Principal Financial Group

Directors Matching Gift Program:

Beginning, August 2006, Principal Life will match charitable gifts of non-employee directors to the United Way up to an annual aggregate limit for each such director of $10,000 per calendar year during a Director's term and for each of the three years following the director's retirement from the board under the Directors Charitable Matching Gift Program. This is a new addition to the program, pursuant to which Principal Life currently matches the charitable gifts of non-employee directors to eligible section 501(c) (3) organizations up to an annual aggregate limit for each such director of $6,000 per calendar year. The directors who make personal charitable gifts that Principal Life matches derive no financial benefit from the Directors Matching Gift Program since all charitable contribution tax deductions for the Principal Life matching gifts accrue solely to Principal Life.

Employee Programs:

Matching contributions – gifts made by eligible employees to qualified educational institutions and United Way are eligible for the Principal Financial Group Foundation, Inc., matching gift program.

Volunteerism - The Principal Volunteer Network is committed to promoting volunteerism throughout the company with a particular emphasis on providing information for one-time projects and opportunities with short-term commitment.