



IN TECHNICAL PRODUCTIONS HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 8446)

NOMINATION OF DIRECTORS POLICY

A. Purpose

1. This Policy aims to set out the approach adopted by the Nomination Committee of the Company (the “**Nomination Committee**”) to nominate directors of the Company (the “**Directors**”).

B. Scope

2. This Policy applies to the Nomination Committee.

C. Value Statement

3. The primary function of the Nomination Committee is to review the structure, size and composition of the board of the Company (the “**Board**”) on regular basis; identify individuals suitably qualified to become Board members; assess the independence of independent non-executive Directors; and make recommendations to the Board on relevant matters relating to the appointment or re-appointment of Directors. The full terms of reference setting out details of the authority, duties and responsibilities of the Nomination Committee is available on both the GEM website and the Company’s website.

D. Nomination Procedures

4. The secretary should give the Nomination Committee member a membership list, listing out the current Board members’ names, positions & duties at the organization.
5. Each year, the Nomination Committee is to evaluate current Board members to assess whether they are performing satisfactorily and should be considered for re-election. Evaluations may be performed by a subset of the Nomination Committee or an independent third party to ensure the fairness.
6. Next step is to receive recommendations for new board members from management or current Board members. The Nomination Committee should review the resumes of potential candidates, assessing their skills and

experience to determine if they meet qualifications for the position. In reviewing candidate profiles, the Nomination Committee should also consider criteria that includes:

- Proven leadership
 - Previous board experience
 - Knowledge and experience
 - Diversity — including age, gender, ethnicity, race, disabilities, geography
 - Experience with large and complex organization
 - Skillset — including finance, legal, auditing, government affairs, public relations, community experience, and knowledge of the organizations
 - In case of nomination for independent non-executive directors, should consider why the candidate to be independent (should refer to relevant GEM Listing Rules for independence)
7. Give a list of candidates to the full Nomination Committee for discussion and review.
 8. The Nomination Committee then makes contact with each candidate to make an assessment for a high level of personal and professional integrity, as well as to assess their level of commitment to the organization, and availability. This is often done by assigning one member of the Nominating Committee to one candidate, who will bring a candidate summary with recommendations back to the full Nomination Committee. Additional interviews by the Nomination Committee and the CEO may be necessary to ensure due diligence interviews may be conducted with the assistance of a third party.
 9. The Nomination Committee forms a final slate of recommended candidates to the full board for formal approval. Nominees should not be present at this meeting to allow for open discussion by the Board.

E. Review and Disclosure of this Policy

7. 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

8. 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