Suzhou Dongshan Precision Manufacturing Co., Ltd.

Terms of Reference for the Nomination Committee of the Board of Directors

(Applicable after the issuance and listing of H shares)

Chapter 1 General Provisions

Article 1 To standardize the selection of leaders at Suzhou Dongshan Precision Manufacturing Co., Ltd. (the Company), optimize the composition of the Board of Directors, and improve the Company's corporate governance structure, the Company has established the Nomination Committee under the Board of Directors and formulated these Rules in accordance with the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, the Code of Corporate Governance for Listed Companies, the Rules Governing the Listing of Stocks on Shenzhen Stock Exchange, the Shenzhen Stock Exchange Self-Regulatory Guidance No. 1 — Standardized Operations of Main Board Listed Companies, the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the Hong Kong Listing Rules), the Articles of Association of Suzhou Dongshan Precision Manufacturing Co., Ltd. (the Articles of Association), and other relevant provisions.

Article 2 The Nomination Committee is a specialized body established by the Board of Directors. Its primary responsibility is to review and make recommendations regarding the candidates, selection criteria, and procedures for the Company's directors and senior management.

Article 3 For the purposes of these Rules, "director" refers to a person serving as a director of the Company, and "senior management" refers to the General Manager, Executive President, Deputy General Managers, Secretary of the Board, and Chief Financial Officer appointed by the Board of Directors, as well as other senior management personnel designated by the Board of Directors.

Chapter 2 Composition

Article 4 The Nomination Committee shall consist of three to five directors, a majority of whom shall be independent directors. The Nomination Committee shall include at least one director of a different gender.

Article 5 The Nomination Committee shall have one Chairperson (Convener), who shall be an independent director or the Chairman of the Board and shall be responsible for presiding over the Committee's work.

Article 6 The Nomination Committee shall have the same tenure as the Board. The members may be re-elected upon the expiration of the term of office. If, during this period, a committee member ceases to serve as a director of the Company, such member shall automatically lose his/her committee membership, and the Company shall fill the vacancy in accordance with the relevant legal procedures.

Article 7 The Nomination Committee member may resign by submitting a resignation report to the Board prior to the expiry of his/her term of office, provided that the resignation report shall state clearly the reason for resignation and the matters requiring the attention of the Board.

Chapter 3 Duties and Authorities

Article 8 The Nomination Committee is a specialized working body established by the Board of Directors. It is primarily responsible for formulating the selection criteria and procedures for directors and senior management, screening and reviewing candidates for directors and senior management positions and their qualifications, and making recommendations to the Board of Directors on the following matters:

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

(II) to identify individuals with the appropriate qualifications to serve as directors, and select and nominate such individuals for appointment as directors or make recommendations to the Board of Directors in this regard;

(III) to nominate, appoint, remove, or reappoint directors, as well as establish succession plans for directors (particularly the Chairman and General Manager);

(IV) to appoint or dismiss senior management;

(V) to assess the independence of independent directors;

(VI) to assist the Company in conducting periodic evaluations of the Board's performance;

(VII) to draft and appropriately review policies regarding the diversity of Board members, and prepare appropriate disclosures regarding diversity policies to be included in the corporate governance report;

(VIII) to assess each director's time commitment and contributions to the Board, as well as their ability to effectively perform their duties, taking into account the director's professional qualifications and work experience, any current directorship positions held with issuers listed on the Main Board or GEM, the time commitment required by the director's other significant external engagements, and other factors or circumstances related to the director's personality, character, independence, and experience;

(IX) to make recommendations to the Board regarding the appointment or reappointment of directors and succession planning for directors (particularly the Chairman of the Board and the Chief Executive Officer);

(X) to explain to the Board why it believes that an independent non-executive director to be reappointed remains independent and why he or she should be re-elected if the director has served for more than 9 years, including the factors considered, the decision-making process, and the content of the discussions (This proposal shall be reviewed and approved by the shareholders in the form of a separate resolution);

(XI) to explain to the Board of Directors if the Board intends to appoint a person as an independent non-executive director: (a) the process used to identify the person, the reasons for believing that the person should be appointed, and the reasons why they believe that the person qualifies as an independent person; (b) if the proposed independent non-executive director is to serve as a director of a seventh (or more) issuer listed on the Main Board or GEM, the reasons why they believe that the person will still be able to devote sufficient time to fulfilling their directorial responsibilities; (c) the perspectives, skills, and experience that the person can bring to the Board; and (d) how the person will contribute to the diversity of the Board (This proposal shall be reviewed and approved by the shareholders in the form of a separate resolution);

(XII) other matters specified in laws, administrative regulations, requirements of the CSRC, the securities regulatory rules of the place where the Company's shares are listed, and the Articles of Association.

If the Board of Directors does not adopt, or does not fully adopt, the recommendations of the Nomination Committee, it shall record the Nomination Committee's opinions and the specific reasons for non-adoption in the Board resolution and disclose such information.

Article 9 The Nomination Committee shall be accountable to the Board. Its proposals shall be submitted to the Board for deliberation and decision.

Chapter 4 Rules of Procedures

Article 10 The Board of Directors, the Convener, or a majority of the committee members have the right to propose the convening of a meeting of the Nomination Committee.

Article 11 Notice of Nomination Committee meetings shall be provided to all members five days prior to the meeting. The aforementioned notice period may be waived if all members unanimously agree.

Article 12 Meetings of the Nomination Committee shall be presided over by the convener; if the convener is unable to attend a meeting, he or she may delegate another member to preside.

Article 13 A meeting of the Nomination Committee may be held only if a majority of all members are present. If a committee member has a conflict of interest regarding a matter under discussion at the meeting, he or she shall recuse himself or herself; if a valid deliberation cannot be reached due to such recusal, the relevant matter shall be deliberated directly by the Board of Directors.

Article 14 If a member of the Nomination Committee authorizes another member to attend a meeting on his or her behalf and exercise voting rights, he or she shall submit a letter of authorization to the meeting convener; such letter of authorization shall be submitted to the meeting convener no later than before the vote is taken at the meeting.

Article 15 If a member of the Nomination Committee neither attends the meeting in person nor delegates another member to attend on his or her behalf, it shall be regarded as absence from the relevant meeting. A member who fails to attend two consecutive meetings shall be deemed unable to properly perform his or her duties, and the Board of Directors shall have the right to remove him or her from office.

Article 16 Meetings of the Nomination Committee may be held in person, via communications, or by other means. Voting at meetings of the Nomination Committee may be conducted by a show of hands or by ballot. Each member shall have the voting right of one vote. The meeting resolutions shall be adopted by more than half of all the members.

Article 17 The Nomination Committee may seek professional advice from intermediaries for its decisions if necessary, with the cost assumed by the Company.

Article 18 The procedures for convening meetings of the Nomination Committee, the voting method and the resolutions adopted at the meetings shall comply with the relevant laws and regulations, the securities regulatory rules of the place where the Company's shares are listed, the Articles of Association and these Rules.

Article 19 The Nomination Committee meeting shall have meeting minutes, which shall be signed by the members attending the meeting. The meeting minutes shall be maintained by the Secretary of the Board for a period of not less than ten years.

Article 20 The resolutions passed by the Nomination Committee meeting and the voting results shall be reported to the Board of directors in written form.

Article 21 The Committee members present shall have the obligation of maintaining the confidentiality of the matters discussed at the meeting and shall not disclose any relevant information without authorization.

Chapter 5 Supplementary Provisions

Article 22 Unless otherwise expressly provided for in the relevant laws, regulations, normative documents, or the securities regulatory rules of the place where the Company's shares are listed, the term "independent director" as used in these Rules shall include the meaning of "independent non-executive director" as defined in the Hong Kong Listing Rules.

Article 23 Any matters not covered by these Rules shall be handled in accordance with the relevant laws, regulations, normative documents, securities regulatory rules of the place where the Company's shares are listed, and the relevant provisions of the Articles of Association. In the event of any inconsistency between these Rules and the relevant laws, regulations, other normative documents, securities regulatory rules of the place where the Company's shares are listed, or the relevant provisions of the Articles of Association, the provisions of the relevant laws, regulations, other normative documents, and the Articles of Association shall prevail.

Article 24 These Rules shall be interpreted and amended by the Board.

Article 25 These Rules shall take effect on the date the Company's H shares are listed on The Stock Exchange of Hong Kong Limited, following their approval by the Board of Directors.