

Commitment to Employees

Our employees are at the heart of Manulife's success

We work hard to find, attract and retain exceptional men and women. At Manulife, our employees enable us to realize our vision of being the most professional life insurance company in the world by their commitment to our customers and to our corporate values. In turn, we invest in the development of our human resources and reward superior performance. We ensure that our compensation levels and benefits are competitive and we provide one of the most comprehensive employment packages in the industry.

The key to attracting and retaining top talent is to ensure that employees find fulfillment in their work while reaching their potential and realizing their aspirations. Support for our employees includes innovative learning opportunities and continuous learning subsidies; open and constructive communication; recognition programs; and a variety of services such as financial counselling. We vigorously maintain safe and accessible workplaces, and we support diversity and employee advancement.

Manulife is a global employer, with approximately 46,000 employees and agents located in 19 countries and territories. In Canada, we employ more than 10,000 people in eight provinces.

Employee Data – as at December 31, 2005

PROVINCE	EMPLOYMENT – CANADA		
	FULL-TIME	PART-TIME	TOTAL
British Columbia	155	7	162
Alberta	357	19	376
Saskatchewan	53	–	53
Manitoba	42	1	43
Ontario	7,555	561	8,116
Quebec	611	50	661
New Brunswick	3	–	3
Nova Scotia	825	14	839
TOTAL	9,601	652	10,253

LOCATION	EMPLOYMENT – OUTSIDE CANADA		
	FULL-TIME	PART-TIME	TOTAL
United States	4,843	101	4,944
Asia, excluding Japan	3,629	64	3,693
Japan	878	143	1,021
Other*	50	6	56
TOTAL	9,400	314	9,714

*Caribbean and Europe

