

**EVOLV TECHNOLOGIES HOLDINGS, INC.**  
**AUDIT COMMITTEE CHARTER**

**As of February 2025**

**I. Purpose**

The purpose of the Audit Committee (the “Committee”) of the Board of Directors (the “Board”) of Evolv Technologies Holdings, Inc. (the “Company”) is to oversee the accounting and financial reporting processes of the Company and the audits of the financial statements of the Company.

The Committee’s role is limited to oversight. The Company’s management is responsible for establishing and maintaining accounting policies and procedures in accordance with generally accepted accounting principles (“GAAP”) and other applicable reporting and disclosure standards and for preparing the Company’s financial statements. The Company’s independent auditors are responsible for auditing and reviewing those financial statements.

Each member of the Committee is entitled to rely on the integrity of those persons within the Company and from the professionals and experts from which the Committee receives information and, absent actual knowledge to the contrary, the accuracy of the financial and other information provided to the Committee by such persons, professionals or experts.

**II. Composition**

The Committee must consist of at least three directors, subject to any available exception. Each Committee member must satisfy the independence requirements of The Nasdaq Stock Market LLC (“Nasdaq”) and the more rigorous independence rules for members of the audit committees issued by the Securities and Exchange Commission (the “SEC”), subject in each case to any applicable exception. Each Committee member must be able to read and understand fundamental financial statements, including a company’s balance sheet, income statement and cash flow statement. In addition, at least one member of the Committee must be an “audit committee financial expert” as defined under SEC rules. Further, no member of the Committee may serve on more than three audit committees of publicly traded companies (including the Committee) at the same time unless such member is a retired certified public accountant, chief financial officer, controller or has similar experience, in which case the limit will be four committees.

Committee members may be removed from the Committee, with or without cause, by the Board. One member of the Committee may be designated as the Chair by the Board. 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 must meet at least once during each fiscal quarter. The Committee must meet separately, periodically, with management (as appropriate), with the internal auditor and with the independent auditor.

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, in its sole discretion, retain or obtain advice from any counsel, consultants, experts or other advisors (independent or otherwise) that the Committee believes to be necessary or appropriate and will have sole authority to approve such counsel, consultant, expert or advisor's fees and other terms and conditions of such counsel, consultant, expert or advisor's retention. The Company must provide for appropriate funding, as determined by the Committee, for payment of compensation to the independent auditor for the purpose of preparing or issuing an audit report or performing other audit, review or attest services, for payment of compensation to any advisors employed by the Committee and for payment of ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

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, the Company's bylaws and applicable Nasdaq and SEC rules.

The Committee has the authority to conduct or authorize investigations into any matters within the scope of its responsibilities as it deems appropriate, including the authority to request any officer, employee or advisor of the Company to meet with the Committee or any advisors engaged by the Committee.

### **IV. Duties and Responsibilities**

#### **Independent Auditor**

1. *Appointment and Oversight.* The Committee is directly responsible for the appointment, compensation, retention and oversight of the work of the independent auditor (including resolution of any disagreements between Company management and the independent auditor regarding financial reporting) and any other registered public accounting firm engaged for the purpose of preparing or issuing an audit report or related work or performing other audit, review or attest services for the Company, and the independent auditor and each such other registered public accounting firm must report directly to the Committee. At least annually, the Committee will evaluate the qualifications, performance and independence of the Company's independent auditors, including an evaluation of the lead audit partner, and to assure the regular

rotation of the lead audit partner at the Company's independent auditors and consider regular rotation of the accounting firm serving as the Company's independent auditors.

2. *Pre-Approval of Services.* The Committee must pre-approve any audit and non-audit service provided to the Company by the independent auditor, unless the engagement is entered into pursuant to appropriate pre-approval policies established by the Committee or if such service falls within available exceptions under SEC rules. Other than with respect to the annual audit of the Company's consolidated financial statements, the Chair of the Committee is authorized to pre-approve other audit services and non-audit services provided to the Company by the independent auditor on behalf of the Committee and each such pre-approval decision will be presented to the full Committee at its next scheduled meeting.

3. *Annual Report on Independence.* The Committee must, at least annually, obtain and review a report from the independent auditor describing (a) the auditing firm's internal quality control procedures; (b) any material issues raised by the most recent internal quality control review or peer review of the auditing firm, or by any inquiry or investigation by governmental or professional authorities within the preceding five years relating to any independent audit conducted by the auditing firm, and any steps taken to deal with any such issues; and (c) all relationships and services between the independent auditor and the Company in order to assess the independent auditors' independence. The Committee must actively engage in a dialogue with the independent auditor with respect to any disclosed relationships or services that, in the view of the Committee, may impact the objectivity and independence of the independent auditor, and, if the Committee determines that further inquiry is advisable, must take appropriate action in response to the independent auditor's report to satisfy itself of the auditor's independence.

#### *Annual Financial Statements and Annual Audit*

4. *Audit Discussions.* The Committee must review and discuss with the Company's independent auditors, the auditors' responsibilities under generally accepted auditing standards and the responsibilities of management in the audit process; the overall audit strategy; the scope and timing of the annual audit; any significant risks identified during the auditors' risk assessment procedures; and when completed, the results, including significant findings, of the annual audit.

The Committee must also review and discuss with the Company's independent auditors, the qualitative aspects of significant accounting policies and practices, the assessment of critical accounting policies and practices, conclusions regarding critical accounting estimates, significant unusual transactions, any critical audit matters, financial statement presentation, new accounting pronouncements, and alternative accounting treatments.

5. *Audit Problems.* In addition, the Committee must review and discuss with the Company's independent auditors and management, any audit problems or difficulties, including difficulties encountered by the Company's independent auditors during their audit work (such as restrictions on the scope of their activities or their access to information), any significant

disagreements with management, and management's response to these problems, difficulties or disagreements, and resolve any disagreements between the Company's auditors and management.

6. *Form 10-K Review.* The Committee must review and discuss with management and the independent auditor the annual audited financial statements, including the Company's disclosures under "Management's Discussion and Analysis of Financial Condition and Results of Operations" and recommend to the Board whether the audited financial statements should be included in the Company's Annual Report on Form 10-K.

7. *Audit Committee Report.* The Committee must provide the Company with the report of the Committee with respect to the audited financial statements for inclusion in the Company's proxy statement relating to its annual meeting of stockholders.

8. *Auditor Communications.* The Committee must review and discuss with the Company's independent auditors any other matters required to be discussed by the Public Company Accounting Oversight Board and the SEC.

#### Quarterly Financial Statements

9. *Form 10-Q Review.* The Committee must review and discuss the quarterly financial statements with management and the independent auditor, including the Company's disclosures under "Management's Discussion and Analysis of Financial Condition and Results of Operations" for inclusion in the Company's Quarterly Report on Form 10-Q.

10. *Risk Oversight Responsibilities.* The Committee must oversee enterprise risk management, review and discuss the Company's guidelines and policies with respect to risk assessment and risk management, and discuss with management the steps management has taken to monitor and control these exposures. The Committee has responsibility for oversight of risks and exposures associated with financial risks as well as information technology risks, including cybersecurity and data privacy risks, and legal and regulatory risks. The Committee will report to the Board periodically with respect to the foregoing matters.

The Committee further has the authority to take the following actions below, set forth as a guide, with the understanding that the Committee will carry them out in a manner that is appropriate given the Company's need and circumstances, subject to any obligations and procedures governing the nomination of directors to the Board that may be set forth in any stockholders', investors' rights, or other applicable agreement to which the Company is a party:

*Risk Management Framework and Governance:* Reviewing and approving the Enterprise Risk Management (“ERM”) framework, policies and practices and matters related to the Company’s aggregate risk profile, risk tolerance and risk appetite; overseeing the operation of the ERM framework, processes and methodologies and management’s steps to ensure that such ERM framework, processes and methodologies satisfy all regulatory requirements and are appropriate for the Company in light of its capital structure, business strategy, risk profile, risk appetite and other appropriate risk-related factors.

*Risk Management Oversight:* Reviewing and discussing with management the assessment of key risks conducted by the ERM function and related risk management policies, control procedures and practices. Reviewing and discussing with management risk management strategies, emerging risks, risk mitigation strategies and other matters related to the management of risks pertaining to the Company’s business. Reviewing ERM objectives and monitoring management’s execution of such objectives. Overseeing business continuity planning and disaster recovery capabilities and contingency plans.

*Other Duties and Responsibilities*

11. *Review of Earnings Releases.* The Committee must review and discuss the Company’s planned public announcements regarding the Company’s results of operations, including quarterly earnings releases and presentations, financial information and earnings guidance to be provided to investors, analysts and rating agencies, the use of non-GAAP financial measures and any proposed announcements that reflect a major shift in Company strategy or outlook.

12. *Hiring of Independent Auditor Employees.* The Committee must set clear hiring policies for employees or former employees of the Company’s independent auditor.

13. *Compliance with Applicable Laws and Regulations.* The Committee must review the Company’s compliance with applicable laws and regulations and review and oversee the Company’s policies, procedures and programs designed to promote and monitor legal, ethical and regulatory compliance.

14. *Complaint Procedures.* The Committee must establish procedures for the receipt, retention and treatment of complaints received by the Company regarding accounting, internal accounting controls or auditing matters, and for the confidential and anonymous submission by Company employees of concerns regarding questionable accounting or auditing matters.

15. *Review of Code of Business Conduct and Ethics (the “Code of Ethics”).* The Committee must, at least annually, consider and discuss with management and the independent auditor the Company’s Code of Ethics and the procedures in place to enforce the Code of Ethics. The Committee must also consider and discuss and, as appropriate, grant or recommend that the Board grant, requested waivers from the Code of Ethics brought to the attention of the Committee consistent with the procedures specified in the Code of Ethics.

16. *Review of Internal Control Over Financial Reporting.* The Committee must review and discuss with management and the independent auditor the adequacy of the Company's internal control over financial reporting ("ICFR"), the adequacy of the Company's disclosures about changes in ICFR and any steps management has taken to address material weaknesses in ICFR. The Committee must review and discuss with management and the independent auditor management's report on ICFR and the independent auditor's attestation report on the Company's ICFR for purposes of the Company's Annual Report on Form 10-K, to the extent such reports are required.

17. *Review of Internal Audit Department.* The Committee must review, discuss with the Company's independent auditors, and approve the functions of the Company's internal audit department, including its purpose, authority, organization, responsibilities, budget and staffing. The Committee must also review the scope and performance of the department's internal audit plan, including the results of any internal audits, any reports to management and management's response to those reports; and to review and approve the hiring or dismissal of the head of the internal audit department.

18. *Review of Reports of Independent Auditors.* The Committee must review and discuss all reports of the independent auditor, including annual and quarterly reports on critical accounting policies and practices.

19. *Review of Related Person Transactions.* The Committee must review all related person transactions as defined by Item 404 of Regulation S-K on an ongoing basis and all such transactions must be approved or ratified by the Committee.

20. *Reports to the Board of Directors.* The Committee must report regularly to the Board regarding the activities of the Committee.

21. *Committee Self-Evaluation.* The Committee must annually perform an evaluation of the performance of the Committee.

22. *Review of this Charter.* The Committee must annually review and reassess this Charter and submit any recommended changes to the Board for its consideration.

## **V. Delegation of Duties**

In fulfilling its responsibilities, the Committee is entitled to delegate, subject to the requirements of applicable Nasdaq and SEC rules, any or all of its responsibilities to a subcommittee of the Committee.