

# Fourth Quarter 2024 Earnings and 2025 Outlook

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**PRINCIPAL FINANCIAL GROUP**

February 6, 2025

# Key takeaways

## Delivering on long-term guidance

**11%**  
EPS growth<sup>1</sup>  
(9-12% target)

**13.7%**  
ROE<sup>2</sup>  
(14-16% target)

**80%**  
FCF %<sup>3</sup>  
(75-85% target)

## Capital

- Strong excess and available capital position of \$1.6B
- Seasonally strong free capital flow conversion in 4Q24; full year conversion within our 75-85% targeted range
- Returned \$1.7B excess capital to shareholders during 2024: \$1.0B share repurchases; \$0.7B common stock dividends
- Raised 1Q25 common stock dividend to \$0.75, a 2-cent increase from 4Q24 and +9% from 1Q24

## 2025 Outlook

- Enterprise outlook: 9-12% growth in non-GAAP EPS, 75-85% free capital flow conversion<sup>4</sup>, ROE 14-16%
- \$1.4B - \$1.7B of capital deployments in 2025, including \$0.7B - \$1.0B of share repurchases and a 40% dividend payout ratio<sup>4</sup>
- New \$1.5B share repurchase authorization, in addition to \$0.8B remaining on prior authorization as of the end of 2024

1 This is a non-GAAP measure, see reconciliation in appendix. Excludes significant variances, see slides 17 and 19 for more details. 2 Non-GAAP return on equity, excluding cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment. Excludes impacts from 2024 actuarial assumption review. 3 Based on non-GAAP net income attributable to PFG, excluding income or loss from exited business. Excludes impacts from 2024 actuarial assumption review. 4 Based on non-GAAP net income attributable to PFG, excluding income or loss from exited business.

# Full year 2024 financial highlights

## Delivering on long-term guidance

<b>11%</b>	<b>13.7%</b>	<b>80%</b>
EPS growth <sup>1</sup>	ROE <sup>2</sup>	FCF % <sup>3</sup>
(9-12% target)	(14-16% target)	(75-85% target)

## FY 2024 operating results

Reported non-GAAP operating earnings <sup>5</sup>	Non-GAAP operating earnings, excluding significant variances (xSV) <sup>1</sup>
<b>\$1,641M</b>	<b>\$1,799M</b>
(+2% vs. FY 2023)	(+6% vs. FY 2023)
Reported non-GAAP operating earnings per diluted share (EPS) <sup>5</sup>	Non-GAAP EPS, xSV <sup>1</sup>
<b>\$6.97</b>	<b>\$7.65</b>
(+6% vs. FY 2023)	(+11% vs. FY 2023)

## Capital & liquidity

Excess and available capital	Debt to capital ratio <sup>4</sup>
<b>\$1.6B</b>	<b>22.8%</b>
<b>\$830M</b> at Hold Co	PLIC RBC ratio
<b>\$300M</b> excess subsidiary capital	<b>404%</b>
<b>\$430M</b> in excess of 375% RBC	

## Capital deployments

FY 2024 capital deployments
<b>\$1.7B</b> returned to shareholders:
<b>\$1.0B</b> of share repurchases
<b>\$0.7B</b> of common stock dividends
(\$2.85 per share; 10% over prior year)

## AUM & NCF

Total company AUM managed by PFG
<b>\$712B</b>
(+3% vs. 2023)
Total company NCF
<b>\$(5.0)B</b>
(\$9.4)B in 2023)

1 This is a non-GAAP measure, see reconciliation in appendix. Excludes significant variances, see slide 17 for more details. 2 Non-GAAP return on equity, excluding cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment. Excludes impacts from 2024 actuarial assumption review. 3 Based on non-GAAP net income attributable to PFG, excluding income or loss from exited business. Excludes impacts from 2024 actuarial assumption review. 4 This is a non-GAAP financial measure. Debt to capital ratio excludes cumulative change in fair value of funds withheld embedded derivative and AOCI. 5 This is a non-GAAP financial measure; see reconciliation in appendix.

# 4Q 2024 financial highlights

Announced additional **\$1.5B** share repurchase authorization  
**\$0.8B** remains on existing authorization

## 4Q 2024 Operating results

Reported non-GAAP  
operating earnings<sup>1</sup>

**\$448M**

(+2% vs. 4Q23)

Reported non-GAAP  
operating earnings per  
diluted share<sup>1</sup> (EPS)

**\$1.94**

(+6% vs. 4Q23)

Non-GAAP operating earnings,  
excluding significant variances (xSV)<sup>2</sup>

**\$485M**

(+11% vs. 4Q23)

Non-GAAP EPS, xSV<sup>2</sup>

**\$2.10**

(+16% vs. 4Q23)

## Capital deployments

4Q 2024 capital deployments

**\$466M** returned to shareholders:

**\$300M** of share repurchases

**\$166M** of common stock dividends

Announced 1Q 2025 common stock dividend

**\$0.75**

+9% from 1Q 2024 dividend

## Net cash flow

Total company NCF

**\$(1.2)B**

(\$ (4.0)B in 4Q23)

# Priorities to drive sustained growth

## **Retirement Ecosystem**

Uniquely positioned to capture workplace opportunities through expertise and continued investment

## **Small and Midsized Business**

Built to serve diverse SMB segments with a resilient, long-tenured customer base that drives performance

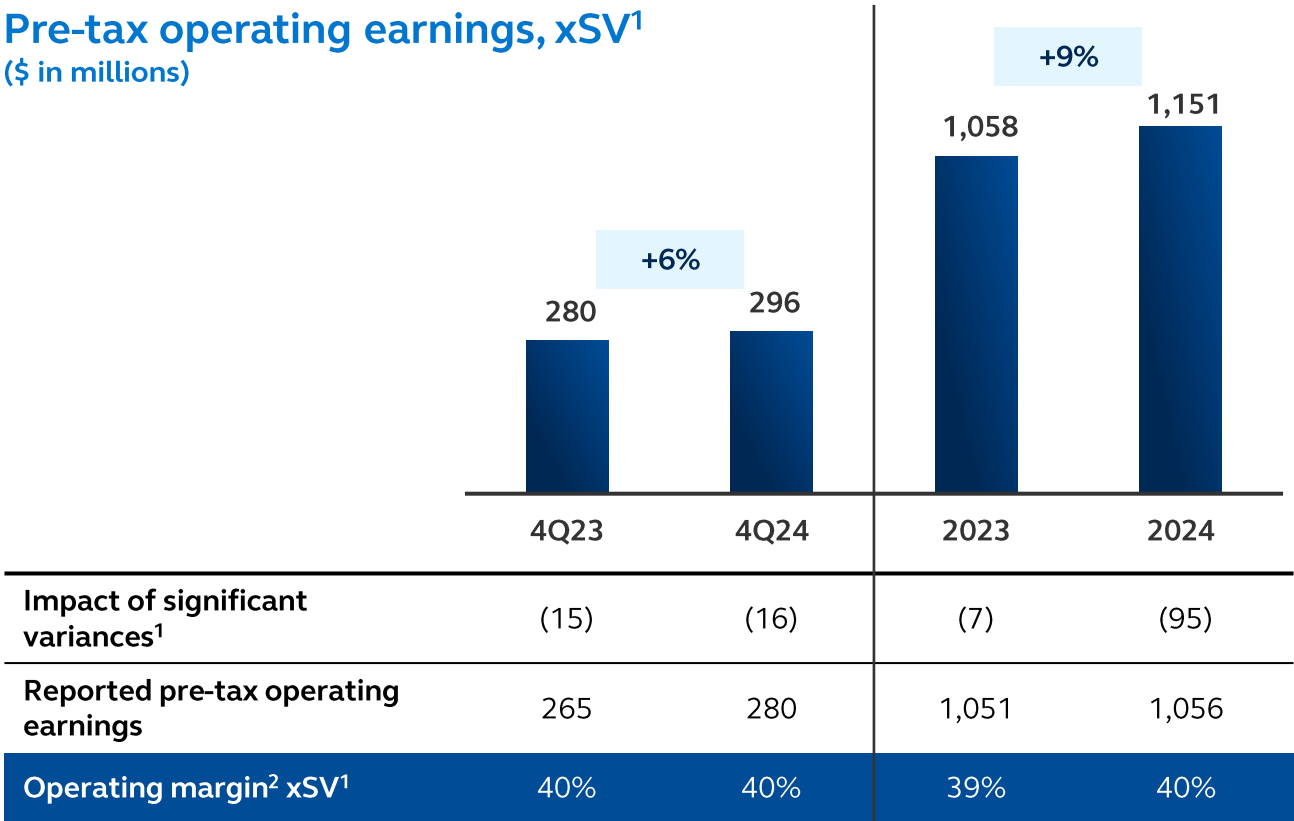
## **Global Asset Management**

Driving global asset management growth with a focused and integrated strategy

# Retirement and Income Solutions

Delivered above guided revenue growth and top end of margin guidance

## Pre-tax operating earnings, xSV<sup>1</sup> (\$ in millions)



## Highlights

- Pre-tax operating earnings xSV<sup>1</sup> increased 6% primarily due to growth in the business, favorable market performance and higher net investment income
- 4Q24 transfer deposits up 57% to \$9B; full year transfer deposits up 16% to \$32B, including \$3B in PRT
- Recurring deposits +6% vs 4Q23 and +7% vs FY 2023

## Key metrics

Trailing twelve month basis<sup>1</sup>

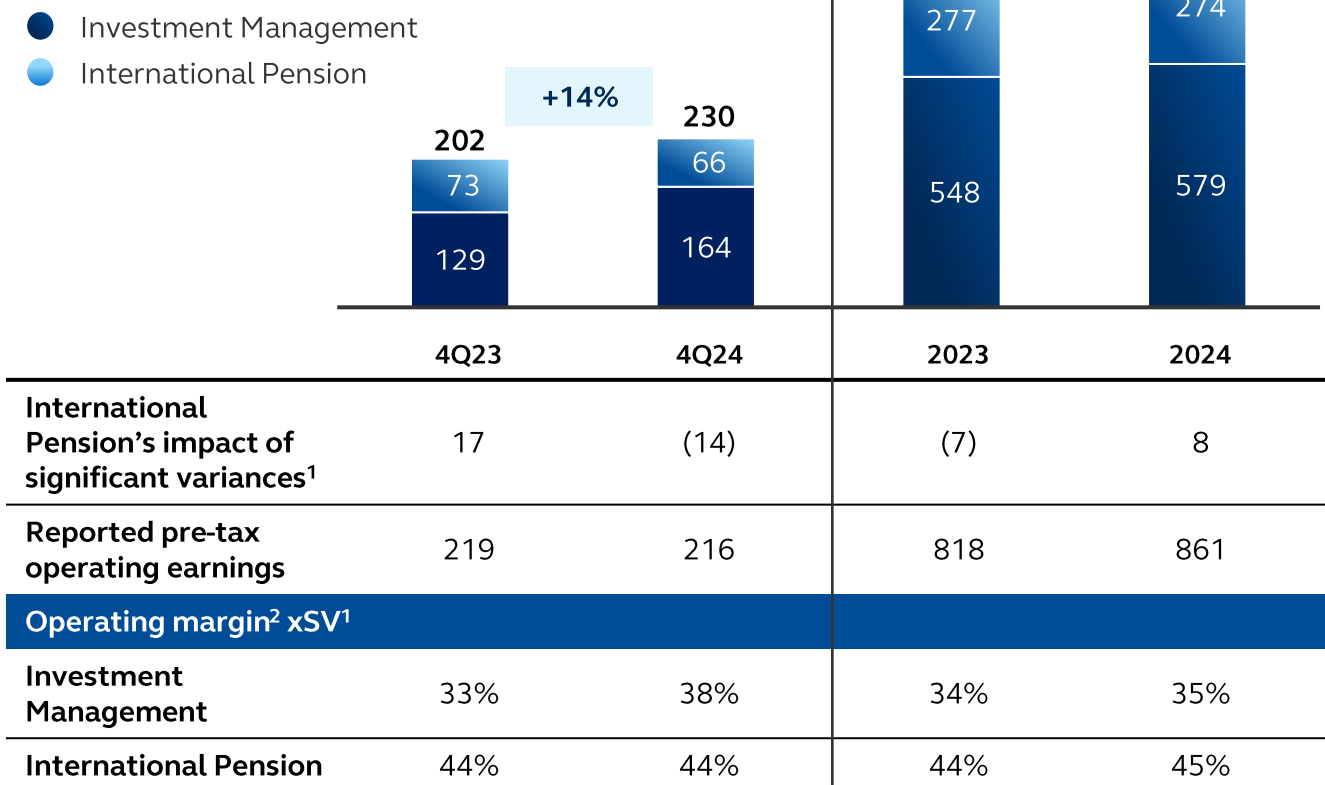
	2024	2024 outlook
Net revenue	+7%	2-5%+
Operating margin <sup>2</sup>	40%	36-40%

1 Impact of VII in 4Q24 and 4Q23. Trailing twelve months excludes impacts of actuarial assumption reviews and other significant variances. 2 Pre-tax operating earnings divided by net revenue.

# Principal Asset Management

Delivered 100 bps of margin expansion in 2024

## Pre-tax operating earnings, xSV<sup>1</sup> (\$ in millions)



1 Impact of VII and lower than expected encaje performance, offset by Latin American inflation in 4Q24; higher than expected encaje performance and impact of VII in 4Q23. Trailing twelve months excludes impacts of actuarial assumption reviews and other significant variances. 2 Investment Management's operating margin is pre-tax operating earnings, adjusted for noncontrolling interest, divided by operating revenues less pass-through expenses; International Pension's operating margin is pre-tax operating earnings divided by net revenue. 3 This is a non-GAAP financial measure, see reconciliation in appendix.

## Highlights

- Pre-tax operating earnings xSV<sup>1</sup> increased 14% from 4Q23 primarily due to growth in management fees, partially offset by FX headwinds and lower performance fees
- Investment Management 4Q24 non-affiliated net cash flow of +\$0.5B driven by record retirement investment sales
- Investment Management fee rate 29-30 bps
- International Pension pre-tax operating earnings xSV<sup>1</sup> increased 8% from 4Q23 on a constant currency basis
- FX headwinds impacted International Pension adjusted PTOE by \$12M compared to 4Q23 and \$26M on a trailing twelve months basis

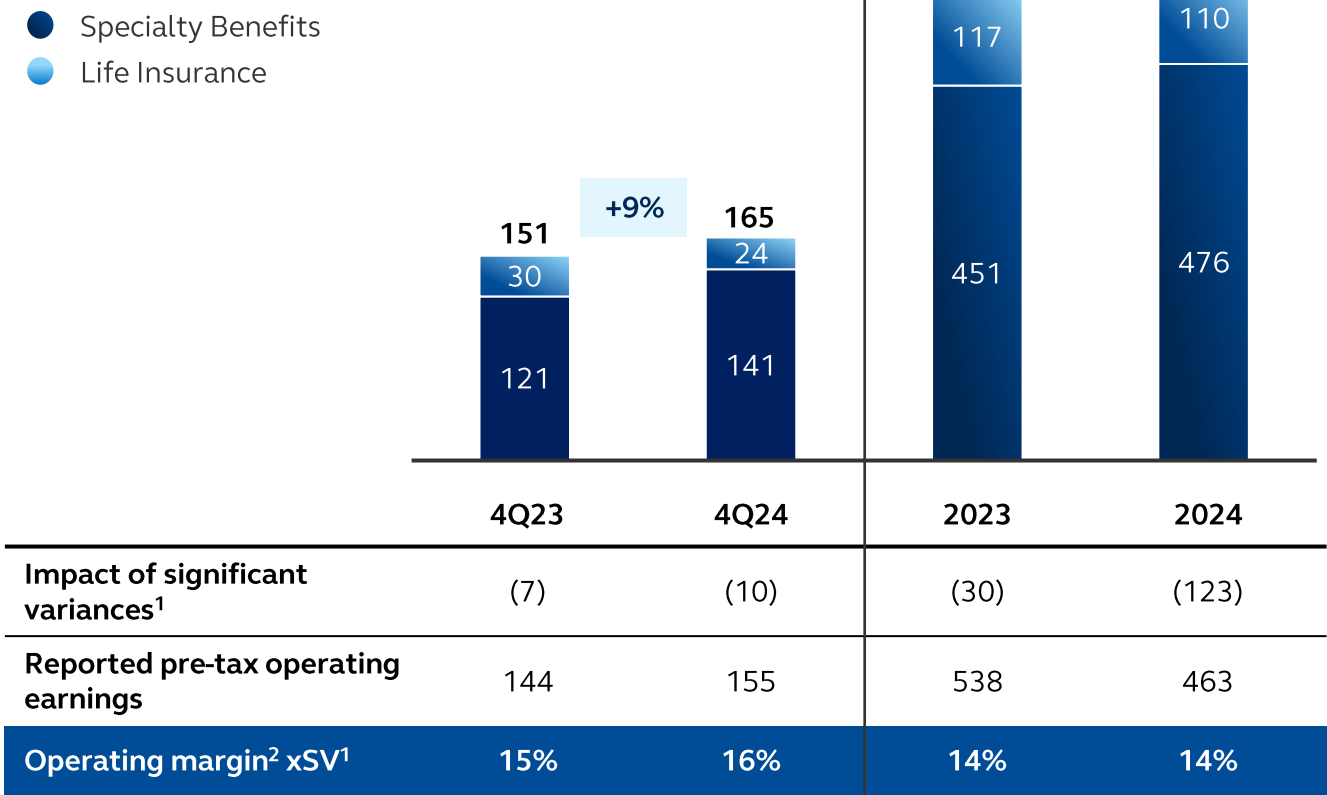
## Key metrics

Trailing twelve month basis <sup>1</sup>	Investment Management	International Pension
	2024	2024
Operating revenues less pass-through expenses <sup>3</sup>	+4%	
Net revenue		-3%
Net revenue x-FX		+4%
Operating margin <sup>2</sup>	35%	45%

# Benefits and Protection

Delivered on premium and fees growth and Specialty Benefits margin

## Pre-tax operating earnings, xSV<sup>1</sup> (\$ in millions)



## Highlights

- Pre-tax operating earnings xSV<sup>1</sup> increased 9% from 4Q23 as more favorable underwriting results in group life and group disability, along with business growth in Specialty Benefits was partially offset by higher mortality in Life Insurance
- FY 2024 Specialty Benefits premium and fees growth of 7%, driven by growth in the business while maintaining underwriting discipline
- FY 2024 Life Insurance premium and fees growth of 1% as strong business market growth of 16% more than offset the runoff of the legacy block

## Key metrics

Trailing twelve month basis<sup>1</sup>

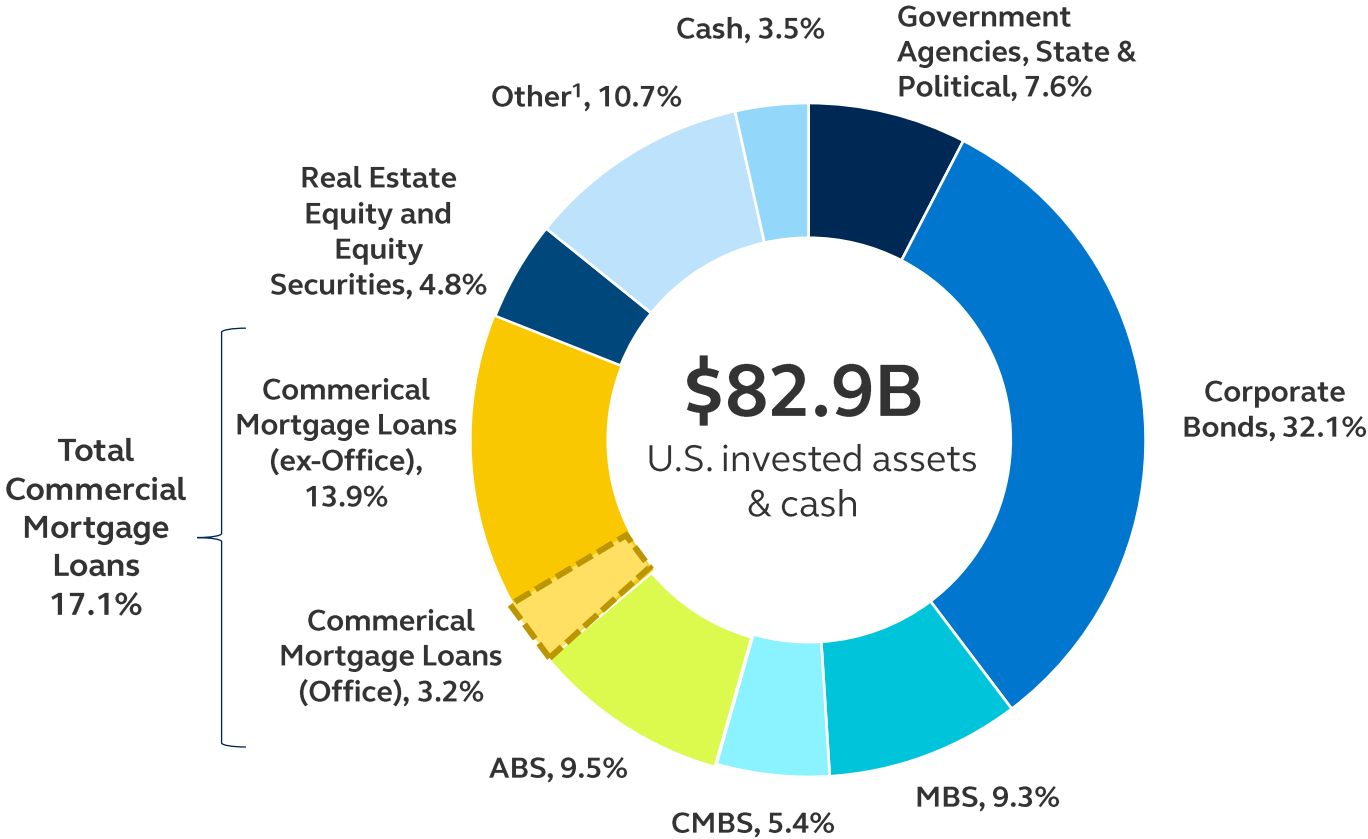
	Specialty Benefits		Life Insurance	
	2024	2024 outlook	2024	2024 outlook
Premium and fees	+7%	7-10%	+1%	1-4%
Operating margin <sup>2</sup>	15%	12-16%	12%	15-19%
Loss ratio	60%	60-65%		

1 Impact of VII, model refinements, and GAAP-only regulatory closed block dividend adjustment in 4Q24; impact of VII in 4Q23. Trailing twelve months excludes impacts of actuarial assumption reviews and other significant variances. 2 Pre-tax operating earnings divided by premium and fees.



# High quality and diversified investment portfolio

U.S. invested assets and cash; excluding funds withheld, as of 12/31/2024



## Highlights

- Portfolio remains high quality, diversified, and well-positioned; matches our liability profile that has lower liquidity needs
- CML portfolio remains healthy with average LTV 50% and DSC 2.3x
- Favorably resolved all 2024 office maturities
- Underlying metrics of 2025 CML Office maturities are strong; 8 loan maturities totaling approximately \$300M
- [Link to supplemental slide deck](#)

<sup>1</sup> Other includes residential mortgage loans, policy loans, and other investments.

# 2025 Outlook

# 2025 Outlook

Well-positioned to deliver strong enterprise growth aligned with long-term targets

## Enterprise outlook

- **2025 outlook aligned with long-term guidance**
  - 9-12% growth in EPS<sup>1</sup>
    - Above targeted range on a reported basis
  - 75-85% free capital flow conversion<sup>2</sup>
  - 14-16% ROE<sup>3</sup>
- **Focused on returning excess capital to shareholders;** targeting \$1.4B - \$1.7B of capital deployments in 2025
  - Includes \$0.7B - \$1.0B of share repurchases and 40% dividend payout ratio<sup>2</sup>
  - New \$1.5B share repurchase authorization, in addition to \$0.8B remaining on prior authorization as of year-end of 2024

## Assumptions

- **Seasonality considerations:**
  - Approximately \$40M of seasonally higher expenses in Investment Management in 1Q 2025, with no impact on full year outlook
  - Higher loss ratio in the first half of the year in Benefits and Protection
  - Free capital flow conversion increases throughout the year
- **Variable investment income:** improved relative to 2024

1 Non-GAAP operating earnings per diluted share; excludes significant variances. 2 Based on non-GAAP net income attributable to PFG, excluding income or loss from exited business. 3 Non-GAAP return on equity, excluding cumulative change in fair value of funds withheld embedded derivative and AOCI other than foreign currency translation adjustment.

# 2025 Outlook

Guidance ranges on an excluding significant variances basis

		2024 EPS <sup>1</sup> x-SV	Long-term guidance	
<b>Total Company</b>	<b>EPS growth</b>	\$7.65	9 - 12%	Growth above range on a reported basis
	Effective tax rate		17 - 20%	
		2024 x-SV <sup>2</sup>	Medium-term guidance (2025-2027)	2025 considerations
<b>Retirement and Income Solutions</b>				
<b>Retirement and Income Solutions</b>	Net revenue	\$2,896M	2 - 5%	
	Operating margin	39.8%	37 - 41%	Margin improvement from 2024
<b>Principal Asset Management</b>				
<b>Investment Management</b>	Operating revenues less pass-through expenses	\$1,669M	4 - 7%	
	Operating margin	35.4%	34 - 38%	
<b>International Pension</b>	Net Revenue	\$615M	4 - 7%	Flat net revenue growth due to FX headwinds
	Operating margin	44.6%	45 - 49%	Low end of the margin guidance
<b>Benefits &amp; Protection</b>				
<b>Specialty Benefits</b>	Premium and fees	\$3,257M	6 - 9%	Low end of range due to underwriting discipline
	Operating margin	14.6%	13 - 16%	
	Incurred loss ratio	60.4%	60 - 64%	Lower half of range
<b>Life Insurance</b>	Premium and fees	\$929M	1 - 4%	At or above the high end of the range
	Operating margin	11.8%	12 - 16%	Lower end of the range
<b>Corporate</b>	<b>Pre-tax operating losses</b>	\$(388M)	\$(375)M - \$(425)M	In line with 2024

1 Non-GAAP operating earnings per diluted share excludes impacts of significant variances. 2 2024 revenue figures exclude the impacts of significant variances; see slide 18 for details.

# Appendix

# Investment performance

54% of fund-level AUM has 4 or 5 star rating from Morningstar<sup>1,2</sup>

Asset Weighted	% of AUM outperforming Morningstar median <sup>3</sup>				% of composite AUM outperforming benchmarks <sup>4</sup>			
As of 12/31/2024	1-Year	3-Year	5-Year	10-Year	1-Year	3-Year	5-Year	10-Year
Equity	71%	43%	62%	97%	79%	46%	80%	87%
Fixed Income	21%	76%	78%	78%	82%	78%	97%	98%
Asset Allocation <sup>5</sup>	71%	73%	82%	84%	N/A	N/A	N/A	N/A
Total	65%	60%	72%	89%	79%	58%	83%	86%

Equal Weighted	% of funds outperforming Morningstar median <sup>3</sup>				% of composites outperforming benchmarks <sup>4</sup>			
As of 12/31/2024	1-Year	3-Year	5-Year	10-Year	1-Year	3-Year	5-Year	10-Year
Equity	46%	40%	48%	80%	65%	44%	70%	84%
Fixed Income	44%	50%	60%	64%	75%	67%	90%	95%
Asset Allocation <sup>5</sup>	57%	61%	70%	70%	N/A	N/A	N/A	N/A
Total	51%	51%	60%	72%	69%	54%	76%	86%

1 Asset weighted.

2 Includes only funds with ratings assigned by Morningstar; non-rated funds excluded (85 total, 80 are ranked).

3 Percentage of Principal actively managed mutual funds, exchange traded funds (ETFs), insurance separate accounts, and collective investment trusts (CITs) in the top two Morningstar quartiles. Excludes Money Market, Stable Value, Liability Driven Investment (Short, Intermediate and Extended Duration), Hedge Fund Separate Account, & U.S. Property Separate Account.

4 Composite returns are calculated on a gross basis. All composites compared to official Global Investment Performance Standards (GIPS) composite benchmark. Excludes passive composites and doesn't include certain strategies or mandates for which GIPS composites are not calculated (e.g., Lifetime/Target Date strategies). Lifetime/Target Date funds are covered under separate peer-relative calculations. "Total" percentages include equities, fixed income and other asset classes and mandates with GIPS composites (e.g., asset allocation).

5 Coverage of asset allocation strategies in benchmark-relative composites is minimal and non-informative. Please see Morningstar rankings above for informative asset allocation performance.

# Disciplined capital management strategy

With emphasis on actively returning excess capital to shareholders

	Targeted range as a percentage of net income <sup>1</sup> :	
Organic capital deployment	15-25%	Capital efficient business mix
Consistent dividend payout ratio	40%	Growth of dividend will track growth in net income <sup>1</sup>
Share repurchases	35-45%	Active return of excess capital to shareholders through share repurchases
M&A	0-10%	Enhancement of capabilities and support of organic growth through strategic M&A

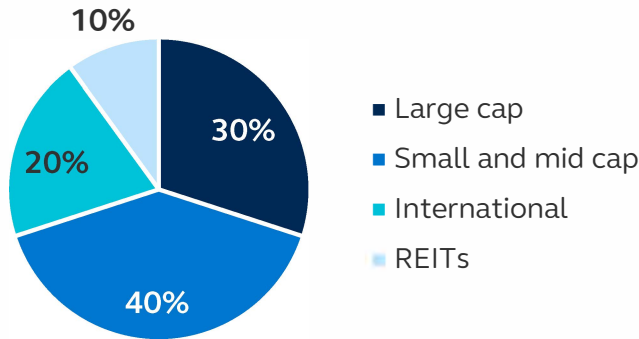
<sup>1</sup> Based on net income attributable to PFG excluding income or loss from exited business.

# Market sensitivities

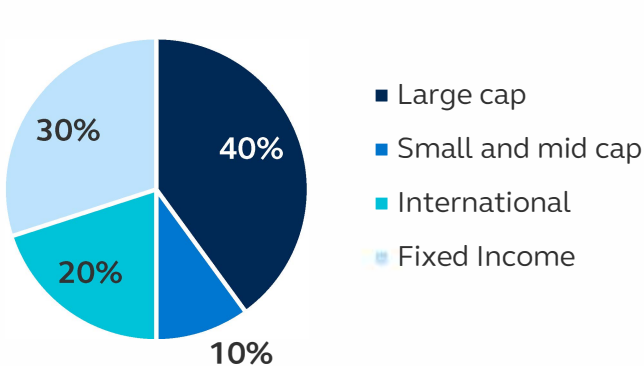
Estimated impacts of changes in key macroeconomic conditions on annual non-GAAP pre-tax operating earnings relative to the next 12 months, prior to management expense actions:

If macroeconomics change by...	Equity market return <sup>1</sup> +/- 10%	Interest rates +/-100 bps	FX: U.S. Dollar <sup>2</sup> +/- 2%	Certain alternative investment valuation <sup>3</sup> +/- 10%
Then Principal’s annual non-GAAP pre-tax operating earnings will change by...	+/- 5-8%	+/- (1)-1%	+/- < 1%	+/- <8%
And the primary businesses impacted are...	RIS Investment Management	All	International Pension	RIS Life Insurance Specialty Benefits

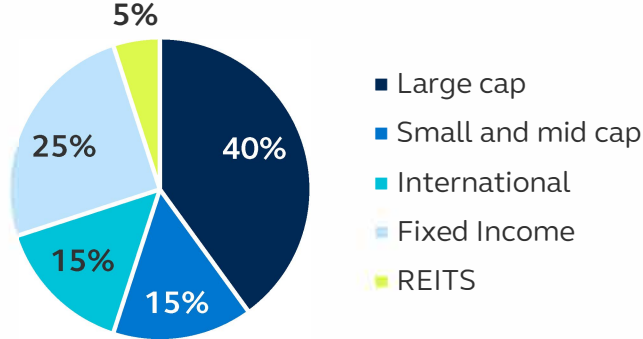
Investment Management  
Equity AUM Exposure



Investment Management  
Asset allocation AUM Exposure



RIS  
Asset-based fee revenue



1 Assumes an immediate 10% change in the S&P 500 followed by 2% growth per quarter thereafter. 2 Principal is primarily impacted by changes in Latin American and Asian currencies. Inverse relationship between movement of the U.S. dollar and impact to non-GAAP pre-tax operating earnings. 3 Includes hedge funds, private equity, infrastructure, and direct lending assets. Separate and distinct from our equity risk associated with a decline in the S&P 500 index, assumes an immediate 10% decline in the value of these assets, followed by a 2% per quarter increase. Note: The impact to income before income taxes is materially consistent with the impact to non-GAAP pre-tax operating earnings.



# Full year 2024 significant variances

Earnings impacts of significant variances (in millions)

	3Q Actuarial assumption review	Variable investment income	Encage and inflation	Other <sup>1</sup>	Total significant variances
Retirement and Income Solutions	\$(16.7)	\$(78.5)	-	-	\$(95.2)
International Pension	\$21.1	\$(20.2)	\$7.3	-	\$8.2
Specialty Benefits	\$(11.6)	\$(15.0)	-	\$9.7	\$(16.9)
Life Insurance	\$(74.8)	\$(20.5)	-	\$(11.0)	\$(106.3)
Corporate	-	\$12.0	-	-	\$12.0
Total pre-tax impact	\$(82.0)	\$(122.2)	\$7.3	\$(1.3)	\$(198.2)
Total after-tax impact	\$(68.8)	\$(94.0)	\$5.0	\$(1.0)	\$(158.8)
EPS impact					\$(0.68)

<sup>1</sup> Other significant variances in 2024 YTD include 1) impact of modeling refinement in Specialty Benefits; 2) impact of GAAP-only regulatory closed block dividend adjustment in Life Insurance.

# Full year 2024 significant variances

Revenue impacts of significant variances (in millions)

Business Unit	Revenue metric	2024 revenue, as reported	Actuarial assumption review	Variable investment income	Encaje and inflation	2024 revenue, X-SV
<b>Retirement and Income Solutions</b>	Net revenue	\$2,801	\$(17)	\$(78)	-	\$2,896
<b>Investment Management</b>	Operating revenues less pass-through expenses	\$1,669	-	-	-	\$1,669
<b>International Pension</b>	Net revenue	\$623	\$21	\$(20)	\$7	\$615
<b>Specialty Benefits</b>	Premium and fees	\$3,257	-	-	-	\$3,257
<b>Life Insurance</b>	Premium and fees	\$927	\$(2)	-	-	\$929

# 4Q 2024 significant variances

Business unit impacts of significant variances (in millions)

	Variable investment income	Encaje and inflation	Other <sup>1</sup>	Total significant variances
<b>Retirement and Income Solutions</b>	\$(16.0)	-	-	\$(16.0)
<b>International Pension</b>	\$(4.9)	\$(8.7)	-	\$(13.6)
<b>Specialty Benefits</b>	\$(4.0)	-	\$9.7	\$5.7
<b>Life Insurance</b>	\$(5.0)	-	\$(11.0)	\$(16.0)
<b>Corporate</b>	\$(5.4)	-	-	\$(5.4)
<b>Total pre-tax impact</b>	\$(35.3)	\$(8.7)	\$(1.3)	\$(45.3)
<b>Total after-tax impact</b>	<b>\$(28.7)</b>	<b>\$(6.8)</b>	<b>\$(1.0)</b>	<b>\$(36.5)</b>
<b>EPS impact</b>				\$(0.16)

<sup>1</sup> Other significant variances in 4Q24 QTD include 1) impact of a modeling refinement in Specialty Benefits; 2) impact of GAAP-only regulatory closed block dividend adjustment in Life Insurance.

# Non-GAAP financial measure reconciliations

	Three months ended (in millions)	
Investment Management operating revenues less pass-through expenses	12/31/24	12/31/23
Operating revenues	\$474.6	\$433.1
Commissions and other expenses	(38.9)	(35.2)
<b>Operating revenues less pass-through expenses</b>	<b>\$435.7</b>	<b>\$397.9</b>

	Three months ended (in millions)	
Non-GAAP operating earnings (losses)	12/31/24	12/31/23
Net income attributable to PFG	\$905.4	\$(871.7)
Net realized capital (gains) losses, as adjusted	94.6	141.4
(Income) loss from exited business	(551.9)	1,170.8
<b>Non-GAAP operating earnings</b>	<b>\$448.1</b>	<b>\$440.5</b>

	Three months ended	
Diluted earnings per common share	12/31/24	12/31/23
Net income	\$3.92	\$(3.66)
Net realized capital (gains) losses, as adjusted	0.41	0.59
(Income) loss from exited business	(2.39)	4.85
Impact of dilutive shares	-	0.05
<b>Non-GAAP operating earnings</b>	<b>\$1.94</b>	<b>\$1.83</b>
<b>Weighted-average diluted common shares outstanding (in millions)</b>	<b>231.2</b>	<b>241.3</b>

	Three months ended (in millions)	
Income taxes	12/31/24	12/31/23
Total GAAP income taxes	\$209.9	\$(268.0)
Net realized capital gains (losses) tax adjustments	18.9	35.3
Income taxes attributable to noncontrolling interest	-	(0.3)
Income taxes related to equity method investments	16.9	21.0
Income taxes related to exited business	(146.9)	311.3
<b>Income taxes</b>	<b>\$98.8</b>	<b>\$99.3</b>

# Non-GAAP financial measure reconciliations

	Twelve months ended (in millions)	
Non-GAAP operating earnings (Losses)	12/31/24	12/31/23
Net income attributable to PFG	\$1,571.0	\$623.2
Net realized capital (gains) losses, as adjusted	135.3	87.9
(Income) loss from exited business	(65.8)	891.7
<b>Non-GAAP operating earnings</b>	<b>\$1,640.5</b>	<b>\$1,602.8</b>

	Twelve months ended	
Diluted earnings per common share	12/31/24	12/31/23
Net income	\$6.68	\$2.55
Net realized capital (gains) losses, as adjusted	0.57	0.36
(Income) loss from exited business	(0.28)	3.64
<b>Non-GAAP operating earnings</b>	<b>\$6.97</b>	<b>\$6.55</b>
<b>Weighted-average diluted common shares outstanding (in millions)</b>	<b>235.3</b>	<b>244.6</b>

	Twelve months ended (in millions)	
Income taxes	12/31/24	12/31/23
Total GAAP income taxes	\$291.7	\$68.7
Net realized capital gains (losses) tax adjustments	16.1	22.0
Income taxes attributable to noncontrolling interest	(0.5)	(0.6)
Income taxes related to equity method investments	74.8	78.9
Income taxes related to exited business	(17.6)	238.1
<b>Income taxes</b>	<b>\$364.5</b>	<b>\$407.1</b>

	Twelve months ended (in millions)	
Investment Management operating revenues less pass-through expenses	12/31/24	12/31/23
Operating revenues	\$1,820.7	\$1,749.6
Commissions and other expenses	(152.1)	(143.3)
<b>Operating revenues less pass-through expenses</b>	<b>\$1,668.6</b>	<b>\$1,606.3</b>

# Non-GAAP financial measure reconciliations

	Period ended (in millions)
<b>Stockholders' equity x- cumulative change in fair value of funds withheld embedded derivative and AOCI other than foreign currency translation adjustment, available to common stockholders</b>	<b>12/31/24</b>
Stockholders' equity	\$11,131.3
AOCI, other than foreign currency translation adjustment	3,438.9
Cumulative change in fair value of funds withheld embedded derivative	(2,381.3)
Noncontrolling interest	(44.9)
<b>Stockholders' equity x- cumulative change in fair value of funds withheld embedded derivative and AOCI other than foreign currency translation adjustment, available to common stockholders</b>	<b>\$12,144.0</b>

	Period ended
<b>Non-GAAP operating earnings ROE (x- cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment) available to common stockholders</b>	<b>12/31/24</b>
Net Income ROE available to common stockholders (including AOCI)	14.3%
Cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment	(1.7)%
Net realized capital (gains) losses	1.1%
(Income) loss from exited business	(0.5)%
<b>Non-GAAP operating earnings ROE (x- cumulative change in fair value of funds withheld embedded derivative and AOCI, other than foreign currency translation adjustment) available to common stockholders</b>	<b>13.2%</b>

# Additional Disclosures

## Use of non-GAAP financial measures

A non-GAAP financial measure is a numerical measure of performance, financial position, or cash flow that includes adjustments from a comparable financial measure presented in accordance with U.S. GAAP.

The company uses a number of non-GAAP financial measures management believes are useful to investors because they illustrate the performance of the company's normal, ongoing operations which is important in understanding and evaluating the company's financial condition and results of operations. While such measures are also consistent with measures utilized by investors to evaluate performance, they are not, however, a substitute for U.S. GAAP financial measures. Therefore, the company has provided reconciliations of the non-GAAP financial measures to the most directly comparable U.S. GAAP financial measure within the slides. The company adjusts U.S. GAAP financial measures for items not directly related to ongoing operations. However, it is possible these adjusting items have occurred in the past and could recur in future reporting periods. Management also uses non-GAAP financial measures for goal setting, as a basis for determining employee and senior management awards and compensation and evaluating performance on a basis comparable to that used by investors and securities analysts.

The company also uses a variety of other operational measures that do not have U.S. GAAP counterparts, and therefore do not fit the definition of non-GAAP financial measures. Assets under management is an example of an operational measure that is not considered a non-GAAP financial measure.

## Forward looking statements

This presentation contains statements that constitute forward looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements relating to share repurchases and planned dividends, the realization of our growth and business strategies and results from ongoing operations. Forward looking statements are made based upon our current expectations and beliefs concerning future developments and their potential effects on us. Such forward looking statements are not guarantees of future performance and actual results may differ materially from the results anticipated in the forward-looking statements. We describe risks, uncertainties and factors that could cause or contribute to such material differences in our filings with the Securities and Exchange Commission, including in the "Risk Factors" and "Note Concerning Forward-Looking Statements" sections in our annual report on Form 10-K for the year ended Dec. 31, 2023, as updated or supplemented from time to time in subsequent filings. We assume no obligation to update any forward-looking statement for any reason, which speaks as of its date.