Luxshare Precision Industry Co., Ltd.
立訊精密工業股份有限公司

Terms of Reference for the Nomination Committee of the Board (Applicable upon issuance and listing of H shares)

CHAPTER 1 GENERAL PROVISIONS

Article 1 In order to make the Nomination Committee (hereinafter referred to as the "**Committee**") of the board of Luxshare Precision Industry Co., Ltd. (hereinafter referred to as the "**Company**") more standardized and systematic, to promote efficiency and quality, the Company has established these Rules in accordance with relevant requirements including the Company Law of the People's Republic of China (hereinafter referred to as the "**Company Law**"), the Rules Governing the Listing of Stocks on Shenzhen Stock Exchange, the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, the Articles of Association of Luxshare Precision Industry Co., Ltd. (hereinafter referred to as the "**Articles of Association**") and Rules and Procedures for Meetings of the Board.

Article 2 The Committee is a standing deliberative organization established by the Board and is led by the Board. The Committee is responsible to and reports to the Board. The Committee analyses the candidates for directors and senior management of the Company and the selecting criteria and procedures and making recommendations to the Board.

CHAPTER 2 COMPOSITION OF THE COMMITTEE

Article 3 The Committee shall consist of 3 directors, a majority of which shall be independent directors.

Article 4 Candidates for Committee members are nominated by the chairman of the Board, 50% of the independent directors or one-third of all directors, and elected by a majority vote of all directors of the Board.

Article 5 The Committee shall have one chairperson who is an independent director. The chairperson is elected by a majority vote of all Committee members. The chairperson shall preside over the meetings of the Committee.

If the chairperson is unable or fails to perform his/her duties, one member who is an independent director shall be elected jointly by more than half of the members to preside over the meeting.

Article 6 The term of office of the Committee shall be consistent with the term of office of the Board. Upon expiration of the term of office of a member, he/she may be re-elected for re-appointment. Before the expiration of the term of office of a member, unless the circumstances unfit for appointment as stipulated in the Company Law, the Articles of Association or these Rules occur, such member shall not be dismissed without a reason. Where any member no longer holds the office of director during his/her term of office, the membership of such member shall automatically be revoked.

In the event that the number of the Committee member shall fall below two-thirds of the required number due to resignation by or removal of members or such other reasons, the Board shall promptly supplement new candidates. The Committee shall suspend performance of its duties pursuant to these Rules until the number of the Committee member is restored back to two-thirds of the required number.

Article 7 The office of the Board is the day-to-day executive arm of the Committee which is responsible for daily coordination and meeting calling.

CHAPTER 3 DUTIES AND POWERS

Article 8 The main duties and powers of the Committee include:

(I) to formulate the selection criteria and procedures for directors and senior management;

(II) to review at least annually the structure, size and composition of the Board (including in respect of skills, knowledge and experience), assist the Board in preparing a Board skills matrix, and make recommendations on any proposed changes to the Board to complement the Company's strategy;

(III) to identify individuals suitably qualified to become Board members, select and review the candidates for directors and senior management as well as their qualifications;

(IV) to review the independence of independent non-executive directors;

(V) make recommendations to the Board regarding the following matters:

1. nomination, appointment or dismissal (including re-appointment) of directors;

2. succession plans for directors, in particular the chairman of the Board and the general manager;

3. appointment or dismissal of senior management;

(VI) to support the Company's regular evaluation of the Board's performance;

(VII) other matters as required by the laws, administrative regulations, the CSRC, securities regulatory rules of the place where the Company's Shares are listed and the Articles of Association;

(VIII) other matters as authorized by the Board.

In the event that the Board has not adopted or fully adopted the recommendations of the Nomination Committee, it shall state the opinions of the Nomination Committee and the specific reasons for not adopting the same in the resolutions of the Board, and make relevant disclosure.

Article 9 The Committee is accountable to the Board and shall submit Committee's proposals to the Board for review and approval.

Article 10 Relevant departments of the Company shall be obligated for cooperating with the Committee to perform its duties in providing relevant materials.

CHAPTER 4 RULES OF PROCEDURES

Article 11 The Committee shall convene a meeting depending on the actual requirement of the Company and despatch a notice of meeting to all members within 5 to 10 days before such meeting. Chairperson of the Committee shall preside the meeting, if the chairperson is unable to attend, he/she may appoint another independent director to preside such meeting. Yet in case of emergency, a notice of meeting can be made by way of telephone or other verbal means. Aforementioned notification period shall not apply but the convener of the meeting shall explain the situation at the meeting and seek the opinions from other Committee members.

Article 12 Committee meetings shall only be held when over two-thirds of members are present. Each member shall have one vote. Resolutions of the meeting must be passed by more than half of all members.

Article 13 The Committee meeting is primarily held on site and, when necessary, may be held by way of electronic correspondence including video call, telephone, online meeting, e-mail, text messages, fax and weChat, provided that the members are able to fully express their opinions. The Committee meeting may also be held by a combination of onsite meeting and electronic correspondence including video call, telephone, online meeting, e-mail, text messages, fax and weChat.

Article 14 The Committee can invite directors, senior management and heads of the relevant departments of the Company to attend the Committee meeting.

Article 15 The Committee may hire an intermediary institution to provide professional advice for its decision-making, and the expenses shall be paid by the Company.

Procedures for convening the Committee meeting, the voting method and the resolutions passing at the meetings should comply with the relevant laws, regulations, the Articles of Association, regulatory requirements of the place where the Company's Shares are listed and these Rules.

Article 16 Minutes of Committee meeting shall be prepared, on which members present at the meeting shall sign. Minutes of meetings shall be kept by the secretary to the Board. The meeting minutes and resolution of the Committee shall be kept for 10 years as the Company's documentation.

Article 17 At a Committee meeting, voting on a resolution shall be taken by open ballot or a show of hands. In case of Committee meeting held by electronic correspondence, if a member is unable to sign a resolution immediately at the meeting, he/she shall vote orally/in writing and sign the resolution in writing as soon as possible within the prescribed period and submit a written confirmation confirming the attendance at the meeting. An oral vote by a member shall have the same effect as a written signature, provided that the subsequent written signature shall be consistent with the oral vote at the meeting. If such written signature is inconsistent with the oral vote, the oral vote shall prevail. For meetings not held onsite, the number of members present shall be calculated based on the valid voting votes of members with video presentation, members who express their opinions in the conference call, and actual receipts of faxes or e-mails within the specified time limit, or the written confirmation letters submitted by the members afterwards stating that they have attended the meeting. The resolutions and voting results of the Committee meetings should be submitted in writing to the Board.

Article 18 The Committee members present at the meeting shall have the obligation to keep confidential the matters discussed at the meeting, and shall not disclose relevant information without authorisation.

CHAPTER 5 SUPPLEMENTARY PROVISIONS

Article 19 These Rules shall be construed by the Board. Upon approval by vote, these Rules shall become effective on the same date as H Shares issued by the Company are listed on the Stock Exchange of Hong Kong Limited.

Article 20 The provisions of relevant laws and regulations of the State, normative documents, regulatory requirements of the place where the Company's Shares are listed and the Articles of Association shall apply to the matters not covered in these Rules. In case of any contradiction between these Rules and relevant laws and regulations, normative documents, regulatory requirements of the place where the Company's Shares are listed and the Articles of Association, the relevant laws and regulations of the State, normative documents, regulatory requirements of the place where the Company's Shares are listed and the Articles of Association shall prevail.

The Board of Directors
Luxshare Precision Industry Co., Ltd.

July 8, 2026