

EVOLV TECHNOLOGIES HOLDINGS, INC.
NOMINATING AND CORPORATE GOVERNANCE COMMITTEE CHARTER
(As of December 15, 2025)

I. Purpose

The purpose and primary responsibilities of the Nominating and Corporate Governance Committee (the “Committee”) of the Board of Directors (the “Board”) of Evolv Technologies Holdings, Inc. (the “Company”) are to identify individuals qualified to become Board members consistent with criteria approved by the Board, to recommend that the Board select the director nominees for the next annual meeting of shareholders and director candidates to fill vacancies occurring between annual meetings of shareholders, to develop and recommend to the Board a set of Corporate Governance Guidelines, to recommend to the Board directors for each committee of the Board, to oversee the evaluation of the Board and management, and to undertake such other duties and responsibilities as described in Section IV below.

II. Composition

The Committee must consist of at least two directors, each of whom must satisfy the independence requirements of the Nasdaq Stock Market LLC. Committee members must be appointed and may be removed, with or without cause, by the Board. One member of the Committee may be designated as the Chair of the Committee (the “Chair”). Unless a Chair is designated by the Board, the Committee may designate a Chair by majority vote of the full Committee membership.

III. Meetings, Procedures and Authority

The Committee will meet as often as necessary to carry out its responsibilities. The Committee has the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company’s bylaws that are applicable to the Committee. The Committee may also act by unanimous written consent in lieu of a meeting in accordance with the Company’s bylaws.

The Committee may retain any counsel, experts or advisors that the Committee believes to be necessary or appropriate and will have sole authority to approve such counsel, consultant, or advisor’s fees and other terms and conditions of such counsel, consultant or advisor’s retention. In addition to the duties and responsibilities expressly delegated to the Committee in this Charter, the Committee may exercise any other powers and carry out any other responsibilities consistent with this Charter, the purposes of the Committee, and the Company’s bylaws.

The Committee shall keep regular minutes of its meetings and copies of written consents and report the same to the Board when required.

IV. Duties and Responsibilities

1. *Director Nominees.* The Committee will identify individuals qualified to become members of the Board and ensure that the Board has the requisite expertise and that its membership consists of persons with sufficiently diverse and independent backgrounds. The Committee will also recommend to the Board the nominees for election to the Board at the next annual meeting of shareholders and director candidates to fill vacancies occurring between annual meetings of shareholders.
2. *Criteria for Selecting Directors.* The criteria to be used by the Committee in recommending directors and by the Board in nominating directors are as set forth in the Company's corporate governance guidelines. The Committee will periodically review such criteria and recommend to the board to its approval any updates to such criteria.
3. *Risk Management.* The Committee will manage risks associated with the independence of the Board and potential conflicts of interest as well as oversee the Company's efforts with regard to responsible business matters and associated risks.
4. *Board Structure.* The Committee will periodically review the size of the Board, and may make recommendations to the Board regarding the size that is most effective in relation to future operations.
5. *Board Committee Structure and Membership.* The Committee will annually review the Board committee structure, including size and composition, and, except where the Company is legally required by contract, bylaw or otherwise to provide third parties with the right to designate directors to serve on committees of the Board, recommend to the Board for its approval directors to serve as members of each committee.
6. *Board Leadership Structure.* The Committee will periodically review the Board's leadership structure to assess whether it is appropriate given the specific characteristics and circumstances of the Company and recommend any proposed changes to the Board.
7. *Corporate Governance Guidelines.* The Committee will develop and recommend to the Board the Corporate Governance Guidelines. The Committee will, from time to time as it deems appropriate, review and reassess the adequacy of such corporate governance guidelines and recommend any proposed changes to the Board for approval.
8. *Board and Management Evaluations.* The Committee will oversee the annual self-evaluations of the Board, the committees of the Board and management.
9. *Other Corporate Governance Matters.* The Committee may make recommendations to the Board regarding governance matters, including, but not limited to, the Company's certificate of incorporation, bylaws, the charters of the Company's other committees of the Board and other policies governing the Board (except to the extent delegated to other committees of the Board).

10. *Reports to the Board of Directors.* The Committee must report regularly to the Board regarding the activities of the Committee.
11. *Committee Self-Evaluation.* The Committee must annually perform an evaluation of the performance of the Committee.
12. *Review of this Charter.* The Committee shall review and reassess this Charter annually and submit any recommended changes to the Board for its consideration.
13. *Director Changes in Position or Circumstances.* The Committee will review any notification by a director of his or her resignation or material changes in employment or of circumstances that may adversely reflect upon the director or the Company, in accordance with the Corporate Governance Guidelines. Based on this review, the Committee may recommend that the Board request such director to resign from the Board.
14. *Director Orientation and Continuing Education.* The Committee will oversee director orientation and education in accordance with the Corporate Governance Guidelines.
15. *Succession Planning.* The Committee will be responsible for overseeing the Company's succession plan for the Chief Executive Officer and other executive officer roles.
16. *Meetings of Stockholders.* The Committee will oversee matters related to the annual meeting of stockholders and any special meeting of stockholders (except to the extent delegated to other committees of the Board), including a review of final voting results.
17. *Shareholder Proposals.* The Committee will review proposals and/or other material stockholder inquiries received from stockholders for consideration by the Board or for inclusion in the Company's Proxy Statement in accordance with the procedures set forth in the Company's bylaws, Corporate Governance Guidelines, any stockholders' agreement and the rules of the Securities Exchange Act of 1934, as amended, including proposed director nominations, as well as proposals and nominations submitted under the Company's bylaws for consideration at meetings of stockholders (in each case in cooperation with the Audit Committee or the Compensation Committee, as applicable, with respect to any proposals that relate to issues generally overseen by such committee), and recommend to the Board, as necessary, the handling and response to such proposals.

V. Delegation of Duties

In fulfilling its responsibilities, the Committee has the authority to delegate any or all of its responsibilities to a subcommittee of the Committee.