

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.

Note to employers: Please assist to distribute a copy of this Notice to each of your employees participating in the Plan.

Manulife (International) Limited accepts full responsibility for the accuracy of the information contained in this Notice and confirms, having made all reasonable enquiries, that to the best of its knowledge and belief there are no other facts the omission of which would make any statement misleading.

Capitalized terms herein, unless otherwise specified, shall have the same meaning as those defined in the explanatory memorandum, as amended ("**Explanatory Memorandum**") of the Plan.

Summary of key changes to the Plan:

- Changes to the JPMorgan SAR Global Bond Fund (MPP) to reflect the following changes to its underlying Designated Fund, the JPMorgan SAR Global Bond Fund :
 - (i) Change to the investment policy;
 - (ii) Change in base currency from US dollars to Hong Kong dollars and corresponding change to investment objective
- To align with the JPMorgan SAR Global Bond Fund, the base currency of the JPMorgan SAR Global Bond Fund (MPP) will also change from US dollars to Hong Kong dollars ("**DCF Base Currency Change**") with effect from 2 July 2024.
- To give effect to the DCF Base Currency Change, the trust deed of the Plan will be amended to provide for suspension in dealing of Units in a Constituent Fund and additional grounds for suspension in dealing of Units in a Constituent Fund and/or determination of the Net Asset Value of any Constituent Fund.
- Due to the DCF Base Currency Change, switching of Units in the JPMorgan SAR Global Bond Fund (MPP) by the relevant Schemes, employers and Members will be suspended and accordingly impacted transactions will be dealt with in such manner as described in Section III below.
- The publication of (i) Unit prices of the Defined Contribution Funds of the Plan; and (ii) the notice of suspension of dealings and/or the determination of net asset value of any Constituent Fund in the newspapers will cease with effect from 2 July 2024 and the same will be published at www.manulife.com.hk instead.

Further details regarding the above changes are set out below.

I. Changes to JPMorgan SAR Global Bond Fund (MPP) and its designated fund

JPMorgan SAR Global Bond Fund (MPP) ("**JPM DCF**") solely invests in the JPMorgan SAR Global Bond Fund ("**Designated Fund**"). The Designated Fund is managed by JPMorgan Asset Management (Asia Pacific) Limited ("**Manager**"). We are writing to

inform you of certain changes to the Designated Fund, and consequentially the changes to the JPM DCF.

(a) Changes to Designated Fund and consequential changes to JPM DCF

(i) Change in investment policy of Designated Fund

We have been informed that the Manager, upon a review of the investment policy of the Designated Fund and the then regulatory developments to facilitate the investment in China bonds, has decided to change (i) the primary investment of the Designated Fund from “international bonds of developed markets” to “international bonds (both developed and developing markets)”; and (ii) the Designated Fund’s direct or indirect exposure to onshore debt securities issued in mainland China from “not more than 10% of its net assets” to “up to 20% of its net assets”, with effect from 1 July 2023 (“**DF Effective Date**”). Accordingly, the investment policy of the JPM DCF as disclosed in the Explanatory Memorandum is updated to reflect the change of investment policy of the Designated Fund.

In addition, as a result of the above changes, the Designated Fund, and the JPM DCF which invests in the Designated Fund, will be subject to the following risks to a larger extent: emerging markets risk, and risks relating to investing in Chinese securities and/or China markets – China Interbank Bond Market risks.

(ii) Change in base currency and investment objective of Designated Fund

We have been informed that the Manager has decided that, in order to be more aligned with the currency hedging approach of the Designated Fund, with effect from the DF Effective Date, the base currency of the Designated Fund and the currency denomination of the classes of the Designated Fund changed from US dollars to Hong Kong dollars (“**HK dollars**”), and correspondingly, the investment objective of the Designated Fund changed as follows:

“The Designated Fund aims to provide investors with long term capital growth in ~~US dollar~~HK dollar terms through a portfolio consisting primarily of international bonds of ~~(both developed and developing markets)~~.”

Accordingly, the investment objective of JPM DCF as disclosed in the Explanatory Memorandum is updated to reflect the change of investment objective of the Designated Fund. In addition, the base currency of JPM DCF will be changed to HK dollars as further described in Section I(b) below.

According to the Manager, the underlying value of the Designated Fund’s investments and the number of units of the Designated Fund as held by unitholders (such as the JPM DCF) will not change due to the change of currency denomination of the Designated Fund and each class of the Designated Fund.

Since the US dollars and HK dollars are pegged, the Manager believes that the above changes will not have any material impact on the Designated Fund and its unitholders (such as the JPM DCF).

(b) Change in base currency of JPM DCF

Currently, the JPM DCF is denominated in US dollars. To align with the base currency of the Designated Fund and the currency denomination of the relevant class of the Designated Fund, which changed from US dollars to HK dollars as described in

Section I(a) above, the base currency of the JPM DCF will correspondingly be changed from US dollars to HK dollars ("**DCF Base Currency Change**") with effect from 2 July 2024 ("**DCF Change Date**"). In order to give effect to the DCF Base Currency Change, a system re-configuration will be carried out, and as a result there will be a suspension period before the DCF Change Date during which the switching of Units in the JPM DCF will be suspended. For further details, please refer to Section III below.

From and including the DCF Change Date, the net asset value per Unit of the JPM DCF will be calculated and quoted in HK dollars instead of US dollars. The underlying value of the JPM DCF's investments and the number of Units held by each Member will not change due to the DCF Base Currency Change.

From the DF Effective Date until the day immediately before the DCF Change Date, the base currency of the JPM DCF has remained and will remain as US dollars. During this period (subject to any suspension of switching described in Section III below), the net asset value per Unit of the JPM DCF has been and will be calculated and quoted in US dollars, by converting the unit price of the Designated Fund from HK dollars to US dollars at the then prevailing exchange rate on the relevant dealing day as determined by the Trustee having regard to the prevailing market conditions.

Since the US dollars and HK dollars are pegged, the Trustee and the Sponsor believe that the above changes and arrangements will not have any material impact on the JPM DCF and Members who hold interests in the JPM DCF.

The changes as described in this Section I will not affect the investment of the JPM DCF in the Designated Fund.

A summary of the amendments to the Explanatory Memorandum to reflect the above changes is set out in the Annexure to this Notice.

II. Amendments to Trust Deed

In order to give effect to the DCF Base Currency Change on the DCF Change Date as described in Section I(b) above, switching of Units in the JPM DCF will need to be suspended (see further details in Section III below). To enable such suspension of dealings, the Trust Deed will be amended with effect from 11 June 2024 by way of a supplemental deed to provide the Trustee with the power to declare a suspension of dealing and provide for the following additional grounds for suspension of dealing of Units and/or determination of the net asset value of a Constituent Fund:

- (i) where, in the opinion of the Trustee, such suspension is appropriate for the purpose of implementing any termination, merger and/or change of investment structure or key features (including without limitation a change in the base currency or other structural features) of one or more Constituent Funds; or
- (ii) when a significant change to the systems and/or operation of the Trustee or the Investment Manager (if any) (including any of their delegates or service providers) is required for the purpose of carrying out their respective duties and obligations to the Plan.

In addition, the Trust Deed will be amended to provide that where dealings of a Constituent Fund is suspended, any transaction (including but not limited to contribution, switching and realisation requests) involving such suspended

Constituent Fund and (if applicable) other Constituent Funds in the same transaction, may be rejected, or put on hold and processed after the cessation of suspension of such Constituent Fund.

III. Suspension arrangements before change in base currency of JPMorgan SAR Global Bond Fund (MPP) – impact on Schemes, employers and Members

In order to give effect to the DCF Base Currency Change on the DCF Change Date as described in Section I(b) above, switching of Units in the JPM DCF will be suspended and requests involving switching into or out of Units in the JPM DCF during such period ("**Suspension Period**") will be dealt with in such manner as specified below. For the avoidance of doubt, requests involving contributions to and realisation of Units from the JPM DCF will not be suspended and there will not be any suspension in the determination of the net asset value of the JPM DCF or any other Defined Contribution Funds during the Suspension Period.

(a) Suspension of switching during Suspension Period

The arrangements applicable to switching during the Suspension Period are as follows:

Impacted parties	Impacted transactions	Suspension Period	Implication
Employers and Members who are entitled to exercise investment choice (" Relevant Participants ")	Switching into or out of Units between the JPM DCF and other Defined Contribution Fund(s) (" Switching Requests "). For the avoidance of doubt, switching into or out of Units of other Defined Contribution Fund(s) but not involving Units of the JPM DCF will not be affected and such switching will be processed in the manner disclosed in the Explanatory Memorandum.	From 12 June 2024 to 28 June 2024 inclusive.	Normally, Switching Requests will be processed within 5 Business Days upon receipt by the Administrator. However, Switching Requests from Relevant Participants received during the Suspension Period will be rejected.

(b) Action required

If you are a Relevant Participant (as defined in Section III(a) above), and (i) you would like to avoid rejection of Switching Requests during the Suspension Period; or (ii) you no longer wish to invest in the JPM DCF as a result of the changes described above, you should take action (as applicable) according to the timelines specified in the table below:

Impacted parties	Impacted transactions / Investment Instructions	Cut-off time before commencement of Suspension Period	Implementation
Relevant Participants	Switching into or out of Units between the JPM DCF and other Defined Contribution Fund(s) by Relevant Participants.	Switching Requests from Relevant Participants should be received by facsimile, email or post, at or before 4:30 pm (Hong Kong time) on 11 June 2024; and in the case of online submission via member website, at or before 6:00 pm (Hong Kong time) on 11 June 2024.	Switching Requests from Relevant Participants received by the cut-off time will be processed within 5 Business Days upon receipt.
	Change of existing Mandate by directing that any future contributions to be invested in the JPM DCF are instead invested in other Defined Contribution Fund(s) (" New Mandate ")	New Mandate should be received by facsimile, email or post, at or before 4:30 pm (Hong Kong time) on 11 June 2024; and in the case of online submission via member website, at or before 6:00 pm (Hong Kong time) on 11 June 2024.	New Mandate received before the instruction cut-off time will be processed within 5 Business Days upon receipt. New Mandate received after the instruction cut-off time but before the DCF Change Date will be rejected.

Currently, there are 22 Defined Contribution Funds available in the Plan, including the JPM DCF. Before making any investment allocation decisions (e.g. Switching Requests or New Mandate), you should consider your own specific circumstances including, without limitation, your risk tolerance level, financial circumstance and objective. If you are in doubt, you should seek independent professional advice. You should refer to the Explanatory Memorandum for descriptions of all the Defined Contribution Funds. You should only make investment allocation decisions after having read and understood the Explanatory Memorandum and, where applicable, detailed information in the offering document of the relevant Designated Fund, including its investment objectives, policies, risks and fees. The relevant offering document can be obtained by contacting the Manulife Pension Services Hotline.

Leaving Member Notification Form and relevant Switching / Change of Investment Mandate Form can be obtained from the Administrator by contacting Manulife Pension Services Hotline at 2929 3021 or downloaded from Online Pension Services Centre at www.manulife.com.hk. If you are a Relevant Participant, you can also submit New Mandate or Switching Requests online via Online Pension Services Centre at www.manulife.com.hk.

Employers who wish to opt out from the changes described above may cease participation in the Plan in accordance with the provisions of the Trust Deed.

IV. Implications and costs

No fees (including bid and offer spreads, service fees or switching fees), penalties or charges will be levied for giving a New Mandate, Switching Requests or realisation requests in accordance with Section III above.

According to the Manager, save as described in its notice to unitholders (as summarised in Section I(a) above), there will not be any changes to the manner in which the Designated Fund operates or is managed, there will be no other impact on the features and risk profile of the Designated Fund, the changes above will not have any material adverse impact on the unitholders or materially prejudice the unitholders' rights or interests, and there is no change to the fee levels of the Designated Fund.

Save as described above, there will be no change to the other features and the risk profile of the JPM DCF, nor any change in the other operation and/or manner in which the JPM DCF is being managed. Furthermore, the changes relating to the JPM DCF will not result in any material prejudice to or have any other effects on the rights or interests of Members holding interests in the JPM DCF, and there will be no change in the level of fees payable out of the assets of the JPM DCF following such changes.

The costs and expenses associated with the implementation of the changes described in this Notice will be borne by the Sponsor.

V. Miscellaneous

The publication of Unit prices of the Defined Contribution Funds of the Plan in the newspapers will cease with effect from 2 July 2024 ("**Publication Effective Date**"). Plan participants can continue to obtain Unit prices of the Defined Contribution Funds at www.manulife.com.hk.

In addition, with effect from the Publication Effective Date, the notice of suspension of dealing of Units and/or determination of net asset value of any Constituent Fund will no longer be published in the newspapers and the same will be published at www.manulife.com.hk. A notice will continue to be given to the relevant employer of a Defined Benefit Fund or to employers and Members of Defined Contribution Schemes (in the case of a Defined Contribution Fund) stating that such declaration has been made.

VI. For further information

The Explanatory Memorandum will be amended by way of a first addendum ("**First Addendum**") to reflect the above changes, which will be available on or around the DCF Change Date. To obtain a copy of the latest Explanatory Memorandum, please

visit www.manulife.com.hk or contact the Manulife Pension Services Hotline. The Trust Deed, as amended, is available for inspection free of charge during normal business hours on any day (excluding Saturdays, Sundays and public holidays) at the offices of the Trustee or the Sponsor. A copy of the Trust Deed can be purchased from the Trustee at a reasonable fee.

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 (save for the designated funds which are not available to retail investors in Hong Kong). Copies of such 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 2929 3021.

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

10 May 2024

Annexure

Unless otherwise defined below, capitalised terms used hereunder shall have the same meaning as those defined in the Explanatory Memorandum.

The amendments to the section headed "JPMorgan SAR Global Bond Fund (MPP)" in Appendix 1 to the Explanatory Memorandum (around page 32) which will be reflected in the First Addendum, are shown below (new insertions are underlined and deletions are shown with strikethrough text).

JPMorgan SAR Global Bond Fund (MPP)

This Defined Contribution Fund invests solely in the JPMorgan SAR Global Bond Fund (the "**Designated Fund**"). The Designated Fund aims to provide investors with long term capital growth in ~~US~~ HK dollar terms through a portfolio consisting primarily of international bonds of ~~of~~ (both developed and developing markets).

The proposed asset allocation of the Designated Fund shall be as follows:

70-100%	net asset value in international bonds of developed <u>and developing</u> markets
0-30%	net asset value in <u>cash and other investments</u> international bonds of developing markets as permitted under the Mandatory Provident Fund Schemes (General) Regulation

The Designated Fund's net derivative exposure may be up to 50% of its net asset value. The Designated Fund may invest (directly or indirectly) up to 20% of its net assets in onshore debt securities issued in mainland China.

The Designated Fund is a stand-alone fund. JPMorgan Asset Management (Asia Pacific) Limited is the manager of the Designated Fund. The sub-managers of the Designated Fund are JPMorgan Asset Management (UK) Limited and J.P. Morgan Investment Management Inc.

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

Please refer to "Risk Factors" section above for the relevant investment risks associated with the Defined Contribution Fund, including: Investment risk, risks associated with investment in fixed income instruments, risk of investing in unrated / low-rated debt securities and high yielding / defaulted debt securities, emerging markets risk, risks relating to investing in Chinese securities and/or China markets, currency risk, risks associated with investing in financial derivative instruments, liquidity risk, Europe and Eurozone risk.