



Principal[®] Plan Summary

United States Fund for UNICEF Deferred
Compensation 457(b) Plan - 475351

Purpose of the Plan

To attract and retain a select group of management or highly compensated employees and to provide them an opportunity to defer compensation on a pre-tax basis and accumulate tax-deferred earnings to achieve their financial goals. United States Fund for UNICEF Deferred Compensation 457(b) Plan provides the following benefits:

- Opportunity to defer compensation in excess of qualified retirement plan limits on a pre-tax basis.*
- Earnings accumulate tax-deferred.
- Systematic savings through payroll deduction.
- Various reference investment choices (see details at the end of this summary).
- Ability to tailor benefit distribution options to meet personal needs.

* Please note, contributions to the plan are subject to FICA when benefits vest. Plan participant deferrals may not be deductible in all states. Contribution amounts are limited by plan rules.

Plan Design

Participant Eligibility

Determined by the Company

Effective Date

This is an amendment and restatement of a plan named United States Fund for UNICEF Deferred Compensation 457(b) Plan with an effective date of January 1, 2002. The Effective Date of this amended and restated Plan is December 1, 2023. This is amendment number 1.

Eligible Compensation and Participant Deferral Limits

Your Compensation shall mean:

W-2 Compensation

Participant Deferral Credits

You may elect to have your Compensation deferred within the limits below:

W-2 Compensation
maximum deferral: 100%

Employer Credits

Employer Discretionary Credits:

The Employer may make discretionary credits to the Deferred Compensation Account of each Participant in an amount determined as follows:

Crediting Date - Participant Credits

The Deferred Compensation Account of a Participant shall be credited with the amount of any Participant Deferral to such account at the time designated below:

Any business day on which Participant Deferrals are received by the Provider.
Employer credits shall be credited to the account on the date received.

Vesting

Participant Deferrals are 100% vested immediately.

Employer Discretionary Credits are 100% vested immediately.

Deferred Compensation Account

Participant's deferred compensation account provides the opportunity to restore lost benefits due to IRS limitations and / or provide supplemental benefits to meet retirement goals.

Qualifying Distribution Events and Election of Form of Payment

You elect the form of payment for Qualifying Distribution Events at the time you enroll in the plan. You may change your distribution elections one time following the entry into the plan as long as the change is made before distribution start. Acceleration of payments is prohibited. Please note under section 401(a)(9) established by the IRS you may be required to take a distribution from the plan known as minimum required distributions (MRD). Your required distribution must begin the later of April 1st of the calendar year following the calendar year in which you turn 70½ or you separate from service. There is a 50% excise tax imposed on any required distribution amount which is not distributed in a timely manner. If your account balance is less than \$100,000.00 at the time of a Qualifying Distribution Event, you will be paid benefits in a single lump sum regardless of the election made.

If you have an existing 457(b) plan through another tax exempt employer, you may be eligible to move your existing 457(b) to this plan. At the time of separation from service you may be able to transfer this plan into another 457(b) plan. Restrictions may apply. You may not roll your 457(b) into an IRA or other type of retirement plan.

Separation from Service (without regard to age)

Distribution payment made as a lump sum

Distribution payments made as Annual installments up to 10 years

Elective Distributions

The Plan includes a provision allowing you to take an in-service distribution from your accounts in an amount that does not exceed \$5,000. Certain restrictions apply.

Unforeseeable Emergency

Participant may elect to receive distributions under the Plan upon an Unforeseeable Emergency.

Disability

Distribution payment made as a lump sum

Distribution payments made as Annual installments up to 10 years

Death

Distribution payment made as a lump sum

Plan Considerations

The Plan is a nonqualified deferred compensation plan. Unlike a qualified plan, your Employer is not required to fund the benefits payable under the Plan. In other words, amounts you defer may not be paid into a trust for the purpose of paying your Plan benefits. Even if deferred amounts are set aside in a trust, any value in the trust is subject to the Company's general creditors.

Account Information

Quarterly statements of account values will be provided to the Participant

For account information such as benefit valuation account, reference investment allocation or performance, log on to <http://www.principal.com> or call (800) 547-7754

Plan administered by the Committee

Plan Year ends on the last business day of December

The Employer does desire to establish a "rabbi" trust for the purpose of setting aside assets of the Employer contributed thereto for the payment of benefits under the Plan.

Reference Investments

Reference investments are investment fund options selected by the Plan. You select reference investments for your benefit account. The performance of the reference investments you select affects the value of your benefit account.

Reference investments may or may not actually be held by the Plan or set aside by the Company. If reference investments are held by the Plan, they are subject to the prior claims of your Employer's general creditors.

Changes in value of the reference investments will be credited to your benefit account(s) each business day that the reference investments are available for trading, generally whenever the New York Stock Exchange is open.

HEART Act Distributions

Participant may elect to receive a lump sum distribution under the Plan upon serving 30 days or more of active duty in the uniformed services.

In the event of any discrepancies the plan document and adoption agreement will govern.



Principal Life Insurance Company, Des Moines, Iowa 50392-001, www.principal.com

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