

May 16, 2022

This document is important and requires your immediate attention. This notice refers to the pooling agreement of Manuflex ("**Policy**") and is intended to provide a summary of the changes made to the pooling agreement for reference. You should refer to the pooling agreement of the Policy together with this notice for full details of the Policy. Capitalised terms used in this notice, and which are not defined in this notice, have the same meanings as those defined in the pooling agreement. If you are in doubt about the contents of this document, you should seek independent professional advice. The Manufacturers Life Insurance Company ("**Manulife**") accepts responsibility for the accuracy of information contained in this document as at the date of publication.

Notice to participating employers and members of the Policy

Pursuant to Clause 8 of the pooling agreement, Manulife may amend the Policy and/or the Plan by giving six months' written notice or such other shorter period as approved by the Securities and Futures Commission ("**SFC**") (the "**Original Notice Period**"). This notice operates as the requisite notice under Clause 8.

With effect from November 17, 2022, the notice period for Manulife to amend the Policy and/or the Plan will be changed from the Original Notice Period to the following:

- (a) no notice period will apply to amendments to the Policy and/or the Plan that (i) are necessary to make possible compliance with fiscal or other statutory or regulatory requirements, whether imposed locally or overseas and regardless of whether such requirements having the force of law or not, or (ii) are necessary to correct manifest error(s), or (iii) do not require the SFC's prior approval; and
 - (b) not less than one month's written notice or such other longer period of not more than six months as required by the SFC for amendments that do not fall under paragraph (a) above
- (collectively, the "**New Notice Period**").

With the changes under paragraph (a), Manulife will have sufficient time to carry out any such assessment and implement any necessary changes to the terms of the Policy and/or the Plan.

As for the changes under paragraph (b), they would allow greater flexibility such as timely response to investment opportunities and changes to any investment arrangements, taking into account the market conditions and demands. Also, the flexibility of extending the notice period to six months (where necessary) would help ensure that the policyholder/members are informed with sufficient time ahead before the changes take place.

For the reasons in the preceding paragraphs, Manulife considers that the New Notice Period would be in the interests of the policyholder/members and will not have any adverse impact on the Policy or the policyholder/members.

The amendment to pooling agreement is enclosed to reflect the abovementioned changes.

Issued by The Manufacturers Life Insurance Company (Incorporated in Canada with limited liability)