

# Firm Brochure (Part 2A of Form ADV)

**Manulife Investment Management (US) LLC**

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This brochure provides information about the qualifications and business practices of Manulife Investment Management (US) LLC. If you have any questions about the contents of this brochure, please contact us at the number above. The information in this brochure has not been approved or verified by the United States Securities and Exchange Commission (“SEC”) or by any state securities authority. Registration with the SEC does not imply a certain level of skill or training.

Additional information about Manulife Investment Management (US) LLC also is available on the SEC’s website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov).

## Material Changes

No material changes were made to this Form ADV, Part 2A Brochure since the last amendment dated March 28, 2024.

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## I. Advisory Business

### **Advisory Business Overview**

Manulife Investment Management (US) LLC (“we” or “Manulife IM (US)”) is a direct wholly-owned subsidiary of John Hancock Life Insurance Company (U.S.A.) (“John Hancock”). John Hancock is an indirect, wholly-owned subsidiary of Manulife Financial Corporation (“Manulife”). Manulife is a Canadian-based publicly-held company that is listed on the Toronto Stock Exchange, New York Stock Exchange, Hong Kong Stock Exchange, and the Philippine Stock Exchange. Manulife IM (US) was organized in 1968 and registered with the SEC as an investment adviser in 1992. Manulife IM (US) is affiliated with several SEC-registered and non-SEC registered investment advisers located both in the U.S. and outside the U.S. (each of which is also a subsidiary or affiliate of Manulife).

Manulife IM (US) is an advisory affiliate of Manulife’s global investment management brand referred to as “Manulife Investment Management.” Manulife Investment Management provides comprehensive asset management solutions for pension plans, foundations, endowments, financial institutions and other institutional investors worldwide, as well as wealth management and retirement products for affiliates, extending across a broad range of public and private asset classes and other asset allocation solutions. As a global organization with clients and employees located across the world, we have separate legal entities in various jurisdictions who are licensed to offer services in those countries, and together provide a globally integrated business to best meet our clients’ needs.

Manulife IM (US) and certain of our affiliates provide investment management and advisory services in the United States under the brand name “John Hancock Investment Management”.

Manulife Investment Management<sup>1</sup> is a signatory to the United Nations Principles for Responsible Investment (PRI), and Manulife IM (US)’s approach to responsible investment and Environmental, Social and Governance, (“ESG”), integration in its investment processes aligns with the principles-based framework of the PRI.

As of December 31, 2023, Manulife Investment Management managed approximately \$662<sup>2</sup> billion globally, of which Manulife IM (US) managed approximately \$188.7 billion.

Manulife IM (US)’s clients are generally institutional, including institutional separate account clients, U.S. and non-U.S. mutual funds sponsored by affiliated parties, as well as one investment vehicle that we sponsor (referred to collectively as “Sponsored Products”). These Sponsored Products are those in which

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<sup>2</sup> MFC Statistical Information Package as of December 31, 2023. AUM is in USD. AUM includes assets internally managed by Manulife Investment Management on behalf of external clients, the Manulife General Account and other affiliated businesses. The methodologies used to compile the total AUM are subject to change and may not reflect regulatory AUM as reported on certain affiliates Form ADV. Manulife Investment Management AUMA at December 31, 2023 which includes US\$662.01 billion assets under management and US\$138.06 billion assets under administration.

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Manulife IM (US) or its affiliates may serve as general partner or managing member of a limited liability company or other pooled investment vehicle. They include bank maintained collective investment funds, registered investment companies and a privately-offered unregistered investment fund, in which clients of Manulife IM (US) may be solicited to invest. In addition, Manulife IM (US) serves as an adviser or sub-adviser to various accounts for which our affiliates or subsidiaries have contracted to provide investment advisory services. These accounts include, among others, trusts and investment companies organized in jurisdictions outside Canada and the United States. We also provide advisory and sub-advisory services to non-affiliated investment fund platforms.

Manulife IM (US) is headquartered in Boston, MA and has an investment team in Chicago, IL. Each office provides investment management services in a variety of different platforms including advisory and sub-advisory investment management services provided to certain affiliated and non-affiliated U.S. and non-US investment funds, institutional clients and separately managed account program clients.

For certain investment strategies, to the extent permitted by its management contracts, Manulife IM (US) may delegate investment discretion or trade execution services to an affiliated adviser who manages all or a portion of a portfolio. We also utilize the services of certain personnel of our affiliates, as supervised persons under personnel sharing arrangements or other inter-company arrangements entered into with affiliates. Certain of these affiliates have been deemed to be “Participating Affiliates” (as defined herein) of Manulife IM (US). Manulife IM (US) and its affiliates have access to investment research from various subsidiaries and affiliates. Manulife IM (US) and its affiliates provide non-discretionary advisory services in the form of research services to, or receive such from, other affiliated investment managers or financial institutions.

### **Participation in Managed Account Programs**

Manulife IM (US) provides investment advisory services to managed account programs (“Managed Accounts”) predominately organized by unaffiliated investment advisers and broker-dealers (“Program Sponsors”, collectively, Managed Accounts and Program Sponsors are “Managed Account Programs”).

The portfolios under Managed Account Programs have a mix of investment objectives that invest in, or create exposure to, a wide variety of financial instruments in different asset classes, including but not limited to listed and unlisted equity and fixed income securities and affiliated and unaffiliated mutual funds and ETFs. We participate in a variety of different Managed Account Programs and provide various levels of investment advisory services pursuant to the specific contractual terms of each respective Managed Account Program. Generally, the types of services range between managing directly each Managed Account Program’s client’s portfolio on a fully discretionary basis to only providing and periodically updating a model portfolio to the Managed Account Program Sponsors. In addition, in programs in which Manulife IM (US) provides discretionary investment advisory services to a Managed Account Program, such Managed Accounts may be subject to customization from a Managed Account Program client. Such customization can range from instructions to execute all trades with the Program Sponsor to specific

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securities portfolio restrictions.

In general, Manulife IM (US) participates in three main types of Managed Account Programs: 1) wrap fee; 2) direct managed; and 3) model only.

### *Wrap Fee*

In many of the Managed Account Programs in which we participate, a client pays a single, all-inclusive fee to the Program Sponsor, covering all services provided, including investment management, brokerage commission, custodial services, record-keeping and reporting. Such Managed Account Programs are commonly referred to as a “wrap fee program.” In wrap fee programs, the Program Sponsor recommends Manulife IM (US) as investment adviser to a client of the program, the Program Sponsor pays the management fees on behalf of the client and executes the client’s portfolio transactions without additional commission charges.

The wrap fee Program Sponsors and the wrap fee program clients are primarily responsible for ensuring that the services provided by the program and Manulife IM (US) as investment adviser are suitable for the client. Manulife IM (US) does not know whether it is managing a portion or all of the client’s assets available for investment and also does not know the complete financial situation of the client. Accordingly, in most cases, Manulife IM (US) relies on the wrap fee Program Sponsor for the overall determination of suitability in selecting us to manage the client’s assets.

### *Direct Managed*

In a direct managed account, Manulife IM (US) contracts directly with a client to provide investment management services. However, in most cases, the client will also contract directly with a sponsor or registered investment adviser. In these accounts, the client typically pays separately for the services provided, including a separate fee for investment management, custody and brokerage commission.

### *Model Only*

Manulife IM (US) also participates in “model only” programs. In these programs, we provide an “investment model” to the Program Sponsor or to another designated third party. For these programs, our primary responsibility is to create a non-client specific, representative model portfolio based on a specified investment strategy and communicate periodic model changes to the Program Sponsor or designated third party. The Program Sponsors have the sole discretion with respect to implementing a model only portfolio.

Managed Account Program clients should note that the level of services provided by Manulife IM (US) depends greatly upon the program, the specific client advisory arrangement, or both, negotiated between the Program Sponsor and the client. Thus, Managed Account Program clients should familiarize themselves with all account documentation provided by the Program Sponsor regarding the specific details and requirements of the program.

**Discretionary Authority and Assets Under Management**

Clients retain Manulife IM (US) on both a discretionary and nondiscretionary basis. When we are retained on a discretionary basis, we have authority to supervise and direct the investments of, and for, the client's account without prior consultation with the client. Pursuant to this discretionary authority, we determine which securities are bought and sold for the account, the total amount of the purchases and sales, the brokers or dealers through which transactions are executed and the commission rates paid to affect the transactions, as applicable. The client may restrict or prohibit transactions in certain types of securities or direct that transactions be affected through specific brokers or dealers.

Some clients retain us on a non-discretionary basis, requiring that portfolio transactions be discussed in advance and executed at the client's direction.

As of December 31, 2023, Manulife IM (US) managed \$188,125,363,891 on a discretionary basis and \$12,083,651,881 on a non-discretionary basis. Some of Manulife IM (US)'s "non-discretionary" assets include accounts for which Manulife IM (US) provides investment services (for example, in the form of model portfolios) to clients and third party investment managers who are responsible for placing trades in their client accounts, based on such model portfolios (please see "Participation in Managed Account Programs – Model Only" in this Brochure for more information on Manulife IM (US)'s participation in such model-based managed account programs).

In addition, Manulife IM (US) may engage the investment managers that are recommended or included in the Model Portfolios as subadvisors to the Manulife Funds or have other business relationships with such investment managers. Some sponsors and intermediaries to whom Manulife IM (US) provides model portfolios have other business relationships with Manulife IM (US) or its affiliates. For example, certain intermediaries may distribute other funds or products advised by Manulife IM (US) or its affiliates. Any conflicts or potential conflicts of interest are overseen by the Manulife Investment Management Global Operating Committee.

## II. Fees and Compensation

### **Fees**

Subject to applicable laws and regulations, Manulife IM (US) retains complete discretion over the fees charged to clients, as well as any changes to those fees. Fees generally are non-negotiable; however, non-standard fees may be negotiated or modified considering a client's special circumstances, asset levels, service requirements, or other factors as determined in our sole discretion.

Depending upon circumstances specific to each client, we have agreed to offer certain clients a fee schedule that is lower than that of other comparable clients in the same investment strategy or we may agree to calculate fees based on the aggregate assets of related accounts which provides the benefit of a lower effective fee due to the combined level of assets of the related accounts. We have also agreed to waive all or a portion of our negotiated fee for a given period and have entered into a commitment with certain clients to provide services at the lowest fee available for a particular investment strategy, which fee could be lower than that paid by other comparably situated clients.

Manulife IM (US)'s clients are generally large institutional investors or qualified purchasers, as defined in section 2(a)(51)(A) of the Investment Company Act of 1940. For those individual investors that do not meet the definition of qualified purchasers, there are only a limited number of investment strategies made available through the Managed Account Programs discussed in Item 4. The fee schedules for those strategies are listed in Appendix B.

### **Managed Account Programs Fees**

Advisory fees from Managed Account Programs (both Wrap Fee and Direct Managed) are based on a percentage of total assets in a client account or are aggregated across all client accounts in a particular program and similar investment strategy. All fees are negotiable but typically range from 0.29% to .50% of assets under management. Typically, all fees due to Manulife IM (US) are paid directly by the Program Sponsor on a quarterly basis. However, depending on the type of program or account set up, Manulife IM (US) may invoice a client or custodian directly.

Advisory fees from Managed Account Programs (Model Only) vary depending upon Program Sponsor and upon the services requested by the Program Sponsor. They generally range from 0%, where Manulife IM (US) or its affiliates would still derive a financial benefit as further disclosed below, up to 0.40% of assets under management, from which depending upon the provision of services, we allocate a portion of the fee to certain affiliates with employees that provide investment-related services to Manulife IM (US).

In certain model delivery programs, Manulife IM (US) recommends model portfolios some of which are comprised, in whole or in part, of registered funds or other products that are advised and/or sponsored by us or an affiliate. In this respect, depending upon the specific model delivery program, the decision to put a client in a model is generally at the sole discretion of the Program Sponsor or their financial adviser.



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Therefore, Manulife IM (US) has an incentive to use certain affiliated funds, as components of the model portfolios. The fees for those affiliated funds may be higher than fees charged by other funds. Clients should review the brochure provided by the managed account program sponsor for further information regarding the extent to which Model Portfolios provided by us may include mutual funds and ETFs that are advised by Manulife IM (US).

### **Private Funds**

Manulife IM (US) and its affiliates advise private funds and charge fees based on assets under management or net asset value, as well as performance fees. Compensation to Manulife IM (US) is payable on a quarterly or monthly basis in arrears or on such other terms as Manulife IM (US) may from time to time agree or as Manulife IM (US) may be entitled to under the terms of operating agreements of any privately-offered investment fund that Manulife IM (US) advises.

### **Billing Methods**

We bill clients directly for our advisory fee. The specific manner in which we charge fees is established in each client's written agreement with us. Generally, our fees are calculated based upon the average of the net asset account value for the previous three months. Fees are computed and billed either at the close of each calendar month or quarter, in arrears, or quarterly in advance based upon the previous quarter's assets, or as agreed to by clients. Fees may be deducted by a service provider for both registered and privately-offered investment funds that Manulife IM (US) advises or sub-advises.

Our fee structure may vary even within the same investment approach, and we offer different fee structures to different clients; some clients pay asset-based fees, while others, upon request, pay performance-based fees. Some client accounts have fee structures that include elements of both.

The majority of Manulife IM (US)'s clients pay all of their operating expenses. However, certain Manulife IM (US) clients have all-inclusive fee arrangements, pursuant to which Manulife IM (US)'s affiliates pay certain of the applicable client's expenses. Manulife IM (US)'s affiliates' fees for providing these services are negotiated on an individual basis and may vary significantly among clients and investment strategies.

### **Payment for Partial Periods and Fee Refunds**

For quarters in which a client's investment management agreement has commenced or terminated, the fee is generally prorated. Prepaid fees, if any, will be refunded on a pro-rata basis upon termination of the agreement.

Regarding mutual funds, Manulife IM (US) or the fund unilaterally may terminate the investment management or sub-advisory agreement after giving written notice (usually 30 days). If the agreement is terminated other than at a month end (or other specified period), fees and expenses will be prorated to the termination date of the agreement. Manulife IM (US) in its sole discretion may agree to waive the 30-day

notice requirement.

### **Other Fees and Expenses**

In addition to the advisory fees discussed above, clients incur additional fees related to the services we provide. Clients incur fees and expenses charged by the custodian of client assets managed by us, as well as brokerage and other transaction costs associated with securities trades that we order on behalf of the assets in a client's account. Please see the "Brokerage Practices" section in this Brochure for additional information about brokerage and brokerage fees.

### III. Performance-Based Fees and Side-by-Side Management

Manulife IM (US) currently manages client assets from which we receive performance-based compensation in addition to a management fee. The performance-based compensation is payable only if the relevant account meets or exceeds client-established performance thresholds. Certain of our portfolio managers provide advisory services both to accounts paying a performance fee, and to accounts paying a traditional asset-based management fee.

The potential to receive a performance-based fee could provide an incentive for Manulife IM (US) and our portfolio managers to favor accounts from which a performance-based fee is received. In addition, a performance-based fee, if received, may result in fees paid to us that are greater than normally paid to investment advisers for similar services.

Our compliance program seeks to manage actual and potential conflicts associated with the contemporaneous management of performance fee accounts and traditional fee accounts. We generally expect that performance fee accounts and traditional management fee accounts that are invested in the same strategy, to participate in investment opportunities at the same time and in an equitable manner. We expect that any such allocation of investment opportunities will be performed on a basis that we believe is fair and equitable and will use all reasonable efforts to ensure that no participating entity or account receives preferential treatment over another.

When an investment opportunity is suitable for more than one investment account, the investment opportunity will generally be allocated pro-rata among such investment accounts based on cash availability, account restrictions, regulatory requirements and other relevant factors.

There can be no assurance, however, that all conflicts associated with the contemporaneous management of these accounts have been addressed in all situations or that the allocation of investment opportunities will not be of an advantage to one client over another.

## IV. Types of Clients

Manulife IM (US) manages assets for a variety of institutional and other types of clients, including public and private pension funds, foundations, mandatory provident funds outside the U.S., financial institutions, investment trusts, separately managed account clients, and high net worth individuals. We also manage registered funds, including UCITS, U.S. and Canadian open- and closed-end mutual funds and privately-offered unregistered investment funds. We are affiliated with and serve as investment manager or a sub-adviser to, several mutual fund families that are sponsored by our affiliates. We also provide investment management services to investment vehicles that we sponsor, including collective investment funds and U.S. domiciled funds as well as investment vehicles sponsored by unaffiliated financial institutions. We provide investment advisory services to both ERISA and non-ERISA institutional clients.

We also manage advisory accounts of affiliates. This includes separate account, general account, and pension assets for the John Hancock Life Insurance Company (U.S.A.) and general account assets for Manulife (International) Limited.

Complete information about the Funds that we manage or sub-advise is disclosed in each Fund's prospectus and statement of additional information or other relevant offering documents.

### **Conditions for Managing Accounts**

Minimum account size for institutional investors, other than investment companies, generally ranges from \$10,000,000 to \$50,000,000, depending upon the investment objectives of the account. Managed Account Program clients, depending upon the program type, typically have a minimum account size ranging from \$25,000 to \$100,000. Manulife IM (US), in its sole discretion will, from time to time, modify the minimum investment amounts.

### **Establishing a New Customer Relationship**

When Manulife IM (US) establishes a fiduciary relationship with a client, we ask for information which will allow us to verify the identity of each client and its source of funding. We will maintain records of each client who opens an account or establishes a relationship with us in order to fulfil our requirement to assist the US Government in fighting the funding of terrorism and money laundering activities.

## V. Methods of Analysis, Investment Strategies, and Risk of Loss

Manulife IM (US) provides asset management services to our clients utilizing a broad range of equity, fixed income, currency and asset allocation approaches. We manage differentiated investment processes and place an emphasis on proprietary fundamental research but may also employ quantitative analysis. Fundamental research focuses on macro and micro analysis of companies, industries, sectors, countries as well as local and global markets. Quantitative analysis focuses on systematic scoring methodologies which establishes a ranking of all securities or instruments in the investment universe. The integration of sustainability risk and opportunity analysis is an extension of our research processes and Manulife IM (US) aspires to consider these factors throughout the due-diligence and decision-making process to the extent that is financially material to the investments. Many of our strategies have the ability to incorporate environment, social and governance (ESG) restrictions to meet client requirements. More details can be found in our [Sustainable Investing and Sustainability Risk Statement](#).

Manulife IM (US) relies primarily on internally generated portfolio analysis, research, and proprietary risk metrics. In addition, we utilize investment advice or research provided by certain U.S. and non-U.S. based affiliated investment advisers, some of whom are not registered under the Investment Advisers Act of 1940, as amended (“Advisers Act”). We also supplement our internal research with quantitative and fundamental analysis, created primarily by third parties and utilize available sources such as consultants, industry and governmental authorities and experts in related fields. We utilize trading ideas generated by brokers or others who may be selected to execute the trade, subject to best execution.

### **Investment Risks**

The significant methods of analysis, significant strategies, and material risks, for each of our investment strategies are detailed below. With respect to all our investment strategies, investing in securities involves risk of loss that clients should be prepared to bear. The specific risks associated with each investment strategy discussed below are outlined in the discussion. In addition, many of our strategies have the ability to transact in derivatives, including exchange-traded futures and options contracts and we engage in over-the-counter transactions, which include interest rate, total return and credit default swaps as well as currency forwards and options. A more detailed description of each risk can be found in Appendix A, “Glossary of Investment Risks.”

With respect to our privately-offered funds, more detailed information relating to the investment strategies used to manage a particular fund and the risks of investing in the fund are set out in the applicable fund’s confidential offering memorandum.

## A. Investment Approaches

### Equity Strategies

Our equity investment strategies utilize a wide array of asset approaches, including investment in growth, core, value, global, region-specific, international, emerging market and industry-specific securities. Some strategies also include investments focused on sectors, dividend income and/or small, mid and/or large capitalization companies and others may have various thematic objectives (e.g., sustainability, climate change). Some of our equity strategies include a fixed income component for a balanced portfolio. We also utilize ADRs/GDRs (American/Global Depository Receipts), fund of funds, ETFs (exchange-traded funds), REITs (Real Estate Investment Trusts), currency hedging strategies and derivative overlays. Many of our strategies incorporate management relative to a benchmark, often a market index and are managed long-only, however some strategies also have the ability to take short positions in securities.

Our approach to research and analysis for our equity strategies vary in accordance with each strategy. Research begins with a fundamental review and analysis of a variety of industry, company and security-specific characteristics. Fundamental review is supplemented by analytic tools such as proprietary valuation screens, and by third-party research and public sources such as company filings. For some strategies, research combines quantitative and qualitative bottom-up fundamental analysis. Other tools, such as valuation models, proprietary forecasting models and judgment techniques are used.

Principal risk factors that have an impact on the performance of our equity strategies include risks arising from economic and market events, portfolio turnover rates, governmental regulations, local, national and international political events, volatility in the commodities and equity markets, and changes in interest rates and currency values as well as environmental, social and corporate governance factors. In addition, with respect to balanced or other multi-asset strategies, fixed income security risks such as credit ratings and changes in interest rates have an additional potential impact on performance. See “Fixed Income Strategies” below.

### Preferred Strategies

Our preferred strategies aim to create diversified portfolios of various preferred securities (including senior bonds, junior subordinated preferreds, preferred stock, and convertible preferreds). Preferred strategy investments include securities rated below investment grade and unrated securities, as well as fixed rate and adjustable-rate securities and securities issued by foreign issuers (corporate and government). To manage interest rate risk, preferred strategies may engage in exchange-traded interest rate futures or options, as well as over-the-counter interest rate swaps for investment or hedging purposes. Closed end strategies also utilize leverage to increase income levels.

In managing the strategies, the investment team uses a multi-step process to identify and research preferred securities for inclusion in our preferred portfolios. The team generates ideas and strategies based upon its fundamental research. The team conducts meetings and calls with management of companies and

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maintains extensive credit files on each company. Additionally, third-party research is used selectively.

The investment team conducts relative value analysis, examining the credit strength and anticipated changes to specific issues. The team seeks to reduce the risk of potential negative credit events through comparative analysis and to structure an optimal portfolio by diversifying across multiple issuers and sectors.

The principal risks associated with investing in a preferred investment strategy include credit risk, call risk, convertible securities risk, derivatives risk, foreign securities risk, interest rate risk, illiquid investments risk, market disruption and geopolitical risk, sector risk, and risks particular to the nature of preferred securities (voting rights, special redemption rights, deferral, subordination, and liquidity) along with environmental, social and corporate governance risk factors.

### **Fixed Income Strategies**

Our fixed income investment strategies invest in a broad range of fixed income instruments available from both U.S. and non-U.S. issuers, including those from developed or emerging markets. We have the capability to invest in strategic and tactical global bond market opportunities without limitation to geography, issuer type, quality, maturity, security structure, or currency. Durations range from short-term to long-term, and credit ratings range from investment grade to high yield (and unrated).

Our fixed income strategies include investments across various sectors, such as government, corporate and securitized debt. We also invest in all varieties of fixed-rate and floating-rate securities available across the full spectrum of an issuers' capital structure inclusive of senior and subordinated bonds, bank loans, convertible securities, preferred securities and other types of instruments. In addition to domestic portfolios, we manage multi-currency global, international, emerging markets, regional and single country portfolios. Some strategies are broad in nature and invest across various regions, sectors, qualities and security types, while others have a more limited focus. Some portfolios are managed for total or absolute return; others seek to exceed a market index or custom benchmark or to achieve client specific objectives such as liability management and others may have various thematic objectives (e.g., sustainability, climate change). Certain strategies can utilize financial leverage. To manage interest rate, credit and currency exposures, many strategies may engage in exchange-traded interest rate and currency futures and options, currency forward contracts, over-the-counter swap and option transactions (including interest rate, total return, credit default and currency swaps and options), or any combination thereof, for investment or hedging purposes.

Our fixed income management teams engage in intensive fundamental research and analysis, both top-down and bottom-up, to assess potential investment opportunities. Some strategies additionally utilize technical and proprietary analytic tools for targeted research.

The principal risks associated with investing in a fixed income investment strategy include economic and market events, government regulations, geopolitical events, credit risk, interest rate risk, and risks

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associated with credit ratings, counterparties, foreign securities, currency exchange, hedging, derivatives and other strategic transactions, high portfolio turnover, liquidity, mortgage-backed and asset-backed securities, call or prepayment risk, and issuer stability along with environmental, social and corporate governance risk factors. The market value of fixed income securities will fluctuate in response to changes in interest rates, currency values and the credit worthiness of the issuer.

### **Multi-Asset Strategies**

The overarching design principle of our multi-asset investment strategies is to accommodate investor goals across a broadly segmented spectrum of risk tolerance. Investment strategies encompass three main sub-strategies - risk-based, age-based, and objective-based, which include custom tailored solutions designed to meet distinct client objectives. Our investment team may pursue these strategies through the use of “fund of funds” portfolios, direct investment in securities or derivative securities, such as swaps, futures and options including engaging in shorting securities, or any combination thereof. The asset allocation team may also provide asset allocation direction via a “model portfolio” whereby the investment team delivers a specific asset allocation to a client, typically on a non-discretionary basis.

Our risk-based strategy allocates a pre-determined percentage of assets to underlying funds that are predominantly equity, fixed income, or liquid alternative funds. Our age-based strategy allocates assets to underlying funds such that the strategy’s portfolios are designed to become more conservative as they approach their target retirement dates. The portfolios’ asset mix changes slowly, yet progressively, along a “glide path.” We offer a wide selection of customized, objective-based strategies, structured to meet specified investor objectives. These include growth, income, absolute return, or balanced asset allocation funds. They also include risk management/protection types of strategies as well as pension fund management, outsourced chief investment officer solutions and liability-driven investment solutions, which may include analysis on funded status, asset allocation advice and modeling of liabilities.

Our multi-asset investment management team uses proprietary expected risk and return forecasts along with multiple optimization techniques to determine the appropriate weightings of each asset class to be apportioned to each strategy’s portfolios. The team also selects and determines the appropriate weights to the underlying investment vehicles. The investment strategies also invest generally in certain derivative instruments such as swaps futures and options as well as in exchange-traded funds. The magnitude and frequency of shorter-term moves will vary based on the overall objectives of the investment strategy, with a higher frequency of trading in the more dynamically managed portfolios.

Principal risk factors that impact upon the performance of our asset allocation strategies include all the risks associated with the underlying funds and asset classes in which they are invested, in addition to overall asset allocation investment decisions. In addition, the underlying funds’ performance may be lower than expected.



## B. Consideration of ESG issues

We aspire to consider environmental, social and corporate governance (ESG) issues alongside many other factors that should be weighed appropriately to inform investment decision making. We believe ESG issues can impact the long-term success and profitability of a company so understanding them enables more informed investment decisions. As such, our investment professionals perform an assessment of ESG-related risks and opportunities on many issuers. Individual portfolio managers make the final decision on the extent to which a particular investment is likely to be positively or negatively impacted financially across all subjects, including ESG related matters. We actively engage with companies in which we invest on material ESG issues and often take ESG factors into account when voting proxies.

Separately, some clients may have ESG-related investment objectives, and when implementing those client's investment strategies, we will seek to achieve those investment objectives along with financial factors when considering the investment opportunities in a given mandate or portfolio. In those circumstances ESG related guidelines or restrictions are agreed in writing with clients.

We are a signatory to the United Nations Principles for Responsible Investment (the PRI). In addition, we are a signatory to or member of other ESG-related industry initiatives and stewardship codes. The PRI is an independent body which publishes six principles for Responsible Investment by which signatories contribute to a more sustainable global financial system. As a signatory to these initiatives, we aspire to consider financially relevant risks and opportunities, including those relating to ESG issues, where appropriate and consistent with our duties to clients. We do not exclude any investments from consideration in our portfolios as a result of our membership of any of these initiatives. We publish our cluster munitions exclusion policy transparently on our website at

<https://www.manulifeim.com/institutional/global/en/sustainability/cluster-munitions-policy>.

More details can be found in our Sustainable Investing and Sustainability Risk Statement.

## VI. Disciplinary Information

We have no disciplinary information to report.

## VII. Other Financial Industry Activities and Affiliations

Manulife IM (US) is affiliated with several SEC-registered and non-SEC registered investment advisers, located both within and outside the U.S. We also are affiliated with and serve as investment manager or a sub-adviser to, many affiliated Funds. Many of the Funds are registered under the U.S. Investment Company Act of 1940, as amended, while others are registered in certain foreign jurisdictions. We are deemed to be an affiliated person of these Funds due to our role as their sub-adviser.

Our key affiliates are as follows:

<b>Entity</b>	<b>Type</b>
John Hancock Distributors LLC	US broker-dealer
John Hancock Family of Funds	US registered investment companies
John Hancock Investment Management Distributors LLC	US broker-dealer
John Hancock Investment Management LLC	US investment adviser*
John Hancock Life & Health Insurance Company	US insurance company
John Hancock Life Insurance Company (U.S.A.)	US insurance company
John Hancock Life Insurance Company of New York	US insurance company
John Hancock Personal Financial Services LLC	US investment adviser
John Hancock Trust Company LLC	New Hampshire Non-depository Trust Company
John Hancock Variable Trust Advisers LLC	US investment adviser
Manulife   CQS Investment Management UK LLC	Non-US investment adviser
Manulife Financial Corporation	Non-US operating insurance company
Manulife Investment Management Distributors Inc.	US broker-dealer
Manulife Investment Management (Europe) Limited	Non-US investment adviser
Manulife Investment Management (Hong Kong) Limited	Non-US investment adviser
Manulife Investment Management (Ireland) Limited	Non-US investment adviser
Manulife Investment Management (Japan) Limited	Non-US investment adviser
Manulife Investment Management Limited	Non-US investment adviser
Manulife Investment Management (M) Berhad	Non-US investment adviser
Manulife Investment Management (North America) Limited	Non-US investment adviser*
Manulife Investment Management Private Markets (US) LLC	US investment adviser*
Manulife Investment Management (Singapore) Pte. Ltd.	Non-US investment adviser
Manulife Investment Management (Taiwan) Co., Ltd.	Non-US investment adviser
Manulife Investment Management Timberland and Agriculture Inc	US investment adviser
Manulife John Hancock Brokerage Services LLC	US broker-dealer
Manufacturers Life Insurance Company	Non-US insurance company
Manulife Life Insurance Company	Non-US insurance company
Manufacturers Life Insurance Co. (Phils.), Inc.	Non-US insurance company

\*SEC registered

Manulife Investment Management acquired a UK based multi-sector alternative credit manager CQS LLC. CQS LLC will be co-branded “Manulife | CQS Investment Management”.

Manulife IM (US) has material business relationships with some of our related persons. Often personnel from these entities work together to manage client portfolios and provide related services, including client liaison, investment monitoring, account administration, investment research, and trade execution services. In some circumstances, one affiliate delegates responsibility for providing those services to another. If Manulife IM (US) delegates a function related to a client account to an affiliate, we will notify the relevant

## **Manulife** Investment Management

client and take steps to ensure that the delegation will comply with applicable laws. All investment management arrangements are conducted on an arms-length basis so as to neither disadvantage nor advantage other clients or related parties.

Manulife IM (US) provides sub-advisory services to certain U.S. registered investment companies advised by its affiliates John Hancock Investment Management, LLC (“JHIM”), and John Hancock Variable Trust Advisers LLC, each a wholly-owned subsidiary of Manulife. We also provide sub-advisory services to certain non-U.S. registered and unregistered investment vehicles advised and/or sponsored by our affiliate Manulife Investment Management Limited (“MIML”), which is also wholly-owned by Manulife.

Manulife IM (US) is related to John Hancock Funds, LLC (“JHF”) and John Hancock Distributors, LLC (“JHD”), which are all U.S. registered broker-dealers and wholly-owned by Manulife. JHF is the principal underwriter for certain U.S. registered investment companies for which Manulife IM (US) serves as sub-adviser. JHD is the principal underwriter for John Hancock Trust, a U.S. registered investment company, for which Manulife IM (US) serves as sub-adviser. JHD also acts as a placement agent for privately-offered investment funds advised by Manulife IM (US) and its affiliates in the U.S. JHD is a registered broker-dealer under the Exchange Act. John Hancock Life Insurance Company (U.S.A.) acts as insurance agent for the sale of variable annuity contracts or variable life insurance contracts, some of the underlying portfolios are sub-advised by Manulife IM (US).

Certain employees who provide administrative, support and other related services to Manulife IM (US) are employees of affiliates. Some officers of affiliates are also officers of Manulife IM (US). Manulife IM (US) has arrangements with several affiliated non-U.S. registered investment advisers, Manulife Investment Management (Asia), a division of Manulife Investment Management (Hong Kong) Limited (“Manulife Hong Kong”) and MIML, Manulife Investment Management (Singapore) Pte. Ltd. and Manulife Investment Management (Europe) Limited, for the provision of investment advisory, research and trade execution services to certain of our U.S. and non-U.S. clients pursuant to a Memorandum of Understanding (“MOU”). Those affiliated entities are not registered as investment advisers under the Advisers Act and each is deemed to be a “Participating Affiliate” of Manulife IM (US) (as this term has been used by the SEC’s Division of Investment Management in various no-action letters granting relief from the Advisers Act’s registration requirements for certain affiliates of registered investment advisers). Manulife IM (US) deems certain of those affiliates’ employees as “associated persons” of Manulife IM (US) within the meaning of Section 202(a)(17) of the Advisers Act, as our affiliates may, through such employees, contribute to Manulife IM (US)’s investment advisory and investment research process and have access to information concerning which securities are being recommended to Manulife IM (US)’s clients prior to the effective dissemination of such recommendations. Those affiliates also provide other affiliates of Manulife IM (US) certain research relating to securities that are the subject of research concurrently provided to Manulife IM (US). Each Participating Affiliate of Manulife IM (US), has agreed to submit to the jurisdiction of U.S. courts for actions arising under U.S. securities laws in connection with investment advisory activities conducted

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for Manulife IM (US)'s clients. Manulife IM (US) maintains a list of the employees for each of the affiliates for whom Manulife IM (US) has deemed an "associated person," which we will make available to current and prospective clients of Manulife IM (US) upon request.

Manulife IM (US) provides various services to an affiliated U.S. registered Investment Adviser, Manulife Investment Management (North America) Limited. These services include investment management support, such as trade execution for certain instruments and shared investment research; investment operations services, such as account records maintenance and reconciliation, processing and settling trades with custodians and providing asset valuations; general corporate services, such as office space and facilities, administrative support, information technology, vendor sourcing and corporate accounting; and other related services, such as compliance staff support, investment guideline compliance monitoring and reporting, and support for client and regulatory reporting.

John Hancock Trust Company LLC (the "Trust Company"), is a limited-purpose, non-depository trust company regulated by the New Hampshire Banking Department. The Trust Company provides a range of trust services, including pension advisory, directed trustee, asset management, asset allocation, and account custody and administration. In addition, the Trust Company maintains a series of collective investment funds (the "Commingled Funds") in connection with the trust services it offers to its clients. It acts as trustee, manager, and distributor of the Commingled Funds. The Commingled Funds are exempt from registration under the U.S. Investment Company Act of 1940, as well as under the Securities Act of 1933, both as amended. Manulife IM (US) provides investment management support and related support services for the Commingled Funds, on behalf of the Trust Company.

### **Sponsor or Syndicator of Limited Partnerships**

Manulife IM (US) is, and certain related persons are, a general partner of a partnership or a managing member of a limited liability company or other pooled investment vehicle, such as a privately-offered unregistered investment fund, in which clients of Manulife IM (US) may be solicited to invest and which Manulife IM (US) advises. These unregistered investment companies invest in a wide variety of interests including securities and derivatives instruments, real estate and other privately-offered funds.

### **Commodity Trading Advisor**

Manulife IM (US) is registered with the Commodity Futures Trading Commission ("CFTC") as a commodity trading advisor and may, from time to time, serve as a commodity trading advisor to registered commodity pool operators and commodity pools.

## VIII. Code of Ethics, Participation or Interest in Client Transactions and Personal Trading

### **Code of Ethics**

Manulife IM (US) has adopted a written Code of Ethics (the “Code”) designed to prevent and detect personal trading activities that would interfere or conflict with client interests. The Code requires that our employees adhere to the highest ethical standards and comply with applicable federal securities laws. Our employees may, from time to time, acquire or sell securities for their personal accounts, which are also purchased or sold for the account of clients. The Code generally requires that all transactions in securities by our Investment Access Persons and Regular Access Persons (as each term is defined in the Code) and their Household Members (also defined in the Code) be cleared prior to execution through compliance department processes. Personal securities transactions also are subject to quarterly reporting requirements, quarterly certification requirements and related compliance obligations. Regarding mutual funds, employees are required to report their transactions in the mutual funds we advise or sub-advise on a post-trade basis. Employees are also required to report any violations of the Code that come to their attention.

Clients should be aware that no set of rules can possibly anticipate or eliminate all potential conflicts of interest or ensure exemplary conduct in personal trading or all other matters, and that certain conflicts of interest inevitably exist in performing services such as providing investment advice. Such conflicts of interest, and how we address conflicts, are discussed below.

A copy of our Code of Ethics will be provided to a client or prospective client upon request.

### **Participation or Interest in Client Transactions**

Manulife IM (US) or its affiliates may purchase or sell, for the accounts of clients, securities in which Manulife IM (US) or its affiliates have a material financial interest. For example, our employees may incidentally hold in their own securities accounts one or more of the same securities that we also purchase or sell for clients. In addition, we, our affiliates, and our officers and employees (and Household Members as well as those of our affiliates) are able to invest in investment vehicles that we sub-advise including the U.S. registered mutual funds. Personal trading by employees is substantially restricted by our Code of Ethics.

Manulife IM (US) or its related persons may recommend to prospective clients that the client buys or sells interests in the same investment products in which we or our related persons have some financial interest, including ownership, and we or our related persons may own, buy or sell the same securities that they have recommended to clients. For example, one of our affiliates could provide seed capital in connection with the launching of a new strategy or Fund. Through this affiliation, we would have a financial interest in the securities recommended to the Funds. In addition, we or our affiliates may recommend to investment advisory clients or prospective investment advisory clients, the purchase or sale of the Funds. Manulife IM (US) earns a management or sub-advisory fee on the Funds. Certain of our employees also own interests

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in the Funds. Funds containing seed capital will be managed along with other client accounts, and orders for the Funds would then be aggregated with orders for other client accounts for purposes of trade execution. Our Code of Ethics and the policies and procedures thereunder are intended to minimize the impact of these and other potential conflicts of interest.

Due to the nature of our clientele, we may, from time to time, trade in investments issued by clients or clients of our affiliates. In all cases, we shall engage in such transactions pursuant to federal securities laws and in keeping with the best interests of our clients on behalf of whom we purchase or sell such investments. To help prevent conflicts of interest, all employees must comply with our Code of Ethics, which imposes restrictions on the purchase or sale of securities for employee accounts and the accounts of certain household members, and seeks to ensure that employees do not personally benefit from any potential market impact due to investment recommendations made on behalf of our advisory clients.

## IX. Brokerage Practices

### **Brokerage Discretion**

Generally, clients grant us full discretionary authority over securities purchases and sales, subject to the clients' investment objectives, guidelines and restrictions. These are typically established by agreement between Manulife IM (US) and the client, at the time the client account is established.

### **Approved Trading Counterparties**

Manulife IM (US) maintains and periodically updates a list of approved trading counterparties. Traders and portfolio managers execute trades only with pre-approved broker-dealer/counterparties. Our Brokerage Practices Committee, through a delegation from our Operating Committee, reviews and approves all broker-dealers/counterparties.

### **Selection of Brokers, Dealers, and Counterparties**

In placing orders for purchase and sale of securities and selecting trading counterparties (including banks or broker-dealers) to effect these transactions, Manulife IM (US) seeks prompt execution of orders at the most favorable prices reasonably obtainable. We will consider a number of factors when selecting trading counterparties, including the overall direct net economic result to the client (including commissions, which may not be the lowest available, but which ordinarily will not be higher than the generally prevailing competitive range), the financial strength, reputation and stability of the counterparty, the efficiency with which the transaction is effected, the ability to effect the transaction when a large block trade is involved, the availability of the counterparty to stand ready to execute possibly difficult transactions in the future, and other matters involved in the receipt of brokerage and research services.

Manulife IM (US) periodically prepares and maintains a list of broker-dealer firms that have been deemed to provide valuable research as determined periodically by the investment staff, together with a suggested non-binding amount of brokerage commissions ("non-binding target") to be allocated to each of these research firms, subject to certain requirements. Neither we, nor any client has an obligation to any research firm if the amount of brokerage commissions paid to the research firms is less than the applicable non-binding target.

In seeking best execution, traders have a variety of execution capabilities at their discretion. In addition to trading with full-service broker dealers, our traders may utilize any number of broker sponsored algorithmic strategies to achieve direct market access ("DMA"), as well as electronic crossing networks ("ECNs"). Algorithmic strategies and ECNs give the traders additional opportunities to source natural block liquidity in a more efficient manner. In selecting a broker dealer or trading venue, traders consider the full range of available trading platforms in seeking best execution.



**Affiliated Brokers**

Manulife IM (US) does not execute trades or otherwise implement trading strategies through an intermediary that is an affiliated broker.

**Cross Transactions**

Manulife IM (US) does not affect agency cross-transactions (in which our affiliated broker-dealer would act as the broker for both the client and the counterparty to the transaction and receives commissions from the client and the counterparty). Generally, we do not effect cross trades between clients and our affiliates.

In some instances, a security to be sold by one client account may independently be considered appropriate for purchase by another client account. We would seek to effect such a “cross transaction” if it is in the best interests of both clients, consistent with applicable laws and policies and clients’ requirements and restrictions. Manulife IM (US) will be guided by Rule 17a-7 of the Investment Company Act of 1940, as amended, in its use of these cross transactions with respect to any U.S. registered Funds, and by other applicable non-U.S. laws and regulations with respect to any non-U.S. Funds. We do not permit client accounts governed by the U.S. Employee Retirement Income Security Act of 1974, as amended (“ERISA”), to engage in cross trading.

**Best Execution**

Manulife IM (US) owes a duty to its clients to seek best execution when executing trades on behalf of clients. “Best execution” generally is understood to mean the most favorable cost or net proceeds reasonably obtainable under the circumstances. Manulife IM (US) is not obligated to choose the broker-dealer offering the lowest available commission rate if, in our reasonable judgment, there is a material risk that the total cost or proceeds from the transaction might be less favorable than may be obtained elsewhere, or, if a higher commission is justified by the trading provided by the broker-dealer, or if other considerations dictate using a different broker-dealer. Negotiated commission rates generally will reflect overall execution requirements of the transaction without regard to whether the broker provides other services in addition to execution.

Manulife IM (US) pays higher or lower commissions to different brokers that provide different categories of services. Under this approach, we periodically classify different brokers in different categories based on execution abilities, the quality of research, brokerage services, block trading capability, speed and responsiveness, or other services provided by the brokers. Some examples of these categories include, without limitation, full-service brokers, alternative trading systems, client commission and execution-only brokers.

The reasonableness of brokerage commission is evaluated on an ongoing basis and at least annually on a formal basis.

When more than one broker-dealer is believed to be capable of providing the best combination of price and

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execution with respect to a particular portfolio transaction, Manulife IM (US) often selects a broker-dealer that furnishes research and other related services or products. The amount of brokerage allotted to a particular broker-dealer is not made pursuant to any binding agreement or commitment with any selected broker-dealer. However, we maintain an internal allocation procedure to identify those broker-dealers who have provided us with effective research and the amount of research provided, and we endeavor to direct sufficient commissions to them to ensure the continued receipt of research that we believe is useful.

### **Research and Other Soft Dollar Benefits**

Where Manulife IM (US) manages any or all an account which is subject to the legislation of the European Union, Manulife IM (US) will pay for external research from its own resources. For other accounts, Manulife IM (US) may pay for research and brokerage services with the commission dollars generated by client account transactions (known as “soft dollar benefits”), subject to applicable laws and client direction. Further, we may cause clients to pay commissions, markups or markdowns higher than those charged by other broker-dealers in return for soft dollar benefits.

The research provided may be either proprietary (created and provided by the broker-dealer, including tangible research products as well as access to analysts, traders and issuers) or third-party (created by a third party, but provided by broker-dealer). Proprietary research is generally part of a “bundle” of brokerage and research, with research not separately priced. In the case of third-party research, the cost of products and services is generally more transparent, and payment is made by the broker to the preparer in “hard dollars.” We receive both proprietary and third-party research and execution services.

Manulife IM (US) considers three factors with respect to all third-party research and execution services received through soft dollars:

- Whether the product or service is eligible research or brokerage under SEC rules and regulations;
- Whether an eligible product or service provides “lawful and appropriate assistance” in the performance of our investment decision-making responsibilities;
- Whether the amount of the commission paid is reasonable considering the value of the product or service provided by the broker-dealer (viewed in terms of the particular transaction or our overall responsibilities with respect to our client accounts).

Research services currently purchased with soft dollars include: reports on the economy, industries, sectors and individual companies or issuers; introduction to issuers, invitations to trade conferences, statistical information; statistical models; political and country analyses; reports on legal developments affecting portfolio securities; information on technical market actions; and credit analyses.

The overriding consideration in selecting brokers to execute trade orders is the maximization of client profits through a combination of controlling transaction and securities costs and seeking the most effective use of brokers’ proprietary research and execution capabilities, while maintaining relationships with those broker-

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dealers who consistently provide superior service. When we use client brokerage commissions (or markups or markdowns) to obtain research or other products or services, we receive a soft dollar benefit because we do not have to produce or pay for the research, products or services. We have an incentive to select a broker-dealer based on our interest in receiving research or other products or services, rather than over our clients' interest in receiving most favorable execution.

Any research received is used to service all clients to which it is applicable, whether the client's commissions were used to obtain the research. For example, commissions of equity clients may be used to obtain research that is used with respect to fixed income clients. Manulife IM (US) does not attempt to allocate the relative costs or benefits of research among client accounts because we believe that, in the aggregate, the research we receive benefits clients and assists us in fulfilling our duty to all our clients.

We do not enter into any agreement or understanding with any broker-dealer which would obligate us to direct a specific amount of brokerage transactions or commissions in return for such services. However, certain broker-dealers state in advance the amount of brokerage commissions they expect for certain services and the applicable cash equivalent.

We seek to obtain client commission benefits through client commission arrangements in compliance with applicable laws and regulations. Under these types of arrangements, we can request that executing brokers allocate a portion of total commissions paid to a pool of "credits" maintained by the broker that can be used to obtain client commission benefits. After accumulating a number of credits within the pool, we subsequently direct that those credits be used to pay appropriate parties in return for eligible client commission benefits provided by the broker to Manulife IM (US).

In summary, as noted above, we have three types of soft dollar arrangements through which we receive soft dollar benefits:

1. Full-service brokers- in addition to receiving execution services, we also receive a variety of research and related services from these brokers, including, proprietary research reports on companies, markets or investment related reports, meetings with senior management teams of companies, and discussions with the brokers' analysts and market experts.
2. Client commission arrangements ("CCA") - Manulife IM (US) has CCAs with twenty brokers with whom we place equity trades for execution. We generate commission credits with these brokers, which we can use to compensate third party research providers, including other brokers, for research received. The level of compensation to such research providers is determined by the equity portfolio management teams using a quarterly voting process. The number of votes determines the level of compensation paid to a research provider.
3. Soft dollar arrangements- Under soft dollar arrangements, Manulife IM (US) identified research services that we wanted to obtain from a soft dollar broker (the "Broker") (subject to the Broker's approval); the Broker then directly contracted with the research providers for those services. We have no financial or

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other contractual obligations with the research providers under this arrangement. When we execute equity trades with the Broker, the soft dollars are allocated to a portion of the commission to the research providers.

In 2023, the following were the top ten brokers (in no particular order) from whom we received soft dollar benefits in a manner noted above:

### **Top Ten Brokers for 2023**

Citigroup

Cowen & Co

Evercore ISI

Goldman Sachs

JP Morgan Securities

Morgan Stanley

Piper Sandler & Co

Sanford Bernstein

UBS Financial

Virtu Americas LLC

### **Directed Brokerage**

Manulife IM (US) does not engage in directed brokerage arrangements. However, we permit clients to direct us to execute transactions using a particular broker-dealer. Certain Funds have entered into an arrangement under which, with respect to certain brokerage transactions directed to certain broker-dealers, the Funds receive a credit for part of the brokerage commission paid by the Fund, which is applied against expenses of the Fund.

### **Trade Aggregation**

Because investment decisions often affect more than one client, we frequently will attempt to acquire or dispose of the same security for more than one client at the same time. Manulife IM (US), to the extent permitted by applicable law, regulations and advisory contracts, aggregates purchases and sales of securities on behalf of its various clients for which it has discretion, provided that in our opinion, all client accounts are treated equitably and fairly and that block trading will result in a more favorable overall execution. Trades will not be combined when a client has directed transactions to a particular broker-dealer or when we determine that combined orders would not be efficient or practical.

When appropriate, Manulife IM (US) will allocate such block orders at the average price obtained or according to a system that we consider to be fair to all clients over time. Generally speaking, such allocations are made on the basis of proportional capital under management in the respective client accounts.

## **Managed Account Programs**

### *Trading*

For our Managed Account Programs, while we are required to seek best execution for all trading transactions, the arrangement between the Program Sponsors and their clients generally provides for an all-inclusive fee arrangement which includes all execution costs. In most instances, Manulife IM (US)'s trading away from the Program Sponsor would cause the client to pay additional commissions and therefore best execution generally becomes limited to trading with the client's Program Sponsor. Clients of Managed Account Programs should carefully review and discuss their fee arrangement with their Program Sponsor.

For some Managed Account Programs, clients direct us to execute their transactions using a particular broker-dealer. Clients that choose to direct their brokerage, should consider the following: (i) our brokerage placement practices; (ii) they may pay higher commissions on some transactions than might be attainable by us, or may receive less favorable execution of some transactions, or both; (iii) they may forego any benefit from savings on execution costs that we could obtain for our clients through negotiating volume discounts on batched transactions; (iv) they will not be able to participate in an allocation of a new issue if that new issue is provided by another broker; (v) they restrict us from receiving research-related products and services available from other brokers; and (vi) they may not generate returns equal to clients which do not direct brokerage.

### *Sequencing Placement of Orders*

We endeavor to treat all Managed Account Program accounts fairly and equitably in communicating orders to sponsors in accordance with client-directed trading instructions or in executing client orders in accordance with the requirements of the particular Managed Account Programs.

In view of the different types of investment advisory services and clients' instructions, we have established a policy and related procedures that we believe are reasonably designed to address the potential conflicts arising from sequencing of order placements and execution among Managed Accounts and other client portfolios in similarly managed strategies. Our general practice is to communicate investment decisions to all affected clients at or about the same time. This entails a rotational method of releasing orders to the sponsoring or other executing brokers consistent with our fiduciary duties.

For Managed Account Programs whereby we are solely responsible for providing a model portfolio, we will employ a separate but similar rotational method. Notification to the Model Program Sponsors will be concurrent, or thereabouts, with other sponsors of managed account programs.

From time to time as warranted during abnormal or other market conditions, the Adviser will alter or adjust the implementation of trades and/or the rotation in situations in which it feels that a particular order could potentially cause material market impact and/or pose trading liquidity issues. The decision to alter the implementation or the rotation will be made in good faith by each Portfolio Management Team responsible

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for a particular strategy.

## X. Review of Accounts

### **Internal Review of Client Accounts**

Each client account is managed by a Manulife IM (US) portfolio management team which is assigned primary responsibility for the day-to-day management and ongoing monitoring of the client account. The portfolio management team's continuous review of a client account includes the review and appropriateness of portfolio holdings and transactions considering the client account's investment objective, guidelines and restrictions within the context of market conditions.

The client accounts are also periodically reviewed by Manulife IM (US)'s designated Chief Investment Officer, the Performance team, and the Investment Risk team. In all cases, accounts are also subject to review by compliance personnel, who monitor account trading on a daily basis utilizing the Firm's order management system that incorporates pre-trade, post-trade, and batch compliance testing across many account restrictions. For example, client accounts are reviewed periodically in order to identify dispersion in performance results of clients in similar strategies. Such performance dispersion, is not of itself dispositive of any client account favoring, as it could legitimately result from factors such as variations in client holdings restrictions, cash flows, trade rotation or client restrictions on Manulife IM (US)' ability to freely select brokers to execute transactions with respect to a particular portfolio (e.g., client-directed brokerage), in addition to certain attributes of a portfolio security or its issuer and/or treatment of the security or issuer by a third-party service provider, or the purchase of a small position to assess the overall desirability of an investment.

### **Client Reporting**

On a quarterly and/or monthly basis, Manulife IM (US) furnishes to our clients, or their agents, a summary of written reports of portfolio transactions that were executed during the relevant period, portfolio holdings, characteristics, strategies, performance information, and other requested information about compliance matters. Meetings with clients are held as agreed upon with the client and generally occur annually.

Managed Account Program clients receive account statements from Program Sponsors in accordance with the terms of the particular programs.

Annual audited financial statements are prepared for the private fund sponsored by Manulife IM (US), and the fund and its investors receive copies of such statements, generally within 120 days following the fund's fiscal year end.

## XI. Client Referrals and Other Compensation

Manulife IM (US) relies primarily on the efforts of its internal sales and marketing personnel who are responsible for soliciting and generating new business. Discretionary compensation of Manulife IM (US) sales and marketing personnel is based in part, on their success in raising assets on behalf of the firm.

Manulife IM (US) has entered into written sales and solicitation agreements with certain affiliated persons or entities for client referrals or introductions. Manulife IM (US) may compensate or be compensated by its affiliates for placements of interests in separately managed accounts or private funds in compliance with applicable law. The material terms of such arrangements will be disclosed to each client or investor, as required by law.



## XII. Custody

In its role as an asset manager, Manulife IM (US) generally does not have possession, or the authority to control or possess assets held in client accounts. Client assets are held in separate accounts maintained by independent third-party custodians who have been selected by our clients. As a fiduciary, Manulife IM (US) seeks to safeguard client assets against unauthorized access or use. Manulife IM (US) accomplishes this by separating investment management, trading, operations, and client relationship functions and responsibilities. We maintain access controls around the systems used by trading and by portfolio management to ensure that trades are duly authorized. We periodically reconcile records of client funds and securities to the client's custodian records.

Manulife IM (US) and its affiliates sponsor bank maintained collective investment funds and other privately-offered unregistered investment funds. As Manulife IM (US) or its affiliates often serve as the trustee, director, the general partner of, or hold another comparable position with respect to these products Manulife IM (US), pursuant to the Advisers Act, may be deemed to have custody over those funds and we are required to take additional measures to ensure that client assets are safeguarded.

The assets of the private fund is held at a third-party custodian pursuant to a sub-custodian agreement. The investors in this private fund receives audited financial statements annually, generally within 120 days following the fund's fiscal year end.

Clients should carefully review any statement or other reports that they receive from a custodian and compare them to the client reports provided by us.

### XIII. Investment Discretion

Clients retain Manulife IM (US) on both a discretionary and nondiscretionary basis. Clients that retain us on a discretionary basis grant us such authority by way of an investment management agreement. As such, we have the authority to supervise and direct the investments of and for those clients' accounts without prior consultation with the client. Pursuant to this discretionary authority, we determine which securities are bought and sold for the account, the total amount of the purchases and sales, the brokers or dealers through which transactions are executed and the commission rates paid to effect the transactions, as applicable. The client may restrict or prohibit transactions in certain types of securities or direct that transactions be effected through specific brokers or dealers.

A few clients retain us on a non-discretionary basis, requiring that Manulife IM (US) also provides investment services (in the form of model portfolios) to clients and third-party investment managers who are responsible for placing trades in their client accounts, based on such model portfolios (please see "Participation in Managed Account Programs – Model Only" in this Brochure for more information on Manulife IM (US)'s participation in such model-based managed account programs).

## XIV. Voting Client Securities

Under our discretionary investment management agreements, clients have the option to grant Manulife IM (US) proxy voting authority over securities held in a client account. When clients grant such authority, Manulife IM (US) seeks to vote proxies in the best economic interests of all of its clients for whom it has proxy voting authority and responsibilities. We believe that our proxy voting policies and procedures are reasonably designed to ensure that proxy voting is conducted in the best interest of clients, and in accordance with our fiduciary duties, applicable rules under the Advisers Act, and fiduciary standards and responsibilities applicable to our ERISA clients. When clients have granted us authority to vote securities in their account, we will vote in accordance with our proxy voting policy and procedures and clients cannot direct our vote in a particular proxy solicitation. Clients that have not provided us authority to vote securities in their accounts, should reach out to their other service providers. We will not generally provide advice on proxy voting to clients that have not granted us voting authority.

Manulife IM (US) has contracted with an independent third-party service provider to execute voting instructions for clients' proxies in accordance with the Manulife IM (US) proxy voting principles which are sustainability focused and which generally align with the service provider's sustainability focused proxy voting recommendations. Through this process, the proxy voting services provider populates initial recommended voting decisions that are aligned with the Manulife IM (US) Voting Principles as outlined in our Proxy Voting Policy. These voting recommendations are then submitted, processed and ultimately tabulated. Manulife IM (US) retains the authority and operational functionality to submit different voting instructions after these initial recommendations from the proxy voting services provider have been submitted. Manulife IM's approach to proxy voting leverages the skills and knowledge of multiple individuals and teams across the firm including those with expertise on investment, legal, corporate governance, environmental, social and investment stewardship matters to achieve the best long-term outcome for our clients. Manulife's Sustainable Investment Team regularly reviews proxy voting workflows and deliberates on decisions for a subset of voting items. Manulife endeavors to review, as an example, meetings where the firm owns 2% or more of shares outstanding. As Manulife IM (US) reviews voting recommendations and decisions, Manulife IM (US) may, after internal deliberation, change voting instructions based on those reviews.

Except in instances when a Manulife IM (US) client retains voting authority, Manulife IM (US) will instruct custodians of client accounts to forward all proxy statements and materials received in respect of client accounts to the service provider.

Manulife IM (US) has engaged its proxy voting service provider to:

1. Research and make voting recommendations;
2. Ensure proxies are voted and submitted in a timely manner;
3. Provide alerts when issuers file additional materials related to proxy voting matters;
4. Perform other administrative functions of proxy voting;
5. Maintain records of proxy statements and provide copies of such proxy statements promptly

## **Manulife** Investment Management

upon request;

6. Maintain and publish records of votes cast; and
7. Provide recommendations with respect to proxy voting matters in general.

Manulife IM (US) clients retain the authority, and may choose, to lend shareholdings. Manulife IM (US), however, generally retains the ability to restrict shares from being lent and to recall shares on loan in order to preserve proxy voting rights and execute proxy votes. Manulife IM (US) will, where feasible, weigh the benefit of casting votes at a given meeting when deciding whether to recall lent shares for voting. Manulife IM (US) is focused in particular on preserving voting rights for issuers where client accounts hold 2% or more of an issuer as aggregated across funds within Manulife Investment Management. Manulife IM (US) has a process in place instructing custodians who lend shares on our behalf to systematically restrict and recall shares on a best-efforts basis for those issuers where Manulife Investment Management owns an aggregate of 2% or more.

Manulife IM (US) has an established infrastructure designed to identify conflicts of interest throughout all aspects of the business. Proxy voting proposals may raise conflicts between the interests of Manulife IM (US) clients and the interests of Manulife IM (US), its affiliates, or employees. Apparent conflicts are reviewed to determine whether there is a conflict of interest and, if so, whether the conflict is material. Manulife IM (US) shall consider any of the following circumstances a potential material conflict of interest:

- Manulife IM (US) has a business relationship or potential relationship with the issuer;
- Manulife IM (US) has a business relationship with the proponent of the proxy proposal; or
- Manulife IM (US) members, employees, or consultants have a personal or other business relationship with managers of the business such as top-level executives, corporate directors, or director candidates.

In addressing any such potential material conflict, Manulife IM (US) will seek to ensure proxy votes are cast in the advisory client's best interests and are not affected by Manulife IM (US)'s potential conflict. In the event a potential material conflict of interest exists, Manulife IM will either (i) review the proxy voting decisions to ensure robust rationale, that the voting decision will protect or enhance shareholder value over the long term, and is in line with the best interest of the client; (ii) vote such proxy according to the specific recommendation of the proxy voting services provider; (iii) abstain; or (iv) request the client vote such proxy. The basis for the voting decision, including the process for the determination of the decision that is in the best interests of the client, is recorded.

Clients may obtain a copy of our proxy voting policies and procedures, a summary of the proxy voting service provider's policies and procedures, and information about how we voted proxies during the past fiscal year by contacting their relationship manager at (617) 375-1500. We also have policy information and voting records linked on our website.

<https://www.manulifeim.com/institutional/us/en/sustainability>



## XV. Financial Information

Not Applicable

## APPENDIX A

### Glossary of Investment Risks

**Active management risk.** The adviser's investment strategy fails to produce the intended result.

**Convertible securities risk.** The market values of convertible securities tend to decline as interest rates increase and, conversely, to increase as interest rates decline. In addition, as the market price of the underlying common stock declines below the conversion price, the price of the convertible security tends to be increasingly influenced more by the yield of the convertible security.

**Credit and counterparty risk.** The issuer or guarantor of a fixed-income security, the counterparty to an over-the-counter derivatives contract or a borrower of an account's securities, is unable or unwilling to make timely principal, interest or settlement payments, or otherwise to honor its obligations. Investments in fixed-income securities are subject to varying degrees of risk that the issuers of the securities will have their credit rating downgraded or will default, potentially reducing a fund's share price and income level. U.S. government securities are subject to varying degrees of credit risk depending upon the nature of their support.

**Credit risk.** The issuer or guarantor of a fixed-income security, the counterparty to an over-the-counter derivatives contract or a borrower of a client's securities, is unable or unwilling to make timely principal, interest or settlement payments, or otherwise to honor its obligations. Funds that invest in fixed-income securities are subject to varying degrees of risk that the issuers of the securities will have their credit rating downgraded or will default, potentially reducing a fund's share price and income level. U.S. government securities are subject to varying degrees of credit risk depending upon the nature of their support.

**Currency risk.** Currency risk is the risk that fluctuations in exchange rates adversely affect the U.S. dollar value of a client's investments.

**Derivatives risk.** Hedging and other strategic transactions increase the volatility of an account and, if the transaction is not successful, could result in a significant loss to a client account. Counterparty risk, liquidity risk (i.e., the inability to enter into closing transactions) and risk of disproportionate loss are the principal risks of engaging in transactions involving futures contracts, options, swaps and foreign currency forward contracts. Counterparty risk does not apply to exchange-traded options. Foreign currency forward contracts are also subject to foreign currency risk.

The use of derivative instruments (such as options, futures and swaps) could produce disproportionate gains or losses, more than the principal amount invested. Investing in derivative instruments involves risks different from, or possibly greater than, the risks associated with investing directly in securities and other traditional investments and, in a down market, could become harder to value or sell at a fair price.

**Distressed investment risk.** Many distressed investments, including loans, loan participations, bonds, notes and non-performing and sub-performing mortgage loans, are not publicly traded and involve a substantial degree of risk.

**Economic and market events risk.** Economic data and market events have resulted, and continue to result, in an unusually high degree of volatility in the financial markets, both domestic and foreign. In addition, reduced liquidity in credit and fixed-income markets adversely affects issuers worldwide.

**Emerging markets risk.** The risks of investing in foreign securities are greater for investments in emerging markets. Emerging market countries experience higher inflation, interest rates and unemployment as well as greater social, economic, regulatory and political uncertainties than more developed countries.

**Equity risk.** The value of a company's equity securities is subject to changes in the company's financial condition, and overall market and economic conditions.

**Equity securities risk.** The value of a company's equity securities is subject to changes in the company's financial condition, and overall market and economic conditions.

**Exchange-traded fund ("ETF") risk.** Owning an ETF generally reflects the risks of owning the underlying securities it is designed to track.

**Fixed-income securities risk.** Fixed-income securities are affected by changes in interest rates and credit quality. A rise in interest rates typically causes bond prices to fall. The longer the average maturity of the bonds held in an account, the more sensitive an account is likely to be to interest- rate changes. There is the possibility that the issuer of the security will not repay all or a portion of the principal borrowed and will not make all interest payments.



**Foreign securities risk.** As compared to U.S. companies, there may be less publicly available information relating to foreign companies. Foreign securities also may be subject to foreign taxes. The value of foreign securities is subject to currency fluctuations and adverse political and economic developments. The risks of investing in foreign securities are greater for investments in emerging markets.

**Fund of funds risk.** A fund or account is subject to the performance of the underlying funds in which it invests.

**Greater China risk.** Investments in the Greater China region are subject to special risks, such as less developed or less efficient trading markets, restrictions on monetary repatriation and possible seizure, nationalization or expropriation of assets. In particular, investments in Taiwan could be adversely affected by its relationship with China, and Hong Kong and Chinese markets could be hurt significantly by adverse government actions. A small number of companies and industries represent a relatively large portion of the Greater China market as a whole.

**Hedging, derivatives and other strategic transactions risk.** Hedging and other strategic transactions can increase the volatility of a fund or account and, if the transaction is not successful, could result in a significant loss to that fund or account. Counterparty risk, liquidity risk (i.e., the inability to enter into closing transactions) and risk of disproportionate loss are the principal risks of engaging in transactions involving futures contracts, options, swaps and foreign currency forward contracts. Counterparty risk does not apply to exchange-traded options. Foreign currency forward contracts are also subject to foreign currency risk. The use of derivative instruments (such as options, futures and swaps) could produce disproportionate gains or losses, more than the principal amount invested. Investing in derivative instruments involves risks different from, or possibly greater than, the risks associated with investing directly in securities and other traditional investments and, in a down market, could become harder to value or sell at a fair price.

**High portfolio turnover risk.** Actively trading securities can increase transaction costs (thus lowering performance) and taxable distributions.

**Illiquid investments risk.** The difficulties and delays associated with such transactions could result in the inability to realize a favorable price upon disposition, and at times might make disposition of such securities impossible. In addition, an account may be unable to sell other illiquid investments when it desires to do so, resulting in obtaining a lower price or being required to retain the investment.

**Industry or sector investing risk.** The performance of an account or fund that focuses on a single industry or sector of the economy depends in large part on the performance of that industry or sector. As a result, the value of an investment fluctuates more widely than it would in an account or fund that is diversified across industries or sectors.

**Inflation-indexed debt securities risk.** Inflation-indexed debt securities are subject to the effects of changes in market interest rates caused by factors other than inflation (real interest rates). There can be no assurance that the inflation index used will accurately measure the real rate of inflation in the prices of goods and services.

**Initial public offerings (“IPO”) risk.** IPO shares have a magnified impact on performance of an account or fund and are frequently volatile in price.

**Interest rate risk.** A rise in interest rates typically causes bond prices to fall. The longer the average maturity of the bonds held by an account or fund, the more sensitive it is likely to be to interest- rate changes. The yield earned by n account or fund will vary with changes in interest rates. Changes in interest rates cause adverse effects and volatility in equity prices.

**Investment company securities risk.** A fund bears its own expenses and indirectly bears its proportionate share of expenses of the underlying funds in which it invests.

**Issuer risk.** An issuer of a security performs poorly and, therefore, the value of its stocks and bonds decline. An issuer of securities that are held in an account or fund could default or have its credit rating downgraded.

**Large company risk.** Large-capitalization stocks as a group could fall out of favor with the market, causing an account or fund to underperform investments that focus on small- or medium- capitalization stocks. Larger, more established companies can be slow to respond to challenges and grow more slowly than smaller companies.

**Leverage risk.** The use of leverage magnifies both the favorable and unfavorable effects of price movements in the investments made by an account fund. To the extent the account or fund is leveraged in its investment operations, it will be subject to substantial risk of loss.

**Lifecycle risk.** There is no guarantee that the adviser will correctly predict the market or economic conditions and, as with other fund investments, you could lose money even if a fund is at or close to its designated retirement year or in its post-retirement stage.

**Liquidity risk.** Exposure exists when trading volume; lack of a market maker or legal restrictions impair the ability to sell particular securities or close derivative positions at an advantageous price.

**Loans (bank loans, floating rate loans, and loan participations) risk.** Investing in loans involves special types of risks, including credit risk, interest-rate risk, liquidity risk and the risks of being a lender.

**Lower-rated fixed-income securities risk and high-yield securities risk.** Lower-rated fixed-income securities and high-yield fixed-income securities (commonly known as junk bonds) are subject to greater credit-quality risk and risk of default than higher-rated fixed-income securities. These securities can be considered speculative and the value of these securities can be more volatile due to increased sensitivity to adverse issuer, political, regulatory, market or economic developments and can be difficult to resell.

**Management of Discretionary and Non-Discretionary Accounts.** The adviser may provide investment advice to advisory clients on either a discretionary or a nondiscretionary basis. For various reasons, nondiscretionary advisory clients may not be able to implement the adviser's recommendations with respect to the allocation or reallocation of assets as quickly as the adviser implements such recommendations on behalf of discretionary advisory clients. In certain cases, due to redemption notice deadlines or other reasons, this may result in non-discretionary advisory clients being unable to act on the adviser's recommendations at the same time the adviser acts on behalf of the discretionary advisory clients. This could cause significant differences in the performance between non-discretionary and discretionary advisory clients with the same or similar investment objectives.

**Market disruption and geopolitical risk.** Events in the financial markets have resulted, and continue to result, in an unusually high degree of volatility in the financial markets, both domestic and foreign. In addition, reduced liquidity in credit and fixed-income markets adversely affects issuers worldwide.

**Medium and smaller company risk.** The prices of medium and small company stocks can change more frequently and dramatically than those of large company stocks.

**Medium company risk.** The prices of medium company stocks can change more frequently and dramatically than those of large company stocks.

**Mortgage-backed and asset-backed securities risk.** Different types of mortgage-backed securities and asset-backed securities are subject to different combinations of prepayment, extension, interest-rate and/or other market risks.

**Municipal bond risk.** Municipal bond prices can decline due to fiscal mismanagement or tax shortfalls. Revenue bond prices can decline if related projects become unprofitable. An account or fund may hold bonds that are insured as to principal and interest payments. Because the value of an insured municipal bond depends in part on the claims-paying ability of the insurer, an account or fund would be subject to the risk that the insurer is unable to pay claims filed pursuant to the coverage. An account or fund may hold several investments covered by one insurer, which would increase the exposure to the claims-paying ability of that insurer. In addition, insurance does not guarantee the market value of the insured obligation.

**Natural resources risk.** The natural resources industry can be significantly affected by events relating to international political and economic developments, energy conservation, the success of exploration projects, commodity prices, and taxes and other governmental regulations.

**Non-diversified risk.** Certain funds are not “diversified” within the meaning of the Investment Company Act of 1940. This means they can invest in the securities of a relatively small number of issuers, which results in greater susceptibility to associated risks. As a result, credit, market and other risks associated with a fund’s investment strategies or techniques can be more pronounced for these funds than for funds that are “diversified.”

**Prepayment risk.** Prepayment risk occurs when the issuer of a security can repay principal prior to the security’s maturity. Securities subject to prepayment risk can offer less potential for gains when the credit quality of the issuer improves.

**Real estate securities risk.** Investing in securities of companies in the real estate industry subjects an account or fund to the risks associated with the direct ownership of real estate. Real Estate Investment Trusts (“REITs”) involve additional risk factors including poor performance by a REIT’s manager, changes to the tax laws, and failure by the REIT to qualify for tax-free distribution of income or exemption under the Investment Company Act of 1940.

**Sector investing risk.** Where an account or fund focuses on a single sector of the economy, its performance depends in large part on the performance of that sector. As a result, the value of investments could fluctuate more widely than it would in an account or fund that is diversified across sectors.

**Short sales risk.** Short sales involve costs and risk. A borrower of securities must pay the lender interest on the security it borrows, and the borrower will lose money if the price of the security increases between the time of the short sale and the date when the borrower replaces the borrowed security.

**Small company risk.** Stocks of smaller companies can be more volatile and less liquid than stocks of larger companies.

**Special risks related to preferred securities.** Generally, preferred security holders have no voting rights with respect to the issuing company unless preferred dividends have been in arrears for a specified number of periods, at which time the preferred security holders have the right to elect a number of directors to the issuer's board. Generally, once all the arrearages have been paid, the preferred security holders no longer have voting rights. In certain varying circumstances, an issuer of preferred securities redeems the securities prior to a specified date. For instance, for certain types of preferred securities, a redemption could be triggered by a change in federal income tax or securities laws. As with call provisions, a redemption by the issuer negatively impacts the return of the security held. Preferred securities can include provisions that permit the issuer, at its discretion, to defer distributions for a stated period without any adverse consequences to the issuer. Preferred securities are subordinated to bonds and other debt instruments in a company's capital structure in terms of priority to corporate income and liquidation payments, and therefore will be subject to greater credit risk than more senior debt instruments. Preferred securities are typically substantially less liquid than many other securities, such as common stocks or U.S. government securities.

**State/region risk.** Investing heavily in any one state or region increases exposure to losses in securities of that state's or region's issuers.

**State-specific risk.** Where an account or fund invests mainly in bonds from a single state, its performance is affected by local, state and regional factors. These factors include economic or political changes, tax base erosion, state constitutional limits on tax increases, budget deficits and other financial difficulties, and changes in the credit ratings assigned to the state's municipal issuers.

**Sustainability risk.** Sustainability risks include those related to climate change impacts mitigation and adaptation, environmental management practices and duty of care, working and safety condition, respect for human rights, anti-bribery and corruption practices, and compliance to relevant laws and regulations.

**Target allocation risk.** From time to time, one or more of the underlying funds of target allocation accounts experience relatively large redemptions or investments due to reallocations or rebalancing of the assets of a portfolio, which could affect the performance of the underlying funds and, therefore, the performance of a fund.

## APPENDIX B

### Fee Schedule for Manulife IM (US) Strategies Sold to Individuals through Managed Account Programs\*

- Fundamental Large Cap Core
- Fundamental Large Cap Value
- Fundamental All Cap Core
- Global Equity ADR
- US Small Cap Core
- US Small Cap Value
- Core Fixed Income
- Core Plus Fixed Income

<b>Investment Management Equity Fee Schedule*</b>
50 bps
<b>Investment Management Fixed Income Fee Schedule*</b>
50 bps

*\*Fees are negotiable and vary based on the Managed Account Program for which a client participates.*

# Brochure Supplement (Part 2B of Form ADV)

Manulife Investment Management (US) LLC  
197 Clarendon Street  
Boston, MA 02116  
617-375-1500  
[www.manulifeim.com](http://www.manulifeim.com)

March 31, 2024

## Professional Certifications

Employees have earned the following certifications and credentials that are required to be explained in further detail.

**Chartered Financial Analyst (CFA): Chartered Financial Analysts are licensed by the CFA Institute to use the CFA mark. CFA certification requirements:**

- Hold a bachelor's degree from an accredited institution or have equivalent education or work experience.
- Successful completion of all three exam levels of the CFA Program.
- Have 48 months of acceptable professional work experience in the investment decision making process.
- Fulfill society requirements, which vary by society. Unless you are upgrading from affiliate membership, all societies require two sponsor statements as part of each application; these are submitted online by your sponsors.
- Agree to adhere to and sign the Member's Agreement, a Professional Conduct Statement, and any additional documentation requested by CFA Institute.

**Certified Public Accountant (CPA): Certified Public Accountants are licensed by the National Association of State Boards of Accountancy, Inc. (NASBA) to use the CPA mark. CPA certification requirements:**

- Bachelor's degree from an accredited college or university, which includes a minimum number of qualifying credit hours in accounting and business administration with an additional 1-year study. After August 1, 2009, this requirement for 5 years' study is the "150-hour rule" set by the NASBA and has been adopted by most of state boards; prior to August 1, 2009, 120 hours plus 2 years' work experience was the requirement.
- Successful completion of the Uniform Certified Public Accountant Examination which is set by the American Institute of Certified Public Accountants and administered by the NASBA.
- Additional state education and experience requirements, depending on the state.
- Most states require a special examination on ethics.
- Continuing professional education, which varies by states, but most require 120 hours of CPE every 3 years with a minimum of 20 hours per calendar year.



**Brochure Supplement (Part 2B of Form ADV)  
Caryn E. Rothman, CFA**

**Item 1 – Cover Page**

Caryn E. Rothman, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-1758

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Caryn E. Rothman that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Caryn E. Rothman, CFA**, is a managing director, senior portfolio manager, and Head of the Global Credit Team at Manulife Investment Management. Caryn's prior roles at Manulife were portfolio manager on the high yield team and was a senior research analyst providing coverage in retail, consumer products, food & beverage, restaurants, healthcare & pharmaceuticals industries. She is a CFA® charterholder and a member of the Boston Security Analysts Society.

Education: Wellesley College, BA in Economics, 1996; Babson College, MBA, 2005  
Joined Company: 1996  
Began Career: 1996  
Year of Birth: 1974

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director, Senior Portfolio Manager, and Head of the Global Credit Team of Manulife Investment Management, Ms. Rothman is supervised by Mr. John Addeo, Senior Managing Director and Chief Investment Officer of Global Fixed Income of Manulife Investment Management. Frequent meetings are held between Mr. Addeo and Ms. Rothman to review and discuss overall portfolio positioning and performance. Mr. Addeo can be reached by phone at 617-375-1793 or by email at [JAddeo@manulifeam.com](mailto:JAddeo@manulifeam.com)

**Brochure Supplement (Part 2B of Form ADV)  
Spencer Godfrey, CFA**

**Item 1 – Cover Page**

Spencer Godfrey, CFA  
Manulife Investment Management  
197 Clarendon Street  
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Phone: 617-572-6227

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Spencer Godfrey that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Spencer Godfrey, CFA**

Spencer Godfrey, CFA is a managing director and responsible for fixed-income research across global developed markets. In this role, he has primary research coverage responsibilities for telecommunications, commercial services, transportation and logistics, and industrials. Previously, Spencer was a vice president, assistant director of research, and high-yield bond and leveraged loan analyst at KDP Investment Advisors, Inc. Before that, he was an analyst at Tully & Holland, Inc. and, prior to that, he worked as a senior underwriter at AIG. Spencer began his career as an underwriter at American International Underwriters (AIU). He is a CFA® charterholder and a member of the Boston Security Analysts Society.

**Education:** B.A., International Studies, Middlebury College; M.B.A., Asset Management, Boston College  
Carroll Graduate School of Management

**Joined the company:** 2016

**Began career:** 2003

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director, of Manulife Investment Management, Mr. Godfrey is supervised by Mr. John Addeo, Senior Managing Director and Chief Investment Officer of Global Fixed Income of Manulife Investment Management. Frequent meetings are held between Mr. Addeo and Mr. Godfrey to review and discuss overall portfolio positioning and performance. Mr. Addeo can be reached by phone at 617-375-1793 or by email at [JAddeo@manulifeam.com](mailto:JAddeo@manulifeam.com)

**Brochure Supplement (Part 2B of Form ADV)  
Bradley L. Lutz, CFA**

**Item 1 – Cover Page**

Bradley L. Lutz, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-0336

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Bradley L. Lutz that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Bradley L. Lutz, CFA**, is a managing director and portfolio manager for the Global Multi-Sector Fixed Income Team. Brad first joined Manulife Investment Management in 2002, via the company's affiliate, Declaration Management & Research. Earlier in his career, he worked for Summit Investment Partners in Cincinnati, OH with research, trading and portfolio management responsibilities for high yield and investment grade corporate bonds. Before Summit, Brad was with Pacholder Associates, Inc. as a high yield credit analyst. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

Education: Miami University, BS in Finance, 1992  
Joined Company: 2002  
Began Career: 1992  
Year of Birth: 1969

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager of Manulife Investment Management, Mr. Lutz is supervised by Mr. Christopher Chapman, Head of Global Multi-Sector Fixed Income Team of Manulife Investment Management. Frequent meetings are held between Mr. Chapman and Mr. Lutz to review and discuss overall portfolio positioning and performance. Mr. Chapman can be reached by phone at 617-375-1500 or by email at [CChapman@ManulifeAM.com](mailto:CChapman@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Charles C. Tomes**

**Item 1 – Cover Page**

Charles C. Tomes  
Manulife Investment Management  
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Phone: 617-375-1500

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Charles C. Tomes that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Charles C. Tomes** is a Managing Director and *Portfolio Manager, Global Multi-Sector Fixed Income, at Manulife Investment Management*. Chuck is responsible for global bond and currency research, portfolio implementation, and trading for the company’s global multi-sector fixed-income strategies. Previously, he worked at John Hancock Investment Management, and he started his career at Morgan Stanley.  
**Education:** B.A., Finance, Northeastern University

**Joined the company:** 2010  
**Began career:** 2008  
**Year of Birth:** 1982

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager of Manulife Investment Management, Mr. Tomes is supervised by Mr. Christopher Chapman, Head of Global Multi-Sector Fixed Income Team of Manulife Investment Management. Frequent meetings are held between Mr. Chapman and Mr. Tomes to review and discuss overall portfolio positioning and performance. Mr. Chapman can be reached by phone at 617-375-1500 or by email at [CChapman@ManulifeAM.com](mailto:CChapman@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)**  
**Joseph P. Marguy**

**Item 1 – Cover Page**

Joseph P. Marguy  
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**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Joseph P. Marguy that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Joseph P. Marguy** is a director and portfolio manager at Manulife Investment Management. He provides dedicated research for the Capital Appreciation Team’s Regional Bank and Financial Industries strategies. He is also the portfolio manager of the Global Real Estate strategy. Earlier in his career, he was an investment analyst with the company’s risk management area, responsible for attribution and risk exposure reports for our investment teams. Joe began his career at Chase Global Financial Services.

*Education: Bryant College, BS in Finance, 1996; Bentley College, MBA, 2008*

*Joined Company: 1999*

*Began Career: 1996*

*Year of Birth: 1974*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Director and Portfolio Manager of Manulife Investment Management, Mr. Marguy is supervised by Ms. Susan Curry, Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Ms. Curry and Mr. Marguy to review and discuss overall portfolio positioning and performance. Ms. Curry can be reached by phone at 617-375-6876 or by email at [Scurry@ManulifeAM.com](mailto:Scurry@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Susan A. Curry**

**Item 1 – Cover Page**

Susan A. Curry  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-6876

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Susan A. Curry that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Susan A. Curry** is a senior managing director and senior portfolio manager at Manulife Investment Management, managing the Financial Industries and Regional Bank strategies as part of the Capital Appreciation Team. Susan joined the company as a senior product manager for Institutional Investments and Services, responsible for marketing support of the company’s equity strategies. She moved to the Capital Appreciation Team in 2004 as an investment analyst. She began her career at Fidelity Investments, where she served as a research analyst.

*Education: University of Massachusetts, BA in Economics, 1992; Brandeis University, MS in Finance, 2004  
Joined Company: 1998  
Began Career: 1993  
Year of Birth: 1970*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management, Ms. Curry is supervised by Mr. Steve Medina Global Equity CIO of Manulife Investment Management. Frequent meetings are held between Mr. Medina and Ms. Curry to review and discuss overall portfolio positioning and performance. Mr. Medina can be reached by phone at 617-663-2145 or by email at [SMedina@ManulifeAM.com](mailto:SMedina@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Steven G. Slaughter**

**Item 1 – Cover Page**

Steven G. Slaughter  
Manulife Investment Management  
200 South Wacker Drive, Suite 650  
Chicago, IL 60606  
Phone: 847-739-2076

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Steven G. Slaughter that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Steven G. Slaughter** is a senior managing director and senior portfolio manager for Manulife Investment Management. He is the lead portfolio manager for the Global Healthcare Strategy and provides dedicated research on the healthcare sector for all diversified strategies managed by the company's Capital Appreciation Team. Before joining Manulife Investment Management, Steve was a portfolio manager at Oak Ridge Investments. He previously worked at UBS Asset Management where he directed healthcare investments for US Core and Global portfolios. He has a background in private equity and held various corporate management roles within the healthcare industry, including Johnson & Johnson, Abbott Labs, and Elan Pharmaceuticals.

*Education: University of Notre Dame, BS Biology with honors, 1986; J.L. Kellogg Graduate School of Management, Northwestern University, MBA with honors, 1992*

*Joined Company: 2018*

*Began Career: 1986*

*Year of Birth: 1964*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Director of Xenex Disinfection Services, LLC (San Antonio, TX), a private medical device company focused on hospital disinfection products. This is an unpaid directorship.

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Slaughter is supervised by Ms. Susan Curry, a Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Ms. Curry and Mr. Slaughter to review and discuss overall portfolio positioning and performance. Ms. Curry can be reached by phone at 617-375-6876 or by email at [Scurry@ManulifeAM.com](mailto:Scurry@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
C.J. Sylvester**

**Item 1 – Cover Page**

C.J. Sylvester  
Manulife Investment Management  
200 South Wacker Drive, Suite 650  
Chicago, IL 60606  
Phone: 617-763-7673

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about C.J. Sylvester that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**C.J. Sylvester**

*Portfolio Manager, Capital Appreciation, Manulife Investment Management*

C.J. is the portfolio manager for the global healthcare strategy and provides fundamental research on the healthcare sector for the capital appreciation team. He has expertise within global therapeutics, including biotechnology, pharmaceuticals, specialty pharmaceuticals, and generics. Before joining the firm, C.J. was a senior healthcare analyst at Fred Alger Management, where he contributed to growth funds and the Alger Health Sciences Fund. Other prior roles included an analyst supporting long/short healthcare portfolios at Catapult and at Lombard Odier, and he was also co-director of research and the executive director and lead analyst with the healthcare group at UBS Wealth Management. C.J. started his career at UBS Investment Bank as a pharmaceutical analyst in the U.S. equity research division.

Education: B.S. in Biology, Bucknell University; M.S. in Neurobiology/Physiology, The College of William and Mary

Joined company: 2020

Began career: 1997

*Year of Birth: 1972*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Portfolio Manager of Manulife Investment Management, Mr. Sylvester is supervised by Mr. Steven Slaughter, a Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Mr. Slaughter and Mr. Sylvester to review and discuss overall portfolio positioning and performance. Mr. Slaughter can be reached by phone at 847-739-2076 or by email at [Steven\\_Slaughter@ManulifeAM.com](mailto:Steven_Slaughter@ManulifeAM.com).



**Brochure Supplement (Part 2B of Form ADV)  
Dennis M. DiCicco**

**Item 1 – Cover Page**

Dennis M. DiCicco  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02117  
Phone: 617-572-4102

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Dennis M. DiCicco that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Dennis DiCicco** is an Associate Portfolio Manager at Manulife Investment Management. He is responsible for the day-to-day management of certain tax-exempt fixed income portfolios in Boston. Prior to this role, he was an analyst on the tax-exempt team since 2016. From 2014 to 2016, Dennis work as a municipal bond trader for an infrastructure focused hedge fund called Capital Security Advisors LLC. Before that Dennis spent 2008 through 2013 in institutional municipal bond sales at sell-side broker-dealers, including Cantor Fitzgerald, Sterne Agee and Leach, Wedbush Securities, and Jesup and Lamont.

*Education: Bentley University, BS Marketing, Finance Minor '08*

*Joined Company: 2016*

*Began Career: 2008*

*Year of Birth: 1985*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As an Associate Portfolio Manager of Manulife Investment Management, Mr. DiCicco is supervised by Mr. Adam Weigold, Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Mr. DiCicco and Mr. Weigold to review and discuss overall portfolio positioning and performance. Mr. Weigold can be reached by phone at 617-375-1500 or by email at [AWeigold@manulife.com](mailto:AWeigold@manulife.com)

**Brochure Supplement (Part 2B of Form ADV)  
Jonas Grazulis, CFA**

**Item 1 – Cover Page**

Jonas Grazulis, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-372-0230

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Jonas Grazulis that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Jonas Grazulis, CFA**, is a managing director and portfolio manager on the Global Credit Team at Manulife Investment Management. Most recently, Jonas was a managing director and senior investment analyst at Manulife Investment Management. In this position, Jonas provided research coverage for Manulife Investment Management’s fixed income strategies. Jonas joined the fixed income team upon completion of an internal two-year analyst development program where he held positions in the Hancock Timber Resource Group, John Hancock Realty Advisors and John Hancock Investment Management, working with the Global Equity and High-Yield teams. He is a CFA® charterholder and a CFA Society Boston member.

*Education: Bentley University, BS in Economics-Finance, 2011  
Joined Company: 2011  
Began Career: 2011  
Year of Birth: 1987*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager of Manulife Investment Management, Mr. Grazulis is supervised by Ms. Caryn Rothman, Senior Managing Director and Head of Global Credit Team of Manulife Investment Management. Frequent meetings are held between Ms. Rothman and Mr. Grazulis to review and discuss overall portfolio positioning and performance. Ms. Rothman can be reached by phone at 617-375-1758 or by email at [CRothman@ManulifeAM.com](mailto:CRothman@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)**  
**James I. Gearhart, CFA**

**Item 1 – Cover Page**

James I. Gearhart, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-572-1383

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about James I. Gearhart that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**James I. Gearhart, CFA**, is a managing director and portfolio manager on the Global Credit Team at Manulife Investment Management. Most recently, James was a managing director and senior investment analyst at Manulife Investment Management. In this position, James provided research coverage for Manulife Investment Management’s fixed income strategies. Prior to joining the company, James was a credit research analyst at Loomis, Sayles & Company. James started his investment career as a corporate credit research analyst at Fitch Ratings. He is a CFA® charterholder and a CFA Society Boston member.

*Education: Radford University, BA in Economics and BBA in Finance, 2010; University of Rochester, Simon School of Business, MSF, 2011*

*Joined Company: 2015*

*Began Career: 2011*

*Year of Birth: 1988*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager of Manulife Investment Management, Mr. Gearhart is supervised by Ms. Caryn Rothman, Senior Managing Director and Head of Global Credit Team of Manulife Investment Management. Frequent meetings are held between Ms. Rothman and Mr. Gearhart to review and discuss overall portfolio positioning and performance. Ms. Rothman can be reached by phone at 617-375-1758 or by email at [CRothman@ManulifeAM.com](mailto:CRothman@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Emory W. Sanders, Jr., CFA**

**Item 1 – Cover Page**

Emory W. Sanders, Jr., CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-1525

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Emory W. Sanders, Jr., that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Emory W. (Sandy) Sanders, Jr., CFA**, is a senior managing director and senior portfolio manager for Manulife Investment Management. He is the co-leader of the U.S. Core Value Equity team, which manages large cap value, large cap core and all cap core strategies. Sandy is focused on the technology, consumer staples and industrials sectors. He was most recently a director, portfolio manager and senior equity analyst with the large cap equity research team at Wells Capital Management. He began his career with Evergreen Investments. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

*Education: University of Vermont, BA, 1996*

*Joined Firm: 2010*

*Began Career: 1997*

*Year of Birth: 1973*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Sanders is supervised by Mr. Steven Medina, Senior Managing Director and Global Chief Investment Officer of Equities of Manulife Investment Management. Frequent meetings are held between Mr. Medina and Mr. Sanders to review and discuss overall portfolio positioning and performance. Mr. Medina can be reached by phone at 617-663-2145 or by email at [SMedina@ManulifeAM.com](mailto:SMedina@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Pranay Sonalkar**

**Item 1 – Cover Page**

Pranay Sonalkar  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02117  
Phone: 617-572-1243

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Pranay Sonalkar that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Pranay Sonalkar** is a portfolio manager on the firm’s U.S. Core and Core Plus Fixed Income team. Previously, he was a credit research analyst and sector lead responsible for research coverage of the industrials, utilities, and energy sectors. Prior to that, he was a lead credit analyst with Standard & Poor’s on various chemical and environmental services issuers and, before that, he worked for Barclays Capital as a sell-side credit analyst assisting coverage in multiple sectors.

*Education: B.A., Economics and Mathematical Science, Colby College; M.B.A., Cornell University–Samuel Curtis Johnson Graduate School of Management*  
*Joined Company: 2014*  
*Began Career: 2007*  
*Year of Birth: 1985*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As a Portfolio Manager of Manulife Investment Management, Mr. Sonalkar is supervised by Mr. Howard Greene, Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Mr. Sonalkar and Mr. Greene to review and discuss overall portfolio positioning and performance. Mr. Greene can be reached by phone at 617-375-389 or by email at [hgreene@manulifeam.com](mailto:hgreene@manulifeam.com)

**Brochure Supplement (Part 2B of Form ADV)  
Connor Minnaar, CFA**

**Item 1 – Cover Page**

Connor Minnaar, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02117  
Phone: 617-375-6892

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Connor Minnaar that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Connor Minnaar, CFA** is a portfolio manager on the core and core-plus fixed-income team. Previously, he was an investment analyst on the firm’s securitized assets research team, where he was responsible for coverage of agency and nonagency mortgage-backed securities sectors. Prior to joining the company, he was a senior capital reporting and control specialist at Pioneer Investments. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

**Education:** B.A., Economics, Drew University; M.B.A., Boston University  
**Joined the company:** 2006  
**Began career:** 2002

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As a Portfolio Manager of Manulife Investment Management, Mr. Minnaar is supervised by Mr. Howard Greene, Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Mr. Minnaar and Mr. Greene to review and discuss overall portfolio positioning and performance. Mr. Greene can be reached by phone at 617-375-389 or by email at [hgreene@manulifeam.com](mailto:hgreene@manulifeam.com)

**Brochure Supplement (Part 2B of Form ADV)  
Jeffrey N. Given, CFA**

**Item 1 – Cover Page**

Jeffrey N. Given, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-6267

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Jeffrey N. Given, that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Jeffrey N. Given, CFA** is a senior managing director and senior portfolio manager at Manulife Investment Management, responsible for the Core Plus Fixed Income, Core Fixed Income and Government Bond strategies. Prior to joining the Portfolio Management team, Jeff was focused on the mortgage-backed securities market at the company. Jeff has made several appearances on Bloomberg TV and Fox Business News, where he has commented on the bond market. He was previously an investment compliance analyst at the company. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

*Education: Boston University, BS in Business Administration, 1993; Boston College, MS in Finance, 1996*

*Joined Company: 1993*

*Began Career: 1993*

*Year of Birth: 1970*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Manulife Investment Management (US) LLC is a registered Commodity Trading Advisor with the Commodity Futures Trading Commission and a member of the National Futures Association. Mr. Given is registered with the Commodity Futures Trading Commission as an associated person of Manulife Investment Management (US) LLC.

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Given is supervised by Howard Greene, Senior Managing Director, Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Mr. Given and Mr. Greene to review and discuss overall portfolio positioning and performance. Mr. Greene can be reached by phone at 617-375-0389 or by email at [hgreene@manulifeam.com](mailto:hgreene@manulifeam.com)

**Brochure Supplement (Part 2B of Form ADV)  
Howard C. Greene, CFA**

**Item 1 – Cover Page**

Howard C. Greene, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-0389

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Howard C. Greene that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Howard C. Greene, CFA**, is a senior managing director and senior portfolio manager at Manulife Investment Management. He serves as a portfolio manager for the Core Plus Fixed Income Strategy and the Core Fixed Income Strategy. Prior to joining the company, he spent more than fourteen years at Sun Life Financial Services Company of Canada, where he was a senior vice president at Sun Capital Advisers, Inc., and managed more than \$13 billion in investment-grade and high-yield fixed-income portfolios for Sun Life’s general account and separately managed pension clients, mutual funds, and other institutional investors. Earlier in his career, Howard worked at Baring Asset Management Corp. as a fixed income analyst. He is a CFA® charterholder and a member of the Boston Security Analysts Society, and a past president and director of the Fixed Income Management Society of Boston.

*Education: University of Massachusetts, BBA in Business Administration, 1979; Northeastern University, MBA, 1983*

*Joined Company: 2002*

*Began Career: 1983*

*Year of Birth: 1957*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Greene is supervised by Mr. John Addeo, Senior Portfolio Manager and Global Chief Investment Officer of Fixed Income of Manulife Investment Management. Frequent meetings are held between Mr. Addeo and Mr. Greene to review and discuss overall portfolio positioning and performance. Mr. Addeo can be reached by phone at 617-375-1793 or by email at [JAddeo@ManulifeAM.com](mailto:JAddeo@ManulifeAM.com).



**Brochure Supplement (Part 2B of Form ADV)  
Adam Weigold, CFA**

**Item 1 – Cover Page**

Adam Weigold, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-1500

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Adam Weigold that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Adam A. Weigold, CFA**

*Senior Portfolio Manager, Head of Municipal Bonds, Manulife Investment Management*

Adam is a senior portfolio manager and head of the firm’s municipal bond team, overseeing municipal bond portfolio construction, security selection, and yield curve positioning. Prior to joining the firm, Adam was a senior portfolio manager with the municipal bond department at Eaton Vance Management, where he managed an array of municipal bond strategies. These spanned a wide spectrum of the municipal bond market, ranging from state-specific strategies to ones focused on the market’s floating-rate and high-yield segments, short duration strategies, and strategies involving the use of hedging and derivatives. His prior portfolio management experience extended to a separately managed account program focused on Taxable Municipal Bonds as well as numerous closed-end mutual fund strategies. Before working as a senior portfolio manager, Adam held several roles of increasing responsibility in Eaton Vance’s municipal bond department, including research associate, credit analyst, and senior credit analyst. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

Education: A.B., History, Dartmouth College, 1998; M.B.A., Finance, Questrom School of Business, Boston University, 2009

*Joined Company: 2021*

*Began Career: 1998*

*Year of Birth: 1975*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Weigold is supervised by Mr. John Addeo, Senior Portfolio Manager and Global Chief Investment Officer of Fixed Income of Manulife Investment Management. Frequent meetings are held between Mr. Addeo and Mr. Weigold to review and discuss overall portfolio positioning and performance. Mr. Addeo can be reached by phone at 617-375-1793 or by email at [JAddeo@ManulifeAM.com](mailto:JAddeo@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Thomas C. Goggins**

**Item 1 – Cover Page**

Thomas C. Goggins  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-1649

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Thomas C. Goggins that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Thomas C. Goggins** is a managing director and senior portfolio manager, on the International Fixed Income, Global Fixed Income, and Strategic Fixed Income strategies, at Manulife Investment Management. Prior to joining the company, Tom was director of research at Fontana Capital. He also held portfolio manager and lead analyst roles at SAC Capital, John Hancock, Putnam Investments and Transamerica Investments.

*Education: University of Wisconsin, BBA, 1981; J.L. Kellogg Graduate School of Management at Northwestern University, MA in Finance and Accounting, 1987*

*Joined Company: 1995, rejoined 2009*

*Began Career: 1987*

*Year of Birth: 1958*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Goggins is supervised by Mr. Christopher M. Chapman, Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Mr. Chapman and Mr. Goggins to review and discuss overall portfolio positioning and performance. Mr. Chapman can be reached by phone at 617-375-1500 or by email at [CChapman@ManulifeAM.com](mailto:CChapman@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Christopher M. Chapman, CFA**

**Item 1 – Cover Page**

Christopher M. Chapman, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
617-375-1500

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Christopher C. Chapman that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Christopher C. Chapman, CFA** is a senior managing director, senior portfolio manager and head of the Global Multi-Sector Fixed Income Team at Manulife Investment Management. He is responsible for global sovereign debt and currency research, portfolio construction and risk management for the company’s global multi-sector fixed income strategies. Prior to this position, Chris worked as a research analyst and trader for the team and prior to that was an investment risk analyst on the Quantitative Research Team. He began his career at State Street Bank. Chris is a CFA® charterholder and a member of the Boston Security Analysts Society.

Education: Stonehill College, BSBA in Management, 1999; Boston College, MSF, 2003  
Joined Company: 2005  
Began Career: 1999  
Year of Birth: 1977

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Senior Managing Director, Senior Portfolio Manager and head of the Global Multi-Sector Fixed Income Team of Manulife Investment Management, Mr. Chapman is supervised by Mr. John Addeo, CIO of Global Fixed Income of Manulife Investment Management. Frequent meetings are held between Mr. Addeo and Mr. Chapman to review and discuss overall portfolio positioning and performance. Mr. Addeo can be reached by phone at 617-375-1793 or by email at [JAddeo@ManulifeAM.com](mailto:JAddeo@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Steve Medina, CFA**

**Item 1 – Cover Page**

Steve Medina, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston MA 02116  
Phone: 617-663-2145

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Steve Medina that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Steve Medina, CFA** is a Senior Managing Director and Chief Investment Officer of Equities, at Manulife Investment Management. Steve is responsible for the investment performance of developed equity strategies.

Previously, Steve was Senior Portfolio Manager, Portfolio Solutions Group (PSG), at Manulife Investment Management. PSG is responsible for the development and growth of Manulife’s asset allocation solutions for individual and institutional investors in the U.S., Canada, and Asia. Steve was responsible for the day-to-day oversight and portfolio management of John Hancock’s Lifestyle (target risk) and Lifecycle (target date) portfolios as well as a wide array of PSG’s other asset allocation portfolios.

Prior to the above roles, Steve was Senior Vice President, Investment Management Services (IMS), for John Hancock Financial, the U.S. division of Manulife Financial Corp. In 13 years with IMS, Steve was responsible for the development and daily monitoring of investment platforms in the U.S., Canada, and Asia. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

*Education: Bachelor of Science and Master of Science (Finance), Boston College  
Joined Manulife Financial: 1998  
Began Investment Career: 1994  
Year of birth: 1972*

**3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Senior Managing Director and Global Chief Investment Officer of Equities of Manulife Investment Management, Mr. Medina is supervised by Mr. Colin Purdie, Global Chief Investment Officer of Manulife Investment Management. Frequent meetings are held between Mr. Purdie and Mr. Medina to review and discuss overall portfolio positioning and performance. Mr. Purdie can be reached by phone at + 44 20 7256 3508 or by email at [Colin\\_Purdie@ManulifeAM.com](mailto:Colin_Purdie@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Kisoo Park**

**Item 1 – Cover Page**

Kisoo Park  
Manulife Investment Management  
47F, The Lee Gardens  
33 Hysan Avenue  
Causeway Bay, Hong Kong  
Phone: 852-2202-1550

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Kisoo Park that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Kisoo Park** is a managing director and portfolio manager on the Global Multi-Sector Fixed Income team responsible for portfolio management, global bond, and currency research. Kisoo joined Manulife Investment Management from a hedge fund firm based in Hong Kong, where he was a founding member and COO. Prior to that, he was the CIO responsible for tactical asset allocation investing in global equities, fixed income, commodities, FX and interest rate asset classes at Prince Asset Management, Hong Kong. He has spent last 10 years focused on Asian markets. Kisoo’s career spans over 25 years of investment management experience at Bank of Montreal (Asia Trading desk); Fleet National Bank (regional treasurer, Hong Kong); Morgan Stanley (trading FX and interest rate products) and Bank of New England, where he began his career in Management Training Program.

*Education: Tufts University, Bachelor of Arts in Economics, 1986; University of Chicago, Booth School of Business, 2007*

*Joined Company: 2011*

*Began Career: 1986*

*Year of birth: 1963*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

Mr. Park is a Managing Director and Portfolio Manager of Manulife Investment Management (Hong Kong) Limited and is an associated person of Manulife Investment Management. As such, Mr. Park is supervised by Mr. Christopher M. Chapman, Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Mr. Chapman and Mr. Park to review and discuss overall portfolio positioning and performance. Mr. Chapman can be reached by phone at 617-375-1500 or by email at [Chapman@ManulifeAM.com](mailto:Chapman@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Jennifer Bowers, CFA**

**Item 1 – Cover Page**

Jennifer Bowers, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-4702

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Jennifer Bowers that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Jennifer Bowers, CFA**, is a director in portfolio management and senior trader, focusing on fixed income structured products. Specific areas of focus are non-agency mortgages, consumer ABS, and CMBS. Before joining the Boston team, Jennifer was a vice-president at Declaration Management and Research, a fully owned subsidiary located in McLean, Virginia. Over her 19 years there, she performed a variety of functions from trading assistant to analyst, and most recently portfolio manager and trader. She is a CFA® charterholder and a member of the Boston Security Analysts Society.

*Education: Vanderbilt University, B.S. in Psychology  
Year Joined the Company: 2012 (Manulife Investment Management)  
Year Began Career: 1993  
Year of Birth: 1970*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Director in Portfolio Management and Senior Trader of Manulife Investment Management, Ms. Bowers is supervised by Mr. Jason Fromer, Managing Director and Head Fixed Income Trader of Manulife Investment Management. Frequent meetings are held between Mr. Fromer and Ms. Bowers to review and discuss overall portfolio positioning and performance. Mr. Fromer can be reached by phone at 617-375-1500 or by email at [JFromer@ManulifeAM.com](mailto:JFromer@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
David Bees, CFA**

**Item 1 – Cover Page**

David Bees, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-4862

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about David Bees, CFA that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**David A. Bees, CFA**, is an associate portfolio manager at Manulife Investment Management, with a focus on dedicated securitized strategies, specifically, covering the residential mortgage-backed securities market in a portfolio management role. Previously, he provided research and analysis for non-agency residential mortgage backed and asset backed securities. Prior to that, David was responsible for all mortgage securities trading at the company. He began his career at FleetBoston Financial. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

*Education: Syracuse University, BS in Finance, 2000; Northeastern University, MS in Finance, 2012*

*Year Joined the Company: 2001*

*Year Began Career: 2000*

*Year of Birth: 1978*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Associate Portfolio Manager of Manulife Investment Management, Mr. Bees is supervised by Mr. Jeff Given, Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Mr. Bees and Mr. Given to review and discuss overall portfolio positioning and performance. Mr. Given can be reached by phone at 617-375-6267 or by email at [JGiven@ManulifeAM.com](mailto:JGiven@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
John F. Addeo, CFA**

**Item 1 – Cover Page**

John F. Addeo, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-1793

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about John F. Addeo that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**John F. Addeo, CFA** is a senior managing director, senior portfolio manager and Chief Investment Officer of US Fixed Income Strategies at Manulife Investment Management. John is a value-oriented fundamental investor with over twenty years of experience investing across the entire capital structure and credit spectrum. Prior to joining the company, he was with MFS Investment Management, where he held progressive portfolio management roles, most recently as an investment officer for the High Yield Bond Group while playing an integral role in that firm’s expansion into global credit. Earlier in his career, John held high yield analyst roles at Eaton Vance and Keystone Investments, covering a wide variety of industries and gaining broad experience in public and private placement markets, restructurings, and liquidations. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

*Education: Siena College, BS Computer Science  
Year Joined the Company: 2012  
Year Began Career: 1984  
Year of Birth: 1962*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Senior Managing Director, Senior Portfolio Manager and Global Chief Investment Officer of Fixed Income at Manulife Investment Management, Mr. Addeo is supervised by Mr. Colin Purdie, Global Chief Investment Officer of Manulife Investment Management. Frequent meetings are held between Mr. Purdie and Mr. Addeo to review and discuss overall portfolio positioning and performance. Mr. Purdie can be reached by phone at + 44 20 7256 3508 or by email at [Colin\\_Purdie@ManulifeAM.com](mailto:Colin_Purdie@ManulifeAM.com).



**Brochure Supplement (Part 2B of Form ADV)**  
**Jonathan T. White, CFA**

**Item 1 – Cover Page**

Jonathan T. White, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-1804

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Jonathan T. White that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Jonathan White, CFA**, is a managing director and senior portfolio manager for Manulife Investment Management. He is a member of the US Core Value Equity team, which manages large cap value, large cap core and all cap core strategies. Jonathan is focused on the consumer discretionary and consumer staples sectors. He was a senior analyst with the Berkeley Street Equity team at Wells Capital Management. Prior to that, Jonathan was a senior analyst with Evergreen Investments and an assistant vice president for Standish, Ayer & Wood. Earlier in his career, he held positions with Morgan Stanley and Smith Barney. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

*Education: Bates College, BA in Economics, 1997; Dartmouth College, Tuck School of Business, MBA, 2003*

*Joined Company: 2011*

*Began Career: 1997*

*Year of Birth: 1974*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. White is supervised by Mr. Sandy Sanders, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Mr. White and Mr. Sanders meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Sanders can be reached by phone at 617-375-1525 or by email at [Sandy\\_Sanders@ManulifeAM.com](mailto:Sandy_Sanders@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Paul Boyne**

**Item 1 – Cover Page**

Paul Boyne  
Manulife Investment Management  
197 Clarendon Street  
Boston MA 02116  
Phone: 617-375-6854

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Paul Boyne that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Paul Boyne** is a senior managing director and senior portfolio manager at Manulife Investment Management, providing both portfolio management and investment analysis on the Global Equity strategies. Paul was a senior fund manager with Invesco in London from 2008 to 2012. In 2005, he joined Bank of Ireland as Managing Director and Head of the US Equities team before becoming Deputy Chief Investment Officer and Head of Global Equities. He spent six years as a chartered accountant and management consultant at Grant Thornton International. Paul started his investment career in 1993 at Morgan Stanley Investment Management and became Managing Director and senior portfolio manager of their global value equity product.

*Education: Fellow of the Association of Chartered Accountants in 1990 and a Master of Business and Science from Michael Smurfit Graduate School of Business, University College, Dublin in 1993*  
*Joined Company: 2013*  
*Began Career: 1993*  
*Year of Birth: 1968*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Boyne is supervised by Mr. Steve Medina Global Chief Investment Officer of Equities of Manulife Investment Management, Mr. Boyne and Mr. Medina meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Medina can be reached by phone at 617-663-2145 or by email at [SMedina@Manulifeam.com](mailto:SMedina@Manulifeam.com).

**Brochure Supplement (Part 2B of Form ADV)  
Stephen Hermsdorf**

**Item 1 – Cover Page**

Stephen Hermsdorf  
Manulife Investment Management  
197 Clarendon Street  
Boston MA 02116  
Phone: 617-375-1777

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Stephen Hermsdorf that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Stephen Hermsdorf** is a managing director and portfolio manager at Manulife Investment Management, working on the Global Equity Strategy. Previously, Stephen was a portfolio manager at Hermes Global Equities, where he provided fundamental research and portfolio management with a focus on the global financial services sector. Before that, he worked at Fidelity Management & Research as an equity analyst covering the insurance and food & beverage industries. Prior to that, he was a private equity analyst at HarbourVest Partners and a technology investment banking analyst at Robertson Stephens & Company.

*Education: Harvard University, BA in Economics, 1995; University of Chicago Booth School of Business, MBA in Accounting, Strategy and Finance, 2004*

*Joined Company: 2015*

*Began Career: 1996*

*Year of Birth: 1972*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager of Manulife Investment Management, Mr. Hermsdorf is supervised by Mr. Paul Boyne, Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Mr. Hermsdorf and Mr. Boyne meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Boyne can be reached by phone at 617-375-6854 or by email at [PBoyne@manulifeam.com](mailto:PBoyne@manulifeam.com)

**Brochure Supplement (Part 2B of Form ADV)  
Felicity Smith**

**Item 1 – Cover Page**

Felicity Smith  
Manulife Investment Management  
One London Wall  
London  
EC2Y 5EA  
Telephone: +44 207 090 1445

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Felicity Smith that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

Felicity is a portfolio manager and analyst on the global equity team. Prior to joining the firm, she was a managing director at Hempshill Hall Asset Management, which she founded in 2015. Before that, she was a senior fund manager at Bedlam Asset Management, where she refocused the firm’s equity income strategy from a U.K.-centric approach to a global approach, with an emphasis on undervalued companies offering long-term growth and more sustainable dividends. Earlier in her career, Felicity was an executive director and product head of a European value strategy at Morgan Stanley Investment Management and prior to that a senior portfolio manager at Investment Advisors Incorporated (IAI). She began her career as a sell-side analyst covering the Swiss market and later the European capital goods industry.

**Education:** B.A., Modern Languages (French and German), Balliol College, Oxford University  
**Joined the company:** 2020  
**Began career:** 1985  
**Year of Birth:** 1962

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager of Manulife Investment Management, Ms. Smith is supervised by Mr. Paul Boyne, Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Ms. Smith and Mr. Boyne meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Boyne can be reached by phone at 617-375-6854 or by email at [PBoyne@manulifeam.com](mailto:PBoyne@manulifeam.com)

**Brochure Supplement (Part 2B of Form ADV)  
Wilfred (“Bill”) Talbot**

**Item 1 – Cover Page**

Bill Talbot  
Manulife Investment Management  
200 South Wacker Drive, Suite 650  
Chicago, IL 60606  
Phone: 847-739-2076

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Bill Talbot that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Bill Talbot** is a senior managing director and senior portfolio manager at Manulife Investment Management, providing both portfolio management and investment analysis on the Small Cap Core and Value equity strategies. Bill was the head of the US Small Cap equity team at UBS in Chicago from 2004 to 2013. Prior to this position at UBS, Bill held senior investment roles investing in both debt and equity and in both the public and private markets.

*Education: B.S. (with honors), Trinity College (1982); M.B.A. The Tuck School at Dartmouth College (1986)  
Joined Company: 2013  
Began Career: 1986  
Year of Birth: 1960*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Talbot is supervised by Mr. Steven Medina, Senior Managing Director and Global Chief Investment Officer of Equities of Manulife Investment Management. Mr. Talbot and Mr. Medina regularly to discuss portfolio positions, market conditions, and performance. Mr. Medina can be reached by phone at 617-663-2145 or by email at [SMedina@ManulifeAM.com](mailto:SMedina@ManulifeAM.com)

**Brochure Supplement (Part 2B of Form ADV)  
Joseph (Joe) Nowinski**

**Item 1 – Cover Page**

Joe Nowinski  
Manulife Investment Management  
200 South Wacker Drive, Suite 650  
Chicago, IL 60606  
Phone: 847-739-2076

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Joe Nowinski that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Joe Nowinski** is a managing director and portfolio manager at Manulife Investment Management, providing investment analysis on the Small Cap Core equity strategy and portfolio management on the Small Cap Value strategy. Joe was both a senior investment analyst and portfolio manager for the US Small Cap equity team at UBS in Chicago from 2005 to 2013. Prior to this position at UBS, Joe was a vice president and senior equity research analyst at Citigroup Asset Management in Stamford, CT from 1998 to 2005.

*Education: DePaul University, B.S. Accountancy - 1992*

*Joined Company: 2013*

*Began Career: 1992*

*Year of Birth: 1969*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager of Manulife Investment Management, Mr. Nowinski is supervised by Mr. Bill Talbot, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Mr. Nowinski and Mr. Talbot meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Talbot can be reached by phone at 847-739-2076 or by email at [BTalbot@ManulifeAM.com](mailto:BTalbot@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Ryan Davies**

**Item 1 – Cover Page**

Ryan Davies  
Manulife Investment Management  
200 South Wacker Drive, Suite 650  
Chicago, IL 60606  
Phone: 847-739-2077

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Ryan Davies that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Ryan Davies** is a managing director and senior portfolio manager for the U.S. small cap equity team at Manulife Investment Management. He focuses on U.S. small- and mid-cap investing and his responsibilities include both construction of portfolios and fundamental research on companies in the information technology and communication services sectors. Prior to joining the firm, Ryan spent nearly 14 years as a small-cap senior analyst at Cortina Asset Management, focused on technology stocks, and before that, he was an analyst at U.S. Bank and Montgomery Asset Management. Ryan began his career as an accountant at PricewaterhouseCoopers. He holds the Chartered Financial Analyst designation.

**Education:** B.S., Accounting, Indiana University

**Joined the company:** 2018

**Began career:** 1996

**Year of Birth:** 1974

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Davies is supervised by Mr. Bill Talbot, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Mr. Davies and Mr. Talbot meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Talbot can be reached by phone at 847-739-2076 or by email at [BTalbot@ManulifeAM.com](mailto:BTalbot@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Travis Schaftenaar, CFA, CPA**

**Item 1 – Cover Page**

Travis Schaftenaar, CFA  
Manulife Investment Management  
200 South Wacker Drive, Suite 650  
Chicago, IL 60606  
Phone: 847-739-2076

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Travis Schaftenaar that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Travis Schaftenaar, CFA, CPA** is a director and senior investment analyst at Manulife Investment Management, providing both portfolio management and investment analysis on the Small Cap Core and Value equity strategies. Travis was Executive Director and Senior Investment Analyst for the US Small Cap equity team at UBS in Chicago from 2007 to 2013 covering healthcare and consumer staples and for the UBS US Large Cap team from 2004 to 2007 covering healthcare. Prior UBS, Travis was an Investment Analyst at Lincoln Capital Management from 2000 to 2004 covering retail and consumer staples. Prior to his Business School studies, Travis was a Corporate Auditor, CPA at BDO Seidman in Grand Rapids, Michigan.

*Education: B.A. Accounting Major, Michigan State University (1992); MBA University of Chicago (2000)  
Joined Company: 2013  
Began Career: 2000  
Year of Birth: 1970*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Director and Senior Investment Analyst of Manulife Investment Management, Mr. Schaftenaar is supervised by Mr. Bill Talbot, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Mr. Schaftenaar and Mr. Talbot meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Talbot can be reached by phone at 847-739-2076 or by email at [BTalbot@ManulifeAM.com](mailto:BTalbot@ManulifeAM.com).



**Brochure Supplement (Part 2B of Form ADV)  
Endre Pedersen**

**Item 1 – Cover Page**

Endre Pedersen  
Manulife Investment Management (Singapore) Pte. Ltd.  
1 Kim Seng Promenade #11-07/08,  
Great World City, West Tower, Singapore 237994  
Phone: + (852) 2510 3127

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Endre Pedersen that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Endre Pedersen** is a managing director and the lead portfolio manager of the Pan-Asia bond strategies. Endre has a broad experience in developed Asian markets, having managed single currency funds in Singapore Dollar, Japanese Yen and USD and in addition managing global funds, with active currency overlay and significant portfolio allocations to Asian sovereign debt and corporate credits. Prior to joining the Firm, Endre was working for DBS Asset Management Ltd as a Senior Fixed Income Portfolio Manager. Before moving to Asia, he worked as a Fixed Income Portfolio Manager for Hermes Investment Management Ltd. and F&C Management Ltd in London.

*Education: Bachelor of Finance, Strathclyde Business School, University of Strathclyde, in Scotland.*

*Joined Company: 2008*

*Began Career: 1999*

*Year of Birth: 1974*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

Endre Pedersen is Managing Director and Senior Portfolio Manager of Manulife Investment Management (Hong Kong) Limited and is an associated person of Manulife Investment Management. As such, Mr. Pedersen is supervised by Mr. John Addeo, Global Chief Investment Officer of Fixed Income of Manulife Investment Management. Mr. Pedersen and Mr. Addeo meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Addeo can be reached by phone at 617-375-1793 or by email at [JAddeo@ManulifeAM.com](mailto:JAddeo@ManulifeAM.com)

**Brochure Supplement (Part 2B of Form ADV)  
Neal M. Capecci**

**Item 1 – Cover Page**

Neal M. Capecci  
Manulife Investment Management  
47/F, The Lee Gardens,  
33 Hysan Avenue  
Causeway Bay, Hong Kong  
Phone: + (852) 2202 1550

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Neal Capecci that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Neal M. Capecci** is a managing director and portfolio manager. He supports the Pan-Asia bond strategies with an emphasis on Asian local currency debt markets. Before joining the Firm, Neal served as a dedicated analyst and trader for the Strategic Income and International Fixed Income strategies of the Boston office. Earlier in his career, Neal was an investment associate at State Street Global Advisors, USA. Neal holds the right to use the Chartered Financial Analyst designation and is a member of the Boston Security Analysts Society.

*Education: B.A. College of the Holy Cross (1999), M.B.A (Magna cum Laude) The University of Notre Dame (2004)*

*Joined Firm: 2005*

*Began Career: 1999*

*Year of Birth: 1977*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

Neal Capecci is Managing Director and Portfolio Manager of Manulife Investment Management (Hong Kong) Limited and is an associated person of Manulife Investment Management. Mr. Capecci is supervised by Endre Pedersen, Managing Director, Senior Portfolio Manager of Manulife Investment Management (Hong Kong) Limited. Neal Capecci and Mr. Pedersen meet often to discuss portfolio positions, market conditions, and performance. Mr. Pedersen can be reached by phone at + (852) 2510 3127 or by email at [Endre.Pedersen@manulifeam.com](mailto:Endre.Pedersen@manulifeam.com)

**Brochure Supplement (Part 2B of Form ADV)  
Elina Theodorakopoulou**

**Item 1 – Cover Page**

Elina Theodorakopoulou  
Manulife Investment Management  
One London Wall  
London, EC2Y 5EA  
+44 (0) 20 7090 1446

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Elina Theodorakopoulou that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Elina Theodorakopoulou** is a managing director, portfolio manager at Manulife Investment Management, providing both portfolio management and investment analysis on Emerging Market Debt strategies. Previously, Elina was a managing director, portfolio manager in the Absolute Return Rates team at Manulife Investment Management, based in London. Prior to joining Manulife Investment Management, Elina worked at Fulcrum Asset Management, where she was the manager of two absolute return Fixed Income funds as well as its internal EMD mandate and a senior member of the global macro discretionary team. Prior to that she worked at Société Générale in cross-asset sales to institutional clients. She began her career at Santander Global Banking.

*Education: MSc International Securities, Investment & Banking (2008), ICMA Centre, University of Reading and MSc International Banking and Financial Services (2007), University of Reading; BSc International and European Economic Studies, Athens University of Economics and Business (2006)*

*Joined Company: 2019*

*Began Career: 2008*

*Year of Birth: 1984*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director, Portfolio Manager of Manulife Investment Management, Ms. Theodorakopoulou is supervised by Mr. Endre Pedersen, Deputy Global Chief Investment Officer of Fixed Income of Manulife Investment Management and Asia (ex. Japan) Chief Investment Officer of Fixed Income of Manulife Investment Management. Ms. Theodorakopoulou and Mr. Pedersen meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Pedersen can be reached by phone at 65-6501-5428 or by email at [Endre.Pedersen@manulifeam.com](mailto:Endre.Pedersen@manulifeam.com).

**Brochure Supplement (Part 2B of Form ADV)  
Roberto Sanchez-Dahl, CFA**

**Item 1 – Cover Page**

Roberto Sanchez-Dahl, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-1500

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Robert Sanchez-Dahl that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Roberto Sanchez-Dahl** is a managing director, senior portfolio manager at Manulife Investment Management, providing both portfolio management and investment analysis on Emerging Markets Debt strategies. Roberto was an emerging markets fund manager and analyst with Federated Investment Management in Pittsburg, PA from 1997 to 2013. From 1994 to 1997, Roberto was an associate in the emerging markets credit department with Goldman Sachs & Co. in New York. He started his career with Moody’s Investors Service in New York.

*Education: BS in mechanical electric engineering from Universidad Nacional Autonoma de Mexico in 1989, an Associate degree in corporate finance from Instituto Tecnologico Autonomo de Mexico in 1991, and an MBA from Columbia University in New York in 1994*

*Joined Firm: 2013*

*Began Career: 1993*

*Year of Birth: 1964*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director, Senior Portfolio Manager of Manulife Investment Management, Mr. Sanchez-Dahl is supervised by Mr. John Addeo, Global Chief Investment Officer of Fixed Income of Manulife Investment Management. Mr. Sanchez-Dahl and Mr. Addeo meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Addeo can be reached by phone at 617-375-1793 or by email at [JAddeo@ManulifeAM.com](mailto:JAddeo@ManulifeAM.com)

**Brochure Supplement (Part 2B of Form ADV)  
Nicolas J. Peña**

**Item 1 – Cover Page**

Nicolas J. Peña  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-1500

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Nicolas J. Peña that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Nicolas J. Peña** is *Sector Head, Emerging-Market Fixed Income, Associate Portfolio Manager, Emerging Markets Debt, Manulife Investment Management*. Nicolas provides investment oversight of the firm’s emerging-market credit exposure, focusing on fixed-income global credit portfolios and is also an associate portfolio on the firm’s Emerging Markets Corporate strategy. Prior to joining the firm, he was a senior credit analyst with Sentinel Investment Management, where he invested across the capital structure, focusing on emerging markets and U.S. credit within the high-yield and investment-grade segments. His sector coverage included metals/mining, consumer/retail, and food/beverage. Other previous roles include working as a senior credit analyst with Morgan Stanley Investment Management, where he invested across the capital structure for global credit mandates, and as a senior analyst with Trimaran Capital Partners, a high-yield alternative asset manager.

**Education:** B.A., Columbia University; M.B.A., Massachusetts Institute of Technology

**Joined the company:** 2019

**Began career:** 2006

**Year of Birth:** 1983

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Associate Portfolio Manager of Manulife Investment Management, Mr. Peña is supervised by Mr. Endre Pedersen, Deputy CIO of Global Fixed Income of Manulife Investment Management. Mr. Peña and Mr. Pedersen meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Pedersen can be reached by phone at +44 (20) 725-63500 or by email at [Endre.Pedersen@ManulifeAM.com](mailto:Endre.Pedersen@ManulifeAM.com)

## **Nathan Thooft, CFA**

### **Item 1 – Cover Page**

Nathan Thooft, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-663-3161

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Nathan Thooft that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

### **Item 2 - Educational Background and Business Experience**

#### **Nathan W. Thooft, CFA**

*Chief Investment Officer, Senior Portfolio Manager, Multi-Asset Solutions Team, Manulife Investment Management*

In addition to his portfolio management responsibilities, Nathan is chief investment officer of the firm’s multi-asset solutions team. In these roles, he’s the lead portfolio manager on a range of multi-asset and asset allocation strategies and leads the investment decision-making process as well as the development and growth of the firm’s multi-asset solutions. During his time with Manulife, Nathan has served in many senior asset allocation and research roles spanning Canada, Asia, Europe, and the United States.

Previously, Nathan was vice president and director of investments, investment management services, for John Hancock Financial, the U.S. division of Manulife Financial. In that role, he was responsible for leading manager research efforts, asset class research, and the development and daily monitoring of investment platform in the United States and Asia. Prior to joining John Hancock, he was a senior portfolio analyst within the investment management division of Fidelity Investments and, before that, he was a senior product consultant at RBC Wealth Management. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

Education: B.A., M.B.A., University of Minnesota

Joined the company: 2008

Began career: 2000

#### **Item 3 - Disciplinary Information**

Not applicable

#### **Item 4 - Other Business Activities**

Not applicable

#### **Item 5 - Additional Compensation**

Not applicable

#### **Item 6 - Supervision:**

As Chief Investment Officer of the Multi-Asset Solutions Team, Mr. Thooft is supervised by Mr. Colin Purdie, Global Chief Investment Officer at Manulife Investment Management. Mr. Thooft and Mr. Purdie speak and meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Purdie can be reached by phone at + 44 20 7256 3508 or by email at [Colin\\_Purdy@ManulifeAM.com](mailto:Colin_Purdy@ManulifeAM.com).

## **Brochure Supplement (Part 2B of Form ADV)**

## **James Robertson, CIM**

### **Item 1 – Cover Page**

James Robertson, CIM  
Manulife Investment Management  
200 Bloor Street East  
Toronto, ON M4W 1E5  
Phone: (416) 926-6986

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about James Robertson that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

### **Item 2 - Educational Background and Business Experience**

#### **James Robertson, CIM**

Head of Asset Allocation, Canada, Head of Tactical Asset Allocation and Senior Portfolio Manager, Multi-Asset Solutions Team, Manulife Investment Management

James is responsible for overseeing all aspects of the firm’s Canadian asset allocation franchise, including portfolio management, research and development, product development, business development, and trading. He leads Canadian portfolio management efforts across a wide range of multi-asset and multimanager solutions. In addition, as global head of tactical asset allocation, James takes a leading role in driving the tactical positioning and the portfolio construction process of tactically oriented solutions globally.

Previously, James was the chief investment officer for McLean and Partners in Calgary. Prior to that, he was vice president, proprietary investments (equities), at Manulife Financial, following four years as an internal hedge fund manager there. Earlier in his career, he held executive positions at CTSecurities, JP Morgan Canada, and BLC Securities. James holds the Canadian Investment Manager designation.

Education: B.B.A., University of New Brunswick; M.B.A., Concordia University

Joined the company: 2016

Began career: 1982

Year of Birth: 1959

### **Item 3 - Disciplinary Information**

Not applicable

### **Item 4 - Other Business Activities**

Not applicable

### **Item 5 - Additional Compensation**

Not applicable

### **Item 6 - Supervision:**

As Head of Asset Allocation, Canada, Head of Tactical Asset Allocation and Senior Portfolio Manager, Multi-Asset Solutions Team, Manulife Investment Management, Mr. Robertson is supervised by Mr. Nathan Thooft, Chief Investment Officer of the Multi-Asset Solutions Team at Manulife Investment Management. Frequent meetings are held between Mr. Thooft and Mr. Robertson to review and discuss overall portfolio positioning and performance. Mr. Thooft can be reached by phone at 617-663-3161 or by email at [NThooft@Manulifeam.com](mailto:NThooft@Manulifeam.com).

### **Brochure Supplement (Part 2B of Form ADV)**

## **David Rule, CFA, FRM**

### **Item 1 – Cover Page**

David Rule, CFA, FRM  
Manulife Investment Management  
One London Wall  
London EC2Y 5EA  
Phone: +44 207 090 1425

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about David Rule that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

### **Item 2 - Educational Background and Business Experience**

#### **David J. Rule, CFA, FRM**

Portfolio Manager, Multi-Asset Solutions Team, Manulife Investment Management

David is a portfolio manager on the multi-asset solutions team. Prior to joining the firm, he worked at Lombard Odier Asset Management as the head of foreign exchange (FX) trading and was responsible for Global Macro, Absolute Return and Alternative Risk Premia trading. Earlier in his career, David worked at J.P. Morgan Chase, London Diversified Fund, James Caird Asset Management, and Brevan Howard Systematic Trading. He holds the Chartered Financial Analyst and Financial Risk Manager designations.

Education: M.Sc., Applied Economics, University of Bath; B.Sc., Economics and Mathematical Sciences, Open University (London)

Joined the company: 2017

Began career: 2001

Year of Birth: 1980

#### **Item 3 - Disciplinary Information**

Not applicable

#### **Item 4 - Other Business Activities**

Not applicable

#### **Item 5 - Additional Compensation**

Not applicable

#### **Item 6 - Supervision:**

As Portfolio Manager of Manulife Investment Management, Mr. Rule is supervised by Mr. Luke Browne, Head of Asset Allocation, Asia & Senior Portfolio Manager at Manulife Investment Management. Frequent meetings are held between Mr. Browne and Mr. Rule to review and discuss overall portfolio positioning and performance. Mr. Browne can be reached by phone at +44 2070901450 or by email at [luke\\_browne@manulifeam.com](mailto:luke_browne@manulifeam.com).



## **Robert Sykes, CFA**

### **Item 1 – Cover Page**

Robert Sykes, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, M A 02116  
Phone: 617-663-3219

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Robert Sykes that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

### **Item 2 - Educational Background and Business Experience**

#### **Robert E. Sykes, CFA**

*Senior Portfolio Manager and Head of Asset Allocation, U.S., Multi-Asset Solutions Team, Manulife Investment Management*

Based in Boston, Robert is responsible for overseeing all aspects of the firm’s U.S. asset allocation franchise, including portfolio management, asset class research, and trading. He leads U.S. portfolio management efforts across a wide range of multi-asset and multimanager solutions.

Prior to joining the firm, Robert spent four years as a senior consultant and portfolio analytics specialist at FactSet Research Systems, where he focused on portfolio construction, performance attribution, and risk analysis for over 40 institutional investment managers. Previously, he served as a financial analyst at Fidelity Investments. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

Education: B.S., Finance, Providence College; M.S., Finance, Boston College

Joined the company: 2008

Began career: 2001

### **Item 3 - Disciplinary Information**

Not applicable

### **Item 4 - Other Business Activities**

Not applicable

### **Item 5 - Additional Compensation**

Not applicable

### **Item 6 - Supervision:**

As Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Sykes is supervised by Mr. Nathan Thooft, Chief Investment Officer of the Multi-Asset Solutions Team at Manulife Investment Management. Frequent meetings are held between Mr. Thooft and Mr. Sykes to review and discuss overall portfolio positioning and performance. Mr. Thooft can be reached by phone at 617-663-3161 or by email at [NThooft@Manulifeam.com](mailto:NThooft@Manulifeam.com).

**Brochure Supplement (Part 2B of Form ADV)  
Geoffrey Kelley, CFA**

**Item 1 – Cover Page**

Geoffrey Kelley, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, M A 02116  
Phone: 617-572-7473

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Geoffrey Kelley that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Geoffrey Kelley, CFA**

*Senior Portfolio Manager, Global Head of Strategic Asset Allocation, Multi-Asset Solutions, Systematic Equity Beta, Manulife Investment Management*

As the global head of strategic asset allocation within the firm’s multi-asset solutions team, Geoff is active in the portfolio construction process, most notably with respect to the longer-term strategic themes and targets across the global range of asset allocation products and solutions, and is responsible for portfolio management activities for target-date, target-risk, managed volatility, derivative, and multi-asset class income strategies. In his capacity as head of systematic equity beta, Geoff oversees and monitors the investment activity of systematic equity beta, as well as handling portfolio management responsibilities for the firm’s factor-based equity exchanged-traded funds (ETFs). In addition, Geoff also conducts fundamental and quantitative research across various asset classes and investment strategies.

Prior to joining the firm, Geoff spent 5 years at State Street Global Advisors (SSGA) managing the research team as well as developing bespoke client solutions within SSGA’s investment solutions group. In these roles, he promoted factor-based asset allocation strategies across a wide variety of multi-asset class solutions, most notably within the target-date space. Prior to joining SSGA, Geoff co-founded and was one of two portfolio managers for a quantitative long-short small-/mid-cap equity hedge fund, Vernon Square Capital, which employed a multifactor and optimized alpha investment process. In addition, Geoff spent over 14 years at Putnam Investments as a portfolio manager, initially within high-yield fixed income and later within quantitative equities, where he was responsible for developing, evolving, and implementing a factor-based optimized alpha model that was an integral part of the investment process of a balanced strategy. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

Education: B.A., Finance, Washington State University; M.B.A., Duke University Fuqua School of Business

Joined the company: 2018

Began career: 1994

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Kelley is supervised by Mr. Nathan Thoof, Chief Investment Officer of the Multi-Asset Solutions Team at Manulife Investment Management. Frequent meetings are held between Mr. Thoof and Mr. Kelley to review and discuss overall portfolio positioning and performance. Mr. Thoof can be reached by phone at 617-663-3161 or by email at [NThoof@Manulifeam.com](mailto:NThoof@Manulifeam.com).

**Brochure Supplement (Part 2B of Form ADV)  
Jeffrey Wu, CFA**

**Item 1 – Cover Page**

Jeffrey Wu, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, M A 02116  
Phone: 617-572-7473

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Jeffrey Wu that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Jeffrey Wu**

*Portfolio Manager and Senior Investment Analyst, Multi-Asset Solutions Team, Manulife Investment Management*

Jeff’s responsibilities include portfolio management and monitoring of derivative strategies and structured products within the asset allocation group of the firm’s multi-asset solutions team. Prior to joining the firm, he was a director at UBS Investment Bank, where he traded exotic equity derivatives. Previously, Jeff was an equity derivative structurer at Deutsche Bank and later spent several years on the buy side trading derivatives, mainly in the equity space. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

Education: B.A., Economics, Harvard University  
Joined the company: 2017  
Began career: 2005

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager of Manulife Investment Management, Mr. Wu is supervised by Mr. Geoffrey Kelley, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Frequent meetings are held between Mr. Kelley and Mr. Wu to review and discuss overall portfolio positioning and performance. Mr. Kelley can be reached by phone at 617-572-7473 or by email at [Geoffrey\\_Kelley@Manulife.com](mailto:Geoffrey_Kelley@Manulife.com)

**Brochure Supplement (Part 2B of Form ADV)  
David Kobuszewski, CFA**

**Item 1 – Cover Page**

David Kobuszewski, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, M A 02116  
Phone: 617-572-6448

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about David Kobuszewski that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**David Kobuszewski, CFA**

*Portfolio Manager, Senior Investment Analyst, Multi-Asset Solutions Team, Manulife Investment Management*

David assists in the day-to-day monitoring and portfolio management of the firm’s target-risk and target-date portfolios and conducts fundamental research across various asset classes and investment strategies. He’s active in the portfolio construction process, including asset allocation and manager selection, within the asset allocation group of the firm’s multi-asset solutions team.

Prior to joining the firm, David was a senior portfolio manager and strategist at State Street Global Advisors (SSGA) in the investment solutions group, the firm’s multi-asset solutions team. In this role, he was responsible for developing and managing customized asset allocation solutions for institutional investors across defined contribution, defined benefit, official institutions, and endowment and foundation clients. Prior to that, he was a senior portfolio manager in active fixed income at SSGA and, before that, he worked in economic research at the Board of Governors of the U.S. Federal Reserve. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

Education: B.A., Economics, B.S., Finance, Boston University; M.B.A., Finance, Yale University

Joined the company: 2018

Began career: 2000

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager of Manulife Investment Management, Mr. Kobuszewski is supervised by Mr. Robert Sykes, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Frequent meetings are held between Mr. Kobuszewski and Mr. Sykes to review and discuss overall portfolio positioning and performance. Mr. Sykes can be reached by phone at 617-663-3219 or by email at [RSykes@ManulifeAM.com](mailto:RSykes@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)**  
**Eric Menzer, CFA, CAIA, AIF®**

**Item 1 – Cover Page**

Eric Menzer, CFA, CAIA, AIF®  
Manulife Investment Management  
197 Clarendon Street  
Boston, M A 02116  
Phone: 617-663-3481

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Eric Menzer that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Eric Menzer, CFA, CAIA, AIF**

*Senior Portfolio Manager, Global Head of OCIO and Fiduciary Solutions, Multi-Asset Solutions Team, Manulife Investment Management*

Eric’s responsibilities include portfolio management and oversight of pension, outsourced chief investment officer (OCIO), model, and real asset solutions. He’s also a member of the investment committees for Manulife’s U.S. and Canadian employee defined benefit and defined contribution plans.

Previously, Eric was director of trading for John Hancock Financial Network, a retail broker-dealer for Manulife Financial. In that role, he was responsible for managing a team of traders and brokerage representatives trading equity, fixed-income, options, and mutual fund transactions for John Hancock’s U.S. registered representative sales force.

Eric holds the Chartered Alternative Investment Analyst, and Accredited Investment Fiduciary designations, and is a CFA® charterholder and a member of the Boston Security Analysts Society.

Education: B.Sc., Finance, Northeastern University; M.B.A., Bentley University

Joined the company: 2006

Began career: 1997

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Menzer is supervised by Mr. Nathan Thooft Chief Investment Officer of the Multi-Asset Solutions Team at Manulife Investment Management. Frequent meetings are held between Mr. Thooft and Mr. Menzer to review and discuss overall portfolio positioning and performance. Mr. Thooft can be reached by phone at 617-663-3161 or by email at [NThooft@Manulifeam.com](mailto:NThooft@Manulifeam.com).

**Brochure Supplement (Part 2B of Form ADV)**

**Brochure Supplement (Part 2B of Form ADV)  
Bruce Picard, Jr. CFA**

**Item 1 – Cover Page**

Bruce Picard, Jr. CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, M A 02116  
Phone: 617-572-4345

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Bruce Picard that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Bruce Picard, CFA**

*Portfolio Manager and Head of Model Portfolios, Multi-Asset Solutions Team, Manulife Investment Management*

Bruce is responsible for the development of the multi-asset solution team’s (MAST) model portfolio business, which provides discretionary and nondiscretionary investment models to investment professionals and broker/dealers around the globe and represents many of the key capabilities of MAST. His responsibilities include portfolio management, monitoring and implementation of asset class decisions, optimizing asset class models using MAST’s proprietary research, and the development of new model portfolios.

Prior to joining the firm, Bruce was an investment director specializing in portfolio management at MML Advisers, the advisor for the MassMutual Funds. During his tenure, he was responsible for a variety of asset allocation services across the retirement services division, including lead decision-making responsibility for the MassMutual RetireSMART funds and various in-plan solutions, as well as oversight of various asset allocation offerings. Earlier in his career, he worked at Loomis, Sayles & Co., where he held roles in specialty growth management and funds distribution. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

Education: B.A., M.B.A., M.S.F., Boston College  
Joined the company: 2018  
Began career: 1993

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager of Manulife Investment Management, Mr. Picard is supervised by Mr. Eric Menzer, Managing Director and Senior Portfolio Manager at Manulife Investment Management. Frequent meetings are held between Mr. Picard and Mr. Menzer to review and discuss overall portfolio positioning and performance. Mr. Menzer can be reached by phone at 617-663-3481 or by email at [EMenzer@Manulifeam.com](mailto:EMenzer@Manulifeam.com).

**Brochure Supplement (Part 2B of Form ADV)**

**Brochure Supplement (Part 2B of Form ADV)  
Michael Comer, CFA**

**Item 1 – Cover Page**

Michael Comer, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, M A 02116  
Phone: 617-572-1936

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Michael Comer that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Michael J. Comer, CFA**

*Portfolio Manager, Multi-Asset Solutions Team, Manulife Investment Management*

Michael’s responsibilities include the day-to-day monitoring and portfolio management of the multi-asset solutions team’s dynamically oriented strategies and asset class research. He’s also responsible for the development and analysis of quantitative, technical, and fundamental factors and models to help drive investment decisions. Additionally, he plays an active role in the implementation of the asset class and manager optimization process. Previously, Michael served at John Hancock as a senior audit manager within the leadership development program and, before that, he was a senior systems engineer, a missile defense flight test lead, and a cost account manager for Raytheon. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

Education: B.S., Electrical Engineering, Rensselaer Polytechnic Institute; M.B.A., M.S.F., Finance, Boston College – Carroll School of Management

Joined the company: 2010

Began career: 2005

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager of Manulife Investment Management, Mr. Comer is supervised by Mr. James Robertson, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Frequent meetings are held between Mr. Robertson and Mr. Comer to review and discuss overall portfolio positioning and performance. Mr. Robertson can be reached by phone at 416-926-6986 or by email at [james\\_robertson@manulife.com](mailto:james_robertson@manulife.com).



**Brochure Supplement (Part 2B of Form ADV)  
Christopher Walsh, CFA**

**Item 1 – Cover Page**

Christopher Walsh, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, M A 02116  
Phone: 617-663-3251

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Christopher Walsh that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Christopher Walsh, CFA**

*Senior Portfolio Manager, Multi-Asset Solutions Team, Manulife Investment Management*

Chris’s responsibilities include the day-to-day monitoring and portfolio management of many of the multi-asset solutions team’s alternative, multi-asset income, opportunistic, and absolute return-oriented strategies. In addition, he has been responsible for developing many of the multifactor models the team uses to augment its opportunistic investment process, as well as providing asset class research and recommendations.

Prior to joining the firm, Chris was a quantitative investment associate for Putnam Investments, where he conducted quantitative factor research, portfolio backtests, risk and performance reporting, and quantitative model maintenance. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

Education: B.S., Finance and Information Systems, M.B.A., Boston College

Joined the company: 2009

Began career: 2002

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Walsh is supervised by Mr. Nathan Thooft Chief Investment Officer of the Multi-Asset Solutions Team at Manulife Investment Management. Frequent meetings are held between Mr. Thooft and Mr. Walsh to review and discuss overall portfolio positioning and performance. Mr. Thooft can be reached by phone at 617-663-3161 or by email at [NThooft@Manulifeam.com](mailto:NThooft@Manulifeam.com).

**Brochure Supplement (Part 2B of Form ADV)  
Kathryn Langridge**

**Item 1 – Cover Page**

Kathryn Langridge  
Manulife Investment Management  
One London Wall  
London EC2Y 5EA  
Phone: 20-7256-3500

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Kathryn Langridge that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

Kathryn Langridge is a senior managing director and senior portfolio manager at Manulife Investment Management, responsible for portfolio management of MAM’s global emerging markets equity strategy. Prior to joining Manulife IM, Kathryn was the Fund Management Director responsible for global emerging market equity funds for Jupiter Asset Management in London, UK since 2010. Previously, she had been head of the global emerging markets equities team at Lloyd George Management. She also worked at INVESCO Perpetual for 17 years, where she had been head of Asian investment and head of international equity products.

*Education: Cambridge University, Master of Arts in English Literature in 1980*

*Joined Company: 2014*

*Began Career: 1980*

*Year of Birth: 1958*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Non-executive director of Edinburgh Dragon Trust and Trustee of Help Musicians UK charity

**Item 5 - Additional Compensation**

For Edinburgh Dragon Trust GBP 25,200 was received in 2014 and no compensation for Help Musicians.

**Item 6 - Supervision:**

As Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management, Ms. Langridge is supervised by Mr. Steve Medina, Global Chief Investment Officer of Equities at Manulife Investment Management. Ms. Langridge and Mr. Medina speak and meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Medina can be reached by phone at 617-663-2145 or by email at [SMedina@Manulifeam.com](mailto:SMedina@Manulifeam.com).

**Brochure Supplement (Part 2B of Form ADV)  
Philip Ehrmann**

**Item 1 – Cover Page**

Philip Ehrmann  
Manulife Investment Management  
One London Wall  
London EC2Y 5EA  
Phone: 20-7256-3500

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Philip Ehrmann that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

Philip Ehrmann is a senior managing director and senior portfolio manager at Manulife Investment Management, responsible for portfolio management of MAM’s global emerging markets equity strategy. Prior to joining Manulife IM, Philip was a Fund Director and Head of Asian Equities at Jupiter Asset Management in London, UK since 2006. Previously, he had worked at INVESCO Perpetual, where he rose to be Head of Emerging Market equities.

*Education: London School of Economics, BS Economics in 1981*

*Joined Company: 2015*

*Began Career: 1981*

*Year of Birth: 1959*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Philip is a non-executive director of Reliance Venture Company Limited family trust, with no day-to-day management of the portfolio and a non-executive director of Atlantis Japan Growth Fund, a closed-end investment trust, with no day-to-day management of the portfolio.

**Item 5 - Additional Compensation**

No compensation for Reliance Venture Company. Annual compensation for Atlantis Japan Growth Fund of GBP 25,000 will be donated to charity.

**Item 6 - Supervision:**

As Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Ehrmann is supervised by Ms. Kathryn Langridge, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Mr. Ehrmann and Ms. Langridge meet regularly to discuss portfolio positions, market conditions, and performance. Ms. Langridge can be reached by phone at 20-7256-3500 or by email at [KLangridge@ManulifeAM.com](mailto:KLangridge@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
David Dugdale, Ph.D., CFA**

**Item 1 – Cover Page**

David Dugdale, Ph.D., CFA  
Manulife Investment Management  
One London Wall  
London EC2Y 5EA  
Phone: 20-7256-3500

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about David Dugdale that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**David Dugdale, Ph.D., CFA**

*Portfolio Manager, Emerging Markets Equity, Manulife Investment Management*

David is a portfolio manager and sector research analyst for the Emerging Markets Equity Strategy. After joining Manulife Investment Management in 2002, he became a member of the firm’s European and Europe, Australasia, and Far East equities team. He worked on semiconductor modeling while earning a Ph.D. in Physics and holds the Chartered Financial Analyst designation.

Education: Ph.D., Physics, University of Durham  
Joined the company: 2002  
Began career: 2002  
*Year of Birth: 1974*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Portfolio Manager of Manulife Investment Management, Mr. Dugdale is supervised by Ms. Kathryn Langridge, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Mr. Dugdale and Ms. Langridge meet regularly to discuss portfolio positions, market conditions, and performance. Ms. Langridge can be reached by phone at 20-7256-3500 or by email at [KLangridge@ManulifeAM.com](mailto:KLangridge@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Bryony Deuchars, FCA, CFA**

**Item 1 – Cover Page**

Bryony Deuchars, FCA, CFA  
Manulife Investment Management  
One London Wall  
London EC2Y 5EA  
Phone: 20-7256-3500

The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Bryony Deuchars that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.

**Item 2 - Educational Background and Business Experience**

**Bryony Deuchars, FCA, CFA**

*Portfolio Manager, Emerging Markets Equity, Manulife Investment Management*

Bryony is a portfolio manager and sector research analyst for the Emerging Markets Equity Strategy. Prior to joining the firm, she was an emerging-markets equity fund manager at Mirabaud and, before that, at Aviva Investors. She has particular interest and expertise in environmental, social, and governance (ESG) principles and implementation. Previously, she worked at Schroders as a senior equity analyst for Europe, the Middle East, and Africa. Her early career includes roles at WestAm and at Deloitte & Touche. Bryony holds the Chartered Financial Analyst designation and is a Fellow of the Institute of Chartered Accountants in England and Wales.

Education: B.Sc., Economics, University of Wales, Cardiff  
Joined the company: 2021  
Began career: 2000  
Year of Birth: 1977

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Portfolio Manager of Manulife Investment Management, Ms. Deuchars is supervised by Ms. Kathryn Langridge, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Ms. Deuchars and Ms. Langridge meet regularly to discuss portfolio positions, market conditions, and performance. Ms. Langridge can be reached by phone at 20-7256-3500 or by email at [KLangridge@ManulifeAM.com](mailto:KLangridge@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Bhupinder Sachdev, CFA**

**Item 1 – Cover Page**

Bhupinder Sachdev, CFA  
Manulife Investment Management  
One London Wall  
London EC2Y 5EA  
Phone: 20-7256-3500

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Bhupinder Sachdev that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Bhupinder Sachdev, CFA**

*Portfolio Manager, Emerging Markets Equity, Manulife Investment Management*

Bhupinder is a portfolio manager and sector research analyst for the Emerging Markets Equity Strategy. He began his career as a generalist analyst on the emerging-markets team at Aberdeen Standard Investments covering Eastern Europe, the Middle East, Africa, and Latin America. He also helped to co-manage the team’s Russian, Eastern European, and frontier market funds. Bhupinder holds the Chartered Financial Analyst designation.

Education: M.A., Economics, Cambridge University  
Joined the company: 2019  
Began career: 2014  
*Year of Birth: 1990*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Portfolio Manager of Manulife Investment Management, Mr. Sachdev is supervised by Ms. Kathryn Langridge, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Mr. Sachdev and Ms. Langridge meet regularly to discuss portfolio positions, market conditions, and performance. Ms. Langridge can be reached by phone at 20-7256-3500 or by email at [KLangridge@ManulifeAM.com](mailto:KLangridge@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Talib Saifee**

**Item 1 – Cover Page**

Talib Saifee  
Manulife Investment Management  
One London Wall  
London EC2Y 5EA  
Phone: 20-7256-3500

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Talib Saifee that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Talib Saifee**

*Portfolio Manager, Emerging Markets Equity, Manulife Investment Management*

Talib is a portfolio manager and sector research analyst for the Emerging Markets Equity Strategy. Prior to joining the firm, he was with HSBC Global Asset Management, where he was a portfolio manager and, prior to that, he worked as an investment analyst covering emerging Asian and Latin American markets. Previously, Talib worked at Goldman Sachs Asset Management as an analyst covering banks and telecommunications firms in emerging markets across Europe, the Middle East, and Africa. Additional prior experience includes roles at Citigroup, where he focused on strategy and corporate mergers and acquisitions, and at Salomon Smith Barney, where he was a financial analyst in the investment banking division.

Education: B.S., Finance, B.A., History, The Wharton School & College of Arts & Sciences, University of Pennsylvania; M.B.A., Columbia Business School  
Joined the company: 2019  
Began career: 2000  
*Year of Birth: 1978*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Portfolio Manager of Manulife Investment Management, Mr. Saifee is supervised by Ms. Kathryn Langridge, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Mr. Saifee and Ms. Langridge meet regularly to discuss portfolio positions, market conditions, and performance. Ms. Langridge can be reached by phone at 20-7256-3500 or by email at [KLangridge@ManulifeAM.com](mailto:KLangridge@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Bridget Bruce**

**Item 1 – Cover Page**

Bridget Bruce  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02108  
Phone: 617-375-4931

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Bridget Bruce that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Bridget Bruce** is a Money Market Trader at Manulife Investment Management. She is responsible for the day-to-day management of our money market offerings as well as the daily cash management of the fixed income and equity accounts managed in Boston. Prior to this role, Ms. Bruce held positions within the company as a team leader/analyst in the Investment Operations group and as a senior business analyst within the Asset Management Systems department.

*Education: Fairfield University, BS in Mathematics, 2007*

*Joined Company: 2008*

*Began Career: 2007*

*Year of Birth: 1985*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As a Money Market Trader of Manulife Investment Management, Ms. Bruce is supervised by Jeff Given, Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Ms. Bruce and Mr. Given to review and discuss overall portfolio positioning and performance. Jeff Given can be reached by phone at 617-375-6267 or by email at [JGiven@Manulifeam.com](mailto:JGiven@Manulifeam.com)



**Brochure Supplement (Part 2B of Form ADV)  
James P. Madison**

**Item 1 – Cover Page**

James P. Madison  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02108  
Phone: 617-663-3240

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about James P. Madison that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**James P. Madison** is a Senior Director and Fixed Income/Money Market Trader at Manulife Investment Management. He is responsible for the day-to-day management of our money market offerings as well as the daily cash management of the fixed income and equity accounts managed in Boston. Prior to this role, Mr. Madison held positions within the company as a senior investment operations analyst. Prior to joining Manulife, James worked in investment operations at Wellington Management.

*Education: Northeastern University, BS in Sociology 2005*  
*Joined Company: 2011*  
*Began Career: 2006*  
*Year of Birth: 1982*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As a Senior Director and Fixed Income/Money Market Trader of Manulife Investment Management, Mr. Madison is supervised by Christopher Coccoluto, Managing Director and Head of Investment Grade Trading at Manulife Investment Management. Frequent meetings are held between Mr. Madison and Mr. Coccoluto to review and discuss overall portfolio positioning and performance. Christopher Coccoluto can be reached by phone at 617-375-4824 or by email at [CCoccoluto@Manulifeam.com](mailto:CCoccoluto@Manulifeam.com).

**Brochure Supplement (Part 2B of Form ADV)  
Pearl Natalie Andrada**

**Item 1 – Cover Page**

Pearl Natalie Andrada  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02108  
Phone: 617-560-5774

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Pearl Natalie Andrada that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Pearl Natalie Andrada** is a Fixed Income/Money Market Trader at Manulife Investment Management. She is responsible for the day-to-day management of our money market offerings as well as the daily cash management of the fixed income and equity accounts managed in Boston. Prior to this role, Ms. Pearl Andrada held positions within the company as an Operations Manager for Trade and Cash Management teams. Prior to joining Manulife, Pearl held previous positions in Citco Fund Services, ANZ Bank and Thomson Reuters.

*Education: University of Santo Tomas, A.B. Economics, 2010*  
*Joined Company: 2017*  
*Began Career: 2010*  
*Year of Birth: 1989*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As a Fixed Income/Money Market Trader of Manulife Investment Management, Ms. Pearl Andrada is supervised by Christopher Coccoluto, Managing Director and Head of Investment Grade Trading at Manulife Investment Management. Frequent meetings are held between Ms. Natalie Andrada and Mr. Coccoluto to review and discuss overall portfolio positioning and performance. Christopher Coccoluto can be reached by phone at 617-375-4824 or by email at [CCoccoluto@Manulifeam.com](mailto:CCoccoluto@Manulifeam.com).

**Brochure Supplement (Part 2B of Form ADV)**  
**Michael Mattioli, CFA**

**Item 1 – Cover Page**

Michael Mattioli, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-1879

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Michael Mattioli that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Michael Mattioli, CFA**, is a portfolio manager for Manulife Investment Management. He is a member of the US Core Value Equity team, which manages large cap value, large cap core and all cap core strategies. Michael is focused on the financials and payments sectors. Prior to joining Manulife, Michael was an associate at Blackrock. Earlier in his career, he held positions with Merrill Lynch. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

*Education: BA from Rutgers University in 2005 and an MBA from the University of Notre Dame in 2011*

*Joined Company: 2011*

*Began Career: 2005*

*Year of Birth: 1982*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Portfolio Manager of Manulife Investment Management, Mr. Mattioli is supervised by Mr. Sandy Sanders, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Mr. Mattioli and Mr. Sanders meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Sanders can be reached by phone at 617-375-1525 or by email at [Sandy\\_Sanders@ManulifeAM.com](mailto:Sandy_Sanders@ManulifeAM.com)

**Brochure Supplement (Part 2B of Form ADV)  
Nicholas Renart**

**Item 1 – Cover Page**

Nicholas Renart  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-1644

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Nicholas Renart that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Nicholas Renart** is a portfolio manager for Manulife Investment Management. He is a member of the US Core Value Equity team, which manages large cap value, large cap core and all cap core strategies. Nicholas is focused on the industrials and software sectors. Prior to joining Manulife, Nicholas was an associate with Citi Venture Capital International. Earlier in his career, he was an investment banking associate with Hill Street Capital in New York where he executed M&A restructuring, and other corporate advisory assignments.

*Education: BA in Economics from Columbia University in 2005 and an MBA from Harvard Business School in 2011*

*Joined Company: 2011*

*Began Career: 2005*

*Year of Birth: 1982*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Portfolio Manager of Manulife Investment Management, Mr. Renart is supervised by Mr. Sandy Sanders, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Mr. Renart and Mr. Sanders meet regularly to discuss portfolio positions, market conditions, and performance. Mr. Sanders can be reached by phone at 617-375-1525 or by email at [Sandy\\_Sanders@ManulifeAM.com](mailto:Sandy_Sanders@ManulifeAM.com)

**Brochure Supplement (Part 2B of Form ADV)**  
**Michael J. Scanlon, Jr., CFA**

**Item 1 – Cover Page**

Michael J. Scanlon, Jr., CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-1892

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Michael J. Scanlon that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Michael J. Scanlon, Jr., CFA**, is a managing director and portfolio manager at Manulife Investment Management. Most recently, Michael was a managing director and senior investment analyst for Manulife Investment Management. Based in our Boston office, he is a member of the Capital Appreciation Team and provides dedicated fundamental equity analysis in support of the John Hancock Balanced Fund (USA), Manulife US Opportunities Fund (Canada) and our Large Cap Equity institutional equity strategy. In addition to his primary coverage of the financial and technology sectors, Michael also works on names in both the consumer staples and consumer discretionary sectors. Michael joined the firm in 2004 as a member of the firm’s Portfolio Solutions Group before joining the Capital Appreciation Team in January of 2007. Prior to joining the firm, Michael spent four years at State Street Corporation, ultimately serving as a Credit Analyst. He is a CFA® charterholder and is a member of both the Boston Security Analysts Society and the CFA Institute.

*Education: Nichols College, BS, Finance, 2000; Boston University, MBA, 2003*  
*Joined Company: 2004*  
*Began Career: 2000*  
*Year of Birth: 1978*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager of Manulife Investment Management, Mr. Scanlon is supervised by Ms. Susan Curry, Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Ms. Curry and Mr. Scanlon to review and discuss overall portfolio positioning and performance. Ms. Curry can be reached by phone at 617-375-6876 or by email at [Scurry@ManulifeAM.com](mailto:Scurry@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)**  
**Joseph H. Bozoyan, CFA**

**Item 1 – Cover Page**

Joseph H. Bozoyan, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-1893

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Joseph H. Bozoyan that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Joseph H. Bozoyan, CFA**, is a managing director and portfolio manager on the Global Credit Team at Manulife Investment Management. Most recently, Joseph was a managing director and senior investment analyst at Manulife Investment Management. In this position, Joseph provided dedicated research for all strategies managed by the Capital Appreciation Team. Prior to joining the company, Joseph was a senior equity analyst on small, SMID and all cap portfolios at Ironwood Investment Management. Earlier in his career, he held analyst roles at companies such as Evergreen Investments and RCM. Joe started his investment career as a fixed income analyst at Sun Life Financial. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

*Education: Providence College, BS in Finance, 1989; Boston College, Carroll School of Management, MBA, 1994*

*Joined Company: 2011*

*Began Career: 1993*

*Year of Birth: 1967*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager of Manulife Investment Management, Mr. Bozoyan is supervised by Ms. Caryn Rothman, Senior Managing Director and Head of Global Credit Team of Manulife Investment Management. Frequent meetings are held between Ms. Rothman and Mr. Bozoyan to review and discuss overall portfolio positioning and performance. Ms. Rothman can be reached by phone at 617-375-1758 or by email at [CRothman@ManulifeAM.com](mailto:CRothman@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Ryan P. Lentell, CFA**

**Item 1 – Cover Page**

Ryan P. Lentell, CFA  
Manulife Investment Management  
197 Clarendon Street  
Boston, MA 02116  
Phone: 617-375-1754

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Ryan P. Lentell that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Ryan P. Lentell, CFA**, is a managing director and portfolio manager at Manulife Investment Management, on the company’s Capital Appreciation Team. Prior to joining the company, he was a senior equity analyst at Morningstar, Inc. Previously, he was a vice president at The Lentell Group, an investment advisory practice managing approximately \$75 million in assets. Ryan began his career at PricewaterhouseCoopers, where he served as a consultant. He is a CFA® charterholder and a member of the Boston Security Analysts Society.

*Education: University of Virginia, BS in Systems Engineering, 1999; University of Notre Dame, Mendoza College of Business, MBA, 2004*

*Joined Company: 2008*

*Began Career: 1999*

*Year of Birth: 1976*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager of Manulife Investment Management, Mr. Lentell is supervised by Ms. Susan Curry Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Ms. Curry and Mr. Lentell to review and discuss overall portfolio positioning and performance. Ms. Curry can be reached by phone at 617-375-6876 or by email at [Scurry@ManulifeAM.com](mailto:Scurry@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Edward Ritchie**

**Item 1 – Cover Page**

Edward Ritchie  
Tokyo, Japan  
Phone: 81-3-62671943

The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Edward Ritchie that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.

**Item 2 - Educational Background and Business Experience**

Edward Ritchie is a Senior Investment Analyst for Manulife Investment Management (Europe) Limited, London. He is lead advisor for the MPF & MGF Japan funds and is also responsible for analysis of Consumer sectors European & EAFE equities. Previously Ed worked at Schroders and Lazard. He is a member of the CFA Society of the U.K. and of the CFA Institute, and holds the ASIP designation, a recognized qualification of the CFA Institute.

*Education: Oxford University, Master of Arts in Philosophy, Politics and Economics in 1993*

*Joined Company: 2010*

*Began Career: 1995*

*Year of Birth: 1971*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not Applicable

**Item 5 - Additional Compensation**

Not Applicable

**Item 6 - Supervision:**

As Managing Director and Senior Portfolio Manager of Manulife Investment Management, Mr. Ritchie is supervised by Mr. Paul Boyne, Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Meetings are held between Mr. Boyne and Mr. Ritchie to review and discuss overall portfolio positioning and performance. Mr. Boyne can be reached by phone at 617-375-6854 or by email at [PBoyne@manulifeam.com](mailto:PBoyne@manulifeam.com)



**Brochure Supplement (Part 2B of Form ADV)  
Peter Mennie**

**Item 1 – Cover Page**

Peter Mennie  
One London Wall  
London EC2Y 5EA  
Phone: 20-7256-3500

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Peter Mennie that supplements the Manulife Investment Management (US) LLC (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Peter Mennie, ASIP**, is head of the Investment Risk & Quantitative Analytics Team for Manulife Investment Management. In this role, Peter provides global risk leadership for public markets, and he ensures a consistent global approach to monitoring and managing investment risk and portfolio structure. Previously, Peter was senior portfolio manager and head of quantitative analysis for Manulife Investment Management (Europe) Limited, London, where he was responsible for the proprietary investment models and risk management and optimization tools for Manulife’s equity portfolios. Prior to that, Peter held several fund management positions focusing on various regional markets at Manulife Investment Management. Peter is a member of the CFA Society of the UK and of the CFA Institute, and he holds the ASIP designation, a recognized qualification of the CFA Institute.

Education: University of Cambridge, Master of Arts in Mathematics, 1995  
Joined Company: 1997  
Began Career: 1996

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not Applicable

**Item 5 - Additional Compensation**

Not Applicable

**Item 6 - Supervision:**

As Senior Managing Director and Head of Investment Risk and Quantitative Analytics of Manulife Investment Management, Mr. Mennie is supervised by Mr. Colin Purdie, Global Chief Investment Officer at Manulife Investment Management. Mr. Mennie and Mr. Purdie regularly discuss portfolio positions, market conditions and performance. Mr. Purdie can be reached by phone at + 44 20 7256 3508 or by email at [C0lin\\_Purdie@ManulifeAM.com](mailto:C0lin_Purdie@ManulifeAM.com)

**Brochure Supplement (Part 2B of Form ADV)  
Ashikhusein Shahpurwala**

**Item 1 – Cover Page**

Ashikhusein Shahpurwala  
200 Bloor Street East  
Toronto, ON M4X 1E5  
Phone: 416-852-9017

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Ashikhusein Shahpurwala that supplements the Manulife Investment Management (US) Limited (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Ashikhusein Shahpurwala, CFA, PRM**

*Senior Portfolio Manager, Systematic Equity Beta, Manulife Investment Management*

Ashikhusein is a member of the systematic equity beta which oversees index fund portfolios that track equity indexes in Canada, the United States, Japan, and Hong Kong, as well as international indexes. He’s also part of the systematic equity beta management team responsible for the development and management of a suite of factor-based exchange-traded funds (ETFs). Ashikhusein holds the Chartered Financial Analyst and Professional Risk Manager designations.

Education: M.Sc., Engineering, Cornell University

Joined the company: 2007

Began career: 1999

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Senior Portfolio Manager for Manulife Investment Management and a member of the Passive Equity investment team, Mr. Shahpurwala is supervised by Mr. Geoffrey Kelley, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Frequent meetings are held between Mr. Shahpurwala and Mr. Kelley to review and discuss overall portfolio positioning and performance. Mr. Kelley can be reached by phone at 617-572-7473 or by email at [Geoffrey\\_Kelley@Manulife.com](mailto:Geoffrey_Kelley@Manulife.com)

**Brochure Supplement (Part 2B of Form ADV)  
Boncana Maiga, CIM**

**Item 1 – Cover Page**

Boncana Maiga, CIM  
Manulife Investment Management  
200 Bloor Street East  
Toronto ON, M4W-1E5  
Phone: 416-852-9062

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Boncana Maiga that supplements the Manulife Investment Management (US) Limited (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Boncana Maiga, CFA, CIM**

*Portfolio Manager, Senior Investment Analyst, Systematic Equity Beta, Manulife Investment Management*

Boncana is a member of systematic equity beta, which oversees index fund portfolios that track equity indexes in Canada, the United States, Japan, and Hong Kong, as well as international indexes. He’s also part of the systematic equity beta management team responsible for the development and management of a suite of factor-based exchange-traded funds (ETFs). Boncana’s responsibilities include the day-to-day monitoring and portfolio management of the passive and systematic strategies. Previously, he was an associate product manager for the firm and, before that, he was a senior performance analyst. Prior to joining Manulife, he was a business analyst with Goldman Sachs in the investment banking division, where he assisted bankers in the execution of mergers and acquisitions and in corporate finance deals; in addition, he worked as a product control analyst for HSBC Bank. Boncana holds the Chartered Financial Analyst and Canadian Investment Manager designations.

Education: B.B.A., Finance and Investments, Baruch College; M.B.A., Finance, University of Toronto Rotman School of Management

Joined the company: 2010

Began career: 2004

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As Managing Director and Portfolio Manager for Manulife Investment Management, Mr. Maiga is supervised by Mr. Geoffrey Kelley, Senior Managing Director and Senior Portfolio Manager at Manulife Investment Management. Frequent meetings are held between Mr. Maiga and Mr. Kelley to review and discuss overall portfolio positioning and performance. Mr. Kelley can be reached by phone at 617-572-7473 or by email at [Geoffrey\\_Kelley@Manulife.com](mailto:Geoffrey_Kelley@Manulife.com).

**Brochure Supplement (Part 2B of Form ADV)  
Craig Bethune**

**Item 1 – Cover Page**

Craig Bethune  
Manulife Investment Management  
200 Bloor Street East  
Toronto, ON, M4W-1E5  
Phone: 416-926-6926

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Craig Bethune that supplements the Manulife Investment Management (US) Limited (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Craig Bethune, CFA**, is a managing director and senior portfolio manager at Manulife Investment Management, responsible for co-leading the Global Natural Resources equity team. He is lead portfolio manager for the Manulife Investment Management Global Energy Pooled fund and co-manager of the Manulife Investment Management Global Natural Resources Pooled fund and Manulife Investment Management Global Precious Metals Pooled fund. Prior to joining Manulife, Craig was a vice president, director and portfolio manager with TD Asset Management and a portfolio manager at Ontario Municipal Employees Retirement System, as well as research and analyst positions in various sell-side firms.

Education: University of Toronto, MBA, 1997; McGill University, B. Comm. Finance and International Business, 1989  
Joined Company: 2014  
Began Career: 1989  
Year of Birth: 1966

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As managing director and senior portfolio manager of Manulife Investment Management, Mr. Bethune is supervised by Ms. Susan Curry, Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Ms. Curry and Mr. Bethune to review and discuss overall portfolio positioning and performance. Ms. Curry can be reached by phone at 617-375-6876 or by email at [Scurry@ManulifeAM.com](mailto:Scurry@ManulifeAM.com).

**Brochure Supplement (Part 2B of Form ADV)  
Diana Racanelli, CFA**

**Item 1 – Cover Page**

Diana Racanelli, CFA  
Manulife Investment Management  
200 Bloor Street East  
Toronto ON, M4W 1E5  
Phone: 416-926-6948

**The date of this brochure supplement is March 31, 2024. This brochure supplement provides information about Diana Racanelli that supplements the Manulife Investment Management (US) Limited (“Manulife IM”) brochure. You should have received a copy of that brochure. Please contact [USRelationshipManagement@manulifeam.com](mailto:USRelationshipManagement@manulifeam.com) if you did not receive Manulife IM’s brochure or if you have any questions about the contents of this supplement.**

**Item 2 - Educational Background and Business Experience**

**Diana Racanelli** is a managing director and senior portfolio Manager for Manulife Investment Management. Diana is the lead portfolio manager for the John Hancock Asset Management Global Precious Metals Pooled Fund and co-manager of both the John Hancock Asset Management Global Energy Pooled Fund. She has 28 years of experience in the investment industry on both the buy – and sell-side. Previously, she was a vice president and director with TD Asset Management where she served as lead manager of a precious metals fund and was co-manager of a resource and energy fund. From 2003 to 2007, she was a vice president with CIBC Global Asset Management. She began her career in the industry on the sell-side working for both Burns Fry Limited and Scotia Capital Markets and was base metals mining analyst before her move to AIC Limited on the buy-side. Diana was awarded the CFA charter in 1992.

*Education: University of Toronto, Honours BA in Economics / English, 1987)*

*Joined Company: 2014*

*Began Career: 1987*

*Year of Birth: 1964*

**Item 3 - Disciplinary Information**

Not applicable

**Item 4 - Other Business Activities**

Not applicable

**Item 5 - Additional Compensation**

Not applicable

**Item 6 - Supervision:**

As managing director and senior portfolio manager of Manulife Investment Management, Ms. Racanelli is supervised by Ms. Susan Curry, Senior Managing Director and Senior Portfolio Manager of Manulife Investment Management. Frequent meetings are held between Ms. Curry and Ms. Racanelli to review and discuss overall portfolio positioning and performance. Ms. Curry can be reached by phone at 617-375-6876 or by email at [Scurry@ManulifeAM.com](mailto:Scurry@ManulifeAM.com).

# Privacy Notice

John Hancock respects your privacy. Your trust is one of our most valuable assets. One way we hope to keep your trust is by properly protecting your personal information.

## What Does This Notice Cover?

This Notice is required by law. It describes our privacy policy and how we handle our customers' and former customers' personal information.

For information on how we use data collected from visitors of John Hancock websites, social media sites and mobile applications, please refer to the [John Hancock Online Privacy Policy](#).

If you have a policy that is covered by the Health Insurance Portability and Accountability Act, please refer to our HIPAA Notice of Protected Health Information Privacy Practices.

These notices, and information about the rights of consumers under California law such as the California Consumer Privacy Act, can be found at [www.johnhancock.com/privacy](http://www.johnhancock.com/privacy).

## Why Do We Collect Your Personal Information?

Collecting personal information about you helps us provide you with financial products and services. It also helps us to confirm your identity, detect and prevent fraud, manage our business, and fulfill legal and regulatory requirements. The type of information we collect depends on the products or services you applied for or have with us.

We obtain personal information from you when you submit an application or other similar forms, from transactions and other interactions with you, as well as from third parties and other publicly available sources.

This information may include:

- Personal data, such as name, address, email address, telephone number, date of birth, Social Security number, sex, citizenship status, race/ethnicity, occupation and employment details;
- Financial data, such as income, assets, banking information, credit card information, and investment preferences;
- Health data, such as medical, biometric, and health-related information and habits;
- Profile data reflecting a person's preferences, interests, hobbies, characteristics, tendencies, behaviors, or attitudes;
- Interaction data collected when you visit or use our websites, mobile applications, and social media sites, or when you call or chat online with our customer service teams.

Our sources include your insurance agent, broker, registered representative, or financial advisor and their respective firms, your employer or Plan Sponsor, consumer reporting agencies, government agencies, medical providers, data service providers, social media services, business partners, and insurance support agencies such as the MIB, Inc.

## How Do We Protect the Personal Information We Have Collected About You?

Our employees respect your personal information. They are trained to keep it safe. We have administrative, physical, and technical safeguards in place that are designed to protect your information.

## How Do We Use and Share the Personal Information We Have Collected About You?

All financial services companies need to use and share customers' personal information in order to provide services to them. We use your personal information mainly to communicate with you, complete transactions that you have requested or authorized, evaluate your application, administer your policy or account, and to make you aware of additional products and services that we offer.

As permitted or required by applicable law, your personal information may be shared with:

- employees and associates when their jobs require it to process and service your contracts, benefits, or accounts;
- your financial advisor, broker, representative, or firm in order for them to process and service your application, policy or account;
- consultants and third parties performing administrative, marketing, and technology services on our behalf. They are contractually bound to use your information only to perform those services. They are required to have safeguards in place to protect it, and are not permitted to sell, use or disclose your information for their own marketing purposes;
- reinsurance companies;
- auditors and government agencies to conduct routine or required activities such as audits and tax reporting;

- attorneys and other legal professionals in response to subpoenas and court orders, or to comply with legal requests made by law enforcement and regulatory authorities;
- other financial institutions with whom we may jointly market products or services that may be of interest to you, if permitted in your state;
- other third parties at your request, with your consent, or your written authorization.

## We do not sell your personal information

We do not share it with any unaffiliated company for the purpose of that company marketing its own products or services to you.

Except as noted below, we may share your information with in the John Hancock affiliated companies listed at the end of this notice to provide you with offers for other products or services. You have the right to opt out of that information sharing.

If you have coverage under an employer-sponsored retirement plan, group pension contract, group annuity contract or group insurance policy, or if you are a client of John Hancock Investment Management LLC, we do not share your personal information, other than as necessary to provide services or administer your coverage.

## How Can You Opt Out?

If you do not want us to share your personal information with our affiliated companies for their own marketing purposes, you may opt out of that information sharing at [www.johnhancock.com/contactpreferences](http://www.johnhancock.com/contactpreferences). You may also opt out by calling or writing to the contact information provided in the “Contacting Us” section below.

Your request will take effect within 30 days of the date it was received. If you have more than one John Hancock product you only need to opt out once. Once you opt out, we will honor your choice until you ask us to change it. If you are the joint owner of a product and you tell us not to share information, you may elect to have your choice applied to all owners of that product. If you have already exercised your right to opt out, there is no need to contact us again.

We will continue to send you information about your contracts, benefits, and accounts. We may also include information about other John Hancock products or services. Opting out will not affect the ability of your financial advisor, representative, or firm to recommend products or services to you.

## How Can You Review Your Personal Information?

Generally, you have the right to review the personal information we have collected about you. Requests to obtain a copy of your personal information must be made in writing and signed by you or your legal representative.

The request must include your:

- full name;
- address;
- product type (e.g., life insurance, long-term care insurance, annuity, mutual fund, etc.);
- policy, contract or account number.

If you believe that information we have about you is outdated or incorrect, you may write us and request it be amended. If we agree with your request, we will correct your information. If we do not agree, we will let you know. Then, you may write us to dispute our decision. We will keep all of your correspondence in our files.

## Contacting Us

If you have a question about this Privacy Notice, please contact the John Hancock Privacy Office.

Mailing Address: 197 Clarendon Street, C-5  
Boston, Massachusetts 02116

Email: [privacy@jhancock.com](mailto:privacy@jhancock.com)

## The John Hancock Affiliated Companies

John Hancock is a subsidiary of Manulife Financial Corporation. The following affiliated companies provide this notice and/or may provide you with information about John Hancock’s products and services:

- John Hancock Life Insurance Company (U.S.A.)
- John Hancock Life & Health Insurance Company
- John Hancock Life Insurance Company of New York
- John Hancock Signature Services, Inc.
- John Hancock Personal Financial Services, LLC
- John Hancock Retirement Plan Services LLC
- John Hancock Trust Company LLC
- John Hancock Investment Management LLC
- John Hancock Investment Management Distributors LLC
- John Hancock Variable Trust Advisers LLC
- John Hancock Distributors, LLC
- Manulife John Hancock Brokerage Services LLC

**Manulife  
Investment  
Management  
global proxy  
voting policy  
and procedures**





## Executive summary

Each investment team at Manulife Investment Management (Manulife IM)<sup>1</sup> is responsible for investing in line with its investment philosophy and clients' objectives. Manulife IM's approach to proxy voting aligns with its organizational structure and encourages best practices in governance and management of environmental and social risks and opportunities. Manulife IM has adopted and implemented proxy voting policies and procedures to ensure that proxies are voted in the best interests of its clients for whom it has proxy voting authority.

This global proxy voting policy and procedures (policy) applies to each of the Manulife IM advisory affiliates listed in Appendix A. In seeking to adhere to local regulatory requirements of the jurisdiction in which an advisory affiliate operates, additional procedures specific to that affiliate may be implemented to ensure compliance, where applicable. The policy is not intended to cover every possible situation that may arise in the course of business, but rather to act as a decision-making guide. It is therefore subject to change and interpretation from time to time as facts and circumstances dictate.

## Statement of policy

- The right to vote is a basic component of share ownership and is an important control mechanism to ensure that a company is managed in the best interests of its shareholders. Where clients delegate proxy voting authority to Manulife IM, Manulife IM has a fiduciary duty to exercise voting rights responsibly.
- Where Manulife IM is granted and accepts responsibility for voting proxies for client accounts, it will seek to ensure proxies are received and voted in the best interests of the client with a view to maximize the economic value of their equity securities unless it determines that it is in the best interests of the client to refrain from voting a given proxy.
- If there is any potential material proxy-related conflict of interest between Manulife IM and its clients, identification and resolution processes are in place to provide for determination in the best interests of the client.
- Manulife IM will disclose information about its proxy voting policies and procedures to its clients.
- Manulife IM will maintain certain records relating to proxy voting.

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<sup>1</sup> Manulife Investment Management is the unified global brand for Manulife's global wealth and asset management business, which serves individual investors and institutional clients in three businesses: retirement, retail, and institutional asset management (Public markets and private markets).

## Philosophy on sustainable investing

Manulife IM's commitment to sustainable investment<sup>2</sup> is focused on protecting and enhancing the value of our clients' investments and, as active owners in the companies in which we invest, we believe that voting at shareholder meetings can contribute to the long-term sustainability of our investee companies. Manulife IM will seek to exercise the rights and responsibilities associated with equity ownership, on behalf of its clients, with a focus on maximizing long-term shareholder returns, as well as enhancing and improving the operating strength of the companies to create sustainable value for shareholders.

Manulife IM invests in a wide range of securities across the globe, ranging from large multinationals to smaller early-stage companies, and from well-developed markets to emerging and frontier markets. Expectations of those companies vary by market to reflect local standards, regulations, and laws. Manulife IM believes, however, that successful companies across regions are generally better positioned over the long term if they have:

- Robust oversight, including a strong and effective board with independent and objective leaders working on behalf of shareholders;
- Mechanisms to mitigate risk such as effective internal controls, board expertise covering a firm's unique risk profile, and routine use of key performance indicators to measure and assess long-term risks;
- A management team aligned with shareholders through remuneration structures that incentivize long-term performance through the judicious and sustainable stewardship of company resources;
- Transparent and thorough reporting of the components of the business that are most significant to shareholders and stakeholders with focus on the firm's long-term success; and
- Management focused on all forms of capital, including environmental, social and human capital.

The Manulife Investment Management voting principles (voting principles) outlined in Appendix B provide guidance for our voting decisions. An active decision to invest in a firm reflects a positive conviction in the investee company and we generally expect to be supportive of management for that reason. Manulife IM may seek to challenge management's recommendations, however, if they contravene these voting principles or Manulife IM otherwise determines that doing so is in the best interest of its clients.

Manulife IM also regularly engages with boards and management on environmental, social, or corporate governance issues consistent with the principles stipulated in our sustainable investing statement and our ESG

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<sup>2</sup> Further information on Sustainable Investing at Manulife IM can be found at [manulifeim.com/institutional](https://manulifeim.com/institutional).

## Manulife Investment Management global proxy voting policy and procedures

engagement policy. Manulife IM may, through these engagements, request certain changes of the portfolio company to mitigate risks or maximize opportunities. In the context of preparing for a shareholder meeting, Manulife IM will review progress on requested changes for those companies engaged. In an instance where Manulife IM determines that the issuer has not made sufficient improvements on an issue, then we may take voting action to demonstrate our concerns.

In rare circumstances, Manulife IM may consider filing, or co-filing, a shareholder resolution at an investee company. This may occur where our team has engaged with management regarding a material sustainability risk or opportunity, and where we determine that the company has not made satisfactory progress on the matter within a reasonable time period. Any such decision will be in the sole discretion of Manulife IM and acted on where we believe filing, or co-filing, a proposal is in the best interests of our clients.

Manulife IM may also divest of holdings in a company where portfolio managers are dissatisfied with company financial performance, strategic direction, and/or management of material sustainability risks or opportunities.

## Procedures

### **Receipt of ballots and proxy materials**

Proxies received are reconciled against the client's holdings, and the custodian bank will be notified if proxies have not been forwarded to the proxy service provider when due.

### **Voting proxies**

Manulife IM has adopted the voting principles contained in Appendix B of this policy.

Manulife IM has deployed the services of a proxy voting services provider to ensure the timely casting of votes, and to provide relevant and timely proxy voting research to inform our voting decisions. Through this process, the proxy voting services provider populates initial recommended voting decisions that are aligned with the Manulife IM voting principles outlined in Appendix B. These voting recommendations are then submitted, processed, and ultimately tabulated. Manulife IM retains the authority and operational functionality to submit different voting instructions after these initial recommendations from the proxy voting services provider have been submitted, based on Manulife IM's assessment of each situation. As Manulife IM reviews voting recommendations and decisions, as articulated below, Manulife IM will often change voting instructions based on those reviews. Manulife IM periodically reviews the detailed policies created by the proxy voting service provider to ensure consistency with our voting principles, to the extent this is possible.

Manulife IM also has procedures in place to review additional materials submitted by issuers often in response to voting recommendations made by proxy voting service providers. Manulife IM will review additional materials related to proxy voting decisions in those situations where Manulife IM becomes aware of those additional materials, is considering voting contrary to management, and where Manulife IM owns 2% or more of the subject issuer as aggregated across the funds.

## Manulife Investment Management global proxy voting policy and procedures

Portfolio managers actively review voting options and make voting decisions for their holdings. Where Manulife IM holds a significant ownership position in an issuer, the rationale for a portfolio manager's voting decision is specifically recorded, including whether the vote cast aligns with the recommendations of the proxy voting services provider or has been voted differently. A significant ownership position in an investment is defined as those cases where Manulife IM holds at least 2% of a company's issued share capital in aggregate across all Manulife IM client accounts.

The Manulife IM ESG research and integration team (ESG team) is an important resource for portfolio management teams on proxy matters. This team provides advice on specific proxy votes for individual issuers if needed. ESG team advice is supplemental to the research and recommendations provided by our proxy voting services provider. In particular, ESG analysts actively review voting resolutions for companies in which:

- Manulife IM's aggregated holdings across all client accounts represent 2% or greater of issued capital;
- A meeting agenda includes shareholder resolutions related to environmental and social risk management issues, or where the subject of a shareholder resolution is deemed to be material to our investment decision; or

Manulife IM may also review voting resolutions for issuers where an investment team engaged with the firm within the previous two years to seek a change in behavior.

After review, the ESG team may provide research and advice to investment staff in line with the voting principles.

Manulife IM also has an internal proxy voting working group (working group) comprising senior managers from across Manulife IM including the equity investment team, legal, compliance, and the ESG team. The working group operates under the auspices of the Manulife IM Public Markets Sustainable Investing Committee. The Working group regularly meets to review and discuss voting decisions on shareholder proposals or instances where a portfolio manager recommends a vote different than the recommendation of the proxy voting services provider.

Manulife IM clients retain the authority and may choose to lend shareholdings. Manulife IM, however, generally retains the ability to restrict shares from being lent and to recall shares on loan in order to preserve proxy voting rights. Manulife IM is focused in particular on preserving voting rights for issuers where funds hold 2% or more of an issuer as aggregated across funds. Manulife IM has a process in place to systematically restrict and recall shares on a best efforts basis for those issuers where we own an aggregate of 2% or more.

Manulife IM may refrain from voting a proxy where we have agreed with a client in advance to limit the situations in which we will execute votes. Manulife IM may also refrain from voting due to logistical considerations that may have a detrimental effect on our ability to vote. These issues may include, but are not limited to:

- Costs associated with voting the proxy exceed the expected benefits to clients;

## Manulife Investment Management global proxy voting policy and procedures

- Underlying securities have been lent out pursuant to a client's securities lending program and have not been subject to recall;
- Short notice of a shareholder meeting;
- Requirements to vote proxies in person;
- Restrictions on a nonnational's ability to exercise votes, determined by local market regulation;
- Restrictions on the sale of securities in proximity to the shareholder meeting (i.e., share blocking);
- Requirements to disclose commercially sensitive information that may be made public (i.e., reregistration);
- Requirements to provide local agents with power of attorney to facilitate the voting instructions (such proxies are voted on a best-efforts basis); or
- The inability of a client's custodian to forward and process proxies electronically.

If a Manulife IM portfolio manager believes it is in the best interest of a client to vote proxies in a manner inconsistent with the policy, the portfolio manager will submit new voting instructions to a member of the ESG team with rationale for the new instructions. The ESG team will then support the portfolio manager in developing voting decision rationale that aligns with this policy and the voting principles. The ESG team will then submit the vote change to the working group. The working group will review the change and ensure that the rationale is sound, and the decision will promote the long-term success of the issuer.

On occasion, there may be proxy votes that are not within the research and recommendation coverage universe of the proxy voting service provider. Portfolio managers responsible for the proxy votes will provide voting recommendations to the ESG team, and those items may be escalated to the working group for review to ensure that the voting decision rationale is sound, and the decision will promote the long-term success of the issuer. The Manulife IM proxy operations team will be notified of the voting decisions and execute the votes accordingly.

Manulife IM does not engage in the practice of "empty voting" (a term embracing a variety of factual circumstances that result in a partial, or total, separation of the right to vote at a shareholders meeting from beneficial ownership of the shares on the meeting date). Manulife IM prohibits investment managers from creating large hedge positions solely to gain the vote while avoiding economic exposure to the market. Manulife IM will not knowingly vote borrowed shares (for example, shares borrowed for short sales and hedging transactions).

### **Engagement of the proxy voting service provider**

Manulife IM has contracted with a third-party proxy service provider to assist with the proxy voting process. Except in instances where a client retains voting authority, Manulife IM will instruct custodians of client accounts to forward all proxy statements and materials received in respect of client accounts to the proxy service provider.

## Manulife Investment Management global proxy voting policy and procedures

Manulife IM has engaged its proxy voting service provider to:

- Research and make voting recommendations;
- Ensure proxies are voted and submitted in a timely manner;
- Provide alerts when issuers file additional materials related to proxy voting matters;
- Perform other administrative functions of proxy voting;
- Maintain records of proxy statements and provide copies of such proxy statements promptly upon request;
- Maintain records of votes cast; and
- Provide recommendations with respect to proxy voting matters in general.

### **Scope of proxy voting authority**

Manulife IM and our clients shape the proxy voting relationship by agreement provided there is full and fair disclosure and informed consent. Manulife IM may agree with clients to other proxy voting arrangements in which Manulife IM does not assume proxy voting responsibility or will only vote in limited circumstances.<sup>3</sup>

While the application of our fiduciary duty in the context of proxy voting will vary with the scope of the voting authority we assume, we acknowledge the relationship in all cases remains that of a fiduciary to the client. Beyond the general discretion retained by Manulife IM to withhold from voting as outlined above, Manulife IM may enter a specific agreement with a client not to exercise voting authority on certain matters where the cost of voting would be high or the benefit to the client would be low.

### **Disclosure of proxy votes**

Manulife IM may inform company management of our voting intentions ahead of casting the vote. This is in line with Manulife IM's objective to provide the opportunity for companies to better understand our investment process, policies, and objectives.

We will not intentionally disclose to anyone else, including other investors, our voting intention prior to casting the vote.

Manulife IM keeps records of proxy voting available for inspection by clients, regulatory authorities or government agencies.

Manulife IM quarterly discloses voting records aggregated across funds.<sup>4</sup>

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<sup>3</sup> We acknowledge SEC guidance on this issue from August 2019, which lists several nonexhaustive examples of possible voting arrangements between the client and investment advisor, including (i) an agreement with the client to exercise voting authority pursuant to specific parameters designed to serve the client's best interest; (ii) an agreement with the client to vote in favor of all proposals made by particular shareholder proponents; or (iii) an agreement with the client to vote in accordance with the voting recommendations of management of the issuer. All such arrangements could be subject to conditions depending on instruction from the client.

<sup>4</sup> Manulife IM aggregated voting records are available through this site [manulifeim.com/institutional/us/en/sustainability](https://manulifeim.com/institutional/us/en/sustainability)

## Conflicts of interest

Manulife IM has an established infrastructure designed to identify conflicts of interest throughout all aspects of the business. Proxy voting proposals may raise conflicts between the interests of Manulife IM's clients and the interests of Manulife IM, its affiliates, or employees. Apparent conflicts are reviewed by the working group to determine whether there is a conflict of interest and, if so, whether the conflict is material. Manulife IM shall consider any of the following circumstances a potential material conflict of interest:

- Manulife IM has a business relationship or potential relationship with the issuer;
- Manulife IM has a business relationship with the proponent of the proxy proposal; or
- Manulife IM members, employees, or consultants have a personal or other business relationship with managers of the business such as top-level executives, corporate directors, or director candidates.

In addressing any such potential material conflict, Manulife IM will seek to ensure proxy votes are cast in the advisory client's best interests and are not affected by Manulife IM's potential conflict. In the event a potential material conflict of interest exists, the working group or its designee will either (i) review the proxy voting decisions to ensure robust rationale, that the voting decision will protect or enhance shareholder value over the long term, and is in line with the best interest of the client; (ii) vote such proxy according to the specific recommendation of the proxy voting services provider; (iii) abstain; or (iv) request the client vote such proxy. The basis for the voting decision, including the process for the determination of the decision that is in the best interests of the client, is recorded.

### **Voting shares of Manulife Financial Corporation**

Manulife Financial Corporation (MFC) is the publicly listed parent company of Manulife IM. Generally, legislation restricts the ability of a public company (and its subsidiaries) to hold shares in itself within its own accounts. Accordingly, the MFC share investment policy outlines the limited circumstances in which MFC or its subsidiaries may, or may not, invest or hold shares in MFC on behalf of MFC or its subsidiaries.<sup>5</sup>

The MFC share investment policy does not apply to investments made on behalf of unaffiliated third parties, which remain assets of the client.<sup>6</sup> Such investing may be restricted, however, by specific client guidelines, other Manulife IM policies, or other applicable laws.

Where Manulife IM is charged with voting MFC shares, we will execute votes in proportion with all other shareholders (i.e., proportional or echo vote). This is intended to neutralize the effect of our vote on the meeting outcome.

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<sup>5</sup> This includes general funds, affiliated segregated funds or separate accounts, and affiliated mutual / pooled funds.

<sup>6</sup> This includes assets managed or advised for unaffiliated third parties, such as unaffiliated mutual/pooled funds and unaffiliated institutional advisory portfolios.

## Policy responsibility and oversight

The working group oversees and monitors the policy and Manulife IM's proxy voting function. The working group is responsible for reviewing regular reports, potential conflicts of interest, vote changes, and nonroutine proxy voting items. The working group also oversees the third-party proxy voting service provider. The working group will meet at least monthly and report to the Manulife IM public markets sustainable investing committee and, where requested, the Manulife IM operating committee.

Manulife IM's proxy operations team is responsible for the daily administration of the proxy voting process for all Manulife IM operations that have contracted with a third-party proxy voting services provider. Significant proxy voting issues identified by Manulife IM's proxy operations team are escalated to the chief compliance officer or its designee, and the working group.

The working group is responsible for the proper oversight of any service providers hired by Manulife IM to assist it in the proxy voting process. This oversight includes:

**Annual due diligence:** Manulife IM conducts an annual due diligence review of the proxy voting research service provider. This oversight includes an evaluation of the service provider's industry reputation, points of risk, compliance with laws and regulations, and technology infrastructure. Manulife IM also reviews the provider's capabilities to meet Manulife IM's requirements, including reporting competencies; the adequacy and quality of the proxy advisory firm's staffing and personnel; the quality and accuracy of sources of data and information; the strength of policies and procedures that enable it to make proxy voting recommendations based on current and accurate information; and the strength of policies and procedures to address conflicts of interest of the service provider related to its voting recommendations.

**Regular Updates:** Manulife IM also requests that the proxy voting research service provider deliver updates regarding any business changes that alter that firm's ability to provide independent proxy voting advice and services aligned with our policies.

**Additional oversight in process:** Manulife IM has additional control mechanisms built into the proxy voting process to act as checks on the service provider and ensure that decisions are made in the best interest of our clients. These mechanisms include:

- **Sampling prepopulated votes:** Where we use a third-party research provider for either voting recommendations or voting execution (or both), we may assess prepopulated votes shown on the vendor's electronic voting platform before such votes are cast to ensure alignment with the voting principles.
- **Decision scrutiny from the working group:** Where our voting policies and procedures do not address how to vote on a particular matter, or where the matter is highly contested or controversial (e.g., major acquisitions involving takeovers or contested director elections where a shareholder has proposed its own



slate of directors), review by the working group may be necessary or appropriate to ensure votes cast on behalf of its client are cast in the client's best interest.

### Recordkeeping and reporting

Manulife IM provides clients with a copy of the voting policy on request and it is also available on our website at [manulifeim.com/institutional](http://manulifeim.com/institutional). Manulife IM describes its proxy voting procedures to its clients in the relevant or required disclosure document and discloses to its clients the process to obtain information on how Manulife IM voted that client's proxies.

Manulife IM keeps records of proxy voting activities and those records include proxy voting policies and procedures, records of votes cast on behalf of clients, records of client requests for proxy voting information; and any documents generated in making a vote decision. These documents are available for inspection by clients, regulatory authorities or government agencies.

Manulife IM discloses voting records on its website and those records are updated on a quarterly basis. The voting records generally reflect the voting decisions made for retail, institutional and other client funds in the aggregate.

### Policy amendments and exceptions

This policy is subject to periodic review by the proxy voting working group. The working group may suggest amendments to this policy and any such amendments must be approved by the Manulife IM public markets sustainable investing committee and the Manulife IM operating committee.

Any deviation from this policy will only be permitted with the prior approval of the chief investment officer or chief administrative officer (or their designee), with the counsel of the chief compliance officer/general counsel.

## Appendix A. Manulife IM advisory affiliates in scope of policy and investment management business only.

Manulife Investment Management Limited  
Manulife Investment Management (North America) Limited  
Manulife Investment Management (Hong Kong) Limited  
PT Manulife Aset Manajemen Indonesia\*  
Manulife Investment Management (Japan) Limited  
Manulife Investment Management (Malaysia) Bhd. Manulife  
Investment Management and Trust Corporation  
Manulife Investment Management (Singapore) Pte. Ltd.  
Manulife IM (Switzerland) LLC  
Manulife Investment Management (Taiwan) Co., Ltd.\*  
Manulife Investment Management (Europe) Limited  
Manulife Investment Management (US) LLC  
Manulife Investment Fund Management (Vietnam) Company Limited\*

\*By reason of certain local regulations and laws with respect to voting, for example, manual/physical voting processes or the absence of a third-party proxy voting service provider for those jurisdictions, Manulife Investment Fund Management (Vietnam) Company Limited, and PT Manulife Aset Manajemen Indonesia do not engage a third-party service provider to assist in their proxy voting processes. Manulife Investment Management (Taiwan) Co., Ltd. Uses the third-party proxy voting service provider to execute votes for non-Taiwanese entities only.

## Appendix B. Manulife IM voting principles

Manulife IM believes that strong management of all forms of corporate capital, whether financial, social, or environmental will mitigate risks, create opportunities, and drive value over the long term. Manulife IM reviews and considers environmental, social, and corporate governance risks and opportunities in our investment decisions. Once invested, Manulife IM continues our oversight through active ownership, which includes portfolio company engagement and proxy voting of underlying shares. We believe proxy voting is a vital component of this continued oversight as it provides a voice for minority shareholders regarding management actions.

Manulife IM has developed some key principles that generally drive our proxy voting decisions and engagements. We believe these principles preserve value and generally lead to outcomes that drive positive firm performance. These principles dictate our voting on issues ranging from director elections and executive compensation to the preservation of shareholder rights and stewardship of environmental and social capital. Manulife IM also adopts positions on certain sustainability topics and these voting principles should be read in conjunction with those position statements. Currently, we have a climate change statement and an executive compensation statement that also help guide proxy voting decisions on those matters. The facts and circumstances of each issuer are unique, and Manulife IM may deviate from these principles where we believe doing so will preserve or create value over the long term. These principles also do not address the specific content of all proposals voted around the globe, but provide a general lens of value preservation, value creation, risk management, and protection of shareholder rights through which Manulife IM analyzes all voting matters.

- I. **Boards and directors:** Manulife IM generally uses the following principles to review proposals covering director elections and board structure in the belief that they encourage engaged and accountable leadership of a firm.
  - a. **Board independence:** The most effective boards are composed of directors with a diverse skill set that can provide an objective view of the business, oversee management, and make decisions in the best interest of the shareholder body at large. To create and preserve this voice, boards should have a significant number of nonexecutive, independent directors. The actual number of independent directors can vary by market and Manulife IM accounts for these differences when reviewing the independence of the board. Ideally, however, there is an independent majority among directors at a given firm.
  - b. **Committee independence:** Manulife IM also prefers that key board committees are composed of independent directors. Specifically, the audit, nomination, and compensation committees should generally be entirely or majority composed of independent directors.
  - c. **Attendance:** A core part of a director's duties is to remain an engaged and productive participant at board and committee meetings. Directors should, therefore, attend at least 75% of board and committee meetings in the aggregate over the course of a calendar year.

- d. **Diversity:** In line with the principles expressed in relation to board of independence above, Manulife IM believes boards with strong gender representation are better equipped to manage risks and oversee business resilience over the long term compared to firms with low gender balance. Manulife IM generally expects boards to have at least one woman on the board and encourages companies to aspire to a higher balance of gender representation. Manulife IM also may hold boards in certain markets to a higher standard as market requirements and expectations change. In Canada, Europe, the United Kingdom, and Ireland, for example, we encourage boards to achieve at least one-third female representation. We generally encourage boards to achieve racial and ethnic diversity among their members. We may, in the future, hold nomination committee chairs accountable where the board does not appear to have racial or ethnically diverse members.
- e. **Classified/staggered boards:** Manulife IM prefers that directors be subject to election and reelection on an annual basis. Annual elections operate to hold directors accountable for their actions in a given year in a timely manner. Shareholders should have the ability to voice concerns through a director vote and to potentially remove problematic directors if necessary. Manulife IM generally opposes the creation of classified or staggered director election cycles designed to extend director terms beyond one year. Manulife IM also generally supports proposals to eliminate these structures.
- f. **Overboarding:** Manulife IM believes directors should limit their outside board seats in order to ensure that they have the time and attention to provide their director role at a firm in question. Generally, this means directors should not sit on more than five public company boards. The role of CEO requires an individual's significant time and attention. Directors holding the role of CEO at any public firm, therefore, generally should not sit on more than three public company boards inclusive of the firm at which they hold the CEO role.
- g. **Independent chair/CEO:** Governance failures can occur where a manager has firm control over a board through the combination of the chair/CEO roles. Manulife IM generally supports the separation of the chair/CEO roles as a means to prevent board capture by management. We may evaluate proposals to separate the chair/CEO roles on a case-by-case basis, for example, however, considering such factors as the establishment of a strong lead independent director role or the temporary need for the combination of the CEO/chair roles to help the firm through a leadership transition.
- h. **Vote standard:** Manulife IM generally supports a vote standard that allows resolutions to pass, or fail, based on a majority voting standard. Manulife IM generally expects companies to adopt a majority vote standard for director elections and supports the elimination of a plurality vote standard except in the case of contested elections.

- i. **Contested elections:** Where there is a proxy contest or a director's election is otherwise contested, Manulife IM evaluates the proposals on a case-by-case basis. Consideration is given to firm performance, whether there have been significant failures of oversight and whether the proponent for change makes a compelling case that board turnover will drive firm value.
- j. **Significant and problematic actions or omissions:** Manulife IM believes boards should be held accountable to shareholders in instances where there is a significant failure of oversight that has led to a loss of firm value, transparency failure or otherwise curtailed shareholder rights. Manulife IM generally considers withholding from, or voting against, certain directors in these situations. Some examples of actions that might warrant a vote against directors include, but are not limited to, the following:

**Failure of oversight:** Manulife IM may take action against directors where there has been a significant negative event leading to a loss of shareholder value and stakeholder confidence. A failure may manifest itself in multiple ways, including adverse auditor opinions, material misstatements, failures of leadership and governance, failure to manage ESG risks, environmental or human rights violations, and poor sustainability reporting.

**Adoption of anti-takeover mechanism:** Boards should generally review takeover offers independently and objectively in consideration of the potential value created or lost for shareholders. Manulife IM generally holds boards accountable when they create or prolong certain mechanisms, bylaws or article amendments that act to frustrate genuine offers that may lead to value creation for shareholders. These can include poison pills; classes of shares with differential voting rights; classified, or staggered, board structures; and unilateral bylaw amendments and supermajority voting provisions.

**Problematic executive compensation practices:** Manulife IM encourages companies to adopt best practices for executive compensation in the markets in which they operate. Generally, this means that pay should be aligned with performance. Manulife IM may hold directors accountable where this alignment is not robust. We may also hold boards accountable where they have not adequately responded to shareholder votes against a previous proposal on remuneration or have adopted problematic agreements or practices (e.g., golden parachutes, repricing of options).

**Bylaw/article adoption and amendments:** Shareholders should have the ability to vote on any change to company articles or bylaws that will materially change their rights as shareholders. Any amendments should require only a majority of votes to pass. Manulife IM will generally hold directors accountable where a board has amended or adopted bylaw and/or article provisions that significantly curtail shareholder rights.

**Engagement responsiveness:** Manulife IM regularly engages with issuers to discuss ESG risks and opportunities and may request changes from firms during these discussions. Manulife IM may vote against certain directors where we have engaged with an issuer and requested certain changes, but the firm has not made sufficient progress on those matters.

- II. **Environmental and social proposals:** Manulife IM expects its portfolio companies to manage material environmental and social issues affecting their businesses, whether risks or opportunities, with a view

towards long-term value preservation and creation.<sup>7</sup> Manulife IM expects firms to identify material environmental and social risks and opportunities specific to their businesses, to develop strategies to manage those matters, and to provide meaningful, substantive reporting while demonstrating progress year over year against their management plans. Proposals touching on management of risks and opportunities related to environmental and social issues are often put forth as shareholder proposals but can be proposed by management as well. Manulife IM generally supports shareholder proposals that request greater transparency or adherence to internationally recognized standards and principles regarding material environmental and social risks and opportunities.

- a. **The magnitude of the risk/opportunity:** Manulife IM evaluates the level of materiality of a certain environmental or social issue identified in a proposal as it pertains to the firm's ability to generate value over the long term. This review includes deliberation of the effect an issue will have on the financial statements and/or the cost of capital.
- b. **The firm's current management of the risk/opportunity:** Manulife IM analyzes a firm's current approach to an issue to determine whether the firm has robust plans, infrastructure, and reporting to mitigate the risk or embrace the opportunity. Recent controversies, litigation, or penalties related to a given risk are also considered.
- c. **The firm's current disclosure framework:** Manulife IM expects firms to disclose enough information for shareholders to assess the company's management of environmental and social risks and opportunities material to the business. Manulife IM may support proposals calling for enhanced firm disclosure regarding environmental and social issues where additional information would help our evaluation of a company's exposure, and response, to those factors.
- d. **Legislative or regulatory action of a risk/opportunity:** When reviewing proposals on environmental or social factors, Manulife IM considers whether a given risk or opportunity is currently addressed by local regulation or law in the markets in which a firm operates and whether those rules are designed to adequately manage an issue. Manulife IM also considers whether a firm should proactively address a matter in anticipation of future legislation or regulation.
- e. **Cost to, or disruption of, the business:** When reviewing environmental and social proposals, Manulife IM assesses the potential cost of the requested action against the benefit provided to the firm and its shareholders. Particular attention is paid to proposals that request actions that are overly prescriptive on management or that request a firm exit markets or operations that are essential to its business.

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<sup>7</sup> For more information on issues generally of interest to our firm, please see the Manulife Investment Management engagement policy, the Manulife Investment Management sustainable investing and sustainability risk statement, and the Manulife Investment Management climate change statement.

- III. **Shareholder rights:** Manulife IM generally supports management or shareholder proposals that protect, or improve, shareholder rights and opposes proposals that remove, or curtail, existing rights.
- a. **Shareholder rights plans (poison pills):** Manulife IM generally opposes mechanisms intended to frustrate genuine takeover offers. Manulife IM may, however, support shareholder rights plans where the plan has a trigger of 20% ownership or more and will expire in three years or less. In conjunction with these requirements, Manulife IM evaluates the company's strategic rationale for adopting the poison pill.
  - b. **Supermajority voting:** Shareholders should have the ability to direct change at a firm based on a majority vote. Manulife IM generally opposes the creation, or continuation, of any bylaw, charter, or article provisions that require approval of more than a majority of shareholders for amendment of those documents. Manulife IM may consider supporting such a standard where the supermajority requirement is intended to protect minority shareholders.
  - c. **Proxy access:** Manulife IM believes that shareholders have a right to appoint representatives to the board that best protect their interests. The power to propose nominees without holding a proxy contest is a way to protect that right and is potentially less costly to management and shareholders. Accordingly, Manulife IM generally supports creation of a proxy access right (or similar power at non-U.S. firms) provided there are reasonable thresholds of ownership and a reasonable number of shareholders can aggregate ownership to meet those thresholds.
  - d. **Written consent:** Written consent provides shareholders the power to formally demand board action outside of the context of an annual general meeting. Shareholders can use written consent as a nimble method of holding boards accountable. Manulife IM generally supports the right of written consent so long as that right is reasonably tailored to reflect the will of a majority of shareholders. Manulife IM may not support such a right, however, where there is a holder with a significant, or controlling, stake. Manulife IM evaluates the substance of any written actual consent proposal in line with these principles.
  - e. **Right to call a special meeting:** Manulife IM is generally supportive of the shareholder right to call a special meeting. This right allows shareholders to quickly respond to events that can significantly affect firm value. Manulife IM believes that a 10% ownership threshold to call a special meeting reasonably protects this shareholder right while reducing the possibility of undue distraction for management.
- IV. **Executive compensation:** Manulife IM encourages companies to align executive incentives with shareholder interests when designing executive compensation plans. Companies should provide shareholders with transparent, comprehensive, and substantive disclosure regarding executive

compensation that aids shareholder assessment of the alignment between executive pay and firm performance. Companies should also have the flexibility to design remuneration programs that fit a firm's business model, business sector and industry, and overall corporate strategy. No one template of executive remuneration can fit all companies.

- a. **Advisory votes on executive compensation:** While acknowledging that there is no singular model for executive compensation, Manulife IM closely scrutinizes companies that have certain concerning practices which may include:
- i. **Misalignment between pay and company performance:** Pay should generally move in tandem with corporate performance. Firms where CEO pay remains flat, or increases, though corporate performance remains down relative to peers, are particularly concerning.
  - ii. **One-time grants:** A firm's one-time grant to an executive, outside of the normal salary, bonus and long-term award structure, may be indicative of an overall failure of the board to design an effective remuneration plan. A company should have a robust justification for making grants outside of the normal remuneration framework.
  - iii. **Significant quantity of nonperformance-based pay:** Executive pay should generally be weighted more heavily toward performance-based remuneration to create the alignment between pay and performance. Companies should provide a robust explanation for any significant awards made that vest solely based on time or are not otherwise tied to performance.
  - iv. **Lack of rigor in performance targets:** Performance targets should challenge managers to improve corporate performance and outperform peers. Targets should, where applicable, generally align with, or even outpace, guidance; incentivize outperformance against a peer group; and otherwise remain challenging.
  - v. **Lack of disclosure:** Transparency is essential to shareholder analysis and understanding of executive remuneration at a company. Manulife IM expects firms to clearly disclose all major components of remuneration. This includes disclosure of amounts, performance metrics and targets, vesting terms, and pay outcomes.
  - vi. **Repricing of options:** Resetting the exercise price of outstanding options significantly undermines the incentive nature of the initial option grant. Though a firm may have a strong justification for repricing options, Manulife IM believes that firms should put such decisions to a shareholder vote. Manulife IM may generally oppose an advisory vote on



executive compensation where a company has repriced outstanding options for executives without that shareholder approval.

vii. **Adoption of problematic severance agreements (golden parachutes):**

Manulife IM believes managers should be incentivized to pursue and complete transactions that may benefit shareholders. Severance agreements, if structured appropriately, can provide such inducements. At the same time, however, the significant payment associated with severance agreements could potentially drive managers to pursue transactions at the expense of shareholder value. Manulife IM may generally oppose an executive remuneration proposal where a firm has adopted, or amended, an agreement with an executive that contains an excise tax gross-up provision, permits accelerated vesting of equity upon a change-in-control, allows an executive to unilaterally trigger the severance payment, or pays out in an amount greater than 300% of salary and bonus combined.

V. **Capital structure:** Manulife IM believes firms should balance the need to raise capital and encourage investment with the rights and interests of the existing shareholder body. Evaluation of proposals to issue shares, repurchase shares, conduct stock splits, or otherwise restructure capital, is conducted on a case-by-case basis with some specific requests covered here:

- a. **Common stock authorization:** Requests to increase the pool of shares authorized for issuance are evaluated on a case-by-case basis with consideration given to the size of the current pool, recent use of authorized shares by management, and the company rationale for the proposed increase. Manulife IM also generally supports these increases where the company intends to execute a split of shares or pay a stock dividend.
- b. **Reverse stock splits:** Manulife IM generally supports proposals for a reverse stock split if the company plans to proportionately reduce the number of shares authorized for issue in order to mitigate against the risk of excessive dilution to our holdings. We may also support these proposals in instances where the firm needs to quickly raise capital in order to continue operations.
- c. **Dual class voting structure:** Voting power should align with economic interest at a given firm. Manulife IM generally opposes the creation of new classes of stock with differential voting rights and supports the elimination of these structures.

VI. **Corporate transactions and restructurings:** Manulife IM reviews mergers, acquisitions, restructurings, and reincorporations on a case-by-case basis through the lens of whether the transaction will create shareholder value. Considerations include fairness of the terms, valuation of the event, changes

to management and leadership, realization of synergies and efficiencies, and whether the rationale for a strategic shift is compelling.

- VII. **Cross shareholding:** Cross shareholding is a practice where firms purchase equity shares of business partners, customers, or suppliers in support of those relationships. Manulife IM generally discourages this practice as it locks up firm capital that could be allotted to income-generating investments or otherwise returned to shareholders. Manulife IM will review cross shareholding practices at issuers and we encourage issuers to keep cross shareholdings below 20% of net assets.
- VIII. **Audit-related issues:** Manulife IM believes that an effective auditor will remain independent and objective in its review of company reporting. Firms should be transparent regarding auditor fees and other services provided by an auditor that may create a conflict of interest. Manulife IM uses the below principles to guide voting decisions related to auditors.
- a. **Auditor ratification:** Manulife IM generally approves the reappointment of the auditor absent evidence that they have either failed in their duties or appear to have a conflict that may not allow independent and objective oversight of a firm.
  - b. **Auditor rotation:** If Manulife IM believes that the independence and objectivity of an auditor may be impaired at a firm, we may support a proposal requesting a rotation of auditor. Reasons to support the rotation of the auditor can include a significant failure in the audit function and excessive tenure of the auditor at the firm.