

Future Bright Holdings Limited
Board Diversity Policy

version 1

1. Introduction

1.1

This Board Diversity Policy (“the **Policy**”) aims to set out the approach to achieve diversity on the board of directors (the “**Board**”) of Future Bright Holdings Limited (the “**Company**”) to recognise and embrace the benefits of having a diverse Board to enhance the quality of its performance.

- **2. Purpose**

2.1

This Policy aims to set out the approach to achieve diversity on the Board of the Company.

- **3. Vision**

3.1

The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

- **4. Policy Statement**

4.1

With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

- **5. Measurable Objectives**

5.1

Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board's composition (including gender, age, length of service) will be disclosed in the Corporate Governance Report annually.

- **6. Monitoring and Reporting**

- 6.1**

- The Nomination Committee will report annually, in the Corporate Governance Report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

- **7. Review of the Policy**

- 7.1**

- The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that maybe required, and recommend any such revisions to the Board for consideration and approval.

- **8. Disclosure of the Policy**

- 8.1**

- A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the annual Corporate Governance Report and on the Company's website at www.fb.com.hk.

Adopted by the Board on 23rd December 2022