

PIMCO Retirement Resources

Plan Sponsor Guide - April 2026

IMPORTANT NOTICE

Please note that the following contains the opinions of the manager as of the date noted, and may not have been updated to reflect real time market developments. All opinions are subject to change without notice.

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PIMCO Retirement: Partnering for your Success



PIMCO Retirement
Resources



Thought
Leadership



Featured
Solution Studies



Plan Sponsor
Support and
Participant
Engagement

PIMCO Retirement Resources

Our innovative retirement solutions are designed to meet the challenges of changing markets and account for the broadest range of investment objectives.

Footprint



\$135.3¹

Billion in DC AUM



\$28.9²

Billion in Stable Value AUM



~70,000³

Plans include a PIMCO strategy

Resources



25+⁴

Person Dedicated DC Practice Team



50+⁴

Person Investment Solutions Specialists



270+⁴

Portfolio Managers Worldwide

QDIA*

- RealPath Blend
- myTDF®
- Custom and Personalized Glide Path Services

Core Menu Strategies

Fixed Income

- Total Return
- Income
- Stable Value
- ESG

Equity

- StocksPLUS Suite
- RAE Suite

Real Assets

- Real Return
- Inflation Response Multi-Asset
- Commodities

Retirement Income Strategies

- Balanced Retirement Income
- Income

How can I learn more?

→ Visit pimco.com

→ Call your investment professional

→ Call us at 888.87.PIMCO

→ Email us at DCSolutions@pimco.com

¹ Source: PIMCO. As of 31 March 2026

²SV AUM reflects 31 March 2026 data including stable value external manager assets

³ Source: Brightscope. As of 31 March 2026

⁴ Source: PIMCO. As of 31 March 2026

*Qualified Default Investment Alternative - Refer to Appendix for additional ESG investing, investment strategy, myTDF and risk information.

Thought Leadership



2025 PIMCO US DC Consulting Study

Overview

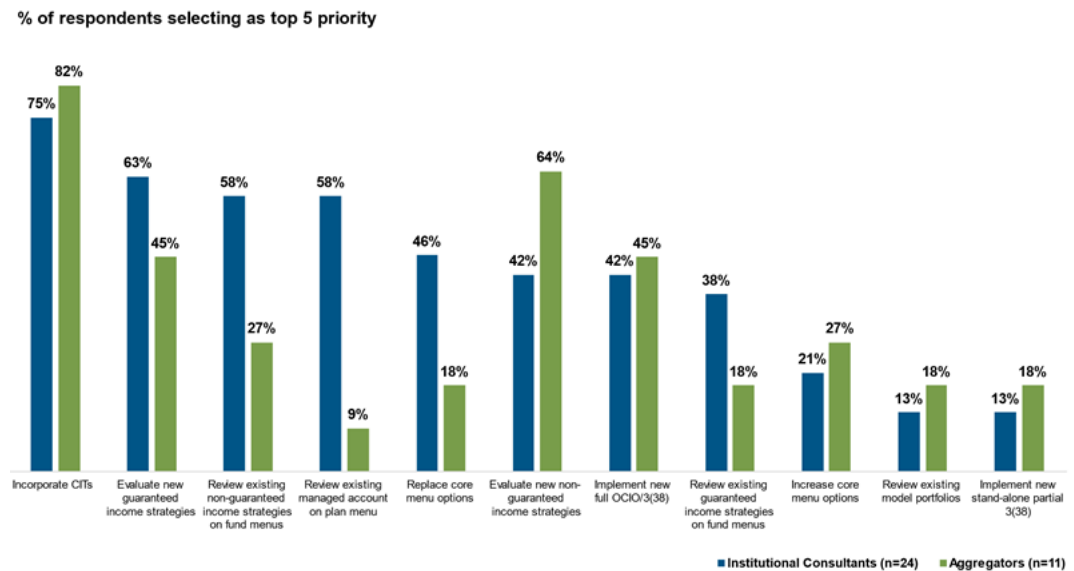
In its 19th year, the **PIMCO US Defined Contribution Consulting Study** seeks to help consultants, advisors and plan sponsors understand the breadth of views and consulting services available within the defined contribution (DC) marketplace.

Our 2025 study¹ captures data, trends and opinions from **35 consulting and advisory firms** who serve over **27,000 clients** with aggregate DC assets in excess of **\$8.85 trillion**.

Key Findings from the 2025 Study

- 1. Target Date Funds:** There is increasing adoption of blended TDFs, alongside a focus on leveraging participant demographics to enhance personalization.
- 2. Retirement Income:** Consultants note that DC plan clients without an open DB plan are more inclined to add guaranteed income options to their DC lineup, whereas those with an open DB plan tend to prioritize non-guaranteed income strategies
- 3. Private Markets:** Consultants are showing growing interest in incorporating private market assets into Asset Allocation and QDIA options. They anticipate rising plan sponsor interest and adoption, with private credit emerging as the leading option.

2025 Top 5 DC Client Investment Priorities²



¹ All responses were collected from January 14, 2025, through March 10, 2025.

² Over the next 12 months, what will your DC plan sponsor clients' top INVESTMENT MENU priorities be? For each plan type you work with, please select up to 5 plan sponsor priorities.

Outlooks and Viewpoints



PIMCO's Defined Contribution (DC) practice harnesses all of PIMCO's intellectual capital and investing acumen to help you **navigate an ever-changing retirement arena.**

Economic and Market Outlooks

→ Secular Outlook (Annual)

- We focus on the outlook for the next three to five years, allowing us to position portfolios to benefit from structural changes and global trends
- Our distinguished guest speakers – Nobel laureates economists, policymakers, investors, and historians – bring valuable, multidimensional perspectives

→ Cyclical Outlook (3 per year)

- We focus on the outlook for the next six to 12 months, analyzing business cycle dynamics across major economies
- We seek to identify potential changes in monetary and fiscal policies, market risk premiums, and relative valuations that drive portfolio positioning

Viewpoints and Featured Solutions

- Nudged Onto the Roller Coaster
- Coming Next to DC Plans: Personalized Target Date Funds
- Auto-Personalization and Plan Sponsor Suitability: Benefits for Sponsors and Participants Alike
- PIMCO's Personalization Efficiency Index: Quantifying the Benefits of Personalization in Defined Contribution Plans
- Good News for Retirement Income
- Plan Design in an Inflation-Sensitive World



For illustrative purposes only.

Check out our latest insights on the [defined contribution landing page](#) or subscribe [here](#) to receive the latest content directly to your inbox

Source: PIMCO. For illustrative purposes only. Refer to Appendix for additional investment strategy, target date funds and risk information.

Featured Solution Studies



Dedicated Defined Contribution Plan Tools and Resources

For more than 50 years, we've partnered with fiduciaries seeking the most prudent process and investment solutions. Our array of tools and resources are designed to help you **document** your **decisions**, and **invest with conviction**

Evaluating the Default

Detailed analysis using plan demographics to help fiduciaries evaluate, monitor, and document their QDIA decisions.

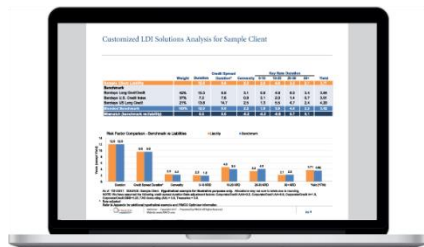
- **Glide Path Diagnostic**
Measure real outcomes based off of Capital Market Assumptions for each industry glide path, using actual plan participant data.
- **myTDF® Solutions Study**
Understand the difference personalization can bring to a retirement plan QDIA, using readily available information on recordkeeping platforms. Compare how a personalized TDF would allocate for each participant relative to the plan's existing QDIA.

Reports and diagnostics can be requested by reaching out to dcinstitutionalspecialists@pimco.com

Retirement Income Analysis

Tools to compare the spectrum of retirement income solutions available to Defined Contribution plans today.

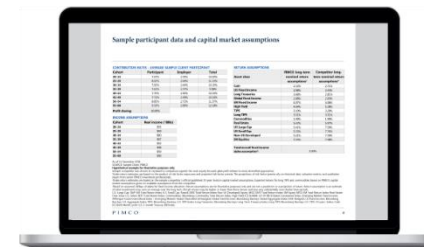
- **Retirement Income Solutions Landscape**
Understand the spectrum of retirement income solutions available today and how they align with specific participant spending objectives.
- **Retirement Tier Evaluation**
Compare retirement income strategies. Assess how varying spending rates in retirement may impact participant account balances and asset longevity.



Diversifying DC Menus

Solutions-based analytics to help fiduciaries assess plan menu options and enhance diversification.

- **The impact of diversifiers**
Analyze how diversifying investments such as real assets, private and alternative return sources complement traditional plan options
- **Expanding options for older participants**
Assess the benefits of including income-focused bond funds for participants nearing and in retirement, and their fit with current options

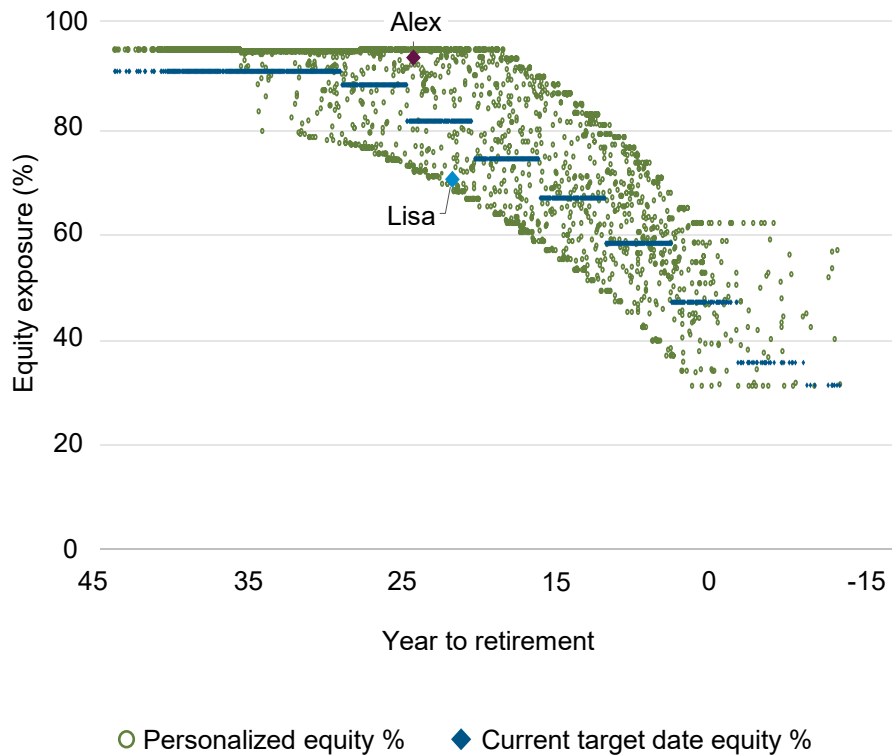


Source: PIMCO. For illustrative purposes only. Refer to Appendix for additional glide path, investment strategy and risk information.

Assess the benefits of personalization for your plan's population

Personalized allocations vs. current target date

Personalization may result in meaningful differences in asset allocation compared to the current target date



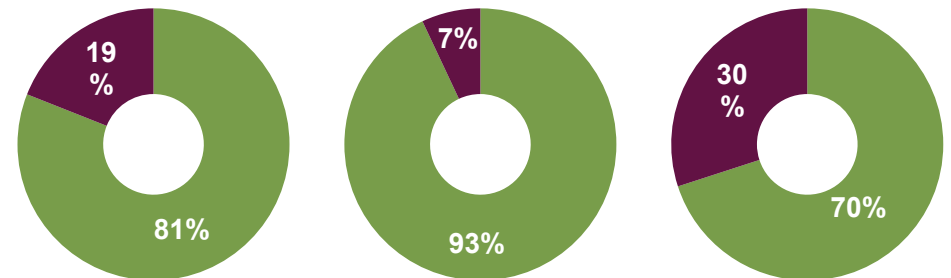
Transparency into the drivers of personalization

Same age, different paths to retirement

	Current target date ⁵	Alex	Lisa
Age	45	43	46
Annual salary	\$70k	\$54k	\$133k
Account balance	\$104k	\$73k	\$419k
Employee contribution	8%	4%	7%
Employer contribution	3%	2%	3%

Asset allocation:

■ Equity ■ Fixed income



⁵ Current target date: Assumptions for current target date based on PIMCO's industry average assumptions.

Source: PIMCO. Sample for illustrative purposes only. Charts are provided for illustrative purposes and are not indicative of the past or future performance of any PIMCO product.

Refer to Appendix for additional investment strategy, target date funds and risk information.

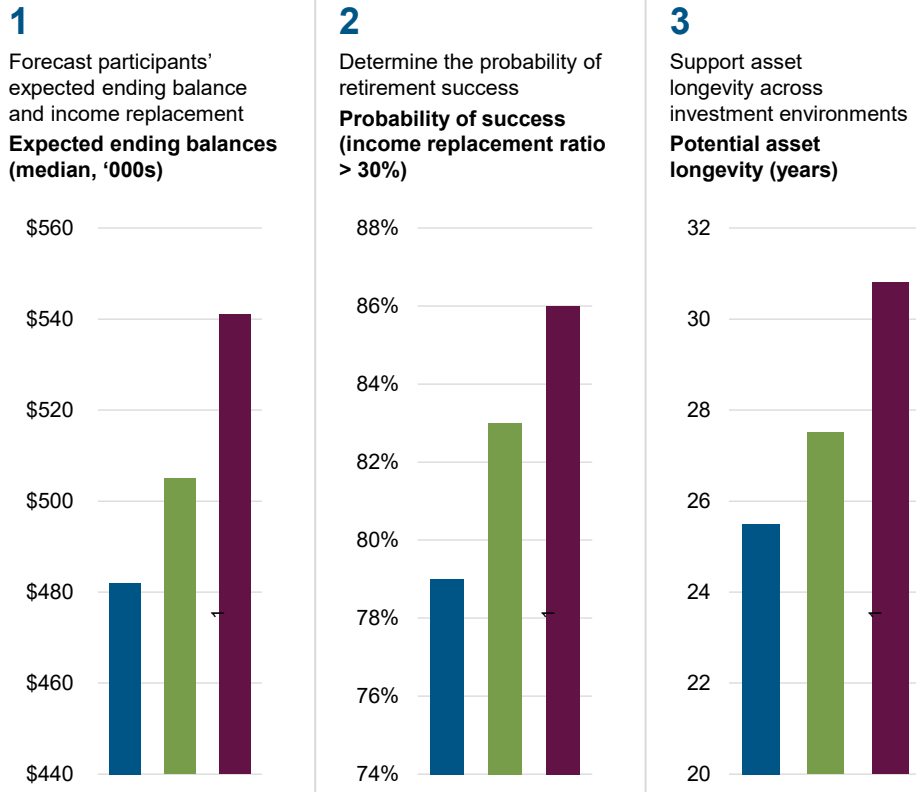
Assess the retirement readiness of your plan's population

GlidePath Diagnostic

Custom analysis designed to evaluate potential retirement outcomes for participants

Participant Outcomes Analysis

Customize inputs and assumptions using default (EBRI, PIMCO) or plan-specific data



Source: PIMCO. Sample for illustrative purposes only. Charts are provided for illustrative purposes as examples of the types of analysis we can provide upon request and are not indicative of the past or future performance of any PIMCO product. Refer to Appendix for additional glide path, investment strategy and risk information.

Retirement Tier Evaluation

Savings balances and asset longevity over time for various spending assumptions

Wealth Distribution, 4% Real Income

Savings as % of Starting Balance	Years Into Retirement					
	5	10	15	20	25	30
Mean	96%	94%	90%	82%	69%	49%
5 th Pctl	82%	74%	63%	48%	26%	0%
10 th Pctl	85%	78%	70%	55%	34%	4%
25 th Pctl	90%	86%	79%	67%	49%	23%
50 th Pctl	96%	94%	89%	81%	67%	45%
75 th Pctl	101%	102%	101%	95%	86%	69%
90 th Pctl	106%	110%	112%	111%	106%	96%
95 th Pctl	109%	115%	120%	121%	120%	114%

Wealth Distribution, 5% Real Income

Savings as % of Starting Balance	Years Into Retirement					
	5	10	15	20	25	30
Mean	90%	80%	65%	42%	15%	2%
5 th Pctl	77%	62%	41%	11%	0%	0%
10 th Pctl	80%	66%	47%	18%	0%	0%
25 th Pctl	85%	72%	55%	29%	0%	0%
50 th Pctl	90%	80%	64%	41%	7%	0%
75 th Pctl	95%	88%	75%	54%	24%	0%
90 th Pctl	100%	95%	85%	68%	41%	3%
95 th Pctl	103%	100%	92%	76%	52%	18%

Plan Sponsor Support and Participant Engagement



Benefits of partnering with PIMCO

Leverage PIMCO's global perspective and expertise for more than just pursuing alpha, whenever and wherever you need it

EDUCATION

ACCESS

ANALYTICS

NETWORKING

INSIGHT

PIMCO Institute

Deepen your understanding of global capital markets through interactive sessions with peers and PIMCO experts.



PIMCO Pro – Client Portal

Login to our dynamic, self-service digital platform to access customized portfolio information, value-add analytical tools, market data and many other new features.



Bespoke Client Analytics

Partner to generate objective, actionable insights that can help you attain portfolio outcomes and leverage complementary PIMCO analytics to deepen understanding of portfolio risk factors.



PIMCO Global Advisory Board

Access economic, political, and market insights from a team of renowned experts (Joshua Bolten, Gordon Brown, Michèle Flournoy, Raghuram Rajan, Janet Yellen).



Client-Driven Thought Leadership and Events

Receive regular PIMCO content applicable to broader market themes and specific client peer groups, alongside participation in a multitude of events across formats.



As of 31 March 2026; Source: PIMCO

Plan Sponsor Education

Fiduciary education

- Whether you're looking for specialized guidance or to simply expand your retirement acumen, our team is here to help in person, on-demand, and through customized consultations. It is also a great way or new joiners to get up to speed on their responsibilities.

Course offerings include:

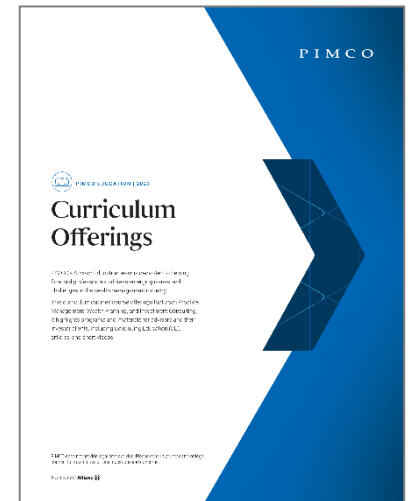
- Understanding SECURE Act 2.0
- Investment Committee Best Practices
- Maximizing Social Security Retirement Benefits

PIMCO Institute

- PIMCO Institute, exclusively available to PIMCO clients, is designed to help plan sponsors capitalize on investment opportunities across the global capital structure. Each session offers an engaging mix of lectures, panel discussions, and a dynamic portfolio simulation exercise.

Past session topics have included:

- Bond Boot Camp
- Equity Portfolio Construction
- Emerging Markets: Issues and Opportunities
- Managing Inflation Exposure
- Role of Alternatives and Absolute Return Investing



For illustrative purposes only.

Source: PIMCO

Participant Engagement

Awareness

- Leadership email/video
- Announcement email
- Postcards
- Breakroom posters
- Table Tents
- Desk Drops
- Digital Promotion Slide



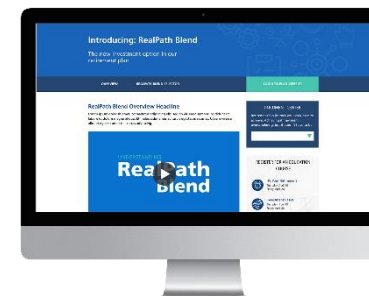
Education

- Fund One pagers
- Fund Brochures
- FAQs
- Webinars/Brainsharks
- Digital Outreach
- Social Posts
- Benefit Fair Participation
- General Retirement Content



Plan sponsor support

- Communication timeline
- Key talking points
- Train the Trainer
- Distribution language assistance
- Metrics tracking and ongoing support



Our participant resources are intended to be:

- White labeled to include the client's branding
- Complimentary for PIMCO clients
- Translatable into most languages for unique participant populations
- Customizable to topical plan interests, such as Retirement Income

Source: PIMCO

Appendix

Past performance is not a guarantee or a reliable indicator of future results.

All investments contain risk and may lose value. Investing in the **bond market** is subject to risks, including market, interest rate, issuer, credit, inflation risk, and liquidity risk. The value of most bonds and bond strategies are impacted by changes in interest rates. Bonds and bond strategies with longer durations tend to be more sensitive and volatile than those with shorter durations; bond prices generally fall as interest rates rise, and low interest rate environments increase this risk. Reductions in bond counterparty capacity may contribute to decreased market liquidity and increased price volatility. Bond investments may be worth more or less than the original cost when redeemed. **Equities** may decline in value due to both real and perceived general market, economic and industry conditions.

Glide Path is the asset allocation within a Target Date Strategy (also known as a Lifecycle or Target Maturity strategy) that adjusts over time as the participant's age increases and their time horizon to retirement shortens. The basis of the Glide Path is to reduce the portfolio risk as the participant's time horizon decreases. Typically, younger participants with a longer time horizon to retirement have sufficient time to recover from market losses, their investment risk level is higher, and they are able to make larger contributions (depending on various factors such as salary, savings, account balance, etc.). Generally, older participants and eligible retirees have shorter time horizons to retirement and their investment risk level declines as preserving income wealth becomes more important.

Target Date Funds are designed to provide investors with a retirement solution tailored to the time when they expect to retire or plan to start withdrawing money (the "target date"). Target Date Funds will gradually shift their emphasis from more aggressive investments to more conservative ones based on their target dates. Target Date Funds invest in other funds and instruments based on a long-term asset allocation glide path developed by PIMCO, and performance is subject to underlying investment weightings, which will change over time. An investment in a Target Date Fund does not eliminate the need for an investor to determine whether a Fund is appropriate for his or her financial situation. An investment in a Fund is not guaranteed. Investors may experience losses, including losses near, at, or after the target date, and there is no guarantee that a Fund will provide adequate income at and through retirement.

There is no guarantee that these investment strategies will work under all market conditions or are appropriate for all investors and each investor should evaluate their ability to invest long-term, especially during periods of downturn in the market.

myTDF® is a defined contribution or defined benefit plan solution that allows a plan participant to personalize their target date fund allocation across multiple vintages based on participant inputs using PIMCO proprietary funds.

myTDF is offered by Pacific Investment Management Company LLC, a registered investment adviser, and is intended for citizens and legal residents of the United States and its territories. Investment advice generated by myTDF is based on information provided and limited to the investment options available in the defined contribution or defined benefit plan. Projections and other information regarding the likelihood of various retirement income and/or investment outcomes are hypothetical in nature, do not reflect actual results, and are not guarantees of future results. Results may vary with each use and over time. myTDF may be covered by one or more U.S. or international patents.

ESG investing is qualitative and subjective by nature, and there is no guarantee that the factors utilized by PIMCO or any judgment exercised by PIMCO will reflect the opinions of any particular investor, and the factors utilized by PIMCO may differ from the factors that any particular investor considers relevant in evaluating an issuer's ESG practices. In evaluating an issuer, PIMCO is dependent upon information and data obtained through voluntary or third-party reporting that may be incomplete, inaccurate or unavailable, or present conflicting information and data with respect to an issuer, which in each case could cause PIMCO to incorrectly assess an issuer's business practices with respect to its ESG practices. Socially responsible norms differ by region, and an issuer's ESG practices or PIMCO's assessment of an issuer's ESG practices may change over time. There is no standardized industry definition or certification for certain ESG categories, for example "green bonds"; as such, the inclusion of securities in these statistics involves PIMCO's subjectivity and discretion. There is no assurance that the ESG investing strategy or techniques employed will be successful. Past performance is not a guarantee or reliable indicator of future results.

Appendix

PIMCO as a general matter provides services to qualified institutions, financial intermediaries and institutional investors. Individual investors should contact their own financial professional to determine the most appropriate investment options for their financial situation. This material contains the current opinions of the manager and such opinions are subject to change without notice. This material has been distributed for informational purposes only and should not be considered as investment advice or a recommendation of any particular security, strategy or investment product. Information contained herein has been obtained from sources believed to be reliable, but not guaranteed. No part of this material may be reproduced in any form, or referred to in any other publication, without express written permission. PIMCO and myTDF are trademarks of Allianz Asset Management of America LLC in the United States and throughout the world. © 2026-PIMCO

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