



Zhou Hei Ya International Holdings Company Limited

周黑鴨國際控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 1458)

TERMS OF REFERENCE FOR THE AUDIT COMMITTEE

Constitution

1. The audit committee (the “**Committee**”) is established pursuant to a resolution passed by the board of directors (the “**Board**”) of Zhou Hei Ya International Holdings Company Limited (the “**Company**”) on October 24, 2016 and its terms of reference are amended on December 31, 2018 and amended for the second time on August 24, 2020.

Membership

2. Members of the Committee shall be appointed by the Board from the non-executive directors only and shall consist of not less than three members, a majority of whom, including the chairman, shall be independent non-executive directors. LR3.21
3. At least one of the independent non-executive directors serving as a member of the Committee shall have appropriate professional qualifications or accounting or related financial management expertise as required under rule 3.10(2) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”). LR3.21
4. A former partner of the existing auditing firm of the Company shall not act as a member of the Committee for a period of two years from the date of his/her ceasing (a) to be a partner of such firm; or (b) to have any financial interest in the firm, whichever is later. App 14
C.3.2

5. If a member resigns, ceases to be a director or for any other reason ceases to be a member of the Committee resulting in the number of members to fall below the minimum, the Board shall, within three months of that event, appoint such number of new members as may be required to make up the minimum.
6. The Board or the Committee shall from time to time appoint any particular member of the Committee or any officer or employee of the Company or its subsidiaries as the secretary of the Committee. In the absence of the secretary of the Committee, the remaining members present shall elect one of themselves or appoint another person as the secretary for that meeting.

Frequency of meetings

7. The Committee shall meet not less than twice a year. Additional meetings may be held as and when required.
8. The Committee shall meet with the external auditors at least twice a year. At least once a year, the Committee shall meet with the external auditors without the management present. The external auditors may request a meeting if necessary.

App 14
C.3 Note 1

Notice of meetings

9. A meeting of the Committee may be convened by any of its members or the secretary of the Committee.
10. Unless otherwise agreed by all the members of the Committee, notice of each meeting stating the time, date and place of the meeting shall be given to each member of the Committee and any other person invited to attend at least seven days prior to the date of the meeting.
11. Agenda and any supporting documents and papers shall be forwarded to each member of the Committee and any other person invited to attend at least three days prior to the date of the meeting (or such other period as the members may agree).

Proceedings of meetings and resolutions

12. No business shall be transacted at any meeting of the Committee unless a quorum is present. The quorum of a meeting shall be two members of the Committee (at least one of whom should be an independent non-executive director).
13. Only members of the Committee have the right to attend Committee meetings. Other persons including but not limited to any director, management, external advisor or consultant may be invited by the Committee to attend for all or part of any meeting as and when appropriate.
14. Meetings of the Committee may be held either in person or through electronic means of communication or in such other manner as the members may agree.

15. Questions arising at any meeting shall be determined by a majority of votes of the members of the Committee present. Each member of the Committee shall have one vote. In the case of any equality of votes the chairman of the meeting shall have an additional or casting vote.
16. Members must abstain from voting in respect of any resolution which he/she is an interested party.
17. A resolution in writing signed by all members of the Committee shall be as valid and effectual as if it had been passed at a meeting of the Committee. Any such resolution may be contained in a single document or may consist of several documents in like form each signed by one or more of the members of the Committee.
18. Draft and final versions of minutes of the Committee meetings shall be sent to all Committee members for their comment and records respectively within a reasonable time after the meeting. App 14 C.3.1
A.1.4 & A.1.5
19. The secretary of the Committee shall cause full minutes with sufficient details to be made in books to be provided for the purpose of the proceedings of all meetings of the Committee and of the attendances thereat and of all business transacted, resolutions passed and orders made at such meetings. Such minutes of meetings of the Committee shall be open for inspection at any reasonable time on reasonable notice by any Director. Any such minutes of any meeting, if purporting to be signed by the chairman of such meeting or by the chairman of the next succeeding meeting of the Committee, shall be sufficient evidence without any further proof of the facts therein stated. App 14 C.3.1
A.1.4 & A.1.5
20. Save as otherwise provided herein expressly, proceedings of meetings of the Committee shall be governed by the provision of the articles of association of the Company for regulating the proceedings of meetings of the Board mutatis mutandis.

Authority

LR3.22

21. The authorities of the Committee shall include such authorities set out in the relevant code provisions of the Corporate Governance Code and Corporate Governance Report (the “**Corporate Governance Code and Corporate Governance Report**”) as contained in Appendix 14 and the Environmental, Social and Governance (“**ESG**”) Reporting Guide (the “**ESG Reporting Guide**”) as contained in Appendix 27 to the Listing Rules (as amended from time to time).
22. The Committee is authorized by the Board to investigate any activity within its terms of reference. It is authorized to seek any information it requires from any employee and all employees are directed to co-operate with any request made by the Committee.
23. The Committee is authorized by the Board to obtain any independent professional advice, at the Company’s expense, from any person if it considers necessary to perform its duties.
24. The Committee is to be provided with sufficient resources to discharge its duties.

Duties and functions

LR3.22

25. The duties and functions of the Committee shall include such duties and functions set out in the relevant code provisions of the Corporate Governance Code and Corporate Governance Report and the ESG Reporting Guide. Without prejudice to the foregoing, the Committee shall:

Relationship with the Company's auditors

- (a) be primarily responsible for making recommendations to the Board on the appointment, re-appointment and removal of the external auditor, and approve the remuneration and terms of engagement of the external auditor, and any questions of its resignation or dismissal; App 14
C.3.3(a)
- (b) review and monitor the external auditor's independence and objectivity and the effectiveness of the audit process in accordance with applicable standards, and discuss with the auditor the nature and scope of the audit and reporting obligations before the audit commences; App 14
C.3.3(b)
- (c) develop and implement policy on engaging an external auditor to supply non-audit services. For this purpose, "external auditor" includes any entity that is under common control, ownership or management with the audit firm or any entity that a reasonable and informed third party knowing all relevant information would reasonably conclude to be part of the audit firm nationally or internationally. The Committee should report to the Board, identifying and making recommendations on any matters where action or improvement is needed; App 14
C.3.3(c)
- (d) where the Board disagrees with the Committee's view on the selection, appointment, resignation or dismissal of the external auditors, the Company should include in the corporate governance report a statement from the Committee explaining its recommendation and also the reason(s) why the Board has taken a different view; App 14
C.3.5

Review of the Company's financial information

App 14
C.3.3(d)

- (e) monitor integrity of the Company's financial statements and annual report and accounts, half-year report and, if prepared for publication, quarterly reports, review significant financial reporting judgments contained in them. In reviewing these reports before submission to the Board, the Committee should focus particularly on:
 - (i) any changes in accounting policies and practices;
 - (ii) major judgmental areas;
 - (iii) significant adjustments resulting from audit;

- (iv) the going concern assumptions and any qualifications;
 - (v) compliance with accounting standards; and
 - (vi) compliance with the Listing Rules and legal requirements in relation to financial reporting.
- (f) regarding (e) above: App 14
C.3.3(e)
- (i) members of the Committee should liaise with the Board and senior management and the Committee must meet, at least twice a year, with the Company’s auditors; and
 - (ii) the Committee should consider any significant or unusual items that are, or may need to be, reflected in the report and accounts, it should give due consideration to any matters that have been raised by the Company’s staff responsible for the accounting and financial reporting function, compliance officer or auditors.

Oversight of the Company’s financial reporting system, risk management and internal control systems

- (g) review the systems on financial controls of the Company, and unless expressly addressed by a separate board risk committee, or by the board itself, review the Company’s internal control system (including without limitation the procedures for compliance with the requirements of Listing Rules) and risk management system; App 14
C.3.3(f)
- (h) discuss the risk management and internal control systems with management to ensure that management has performed its duty to have effective systems. This discussion should include the adequacy of resources, staff qualifications and experience, training programmes and budget of the Company’s accounting and financial reporting function; App 14
C.3.3(g)
- (i) consider major investigation findings on risk management and internal control matters as delegated by the Board or on its own initiative and management’s response to these findings; App 14
C.3.3(h)
- (j) where an internal audit function exists, ensure co-ordination between the internal and external auditors, and ensure that the internal audit function is adequately resourced and has appropriate standing within the Company, and review and monitor its effectiveness; App 14
C.3.3(i)
- (k) review the financial and accounting policies and practices of the Company and its subsidiaries (the “**Group**”); App 14
C.3.3(j)
- (l) review the external auditor’s management letter, any material queries raised by the auditor to management about accounting records, financial accounts or systems of control and management’s response; App 14
C.3.3(k)

- (m) ensure that the Board will provide a timely response to the issues raised in the external auditor's management letter; App 14
C.3.3(l)
- (n) review arrangements employees of the Company can use, in confidence, to raise concerns about possible improprieties in financial reporting, internal control or other matters. The Committee should ensure that proper arrangements are in place for fair and independent investigation of these matters and for appropriate follow-up action; App 14
C.3.7(a)
- (o) act as the key representative body for overseeing the Company's relations with the external auditor; App 14
C.3.7(b)
- (p) report to the Board on the matters set out herein; App 14
C.3.3(m)
- (q) The Committee should establish a whistleblowing policy and system for employees and those who deal with the Company to raise concerns, in confidence, with the Committee about possible improprieties in any matter related to the Company; App 14
C.3.8
- (r) consider other topics, as defined by the Board; App 14
C.3.3(n)

Supervising environmental, social and governance matters of the Group

- (s) make recommendations on the environmental, social and governance strategies of the Group, and identify material environmental, social and governance risks and opportunities:
 - (i) identify material environmental, social and governance issues and determine the risks and opportunities that these issues will bring to the Group;
 - (ii) make recommendations on and regularly review the Group's environmental, social and governance vision and strategies for approval of the Board; and
 - (iii) formulate corresponding goals based on the respective strategies, and monitor and review the progress of the goals on a regular basis;
- (t) approve and review the policies in relation to environmental, social and governance issues:
 - (i) review the policies in relation to environmental, social and governance issues;
 - (ii) review and supervise the policies related to material environmental, social and governance issues and ensure that they are applicable to the Company; and

- (u) review the Group's annual ESG Report to ensure that the ESG Report has appropriately disclosed the environmental, social and governance risks faced, the measures taken and progress of the goals achieved by the Group in accordance with the relevant Listing Rules and recommend the Board to approve the ESG Report.

Reporting procedures

- 26. The Committee shall report directly to the Board on its findings, decisions and/or recommendations, unless there are legal or regulatory restrictions on its ability to do so (such as restriction on disclosure due to regulatory requirements). At the next meeting of the Board following a meeting of the Committee, the chairman of the Committee shall report the findings, decisions and/or recommendations of the Committee to the Board. The secretary of the Committee shall also circulate the minutes of meetings, reports and/or written resolutions (if any) of the Committee to all members of the Board.

App 14
D.2.2

Corporate Governance report

- 27. The work of the Committee during each financial year shall be summarized in the corporate governance report which constitutes part of the annual report.

Annual general meeting

- 28. The chairman of the Committee or in his/her absence, another member of the Committee or failing this, his/her duly appointed delegate, shall attend the annual general meeting of the Company and be prepared to answer questions at the annual general meeting on the Committee's work and its responsibilities.

Amendment

- 29. Subject to the compliance with the articles of association of the Company and the Listing Rules, any amendment to these terms of reference shall be authorized by the Board.

Publication

- 30. The Committee shall make available these terms of reference by publishing them on the websites of The Stock Exchange of Hong Kong Limited and the Company.

(If there is any inconsistency between the English and Chinese version of these terms of reference, the English version shall prevail.)