



SELECTING AN ANNUITY PROVIDER

IN CONFORMANCE WITH DEPARTMENT OF LABOR INTERPRETIVE BULLETIN 95-1

AS OF DECEMBER 31, 2023



PACIFIC LIFE
& ANNUITY COMPANY

PRT0038_PLA_H

WHY PACIFIC LIFE?

Since 1868, individuals and businesses have relied on the strength of Pacific Life to protect their financial security. We have no publicly traded stock; we are an independent company that remains focused on long-term strategies, our financial strength, and on making decisions that benefit our policyholders and clients.

OUR EXPERTISE

- Financial Protection
- Wealth Preservation
- Income for Life
- Wealth Accumulation
- Retirement Income

OUR PRODUCTS

- Life Insurance
- Mutual Funds
- Annuities
- Investment Products and Services for Businesses



2024 WORLD'S MOST ETHICAL COMPANIES[®]

Pacific Life has been named one of the 2024 World's Most Ethical Companies¹ by the Ethisphere Institute, a global leader in defining and advancing the standards of ethical business practices. Pacific Life was evaluated on its culture of ethics; environmental, social, and governance (ESG) practices; ethics and compliance program; diversity, equity, & inclusion; and initiatives that support a strong value chain.



This marks the seventh consecutive year Pacific Life has been recognized by the Ethisphere Institute, which honors organizations that demonstrate a commitment to business integrity through robust ethics, compliance, and governance programs. Pacific Life was one of 11 insurance or financial service industry honorees.

¹Based on the Ethisphere Institute's Ethics Quotient[®]. "World's Most Ethical Companies" and "Ethisphere" names and marks are registered trademarks of Ethisphere LLC. Pacific Life is unaffiliated with Ethisphere Institute.

Pacific Life refers to Pacific Life Insurance Company and its affiliates, including Pacific Life & Annuity Company. Insurance products can be issued in all states, except New York, by Pacific Life Insurance Company or Pacific Life & Annuity Company. In New York, insurance products are only issued by Pacific Life & Annuity Company. Product availability and features may vary by state.

MUTUALITY

Pacific Life & Annuity Company’s organization is relatively unique as we are part of a mutual holding company structure; therefore, policy and contract owners are members of the company, and we are not driven by stock price when making decisions. Our structure allows us to develop innovative products that evolve with the needs of the families and businesses we serve. Our support goes beyond just product innovation; we select businesses and markets that we understand well, can excel in, and can provide value to our customers.

Pacific Mutual Holding Company has **\$217 billion** in assets and **\$14.8 billion** in equity¹ as of December 31, 2023²

- Pacific Life & Annuity Company is organized under a mutual holding company structure and operates for the benefit of its policyholders and contract owners.
- We have achieved ongoing recognition³ for high-quality service standards.
- We offer solutions that help you manage risks during all market environments.
- We maintain strong financial-strength ratings from major independent rating agencies.

Ratings may change. For more information and current financial-strength ratings, please visit **PACIFICLIFE.COM**.

FINANCIAL-STRENGTH RATINGS

A+	A.M. Best
AA–	Fitch Ratings
Aa3	Moody’s
AA–	Standard & Poor’s®

As of March 21, 2024



Standard & Poor’s® is a registered trademark of Standard & Poor’s Financial Services LLC, a division of S&P Global (“S&P”).

¹Excludes accumulated other comprehensive income (loss) and noncontrolling interests.

²Based on generally accepted accounting principles (GAAP) in the United States of America.

³Recipient of multiple DALBAR Service Awards since 1997. Refer to www.DALBAR.com for more information regarding awards, certifications, and rankings.

FACTORS TO BE CONSIDERED BY FIDUCIARIES

The selection of an annuity provider for purposes of a pension benefit distribution is a fiduciary decision governed by the Employee Retirement Income Security Act of 1974 (ERISA). The Department of Labor issued Interpretive Bulletin 95-1 (IB 95-1) Section 2509.95-1, as amended, to provide guidance in the selection of an annuity provider. The content in the following paragraphs provide information from Pacific Life to respond to the criteria of IB 95-1.

In accordance with IB 95-1, plan fiduciaries must conduct an objective, thorough, and analytical search for purposes of identifying providers from which to purchase annuities. The bulletin sets forth factors that should be considered by fiduciaries in evaluating a provider's claims-paying ability and creditworthiness, including but not limited to:



- The quality and diversification of the annuity provider's investment portfolio.
- The size of the insurer relative to the proposed contract.
- The level of the insurer's capital and surplus.
- The lines of business of the annuity provider and other indications of an insurer's exposure to liability.
- The structure of the annuity contract and guarantees supporting the annuities, such as the use of separate accounts.

Pacific Life & Annuity is a highly rated and well-diversified insurance company, and an experienced and innovative annuity provider.

THE STRUCTURE OF THE ANNUITY CONTRACT

AND GUARANTEES SUPPORTING THE ANNUITIES

The structure of the annuity contract should be examined by a fiduciary to understand the guarantees supporting the annuity. The general account is supported by the creditworthiness of the company's general account. A separate account can further secure the assets by using a portfolio of separate account assets insulated from the claims of other policyholders and creditors of the insurer. Any shortfall in the separate account is supported by the assets in the general account.

PACIFIC TRANSFERRED BUY-OUT®

Completely transfer all pension risk and benefit liability from the plan sponsor to Pacific Life on either a partial (a portion of plan participants) or full (complete termination) basis.

PACIFIC SECURED BUY-IN®

Transfer the risk of investment performance, mortality, and plan experience from the plan sponsor to Pacific Life. The contract remains an asset of the plan, and thus it does not reduce the plan's funded status or trigger settlement accounting like a buy-out. A buy-in contract can be converted to a Pacific Transferred Buy-Out contract at any time with no additional charges.

EXPERIENCE AND INNOVATION

Pacific Life has been an innovator in pension risk-transfer solutions. Few firms offer our breadth of solutions or provide the same deep level of pension risk-transfer expertise. You can rely on Pacific Life as a single, trusted source to help you de-risk your plan, reduce plan volatility and its related impact on your company's balance sheet and financial statement, and secure lifetime retirement income for your employees.

- Experienced investment and actuarial staff
- First to offer Pacific Insured LDI®, an innovative and guaranteed alternative to best-efforts liability-driven investing
- First U.S. insurer to transact all three pension de-risking solutions:
 - Pacific Insured LDI
 - Pacific Secured Buy-In
 - Pacific Transferred Buy-Out
- First U.S. insurer to convert a buy-in contract to a buy-out contract
- Consultative approach to understanding your specific needs and identifying an appropriate customized solution
- Reputation for outstanding installation and ongoing annuity servicing
- Strict standards and documented procedures to maintain data integrity and privacy

WE ASPIRE TO
CAPITALIZE ON OUR
INVESTMENT AND
MORTALITY EXPERTISE
TO CAPTURE A GROWING
SHARE OF THE PENSION
DE-RISKING MARKET.

PORTFOLIO QUALITY AND DIVERSIFICATION

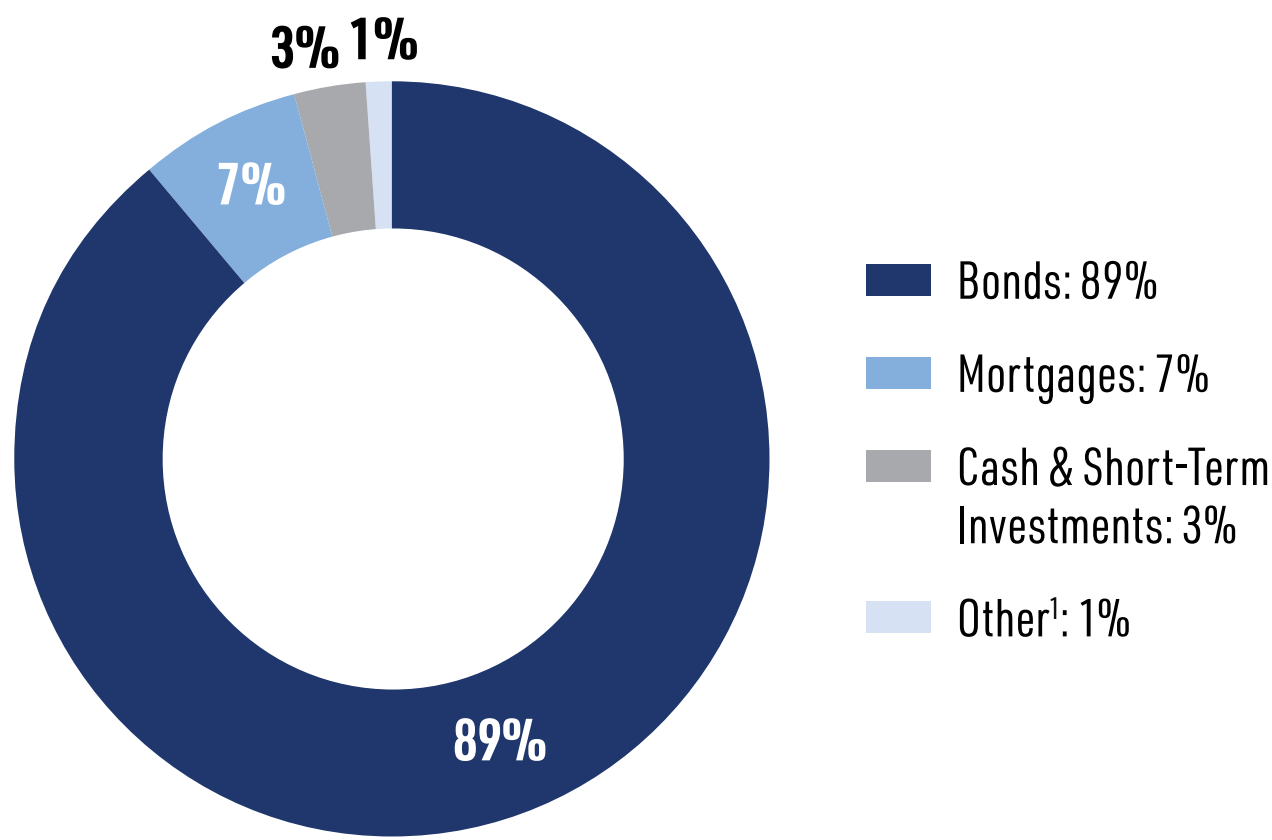
(STATUTORY BASIS)

AS OF 12/31/2023

DISTRIBUTION OF INVESTED ASSETS

To maintain the quality of Pacific Life & Annuity Company's underlying assets, we primarily invest in high-quality securities and commercial mortgage loans, and we closely monitor these investments. Pacific Life & Annuity Company has a seasoned management team with experience in a variety of market environments.

Our investment approach limits our exposure to any single industry issuer or asset type, and ensures we are prepared to fulfill our commitments to our clients.



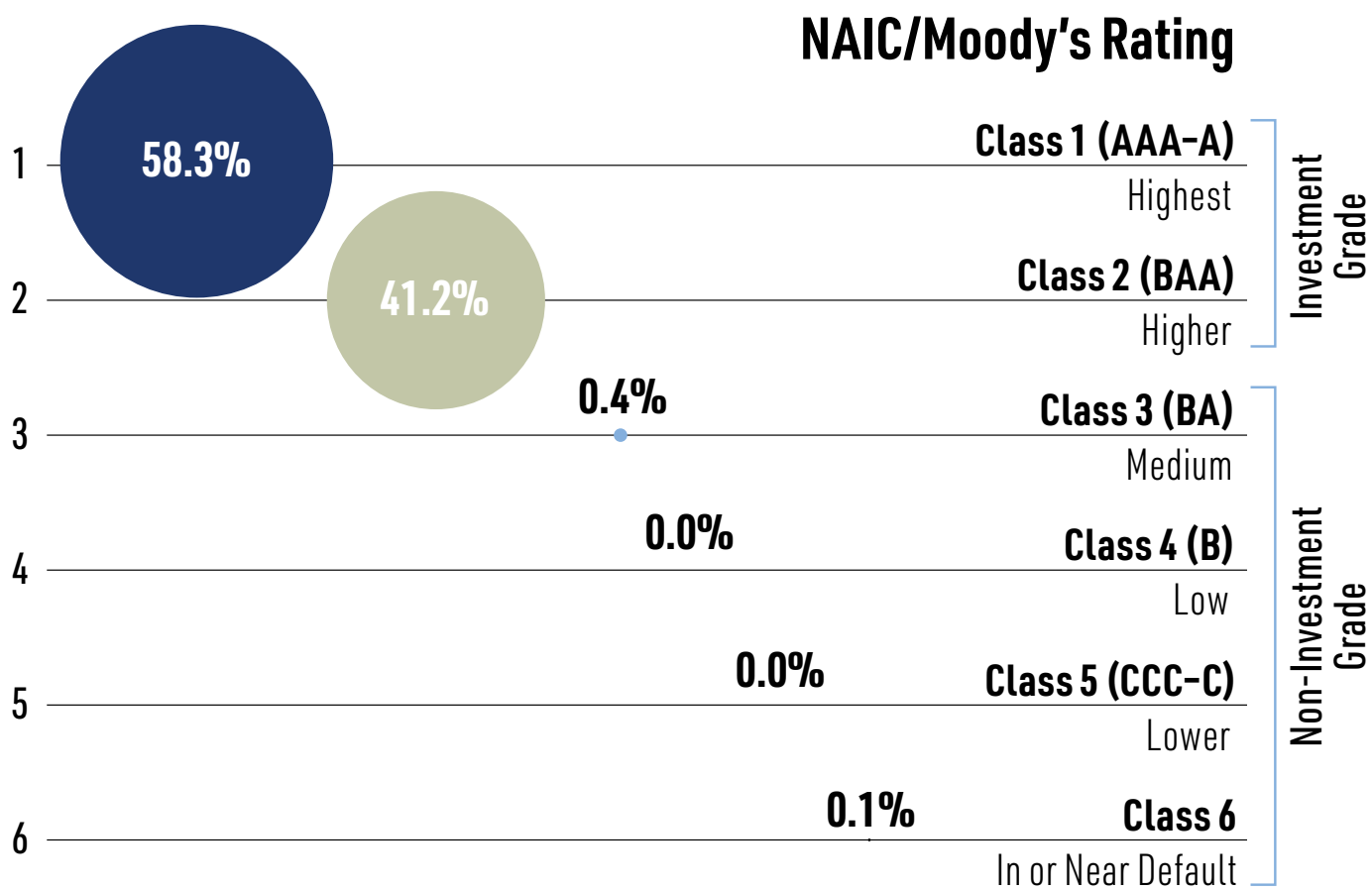
¹Other includes common stock, derivatives, and other invested assets.
²Bonds include short-term investments unless otherwise noted.

BOND² QUALITY— PERCENTAGE OF ASSETS IN EACH CLASS

The Securities Valuation Office of the National Association of Insurance Commissioners (NAIC) assigns quality ratings (corresponding to ratings from Moody's) to bonds held by insurance companies. Pacific Life & Annuity Company's ratio of non-investment-grade bonds (NAIC 3-6) to total cash and invested assets of \$7.2 billion was 0.5%.

Total Bond² Investments \$6.4 billion

Bond ² Quality	
Investment Grade	99.5%
Non-Investment Grade	0.5%

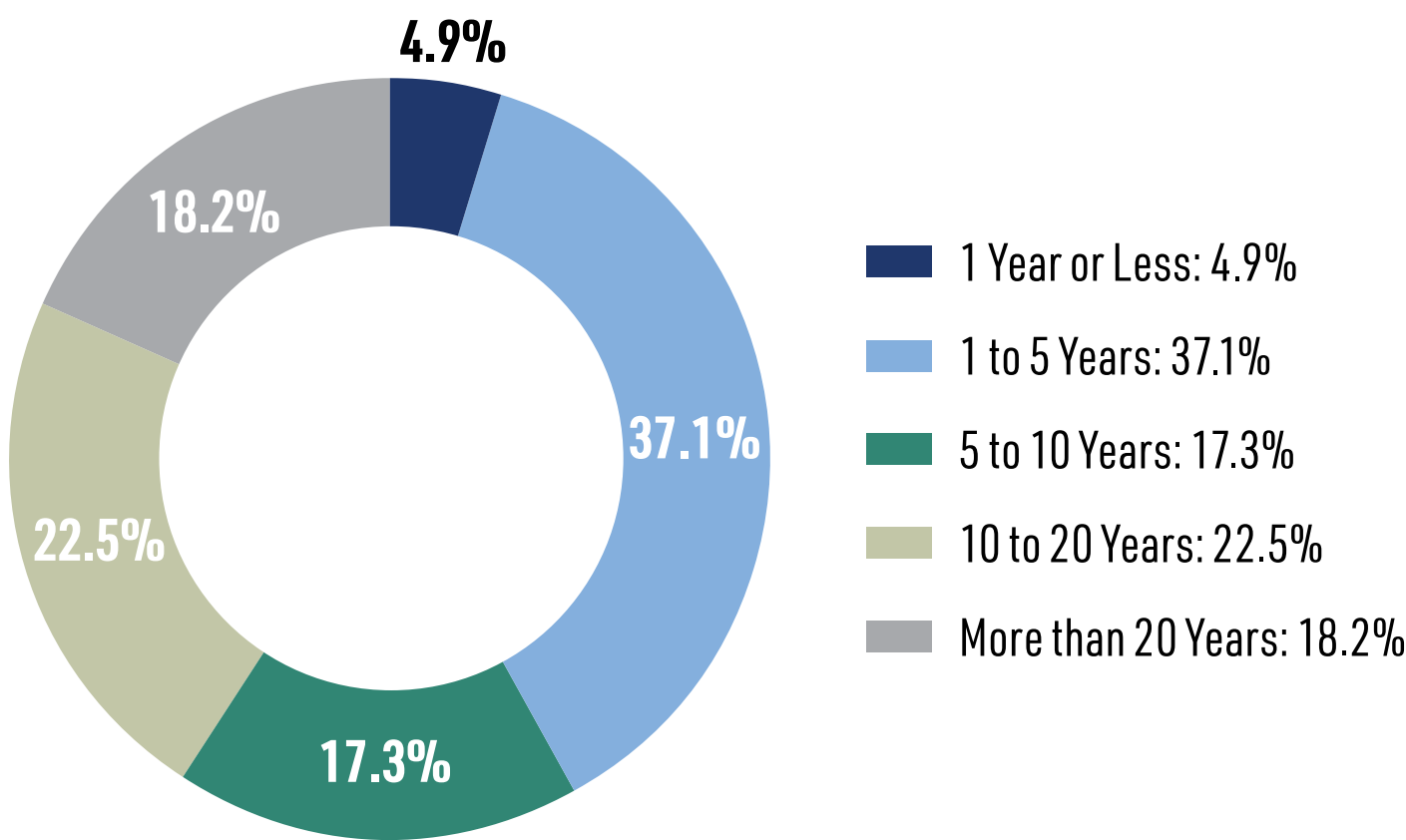


Total does not equal 100% due to rounding.

BOND² BY MATURITY

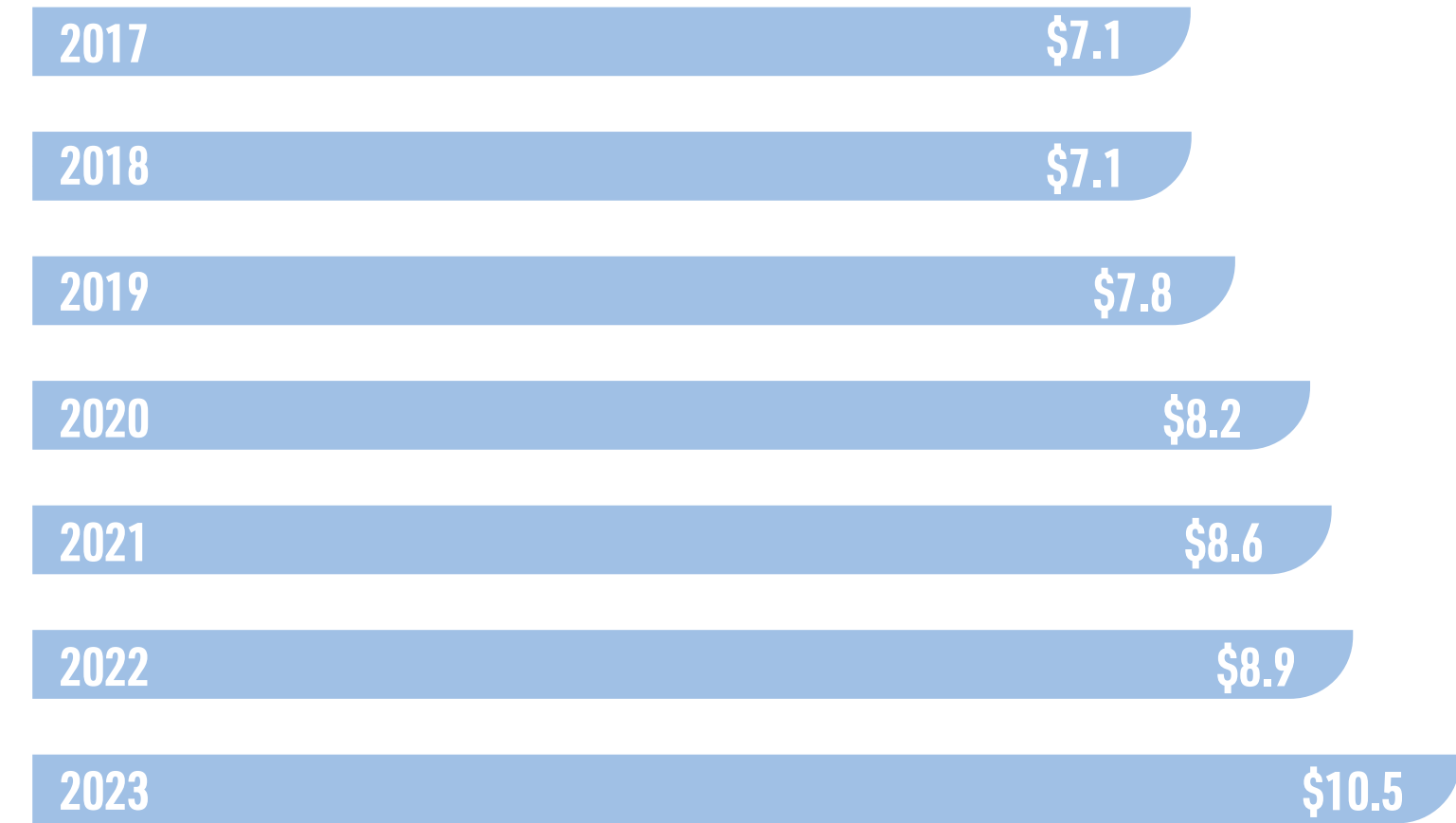
Sophisticated risk-management programs and hedging strategies are employed to maintain net income and statutory capital levels even under extreme market conditions.

Bond maturity is closely matched with projected liabilities to reduce volatility and interest-rate risk.



Statutory Assets, Liabilities, Capital, and Surplus (\$B)	
General Account	\$ 7.3
Separate Account	3.2
Total Admitted Assets	\$10.5
Liabilities	\$10.0
Capital and Surplus	0.5
Total Liabilities, Capital, and Surplus	\$10.5

Total Statutory Assets



Statutory Capital, Surplus (\$B), and AVR (\$M)	
Capital and Surplus	\$0.5
Asset Valuation Reserve (AVR)	1.8
Total	\$0.5

Total Statutory Capital, Surplus, and AVR



Line of Business - Statutory Assets (\$B)	
Life Insurance	\$0.2
Retirement Solutions	\$9.8
Institutional	\$0.4
Corporate/Other	\$0.1
Total	\$10.5

WE HAVE VERY STRONG STATUTORY CAPITAL LEVELS. WE MANAGE OUR RISK BY DIVERSIFYING OUR INVESTMENTS AND OUR LINES OF BUSINESS.

CONTACT US:

EMAIL: GROUPANNUITIESBID@PACIFICLIFE.COM

TOLL-FREE PHONE: 877 536 4382 / OPTION 1

FAX: 949 219 8628

PACIFICLIFE.PRT.COM



Pacific Life, its affiliates, its distributors, and respective representatives do not provide tax, accounting, or legal advice. Any taxpayer should seek advice based on the taxpayer's particular circumstances from an independent tax advisor or attorney.

Pacific Life is a product provider. It is not a fiduciary and therefore does not give advice or make recommendations regarding insurance or investment products. Pacific Life, its affiliates, its distributors, and respective representatives do not provide any employer-sponsored qualified plan administrative services or impartial advice about investments and do not act in a fiduciary capacity for any plan.

Pacific Life refers to Pacific Life Insurance Company and its affiliates, including Pacific Life & Annuity Company. Insurance products can be issued in all states, except New York, by Pacific Life Insurance Company or Pacific Life & Annuity Company. In New York, insurance products are only issued by Pacific Life & Annuity Company. Product availability and features may vary by state. Each insurance company is solely responsible for the financial obligations accruing under the products it issues. Group annuity products are available through licensed third parties.

Contract Form Series: 80-1188, 80-1276, 80-1291, 80-1297, GR-8134-B (and state variations)

PRT0038_PLA_H

