Manulife Investments

2024 Annual Report







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Our Vision, Mission, and Values

Our Vision

We will be the preferred asset management company, helping our customers achieve their financial aspirations through innovative solutions for managing their wealth.

Our Mission

We provide innovative wealth solutions to make decisions *easier* and lives *better*.

Our Values

Our values represent how we operate. They reflect our culture, inform our behaviors, and help define how we work together.

Obsess about customers
We predict our customers' needs and do everything in our power to satisfy them.

Do the right thing
We act with integrity and do what we say.

Think big
Anything is possible. We can always find a better way.

Get it done together
We're surrounded by an amazing team. We can do it better by working together.

Own it
We have the freedom and power to make decisions and the courage to pursue our mission and vision.

Share your humanity
We build a supportive, diverse, optimistic and thriving workplace.

Who We Are

Manulife Investment Management and Trust Corporation

Manulife Investment Management and Trust Corporation is a wholly-owned subsidiary of Manulife Philippines. The Company acquired its trust and other fiduciary business license from the Banko Sentral ng Pilipinas in 2017 and started operations in September 2017. It is the first trust corporation in the Philippines that is backed by a leading multinational financial services group.

Manulife Philippines

The Manufacturers Life Insurance Company (Manulife) opened its doors for business in the Philippines in 1907. Since then, Manulife's Philippine Branch and later, The Manufacturers Life Insurance Co. (Phils.), Inc. (Manulife Philippines) has grown to become one of the leading life insurance companies in the country.

Manulife Philippines is a wholly-owned domestic subsidiary of Manulife Financial Corporation, among the world's largest life insurance companies by market capitalization.

Manulife Investment Management

Manulife Investment Management is the global brand for the global wealth and asset management segment of Manulife Financial Corporation. We draw on more than a century of financial stewardship and the full resources of our parent company to serve individuals, institutions, and retirement plan members worldwide.

Headquartered in Toronto, our leading capabilities in public and private markets are strengthened by an investment footprint that spans 18 geographies, including 10 in Asia with 120 years of on-the-ground experience. We complement these capabilities by providing access to a network of unaffiliated asset managers from around the world. We're committed to investing responsibly across our businesses. We develop innovative global frameworks for sustainable investing, collaboratively engage with companies in our securities portfolios, and maintain a high standard of stewardship where we own and operate assets, and we believe in supporting financial well-being through our workplace retirement plans.

Today, plan sponsors around the world rely on our retirement plan administration and investment expertise to help their employees plan for, save for, and live a better retirement. Not all offerings are available in all jurisdictions.

For additional information, please visit manulifeim.com.

2017
Founding Year

PHP 204.8 Billion
Assets Under Management

PHP 372.2 Million
Net Income

>18,000
Number of Customers

Message from the Chairman



Gianni Fiacco, CPA, CA

Chairman of the Board
Manulife Investment Management and Trust Corporation

I am filled with gratitude for what has truly been a year of many firsts for Manulife Investment Management and Trust Corporation (Manulife Investments). Manulife Investments generated a new record-high in unit investment trust fund (UITF) net inflows and maintained its strong profitability, facilitating its first dividend payment to its parent company. Notwithstanding market challenges, our assets under management continued to rise, highlighting our diversified sources of growth.

Empowering more people to advance their financial aspirations

We continue to expand our captive and third-party distribution channels, scaling our business to generate high-quality and sustainable growth while empowering more people to advance their financial aspirations throughout economic and market cycles. Since our early days, our aim has been to build connections with a broad set of investors, including young Filipinos that face wealth accumulation needs. By making investing easy, affordable and accessible, Gen Z and Millennials now account for more than 50% of our client base. We empower them to accelerate their journey towards financial independence.

At Manulife Investments, our mission to provide innovative wealth solutions encompasses the entire investment journey of our clients, extending beyond the first step of selecting the funds that fit their needs, goals and risk appetites. Recognizing the importance of optimizing their investment returns, we launched an innovative approach of reinvesting the income streams from our income-paying UITFs in our high-quality and low volatility UITFs – the Manulife Money Market Fund and the Manulife Global Money Market Feeder Fund for Peso and USD income payouts, respectively. By allowing our clients to reinvest their income payouts in our Money Market Funds, regardless of amount, we enable them to lock in their income payouts in high-quality, low volatility wealth solutions that earn competitive short-term yields, giving them the opportunity to let their money grow while planning for their next move.

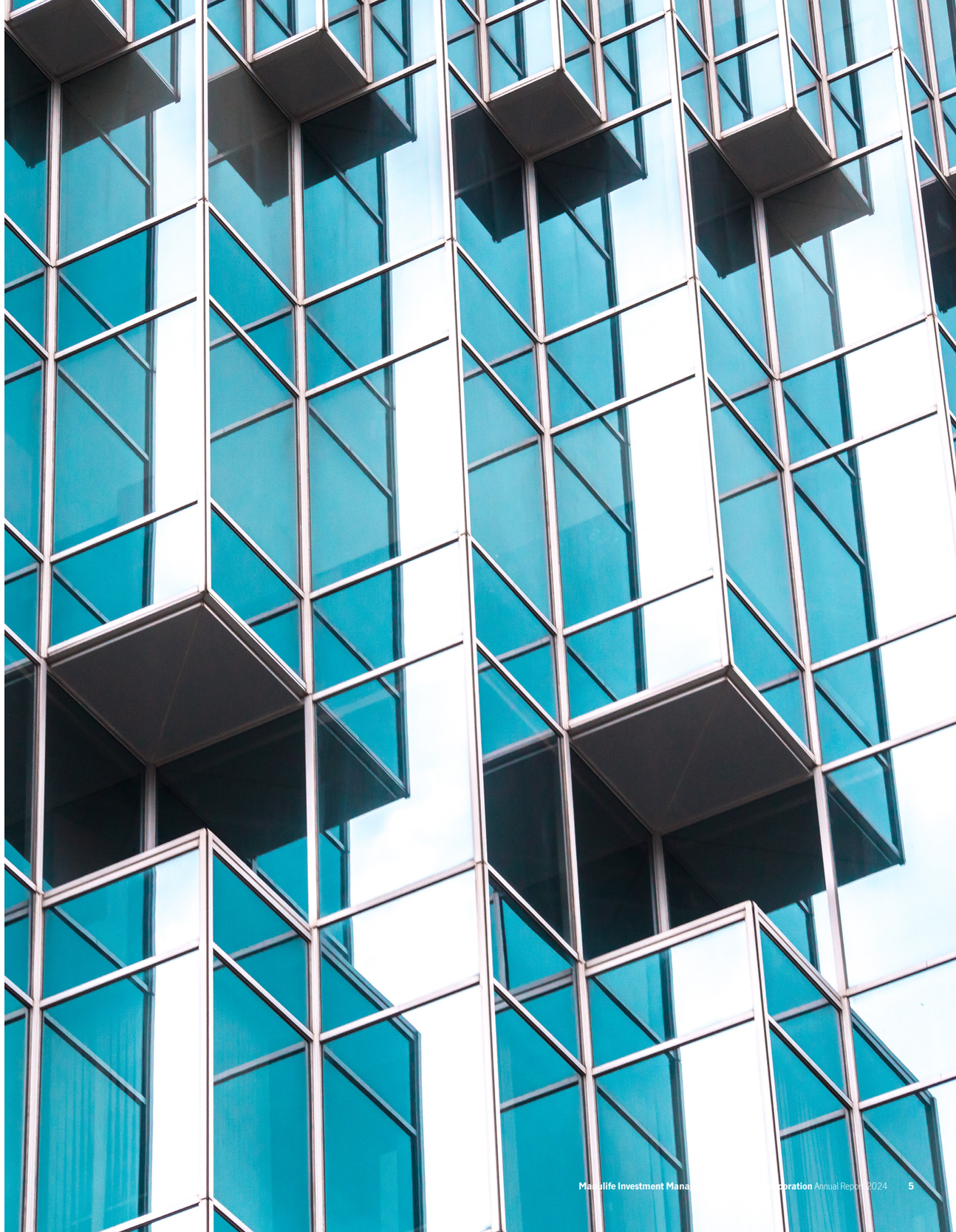
With more people embracing digitalization, Manulife iFUNDS, our digital investment platform continues to drive a seamless investment journey for our individual clients with just a few clicks, whether they're opening a UITF account or managing their investments. Today, over 90% of our UITF account openings and subsequent investment transactions are done through Manulife iFUNDS.

Our commitment to deliver on our mission to provide innovative wealth solutions to make decisions easier and lives better inspires us to continue to build on our track record of providing access to compelling UITFs, which include the first in the market Manulife Global Money Market Feeder Fund and our newest income-paying fund, the Manulife Global Income Feeder Fund that were both launched in 2024. These two new funds offer high-quality, global fixed income investment opportunities, giving investors better flexibility to navigate different market cycles.

Thank You

Our achievements set a solid foundation for our bold ambitions. We are committed to unlocking new growth opportunities through pioneering wealth solutions, expansion of our distribution channels, and continued technological investments, as we build deeper and longer-lasting connections with our clients and continue to fulfill our mission.

On behalf of the Board of Directors, I extend my heartfelt thanks to each member of our team who pursued our strategic priorities with passion and commitment and to our clients and business partners for their unrelenting support and trust in Manulife Investments.





Message from the President and CEO



Macaria Trinidad Gaspar, CFA

President & Chief Executive Officer
Manulife Investment Management and Trust Corporation

2024 was a banner year for Manulife Investment Management and Trust Corporation. Amid a high-interest rate environment, our clients entrusted us with more than Php3 billion in unit investment trust fund (UITF) net flows, a testament to our relentless drive to widen our reach through our range of differentiated UITFs that fit varied needs, goals, and risk appetites. In the face of market headwinds, the steady inflows to our separately managed accounts helped push our total assets under management higher by 11% year-on-year to Php205 billion.

Delivering strong financial outcomes

Creating high-quality and sustainable shareholder value goes hand in hand with our aim of empowering more people to achieve their financial aspirations. Our growing assets under management shored up our gross revenues by 35% year-on-year to Php904 million, which together with the thoughtful allocation of resources to our strategic priorities, enabled us to grow our net income by 55% year-on-year to Php372 million, with a return on equity of 38.7%. The strengthening profitability of our business paved the way for our Php355 million maiden dividend to Manulife Philippines, our parent company, which underscores our sound financial health and strong commitment to deliver sustainable value to our stakeholders.

Empowering more people to build holistic wealth portfolios

Expanding investment choices that can be used as building blocks for an even more diversified wealth portfolio is at the heart of our mission of providing innovative wealth solutions to make decisions easier and lives better. Harnessing our distinct access to Manulife's global investment capabilities and its network of third-party global investment managers, we launched two compelling UITFs in 2024, the Manulife Global Money Market Feeder Fund and the Manulife Global Income Feeder Fund.

As the first and only global money market fund in the country, the Manulife Global Money Market Feeder Fund gives investors access to high quality global short-term investments that minimize risk and protect capital while generating solid returns, even in challenging market environments. Given the importance of consistent and resilient income streams in cushioning the impact of market swings, we expanded our suite of income-paying UITFs with the Manulife Global Income Feeder Fund, a high quality global fixed income solution that can navigate flexibly the entirety of the fixed income universe. Today, investors can choose from our suite of twenty-two UITFs, including six income-paying UITFs, spanning multi-asset, fixed income, equity and real estate investment trusts (REITs) asset classes that are available in both Philippine peso and US dollars.

Making investing easy and convenient for more people

Our strong results in 2024 position us well to bring our business to even greater heights as we continue to drive our strategic priorities, which will fuel our future growth and underpin our bold ambitions.

At the forefront of our strategic priorities is the expansion of our distribution channels, which play a vital role in reaching more people and facilitating their investment choices. We invest continually in the capability development of our captive sales distribution channel through bespoke training programs and enhancements of Manulife iFUNDS, our secure and easy-to-use digital investment platform. As we raise the bar for our next level of growth, we are creating new opportunities to connect more people with our wealth solutions by collaborating with intermediaries, including digital platforms, that cater to different investment needs and preferences.

Our culture is the cornerstone of our success

Since the beginning of our operations seven years ago, what stands out is the owner mindset that's deeply embedded in our culture, igniting our passion to succeed and our courage to embrace challenges, knowing that great outcomes don't come easy. I'm immensely proud of the momentous achievements that we have collectively attained as a team, most especially, our top quartile employee engagement relative to Gallup's benchmark, which reflects our steadfast commitment to deliver on our mission and our shared belief that what we do makes a difference in other people's lives.

I'm grateful for the trust and confidence that our clients, business partners and other stakeholders place in us. We are excited to create a thriving long-term future for our Company by leveraging the power of our teamwork, diverse capabilities and sense of purpose in navigating transformative challenges and seizing breakthrough opportunities as we continue to bring our mission to life and empower more people to achieve their financial aspirations through innovative solutions for managing their wealth.

Board of Directors



Gianni Fiacco, CPA, CA

Chairman of the Board

Located in Hong Kong, Mr. Fiacco (46) is the Head of Emerging Markets & Chief Strategy Officer for Manulife's Wealth and Asset Management business in Asia. He oversees the Wealth & Asset Management emerging market business of Malaysia, Indonesia, Philippines, Vietnam, and Singapore as well as being responsible for the development and implementation of business strategies to deliver on the company's growth objectives across Asia.

Prior to joining our Wealth and Asset Management business, Mr. Fiacco served as Regional Controller, Asia for Manulife Financial, where he was accountable for financial and management accounting, planning, forecasting and analysis as well as tax and internal controls related to finance across Asia. Before joining Manulife, Mr. Fiacco worked with PricewaterhouseCoopers LLP in their Audit and Assurance Services group.

Mr. Fiacco holds a Bachelor of Commerce Degree from the University of Toronto and is a Chartered Accountant (Canada).



Boon Choy Wong

Vice Chairman of the Board

Wong Boon Choy (63) CA(M), CPA, CFP, is a Director of Manulife Investment Management Services Berhad, where he served as Chief Executive Officer from 1 September 2014 until 30 April 2017. Previously, he was the Chief Executive Officer and Executive Director of MAAKL Mutual Bhd from May 2004 until June 2014. He also served as the Senior General Manager of Public Mutual (formerly known as KL Mutual) in 1988 to 2004. Mr. Wong has accumulated more than 20 years of experience in the Malaysian unit trust industry. Before joining KL Mutual, he was with an international accounting firm for eight years.

Mr. Wong is a founder member and former President of the Financial Planning Association of Malaysia (FPAM). He was also involved in establishing the Federation of Investment Managers Malaysia (FiMM) when he was appointed the Founding Secretary. A strong believer in financial planning, he co-authored a financial planning book entitled "Financial Freedom – Your Guide To Lifetime Financial Planning" and a second book entitled "Financial Freedom – Through Malaysian Equities and Unit Trusts." In June 2008, Mr. Wong co-authored a third book which revolves around the themes of health and wealth entitled "CHOICES – Live Well and Don't Die Broke."



Macaria Trinidad Gaspar, CFA

Director

Macaria Trinidad Gaspar (56) is the President and Chief Executive Officer of Manulife Investment Management and Trust Corporation. She is responsible for the strategic management and operations of the Company to deliver sustainable growth for its asset management franchise.

Prior to becoming President and Chief Executive Officer of Manulife Investments Philippines, Ms. Gaspar was the Chief Investment Officer of Manulife Philippines, where she was responsible for the development and implementation of overall investment strategies for the Philippine-based investment portfolios of Manulife.

Previously, she was with SGV & Co ("SGV"), a member firm of Ernst & Young Global, where she provided assurance services to a range of institutions with specific emphasis on firms engaged in the business of life insurance, manufacturing and utility services.

Ms. Gaspar graduated with Distinction from the Philippine School of Business Administration with a degree of Bachelor of Science in Business Administration, major in Accounting. She is a CFA charterholder and a Certified Public Accountant.



Rahul Hora

Director

Rahul Hora (51) is the President and CEO of Manulife Philippines. He currently serves as an executive director of Manulife Philippines and as Director of Manulife China Bank Life Assurance Corp. and Manulife Investment Management and Trust Corporation. He first served as a director of said companies in 2022.

As President and CEO, Mr. Hora is responsible for the development and execution of Manulife's strategy in the Philippines, supercharging the business so we can continue making every day better for more Filipinos.

Mr. Hora is an insurance industry veteran, having taken on various sales and distribution leadership roles in operations, agency, and bancassurance across geographies. He joins Manulife from another multinational insurance company, where he held distribution roles at market and regional levels, and most recently led their life and non-life insurance operations in the Philippines.

Board of Directors



Elvin Tharm

Director

Elvin Tharm (45) is currently Senior Managing Director, Head of Retirement Proposition, Asia Retirement, of Manulife Investment Management. He is responsible for creating the strategic vision for the retirement business across the Asia markets, leading the design and development of country-level retirement business propositions across products, investment platforms, distribution channels, and digital solutions. Prior to joining Manulife, Mr. Tharm was the Head of Business Development and Client Relationship for Mercer Hong Kong's Wealth business.

Mr. Tharm graduated from the University of Iowa with a master's degree in Actuarial Science and the Iowa State University with a bachelor's degree in Mathematics. He is a Fellow of the Society of Actuaries and the Actuarial Society of Hong Kong.



Luz Lorenzo

Independent Director

Luz Lorenzo (64) retired in July 2016 from Maybank ATR Kim Eng Securities Inc. where she had worked since 1995, mostly as Head of the Research Department. In that position she led her team to being one of the names to reckon with in the industry, having been the personal and group recipients of several awards and citations. She has worked in the financial services industry throughout her professional life. This included stints in the United States and Hong Kong where she worked in the fields of economic consulting and investment banking. She also worked briefly in the public sector in the Department of Finance and National Economic and Development Authority.

Ms. Lorenzo has a Master of Arts degree in Economics from the Pennsylvania State University and a Bachelor of Science degree in Statistics from the University of the Philippines.



Atty. Rene Betita

Independent Director

Atty. Rene B. Betita (67) is a part time faculty at De La Salle University and the College of St. Benilde, where he teaches subjects in the fields of finance, law and economics. He is also a faculty member of the Trust Institute Foundation of the Philippines, a school for professionals in the banking, insurance and regulatory agencies.

He has more than 20 years of experience in the trust banking industry mostly in account management and marketing. His last bank employment was as Vice President and Head of Trust of Maybank Philippines Inc. He also served as a member of the Board of Directors of the Trust Officers Association of the Philippines.

Atty. Betita earned his Law and Economics degrees from the University of the Philippines in Diliman and passed the Bar in 1985.



Raul Diaz

Independent Director

Raul C. Diaz (74) has had extensive experience in Trust and Investment Management, having served in various capacities as Marketing Officer, Portfolio Manager, and Trust Officer. Overall, he has spent more than 30 years in the trust business, 23 of which as Trust Officer. As an active practitioner in the trust industry, he has served as Director of the Trust Officers Association of the Philippines (TOAP) for several terms as well as Chairman of various TOAP Committees over the years. He was elected TOAP President in March 2008, a position he held for a term of one (1) year. Having retired, he presently serves as Member of the TOAP Advisory Board.

Mr. Diaz graduated from the University of Santo Tomas with a degree in Commerce, major in Banking and Finance. He also holds a Master of Business Administration degree from the De La Salle University. As part of training in Trust, he also took up the one-year Trust Course offered by the Trust Institute Foundation of the Philippines, the educational arm of the TOAP.

Management Team



Macaria Trinidad Gaspar, CFA
President and CEO



Mark Alan Canizares
Head of Equities



Jean Olivia De Castro
Head of Fixed Income



Paul Jeffrey Lu, CFA
Head of Wealth Solutions



Jones Mark Chan, CPA
Treasurer and Head of Finance

Zedric Matubis
Health of Wealth Sales





Abigail Marie Salud
Head of Compliance



Gerlie Aman
Head of Operations



Stanley Raymund Cabrera V, FRM
Risk Officer



Corporate Governance

Corporate Governance Policy

The Board, Officers, and Employees of the Company believe that good corporate governance is an integral component of sound strategic management and will therefore undertake every effort necessary to create awareness within the Company. Compliance with the principles of good corporate governance shall start with the Board being primarily responsible for providing independent oversight of the management of the business and affairs of the Company.

The promotion of good corporate governance shall be aligned with the Company By-laws of fostering a culture of integrity throughout the organization and ensuring compliance with the Company's Code of Business Conduct and Ethics. The Board shall oversee the Company's communication and disclosure of corporate practices relating to corporate governance practices and require timely, accurate and fair release of such information in compliance with all legal and regulatory requirements.

All Board members have undergone training in corporate governance and have been duly certified therefor. The Board is composed of professionals from various fields of expertise such as law, general business and finance. The Company is assured that each director is capable of adding value and formulating sound corporate policies.

Corporate Governance Manual

With the objective of institutionalizing the principles of good corporate governance and promoting awareness of such principles, the Company has adopted a Corporate Governance Manual. Through this manual, the Company's Board of Directors recognizes its primary responsibility to ensure effective good corporate governance oversight throughout the organization.

This Corporate Governance Manual is applied suppletorily to any applicable laws and regulations of the Company. In the event of conflict between the laws or regulations or the charter or by-laws pertaining to corporate governance, the provisions in the laws or regulations shall prevail. The Board may modify or make exceptions to the Corporate Governance Manual from time to time, in its discretion in accordance with the fiduciary duties and responsibilities of the Board to the Company's stakeholders.

Duties and Responsibilities of the Board

The Board of Directors exercises all the powers of the corporation as granted by the Revised Corporation Code of the Philippines, the Company By-laws, the Manual of Corporate Governance, and all other relevant laws, rules, regulations and internal policies.

In line with the enhanced corporate governance guidelines for BSP supervised entities, the duties and responsibilities of the Board include the following:

1. Define the Company's corporate culture and values;
2. Responsible for approving the Company's objectives and strategies and in overseeing management's implementation thereof;
3. Responsible for the appointment/selection of key members of senior management and heads of control functions, and for the approval of a sound remuneration and other incentives policy for personnel;
4. Responsible for approving and overseeing implementation of the Company's corporate governance framework; and
5. Responsible for approving the Company's risk governance framework and overseeing Management's implementation thereof.

Committees

Corporate Governance Committee

The Corporate Governance Committee is tasked primarily to assist the Board in fulfilling its corporate governance responsibilities by ensuring the Board's effectiveness and due observance of corporate governance principles and guidelines. It shall review and evaluate the qualifications of all persons nominated to the Board as well as those nominated to other positions requiring appointment by the Board.

In 2024, the Corporate Governance Committee met four (4) times as shown below:

Name of Director	Date of meeting			
	22 February 2024	11 April 2024	15 August 2024	14 November 2024
Luz Lorenzo (Chairperson/Independent)	✓	✓	✓	✓
Rene Betita (Independent)	✓	✓	✓	✓
Edwin Magpantay (Non-Executive)*	✓	✓	✓	

The Corporate Governance Committee shall be composed of at least three (3) members of the Board who shall all be Non-Executive Directors, two (2) of whom shall be Independent Directors, including the Chairperson.

** Mr. Edwin Magpantay resigned as Director effective end of August 2024 and was replaced by Mr. Elvin Tharm in December 2024.*

Audit Committee

The primary objective of the Audit Committee is to assist the Board of Directors in providing oversight over the Company's financial reporting policies, practices and control and internal and external audit functions.

Specifically, the Audit Committee has the following duties:

- The Audit Committee shall provide effective oversight of external and internal audit functions, including insourcing or outsourcing of audit activities.
- It shall review and approve the audit scope and frequency of both internal and external auditors.
- It shall ensure that the internal/external auditors as well as regulatory auditors shall have free and full access to all the the Company's records, properties and personnel relevant to the audit activity and shall be free from interference by outside parties in the performance of work.
- It shall ensure that a review of the effectiveness of the Company's internal controls, including financial, operational and compliance controls, and risk management, is conducted at least annually.
- It shall ensure that arrangements are in place for the independent investigation, appropriate follow-up action, and subsequent resolution of complaints.

In 2024, the Audit Committee met four (4) times as shown below:

Name of Director	Date of Meetings			
	22 February 2024	11 April 2024	15 August 2024	14 November 2024
Rene Balita (Chairperson/Independent)	✓	✓	✓	✓
Raul Diaz (Independent)	✓	✓	✓	✓
Boon Choy Wong (Non-Executive)	✓	✓	✓	✓

The Committee shall be composed of at least three (3) members of the Board, who shall all be Non-Executive Directors, two (2) of whom shall be Independent Directors, including the Chairperson.

Risk Oversight Committee

The Risk Oversight Committee is designed to oversee the effectiveness of risk management and control including reviewing risk appetite, risk limits, risk exposures and opportunities for optimizing risk taking consistent with the Company's overall strategic priorities. It is also authorized to take certain risk acceptance and control decisions which are outside the authority of individual officers of the Company.

In 2024, the Risk Oversight Committee met four (4) times as shown below:

Name of Director	Date of Meetings			
	22 February 2024	11 April 2024	15 August 2024	14 November 2024
Raul Diaz (Chairperson/Independent)	✓	✓	✓	✓
Luz Lorenzo (Independent)	✓	✓	✓	✓
Boon Choy Wong (Non-Executive)	✓	✓	✓	✓

The Risk Oversight Committee shall be composed of three (3) members of the Board, majority of whom shall be Independent Directors, including the Chairperson. The Risk Oversight Committee's Chairperson shall not be the Chairperson of the Board of Directors, or any other Board-level committee.

Board Process

The Board meetings are held on a quarterly basis unless a special meeting is necessary to consider urgent matters. The schedule of meetings for 2025 were presented to the Board and approved in November 2024.

The Directors receive notice of regular or special meetings of the Board, including the meeting pack specifying the date, time and place of the meeting as communicated by the Corporate Secretary. The meeting pack includes information on the Company's operation, minutes of the last Board and Committee meetings, and all other documents needed for the Board meeting discussion.

Minutes of meetings of the Board and all committees are kept by the Corporate Secretary. The said minutes are open for inspection by Directors and stockholders upon request.

Annually, the Corporate Secretary distributes a Board Effectiveness Survey to be accomplished by the Directors. The survey covers the following matters: Board Responsibility, Board Operations, Board and Committee Effectiveness, and Individual Director Self-Evaluation. In 2024, the Directors accomplished the Board Effectiveness Survey. The Board of Directors also assessed the President & CEO's performance for the previous year.

Board Meetings

The Board met four (4) times in 2024. The Board members' attendance during meetings is shown below:

Name of Director	Date of meeting				
	22 February 2024	11 April 2024	15 August 2024	14 November 2024	Percentage
Gianni Fiacco (Chairperson)	✓	✓	✓	✓	100%
Boon Choy Wong (Vice-Chairperson)	✓	✓	✓	✓	100%
Rahul Hora	✓			✓	50%
Macaria Trinidad F. Gaspar (President & CEO)	✓	✓	✓	✓	100%
Edwin Magpantay*	✓	✓	✓		100%
Luz Lorenzo (Independent)	✓	✓	✓	✓	100%
Rene Betita (Independent)	✓	✓	✓	✓	100%
Raul Diaz (Independent)	✓	✓	✓	✓	100%

** Mr. Edwin Magpantay resigned as Director effective end of August 2024 and was replaced by Mr. Elvin Tharm in December 2024.*

Venue of Meetings

In 2024, all Board and Committee meetings were held at NEX Tower, 6786 Ayala Avenue, Makati with the option to attend via video conference in compliance with SEC Circular No. 6, series of 2020.

Directors' Orientation Program and Continuing Education

All newly elected Directors are given an orientation by the Corporate Secretary on the organizational profile, charters, by-laws, policies and procedures of the Company. As required by regulations, the Company also facilitates the enrollment of all new directors to a corporate governance seminar by an accredited provider upon onboarding.

All Directors are required annually by the Company to undergo Anti-Money Laundering and Anti-Terrorism and Financing (AML/ATF) and Code of Business Conduct and Ethics (COBE) training and certification. The Directors also attend annual training in matters related to corporate governance and are likewise encouraged to attend seminars that would aid them in their functions as members of the Board.

For 2024, all of the Directors of the Company underwent and completed the AML/ATF and COBE trainings.

Board Renumeration

Under the Company's By-laws, Directors receive a reasonable per diem for their services as Directors and members of the Board committees. Other than the usual per diem arrangement for Board and Committee meetings, there is no other standard arrangement as regards to the compensation of Directors, directly or indirectly, for any other service provided by the Directors.

Currently, only independent directors and non-executive directors who are no longer employed or are no longer serving in any capacity, except as director, in any member of the Manulife Group of Companies receive per diem for every board meeting attended. Executive Directors within the Manulife Group are compensated as full-time officers of the Company, not as Non-Executive Directors. No Director participates in discussion or deliberations involving his/her own remuneration.



Succession Plan

The Board oversees the succession planning of the CEO and senior executive officers, including the heads of the Company's oversight functions, and the termination of CEO. All nominations to such positions are deliberated and discussed by the Corporate Governance Committee which shall evaluate the nominees' competency and credentials, and shall make appropriate endorsement and recommendation to the Board.

Board Diversity Policy

In choosing nominees to the Board, consideration is given to gender, ethnic background, geographic representation and other personal characteristics that contribute to diversity, recognizing that it is skills, experience and integrity that are most important in assessing candidates and their potential contributions.

Corporate Secretary

The Corporate Secretary is a lawyer, Filipino citizen and resident of the Philippines. Concurrently, she has been the Head of Legal for Manulife Philippines since November 2020. Prior to joining the Company, she was the Head of Legal (2016-2018), Head of Legal & Compliance Strategy and Quality Assurance (2018-2019), and Head of Compliance (2020) of another insurance company.

As Corporate Secretary, she is primarily responsible for the following:

1. Ensure that all Board procedures, rules and regulations are strictly followed;
2. Safekeeping and preservation of the integrity of the minutes of the meetings of the Board and its Committees, as well as the other official records of the Corporation;
3. Inform the members of the Board, in accordance with the By-laws, of the agenda of their meetings and ensure the members have before them accurate information that will enable them to arrive at intelligent decisions on matters that require their approval;
4. Attend all Board meetings except for justifiable causes; and
5. Prepare and submit all necessary documents and certifications as may be required by laws and regulations.

The Corporate Secretary attends annual training related to corporate governance matters.

Risk Management

The Company recognizes its fiduciary responsibility and has established an effective and sound Risk Management Framework in the conduct of its daily operations and activities. This framework is formulated to ensure adequate level of protection to investors by providing clear guidance to the Board of Directors and responsible officers regarding acceptable risk exposure levels and appropriate policies, procedures and practices that need to be established, implemented and monitored.

The Company strives for a risk-aware culture, where individuals and groups are encouraged, feel comfortable and are proactive in making transparent, balanced risk-return decisions that are in the long term interests of its clients, and the Company's own reputation/brand. Risk culture encompasses the following:

- Commonality of purpose, values and ethics: The extent to which an employee's individual interests, values and ethics are aligned with the Company's risk strategy, appetite, tolerance and approach;
- Universal adoption and application: Whether risk is considered in all activities, from strategic planning to day-to-day operations, in every part of the organization;
- A learning organization: Whether the collective ability of the organization to manage risk more effectively is continually improving.

A strong risk culture allows individuals and the Company to make better risk-return decisions which align with our overall risk appetite, strategic objectives and our customers' needs. It also enables the Company to benefit from early identification of risk factors, and deal with them appropriately to help prevent major risk incidents.

The Company's Risk Management Framework provides a structured approach to implementing risk taking and risk management activities at a firm-wide level. This is achieved through a common approach to managing all risks to which the Company is exposed, and a consistent evaluation of potential returns on contemplated business activities on a directly comparable risk-adjusted basis. These policies and standards of practice cover:

- **Risk roles and authorities** – Assignment of accountability and delegation of authority for risk oversight and risk management at various levels within the Company as well as accountability principles to be followed.
- **Governance and strategy** – The types and levels of risk the Company seeks given its strategic plan and risk appetite which drive risk limits and policies.
- **Execution** – Risk identification, measurement, assessment, and mitigation which enable those accountable for risks to manage and monitor their risk profile.
- **Evaluation** – Validation, assessment, and independent oversight to confirm that the Company generated the risk.



Three Lines of Defense Model

A strong risk culture and a common approach to risk management are integral to the Company's risk management practices. The Company's Board of Directors is accountable for the oversight of risk management, and delegates this through a governance framework that is centered on the "three lines of defense" model:

- The Company's first line of defense is comprised of all employees who have any level of supervisory responsibility since they are required to ensure the effective management of risks within the scope of their direct organizational responsibilities. This includes the President & CEO and senior management. Businesses are ultimately accountable for the risks they assume and for the day-to-day management of the risks and related controls.
- The second line of defense is comprised of the Company's Risk Officer and Head of Compliance. Effective oversight of risks within the Company is obtained through an appropriate balance of independent membership in the Risk Oversight Committee (ROC). Together, they provide independent oversight of risk taking and risk mitigation activities across the Company.
- The third line of defense comprises the Company's Internal Audit Services function, which provides independent assurance of the effectiveness of management's control of its own business activities (first line) and the processes maintained by the Risk/Compliance Control functions (second line).

The role of Internal Audit is defined and overseen by the Audit Committee and is set out in the Company's Audit Program.

Risk Culture

To enable the achievement of our goals and strategies, the Company requires a high-performing culture centered around six values:

- **Obsess about Customers** – We predict our customers' needs and do everything in our power to satisfy them.
- **Do the Right Thing** – We act with integrity and do what we say.
- **Think Big** – Anything is possible. We can always find a better way.
- **Get it Done Together** – We're surrounded by an amazing team. We can do it better by working together.
- **Own it** – We have the freedom and power to make decisions, and the courage to pursue our mission and vision.
- **Share your Humanity** – We build a supportive, diverse, optimistic, and thriving workplace.



Within this context, the Company strives for a risk-aware culture, where individuals and groups are encouraged, feel comfortable, and are proactive in making transparent, balanced risk-return decisions that are in the long-term interests of the Company. Management establishes practices that encourage and foster a risk-aware culture that addresses the following:

- Aligning personal objectives with the Company's objectives;
- Identifying and escalating risks before they become issues;
- Adopting a cooperative approach that enables appropriate risk taking;
- Ensuring transparency in identifying, communicating, and tracking risks; and
- Systematically acknowledging and surfacing material risks.

However, the ROC should not dilute the individual responsibility and accountability of those individual officers in the first and second lines of defense. All matters brought to the ROC for approval must have a clear proposal or recommendation from the responsible first line officer and the endorsement of the second line.

Risk Appetite

Risk taking activities are managed within the Company's overall risk appetite and approved by the Board. Risk appetite defines the amount and types of risks the Company is willing to assume, and is comprised of three components: risk philosophy, risk appetite statements, and risk limits and tolerances.

The Company considers the following factors in establishing its risk appetite:

- View on the current and future state of the economy and markets in which the Company operates;
- Expectations of various stakeholders, including clients and regulators;
- The current and future operational capacity to manage risk; and
- Strategic business opportunities.

The Company offers wealth and asset management products and services. All of these activities involve some elements of risk taking. The Company's objective is to balance the level of risk with its business, growth, and profitability goals to achieve consistent and sustainable performance over the long term that benefits its customers and shareholders. When making decisions about risk taking and risk management, the Company places the highest priority on the following risk management objectives:

- To safeguard the commitments and expectations it has established with its customers; and
- To protect and/or enhance the Company's reputation and brand.

The Company establishes and reaffirms its risk appetite at least annually to ensure that the risk appetite and the business strategy align. The risk appetite embodies the types and levels of risk that the Company is willing to take in pursuit of its business objective. The following statements provide guideposts for risk taking:

- The Company accepts a total level of risk that provides a very high level of confidence to meet client obligations and/or expectations;
- The Company pursues responsive innovations that address the true underlying needs of its customers and create a long-term competitive advantage for its business;
- The Company manages investment portfolios within established risk and return objectives;
- The Company accepts that operational risks are an inherent part of its business but will protect its business and clients' assets through cost-effective operational risk mitigation; and
- The Company fosters a culture where its officers and employees act in accordance with Company values, ethics and standards, and participates in the preservation and enhancement of its brand and reputation.

Risk Identification, Measurement and Assessment

Identification of potential adverse risk events is an essential first step in managing the risks of any business activity. Risk identification is a forward-looking activity that considers which types of adverse events could happen in the future.

Business units and functional groups are required to identify and assess key and evolving risks arising from their activities on an ongoing basis. This includes assessing external risk factors which, if they were to materialize, may pose significant threats to the business. A standard inventory of risks is required to be used in all aspects of risk identification, measurement and assessment, and monitoring and reporting.

All key risks are to be either measured quantitatively or assessed qualitatively (for those risks whose impact cannot be reliably quantified) and aggregated at the Company level.

Risk status assessment criteria are designed to promote consistency in the Company's risk assessment process and resulting risk status ratings.

Risk Monitoring and Reporting

Under the direction of the ROC, the Risk Officer is responsible for maintaining and executing a formal process for independently monitoring, assessing, measuring, and reporting all significant risks.

The ROC has the responsibility to review a set of reports that present all key elements of the Company's risk profile and exposures, and risk management activities across the principal risks and incorporating both quantitative risk measures and qualitative assessments. The Risk Officer provides the ROC with an independent assessment of key risks across the Company.

Risk Control and Mitigation

Risk control and mitigation activities are defined individually for each risk and can include full or partial risk offset, full risk elimination or risk reduction to within limits. Financial risk mitigation tactics, including strategies such as product and investment portfolio management must be specifically considered, and executed where appropriate, to ensure aggregate risk exposures remain within the Company's risk appetite and limits. In some cases, risk mitigation requires immediate action, while for other risks, longer term risk mitigation execution plans will be appropriate, depending on the likelihood and severity of the risk to be mitigated.

Emerging Risks

Emerging risk is defined as a new or increasing risk that has low probability and/or an uncertain outcome, and that could have an adverse impact on the Company's ability to deliver its strategy or on its key risk exposures.

Considering the potential impact on the Company of emerging, strategic, operational or financial risks as key parts of the Risk Management Framework, the ability to detect and adapt to changes may not only prevent problems from arising but may also help the Company identify new opportunities.

Emerging risks can be picked up from various sources such as industry news (external events), and other forms of data and analysis generated both internally and externally.

The emerging risk process provides for:

- The identification of emerging financial and non-financial risks;
- The creation of action plans and identification of early warning indicators;
- The effective management of emerging risks by the appropriate business unit leaders; and
- The acceptance of any risks identified as part of 'business as usual' processes, where appropriate.



Company Policies

Customer Welfare Policy

The Company adheres to the highest service standards and embraces a culture of fair and responsible dealings in the conduct of its business in line with its vision to help customers achieve their financial aspirations.

The Company places great importance on consumer protection, particularly in the areas of disclosure and transparency, protection of client information, fair treatment, effective recourse and financial education. Customers have access to various touchpoints, which include customer care e-mail, hotline, domestic toll-free number, Wealth Specialists and service centers across the country.

To support the Company's bold ambition of becoming a digital, customer-centric market leader, Manulife iFUNDs was launched to the public in 2019. Manulife iFUNDS is a mobile-optimized customer website that makes it convenient for customers to manage their unit investment trust funds (UITFs) with the Company. Manulife iFUNDS allows customers to explore different investment options, view their accounts and transaction history and transact online anytime, anywhere.

Financial Education and Awareness is at the forefront of the Company's priorities. The following resources are available digitally to our customers:

- Investment Insights is a web page that provides investment notes and research articles on topical themes in different markets and economies globally.
- Plan Rules are the master documents for each of the Company's UITFs, intended to provide customers with a holistic understanding of the UITF's nature and investment objectives, manner of operations, investment risks and other relevant information.
- Key Information and Investment Disclosure Statements (KIIDS) is a monthly publication for each of the Company's UITFs that provides vital information on the key features of each UITF including its investment objective and strategy, key risks, portfolio composition, performance, volatility and other relevant information, which can help investors make informed decisions.
- The Client Suitability Assessment is an integral part of the account opening process as no products are offered before this step is completed. This ensures that customers are able to assess the suitability and appropriateness of a product with their financial knowledge and capabilities, investment experience, investment objectives, investment horizon and risk profile.

Privacy Policy

The Company is committed to providing the highest quality financial products and services in a manner that fosters trust and confidence among our customers and representatives. That commitment includes protecting the privacy of all the personal and sensitive personal information in our care in accordance with the Philippines' Data Privacy Act of 2012, its implementing rules and regulations and our privacy policy available at at www.manulifeim.com.ph/privacy-policy.html

All employees, representatives, agents, and service providers who act on behalf of the Company are required to abide by our privacy policies, principles, and practices. All employees and agents complete annual privacy refresher training. Our Customer Privacy Policy can be found at www.manulifeim.com.ph/customer-privacy-policy.

Anti-Money Laundering and Anti-Terrorist Financing Policy

The Company is committed to preventing the use of its products and facilities for the purposes of money laundering or to finance terrorist activities. That commitment includes having and adhering to policies, procedures and controls designed to meet the Company's obligations under the Philippines' Anti-Money Laundering Act, as amended, its revised implementing rules and regulations and our AML/ATF policy. On an annual basis, we conduct a localized AML refresher training for all employees and agents.

In 2024, the Company conducted online training for its new hires on the basic principles of AML. Online training on AML refresher was provided to all employees and agents.

Code of Business Conduct and Ethics

Manulife's Code of Business Conduct and Ethics (COBE) provides standards for ethical behaviour when representing the Company and when dealing with customers, investors, employees, field representatives, external suppliers, competitors, government authorities and the public. It applies to all directors, officers and employees of Manulife and its subsidiaries including sales representatives, third party business associates, contractors and others with certain duties and obligations to the Company. COBE likewise governs any actual or potential conflict of interest and does not waive actual conflicts of interest under any circumstances. Typical controls include clear and complete disclosure of the potential conflict of interest and recusal from any decision-making relating to the situation giving rise to the potential conflict of interest.

To ensure knowledge and familiarity with the provisions of the COBE, directors, employees, senior management and agents are required to undergo training prior to onboarding and annually thereafter as a refresher course. This Code is also available on Manulife's website and is available in print upon request.

Whistle Blowing Policy

Manulife has a Whistle Blowing Policy which encourages employees to talk to appropriate personnel about suspected or potential illegal or unethical behavior or when the employee is in doubt about the best course of action to take in a particular situation. It is also the policy of the Company not to allow retaliation for reports of misconduct by others made in good faith. Directors, officers, employees, representatives and other associates are expected to cooperate in internal investigations of misconduct.

Employees are also encouraged to use the Ethics Hotline where they are duty-bound to report suspected unethical behaviors or air their grievances anonymously.



Anti-Bribery and Anti-Corruption Policy

Maintaining high standards of integrity is paramount to success at Manulife. As stated in the Company's Code of Business Conduct and Ethics, "we must take special care to use our corporate positions responsibly when dealing with government agencies and representatives." This is especially true in relation to the political process. The Company recognizes the paramount importance of and ensures compliance with all laws and regulations that apply when offering to provide entertainment, meals, gifts, gratuities, and other items of value to any employee or representative of national or local governments or when accepting such items of value from any employee or representative of national or local governments.

To ensure that all its employees abide by Republic Act No. 3019 (the Anti-Graft and Corrupt Practices Act), the Revised Penal Code of the Philippines, the National Internal Revenue Code, and Presidential Decree No. 46, the Company promulgated its Anti-Bribery and Anti-Corruption Policy.

The Company's Anti-Bribery and Anti-Corruption (ABC) Policy aims to ensure that the Company's directors, officers and employees, as well as representatives, agents and third-party providers do not give or receive bribes and comply with all applicable laws and regulations at all times. Anti-Bribery training material is developed by Manulife Regional Office and customized by local markets.

As part of the policy, the Company implements a "no gift policy" directly or indirectly to any public official. The Company also mandates that all financial transactions are recorded in a timely and accurate manner in accordance with accounting standards and principles to prevent off-the-book transactions such as bribes and kickbacks.

The policy requires the Head of Compliance to report any violation of laws and regulations to the Board of Directors and to recommend the imposition of appropriate disciplinary action on the responsible parties.



Gifts and Entertainment Policy

It is the policy of Manulife that no business or specific transactions may be contingent in any way on the receipt, offer or solicitation of any gift or favor. Further, an employee is prohibited from giving or receiving cash or equivalents to any vendor, broker, producer or other outside third party. However, modest gifts and favors, which would not be regarded as improper, may be accepted or given on an occasional basis. In all cases, an employee giving or receiving a gift or favor must declare the same to the Company's Compliance Department.

To ensure awareness of the employees of the Company's Gifts and Entertainment Policy, provisions of the policy are cascaded to the employees before the holiday season when gift giving is prevalent. Similar to other Company policies, employees are required to undergo training on the Gifts and Entertainment Policy prior to onboarding and annually thereafter.

In 2024, the Gifts and Entertainment Policy was cascaded to all employees as a reminder during the holiday season.

Insider Trading Policy

Directors, officers, employees, representatives and other associates of the Company are prohibited from:

(a) benefiting from opportunities that are discovered through the use of Company property, information or position;
(b) using Company property, information or position for personal gain; and
(c) competing with the Company.

They owe it to the Company to advance its legitimate interests when the opportunity to do so arises.

Related Party Transactions

Directors, officers and employees are required by the Company's Code of Business Conduct and Ethics to immediately report their interest in transactions and any actual or potential conflict of interest.

Directors and executives are also required to abstain from participating in any discussion on a particular subject that they are conflicted. Any related party transactions, mostly limited to contracts within the Manulife conglomerate, are conducted in such a way as that they are fair and at arm's length and subject to appropriate review and approval process.

In addition, as required by BSP Circular no. 895 (Guidelines on Related Party Transactions), the Board of Directors approved the Company's Related Party Transactions Policy on 22 March 2017 and this was amended on 23 February 2023.

The objective of the policy is to ensure transactions with related parties and trading in securities issued by related parties are compliant with the pertinent regulatory requirements. While the great majority of related party transactions are perfectly normal, the special relationship inherent between the parties involved creates potential conflicts of interest which can result in actions which benefit the people involved as opposed to the relevant stakeholders.

A summary of the approved related party transactions is provided in Note 19 of the Audited Financial Statements as submitted by the Company to its regulators. The Company's RPT are primarily related to management fee agreements with affiliates and shared services with its parent company.

Financial Statements

The Company, as approved by its Shareholders and management, engages the services of Sycip, Gorres and Velayo & Co. (SGV & Co.), a member of Ernst and Young International, as its external auditor. The audit fees paid to SGV & Co. amounted to Php 2.8 million and Php 2.6 million in 2024 and 2023, respectively.

In 2024, no non-audit fees were paid to the external auditor.

Since the start of operations in 2017, the Company has not received a qualified, adverse or disclaimer opinion in any year from the external auditor.

Procurement Policy

Manulife routinely engages with third-party vendors and service providers to support the day-to-day management of business.

The Company has put in place a framework of policies, processes and tools, as well as a team of sourcing and contracts experts, to assist all business units in meeting their procurement, outsourcing and vendor risk management objectives. This requires all stakeholders to work collaboratively to ensure:

1. Compliance with related policies is achieved;
2. All dealings with suppliers are consistent with Manulife's Code of Business Conduct and Ethics;
3. Procurement processes are competitive and transparent;
4. Manulife's business requirements are clearly stated;
5. Manulife's risk exposure is identified, assessed and effectively managed;
6. Regulatory compliance on third-party outsourcing is met;
7. All contracts and supporting documents are reviewed and approved by appropriate officers; and
8. Suppliers meet their pricing, service level, and contractual commitments.

Supplier Selection Criteria

At Manulife, it is important that the supplier selection process must be both objective and transparent. The supplier selection decision should be based on evaluation criteria that include, but are not limited to, the supplier's:

1. Demonstrated ability to meet stated requirements;
2. Ability to provide competitive pricing (based on total cost of ownership);
3. Excellent customer service;
4. High quality products and/or services;
5. Financial stability;
6. Technical skills and capacity to meet current and future needs;
7. Willingness to agree to Manulife's contract terms and conditions;
8. Compliance with Manulife's Outsourcing and Vendor Risk Management Policy which aims to enhance design, structure and effectiveness of risk management processes; and
9. Compliance with Government statutory requirements.

Manulife strives to maintain the highest standards of integrity and is committed to fair competition in all its dealings with vendors.

Health and Safety Policy

Manulife Investments Philippines is committed to providing a safe and healthy environment for all its employees, agents and customers through the following:

- Protection of the employees from work-related accidents and injuries
- Promotion of a drug-free workplace and a healthy lifestyle
- Prevention of violence and harassment in the workplace

The Company, through its Occupational Safety and Health (OSH) team,also ensures compliance with reportorial and program requirements mandated by the Department of Labor and Employment. There is accountability at all levels of management and cooperation with employees for effective implementation of policy and other related programs:

- Launched the Mandatory Safety and Health Training via e-learning modules (previously conducted face-to-face) in Compass on July 17, 2023. All employees are required to complete the e-Learning modules once
- All branch offices are fully registered and in compliance with DOLE requirements.
- The Customer Service Officer at each branch office is now a duly certified safety officer and will oversee the implementation of safety measures on the premises.
- Achieved a conformance rating in General Labor Standard and Occupational Safety and Health during the Safety Inspection conducted by the Department of Labor and Employment (DOLE) on April 5, 2024.
- We have updated our Occupational Safety and Health policies to address critical health issues, including Tuberculosis (TB), Cancer, HIV and AIDS, Mental Health and maintaining a Drug-Free Workplace. We strive to cultivate a supportive and empathetic environment, ensuring that all individuals have access to the essential information and assistance they require.
- Head office and branches offices actively participated in annual fire and evacuation drills conducted by the building administration, including the Quarterly Nationwide Simultaneous Earthquake Drill.
- Performed the annual Hazard Investigation and Risk Assessment and Control.
- Continued reporting of unsafe workplace hazards and work practices on a monthly basis.

Other Company-initiated safety and health activities include, the Occupational Safety and Health Program, Blood Donation Drive, Basic Life Support and Occupational First Aid Training, Random Drug Testing and Monthly Safety Committee Meetings.

The Company is committed to continuous improvement by conducting regular reviews and implementing actions necessary to improve its OSH Program.

Shareholder Information

Rights of Shareholders

The shareholders have the powers and responsibilities as stated in the Revised Corporation Code of the Philippines, the Company's By-laws, the Manual of Corporate Governance, and all other relevant laws, rules, regulations, and internal policies. Among others, all of the Company's shareholders have the right to:

1. Participate in the amendments of the Company's Articles of Incorporation;
2. Authorize issuance of additional shares;
3. Transfer all or substantially all assets of the Company, which may result in the sale of the Company;
4. Effectively participate in and vote in general shareholder meetings;
5. Nominate candidates for board of directors; and
6. Elect directors individually.

As provided in the Revised Corporation Code, each shareholder is entitled to one vote for each share of stock recorded in the shareholder's name in the books of the Company. At all meetings of the shareholders, all elections and all questions shall be decided by the majority vote of the stockholders present in person or by proxy and entitled to vote thereat, a quorum being present, unless it is otherwise provided by law or the Articles of Incorporation.

The shareholders are aware of these rules and voting procedures governing the shareholder meetings.

Annual General Meeting

As mandated in the by-laws, the shareholders meet regularly or at least once a year. The Company's Secretary ensures that the notice of meeting, including the notice for annual shareholders meeting, is sent to the stockholders at least two (2) weeks prior to the date of the meeting.

A Proxy letter is also attached to the notice or made readily available through the Company website to allow shareholders to send representatives in their absence.

In the most recent Annual General Shareholders Meeting held at the head office of the Company in Makati City, the shareholders were given the opportunity to ask questions or raise issues during the Other Matters Agenda of the Meeting. The Company's Chairperson, Gianni Fiaccio, President and CEO, Aira Gaspar, and the Board-Level Committee Chairpersons also attended the meeting.

The Company's Shareholders (as of December 31, 2024)

Name	Shares Held	Amount Paid	% of Ownership	Beneficial Owner	Nationality
The Manufacturers Life Insurance Co. (Phil), Inc.	299,992.0	PHP 299,992,000.00	99.997333%		Dutch
Gianni Fiacco (Non-Executive Director)	1.0	PHP 1,000 .00	0.000333%	Manulife Philippines	Canadian
Boon Choy Wong (Non-Executive Director)	1.0	PHP 1,000 .00	0.000333%	Manulife Philippines	Malaysian
Rahul Hora (Non-Executive Director)	1.0	PHP 1,000.00	0.000333%	Manulife Philippines	Indian
Macaria Trinidad Gaspar (President & CEO)	1.0	PHP 1,000 .00	0.000333%	Manulife Philippines	Filipino
Elvin Tharm (Non-Executive Director)*	1.0	PHP 1,000.00	0.000333%	Manulife Philippines	Malaysian
Luz Lorenzo (Independent Director)	1.0	PHP 1,000 .00	0.000333%	Manulife Philippines	Filipino
Atty. Rene Betita (Independent Director)	1.0	PHP 1,000.00	0.000333%	Manulife Philippines	Filipino
Raul Diaz (Independent Director)	1.0	PHP 1,000.00	0.000333%	Manulife Philippines	Filipino

** Mr. Elvin Tharm replaced Mr. Edwin Magpantay as Director effective in December 2024.*









Employees' Corner

Compensation Philosophy

Manulife has a global strategy that requires everyone in the organization to perform their best to achieve success. To achieve this, leaders must ensure employees understand how their performance is linked to compensation and rewards. Manulife's compensation philosophy is pay-for-performance, which means that compensation and rewards are based on employee performance and contribution to drive a high-performing culture. The organization's compensation objectives are as follows:

- Provide flexibility to differentiate compensation for top talent.
- Maintain competitiveness with the external market.
- Prudently manage compensation expenses.
- Attract, retain, motivate, and reward employees at all levels through competitive compensation structures.
- Focus on the execution of the strategic plan.
- Maintain alignment with shareholder interests.

Global Recognition Program

Recognition is a crucial aspect of our culture. Our flagship global recognition program, "Stars of Excellence," aims to acknowledge exceptional performers from our organization worldwide who have gone above and beyond to make a positive impact on our team and customers. What distinguishes "Stars of Excellence" is its ability to recognize the overall achievements of our top performers worldwide, those who have made the most significant contributions during a calendar year. As a global program, its objective is to recognize individuals who exemplify the power of our values in driving our transformation and moving the needle on our transformation can be achieved at any level of the Company.

The Company also continued to leverage Podium – a global digital platform to appreciate and recognize colleagues who bring our core values to life through their actions. If a colleague has gone above and beyond what is expected, really helped others in their time of need, put forth exceptional effort, or produced outstanding results, it's very likely they deserve their time on the Podium and should be recognized for their contributions.

Employee Health and Wellness

Manulife is committed to promoting our employees' health and well-being. One of the banner programs on this space last year was Better Me, a wellness initiative launched in Asia last August to support our colleagues' holistic wellbeing. Better Me aims to address the four key aspects of wellbeing: physical, mental, financial, and social, and provide tailored experience for our Asia colleagues and cater to your diverse needs through customized programs, tools, and resources. Through messages from leaders, monthly newsletters, sharing of best practices from external resources, and internal campaigns, our colleagues got to learn more and share about taking care of their wellness.

Since its launch in August, Better Me has covered different topics to help our colleagues better manager their overall health:

- Heart Health in September
- Mental Health in October
- Money Awareness in November
- Managing Holiday Stress in December

To help support their health journeys, Manulife introduced MOVE for Staff, a new well-being initiative that extends the company's MOVE program to its employees in seven Asian markets in 2023, which it continued to promote in 2024.

The Asia Wellbeing Programs page is designed to help Manulife Asia employees achieve their best physical, mental, emotional, financial, and social well-being. It provides tools, resources, activities, and incentives to help increase health awareness and develop healthy habits at work and in personal life.

Manulife Philippines Group also offers a Work Life Coaching Program with Human Dynamic, a leading consultancy company. This program provides personal work-life coaches to support employees and their families balance their work and personal priorities. The program is confidential, ensuring privacy for employees.

In addition, My Wellbeing (Asia) is an e-learning and e-service portal that provides access to work-life resources, including professionally written articles, videos, and learning modules for self-help, personal development, and life enhancement.

Always Learning Culture

We continue to build an always learning culture in Manulife. In 2024, we were able to record more than 1 million hours dedicated to learning globally. This achievement shows how much we value the chance to develop new skills, thought patterns, and approaches. Personal development efforts increase our impact across our teams and build the skills necessary to exceed our customers' expectations.

Colleagues from Manulife Investments Philippines averaged 29.43 learning hours, a testament to their dedication to take advantage of opportunities that are available to them, grow in their roles, and build their careers with us.

Fuel Up Friday, focusing on topics like Generative AI, enhancing customer experience, and connecting our strategy with purpose, helps underscore our mission of making decisions more accessible and improving lives. It also underscores how our colleagues can take ownership of their own learning and development.

In 2024, Fuel-Up Friday covered the following themes:

- January - Embracing and Activating Change
- February – Leadership
- March – How we work better together
- April – Connecting our Strategy with Purpose
- May – Career Management
- June – Together Embracing and Building Inclusion
- July – Harnessing the Power of GenAi for Enhanced Productivity
- August – Learn more about Investor Day
- September – Changing for the Better, Together
- October – Enhancing Customer Experience through Digital Innovation
- November – Protecting Manulife and You
- December – Resiliency and the Importance of Gratitude

We also carried out Leading with Impact, a 6-week learning journey covering critical skills, behaviors, and mindsets built on a foundation of our Values, Leadership DNA, and DEI principles. It is a mandatory program for all people leaders at the Director and AVP level. In 2024, seven colleagues completed this six-week Learning Program. Attendees noted that the program empowered them to build a network of colleagues, foster an environment of trust and psychological safety, and become more confident in leading high-performing diverse teams. The Leading with Impact program is designed in partnership with Duke Corporate Education as a multifaceted learning journey with online learning, highly interactive virtual learning sessions, premium curated content.

An Engaged Workforce

In 2024, Manulife Philippines Group revitalized the Employee Engagement Council, composed of more than 20 colleagues from the various Manulife entities in the Philippines, to help enrich a winning culture where everyone feels valued. The team led in executing initiatives that make the stay of our colleagues in Manulife Investments Philippines more worthwhile.

Some of these initiatives included quarterly town halls that showcased team highlights; Manulife Philippines' participation in the Philippine Life Insurance Association 2024 tournament, a sports meet for life insurance companies in the country; and the Yearend Party, which served as an opportunity for employees from Manulife Philippines and Manulife Investments Philippines to get together and celebrate our accomplishments in the past year. In the 2024 Gallup Employee Engagement Survey, Manulife Investments Philippines saw an increase in its engagement score of 4.90 from 4.73 the previous year, putting it in the 97th percentile of organizations surveyed by Gallup.

Global Colleague Forum

For the very first time, the Asia session of the Global Colleague Forum was hosted in Manila in March 2024. Our Global President and CEO Roy Gori, together with other global and regional leaders, joined colleagues from different Manulife entities in the Philippines, as they rallied our colleagues to ride the strong momentum of 2023 to achieve better results in 2024. Five of our colleagues from around Asia, including a financial advisor from the Philippines, got to share their Better Stories and how they rose from their own struggles and succeeded in their paths.

Diversity, Equity, and Inclusion

Manulife Investments Philippines sees diversity, equity, and inclusion as key to fueling business growth and transformation. The aspiration is to cultivate a diverse and inclusive workplace, in which all colleagues are inspired to bring their authentic and whole selves to work, enabling them to thrive personally and professionally to best serve our customers, business partners and communities.

Our Strategic Pillars

Our Workforce
Diversity at all levels in the organization that is reflective of the communities we serve

Our Business
Stronger business opportunities when we incorporate DEI in the development and delivery of products and services

Our Workplace
Employees thrive because they belong and can bring their authentic selves to work

Our Community
Strong partnerships and DEI support in the external communities in which we live, work, and serve

Employee Resource Groups (ERGs) are structured and designed to support employees with shared identities and who are part of marginalized groups that face barriers related to race, ethnicity, gender, age, sexual orientation, or cultural backgrounds. They provide a space for employees to build networks, share experiences, and contribute to our global DEI efforts.

ERGs are aligned to the Workplace pillar of Manulife's DEI strategy, which particularly hones in on the organizational goal of creating an inclusive culture that brings greater awareness, educational resources and creates psychological safety for our colleagues. Manulife Philippines has two ERGs as of 2024:

- **Global Women's Alliance (GWA) Philippines** supports and encourages the recruitment, development and advancement of women throughout our organization by providing a network and opportunities in which women can be mentored, share experiences, and have fulfilling careers with Manulife.

- **Professionals Reaching out for Unity and Diversity (PROUD)** promotes an inclusive workplace for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) employees to promote their contributions to Manulife and its success. It advocates for allyship across the organization to better promote inclusion and offer greater support system to Manulife colleagues in the LGBTQ+ community.

In 2024, GWA Philippines and PROUD held various activities to continuously take action and maintain the company's momentum in fostering an environment where everyone is valued, empowered, and respected. Members of both ERGs were active participants in the first-ever Manulife Asia ERG Summit, which was held in Manila last March.

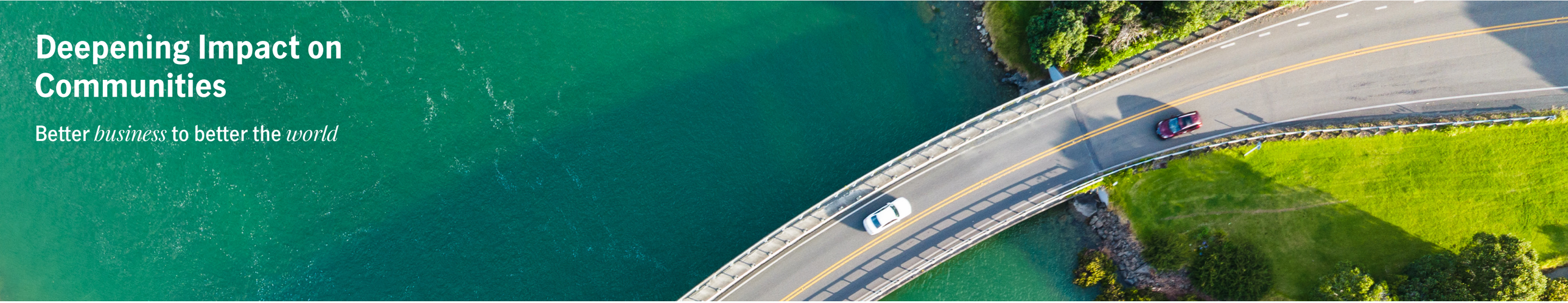
GWA Philippines celebrated International Women's Day through sessions and activities that focused on health and wellness, and equality and empowerment.

Manulife PROUD also held a flag-raising event at the company's head office branch in NEX Tower, Makati to mark the start of the Pride Month. Manulife Investments Philippines also displayed rainbow flags and lights to signify support to the LGBTQ+ community. LGBTQ+ employees and allies also join representatives from Manulife Business Processing Services and Manulife IT Delivery Center during the Pride March in Quezon City to celebrate LGBTQ+ acceptance, achievements, and rights.



Deepening Impact on Communities

Better *business* to better the *world*



When Manulife launched our Impact Agenda globally in 2022, we set out on a path to taking concrete steps in supporting important environmental, social, and governance issues, in the process establishing ourselves as an organization with a proven track record of action.

Since then, we have stayed true to this by helping create a better tomorrow for its business, communities, and the planet. Through three interconnected pillars that underscore social and environmental areas that Manulife can most affect change, Manulife's Impact Agenda serves as a lens to guide its business decisions and community impact.

Empower Sustained Health and Wellbeing

For a company in the business of building financial resilience, empowering physical and financial well-being creates business value while achieving strong societal benefits. That's why it's important for Manulife to make it easy for anyone to choose healthier behaviors and smarter financial solutions that help lay the foundation of a good life for all.

Drive Inclusive Economic Opportunity

In business and in life, a diversity of perspectives makes for a solid organization, helping open opportunities for all, champion underrepresented groups and make financial solutions more accessible. Manulife aims to help level the playing field by giving everyone a fair shot at success.

Accelerate a Sustainable Future

As a company that wants to help its customers be more resilient health-wise and wealth-wise, Manulife works to protect and restore the environment. The Company believes that people cannot be healthy if they live on an unhealthy planet. Climate change is impacting people's ability to breathe clean air, access safe drinking water, and safeguard against natural disasters. That's why Manulife is doing its part to help preserve the planet.





Supporting the Sustainability Development Goals (SDGs)

Through Manulife's Impact Agenda goals, the Company is well-positioned to contribute toward six Sustainability Development Goals (SDGs) that are relevant to the business and where it will have the most impact.

Sustainable Development Goal	Our Impact
Zero Hunger	Manulife has partnered with Gawad Kalinga to provide food security solutions to individuals most in need.
Good health and well-being	As a leading life insurer, Manulife promotes and fosters an environment in which its employees, customers, and community partners are empowered to live healthy lives -- both physically and mentally -- through its products and services.
Gender equality	Manulife aspires to create an inclusive and safe workplace culture through its diversity, equity, and inclusion (DEI) efforts. The Company helps remove barriers by empowering women within its organization and customer base with resources and opportunities to support their development.
Decent work and economic growth	Manulife provides access to employment, promote financial inclusivity, and support financial education to underrepresented communities through its corporate and community investment initiatives.
Reduced inequalities	Manulife provides increasingly digitized and accessible products and services within its operating markets, aiming to reduce and remove barriers to increase economic opportunity for its customer base. Within its organization, well-connected and strong network of Employee Resource Groups champion its DEI cultures and values.
Partnership for the goals	Manulife works and engages with partners, stakeholders, and peers to understand and influence change within its industries and areas of expertise. Through collaborative work and continuous engagement, Manulife can better inform and progress its sustainability efforts.

2024 was a significant year for the Company's community investment partners by continuing to drive key projects on the ground.

Together, we can build a *better world*

2024 Report

501
Peso Smart learners in 2024

9
Beneficiary schools in Metro Manila, North Luzon, Southern Luzon, Central Visayas, and Mindanao

USD 53,400
Three-year (2022 – 2025) investment to the Peso Smart x RecoveREADS program

USD 190,000
Three-year (2022 – 2025) community investment to Haribon Foundation for the Forest for Life program

630
Volunteering hours registered by Manulife Philippines employees

13,750
Number of trees Manulife has planted in Quezon Province, Rizal, and Zambales

21,000
Number of trees Manulife has planted in Quezon Province, Rizal, and Zambales from 2022 to 2024

In 2024, Manulife Investments Philippines continued its strong partnership with various organizations to drive impact in different communities.





Financial Education to Help Better Lives

Manulife Philippines continues it commitment to strengthening financial literacy especially among the youth. Through its award-winning Peso Smart Program, we have worked with various institutions such as the Corazon Sanchez Atayde Memorial Foundation Inc. in expanding and improving the financial literacy aspect of the K-12 curriculum. The program teaches students basic concepts of saving, budgeting and investing so they are empowered to take charge of their future through financial literacy.

For school year 2023 - 2024, a total of 401 public school elementary students from Manulife's 9 partner schools – Buting Elementary School, Ilugin Elementary School, and San Miguel Elementary School in Pasig; Pembo Elementary School in Makati; Dao Elementary School in Bohol, Guisad Valley National High School in Baguio; Gubat Elementary School in Albay; Banilad Elementary School in Mandaue City, and Manuel L. Quezon Elementary School in Davao City,– graduated from the Peso Smart x RecoveREADs program. Aside from public school students, young and middle aged women, parents, and members of indigenous communities also benefit from the Peso Smart program.

Planting the Seeds of Volunteerism





As it continues to strengthen its Forests for Life program in partnership with Haribon Foundation, Manulife Philippines planted 11,250 seedlings across four hectares of land in Tanay, Rizal and in Real, Quezon. In this endeavor, Manulife has also activated volunteerism among colleagues who have taken part in the seedling preparations and tree planting activities. In 2024, Manulife Philippines and Manulife Investments Philippines volunteer employees prepared 2,500 seedlings. To date, Manulife Philippines has planted more than 21,000 native trees out of the committed 26,250 across Central and Southern Luzon provinces, helping accelerate a sustainable future for the country.











Impact Agenda Adventure

Last November, Manulife Philippines hosted several colleagues from around the world in the Impact Agenda Adventure, a hands-on, six-day experience that underscored the tangible real-world impact of Manulife's sustainability, financial literacy, and community initiatives across the Philippines.

The Impact Agenda Adventure highlighted Manulife Philippines' current initiatives including the Peso Smart financial literacy program; a soap-making activity that will benefit public schools; Gawad Kalinga's community food farm, which provides families with the opportunity to grow their own produce in their villages, allowing them to sell any surplus for additional income; and a seedling preparation activity with Haribon.







Upholding Diversity, Equity, and Inclusion

Through Manulife's Employee Resource Groups (ERGs), Global Women's Alliance (GWA) Philippines and Professionals Reaching Out Through Unity and Diversity (PROUD), the Company continues to ensure that diversity, equity and inclusion is consistently practiced in the workplace, so everyone feels that they are valued, respected and supported.

Both ERGs represented Manulife Philippines and Manulife Investments Philippines during the first-ever Asia ERG Summit held in Manila last March. The summit was a gathering of different ERGs across Manulife entities around Asia including those with focus on sustainability, advancement of persons with disabilities, and multigenerational workforce. They had the chance to share best practices and network with Manulife colleagues who share the same passions and advocacies.

In celebration of International Women's Day last March, GWA held sessions about health and wellness, and equality and empowerment. Motivational and leadership speaker Yasmin Gonzales gave a speech about the power of inclusive language to inspire inclusion.

Last October, GWA celebrated Women in Technology through a session that gave a special tribute to exceptional women in the field of technology. The session featured inspiring stories from guest speaker Bam Blanco Ramirez and other Manulife Philippines women leaders.

Meanwhile, PROUD continued to advance steps in building a more inclusive workplace for Manulife Philippines and Manulife Investments Philippines colleagues. In 2024, it conducted three SOGIESC trainings to help Manulife Philippines and Manulife Investments Philippines employees understand diverse identities, reduce biases, and create a culture of acceptance. By promoting awareness, companies can prevent discrimination and harassment, ensuring that all employees feel safe and valued. Manulife also continued its membership with the Phil. Financial and Inter-Industry Pride, a collaborative, voluntary and non-profit community of practice composed of dedicated representatives from LGBTQIA+ employee resource groups and human resource or diversity teams of private firms in the Philippines.

During the celebration of Pride Month, PROUD led the raising of the Pride flag and the display of Pride lights in our offices. Along with our colleagues from Manulife Business Processing Services and Manulife IT Delivery Center, Manulife Philippines and Manulife Investments Philippines also participated in the Pride Walk to the Quezon City Memorial Circle. These events upheld the company's commitment to the continued support and empowerment of the LGBTQ+ community.



Products & Services

New Funds Launched in 2024

The Company launched two new unit-investment trust funds (UITFs) in 2024. This further expands our list of fund options that our clients can use to diversify their investment portfolio on the way to achieving their financial goals.

The new funds include a US Dollar money market fund that seizes global opportunities in high quality, short-term assets to minimize risk and protect capital and a fixed income fund that combines the entirety of the global fixed income universe to provide a high, sustainable income opportunity.

Manulife Global Money Market Fund

Money market funds are resilient across interest rate cycles. This Fund holds high quality, short-term assets to minimize risk and protect capital while aiming for solid returns.

The Fund aims to offer returns in line with money market rates. It invests in short-term assets, mainly in money market instruments, that are denominated in US dollar or hedged against the US dollar.

Manulife Global Income Feeder Fund

Combining the entirety of the fixed income universe, including traditional and non-traditional sources of income, our high-quality fixed income solution aims to provide a high, sustainable income opportunity. Our unconstrained approach looks for the best opportunities to invest across bond sectors, credit qualities and capital structures, and aims to provide a stable investment journey across market cycles.

The Target Fund aims to achieve income generation and provide access to fixed income securities and fixed income-related securities denominated in US Dollars of issuers globally.

Income Solutions

Manulife Asia Dynamic Bond Feeder Fund

The Fund is a distributing fixed income UITF structured as a feeder fund that aims to maximize total return by investing its assets in a collective investment scheme (CIS), the Target Fund, that invests in a diversified portfolio of fixed income securities, issued by governments, agencies, supra-nationals and corporate issuers located primarily in Asia and other allowable investments. This Fund offers the following key value propositions:

- Flexible portfolio that dynamically allocates across hard and local currency Asia bonds
- Returns from interest rate, credit, and currency opportunities within a risk-controlled investment approach

Manulife Asia Pacific REIT Fund of Funds

The Fund is a distributing equity UITF structured as a fund of funds that seeks to achieve long- term capital appreciation and generate income by investing primarily in a diversified portfolio of exchange-listed real estate investment trusts (REITs) in the Asia Pacific region and other allowable investments. This Fund offers the following key value propositions:

- Diversified portfolio of high-quality retail, commercial, hotels and industrial REIT holdings across Asia-Pacific
- Income payout
- Long-term growth potential

Manulife Global Multi-Asset Diversified Income Feeder Fund

The Fund is a distributing multi-asset UITF structured as a feeder fund that aims to maximize total return by investing its assets in a collective investment scheme (CIS), the Target Fund. The Target Fund aims to achieve income generation by investing at least 70% of its assets in a diversified portfolio of equity, equity-related securities, fixed income, and fixed income-related securities of companies and/or governments globally (including EMs). The remaining assets may be invested in cash and/or cash equivalents.

- Targets to generate income through multiple sources
- Diversification benefits from a wide range of income-generating assets across regions
- Seeks to provide buffer against market downside through a flexible investment mandate

Manulife Global Preferred Income Feeder Fund

The Fund is a distributing multi-asset UITF structured as a feeder fund that aims to maximize total return by investing all or substantially all of its assets in a collective investment scheme (CIS), the Target Fund, that aims to provide income generation with potential long term capital appreciation. The Target Fund invests at least 70% of its net assets in preferred securities listed or traded on any regulated market in the world, which include preferred stocks and subordinated debt securities. The Target Fund may invest its remaining assets in other debt securities and cash and cash equivalent. This Fund offers the following key value propositions:

- Income payout and long-term growth potential
- Favorable yields
- High quality securities traded in global markets

Manulife Global REIT Feeder Fund

The Fund is a distributing equity UITF structured as a feeder fund that aims to maximize total return by investing its assets in a collective investment scheme (CIS), the Target Fund. The Target Fund aims to provide income and medium to long term capital growth by investing at least 70% of its assets in real estate investment trusts (REITs) listed and traded globally. This Fund offers the following key value propositions:

- Access to a global portfolio of REITs
- Sustainable income and potential capital appreciation
- Diversification benefits

Capital Growth

Manulife American Growth Equity Feeder Fund

The Fund is an equity UITF structured as a feeder fund that aims to maximize return by investing its assets in an equity collective investment scheme (CIS), the Target Fund. The Target Fund aims to achieve capital growth by investing at least 70% of its net assets in securities of a carefully selected list of large capitalization North American companies, with main emphasis on the U.S. It may also invest its remaining assets in smaller and medium-sized listed companies. This Fund offers the following key value propositions:

- Access to the US market
- Distinct portfolio of companies with sustainable competitive advantages
- Growth and value opportunities from a time and market-tested research framework

Manulife Asia Best Select Equity Fund

The Fund is an equity UITF seeks to achieve capital growth by investing primarily in a diversified portfolio of securities of companies listed on stock markets in and/or incorporated in and/or with significant business interests in Asia including Australia, Hong Kong, Indonesia, Malaysia, New Zealand, the PRC, Philippines, Singapore, South Korea, Taiwan, Thailand, Vietnam and Pakistan, but not in Japan. This Fund offers the following key value propositions:

- Access to Asia's best-in-class companies
- Focused portfolio with rigorous selection process based on Growth, Cash Flow, Management and Valuation (GCMV) framework
- Long-term outperformance potential

Manulife Dragon Growth Equity Feeder Fund

The Fund is an equity UITF structured as a feeder fund that aims to maximize return by investing its assets in an equity collective investment scheme (CIS), the Target Fund, that aims to achieve capital growth by investing at least 70% of its net assets in a diversified portfolio of equity related securities of public companies which are listed in Hong Kong, and/or, although not listed in Hong Kong, are listed on a stock exchange in any other jurisdiction and have substantial business interests in Hong Kong and/or China. This Fund offers the following key value propositions:

- Access to China's large domestically-driven economy
- Exposure to China's transformative growth story

Manulife Equity Wealth Fund

The Fund is an equity fund that seeks to achieve long-term capital appreciation by investing in stocks listed on the Philippine Stock Exchange, fixed income securities and other liquid fixed income instruments. This Fund offers the following key value propositions:

- Diversified exposure to the local equity market (PSE)
- Disciplined investment process supported by extensive research based on Growth, Cash Flow, Management & Valuation (GCMV) + Catalyst analysis + proprietary financial models

Manulife Global Clean Energy Equity Feeder Fund

The Fund is an equity UITF structured as a feeder fund that aims to maximize total return by investing its assets in a collective investment scheme (CIS), the Target Fund. The Target Fund aims to achieve capital growth by investing at least two-thirds of its total assets in listed equity securities of companies that contribute to the reduction of carbon emissions. It also aims to achieve a positive environmental and social impact by investing at least two-thirds of its total assets in companies supporting the structural change towards a sustainable, low-carbon economy, helping to reduce greenhouse gas emissions and air pollution. This Fund offers the following key value propositions:

- Join the transition to a world powered by clean energy
- Access the long-term growth potential of leaders in the clean energy transition
- Capitalize on the proven track record of a pioneer in thematic equities

Manulife Global Healthcare Equity Feeder Fund

The Fund is an equity UITF structured as a feeder fund that aims to maximize total return by investing its assets in a collective investment scheme (CIS), the Target Fund. The Target Fund aims to provide medium to long term capital growth by investing mainly in equity and equity -related securities in health care and related industries globally, which are listed on any stock exchange. It may also invest in companies which derive a significant portion of their earnings from medical and pharmaceutical products and services. This Fund offers the following key value propositions:.

- Seeks to outperform the market by projecting breakthrough medical advances
- Well-positioned to benefit from an aging population and rising healthcare costs
- Investing in innovative companies that offer medical solutions for unmet medical needs

Manulife Global Technology Equity Feeder Fund

The Fund is an equity UITF structured as a feeder fund that aims to maximize total return by investing all or substantially all of its assets in a collective investment scheme (CIS), the Target Fund. The Target Fund aims to achieve capital appreciation by investing at least two-thirds of its net invested assets in equity securities of companies expected to benefit from the development, advancement and use of technology. This Fund offers the following key value propositions:

- Digital transformation is a massive, multi-trillion dollar and multi-year opportunity
- Digitalization has evolved rapidly and continues to gain relevance in people's lives in the new normal
- Invests in an award-winning technology fund that offers a growth oriented, professionally managed and diversified approach

Manulife Global Thematic Opportunities Equity Feeder Fund

The Fund is an equity UITF structured as a feeder fund that aims to maximize total return by investing its assets in a collective investment scheme (CIS), the Target Fund. The Target Fund aims to achieve capital growth by investing mainly in equities and equity related securities issued by companies throughout the world. The Target Fund applies a sustainable strategy which aims to achieve a positive environmental and social impact by investing mainly in companies that benefit from global long term themes resulting from secular changes in economic, social and environmental factors such as demographics, lifestyle or regulations. This Fund offers the following key value propositions:

- Harnessing the power of global megatrends
- Diversification benefits
- Sustainable approach

Manulife India Equity Feeder Fund

The Fund is an equity UITF structured as a feeder fund that aims to maximize total return by investing all or substantially all of its assets in a collective investment scheme (CIS), the Target Fund. The Target Fund aims to provide long term capital growth for those investors who hold a long-term investment view and are prepared to accept significant fluctuations in the value of their investments. At least 70% of its net assets will be invested in equity and equity related securities of companies covering the different sectors of the Indian economy and which are listed on a stock exchange either in India or on any stock exchange. This Fund offers the following key value propositions:

- Attractive growth opportunities in a rising economic powerhouse
- Long-term growth is set to accelerate
- Solid performance track record

Manulife Global Dynamic Leaders Fund

The Fund is an equity UITF structured as a feeder fund that aims to maximize total return by investing all or substantially all of its assets in a collective investment scheme (CIS), the Target Fund. The Target Fund aims to achieve capital growth from investing at least 80% of its net assets in a concentrated portfolio of equity and equity related securities of large capitalisation companies listed globally (including in emerging markets from time to time), including, but not limited to, common stocks and depositary receipts. This Fund offers the following key value propositions:

- Access to an elite selection of global companies with powerful brands
- Carefully selected portfolio of high quality global leaders
- Diversified global equity strategy

Manulife ASEAN Equity Feeder Fund

The Fund is an equity UITF structured as a feeder fund that aims to maximize total return by investing all or substantially all of its assets in a collective investment scheme (CIS), the Target Fund. The Target Fund aims to generate long-term capital growth by investing at least 70% of its net assets in equity and equity related securities of companies listed or incorporated in countries which are members of ASEAN as well as companies incorporated outside ASEAN but which have significant economic exposure to, or derive a significant portion of their income from the ASEAN region. This Fund offers the following key value propositions:

- Invest in a collectively formidable economy
- Capture investment opportunities within ASEAN's diversity
- Benefit from a strong performance track record

Low Volatility

Manulife Asia Short Duration Bond Feeder Fund

The Fund is a fixed income UITF structured as a feeder fund that aims to maximize total return by investing its assets in a collective investment scheme (CIS), the Target Fund. The Target Fund aims to provide investors with long-term capital appreciation at a relatively lower volatility. It invests primarily in a portfolio of high-quality short duration fixed income securities issued by governments, agencies, supra-nationals and corporations in Asia. This Fund offers the following key value propositions:

- Attractive opportunities in Asian Bonds
- Defensive, high quality fixed income strategy
- Research-based security selection process

Manulife Income Builder Fund

The Fund is a fixed income fund that seeks to achieve stable and long-term growth by investing in government securities and/or high quality corporate debt securities and other liquid fixed income instruments. This Fund offers the following key value propositions:

- Diversified exposure to the local bond market
- Potential for capital appreciation
- Active duration management backed by global and local insights

Manulife Money Market Fund

The Fund is a money market fund that seeks to preserve capital and generate income by investing in fixed income securities and deposits with maximum remaining term to maturity of up to one (1) year.

- Suitable for clients with low risk appetite
- Seeks to to preserve principal and generate yields that are competitive with short-term rates
- A steady holding place while awaiting other investment opportunities

Manulife Stable Income Fund

The Fund is a fixed income fund that seeks to preserve capital and generate income by investing in fixed income securities with maximum remaining term to maturity of up to five (5) years. This Fund offers the following key value propositions:

- Potential to generate higher yields than a savings or time deposit account
- Can be considered as safer haven investment during times of high market volatility

Institutional Investment Solutions

The Company offers a broad range of investment solutions, including customized investment management services for institutions and retirement funds. Leveraging Manulife's global and regional capabilities, the Company aims to provide institutional clients and retirement funds with customized wealth solutions that are designed based on their risk and return objectives.



Manulife iFUNDS

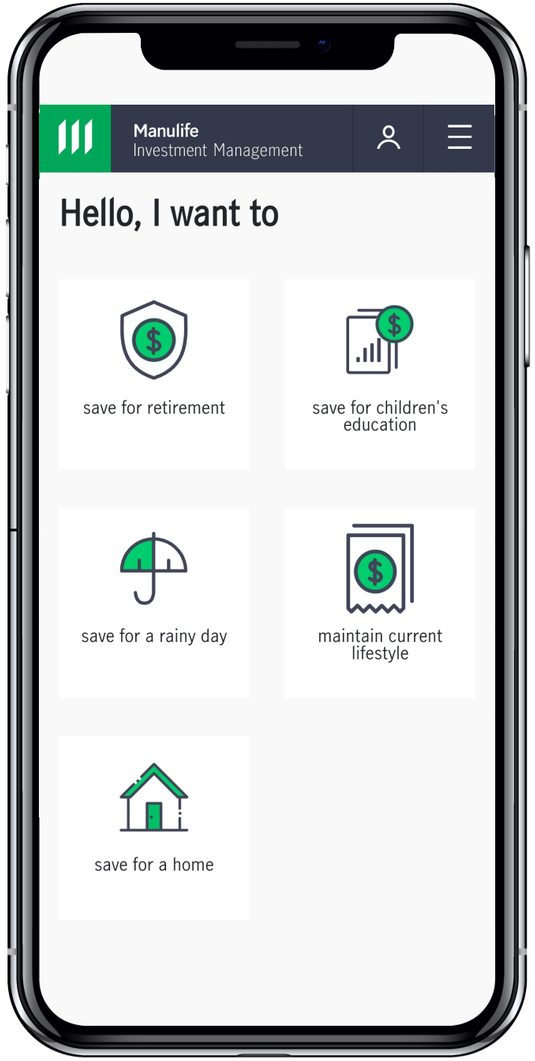
We believe that investing should be an easy, convenient and pleasant experience and in this age of the new normal, a digital investment platform is an indispensable tool to make this a reality.

Manulife iFUNDS is an integrated online investment tool that provides an inclusive digital experience for both our clients and Wealth Specialists. With this digital tool, investing is easier than ever - clients and Wealth Specialists can do their transactions in a convenient and safe way, anytime, anywhere!

What can Manulife iFUNDS do for you

For Wealth Specialists:

- Online onboarding – open an account for a customer
- Client account viewing – provide portfolio recommendations based on the customer's current holdings, risk profile and investment objectives
- Pre-sale functionalities – engage in contextual investment conversations through 'Goal-based investment' and 'What-if Analysis' functionalities
- Sales dashboard – track total account value requirement to achieve
- Target trailer income
- Price discovery – view current prices of Manulife UITFs



For Individual Customers:

- Transact – subscribe, top-up, add funds, switch, redeem and monitor account values
- Regular Savings Plan – enroll in automated regular top-ups to chosen UITFs
- Transaction history – check transaction history since start of investment
- Statement of Account – view & download monthly statement of account
- Goal-based investment – estimate required investments to achieve a target portfolio value
- What-if Analysis – compare the investment performance of a Manulife UITF versus asset return or another Manulife UITF
- Fund screener – screen Manulife UITFs based on certain criteria (e.g. actual return, asset class, risk rating and currency)
- Price Discovery – view current prices of Manulife UITFs
- Client Suitability Assessment – update investment risk profile as circumstances warrant

As people continue to look for an easy, convenient and most importantly, a safe platform to grow their investments, Manulife iFUNDS provides an intuitive and no fuss way to do just that, innovative wealth solutions to make decisions easier and lives better!

Independent Auditor's Report

The Board of Directors and Stockholders

Manulife Investment Management and Trust Corporation



Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Manulife Investment Management and Trust Corporation (the Company), which comprise the statements of financial position as at December 31, 2024 and 2023, and the statements of comprehensive income, statements of changes in equity and statements of cash flows for the years then ended, and notes to the financial statements, including a summary of material accounting policy information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Company as at December 31, 2024 and 2023, and its financial performance and its cash flows for the years then ended in accordance with Philippine Financial Reporting Standards (PFRS).

Basis for Opinion

We conducted our audits in accordance with Philippine Standards on Auditing (PSAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the Code of Ethics for Professional Accountants in the Philippines (Code of Ethics) together with the ethical requirements that are relevant to our audit of the financial statements in the Philippines, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with PFRS, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with PSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with PSAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Report on the Supplementary Information Required Under Bangko Sentral Ng Pilipinas (BSP) Circular No. 1075 and Revenue Regulations 15-2010

Our audits were conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplementary information required under BSP Circular No. 1075 in Note 21 and Revenue Regulations 15-2010 in Note 22 to the financial statements is presented for purposes of filing with the BSP and Bureau of Internal Revenue, respectively, and is not a required part of the basic financial statements. Such information is the responsibility of the management of Manulife Investment Management and Trust Corporation.

The information has been subjected to the auditing procedures applied in our audit of the basic financial statements. In our opinion, the information is fairly stated, in all material respects, in relation to the basic financial statements taken as a whole.

SYCIP GORRES VELAYO & CO.

Bernalette L. Ramos

Bernalette L. Ramos
Partner

CPA Certificate No. 0091096
Tax Identification No. 178-486-666
BOA/PRC Reg. No. 0001, April 16, 2024,
valid until August 23, 2026
BIR Accreditation No. 08-001998-081-2024, January 26, 2024,
valid until January 25, 2027
PTR No. 10465367, January 2, 2025, Makati City

April 24, 2025

Statements of Financial Position

	December 31	
	2024	2023
Assets		
Current Assets		
Cash and cash equivalents (Note 5)	**PHP 207,218,881**	PHP 416,522,092
Due from related parties (Notes 19 and 20)	**69,493,489**	66,884,786
Receivables (Note 6)	**26,619,729**	18,692,482
Financial assets at fair value through other comprehensive income (Note 8)	**87,908,840**	33,697,070
Other current assets (Note 7)	**112,713,064**	104,394,138
Total Current Assets	**503,954,003**	640,190,568
Noncurrent Assets		
Financial assets at fair value through other comprehensive income (Note 8)	**637,181,257**	466,704,816
Property and equipment (Note 9)	**20,664,863**	8,689,561
Software costs (Note 10)	**13,100,773**	10,234,070
Deferred tax assets (Note 18)	**12,748,763**	11,317,539
Total Noncurrent Assets	**683,695,656**	496,945,986
Total Assets	**PHP 1,187,649,659**	PHP 1,137,136,554
Liabilities And Equity		
Current Liabilities		
Accounts payable and accrued expenses (Note 11)	**PHP 60,197,169**	PHP 39,772,386
Due to related parties (Note 19)	**39,613,854**	46,655,355
Lease liability (Note 16)	**13,659,461**	-
Other liabilities (Note 12)	**91,708,343**	90,792,130
Total Current Liabilities	**205,178,827**	177,219,871
Noncurrent Liabilities		
Pension liability - net (Note 17)	**10,697,817**	8,168,408
Total Liabilities	**215,876,644**	185,388,279
Equity		
Capital stock (Note 13)	**300,000,000**	300,000,000
Retained earnings	**671,426,468**	654,268,697
Remeasurement gain (losses) on pension plan (Note 17)	**2,419,170**	3,444,309
Unrealized gains on financial assets at fair value through other comprehensive income (Note 8)	**(2,072,623)**	(5,964,731)
Total Equity	**971,773,015**	951,748,275
Total Liabilities and Equity	**PHP 1,187,649,659**	PHP1,137,136,554

See accompanying Notes to Parent Company Financial Statements.

Statements of Comprehensive Income

	Years Ended December 31	
	2024	2023
Revenue		
Trust income (Note 14)	**PHP 904,070,872**	PHP 668,701,491
Expenses		
Compensation and employee benefits (Note 15)	**166,637,986**	148,623,386
Taxes and licenses	**62,448,801**	40,874,993
Advisory fees	**40,125,544**	46,738,256
Information technology	**39,413,751**	32,902,062
Commission	**36,936,569**	26,826,139
License fees	**35,241,601**	31,757,297
Service fees (Note 19)	**22,602,071**	26,600,899
Depreciation and amortization (Notes 9 and 10)	**9,419,004**	7,877,291
Advertising and promition	**8,684,732**	10,739,632
Entertainment, amusement and recreation	**4,827,862**	1,082,929
Rent and utilities	**3,349,514**	1,380,590
Professional fees	**3,275,311**	2,427,514
Finance charges	**519,142**	224,608
Provision for credit losses (Note 8)	**171,601**	21,791
Others (Note 11)	**14,614,725**	2,759,778
	448,741,492	380,837,165
Income from operations	**455,329,380**	287,864,326
Other income (expense)		
Interest income (Notes 5 and 8)	**47,683,989**	22,024,777
Foreign currency exchange gains (losses) - net	**(3,914,654)**	963,785
Interest expense on lease liability (Note 16)	**(767,917)**	(74,733)
Other income	**786,318**	1,171,848
Income before income tax	**499,117,116**	311,950,003
Provision for income tax (Note 18)	**126,959,346**	72,333,848
Net income	**PHP 372,157,770**	**PHP 239,616,155**

See accompanying Notes to Parent Company Financial Statements.

	Years Ended December 31	
	2024	2023
Other comprehensive income (loss)		
Items that may be reclassified to the statement of income in subsequent periods:		
Net changes in fair value of financial assets at fair value through other comprehensive income (Note 8)	**4,937,620**	13,572,432
Income tax effect on net changes in fair value of financial assets at fair value through other comprehensive income (Note 18)	**(1,045,512)**	(1,782,234)
Item that may not be reclassified to the statement of income in subsequent periods:		
Remeasurement gain (loss) on pension plan - net of tax effect (Note 17)	**(1,025,139)**	(58,247)
	2,866,969	11,731,951
Total Comprehensive Income	**PHP 375,024,739**	PHP 251,348,106

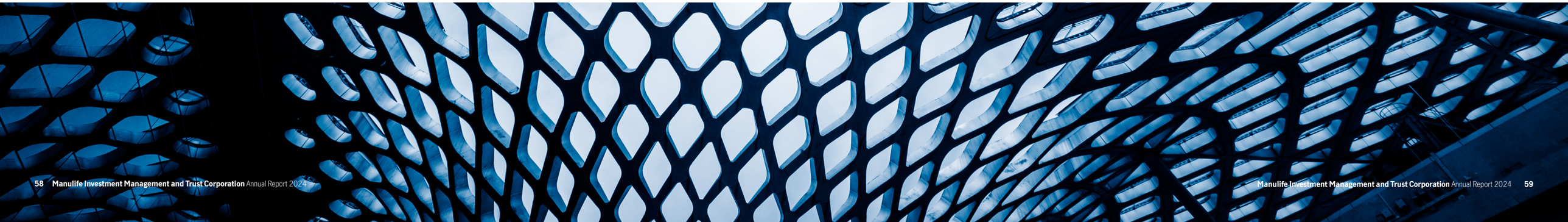
See accompanying Notes to Parent Company Financial Statements.

Statements of Changes in Equity

For the years ended December 31, 2024 and 2023

	Capital Stock (Note 13)	Retained Earnings (Note 13)	Remeasurement Gain (Losses) on Pension Plan (Note 17)	Unrealized Gains (Losses) on Financial Assets at FVOCI (Note 8)	Total
As at January 1, 2024	PHP 300,000,000	PHP 654,268,697	Php 3,444,309	PHP 5,964,731	PHP 951,748,275
Net income	-	372,157,770	-	-	372,157,770
Dividends declared and paid (Note 13)	-	(355,000,000)	-	-	(355,000,000)
Other comprehensive income (loss)	-	-	(1,025,139)	3,892,108	2,866,969
Total comprehensive income (loss) for the year	-	17,157,770	(1,025,139)	3,892,108	20,024,739
As at December 31, 2024	**PHP 300,000,000**	**PHP 671,426,46**	**PHP 2,419,170**	**(PHP 2,012,623)**	**PHP 971,773,014**
As at January 1, 2023	PHP 300,000,000	PHP 414,652,542	PHP 3,502,556	Php 17,754,929	**PHP 700,400,169**
Net income	-	239,616,155	-	-	**239,616,155**
Other comprehensive income (loss)	-	-	(58,247)	11,790,198	**11,731,951**
Total comprehensive income (loss) for the year	-	239,616,155	(58,247)	11,790,198	**251,348,106**
As at December 31, 2023	**PHP 300,000,000**	**PHP 654,268,697**	**PHP 3,444,309**	**(PHP 5,964,731)**	**PHP 951,748,275**

See accompanying Notes to Parent Company Financial Statements.



Statements of Cash Flows

	Years Ended December 31	
	2024	2023
Cash Flows From Operating Activities		
Income before income tax	**PHP 499,117,116**	PHP 311,950,003
Adjustments for:		
Depreciation and amortization (Notes 9 and 10)	**9,892,282**	7,877,291
Interest expense on lease liability (Note 16)	**767,917**	74,733
Provision for credit losses (Note 8)	**171,601**	21,791
Interest Income (Note 5 and 8)	**(47,683,989)**	(22,024,777)
Unrealized foreign exchange gain - net	**(2,763,591)**	(315,956)
Operating income before changes in working capital	**459,501,336**	297,583,085
Changes in operating assets and liabilities:		
Increase in:		
Amounts due from related parties	**(2,608,703)**	(28,426,829)
Receivables	**(3,494,769)**	(1,387,298)
Other assets	**(8,318,926)**	(7,468,649)
Increase (decrease) in:		
Accounts payable and accrued expenses	**20,424,784**	(1,543,037)
Amounts due to related parties	**(7,041,501)**	10,985,324
Pension liability	**1,504,270**	1,060,912
Other liabilities	**916,213**	48,824,168
Net cash generated from operations	**460,882,704**	319,627,676
Interest received	**44,425,096**	21,165,656
Interest paid	**(767,917)**	(74,733)
Income tax paid	**(129,179,797)**	(78,420,656)
Net cash provided from operating activities	**375,360,086**	262,297,943

(Forward)

	Years Ended December 31	
	2024	2023
Cash Flows From Investing Activities		
Acquisitions of:		
Financial assets at fair value through other comprehensive income (Note 8)	**(320,141,352)**	(125,575,129)
Property and equipment (Note 9)	**(1.304,117)**	(5,346,143)
Software costs (Note 10)	**(6,892,799)**	(5,478,661)
Proceeds from maturities of financial assets at fair value through other comprehensive income (Note 8)	**98,000,000**	34,000,000
Net cash used in investing activities	**(230,338,268)**	**(102,399,933)**
Cash Flows From Financing Activities		
Payment of principal portion of lease liability (Note 16)	**(2,877,911)**	(2,808,597)
Dividends paid (Note 13)	**(355,000,000)**	-
Cash used in financing activities	**(357,877,911)**	(2,808,597)
Effect Of Exchange Rate Changes On Cash	**3,552,882**	296,538
Net Increase (Decrease) In Cash	**(209,303,211)**	157,385,951
Cash At Beginning Of Year	**416,522,092**	259,136,141
Cash at End of Year	**PHP 207,218,881**	PHP 416,522,092

See accompanying Notes to Parent Company Financial Statements.



Manulife Investment Management

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