



IN TECHNICAL PRODUCTIONS HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 8446)

REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT POLICY

A. Purpose

1. This Policy aims to set out the approach adopted by the Remuneration Committee of the Company (the “**Remuneration Committee**”) to make recommendations to the board on the remuneration packages of all directors of the Company (the “**Directors**”) and senior management in accordance with code provision E.1.2(c)(ii) of the Corporate Governance Code in Appendix 15 to the GEM Listing Rules.

B. Scope

2. This Policy applies to the Remuneration Committee.

C. Value Statement

3. The primary duties of the Remuneration Committee include (but without limitation):
 - a. making recommendations to the Directors regarding the policy and structure for the remuneration of all the Directors and senior management of the Group and on the establishment of a formal and transparent procedure for developing remuneration policies;
 - b. making recommendations to the Board on the remuneration packages of the Directors and senior management of the Group;
 - c. reviewing and approving the management’s remuneration proposals with reference to the Board’s corporate goals and objectives; and
 - d. considering and approving the grant of share options to eligible participants pursuant to the share option scheme conditionally adopted by the sole shareholder of the Company on 19 May 2017.

The full terms of reference setting out details of duties of the Remuneration Committee is available on both the GEM website and the Company’s website.

4. The emolument of the Directors is recommended by the Remuneration Committee by reference to the benchmarking of the market. The Company also looks into an individual Director's competence, duties, responsibilities, and performance.

D. Determination of Directors' Remuneration

5. The remuneration policy of the Group for the Directors and senior management was based on their experience, level of responsibility and general market conditions. Any discretionary bonus and other merit payments are linked to the performance of the Group and the individual performance of the Directors and senior management.
6. The Remuneration Committee determines Directors' remuneration by reference to the benchmarking of the market. The Company also looks into an individual Director's competence, duties, responsibilities, performance and the results of the Group in determining the exact level of remuneration for each Director.

E. Review and Disclosure of this Policy

7. The Remuneration 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