



## **IN TECHNICAL PRODUCTIONS HOLDINGS LIMITED**

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 8446)**

### **BOARD DIVERSITY POLICY**

#### **A. Purpose**

1. This Policy aims to set out the approach adopted by the Company to achieve diversity on the board of directors of the Company (the “**Board**”).

#### **B. Scope**

2. This Policy applies to the Board. It does not apply to diversity in relation to the employees of the Company or any of its subsidiaries.

#### **C. Value Statement**

3. The Board recognises and embraces the benefits of having a diverse Board with a view to enhancing its effectiveness and maintaining the highest standard of corporate governance. The Board also sees diversity as an essential element in maintaining a competitive advantage and contributing to the attainment of the strategic objectives and sustainable development of the Company.
4. The Board believes that a diversity of perspectives can be achieved through consideration of a number of factors, including without limitation, gender, age, cultural and educational background, professional experience, talents, skills, knowledge, length of service and other qualities of Directors.
5. The Company values gender diversity and will continue to take steps to promote gender diversity at all levels of the Company, including but without limitation at the Board. In recognising the importance of gender diversity, the Company is committed to provide career development opportunities for female staff. The Nomination Committee will identify and recommend and the Company will appoint at least two female candidates to the Board as directors of the Company, representing at least a quarter of the Board, no later than 31 December 2024.

6. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately having regard to the Company's own business model and specific needs. The ultimate decision of all Board appointments should be based on merit and the contributions that the selected candidates will bring to the Board.

#### **D. Monitoring and Reporting**

7. The Nomination Committee will be responsible for implementation, monitoring and periodic review of this to ensure its effectiveness and application. A summary of this Policy and the measurable objectives which the Board has set for implementing the same, and the progress on achieving those objects, should be disclosed in the corporate governance report in the annual report of the Company.
8. The effective implementation of this Policy requires that the shareholders of the Company (the "**Shareholders**") are able to judge for themselves whether the Board as constituted is a reflection of diversity, or a gradual move to increased diversity, on a scale and at a speed which they support. To this end, the Shareholders should be provided with detailed information of each candidate for appointment or re-election to the Board through announcements and circulars published prior to general meetings of the Company.

#### **E. Review and Disclosure of this Policy**

9. The Nomination Committee should review this Policy, as appropriate, to ensure its effectiveness, and recommend any revision that may be required to the Board for approval. This Policy should be published on the Company's website for public information. This Policy or a summary of this Policy should also be disclosed in the Corporate Governance Report.

#### **F. Language Version**

10. The text of this Policy appears in both English and Chinese languages. In case of discrepancy, the English version shall prevail.

Hong Kong, 11 October 2022