



EVA Precision Industrial Holdings Limited

億和精密工業控股有限公司

(Incorporated with limited liability in the Cayman Islands)

(Stock Code: 838)

Terms of Reference for the Nomination Committee (the “Committee”) of the Company

CONSTITUTION

1. The Committee is established pursuant to a resolution passed by the board of directors (the “**Directors**”) of the Company (the “**Board**”) at its meeting held on 31 January 2012.

MEMBERSHIP

2. The members of the Committee shall be appointed by the Board from amongst the Directors from time to time. The majority of the members of the Committee shall be independent non-executive Directors.
3. The chairman of the Committee shall be appointed by the Board and must be the chairman of the Board or an independent non-executive Director.
4. At least one member of the Committee must be of a different gender.
5. The appointment of the members of the Committee may be revoked, and replacement or additional members may be appointed to the Committee by resolutions passed by the Board.

SECRETARY

6. The company secretary of the Company shall be the secretary of the Committee (the “**Secretary**”) unless another person is appointed as the Secretary pursuant to paragraph 7 below.
7. The Committee may from time to time appoint any person (other than the company secretary of the Company) with appropriate qualification and experience as the Secretary.

FREQUENCY AND PROCEEDINGS OF MEETINGS

8. The Committee shall meet at least once every year. Additional meetings shall be held as the work of the Committee demands.

9. Unless otherwise agreed by all members of the Committee, a meeting of the Committee shall be called by at least seven days' notice.
10. A Committee member may and, on the request of a Committee member, the Secretary shall, at any time summon a meeting of the Committee. Notice shall be given by the Secretary to each member of the Committee in person orally or in writing or by telephone or by facsimile transmission or by electronic communication or in such other manner as the Committee may from time to time determine. A notice of meeting shall state the time and place of the meeting and shall be accompanied by an agenda together with other documents which may be required to be considered by the members of the Committee for the purposes of the meeting.
11. The quorum of the Committee meeting shall be two members of the Committee.
12. Members of the Committee may participate in any meeting of the Committee by means of a telephone conference or other communications equipment through which all persons participating in the meeting can communicate with each other simultaneously and instantaneously and, for the purpose of counting a quorum, such participation shall constitute presence at a meeting as if those participating were present in person.
13. Resolutions of the Committee at any meetings shall be passed by a majority of votes of the members present.
14. A resolution in writing signed by all the members of the Committee shall be as valid and effectual as if it had been passed at a meeting of the Committee duly convened and held.

RESPONSIBILITIES, POWERS AND DISCRETION

15. The Committee shall have the following responsibilities, powers and discretion:
 - (a) to formulate the nomination policy for the Board's consideration and implement the Board's approved nomination policy;
 - (b) to review the structure, size and composition (including the skills, knowledge and experience) of the Board at least annually, assist the board in maintaining a board skills matrix, and make recommendations on any proposed changes to the Board to complement the Company's corporate strategy;
 - (c) to identify individuals suitably qualified to become Board members and select or make recommendations to the Board on the selection of individuals nominated for directorships;
 - (d) to assess the independence of independent non-executive Directors;
 - (e) to make recommendations to the Board on the appointment or re-appointment of Directors and succession planning for Directors, in particular the chairman and chief executive; and

- (f) to support the Company's regular evaluation of the Board's performance.

REPORTING PROCEDURES

16. Full minutes of meetings of the Committee should be kept by the Secretary. Draft and final versions of minutes of the meetings of the Committee shall be sent to all members of the Committee for their comment and records within reasonable time after the meeting.
17. The Secretary shall circulate the minutes of meetings and reports of the Committee to all members of the Board.

AUTHORITY

18. The Committee is authorized by the Board to review, assess and make recommendations upon any issue within its terms of reference.
19. The Committee is authorized by the Board to seek independent professional advice where necessary to perform its responsibilities.
20. The Committee shall be provided with sufficient resources to perform its duties.

ALTERNATE COMMITTEE MEMBERS

21. A Committee member may not appoint any alternate.

CONTINUING APPLICATION OF THE ARTICLES OF ASSOCIATION OF THE COMPANY.

22. The articles of association of the Company regulating the meetings and proceedings of the Directors so far as the same are applicable and are not replaced by the provisions in these terms of reference shall apply to the meetings and proceedings of the Committee.

POWER OF THE BOARD

23. The Board may, subject to compliance with the articles of association of the Company and the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**") (including the Corporate Governance Code), amend, supplement and revoke these terms of reference and any resolution passed by the Committee provided that no amendments to and revocation of these terms of reference and the resolutions passed by the Committee shall invalidate any prior act and resolution of the Committee which would have been valid if such terms of reference or resolution had not been amended or revoked.

PUBLICATION OF THE TERMS OF REFERENCE

24. These terms of reference shall be made available to any person without charge upon request and shall be posted on the website of the Company and the website of the Stock Exchange.

Note: If there is any inconsistency between the English and Chinese versions of these terms of reference, the English version shall prevail.

(Revised and adopted on 28 March 2025)