

2022 Environmental, Social, and Governance Performance Highlights

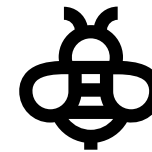
Environmental



\$68.6 billion in **green investments** at Manulife company-wide¹



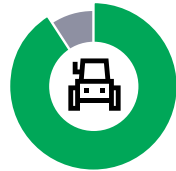
98% of Manulife Investment Management-managed **farms use regenerative practices**



4 million bees are sheltered in 81 urban beehives on 52 Manulife Investment Management properties and pollinate over 1,470 square kilometres



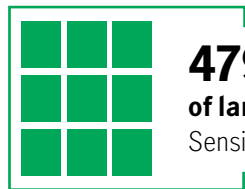
1.3 billion trees planted by Manulife Investment Management since 1985



91% of Manulife Investment Management **farmland is third-party certified as sustainably managed**



3,600 pounds of vegetables, edible flowers, and herbs were harvested from our 12 urban farms. All the produce was donated to local food banks.




479k acres of **land protected** by our Sensitive Lands program



82% of Manulife Investment Management's real estate investment portfolio is certified to a **green building certification**



100% of Manulife Bank ATMs are **powered by green energy** provided by Bullfrog Power

 For more information, including definitions and methodology, refer to Manulife's 2022 ESG Report on [Manulife.com/Sustainability](https://www.manulife.com/Sustainability).

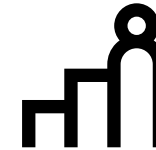
Social



\$2.3 billion
in **social investments**
at Manulife company-wide¹



\$25.1 million
Manulife's **total community investment** contribution



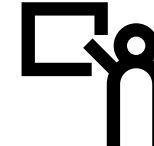
\$40.2 million
invested in **employee training and development**, averaging \$1,059 per employee



37% of Manulife's **AVP-level roles** are held by **women**



22,099 hours
volunteered by Manulife employees



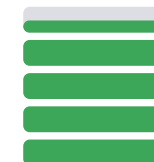
25.7 hours
spent in training per employee



32% of Manulife's **VP-level roles and above** are held by **women**



+20 Manulife's **NPS score** and we led, or were on par with, industry peers in **11 of the 16** business lines where we benchmark



Employee engagement score
4.41 out of 5
Top quartile employee engagement ranking amongst financial services peers

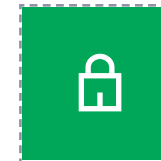
Governance



64% of the independent directors on Manulife's Board **self-identify as women**¹



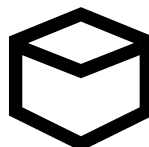
357,543 **phishing simulation tests** conducted **globally** with Manulife employees and contractors



100% Manulife eligible employees who completed **privacy and information security training**




27% of the independent directors on Manulife's Board **self-identify as members of a visible minority**²



\$2.5 billion
in **goods and services** purchased from suppliers



100% Manulife eligible employees who completed **Code of Conduct training**

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¹ Includes General Account and third-party client assets managed by Manulife Investment Managements private markets business. ² Data as of February 28, 2023. ³ As defined by the Employment Equity Act (Canada). Data as of February 28, 2023.