



FORD GLORY GROUP HOLDINGS LIMITED

福源集團控股有限公司*

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

(Stock Code 股份代號: 1682)

**Board Diversity Policy
董事會成員多元化政策**

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** for identification purposes only 僅供識別*

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(the “Company” 「本公司」)

Board Diversity Policy 董事會成員多元化政策

(中文本為翻譯稿，僅供參考用)

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| <p>1. <u>Purpose</u></p> <p>1.1 This Policy aims to set out the approach to achieve diversity on the Company’s board (the “Board”) of directors (the “Directors”).</p> | <p>目的</p> <p>本政策旨在列載本公司董事會（「董事會」）為達致董事（「董事」）成員多元化而採取的方針。</p> |
| <p>2. <u>Vision</u></p> <p>2.1 The Board recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.</p> | <p>願景</p> <p>董事會明白並深信董事會成員多元化對提升其表現素質而言裨益良多。</p> |
| <p>3. <u>Policy Statement</u></p> <p>3.1 A truly diverse Board will include, without limitation, and make good use of differences in the skills, regional and industry experience, background, race, gender and other qualities of Directors. These differences will be taken into account in determining the optimum composition of the Board. All Board appointments will be based on merit while taking into account diversity (including gender diversity).</p> | <p>政策聲明</p> <p>一個真正多元化的董事會應包括（但不限於）並善用董事於技能、地區及行業經驗、背景、種族、性別及其他素質等方面之分別。公司在制定董事會成員的最佳組合時將考慮上述的分別。所有董事會成員之任命均以用人唯才為原則，並考慮多元化（包括性別多元化）。</p> |
| <p>4. <u>Measurable Objectives</u></p> <p>4.1 The nomination committee of the Board (the “Nomination Committee”) will discuss and agree annually measurable objectives for implementing diversity on the Board and recommend them to the Board for adoption.</p> | <p>可計量目標</p> <p>董事會的提名委員會（「提名委員會」）每年會討論及同意用作推行董事會多元化的可計量目標，並會建議董事會採納該等可計量目標。</p> |

4.2 The Board aims to build and maintain a Board with a diversity of Directors, in terms of skills, experience, knowledge, expertise, culture, independence, age and gender.

董事會志在建立及維持董事會具備多元化的董事，無論在技能、經驗、知識、專才、文化、獨立性、年齡及性別。

5. Monitoring and Reporting

監察及匯報

5.1 The Nomination Committee will report annually, in the corporate governance report of the annual report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

提名委員會將於每年年報的企業管治報告內匯報董事會（依據多元化層面）的組合，並監察本政策的執行。

6. Review of this Policy

本政策的檢討

6.1 The Nomination Committee should review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee should discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

為確保本政策行之有效，提名委員會須於適當時候檢討本政策。提名委員會須討論本政策的任何修訂（如需要），並向董事會提出任何該等修訂的建議，提呈予董事會考慮及批准。

7. Disclosure of this Policy

本政策的披露

7.1 This Policy should be published on the Company's website for public information.

本政策應刊登在本公司網站供公眾查閱。

7.2 A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives should be disclosed in the corporate governance report.

本政策的概要及為執行本政策而制定的可計量目標和達標進度將每年在年報的企業管治報告內披露。

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