

**MANULIFE PROVIDENT PLAN
(the "Plan")**

NOTICE TO EMPLOYERS AND MEMBERS

This notice is important. It requires your immediate attention. If you are in any doubt about the contents of this document, you should seek independent professional advice.

I. Enhancement / clarification to investment policies of the designated funds of Schroder Hong Kong Dollar Bond Fund (MPP), Schroder International Selection Fund – Global Bond (MPP) and Schroder International Selection Fund – Asian Opportunities (MPP) and enhancement of risk disclosures

Schroder Hong Kong Dollar Bond Fund (MPP), Schroder International Selection Fund – Global Bond (MPP) and Schroder International Selection Fund – Asian Opportunities (MPP) (each a “**Defined Contribution Fund**”, collectively the “**Defined Contribution Funds**”) each solely invests in the relevant sub-fund of Schroder International Selection Fund (each a “**Designated Fund**”, collectively the “**Designated Funds**”) as follows:

Defined Contribution Fund	Designated Fund
Schroder Hong Kong Dollar Bond Fund (MPP)	Schroder International Selection Fund – Hong Kong Dollar Bond
Schroder International Selection Fund – Global Bond (MPP)	Schroder International Selection Fund – Global Bond
Schroder International Selection Fund – Asian Opportunities (MPP)	Schroder International Selection Fund – Asian Opportunities

The investment policies of the Designated Funds have been enhanced to provide that each of the Designated Funds may invest up to one-third of its assets directly or indirectly in other securities (including other asset classes), countries, regions, industries or currencies, investment funds, warrants and money market investments, and hold cash.

Also, the investment policies of Schroder International Selection Fund – Hong Kong Dollar Bond and Schroder International Selection Fund – Global Bond have been enhanced to provide that these Designated Funds may invest in debt instruments with loss-absorption features (e.g. contingent convertible bonds, Additional Tier 1 and Tier 2 capital notes, senior and senior non-preferred notes, bail-in bonds, capital security bonds, subordinated Tier 2 capital notes, subordinated Additional Tier 1 capital notes and subordinated Lower Tier 2 capital notes), subject to the relevant maximum exposure as disclosed below:

Designated Fund	Maximum exposure to debt instruments with loss-absorption features (% of the Designated Fund's net asset value)
Schroder International Selection Fund – Hong Kong Dollar Bond	Less than 30%
Schroder International Selection Fund – Global Bond	Up to 25%

Furthermore, the investment policy of Schroder International Selection Fund – Asian Opportunities has been updated to clarify that the investment limits on the

Designated Fund's investments, directly or indirectly through derivatives in China A-Shares, through Shanghai-Hong Kong Stock Connect and Shenzhen-Hong Kong Stock Connect are with reference to the Designated Fund's assets on a net basis.

According to the notice in respect of the Schroder International Selection Fund dated 5 May 2021, (i) there are no changes to how the Designated Funds are managed, (ii) the investment style, investment philosophy and risk profile of the Designated Funds remain the same, and (iii) the fees chargeable in respect of the Designated Funds remain the same.

The investment policies of the Designated Funds as set out in the Explanatory Memorandum are updated to align with the enhanced investment policies of the Designated Funds. The risk disclosures are enhanced in relation to risks associated with senior non-preferred debts, and risks associated with investing in the China interbank bond market. For further information, please refer to the Annexure to this Notice and the second addendum ("**Second Addendum**") to the Explanatory Memorandum which is enclosed with this Notice.

The amendments will not affect the investment of the Defined Contribution Funds in the Designated Funds.

II. For further information

The Explanatory Memorandum is amended by the Second Addendum to reflect the above enhancements and other general updates and/or enhancements.

To obtain a copy of the latest Explanatory Memorandum, please visit www.manulife.com.hk or contact the Manulife Pension Services Hotline.

For further details about the designated funds of the Plan, including their investment objectives and policies, investment principles and investment restrictions (if applicable), risk factors, as well as other investment related information, please refer to the latest offering document of each designated fund. Copies of the offering documents are available by contacting the Manulife Pension Services Hotline.

Should you have any questions about the above matters, please contact the Manulife Pension Services Hotline on 3183 1717.

Manulife (International) Limited (Incorporated in Bermuda with limited liability)

16 June 2021

Annexure

Enhancements to the overview of the Designated Funds as set out in the Explanatory Memorandum, are shown below (new insertions are underlined and deletions are shown with strikethrough text). Unless otherwise defined below, capitalised terms used hereunder shall have the same meaning as those defined in the Explanatory Memorandum.

(i) **Schroder Hong Kong Dollar Bond Fund (MPP)**

This Defined Contribution Fund invests solely in Schroder International Selection Fund – Hong Kong Dollar Bond (the “**Designated Fund**”). The Designated Fund aims to provide capital growth and income in excess of 50% 3 month HIBOR + 50% iBoxx ALBI Hong Kong index after fees have been deducted over a three to five year period, by investing at least two-thirds of its assets in fixed and floating rate securities denominated in HK dollars issued by governments, government agencies, supra-nationals and companies worldwide and derivatives related to the above instruments.

The Designated Fund may invest less than 30% of its net asset value in PRC onshore investments through the foreign access regime and bond connect.

The Designated Fund may also invest up to one-third of its assets directly or indirectly in other securities (including other asset classes), countries, regions, industries or currencies, investment funds, warrants and money market investments, and hold cash.

The Designated Fund may invest less than 30% of its net asset value in debt instruments with loss-absorption features (e.g. contingent convertible bonds, Additional Tier 1 and Tier 2 capital notes, senior and senior non-preferred notes, bail-in bonds, capital security bonds, subordinated Tier 2 capital notes, subordinated Additional Tier 1 capital notes and subordinated Lower Tier 2 capital notes).

The Designated Fund may use derivatives, long and short, with the aim of achieving investment gains, reducing risk or managing the fund more efficiently. ~~The Designated Fund may also invest in money market investments and hold cash.~~

The Designated Fund is a sub-fund of Schroder International Selection Fund. Schroder Investment Management (Hong Kong) Limited is the investment manager of the Designated Fund.

This Defined Contribution Fund and the Designated Fund are denominated in HK dollars.

(ii) **Schroder International Selection Fund – Global Bond (MPP)**

This Defined Contribution Fund invests solely in the Schroder International Selection Fund – Global Bond (the “**Designated Fund**”). The Designated Fund aims to provide capital growth and income in excess of the

Bloomberg Barclays Global Aggregate Bond index after fees have been deducted over a three to five year period, by investing at least two-thirds of its assets in fixed and floating rate securities with an investment grade or sub-investment grade credit rating (as measured by Standard & Poor's or any equivalent grade of other credit rating agencies) issued by governments, government agencies, supra-nationals and companies worldwide in various currencies.

The Designated Fund may invest up to 10% of its assets in contingent convertible bonds, less than 30% of its assets in securities that have a below investment grade credit rating, and up to 40% of its assets in asset-backed securities, commercial mortgage-backed securities, and/or residential mortgage-backed securities issued worldwide with an investment grade or sub-investment grade credit rating. Underlying assets may include credit card receivables, personal loans, auto loans, small business loans, leases, commercial mortgages and residential mortgages.

The Designated Fund may invest in mainland China through regulated markets (including the China interbank bond market via bond connect).

The Designated Fund may also invest up to one-third of its assets directly or indirectly in other securities (including other asset classes), countries, regions, industries or currencies, investment funds, warrants and money market investments, and hold cash.

The Designated Fund may invest up to 25% of its net asset value in debt instruments with loss-absorption features (e.g. contingent convertible bonds, Additional Tier 1 and Tier 2 capital notes, senior and senior non-preferred notes, bail-in bonds, capital security bonds, subordinated Tier 2 capital notes, subordinated Additional Tier 1 capital notes and subordinated Lower Tier 2 capital notes).

The Designated Fund may use derivatives (including total return swaps) with the aim of achieving investment gains, reducing risk or managing the fund more efficiently. ~~The Designated Fund may also invest in money market investments and hold cash.~~

The Designated Fund is a sub-fund of Schroder International Selection Fund. Schroder Investment Management Limited is the investment manager of the Designated Fund.

This Defined Contribution Fund and the Designated Fund are denominated in US dollars.

(iii) Schroder International Selection Fund – Asian Opportunities (MPP)

This Defined Contribution Fund invests solely in the Schroder International Selection Fund – Asian Opportunities (the “**Designated Fund**”). The Designated Fund aims to provide capital growth in excess of the MSCI AC Asia ex Japan (Net TR) index after fees have been deducted over a three to five year period by investing at least two-thirds of its assets in equity and equity related securities of Asian companies (excluding Japan).

The Designated Fund may invest directly in ~~in~~ China B-shares and China H-shares and may invest less than 30% of its assets (on a net basis) directly or indirectly through derivatives in China A-shares through the Shanghai-Hong Kong Stock Connect and Shenzhen-Hong Kong Stock Connect.

The Designated Fund may also invest up to one-third of its assets directly or indirectly in other securities (including other asset classes), countries, regions, industries or currencies, investment funds, warrants and money market investments, and hold cash.

The Designated Fund may use derivatives with the aim of reducing risk or managing the fund more efficiently. ~~The Designated Fund may also invest in money market investments and hold cash.~~

The Designated Fund is a sub-fund of Schroder International Selection Fund. Schroder Investment Management (Singapore) Limited is the investment manager of the Designated Fund.

This Defined Contribution Fund and the Designated Fund are denominated in US dollars.

For further details regarding the investment objectives and policies of the Designated Funds, as amended, please refer to the Second Addendum as enclosed with this Notice.