	Non-U.S. Stocks	Other	Cash	U.S. Bonds				
		92.49	5.84	1.23	0.44	0.01				

Asset Class: Small/Mid U.S. Equity	Investment Category: Real Estate				Inv Manager or Sub-Advisor: SEI			
Investment Name: Cohen & Steers US Realty RS Fund ##, 15, 16, 21, 24, 25	Average Annual Total Return as of 06/30/2025 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	1.35	4.61	11.57	5.49	8.72	7.93	-1.08	1/2022
Benchmark: Morningstar US Real Estate Index	-0.43	2.93	10.80	4.11	6.68	6.01	-	-

Description: The Trustee has retained Cohen & Steers Capital Management, Inc. (the "Adviser") to act as investment adviser to the Cohen & Steers U.S. Realty Fund (the "Fund"). The investment objective of the Fund is to seek to achieve maximum total return by outperforming its benchmark over the long term. The Fund seeks to meet its investment objective by investing in a diversified portfolio of common stocks of real estate companies and other permitted investments. The Cohen & Steers U.S. Realty Fund seeks to maximize total return by investing in publicly traded real estate companies, primarily domiciled in the United States.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
	Gross %/ Per \$1,000	Net %					
	0.50/\$5.00	0.50					
Composition (% of Assets) as of 03/31/2025	U.S. Stocks	Cash					
	98.53	1.47					

Asset Class: Global/International Equity	Investment Category: Diversified Emerging Mkts				Inv Manager or Sub-Advisor: flexPATH Strategies			
Investment Name: Emerging Markets II I1 Fund 8, 15, 16, 24, 25	Average Annual Total Return as of 06/30/2025 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	13.23	13.22	8.20	-	-	-	11.29	1/2024
Benchmark: MSCI Emerging Markets NR Index	11.99	15.27	15.29	9.70	6.81	4.81	-	-

Description: The Fund seeks growth of capital and intends to pursue its objective by investing in a fund that is consistent with the Emerging Markets Equity investment style. To implement this objective, the Fund will be invested in the BlackRock Emerging Markets Collective Fund (the "Underlying Fund"), a collective investment trust maintained by the BlackRock Institutional Trust Company, N.A. (the "Underlying Trustee"), a national banking association.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
	Gross %/ Per \$1,000	Net %					
	0.60/\$6.00	0.60					
Composition (% of Assets) as of 05/31/2025	Non-U.S. Stocks	Cash	U.S. Stocks				
	88.32	10.17	1.51				

Asset Class: Global/International Equity	Investment Category: Foreign Large Blend				Inv Manager or Sub-Advisor: BlackRock Advisors, LLC			
Investment Name: BlackRock EAFE Equity Index Class R Fund 6, 8, 15, 16, 24	Average Annual Total Return as of 06/30/2025 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	11.66	20.58	18.39	16.27	11.57	-	8.10	4/2016
Benchmark: MSCI ACWI Ex USA Index	12.03	17.90	17.72	13.99	10.13	6.12	5.87	-

Description: The Fund seeks to achieve investment results that are similar to the price and yield performance, before fees and expenses, of the MSCI EAFE Index. To implement this objective, the Fund will be invested in the EAFE Equity Index Fund F (the "Underlying Fund") managed by BlackRock Institutional Trust Company, N.A.

Fees & Expenses	Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date	
	Gross %/ Per \$1,000	Net %					
	0.05/\$0.50	0.05					
Composition (% of Assets) as of 05/31/2025	Non-U.S. Stocks	U.S. Stocks	Other	Cash			
	98.11	1.44	0.27	0.18			

Asset Class: Global/International Equity		Investment Category: Foreign Large Blend				Inv Manager or Sub-Advisor: Principal Global Investors			
Investment Name: Diversified International Separate Account A, 8, 10, 27, 28		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		10.37	18.95	16.24	15.60	10.91	6.83	7.46	5/1987
Benchmark: MSCI ACWI Ex USA Index		12.03	17.90	17.72	13.99	10.13	6.12	-	-
Description: The investment option normally invests the majority of assets in companies in at least three different countries. It invests in securities of companies with their principal place of business or principal office outside of the United States; companies for which the principal securities trade on a foreign exchange; and companies, regardless of where their securities are traded, that derive 50% or more of their total revenue from goods or services produced or sold outside of the United States. The Separate Account may invest in securities of companies with small to medium market capitalizations.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.43/\$4.30	0.43						
Composition (% of Assets) as of 05/31/2025		Non-U.S. Stocks	U.S. Stocks	Cash	Other				
		91.66	3.56	3.36	1.42				

Asset Class: Global/International Equity		Investment Category: Foreign Large Blend				Inv Manager or Sub-Advisor: Principal Global Investors			
Investment Name: International Equity Separate Account A, 7, 8, 10, 22, 27, 28		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		11.20	20.03	18.48	15.09	9.09	6.15	5.15	7/1999
Benchmark: MSCI ACWI Ex USA Index		12.03	17.90	17.72	13.99	10.13	6.12	-	-
Description: The investment seeks long-term growth of capital. Under normal circumstances, the fund invests at least 80% of its net assets, plus any borrowings for investment purposes, in equity securities. The managers define equity securities to include common stock, preferred stock, and exchange-traded funds (ETFs) and mutual funds that invest primarily in equity securities.									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.60/\$6.00	0.55						
Composition (% of Assets) as of 05/31/2025		Non-U.S. Stocks	U.S. Stocks	Cash	U.S. Bonds				
		90.71	5.63	3.62	0.04				

Asset Class: Global/International Equity		Investment Category: Foreign Small/Mid Growth				Inv Manager or Sub-Advisor: Invesco National Trust Co			
Investment Name: Invesco International Small-Mid Cap Trust Class B1 CIT ##, 3, 8, 15, 16, 24, 25		Average Annual Total Return as of 06/30/2025 Quarter End							
		3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
		15.19	18.33	16.69	8.95	4.82	-	8.95	6/2022
Benchmark: MSCI ACWI ex USA SMID Growth Index		18.00	18.91	20.26	13.06	7.84	6.08	8.09	-
Description: The Fund seeks capital appreciation									
Fees & Expenses		Total Investment Expenses		Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date		
		Gross %/ Per \$1,000	Net %						
		0.70/\$7.00	0.70						
Composition (% of Assets) as of 03/31/2025		Non-U.S. Stocks	Cash	U.S. Stocks					
		94.62	4.02	1.36					

Asset Class: Other	Investment Category: Multistrategy				Inv Manager or Sub-Advisor: Multiple Sub-Advisors			
Investment Name: Global Multi-Strategy Separate Account A, 7, 10, 11, 38, 39	Average Annual Total Return as of 06/30/2025 Quarter End							
	3-Month	YTD	1-Year	3-Year	5-Year	10-Year	Since Incept	Incept Date
	2.89	3.38	6.35	7.17	6.47	4.24	4.40	9/2013
Benchmark: HFRX Global Hedge Fund Index	1.85	2.39	4.75	3.81	3.52	2.11	-	-
Benchmark: Morningstar Moderate Target Risk Index	6.85	8.66	12.92	10.53	7.64	6.82	-	-

Description: The investment seeks to achieve long-term capital appreciation with an emphasis on positive total returns and managing volatility. The fund invests in a broad range of instruments including, but not limited to, equities, bonds, currencies, commodities, convertible securities, and bank loans. Under normal market conditions, it invests in securities of issuers located throughout the world, including the U.S., invests at least 30% of its net assets in foreign and emerging market securities, and holds investments tied economically to at least twenty countries.

Fees & Expenses	Total Investment Expenses				Redemption Fee	# of Transfers Allowed/Time Period	Contractual Cap Exp Date	Waiver Expiration Date
	Gross %/ Per \$1,000	Net %						
	1.39/\$13.90	1.22		-				
Composition (% of Assets) as of 05/31/2025	Non-U.S. Bonds	U.S. Stocks	U.S. Bonds	Non-U.S. Stocks	Conver-tibles	Other	Pre-ferred	Cash
	35.86	33.34	21.17	10.84	0.59	0.33	0.10	-2.24

Asset Class: **Short-Term Fixed Income** Investment Option Name: **Principal Fixed Income Guaranteed Option** 2,5,14,17,29,31,33

Description: This group annuity contract provides an interest rate guaranteed for a set period of time by the Principal Life Insurance Company® (Principal Life). It is backed by the multi-billion-dollar general account of Principal Life, which invests in corporate bonds, asset-backed securities, commercial real-estate mortgages, government bonds, and short-term cash equivalents. However, money allocated to Principal® Fixed Income Guaranteed Option (PFIGO) does not entitle you to participate in the investment experience or performance of the general account. The composite crediting rate (crediting rate) applied to accounts is a weighted average of underlying guarantees provided in the contract. Each underlying guarantee has a final maturity date determined when the guarantee is established. That date can range between 1 and 10 years from the date the guarantee is established. The Term column below provides the targeted average maturity of the underlying guarantees. The crediting rate resets every 6 months based on the changing weighted average of the underlying guarantees and is announced in advance for the upcoming period. The crediting rate is an effective annual rate and is displayed below net of the Rate Level Service Fee. The crediting rate, before fees, is subject to a minimum guaranteed rate defined in the contract. When the crediting rate is reset, the minimum guaranteed rate is also recalculated in accordance with state insurance regulations which utilize U.S. Treasury rates. The formula is further outlined in the group annuity contract. The minimum guaranteed rate will range between 0.15% and 3%, depending on market conditions. Benefit payments to participants for plan benefit events, including retirement, termination of employment, disability, plan termination, death, loans, and withdrawals, as allowed by the plan, are made without any surrender charge. There are no restrictions or surrender charges on investment transfers initiated by a participant from PFIGO to non-competing investment options. If the retirement program provides access to PFIGO and Competing Investment Options, investment transfers directly to Competing Investment Options are not allowed. Competing Investment Options include other guaranteed investment options, or a stable value, money market, or other short term fixed income investment option with an average duration of less than two years. Indirect transfers from PFIGO to a Competing Investment Option will be subject to an Equity Wash. An Equity Wash requires that transfers be directed to a non-competing investment option for 90 days before a subsequent transfer can be made to Competing Investment Options. Termination of the Plan's Interest, Plan Sponsor's Interest (in the case of a nonqualified deferred compensation plan), or Participating Employer's Interest in the contract ("Party's Interest") is subject to either 12 months' advance notice (subject to additional contractual limitations) or a 5% surrender charge calculated using the 12-month average value of the Party's Interest in the contract, whichever the authorized plan representative chooses. PFIGO may make available higher crediting rates. If these are available and your authorized plan representative chooses to move a Plan's Interest or Plan Sponsor's Interest to a higher crediting rate, a charge of 1.50% of the Plan's Interest or Plan Sponsor's Interest applies. If there are multiple higher crediting rates available, the 1.50% charge applies to each higher crediting rate that your authorized plan representative elects. If the charge is directed by the authorized plan representative to be deducted, the actual charge applied to your account may be higher or lower than 1.50% depending on the plan's interest at the time the authorized plan representative chose to move to a higher crediting rate and the value of your account at the time of the movement. For more information, call the automated phone system at 1-800-547-7754 or see the applicable fact sheet on principal.com.

Rate Level Service Fee	0.00
Net Crediting Rate (credited to participants)	Crediting Period
4.70	06/01/2025-11/30/2025
	Term (underlying guarantees)
	2.0 - 4.0 years

Important Information

Since inception benchmark returns are displayed on the Investment Option Summary for investments that are less than 10 years old. The benchmark reflecting the Since Inception return is the Morningstar Category index. For some Sub-Advised investment options, two benchmarks will be displayed on the Investment Option Summary and the secondary index reflecting the Since Inception Return is the Morningstar Category index.

Before directing retirement funds to a separate account, investors should carefully consider the investment objectives, risks, charges and expenses of the separate account as well as their individual risk tolerance, time horizon and goals. For additional information contact us at 1-800-547-7754 or by visiting principal.com.

Carefully consider the Fund's objectives, risks, charges, and expenses. Contact your financial professional or visit principal.com for a prospectus, or summary prospectus if available, containing this and other information. Please read it carefully before investing. For information on this or other investment options, visit principal.com, or call 800-547-7754.

^A Some Separate Accounts are considered sub-advised investment options, while others are not. All Separate Accounts are available through a group annuity contract with the Principal Life Insurance Company®. Insurance products and plan administrative services are provided through Principal Life, a member of the Principal Financial Group®, Des Moines, IA 50392. See the fact sheets for the full names of the Separate Accounts. Certain investment options may not be available in all states or U.S. commonwealths. Principal Life reserves the right to defer payments or transfers from Principal Life Separate Accounts as described in the group annuity contracts providing access to the Separate Accounts or as required by applicable law. Such deferment will be based on factors that may include situations such as: unstable or disorderly financial markets; investment conditions which do not allow for orderly investment transactions; or investment, liquidity, and other risks. If you elect to allocate funds to a Separate Account, you may not be able to immediately withdraw them.

A mutual fund's share price and investment return will vary with market conditions, and the principal value of an investment when you sell your shares may be more or less than the original cost.

Returns shown for periods of less than one year are not annualized. All returns displayed here are after Total Investment Expense of the investment option.

Investment and Insurance products are:

*** Not insured by the FDIC or Any Federal Government Agency**

*** Not a Deposit or Other Obligation of, or Guaranteed by Credit Union or Bank**

*** Subject to Investment Risks, Including Possible Loss of the Principal Amount Invested**

For a Mutual Fund investment option, Total Investment Expense gross equals the sum of (a) the total fund operating expenses plus (b) if the mutual fund invests in other mutual funds, the weighted-average management fee of those other mutual funds, as listed in the most recent prospectus. The actual Total Investment Expense may change if the mutual fund investment option's allocation of assets to other mutual funds changes.

For a Separate Account investment option, Total Investment Expense gross equals the sum of these expenses: (a) the amount of money, expressed as a percentage, deducted for the costs of managing a separate account where applicable, fees for plan administrative services and agent compensation, plus (b) if the separate account invests in an underlying mutual fund, the total fund operating expenses of the underlying mutual fund, plus (c) if an underlying mutual fund invests in other mutual funds, the weighted-average management fee of those other mutual funds, as listed in the most recent prospectus. The actual Total Investment Expense may change if an underlying mutual fund's allocation of assets to other mutual funds changes.

Any operating expenses of a mutual fund or underlying mutual fund that are part of net Total Investment Expense are obtained from the mutual fund's most recent prospectus. The operating expenses shown as part of net Total Investment Expense include voluntary expense limits and fee credit.

Principal® charges the investment provider an annual Principal® Platform Connectivity Program (Program) fee of \$1,000 for those investment option(s) with this designation. This Program fee helps to pay for a number of expenses incurred in connection with maintaining and adding investments to its platform, including but not limited to, expenses for IT systems, IT employees and required legal and compliance services. The investment provider will pay the Program fee for these investment options.

Insurance products and plan administrative services provided through Principal Life Insurance Company®. Securities offered through Principal Securities, Inc., 800-547-7754, member SIPC and/or independent broker-dealers. Referenced companies are members of the Principal Financial Group®, Des Moines, IA 50392. Certain investment options and contract riders may not be available in all states or U.S. commonwealths.

Principal Global Multi-Strategy investment option is available as a mutual fund and as a Separate Account that invests wholly in R6 class shares of the Principal Funds, Inc. Global Multi-Strategy R6 Fund. All voting rights associated with ownership of shares in the mutual fund are the rights of the Separate Account, not of contract holders investing in the Separate Account. For further information on the underlying mutual fund, see the prospectus of the fund (PGLSX) at <https://www.principal.com/us/fund/PGLSX>

Principal International I investment option is available as a mutual fund and as a Separate Account that invests wholly in R6 class shares of the Principal Funds, Inc. International I R6 Fund. All voting rights associated with ownership of shares in the mutual fund are the rights of the Separate Account, not of contract holders investing in the Separate Account. For further information on the underlying mutual fund, see the prospectus of the fund (PIIDX) at <https://www.principal.com/us/fund/PIIDX>

Principal MidCap Value I investment option is available as a mutual fund and as a Separate Account that invests wholly in Institutional class shares of the Principal Funds, Inc. MidCap Value I Inst Fund. All voting rights associated with ownership of shares in the mutual fund are the rights of the Separate Account, not of contract holders investing in the Separate Account. For further information on the underlying mutual fund, see the prospectus of the fund (PVMIX) at <https://www.principal.com/us/fund/PVMIX>

Investing involves risk, including possible loss of principal.

* The Year-to-Date Change represents an unannualized rate of return (change in value) since the start of the year. All returns shown here are after the Total Investment Expense of the investment option.

Fees and expenses are only one of several factors that participants and beneficiaries should consider when making investment decisions. The cumulative effect of fees and expenses can substantially reduce the growth of a participant's or beneficiary's retirement account. Participants and beneficiaries can visit the Employee Benefit Security Administration's website for an example demonstrating the long-term effect of fees and expenses.

In situations where the net and gross fund expense figures are different, the investment manager has contractually agreed to limit the investment option's expense. Differences may also be shown due to the investment manager choosing to pay certain expenses that would normally be payable by the fund. The gross fund expense figure does not reflect any waivers or caps on the fund. Performance when shown reflects the application of net expenses of the fund.

Principal Lifetime Hybrid Collective Investment Funds (CITs) may invest in various types of investments including underlying Principal Funds and each is managed toward a particular target (retirement) date, or the approximate date the participant or investor starts withdrawing money. As each Principal Lifetime Hybrid CITs approaches its target date, the investment mix becomes more conservative by increasing exposure to generally more conservative investment options and reducing exposure to typically more aggressive investment options. The asset allocation for each Principal Lifetime Hybrid CITs is regularly re-adjusted within a time frame that extends 10 years beyond the target date, at which point it reaches its most conservative allocation. Principal Lifetime Hybrid CITs assume the value of the investor's account will be withdrawn gradually during retirement. Neither the principal nor the underlying assets of the Principal Lifetime Hybrid CITs are guaranteed at any time, including the target date. Investment risk remains at all times.

Various mutual funds may have different types of fees disclosed in their prospectus, including sales loads (sales charge), exchange fees, account fees and purchase fees. The mutual funds made available by Principal Life Insurance Company for retirement plans through the Mutual Fund Network typically have many of these fees waived. Please review the Prospectus of the particular mutual fund, including the Statement of Additional Information, for a full understanding of the fees imposed by that mutual fund. Be sure to pay attention to the specific share class made available under the retirement plan because different share classes may have vastly different fee structures and schedules.

Principal Fixed Income Guaranteed Option is the Custodial Guaranteed Fund Group Annuity Contract available through Principal Life Insurance Company, a member of the Principal Financial Group, Des Moines, IA 50392.

Several investment companies have decided to impose redemption fees and/or transfer restrictions on certain plan and/or participant transactions. One or more of the investment options in your employer's retirement plan may be impacted. For more information, log into your account and visit us at principal.com.

See Principal Stable Value Fund Participation Agreement for the full name of this investment option.

Surrender charges may be incurred if funds are moved by you from Principal Guaranteed Option, Principal Fixed Income Guaranteed Option, Principal Fixed Income Option, a guaranteed interest account, or Principal Pension BuilderSM. For more information, see the applicable group annuity contract.

Principal Global Investors also manages portfolios of Principal Funds, Inc., ("Principal Funds") mutual funds available through Principal Funds, which may be included as underlying investments in the Principal LifeTime Hybrid CITs. Principal Global Investors receives management fees from Principal Funds. The Principal LifeTime Hybrid CITs may also include group annuity separate accounts ("Separate Accounts") Principal Life Insurance Company ("Principal Life") is the ERISA investment manager. Principal Life receives management fees from the Separate Accounts. Principal Global Investors, Principal Life, or other affiliates may provide services with respect to Principal Funds, CITs or Separate Accounts and may receive fees for such services. The Principal due diligence process provides a rigorous framework for sub-advisor selection and monitoring, and assistance to the Investment Advisors of the Separate Accounts, CITs and Principal Funds selected for the Principal LifeTime Hybrid CIT series.

Participation in the Principal LifeTime Hybrid CITs is governed by the terms of the Trust and a Participation Agreement, which is signed by the retirement plan's fiduciary at the time the plan invests in the Principal LifeTime Hybrid CITs. The retirement plan's fiduciary is also provided with a Principal Funds, Inc. Institutional Class Shares Prospectus ("Prospectus") before the plan invests in the Principal LifeTime Hybrid CITs. The Trust and Prospectus are available from Principal Global Investor Trust Company or Principal Life by visiting us at principal.com. A copy of the Participation Agreement can be obtained from your plan administrator.

The Trust, Participation Agreement, and the Prospectus contain important information about Trust fees and investment objectives, risks, and expenses of the underlying investments in the Collective Investment Funds maintained by Principal Global Investors Trust Company and should be read carefully before investing. The Collective Investment Funds are operated and maintained by Principal Global Investors Trust Company, which has claimed an exclusion from the definition of the term "commodity pool operator" under the Commodity Exchange Act (the "Act") and, therefore, is not subject to registration or regulation as a pool operator under the Act.

Insurance products and plan administrative services provided through Principal Life Insurance Company®, a member of the Principal Financial Group®, Des Moines, IA 50392. Certain investment options and contract riders may not be available in all states or U.S. commonwealths.

Returns represent past performance and do not guarantee future results. Share price, principal value, and return will vary and you may have a gain or loss when shares are sold. Current performance may be lower or higher than quoted. For more performance information, including the most recent month-end performance, visit principal.com.

¹ Additional target date portfolios may be added to the Principal LifeTime Hybrid portfolios series to accommodate plan participants with later normal retirement dates as they enter the workforce. Participants may also choose a portfolio with a target date that does not match the intended retirement date. Compare the different portfolios to see how the mix of investments might shift.

² If the retirement program provides a participant access to the Principal Fixed Income Guaranteed Option and Competing Investment Options, direct and indirect investment transfers, to Competing Investment Options will be subject to an Equity Wash. An Equity Wash requires that transfers must be directed to a non-competing investment option for 90-days before such transferred amounts may be directed to any other Competing Investment Option. Competing Investment Options include other guaranteed investment options, or a stable value, money market, or other short term fixed income investment option with an average duration of less than two years.

³ Small-cap and mid-cap investment options are subject to more fluctuation in value and may have additional risks than other investment options with stocks of larger, more stable companies.

⁴ The Principal Stable Value Fund (the Fund), is a collective investment trust maintained by Principal Global Investors Trust Company, (the Trust Company). Morley Capital Management (Morley), a specialized investment boutique of Principal Global Investors, LLC (the Adviser), serves as investment manager with respect to the Fund, subject to the Trust Company's supervision and review. The Adviser is an indirect wholly owned subsidiary of Principal Financial Group and is under common control with the Trust Company. The Fund is not a mutual fund and is not registered with the Securities and Exchange Commission, the State of Oregon, or any other regulatory body. Units of the Fund are not deposits or obligations of, guaranteed by, or insured by the Trust Company or any affiliate, and are not insured by the FDIC or any other federal or state government agency. The value of the Fund may fluctuate so that when redeemed, units may be worth more or less than the original cost. The declaration of trust, participation agreement, and disclosure documents contain important information about investment objectives, risks, fees and expenses associated with investment in the Fund and should be read carefully before investing. Direct investment in the Fund is limited to participating trusts (also known as investing plan/trust) that meet certain requirements described in the declaration of trust, that enter into a participation agreement with the Trust

Company. The Fund cannot accept investment directly from individuals and is subject to restrictions regarding transfer and withdrawal of assets including potential deferral of withdrawal requests by up to 12 months, as defined in the applicable declaration of trust.

⁵ The Principal Fixed Income Guaranteed Option is a guarantee backed by the general account of Principal Life. As a guaranteed contract, it does not have an investment management fee or expense ratio; those are concepts unique to investment products. The Rate Level Service Fee illustrated here represents a part of a overall fee arrangement that the plan pays for services from Principal Life as a provider of administrative services to the plan, as agreed to in the Service and Expense Agreement for the plan.

⁶ Each index based investment option is invested in the stocks or bonds of the index it tracks. Performance of indexes reflects the unmanaged results for the market segment the selected stocks or bonds represent. There is no assurance an index based investment option will match the performance of the index tracked.

⁷ This Separate Account invests solely in the least expensive share class of the Principal Funds. All voting rights associated with ownership of shares in the mutual fund are the rights of the Separate Account, not of contract holders investing in the Separate Account. For further information on the underlying mutual fund, see the prospectus of the fund.

⁸ International and global investment options are subject to additional risk due to fluctuating exchange rates, foreign accounting and financial policies, and other economic and political environments.

⁹ High yield investment options are subject to greater credit risk and volatility that is associated with high yield bonds.

¹⁰ Investment manager/sub-advisor means either the Investment Advisor or Sub-Advisor to the investment option or the underlying asset(s). Principal Life Insurance Company is the Investment Manager as defined by ERISA, with regard to the assets of some Separate Accounts. Refer to the factsheet for more information.

¹¹ This Fund uses alternative strategies such as arbitrage, leverage, derivatives and shorting securities. Long/short investing does not guarantee lower risk associated with equity markets, capitalization, sector swings or other factors and may have higher turnover with additional tax consequences. Short selling risks include investment loss and added costs to cover short positions. International investing involves greater risks such as currency fluctuations, political/social instability and differing accounting standards. Use of alternative strategies may magnify risk. Securities such as bonds, equities, international and emerging market securities, and currencies are subject to risks associated with market and interest rate movements. The Fund is non-diversified and may be more susceptible to price volatility if the Fund does not meet its objective. Investors should not expect significant outperformance during market rallies. Additional risks are included in the Fund's prospectus.

¹² Selecting a target date fund series is also authorizing any additional vintage which is launched by the investment provider for the series, and included in their associated materials, to be added to the plan after proper notification.

¹³ Investing involves risk, including possible loss of principal. Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options.

¹⁴ Principal Fixed Income Guaranteed Option is not FDIC insured and is not an obligation or deposit for any bank nor guaranteed by a bank. The guarantees provided with regard to the Principal Fixed Income Guaranteed Option are supported by the general account of Principal Life. Principal Fixed Income Guaranteed Option is the Group Annuity Contract - Custodial Guaranteed Interest Contract available through Principal Life Insurance Company, a member of the Principal Financial Group®, Des Moines, Iowa, 50392.

¹⁵ Collective investment trusts (CITs) are available for investment only by eligible retirement plans and entities. Participation in CITs is generally governed by the terms of a Declaration of Trust and a Participation or Adoption Agreement, which is signed by the retirement plans fiduciary at the time the plan invests in the CITs. In addition, various other documents may contain important information about the CITs including Fund Descriptions, Statement of Characteristics or Investment Guidelines, and/or other fee or investment disclosure documents. All of these documents may contain important information about CIT fees, investment objectives, and risks and expenses of the underlying investments in the CITs and should be read carefully before investing. To obtain a copy, you will need to contact the plan sponsor or trustee of the CIT.

¹⁶ Collective Investment Trusts (CITs) are not insured by FDIC or any other type of deposit insurance; are not deposits or other obligations of, and are not guaranteed by any firm or their affiliates; and involve investment risks, including possible loss of principal invested. CITs are not mutual funds and are exempt from registration and regulation under the Investment Company Act of 1940 (the 1940 Act), and their units are not registered under the Securities Act of 1933, or applicable securities laws of any state or other jurisdiction. Unit holders of the Funds are not entitled to the protections of the 1940 Act. The decision to invest in CITs should be carefully considered. The CITs unit values will fluctuate and may be worth more or less when redeemed, so unit holders may lose money. CITs are not sold by prospectus and are not available for investment by the public; Fund prices are not quoted in newspapers.

¹⁷ The net crediting rate shown for the Principal Fixed Income Guaranteed Option is an effective annual rate and is displayed here as the composite crediting rate guaranteed by Principal Life net of the fees for administrative and recordkeeping services to the plan illustrated in the Rate Level Service Fee column.

¹⁸ Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options. Fixed-income investment options are subject to interest rate risk, and their value will decline as interest rates rise.

¹⁹ Asset allocation does not guarantee a profit or protect against a loss. Investing in real estate, small-cap, international, and high-yield investment options involves additional risks.

²⁰ There is no guarantee that a target date investment will provide adequate income at or through retirement. A target date fund's (TDF) glidepath is typically set to align with a retirement age of 65, which maybe your plan's normal retirement date (NRD). If your plan's NRD/age is different, the plan may default you to a TDF based on the plans NRD/Age. Participants may choose a TDF that does not match the plan's intended retirement date but instead aligns more to their investment risk. Compare the different TDF's to see how the mix of investments shift based on the TDF glide path.

²¹ Real Estate investment options are subject to investment and liquidity risk and other risks inherent in real estate such as those associated with general and local economic conditions. Property values can decline due to environmental and other reasons. In addition, fluctuation in interest rates can negatively impact the performance of real estate investment options.

²² This Separate Account invests solely in the least expensive share class of a mutual fund (Fund) from Principal Funds, Inc. Principal Global Investors, LLC invests up to 30% of the Fund's assets in equity securities in an attempt to match the performance of the Fund's benchmark index. The Fund's remaining assets are managed by the sub-advisors.

²³ Due to the unique composition of this portfolio, the quantitative score displayed is based solely on its risk adjusted-performance relative to an index because a suitable peer group is not available to properly score this investment option.

²⁴ Total Investment Expense Net and Total Expense Gross is obtained from Morningstar or directly from the Trust Company and rounded to the nearest one hundredth. For additional information, please contact the plan sponsor or trustee of the Collective Investment Trust (CIT).

²⁵ For investment options, returns for all time periods, except the Since Inception time frame, may include the historical performance of the oldest share class of the investment, adjusted to reflect a portion of the fees and expenses of this share class. Since Inception returns display the actual return of this share class and do not reflect the adjusted returns of the oldest share class. Please see the fund's prospectus or if CIT, the offering document for more information on specific expenses, and the investment options most recent shareholder report for actual date of first sale. For a CIT, you may need to contact the plan sponsor or plan advisor, if applicable. Expenses are deducted from income earned by the investment option. As a result, dividends and investment results will differ for each share class.

²⁶ Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure.

²⁷ These results are for the investment options selected by your plan, and may be different from the results for other plans.

²⁸ Past performance is not a guarantee of future results. Principal values and investment returns will fluctuate so that values upon redemption may be worth more or less than original costs. Total returns illustrated are net of investment expenses and management fees.

²⁹ Nonqualified plan sponsors may include Principal Fixed Income Guaranteed Option as an available investment option to reference when measuring a nonqualified participant's benefits, as described in certain nonqualified plan materials. The guarantee of principal and interest through the group annuity contract is not a representation that a nonqualified plan sponsor holds any assets for paying these benefits.

³⁰ International and global investing involves greater risks such as currency fluctuations, political/social instability and differing accounting standards.

³¹ An interest in Principal Fixed Income Guaranteed Option may be obtained by a nonqualified plan sponsor to use that interest as a corporate asset to aid in financing liabilities to nonqualified plan participants. Participants in a nonqualified plan do not own an interest in the contract, although a liability owed to a nonqualified participant may be tracked by an interest attributed to such nonqualified participant. All limitations on transfers and withdrawals, including surrender charges and early termination charges, apply to the Plan Sponsor's Interest in the contract with respect to a nonqualified plan.

³² For the Principal LifeTime Hybrid Collective Investment Funds (CITs), Total Investment Expense Net equals the sum of these expenses: (a) the amount of money, expressed as a percentage, deducted for the cost of managing the collective investment trust, and where applicable, fees for plan administrative services and compensation to your Financial Professional based on the amount of business they have with us including such factors as total deposits and assets, plus (b) if the collective investment trust invests in an underlying mutual fund, separate account, or collective investment trust, the total investment operating expenses of the underlying investment option, as listed in the most recent prospectus if applicable.

³³ Participating Employer's Interest applies where the retirement plan that has an interest in Principal Fixed Income Guaranteed Option is a Pooled Employer Plan or a Multiple Employer Plan.

³⁴ The Principal LifeTime Hybrid Collective Investment Funds are collective investment trusts maintained by Principal Global Investors Trust Company, (the Trust Company). The Trust Company has retained Principal Global Investors, LLC (the Adviser), to serve as investment adviser with respect to the Principal LifeTime Hybrid CITs, subject to the Trust Company's supervision and review. The Adviser is an indirect wholly owned subsidiary of Principal Financial Group, Inc. and is under common control with the Trust Company. The Adviser also manages portfolios which may be included as underlying investments in the Principal LifeTime Hybrid CITs. The Adviser receives management fees from these portfolios. The Adviser or other affiliates of the Trust Company may provide services to the Principal LifeTime Hybrid CITs and may receive fees for such services. The Principal LifeTime Hybrid CITs are available only to certain qualified retirement plans and governmental 457(b) plans.

³⁵ The Trust Company is regulated by the State of Oregon. Units of the CITs are not deposits or obligations of, guaranteed by, or insured by the Trust Company or any affiliate, and are not insured by the FDIC or any other federal or state government agency. The value of the CITs will fluctuate so that when redeemed, units may be worth more or less than the original cost. The declaration of trust, participation agreement, and disclosure documents contain important information about investment objectives, risks, fees and expenses associated with investment in the CITs and should be read carefully before investing. The declaration of trust and a copy of the participation agreement can be obtained from your plan administrator.

³⁶ The Investment Advisor will display "Multiple Sub-Advisors" for certain target-date, target-risk and specialty investment options where the assets are directed by the Investment Manager to multiple underlying investment options. These underlying investment options may use multiple sub-advisors who are responsible for the day-to-day management responsibilities.

³⁷ Asset allocation and diversification do not ensure a profit or protect against a loss. Additionally there is no guarantee this investment option will provide adequate income at or through retirement.

³⁸ These calculated returns reflect the historical performance of the oldest share class of the fund, adjusted to reflect a portion of the fees and expenses of this share class. For time periods prior to inception date of the fund, predecessor performance is reflected. Please see the fund's prospectus for more information on specific expenses, and the fund's most recent shareholder report for actual date of first sale. Expenses are deducted from income earned by the fund. As a result, dividends and investment results will differ for each share class.

³⁹ The risks associated with derivative investments include that the underlying security, interest rate, market index, or other financial asset will not move in the direction the Investment Adviser and/or Sub-Advisor anticipated, the possibility that there may be no liquid secondary market, the risk that adverse price movements in an instrument can result in a loss substantially greater than a fund's initial investment, the possibility that the counterparty may fail to perform its obligations; and the inability to close out certain hedged positions to avoid adverse tax consequences.

⁴⁰ Fixed-income investment options are subject to interest rate risk, and their value will decline as interest rates rise. Neither the principal of bond investment options nor their yields are guaranteed by the U.S. government.

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Since inception returns are only shown for funds/accounts in existence for less than 10 years.

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What type of investor are you?

Not sure what type of investor you are? No problem.

These two simple questions can help:

1 How comfortable are you with risk?

2 How long until you retire?

If you know the answers to these, you'll be able to make more well-informed choices about where to put the money in your account. That's important because how the money is invested can have a big impact on how you may live in retirement.

Take this short quiz to help you determine how to allocate your money.

1. How much do you know about investing?

- Just learning the ropes 0 points
- Somewhat knowledgeable 6 points
- An expert 12 points

-----> **points**

2. When you're planning for your retirement and want to invest some money, what is your main goal?

- Not losing money 0 points
- Keeping your money and making more money 8 points
- Making as much money as possible 17 points

-----> **points**

3. How likely are you to put money in investments that earn stable but lower returns?

- Very likely 0 points
- Likely 5 points
- Unlikely 9 points
- Very unlikely 14 points

-----> **points**

4. How comfortable are you with the value of your investments rising and falling over time?

- Not comfortable 0 points
- Neutral 6 points
- Comfortable 12 points

-----> **points**

5. One of your investments is suddenly underperforming and you're showing a loss — what would you do?

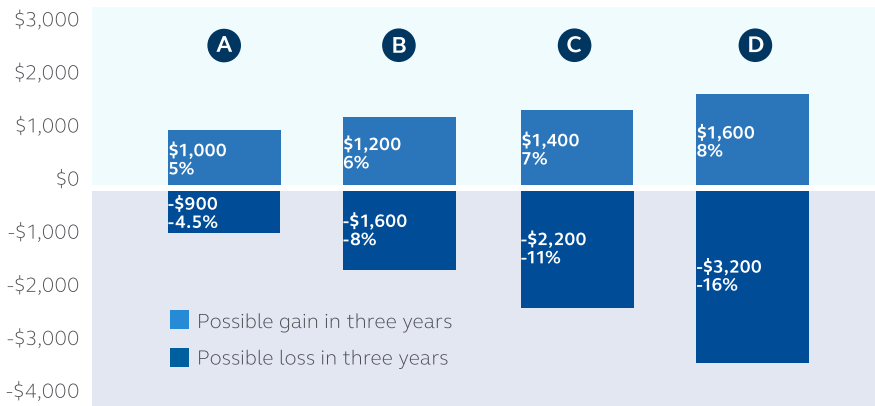
- Immediately move to a less risky investment
- Wait it out at least a year before changing your investment
- Stick with the current investment

0 points
7 points
13 points

points

6. You were given \$20,000 to invest in one of the four scenarios shown below.

The chart shows the best case and worst case returns of each investment over the past three years. Which scenario would you choose?



Percentage of the total value gain/loss.

These figures are hypothetical and do not guarantee any future returns nor represent the performance of any particular investment. This is for illustrative purposes only.

- A 0 points
- B 5 points
- C 9 points
- D 14 points

points

7. You put \$5,000 in one of your investments and plan to keep it for 10 years. During the first year, the overall stock market loses value — including the money you invested. Are you more likely to:

- Sell all of your investment
- Sell some of your investment
- Leave your investment alone
- Buy more of your investment

0 points
6 points
12 points
17 points

points

Total Points

Years to retirement

When do you plan to begin taking money out of your account?



Where did you land?

Based on your answers to the quiz, let's determine which investor profile best describes you. Your investor profile can help you figure out what mix of investment options may be right for you by showing how money could be allocated into the plan's various types of investments across different levels of risk.

First, calculate your quiz score. > **Then**, confirm your years to retirement. > **Next**, determine where these two meet on the chart below.

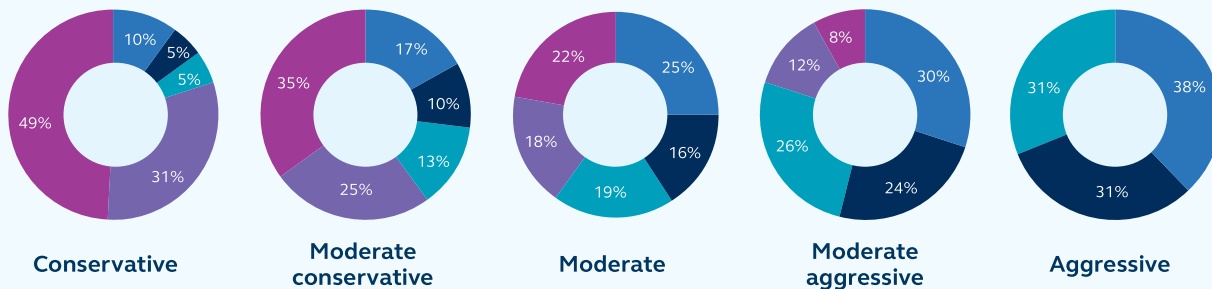
The color of the box where these intersect will match one of the five investor profiles below.

Years to retirement:	Score 0-17	Score 18-41	Score 42-61	Score 62-83	Score 84-100
≤5 years					
6-10 years					
11-15 years					
16-20 years					
21+ years					
	Conservative	Moderate conservative	Moderate	Moderate aggressive	Aggressive

Please keep in mind that this is simply a guideline and for educational purposes only. It is not intended to tell you how to invest. We suggest that you review your investment profile at least annually or as life changes occur to help ensure you're still meeting your goals.

Does this sound like you?

Investor profiles



Low risk/return <----- Levels of risk -----> High risk/return

● Large U.S. Equity ● Small/Mid U.S. Equity ● Global/International Equity ● Fixed Income ● Short-Term Fixed Income

Depending on the objectives of the investment options selected in each asset class, investors may experience price fluctuations and have the potential to lose value. **Asset allocation and diversification do not ensure a profit or protect against a loss.**

Log on to principal.com to make or modify your investment selection.

Profile descriptions

Whether you're taking this quiz to help select your mix of investments or to verify if your own education model aligns, the five pie charts represent a mix of risk levels that apply to investments that fit within each profile description. Based on the quiz results, consider if the investor profile and description match what type of investor you are.

Conservative This allocation is designed for the more cautious investor, one with sensitivity to short-term losses and/or a shorter time horizon. It is targeted toward the investor seeking investment stability from the investable assets but still seeking to beat inflation over the long term. The main objective of this investor is to preserve capital while providing income potential. Investors may expect fluctuations in the values of this portfolio to be smaller and less frequent than in more aggressive portfolios.

Moderate conservative This allocation may be appropriate for the investor who seeks both modest capital appreciation and income potential from his or her portfolio. This investor will have either a moderate time horizon or a slightly higher risk tolerance than the most conservative investors. While this allocation is still designed to preserve capital, fluctuations in the values of this portfolio may occur from year to year.

Moderate This allocation may suit the investor who seeks relatively stable growth with a lower level of income potential. An investor in the moderate risk range will have a higher tolerance for risk and/or a longer time horizon than more conservative investors. The main objective of this investor is to achieve steady growth while limiting fluctuation to less than that of the overall stock market.

Moderate aggressive This allocation is designed for investors with a relatively high tolerance for risk and a longer time horizon. These investors have little need for current income and seek above-average growth from their investable assets. The main objective of this profile is capital appreciation, and its investors should be able to tolerate moderate fluctuations in their portfolio values.

Aggressive This allocation may be appropriate for investors who have both a high tolerance for risk and a long investment time horizon. The main objective of this profile is to provide high growth, which means the investor is not as concerned with receiving current income. This portfolio may have larger and more frequent fluctuations from year to year, making it potentially less desirable for investors who do not have both a high tolerance for risk and an extended investment horizon.

Morningstar Investment Management LLC, periodically reviews and adjusts profile asset allocation model percentages based upon their economic outlook and current market conditions.

Investing involves risk, including possible loss of principal. Asset allocation and diversification do not ensure a profit or protect against a loss.

Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options.

Fixed-income investments are subject to interest rate risk; as interest rates rise their value will decline.

Lower-rated securities are subject to additional credit and default risks.

Small and mid-cap stocks may have additional risks including greater price volatility.

International and global investing involves greater risks such as currency fluctuations, political/social instability and differing accounting standards.

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821680/ALIGN Precision 401(k) Plan

09/11/2025