



**Future Bright Holdings Limited**  
**佳景集團有限公司\***

*(Incorporated in Bermuda with limited liability)*

(Stock Code: 703)

(the “**Company**”, together with its subsidiaries, the “**Group**”)

**WORKFORCE DIVERSITY POLICY**

Effective on 27 March 2026

(Approved at the Board Meeting on 27 March 2026)

*\* For identification purpose only*

## **OBJECTIVE**

1. This workforce diversity policy (“**Policy**”) aims to set out the principles and approaches to achieve diversity in the workforce (including senior management). This Policy applies to all members of the Group.

## **PRINCIPLES AND APPROACHES**

2. The Group recognises and embraces the benefits of diversity in its workforce and sees diversity as a wide concept, which can be achieved through consideration of a number of factors including but not limited to age, gender, race, background, skills, experience and other qualities.
3. The Group is committed to cultivating and preserving a diverse and inclusive workplace where every staff is valued, respected, and treated fairly with equal access to opportunities.
4. The Group is dedicated to upholding diversity and inclusion in employment-related practices, including without limitation the following:
  - 4.1. complying with all applicable equal opportunities legislation;
  - 4.2. ensuring all employment-related decisions, such as recruitment, performance and compensation evaluation, promotion, transfer, training and dismissal, are made based on merits, free from any form of discrimination or bias; and
  - 4.3. taking appropriate actions (including disciplinary action) in cases of any act of discrimination, harassment or victimisation in the workplace and/or in any work-related circumstances.
5. The Group endeavours to ensure that its workforce has the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy.

## **REVIEW**

6. The board of directors of the Company will from time to time review this Policy to ensure its appropriateness and compliance with the applicable laws and regulations.