



2024

Xiaomi Corporation

Environmental, Social, and Governance Report

Content

About This Report	01	Appendix 1: Key ESG Performance Indicators	95
Chairman's Address	02	Appendix 2: Index of Indicators	102
Board Statement	03	Appendix 3: Independent Assurance Statement	108



01

Technology for Practicality and AI for Good

Leadership of Foundational Core Technologies	05
Product and Service Quality and Safety	17
Information Security and Privacy Protection	26
Accessibility of Technology	29

03

Talents for Excellence and Partnerships for Prosperity

Talent Nurturing	58
Sustainable Supply Chain	68
Community Engagement	76

02

Supply Chain for Green Growth and Ecosystem for Synergy

Climate Mitigation and Adaptation	34
Waste Management	45
Natural Resource Management	52

04

Governance for Stability and Compliance for Rigorousness

Corporate Governance	81
Business Ethics	83
Stakeholder Engagement	87
Materiality Assessment	88



About This Report

This is the seventh environmental, social, and governance (ESG) report published by Xiaomi Corporation ("the Group," or "we/us"), with an aim to present, on an objective and impartial basis, the ESG strategy, management, and implementation progress of Xiaomi Corporation and its subsidiaries included in the Annual Report in 2024.

The Report was prepared in accordance with Appendix C2 Environmental, Social and Governance Reporting Code to the Listing Rules of the Stock Exchange of Hong Kong Limited (HKEx), with reference to disclosure frameworks such as the GRI Standards issued by the Global Reporting Initiative (GRI), the IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information (IFRS S1) and the IFRS S2 Climate-related Disclosures (IFRS S2) issued by the International Sustainability Standards Board (ISSB), Sustainability Accounting Standards Board (SASB) Standards, as well as the United Nations Sustainable Development Goals (UNSDGs).

In preparation for the Report, we adhered to the reporting principles of Materiality, Quantitative, Balance, and Consistency, while taking into account Accuracy, Clarity, Comparability, Completeness, Timeliness, Verifiability, and Sustainability Context to define our reporting boundary and ensuring proper presentation of our reported information.

For selected ESG KPIs, the Group entrusted TÜV Rheinland (Shanghai) Co., Ltd. to perform high-level (reasonable) assurance on some performance indicators and moderate-level (limited) assurance on some indicator performance in accordance with the international assurance standards, AA1000 Assurance Standard V3. For more detailed assurance procedures and assurance report conclusions, please refer to the attachment "Independent Assurance Statement."

This Report covers the period from January 1, 2024, to December 31, 2024 ("2024," "this year," or "the reporting period") and presents information over a wider time frame spanning before or after 2024 to enhance reporting comparability and completeness as well as data continuity.

The information and cases within the Report are primarily cited from the Group's statistical reports, official documents, and financial statements in 2024. Unless otherwise specified, all currencies and amounts mentioned in this report are measured in RMB.

The Group undertakes that there are no false records or misleading statements in this Report, and takes responsibility for the authenticity, accuracy, and completeness of the information in this Report.

It is recommended to read this Report in conjunction with the section titled "Corporate Governance Report" as contained in the Annual Report, as well as the ESG and Sustainability page (<https://www.mi.com/csr>) of the Group's official website and Xiaomi Corporation's TCFD Report 2024.

This Report is published in both Chinese and English in April 2025. In the event of discrepancies between the Chinese and English versions, the Chinese version shall prevail.

If you have any suggestions or comments about this report, please contact us by the following means:

E-mail: mi-esg@xiaomi.com



Chairman's Address

In November 2024, we introduced our new strategy for sustainable development driven by our foundational core technologies at the 29th Conference of the Parties to the UN Framework Convention on Climate Change (COP29). We are placing greater emphasis on inclusive products and technology equality as well as the “Human x Car x Home” ecosystem strategy to create a low-carbon, efficient, and smart sustainable lifestyle for consumers. As a global leader in consumer electronics and smart manufacturing, we firmly believe that a company aspiring to long-term and robust growth should not only focus on short-term economic benefits but also enhance resilience in material environmental, social, and governance (ESG) issues and adopt risk management strategies to address the complex changes that confront the whole world.

To achieve a greener future, we are actively promoting low-carbon transition and development. We practice energy management across the chain of our business operations, covering office work, production and manufacturing, logistics and transportation, and store operations. At the same time, we are seeking more low-carbon operational models by applying energy-saving equipment, transitioning to green energy, and optimizing energy efficiency management. This year, we put into use a 16.2-MW distributed photovoltaic power station at Xiaomi EV Factory, which covers an area of 154,579 square meters and is expected to reduce carbon emissions by nearly 10,000 tonnes annually. Furthermore, we are leading our supply chain

partners toward green transition. In 2024, we set the following targets for our smartphone suppliers to continuously reduce Scope 3 carbon emissions: by 2030, suppliers in our smartphone business should achieve an average annual carbon reduction of no less than 5% compared to 2024 and at least 25% for green electricity usage in their energy mix; by 2050, the green electricity usage ratio of these suppliers should reach 100%.

We attach great importance to the circular economy and are committed to reducing electronic waste (e-waste) and promoting the circular economy with an integrated strategy that includes product design, product durability, refurbishment and reuse, as well as recycling and disposal. For the end-of-life disposal of products, we actively promote the recycling and reuse of e-waste. We conduct rigorous qualification reviews of our global e-waste partners to ensure compliant and environmentally friendly recycling and disposal processes, including the ISO 9001, ISO 14001, ISO 27001, and zero waste to landfill certifications, as well as the international R2 certification for e-waste management.

In fulfilling social responsibility, we emphasize three keywords: “talent nurturing,” “technological innovation,” and “community engagement,” with a goal to let everyone in the world enjoy a better life through innovative technology. In terms of talent nurturing, we continuously enhance our labor rights protection mechanism, optimize our recruitment and incentive

systems, empower employees’ career development, and attract and retain top talent globally. In terms of technological innovation, which consistently serves as the core driving force of our business, we make substantial investments in foundational core technologies. As a result, we are mastering and leading key technological processes. Moreover, we support technological innovation and drive industrial transformation, with RMB 1.7 billion allocated in our donation plan by the end of 2024. In terms of community engagement, we effectively create local employment opportunities and actively advance local infrastructure development in implementing our globalization strategy. Our initiatives in environmental protection, public charity, and disaster relief have led to significant and tangible improvements in the livelihoods of the communities where we operate.

To further enhance the management of material ESG issues, we remain committed to strengthening our ESG governance. We protect the interests of all stakeholders with efficient corporate governance and ensure that our operations meet the highest ethical standards. Notably in our corporate governance practices, we strictly adhere to operational compliance with laws and regulations, with robust management measures in place for anti-corruption, anti-money laundering, anti-unfair competition, conflict of interest management, and intellectual property protection. We maintain a zero-tolerance approach toward any violations of business ethics and actively foster a culture of integrity and transparency.

AI for practicality and AI for good are core principles steering AI technology to support social progress. Meeting people’s aspirations for a better technology-enabled life is the focus of our innovation. This year marks the 15th anniversary of Xiaomi Corporation, and I would like to extend my sincere gratitude to every partner and user for their support and trust. I believe this is a new starting point. We will stay true to our original aspirations, bring more exciting innovations and breakthroughs, and move faster to achieve our commitment to building a better future through our pursuit of sustainable development.

Founder, Chairman and CEO

Jun Lei



Board Statement

Xiaomi Corporation has established an ESG strategy driven by its foundational core technologies, aiming to make artificial intelligence (AI) accessible to everyone, pursue sustainable development across its ecosystem, and take responsibility for its foundational core technologies. This aligns with the Group's "Human x Car x Home" ecosystem strategy, which aims to provide consumers with a sustainable, smart lifestyle via its foundational core technologies and AI innovation.

The Board of Directors (the "Board") believes that establishing a sound ESG governance system is the cornerstone of the Group's ongoing efforts to deepen and implement an effective ESG strategy. The Board has appointed its Corporate Governance Committee (CGC), which, with the support of the Group's Sustainability Committee (SC), oversees and drives the orderly progress of the Group's ESG initiatives. Moreover, the Group continuously refines its policies, systems, and work procedures for material ESG issues to provide effective guidance. As global regulations, initiatives, guidelines, and standards evolve, the Board will regularly review them to ensure compliance with stakeholders' requirements in the Group's ESG matters.

Xiaomi Corporation has fully integrated key ESG risk management into the Group's overall risk management system, ensuring that the Group minimizes risks and seizes opportunities in its long-

term development. Senior management and heads of operating departments play an active role in identifying and assessing key ESG risks, and based on the likelihood, impact, and trends of these risks, they develop practical risk response measures. The Board will continue to regularly review ESG-related activities, evaluate core risks, and propose targeted strategies, as well as fully capitalize on ESG opportunities to drive sustainable business growth.

During the reporting period, with the official launch of Xiaomi's smart EV business, the Group's "Human x Car x Home" ecosystem strategy formed a closed loop. With sufficient consideration given to the potential impact of the Group's material ESG issues, the Board guided and urged new business to quickly establish ESG norms to ensure alignment with the Group's overall sustainable development goals. At the same time, the Board comprehensively assessed the need for the Group's global business lines to develop in parallel and rapidly, with a focus on key ESG risk areas such as sustainable supply chain management, product and service quality, AI development, and the circular economy. Every six months, the Board reviewed ESG priorities, discussed and examined ESG indicators and data performance, evaluated the impact of the ESG strategy on the Group's overall operations and financial performance, and continuously drove strategic optimization and

adjustments. Additionally, the Board reviewed and assessed the Group's carbon reduction targets and the progress in the year, as detailed in the "Climate Metrics and Targets" section of this Report.

The Board, following the principle of double materiality, engages stakeholders in active dialogues to understand the ESG issues of high concern to them. This enables the Group to prioritize the material issues and appropriately allocate resources to ensure effective management, as detailed in the "Stakeholder Engagement" and "Materiality Assessment" sections of this Report.

This Report was reviewed and approved by the Board on March 18, 2025.





01

Technology for Practicality and AI for Good

At Xiaomi Corporation, we center our efforts on technological innovation, advancing the research and development (R&D) as well as industrial applications of cutting-edge technology. We focus on key areas such as quality and safety, information security, and the accessibility of technology, where we embody the “Technology for practicality” philosophy and drive industry progress through technological innovation for “AI-for-good” win-win outcomes in both business and social value.

01 Leadership of Foundational Core Technologies

02 Product and Service Quality and Safety

03 Information Security and Privacy Protection

04 Accessibility of Technology



Annual R&D investment:



RMB **24.1** billion

The proportion of R&D personnel:



48.5%

New product e-commerce positive review rate:



98%

Number of privacy data leakage incidents:



0



Leadership of Foundational Core Technologies

"Technology-orientation" is an unchanging principle for us, and the Engineer Culture is an essential component of our DNA. We always position technological innovation as the core driving force for sustainable business development, which motivates us to rapidly advance toward independent technological innovation and make large-scale investments in foundational core technologies to gain mastery and leadership over key technical segments. By the end of the reporting period, our annual R&D investment reached RMB 24.1 billion, and our patents filed globally exceeded 42,000. Our R&D team of 21,190 employees made up 48.5% of the total workforce. Over the first five years in the decade of 2020–2030, our cumulative R&D investment is expected to exceed RMB 100 billion, propelling us to become a global leader in the evolving realm of cutting-edge technologies.

We established the Xiaomi Corporation Technology Committee, which oversees the development of the

Group's technology strategy, organization, talent, partnership, culture, and other technology systems. The committee aims to enhance R&D capabilities, promote technological innovation, foster a culture of innovation across the organization, and continuously improve the Group's technological capacity. Under the Group's Technology Committee, there are teams such as the Office of the Technology Committee and the Planning Department, which coordinate the management of the whole process of R&D teams' capacity building and new technology research. There are also teams for large models (LMs) and the AI Assistant, as well as the AI Laboratory and the foundational technology platform. They focus on the contribution to and sharing of public technology platforms for cutting-edge AI technologies and the cloud, as well as big data and security, thus driving the Group's capacity building for foundational core technologies and enabling the application of such technologies in the "Human x Car x Home" ecosystem.

Our evolving and expanding technology system has strongly propelled our product innovation. In 2024, we launched *Xiaomi SU7 Series (Xiaomi SU7)*, which completed a closed loop for the "Human x Car x Home" ecosystem strategy, and we released the universal "connected system" Xiaomi HyperOS 2 and the AI assistant "Xiaomi Hyper XiaoAi." Three key technological innovations—HyperCore, HyperConnect, and HyperAI—have elevated the user experience to new heights. Meanwhile, our user ecosystem continued to expand. By the end of the reporting period, our global monthly active users reached a new high of 702.3 million, a year-on-year increase of 9.5%, and the number of globally connected smart devices (excluding smartphones, tablets, and laptops) surpassed 904.6 million, a 22.3% year-on-year growth.

This year, Xiaomi Smart Factory¹ and Xiaomi EV Factory were completed and put into production. They feature a high proportion of self-developed manufacturing equipment, 100% automation of

key processes, and 100% digitalization of industrial production, showcasing our extensive technological expertise and strong innovation capabilities.

We consistently promote open partnerships among the industry, universities, and research institutes. Moreover, we collaborate with global partners to drive the exploration of cutting-edge technologies and the steady development of the industry chain. We work closely with organizations such as the National Technical Committee 28 on Information Technology of the Standardization Administration of China, the Big Data Technology and Standard Committee, the Intelligent Connectivity Security Professional Committee, and the China Internet Cybersecurity Governance Alliance to contribute to the development of national and industry standards. By the end of the reporting period, we had participated in a total of 48 national standard projects, 98 national standards, and 75 industry standards.

Our annual R&D investment reached RMB

24.1 billion

Our patents filed globally exceeded

42,000

Our R&D team of

21,190 employees

Made up

48.5% of the total workforce

Our global monthly active users reached a new high of

702.3 million

Year-on-year increase of

9.5%

Number of globally connected smart devices surpassed

904.6 million

Year-on-year growth of

22.3%

¹ Refers to Xiaomi's smartphone factory in Changping, Beijing.

AI-Driven “Human x Car x Home” Ecosystem Integration

Guided by the “Human x Car x Home” ecosystem strategy, we are accelerating the development of an AI-driven ecosystem, aiming to achieve seamless synergy between humans and devices as well as between devices. Through continuous iterations of Xiaomi HyperOS 2, we have not only equipped our smartphones, smart EVs, and smart home appliances with cutting-edge AI capabilities but also enhanced cross-scenario interactions between products, thus providing global users with a smarter and more convenient service experience across the ecosystem.

Internet of Everything

The “Human x Car x Home” ecosystem enables devices to dynamically network in real-time, with all devices working in unison as a cohesive whole, delivering a groundbreaking interconnected experience.

Xiaomi HyperOS 2, the Connected System

Xiaomi HyperOS 2 is a solid step toward an AI ecosystem. Centered around people and fully empowered by AI, it is an operating system for the “Human x Car x Home” ecosystem.

At the foundational experience level, Xiaomi HyperOS 2 features the system core HyperCore. A dedicated team has been established to categorize and identify over 25,000 scenarios, reconstruct high-pressure test models, and tackle them one by one, resulting in enhancements in four core areas: performance, graphics, networking, and security. Additionally, Xiaomi HyperOS 2, in conjunction with the new Xiaomi Dynamic Memory Technology

and Xiaomi File-Based Optimization 2.0, has achieved a comprehensive upgrade of three underlying technologies: scheduler, memory management, and storage management. This ensures that the new *Xiaomi 15 Series* smartphones, powered by HyperCore, deliver the fastest app startup, the lowest power consumption per game frame, and the smoothest product experience in ultra-heavy complicated scenarios.

HyperConnect, the self-developed cross-device connectivity framework of Xiaomi HyperOS, builds three major network connectivity capabilities: Core-device Network, Multi-cloud Network, and IoT Network, which enable real-time networking of devices within the “Human x Car x Home” ecosystem. In Xiaomi HyperOS 2, HyperConnect has been further enhanced, completely atomizing device capabilities and equipping individual devices with ecosystem-wide capabilities. This facilitates seamless integration between devices across the whole ecosystem and supports cross-device calling capabilities.

Besides, our upgraded HyperAI released in 2024 has enabled system-level intelligence, perception, memory, and operational capabilities by deeply integrating Xiaomi Hyper XiaoAi with the system, significantly enhancing the convenience and proactive intelligence of search queries and controls. Additionally, HyperAI has reshaped system applications and revolutionized the efficiency experience with AI LM technology. It enables the “cinematic” dynamic depth-of-field effect for lock screen wallpapers, as well as a variety of vibrant and user-friendly features such as AI photo albums, AI writing, AI speech recognition, AI search, AI subtitles, All-new AI Art, and AI gesture reactions.



Xiaomi Hyper XiaoAi, the AI Assistant

Xiaomi Hyper XiaoAi is a whole-ecosystem AI assistant launched in Xiaomi HyperOS 2 and is an upgraded version following the full integration of AI Assistant with LLM. Supported by the HyperAI system, it utilizes system-level LLM capabilities to provide users with more proactive, human-like, and convenient intelligent services. Xiaomi Hyper XiaoAi integrates our device-cloud LLM matrix, multi-device perception, and cross-device execution functions, enabling global multimodal interaction. It can sense screen content and the external environment to offer users a more natural interaction experience.

In terms of technical architecture upgrades, Xiaomi Hyper XiaoAi has transitioned to an LLM paradigm, which has led to a leap in its core functionalities. Leveraging natural language processing (NLP) and optical character recognition (OCR) technologies, especially the application of AI LM, Xiaomi Hyper XiaoAi boasts rich semantic understanding and contextual reasoning capabilities. It learns user habits and preferences from massive data to provide personalized responses and services. Furthermore, by building a new Action framework, Xiaomi Hyper XiaoAi is deeply integrated with HyperOS and features memory and reasoning capabilities for more efficient and convenient global task management.

In application, Xiaomi Hyper XiaoAi can control multiple smart devices within our ecosystem, including smartphones, tablets, smart speakers, smart TVs, and smart EVs. Users can execute tasks

such as switching home appliances on and off or querying information through voice commands, thus significantly improving operational convenience and efficiency. In addition, Xiaomi Hyper XiaoAi has also expanded into specific-domain AI assistants such as the Xiaomi Product Assistant and Car Q&A Assistant to offer users more accurate and specialized services.

Beyond operational assistance, Xiaomi Hyper XiaoAi also provides emotional care for users in everyday life. Integrated with advanced emotion recognition technology, optimized algorithms, and multi-modal interaction capabilities, Xiaomi Hyper XiaoAi has upgraded its original one-time response feature and developed a continuous conversation strategy, significantly enhancing empathy and continuity in interactions. It provides a human-centered intelligent solution in various scenarios such as AI character chit-chat and counseling.

Xiaomi Vela, the Open-Source Developer Platform

We contribute to a thriving global IoT ecosystem through sustained open-source collaboration. Based on the open-source, real-time operating system NuttX, we have built the IoT embedded software platform Xiaomi Vela, which is fully open-sourced on GitHub and Gitee. Xiaomi Vela features high compatibility and flexibility. It offers a one-stop solution to global chip manufacturers, device manufacturers, and application developers, assisting them in creating high-experience smart products with low cost and high efficiency. By the end of 2024, Xiaomi Vela had been applied on a large scale across 10 major core device categories, with over 1,000 products and more than 80 million smart devices launched.

We have been active in the Apache NuttX community for eight consecutive years. By the end of 2024, we had contributed over 50% of the code changes annually for three years in a row, with three Project Management Committee (PMC) members and four Committers, making us the largest contributor and de facto leader of the NuttX community. At the Open Source Operating System Annual Technical Conference (OS2ATC) 2024, Xiaomi Vela was awarded the Most Influential IoT Operating System, highlighting our outstanding contributions to IoT open-source co-creation. Furthermore, in 2024, the Group launched the All-Ecosystem Developer Incentive Program, aiming to assist global developers in making breakthroughs in the fields of all-ecosystem applications, all-ecosystem connectivity, and all-ecosystem intelligence by providing financial resources, traffic support, and technical empowerment.



AI Ecosystem

We are deeply committed to the underlying technology and invest heavily in promoting the deep integration of software and hardware. By introducing the formula (software × hardware)^{AI}, we aim to embed intelligent technology into every aspect of people's lives and firmly advance toward an AI ecosystem.

MiLM2, Xiaomi's LLM

Our self-developed LLMs are highlighted by "lightweight and on-premises deployment" and focused on enhancing the model's capabilities and the practical synergy between the "device" and "cloud." This year, our LLM team achieved significant progress with MiLM2 and built a more extensive parameter matrix based on the latest generation of the MiLM2 model, which fully adapts to the diverse scenarios of the "Human x Car x Home" ecosystem.

As our second-generation LLM, MiLM2 surpasses its predecessor in both technical capabilities and model performance. We assessed MiLM2 across all scenarios, covering 10 key capability dimensions: generation, brainstorming, dialogue, Q&A, rewriting, summarization, classification, extraction, code processing, and secure responses,

with a total of 170 detailed test items. Compared to the first generation, MiLM2 showed an average improvement of over 45% in these 10 capabilities. Notably, in critical capabilities such as instruction following, translation, and chit-chat, the model's performance ranks among the industry's best.

Through in-depth research on MiLM2, we have achieved several technological innovations. In 2024, we published several papers on LLMs, including 11 papers at top AI conferences (NeurIPS², ACL³, EMNLP⁴, COLING⁵, and ECAI⁶), covering technologies for model training and applications.

To adapt to diverse business scenarios and tap more practical possibilities for our ecosystem, the MiLM2 model matrix has been upgraded in both parameter scale and model structure. Our self-developed second-generation LLM scales down the parameter size on the device side to 0.3B by enriching the model matrix and introduces a 4B model to enable lightweight model deployment, thus making edge computing possible. On the cloud side, the parameter size has been scaled up to 30B to meet high-performance computing needs and integrate the cloud, edge, and the device.

In addition, for model structure optimization, MiLM2 incorporates two MoE⁷ structure models: MiLM2-0.7B×8 and MiLM2-2B×8. Taking MiLM2-2B×8 as an example, according to assessment results, this model's overall performance is comparable to that of MiLM2-6B, while its decoding is 50% faster, significantly improving operational efficiency.

The advancements and achievements of MiLM2 have found their way into real business scenarios and user needs. It not only helps the Group address diverse internal business requirements and improve work efficiency but is also applied across various scenarios within the "Human x Car x Home" ecosystem.



² NeurIPS: Neural Information Processing Systems, a leading conference in machine learning and AI.

³ ACL: Annual Meeting of the Association for Computational Linguistics, a leading conference in natural language processing (NLP).

⁴ EMNLP: Conference on Empirical Methods in Natural Language Processing, a key NLP conference of the ACL, focusing on data-driven and experimental methods.

⁵ COLING: International Conference on Computational Linguistics, one of the top conferences in computational linguistics and NLP.

⁶ ECAI: European Conference on Artificial Intelligence, a flagship conference on AI research in Europe focused on various AI topics.

⁷ MoE: Mixture of Experts, which performs parallel processing of multiple "expert" models, each responsible for a specific function, and then combines the outputs of these models to improve the overall prediction accuracy and efficiency.

Personal Devices

We continuously execute our premiumization strategy and enhance brand competitiveness on every front through technological innovation and product iteration. In 2024, we comprehensively upgraded the hardware and software capabilities of our flagship smartphones, leveraging the underlying HyperAI technology to unleash the hardware's ultimate performance and improve the user interaction experience.

▶ Case: AI-Powered Signal: Seamless Network Connectivity across All Scenarios

To address the issue of smooth performance under device overload and weak-signal conditions, we have developed a proprietary "5G Full-Link Perception Prediction Engine." Embedded with Modem AI, the engine combines 5G signal coverage maps and weak signal prediction technology. It preloads content in advance to significantly alleviate video buffering issues in weak-signal conditions like subways. At the same time, its underlying system is deeply integrated with AI to intelligently adjust channels and classify application traffic based on network quality and task priority in weak-signal scenarios, enhancing the user's full-link signal experience.

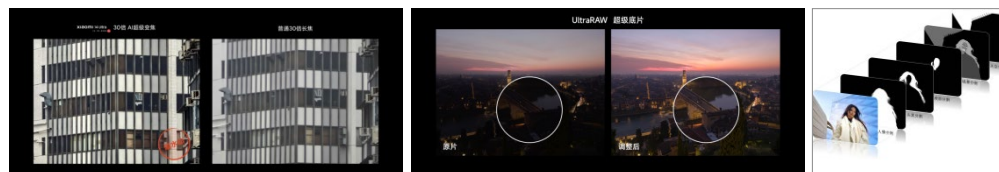
▶ Case: AI-Powered Imaging: Real and Layered Computational Photography

We have fully integrated Xiaomi AISP, the world's first AI LM computational photography platform, into the HyperOS AI subsystem, bringing disruptive technological innovation to mobile imaging. Equipped with the Fusion LM, the Xiaomi AISP platform analyzes the raw light intensity information of each pixel in a RAW image to generate a RAW image with a data volume of up to 21Bit. This surpasses the capacity of traditional algorithms and makes the color gradations in photos more natural.

With powerful computing power and advanced algorithms, Xiaomi AISP introduces three industry-leading upgraded imaging capabilities:

- **Ultra RAW:** It directly extracts massive raw data from the Xiaomi AISP pipeline to deliver the RAW-format photos with the largest data volume in the mobile field to date. During post-processing, even if the original image is underexposed or overexposed by two stops, it can be corrected to the proper exposure.
- **Ultra Snap:** The super strong computing power of Xiaomi AISP enables up to 150 full-algorithm, high-quality continuous shots.
- **Ultra Zoom:** It is the industry's first AI LM-powered ultra-zoom feature. When shooting at over 30X magnification, the AI LM is used to precisely reconstruct raw optical data to significantly enhance image clarity.

Additionally, the "Master Portrait" mode built in the *Xiaomi 15 Series* leverages our proprietary Portrait LM. It utilizes three core technologies—portrait semantics, portrait blur, and HD smart beautification—to elevate portrait photography to new heights, achieving a perfect blend of technology and art.



Mobility Devices

Our first smart EV product, the *Xiaomi SU7*, was officially delivered in 2024, marking our transition from exploration to practice in smart mobility. We have fully integrated AI capabilities into Xiaomi EV, aiming to provide users with a smoother, safer, and smarter driving experience.

Xiaomi Hyper Autonomous Driving ("Xiaomi HAD")

"Xiaomi HAD" is our full-stack self-developed technology that combines advanced AI technologies and perception algorithms and integrates four major modules: intelligent driving, intelligent parking, intelligent safety, and environmental simulation. It is designed to provide users with an assisted driving experience adaptive to all scenarios.

We have introduced Adaptive BEV Technology, which adjusts to different environmental precision requirements and provides dynamic perception capabilities for complex driving scenarios. At the same time, we are expanding large models to all driving tasks, facilitating safer and more stable driving decision-making by dynamically generating multiple trajectories and selecting the optimal driving route. With the introduction of the Visual-Language Model (VLM), we have unveiled a new form of smart driving, the vehicle-cloud collaborative architecture, which further strengthens scenario comprehension capabilities of "Xiaomi HAD". During driving, the VLM enables the vehicle to recognize road conditions more intelligently and provide early recognition and voice alerts when encountering obstacles like snow or potholes. In parking scenarios, the vehicle can effectively identify various irregular obstacles, such as fire hydrants and carts, and provide timely voice alerts.

▶ End-to-end Mechanical Space Parking

Xiaomi EV's "mechanical space parking" function innovatively integrates perception and decision-making algorithm modules. The end-to-end algorithm innovation enables the vehicle to process image data from 11 cameras in real time, dynamically adjust its posture, and maintain a precise 1-centimeter warning to prevent collisions and scratches, making possible precise parking with just a 5-centimeter margin on one side. When facing I-beam pillars at the entrance of the mechanical parking space, our zoom BEV technology dynamically adjusts the algorithm resolution to generate a high-precision 3D bird's-eye view. This provides the vehicle with a comprehensive and intuitive environmental comprehension. Together with the I-beam Recognition and Detection Model developed through deep learning training based on over 200,000 frames of annotated data, the vehicle has seen significant enhancement in recognition accuracy, helping it successfully overcome the obstacle avoidance challenge posed by the I-beam pillars.

Smart Cabin

In 2024, the R&D of Xiaomi EV's Smart Cabin continued to focus on four key areas: interconnectivity, the interaction system, the Vehicle-Mounted AI Assistant, and system stability.

Leveraging our self-developed, model-oriented cross-domain connectivity platform, Xiaomi EV's Smart Cabin enables seamless connectivity and control between multiple devices, fully supporting scenarios such as controlling the vehicle with a smartphone and vice versa. This allows users to effortlessly experience advanced connectivity features such as Home screen+ and Cross-device Camera Collaboration between smartphones and vehicles. Additionally, Xiaomi EV takes the lead in the industry to launch a multitasking flexible framework and offer an interactive experience with multi-desktop containers and multi-split screens. Users can easily switch between different applications on the in-car system and even customize their layout to meet diverse needs. Besides, combining AI LM technology with the Full-range Vehicle Perception System, the Vehicle-Mounted AI Assistant offers contextual solutions such as car-related Q&A, front vehicle recognition, and external wake-up defense. It also incorporates our self-developed five-zone audio pickup algorithm to create a personalized voice space for each passenger, thus providing an intelligent interaction experience in multi-passenger scenarios.

For system stability, we adopt HyperOS to deeply optimize the underlying kernel and ensure smooth system operation even in complex and high-pressure scenarios. From map browsing to app launching, Xiaomi EV's Smart Cabin provides quick response times and a seamless response experience.

Additionally, each in-car system undergoes rigorous long-duration stress testing to ensure stable and secure system operation for users. It leads the industry with its annual time between failures.

▶ Case: *Xiaomi SU7's* Sentry Mode

Xiaomi SU7's Sentry Mode is equipped with our self-developed Sentry algorithm. When a vehicle is parked, it uses six high-definition wide-angle cameras to perceive the surrounding environment. They are combined with our self-developed multi-branch single-stage detection model to accurately identify human presence and proximity to potential danger. If a person is detected within a dangerous range or abnormal vibrations are detected, the alert mode will be activated, with immediate notification sent to the car owner. To minimize false alarms, we have self-developed and designed an optimized post-processing strategy based on similar frame judgment. The optimized model achieves zero false alarms and a recall rate of up to 90%. Regarding privacy, our Sentry Mode employs an advanced desensitization algorithm to ensure that sensitive data, such as faces and license plates, are blurred when viewed remotely, thereby protecting user privacy.



Home Devices

AI technology is always an essential component of the core functions and ecosystem of our smart home appliances. We have built the Mijia Lingyun Intelligent Control Engine based on AI algorithms to dynamically optimize the operation of home appliance products. Additionally, with the support of HyperConnect, it

can seamlessly connect multiple devices and enable remote control, remote intelligent diagnostics, and other purposes, thus facilitating intelligent interconnection and efficient management of home devices.



▶ Case: AI-Powered Home—A Personalized Air Conditioning Experience

We empower the Mijia air conditioner with self-developed AI algorithms and LM technology to offer users a more comfortable and energy-efficient experience.

• Personalized Comfortable Experience

The Mijia Lingyun Intelligent Control Engine uses a deep learning algorithm, based on historical behavior data (such as temperature settings and active time periods) and external environmental factors (such as weather and location), to precisely predict the user's comfort needs. It generates a personalized temperature control curve and dynamically adjusts the operation mode for the optimal balance between comfort and energy efficiency.



• Energy-Efficient Operations

The Mijia Lingyun Intelligent Control Engine significantly improves operational efficiency with pre-calibrated expansion valves and our self-developed electronic control algorithm. In particular for variable frequency control, the Mijia air conditioner achieves a rapid compressor frequency increase of 10 Hz per second, cooling the room in just 30 seconds and heating it in 60 seconds. Moreover, it models room temperature change trends accurately using the Long Short-Term Memory (LSTM) model and optimizes the air conditioning system's control strategy with the Deep Deterministic Policy Gradient (DDPG) algorithm, thus ensuring the best temperature control effect in different environments. With the AI energy-saving algorithms, the Mijia air conditioner can achieve up to 40% energy savings overall and save 786 kWh⁸ of electricity annually, which makes it an eco-friendly and cost-effective choice for users.

• Intelligent Diagnostics and OTA Updates

Built on the visual foundation model (VFM), the Mijia air conditioner can not only check the indoor unit's installation standards but also detect common issues such as clogged filters and refrigerant shortages using AI big data models. Powered by AI technologies like ResNet, Segment Anything Model (SAM), Vision Transformer (ViT), and Transformer, it can diagnose air conditioning issues with an accuracy rate of over 90%. Furthermore, our pioneering full-link OTA technology allows the air conditioner to evolve continuously so that users can enjoy the latest technological and functional updates when using the device.

⁸ This data is based on China's Energy Efficiency Index (EEI) Level III.

Smart Manufacturing

We continuously push advance smart manufacturing. We have our own factories and leverage precise product operation management, advanced automation technologies, and big data-driven decision-making to continuously improve production efficiency and product quality while reducing resource consumption and operational risks. In 2024, Xiaomi Smart Factory and Xiaomi EV Factory were officially completed and put into operation, and construction of Xiaomi Smart Home Appliance Factory also commenced. All three factories extensively use industrial internet and AI technologies and achieve efficient, environmentally friendly, and sustainable production models through smart manufacturing processes.

In addition, as a “model for new quality productive forces in China,” we consistently empower our business partners within the industry chain and provide solutions for digital management systems across the chain for the manufacturing industry.

Xiaomi Smart Factory

This year, Xiaomi Smart Factory officially began production. It fully showcases our exceptional capabilities in smart manufacturing across four key areas: self-developed equipment, digitalization, automation, and intelligence.

High Proportion of Self-Developed Software and Hardware

Xiaomi Smart Factory adopts a high proportion of self-developed hardware and software. In terms of hardware, the factory deploys a total of 3,064 devices, with the proportion of self-developed equipment reaching as high as 96.8% in all sections except for SMT⁹. This covers all core processes from mainboard testing to final assembly and packaging. In terms of software, the factory utilizes a 100% self-developed digital management platform, the Xiaomi Hyper Smart Manufacturing Platform. It is a complete technology platform integrated with core factory-level applications built on the Group's infrastructure, which completes the integration with the Group's information systems.

Digital Production Ecosystem

Xiaomi Smart Factory takes the lead in completing the industry's pioneering “full-link industrial big data” infrastructure. All equipment in the factory is based on a unified communication protocol and F5G¹⁰ technology, which enable the integration of multi-source heterogeneous data while interconnecting with the factory's IT system, together forming a comprehensive digital production ecosystem. The factory is equipped with 64,000 data collection points, which collect 1.7 billion pieces of data daily. Additionally, with the use of AR smart inspections, the internal operating conditions of equipment are monitored in real-time without stopping production, achieving continuous monitoring across all processes.

Full Automation of Key Processes

Built on a high proportion of self-developed hardware and software as well as digitalized production, Xiaomi Smart Factory achieves full automation of key processes. By applying technologies such as flexible production lines, automated logistics, and cloud-edge-device automation control, the factory reaches an automation rate of 81% in its production lines, far surpassing the industry average. In terms of automated logistics management, Xiaomi Smart Factory integrates logistics equipment with the Xiaomi Hyper Smart Manufacturing Platform and enables automated functions such as automatic material calling for equipment, moving task allocation, and inventory alerts.

Intelligence Deployment for Multiple Scenarios

Intelligence is another core competitive edge of Xiaomi Smart Factory. Relying on the Xiaomi Hyper Smart Manufacturing Platform, the factory leverages technologies such as AI, digital twin, and big data analytics to build a smart manufacturing operation system for multiple scenarios. It enables the application of ten intelligence scenarios, ranging from intelligent lean operations and intelligent equipment maintenance to intelligent dynamic optimization, which underpin a comprehensive upgrade of manufacturing intelligence.

▶ Case: VFM-Based AOI¹¹ Intelligent Re-inspection Detection Technology

To address issues in manual re-inspection of Automated Optical Inspection that involve strong subjectivity, inconsistent re-inspection accuracy, and low transferability of experience, Xiaomi Smart Factory has deployed AI VFM-based intelligent re-inspection technology. This technology, built on the AI VFM re-inspection algorithm and combined with deep learning and traditional machine vision techniques, establishes a model for secondary inspection and judgment of AOI results. It applies to appearance inspections for core components such as smartphone screens and cameras, as well as process inspections for middle frame glue dispensing and surface mount machines. The technology achieves re-inspection accuracy of over 95%, reduces the average re-inspection time by 0.1 seconds, and increases judgment speed by 17.56 times compared to manual processes. Additionally, the smartphone screen AOI high-precision defect detection technology reaches an industry-leading position in detection accuracy, with a defect detection rate as low as 0.001%.

⁹ SMT: Surface-mount Technology, an assembly and production method that directly applies electronic components to the surface of printed circuit boards (PCBs).

¹⁰ F5G: The 5th Generation Fixed Networks.

¹¹ AOI: Automated Optical Inspection, a detection technology based on optical imaging and computer vision.

The advanced smart manufacturing capabilities have significantly improved the production efficiency of Xiaomi Smart Factory. By optimizing equipment cycle time, increasing line balance, and reducing downtime, we have increased the unit per hour (UPH) by 70% compared to the highest levels at subcontracted factories, thus enhancing production efficiency and shortening product delivery times. Additionally, the flexible process changeover technology has drastically reduced changeover time to just 10 hours, an 86% improvement over the highest levels at subcontracted factories. It enables flexible production while elevating the modular production capacity of Xiaomi Smart Factory to a globally leading level.

Xiaomi Smart Factory has been widely recognized for its technological achievements and innovation capabilities. In 2024, we received the highest title in smart factory construction—the National-Level Smart Manufacturing Benchmark Enterprise certification. We also won several prestigious awards, including the Digital Twin Innovation Application Award in DigiTwin 2024, the Good Product Design Award in the 5th Goldreed Industrial Design Award (GIDA), and the Honorable Mention in the Design Intelligence Award (DIA).



National-Level Smart Manufacturing
Benchmark Enterprise



Digital Twin Innovation
Application Award in
DigiTwin 2024



Good Product Design Award in
the 5th Goldreed Industrial Design
Award (GIDA)



Drawing on our experience in smart factory construction, we actively empower our industry chain partners to enhance their intelligent production capabilities for common progress. In 2024, Xiaomi Smart Factory assisted an OEM Factory in Egypt in deploying the Xiaomi Hyper Smart Manufacturing Platform Manufacturing Execution System (MES) for television assembly production, with the process completed in just four months. The Xiaomi Hyper Smart Manufacturing Platform MES, fully demonstrating the advantages of intelligence, offers traceable monitoring throughout the production process and standardizes production by organizing business workflows. It facilitates the smooth mass production of Xiaomi TVs in Egypt.

Xiaomi EV Factory

Xiaomi EV Factory, inspired by smart manufacturing, integrates intelligent production and modular layout and achieves 100% automation in key processes such as HyperCasting, stamping, body assembly, painting, and final assembly. The factory is capable of producing a *Xiaomi SU7* model every 76 seconds, demonstrating exceptional efficiency and quality in smart manufacturing. In January 2025, Xiaomi EV Factory was included in the first batch of excellence-level smart factories recognized by the Ministry of Industry and Information Technology (MIIT), consolidating its position as a leading benchmark for smart manufacturing in the industry.

To create the “smart hub” of the factory, we independently developed Manufacturing Operations System (MiMOS), an automobile smart operations platform. With advanced technologies and algorithms, we closely align business processes and data with user needs and have established a dual-flywheel mechanism where “business drives model iteration and optimization, and the model feeds back to improve business.” The mechanism significantly enhances cross-departmental collaboration and operational efficiency, thereby driving the continuous growth of Xiaomi EV’s mass production capabilities. Additionally, the MiMOS features full data sensing and flexible orchestration of rule and decision models and supports a low-code, highly flexible “enterprise-level + factory-level” deployment model, which enable rapid adaptation to the diverse needs of Xiaomi EV’s intelligent production.

Supported by MiMOS, Xiaomi EV Factory has achieved closed-loop management across the process from data collection to intelligent applications. It has created several industry-leading smart manufacturing scenarios and set a benchmark for intelligence transformation:

- **Injection Takt Warning for HyperCasting**

With real-time automatic timing of the casting machine’s injection process and AI-assisted X-ray inspections, the MiMOScan intelligently analyze and identify suspicious processes, where it proactively alerts quality control personnel and highlights specific die-cast parts for focused inspections. This practice significantly saves quality inspection time and effectively mitigates quality risks in a timely manner.

- **Tightening Process Curve Hidden Damage Warning**

By automatically collecting data, modeling, and analyzing the tightening process curve, Xiaomi EV Factory makes hidden damage in the tightening process visible and timely warns production personnel. This helps ensure that products meet high-quality standards.

- **Optimization of the Smart Production Scheduling System**

The Smart Production Scheduling System at Xiaomi EV Factory leverages advanced algorithms for automatic scheduling and data analysis for forecasting. This has resulted in a 20% improvement in production efficiency, significantly enhancing the market adaptability of Xiaomi’s smart EVs and maximizing economic benefits.

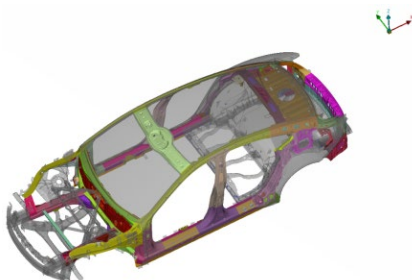


Additionally, Xiaomi EV Factory actively leverages AI LM capabilities to empower industrial applications across multiple manufacturing stages, further enhancing production efficiency and quality standards. It demonstrates the effective integration of smart manufacturing and innovative technology in the intelligent era and sets a model for efficient, high-quality, green, and sustainable factories.

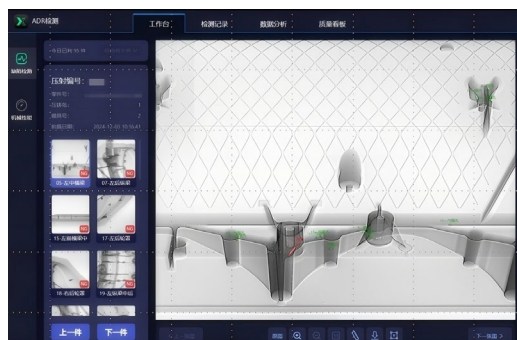
▶ Case: Xiaomi LM Practices in Intelligent Optimization and Industrial Production

In the field of industrial design, we have built a multi-expert prediction model based on AutoML technology for accurate prediction of durability performance such as stiffness, as well as NVH performance such as modal characteristics. Using reduced-order models, the model can quickly generate optimal solutions that meet design constraints and help engineers strike a balance between vehicle performance and lightweight requirements. In the body in white (BIW) design of *Xiaomi SU7* at a certain stage, leveraging the LM multi-objective optimization algorithm, we achieved an optimization effect of reducing weight by 14 kg while ensuring the stability of *Xiaomi SU7*'s stiffness and modal performance.

In industrial quality inspection, we use VFM technology for millimeter-level industrial defect detection and transform from sampling to full inspection. The Xiaomi LM enhances model generalization with semi-supervised fine-tuning, reduces manual interaction with automating prompt generation, and resolves edge segmentation issues with optimized fine segmentation structures. In this way, it has improved defect detection accuracy to 99.9%, making industrial quality inspection more intelligent and setting a quality benchmark for Xiaomi.



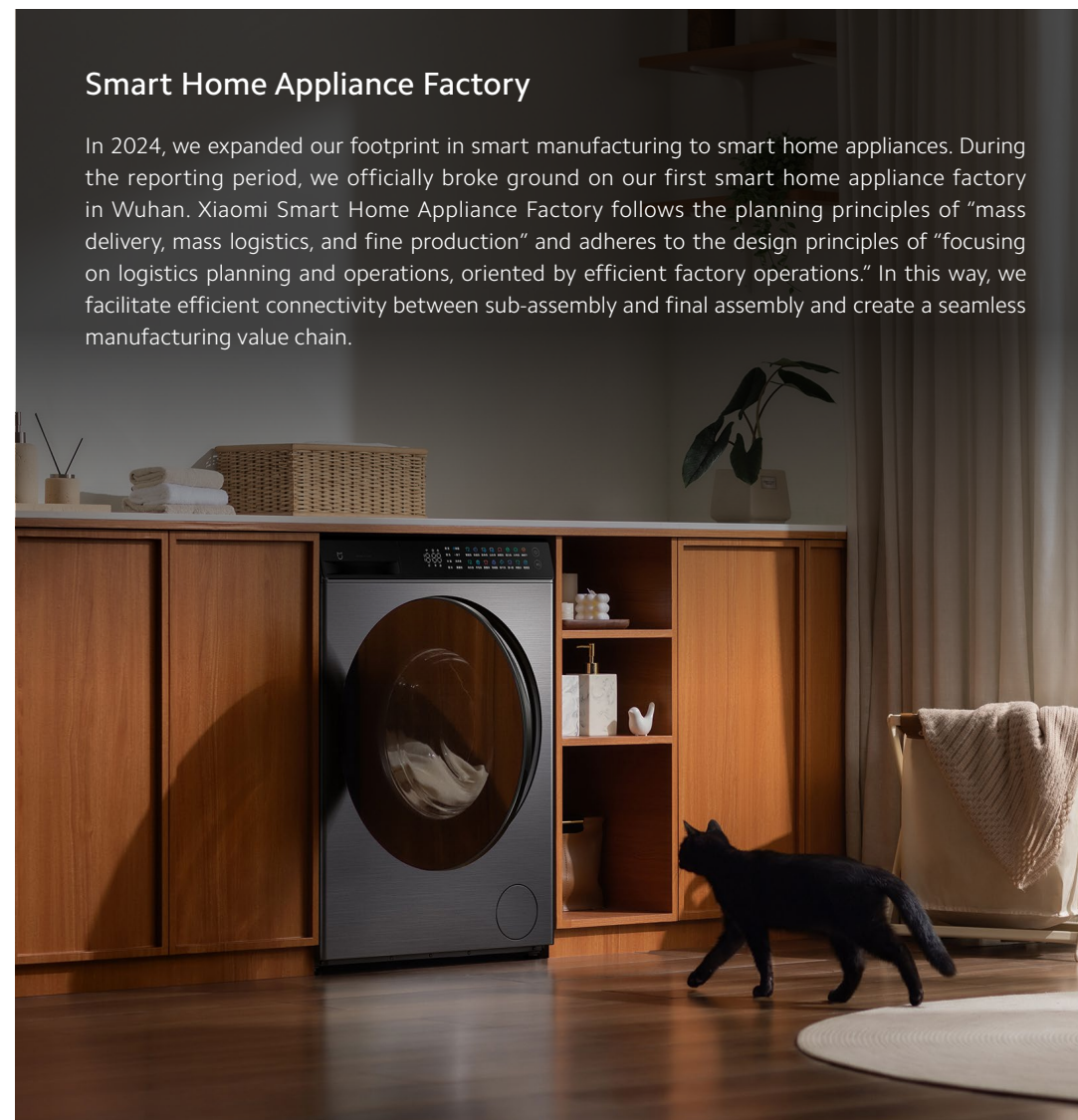
The BIW design of Xiaomi EV

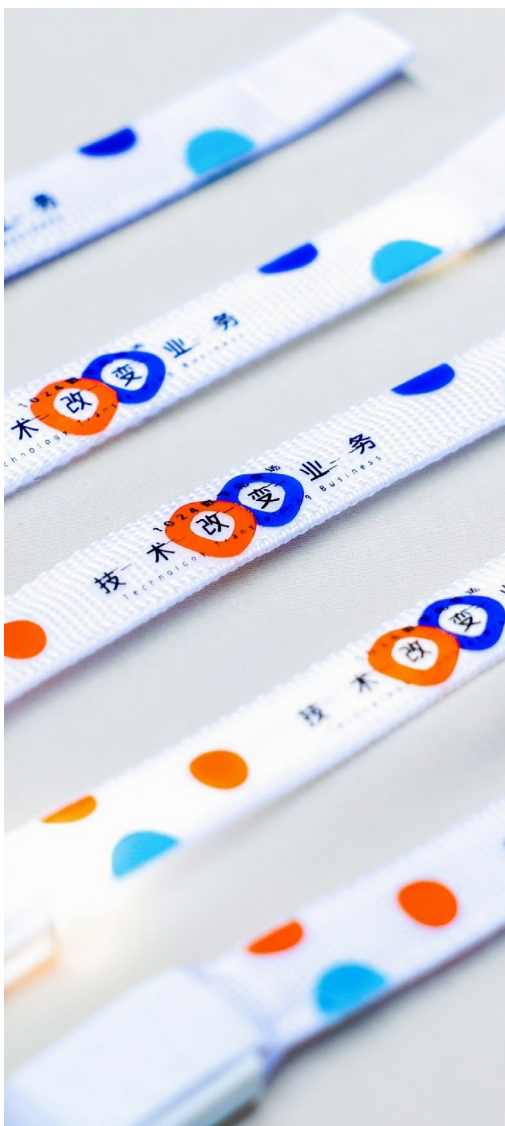


The full inspection of Xiaomi EV

Smart Home Appliance Factory

In 2024, we expanded our footprint in smart manufacturing to smart home appliances. During the reporting period, we officially broke ground on our first smart home appliance factory in Wuhan. Xiaomi Smart Home Appliance Factory follows the planning principles of “mass delivery, mass logistics, and fine production” and adheres to the design principles of “focusing on logistics planning and operations, oriented by efficient factory operations.” In this way, we facilitate efficient connectivity between sub-assembly and final assembly and create a seamless manufacturing value chain.





Technological Innovation Culture

We consistently uphold an Engineer Culture, with incentive and empowerment mechanisms at multiple levels. Through diverse activities such as internal technology competitions, cross-disciplinary exchanges, and talent cultivation, we continuously drive product innovation, meet industry and user needs, and create limitless possibilities.

This year, we held the Xiaomi Ten Million Dollar Technology Award 2024, the Xiaomi Hackathon 2024, the Xiaomi Technology Carnival 2024, and the 9th AI Data Mining Competition. These events inspired engineers to further push technological boundaries through collaboration and competition and foster solutions for the future. Moreover, on internal sharing platforms and at open technology salons, we integrate an innovation culture into the daily work of our technical teams and create a complete closed loop from inspiration to implementation. Our initiatives include launching *I Work on Technology in Xiaomi*, an interview series focusing on outstanding young engineers and discovering our diverse engineering culture; establishing the Tech Circle, a platform for technical exchange and sharing of cutting-edge technologies among the Group's engineers; and hosting the Xiaomi Fans Tech Salon, a co-creation space for users and engineers to continuously drive product innovation and iteration.

▶ Case: Xiaomi Corporation Hosts the 5th Xiaomi Hackathon

In 2024, we held the 5th Xiaomi Hackathon with the theme "Boundless Creativity, Endless Life," encouraging participants to deeply integrate cutting-edge technologies such as AI, 5G, and IoT with the "Human x Car x Home" ecosystem and public welfare scenarios and foster solutions that present both innovation with social value. This year's Xiaomi Hackathon brought together 319 Xiaomi engineers from 11 departments across Beijing, Wuhan, Nanjing, Shanghai, and Shenzhen and resulted in 63 creative new technological works and 37 patent applications. These outcomes spanned the entire ecosystem, including smart EVs, smartphones, system software, smart hardware, and AIoT.



The scene of the 5th Xiaomi Hackathon

▶ Case: Hyper with AI at Xiaomi Technology Carnival

This year, we hosted the Xiaomi Technology Carnival with the theme "Hyper with AI," which featured five major technology sessions and over 40 technology sharing events. Among these, we introduced an open day and hands-on workshop for our self-developed LMs, where we offered attendees immersive experiences in language, image, and audio fields and fully showcased the practical application value of LMs across various scenarios. Additionally, we held the 2nd Automobile Simulator Challenge, where participants explored new possibilities in smart driving and human-machine collaboration through a highly realistic simulated driving environment. The upgraded Xiaomi AI Data Mining Competition 2024 incorporated cutting-edge AI LM topics and encouraged participants to maximize the commercial value of data and models. It received over 1,000 registrations, with 482 teams and 901 participants submitting valid results, a significant 94.4% increase in the number of participating teams compared to last year.



The scene of Xiaomi Technology Carnival

Product and Service Quality and Safety

High-quality products are the foundation of consumer trust. We strictly control the product design and production processes to ensure high-quality manufacturing and delivery to high standards. Moreover, we continuously optimize our comprehensive service system and consistently provide consumers with a reliable and thoughtful service experience, staying true to our commitment, "Make friends with users."

Quality Management System

Building on total quality control and striving for performance excellence, we have established a robust quality management system aligned with the ISO 9001 Quality Management System standard and tailored to our business to achieve high quality and sustainable development. The Group has set up a Quality Committee to oversee quality management across the organization and formulate quality strategies, policies, management mechanisms, and requirements. Each business segment has its own Business Quality Committee to implement the Group's directives and carry out quality-related initiatives. Additionally, an independent quality organization has been established to ensure end-to-end quality assurance for hardware products.

Our quality management efforts, based on the Group Quality Manual and guided by the *Group Business Quality Management White Paper*, cover hardware and the internet, as well as sales, delivery, and after-sales service. This framework ensures that all employees uphold the "Quality First" principle and guarantees high-quality product delivery and continuous improvement in user experience. Each business tailors its own quality management white paper to address specific management needs and effectively guide quality management. Additionally, we have developed quality management maturity assessment models for different business attributes and development stages. Departments conduct regular self-assessments and undergo an annual review by the Group's Quality Committee to enhance their quality management through continuous evaluations and improvements.

Following the business of smartphones, tablets, laptops, smart home appliances, smart TVs, and IoT products, our smart EV business obtained the ISO 9001 Quality Management System certification this year.



100%

of our hardware business are now
ISO 9001 certified

Quality Management across the Process

We advocate for "full participation and closed-loop management across the lifecycle" in quality management. For hardware, we have introduced the Integrated Product Development (IPD) process and established Mi-IPD, an IPD management system tailored to Xiaomi for quality control across multiple stages, including product development, testing, and manufacturing. For software, based on the Capability Maturity Model Integration (CMMI) and Information Technology Service Standards (ITSS), we integrate quality management into the whole software lifecycle, application developer ecosystem, service-side O&M, and system integration process. For services, we adopt the Integrated Product Marketing and Sales (IPMS) process for quality management across the lifecycle from demand planning to product retirement.

Aligned with the development strategy of the "Human x Car x Home" ecosystem, we have formulated a three-year quality reform plan with defined objectives and tasks, aiming for a comprehensive upgrade in business quality management, an industry-leading high-quality product delivery system, and an assurance system for high user experiences. In 2024, we broke down and implemented multiple key tasks to contribute to the Group's quality reform objectives. With a customer-centric approach, we established the Issue to Resolved (ITR) service process, advanced the third phase of the ITR system built on the existing framework, and released the MI-ITR System Guide

V1.0. In this way, we enabled the online transfer and processing of user issues and further enriched our R&D and service knowledge base. Additionally, we promoted the Voice of the Customer (VOC) initiative and formulated the *VOC Linkage Improvement Management Measures* to enhance user experience. We have upgraded our quality management system and sought an integrated quality management model for our "Human x Car x Home" ecosystem, thus elevating our quality management.

We are attentive to preventing and intercepting quality incidents and committed to identifying quality issues, optimizing quality standards, and refining quality management processes through quality inspections. In 2024, we launched a comprehensive safety and compliance inspection, leading to a continuous reduction in quality anomalies. Each department promptly analyzed the root causes of identified issues and effectively mitigated associated risks.

As we keep advancing quality management across the process, the quality of our products has steadily improved and been recognized by more people. This year, our new products achieved a positive review rate of over 98% on e-commerce platforms.



The positive review rate of new products
on e-commerce platforms was over

98%

Quality Culture Promotion

To practice the management philosophy that “Quality Is the Lifeline of Xiaomi,” we actively promote a quality culture across the Group by organizing various quality initiatives, such as quality policies, principles and behavioral guidelines to all employees, as well as through initiatives like Xiaomi Quality Month, quality learning check-in, all-staff quality quizzes, the Listening Program, Directors Online, Xiaomi Fans seminars, the selection of Quality Stars and Quality Awards. Furthermore, we coordinate with business segments to continuously identify and summarize replicable and promotable exemplary quality management cases. Drawing on leading quality management philosophy and practical experiences, we implement tailored pathways and methodologies that align with the Group's quality management efforts, thereby consistently elevating our capabilities of quality management.

This year, we actively developed new quality training courses and updated existing courses. Notably, we updated the *Introduction to Quality Culture* and *Total Quality Control* series and introduced the *Quality System Audits*, *Six Sigma*, and *ITSS* series. In total, we provided training for over 4,000 employees in quality-related roles. In 2024, another 121 employees obtained professional certifications from the China Association for Quality, including Six Sigma Black Belt, Green Belt, and Performance Excellence Self-Assessor certifications.

▶ Case: Xiaomi Corporation's Quality Month Campaign

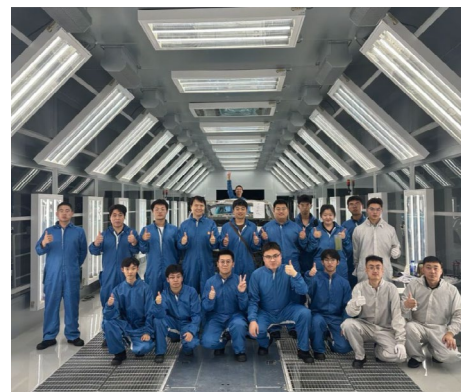
In 2024, we collaborated with 10 operating departments and engaged four major office locations—Nanjing, Wuhan, Shanghai, and Baoding—to launch the Quality Month campaign under the theme “Deepening Quality Reform, Aiming at an Industry Benchmark.” Through over 100 events, including training sessions, quizzes, user seminars, exchanges on cases of excellence, and quality improvement programs with external partners, we fostered a culture where everyone values, engages in, and safeguards quality. This year's Quality Month events attracted nearly 100,000 participants and over 200 partner companies.



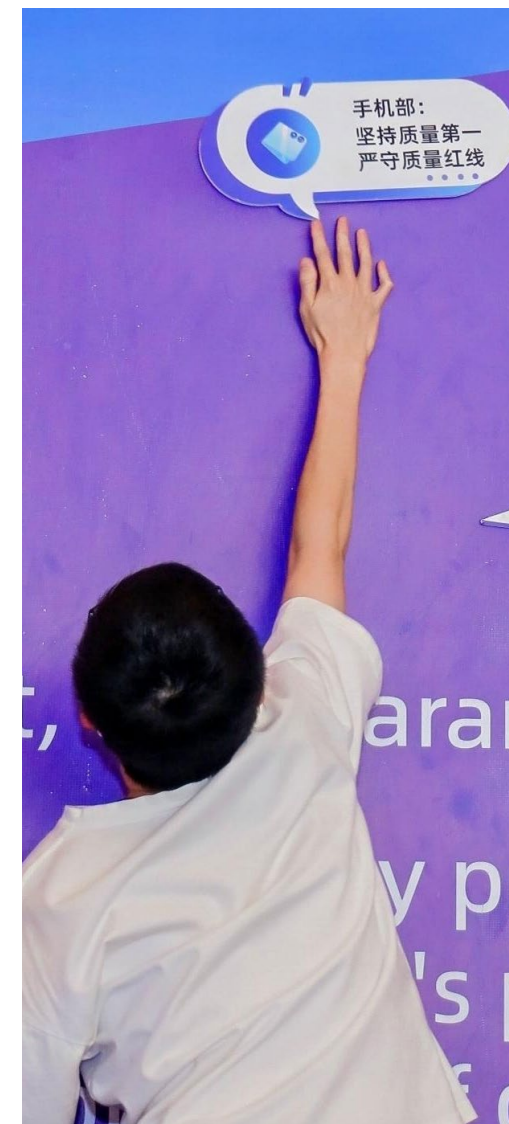
The main site of Quality Month Campaign

▶ Case: Quality Culture Promotion at Xiaomi EV Factory

To instill the principles of “Quality First” and “Zero Defects” in employees’ minds and actions, Xiaomi EV Factory regularly organizes various quality training programs, campaigns, and awards, with a total participation of 3,500 this year. Additionally, we share quality information via our WeChat official account to help employees gain a comprehensive understanding of quality efforts. Furthermore, we host a monthly Quality Star selection within the factory to recognize outstanding quality role models across departments, with 51 employees awarded this year.



Xiaomi EV Factory Quality Training Site



Product Quality and Safety

Aligned with the “Human x Car x Home” ecosystem strategy, our business continuously raises product quality standards and strengthen process quality control. Committed to delivering amazing products with honest prices, we strive to enhance users’ quality of life in every aspect.



Personal Devices

Product Quality

Following the overarching *Group Quality Manual* and the ISO 9001 Quality Management System standard, our smartphone segment implements quality control across all stages, including project initiation, planning, development, validation, and launch. This approach ensures the steady establishment of a mature and efficient quality management system.

This year, we launched a Six Sigma improvement initiative, where we implemented 15 key projects and introduced 263 targeted improvement measures, effectively optimizing and upgrading the quality management process in the smartphone business. Additionally, we actively promoted special initiatives for optimizing the technical review process and indicators. These efforts were aimed at establishing a more rigorous and efficient review system and laying a solid foundation for the timely identification and resolution of potential quality issues.

To enhance product quality, we have launched management initiatives for both hardware and software. On the hardware side, we have launched specialized projects targeting mid- to long-term failure and reliability to organize and consolidate our quality database and summarize successful quality management and engineering practices. Additionally, we have set key hardware quality improvement targets for smartphones, striving for continuous quality enhancement in smartphone products. On the software side, we have further refined development standards and guidelines, focusing on the optimization of R&D processes, advancements of fault-tolerance technologies, issue interception efficiency, and

enhancements in the issue early warning system. These efforts have driven upgrades in software development management.

In 2024, we conducted an on-going net promoter score (NPS) survey for our smartphone products and achieved an overall improvement of over 20% compared to the previous year. Additionally, our smartphones and key non-smartphone categories performed well in overseas markets, with the overall smartphone fault feedback ratio (FFR) further decreasing from the 2023 level. The monthly FFR for products such as smartwatches, smart bands, and earphones also showed year-over-year improvement.

Product Safety

The Group places great importance on product safety and compliance. In 2024, we obtained Customer Testing Facility (CTF) certification from the International Electrotechnical Commission System of Conformity Assessment Schemes for Electrotechnical Equipment and Components (IECEE), demonstrating that our laboratory management and testing are safe and compliant. Our series of rigorous tests is aimed at safeguarding consumer health and safety.

We are committed to strict adherence to Xiaomi Product Environmental Hazardous Substance Management Guidelines and proactively reducing the use of substances harmful to human health and the environment, such as antimony, beryllium, cobalt, and their compounds. We also manage and control material composition at the whole-device level to

ensure product safety and compliance. This year, we progressively adopted new processes, replaced antimony-containing substances, and introduced management and control on three substances: perfluoro carboxylic acids (PFCAs), French mineral oils, and volatile organic compounds (VOCs). By the end of the reporting period, our smartphones, tablets, laptops, wearables, and smart TVs had completed testing reports for domestic and international regulations or standards, including GB/T 26572-2011 Requirements of Concentration Limits for Certain Restricted Substances in Electrical and Electronic Products (China RoHS), the EU Directive on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (EU RoHS), the EU Registration, Evaluation, Authorization and Restriction of Chemicals (EU REACH), and the EU Persistent Organic Pollutants (EU POPs) Regulation.

This year, the national battery standard that we participated in drafting, GB 31241-2022 Lithium Ion Cells and Batteries Used in Portable Electronic Equipment—Safety Technical Specification, officially came into effect on January 1, 2024. Additionally, we play an active role in drafting the new China RoHS national standard, Requirements for Restricted Use of Hazardous Substances in Electrical and Electronic Products (Draft for Public Consultation). Leveraging our years of experience in the electrical appliance and electronics sector, we are driving the industry toward greater safety and environmental sustainability.

Mobility Devices

Product Quality

For Xiaomi EV, we have established a quality management framework based on the ISO 9001 Quality Management System standard and digitalized quality. The framework covers the entire value chain, from R&D to production, supply, and sales. Following the Group Quality Manual, we have also defined the quality system framework, policies, and objectives for Xiaomi's smart EV business to ensure effective quality management operations.

On the R&D side, we have compiled key documents such as the Vehicle Design and Development Control Procedure and the Vehicle R&D Project Management Procedure. Standardizing internal language with the MIVDP model, we support the achievement of vehicle and component reliability and durability goals in the aspect of systematic planning, standard setting, test implementation, and result validation. To ensure quality objectives are met, we have implemented multi-tiered quality checkpoints in critical stages such as data release, prototype vehicle trial production, and production ramp-up. Additionally, with simulation analysis, cross-departmental data reviews, and comprehensive testing, we rigorously assess each critical component and the entire vehicle for safety, performance, durability, and reliability. This approach ensures early identification and resolution of issues, thus mitigating significant quality risks in later stages.

On the manufacturing side, we adhere to an integrated management objective encompassing systems, processes, and products. By continuously enhancing management maturity on the manufacturing side, we ensure the effective implementation of management standards. For software, we employ a diverse range of methods, including high-intensity bench tests, vehicle tests, and generalization tests. In this way, we ensure excellent quality of each software version in every detail and significantly enhance its stability, reliability, and functionality. For hardware, we conduct vehicle inspections and comprehensive functionality reviews. By closely monitoring the key indicator of repair frequency per thousand vehicles, we deeply integrate six core systems—interior and exterior, chassis architecture, vehicle foundational software, advanced powertrain, cabin, and autonomous driving—and improve overall vehicle quality in multiple dimensions.

On the supply side, we have introduced innovative management methods such as component maturity and manufacturing maturity. With a look-through approach, we identify potential production issues in advance, ensuring quality control from the very source.

Product Safety

For Xiaomi EV, we continuously innovate and enhance vehicle safety technologies for passive safety, active safety, and high-voltage safety. Prioritizing user safety above all, we are committed to ensuring comprehensive driving safety.

• Passive Safety

All Xiaomi EV models maintain equal standards for passive safety. Full consideration is given to the use of high-strength materials and a well-engineered body structure. We have designed an armor-cage steel-aluminum hybrid body to ensure cabin stability in collisions. Built on that, our models are equipped with a safety restraint system encompassing seven airbags and a pre-tensioned structure, designed to minimize injuries to occupants in the event of an accident.

• Active Safety

Xiaomi EV leverage full-stack self-developed underlying algorithms and multi-sensor fusion perception technology to build "Xiaomi HAD", an active safety protection system for "end-to-end full-scenario," which features driving assistance functions (NOA/LCC/ACC) and parking assistance functions (APA/AVP/RPA). In 2024, we expanded our active safety alerts and comprehensive collision alert for pedestrian crossing scenarios, extreme conditions, and extreme weather. We also introduced features such as unintended acceleration suppression and forward collision prevention assistance in icy and snowy road conditions under "Snow Mode." These advancements aim to further reduce accident occurrence.

• High-Voltage Safety

Xiaomi EV have achieved industry-leading levels in high-voltage safety, collision safety, high-voltage battery safety, high-voltage pre-alarm systems, and thermal runaway safety. They also surpass industry standards in high-voltage insulation, high-voltage interlock, waterproof sealing, human contact protection, charging high-voltage safety, and high-voltage maintenance switch design. The high-voltage safety design measures are comprehensive.



In terms of batteries, Xiaomi EV's battery adopts a 14-layer robust physical protection system and boasts the industry's first Inverted Cell Technology, the industry's leading active cooling technology, and the world's most stringent thermal failure design standards. Together, they ensure comprehensive, all-encompassing protection for battery thermal and electrical safety. Additionally, our vehicle-cloud collaborative safety warning system enables real-time monitoring and 24/7 precise alerts on battery status. As of the end of the reporting period, our battery had passed the world's most stringent battery safety tests, including over 1,050 safety verifications, far exceeding national standard requirements.

In addition, we focus on ensuring users' health during driving. We have developed a corporate standard of Xiaomi, Requirements for Prohibited and Restricted Substances on Automobiles, in compliance with the national Requirements for Hazardous Substances on Automobiles and Recyclability Management and Requirements for Prohibited Substances on Automobiles, as well as the EU Circularity Requirements for Vehicle Design and Management of End-of-Life Vehicles, Regulation on Batteries and Waste Batteries, Global Automotive Declarable Substance List, EU REACH, and EU POPs, among other regulations and standards. We have also incorporated the allergen substance indicators from the five-star health requirements of the China Green Car Assessment Programme (C-GCAP) and China Automobile Health Index (C-AHI) into our development management and control, ensuring that vehicle materials meet globally leading health standards. For soft materials in frequently contacted areas of the cabin, we have also conducted OEKO-TEX® STANDARD 100 certification to ensure they meet baby-level health contact standards.

To safeguard users' health during travel, we implement VOCs control for the whole vehicle, ensuring that every

vehicle has extremely low VOCs emissions, with some substances even being a hundred times lower than national standards. In terms of material selection, we have created a 100% eco-friendly adhesive application system for all vehicle interiors, while also incorporating low-VOCs materials such as ultra-low-emission PP polypropylene, PVC/PU fabrics, and LASD liquid damping pads, which effectively reduce VOCs emissions within the vehicle.

For the electromagnetic compatibility of the vehicle, we strictly adhere to national standards such as GB 34660-2017 Road Vehicles—Requirements and Test Methods of Electromagnetic Compatibility and GB/T 18387-2017 Limits and Test Methods of Magnetic and Electric Field Strength from Electric Vehicles. We implement multi-level coordinated control across the vehicle, systems, components, and chips and have developed a special management and control plan for human body magnetic field protection. Our rigorous control of the vehicle's electromagnetic emissions enhances its anti-interference capabilities and ensures overall electromagnetic safety.

This year, *Xiaomi SU7* attained the following third-party testing and verification in areas of product quality, safety, and health:

First place in the New Energy Vehicle China Automotive Customer Satisfaction Index (NEV-CACSI) 2024.				China's Top 10 Body Award and Best Body Structure Award 2024.				“Excellent +” score in all items of the China Insurance Automobile Safety Index (C-IASI) safety tests 2024.				Five-star certification in the China Automobile Health Index (C-AHI) 2024.			
Brand	Tested Model	Vehicle Class	Basic Safety Configuration Model												
				Crashworthiness and Repair Economy				Passengers		Pedestrians		Safety Assistance			
Xiaomi	SU7	Sedan	2024 Standard Edition (BJ7000MBEVR2)	A				G+		G+		G+			



Product Recall

We have developed the Xiaomi EV Product Recall Management Measures in accordance with regulations such as the Regulation on the Administration of Recall of Defective Auto Products and the Measures for the Implementation of the Regulation on the Administration of Recall of Defective Auto Products. We have also established a Group-level Product Quality and Safety Committee as the decision-making and execution body for major recall matters due to product quality and safety. This aims to prevent recall incidents and optimize the market recall response mechanism. Every month, we collect and analyze product recall cases from both domestic and international markets and produce typical recall case analyses and monthly recall reports, which allow us to implement preventive measures during the project development and mass production phases. Furthermore, we frequently invite third-party professional institutions to conduct offline specialized training on recall operations, recall systems, and domestic and international recall cases to enhance employee awareness of quality and their professional capabilities to mitigate recall risks.

Home Devices

For Xiaomi smart home appliances, we remain committed to delivering “high-quality, technology-driven home appliances” and continuously enhancing user experience, aiming to build the most reputable home appliance ecosystem. We have established a Smart Home Appliances Quality Committee, which strives for “high-quality delivery” and meets monthly to drive improvements in quality performance across all products in an orderly manner.

We continuously upgrade and optimize our R&D, supply chain, and quality management systems, strengthen our “end-to-end” problem-solving mechanism, and refine the Mi-IPD, Mi-ITR, and Integrated Supply Chain (ISC) management systems. This year, 100% of our major appliance factories obtained the ISO 9001 Quality Management System certification, and all materials complied with EU RoHS, EU REACH, and EU POPs requirements. We have also established a comprehensive testing and verification mechanism, including laboratory testing, environmental testing, and long-term operation testing, to validate product performance, stability, and durability. Additionally, we actively leverage big data and AI technology to monitor production data in real-time,

thus enhancing early identification and correction of quality issues to ensure high product quality. In 2024, for Xiaomi washing machines, we focused on targeted improvements, for which we assembled a dedicated team to systematically address failures. As a result, failure rates significantly decreased, and user experience improved substantially compared to the previous year.

In terms of product safety, we have established multiple safety protection mechanisms for Xiaomi major home appliances to ensure comprehensive safety and health protection for users, for example, the high-temperature sterilization and condensate rinse functions in Xiaomi air conditioners, as well as electric leakage protection and healthy washing features in Xiaomi washing machines. Additionally, many of our home appliances incorporate greener and healthier industrial designs. For instance, the *Mijia Smart Combi Microwave Steam Oven P2* replaces the traditional non-conductive vacuum metallization (NCVM) technique with hot stamping to simulate a metallic texture, significantly reducing VOCs emissions and environmental pollution. We are also careful in selecting materials for wearable products, particularly for children’s items. For example, the *MiTu Kids Smartwatch S1* uses food-grade liquid silicone, which is not only safe and non-toxic but also offers excellent hypoallergenic properties, ensuring children’s health and comfort.



Service Quality

We are committed to “making friends with users and being the coolest company in their hearts” and providing comprehensive, high-quality products and services to users worldwide. From pre-sales consultation to after-sales support, we continuously optimize service processes, enhance service efficiency, and actively listen to customer feedback to drive ongoing improvements in service quality. With sincerity and professionalism, we strive to earn the trust of our customers.

Responsible Marketing

We strictly adhere to the Law of the People's Republic of China on Protection of Consumer Rights and Interests, the Product Quality Law of the People's Republic of China, the Advertising Law of the People's Republic of China, and other pertinent laws, regulations, and normative documents. Through responsible communication and service, we build trust with consumers.

To practice responsible marketing principles, we have established the New Retail Store Operations and Management Guidelines, which outline penalties for violations across three key areas, namely store operations standards, service standards, and integrity, aiming to ensure professionalism and integrity in store services. We require our sales and service personnel to provide truthful information to users regarding product details, highlights and features, after-sales benefits, and brand culture while avoiding false advertising or excessive marketing.

This year, we provided training for all Mi Home store managers and staff on sales compliance, operational compliance, safety compliance, and product knowledge, with a total of 12,053 participants completing the training. Additionally, in 2024, we leveraged AI capabilities to empower sales scenarios, where model capabilities were used to assist store sales staff in real time in accurately delivering marketing content, thereby enhancing service quality.

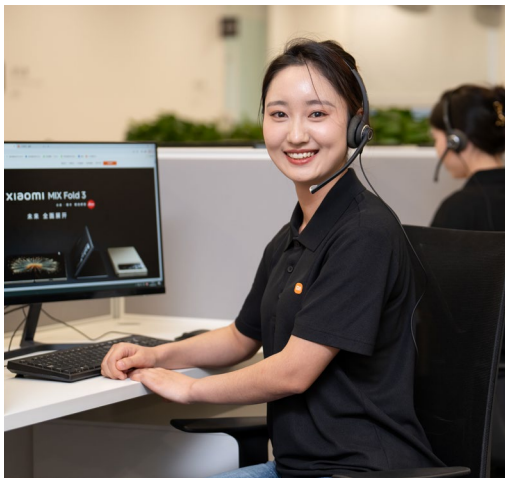
Additionally, we strictly regulate all marketing content published on new media platforms, striving to disseminate the right values and build a positive brand image. In accordance with the Store New Media Communication and Operation Guidelines and the Store Live Streaming Content Management Requirements, we mandate all content posted by the new media accounts of our stores align with our brand consistency requirements. The publication of vulgar, low-quality, infringing, or confidential materials is strictly prohibited. Furthermore, we have established clear guidelines and restraints regarding promotional content, equipment usage, and the attire of on-camera personnel to ensure that the brand promotion process adheres to responsibility principles.

To enhance external supervision and collaboration, we have established a robust marketing complaint handling process to ensure timely investigations and effective responses. In 2024, we did not experience any lawsuits, penalties, or public opinion incidents related to false advertising or excessive marketing.



Customer Service

We emphasize understanding real user needs and expectations in the service process. In 2024, we hosted a series of offline activities, which revealed various operations management and user experience issues related to service policies and fees, service processes, app systems, service delivery, and knowledge bases. To address the identified issues, we prioritized them and implemented special follow-up actions for high-priority ones. By the end of 2024, we had completed over 160 special resolution tasks, significantly improving the user experience. Beyond regular VOC analysis, we launched the Listening Program, allowing product developers to directly listen to users for feedback. In 2024, 65 VOC listening sessions were organized under this program.



To further enhance the user experience, we pioneered the All in One Order service model this year. It coordinates all systems involved in the process from user request initiation to conclusion, including logistics, after-sales service, customer support, and e-commerce platforms. With this model, we achieved the goal of “one user, one product, one issue, one order, and one journey.” Our after-sales net satisfaction score (NSS) steadily increased throughout the year, reaching 92.27%.

▶ Case: “Delivery, Uninstallation, and Installation” Integrated Service for Major Appliances

When replacing old appliances with new ones, users often face the inconvenience of multiple service visits for uninstallation, delivery, and installation, which lead to a longer service cycle and a poor experience. In 2024, we introduced an innovative “Delivery, Uninstallation, and Installation” integrated service for six major appliance categories (air conditioners, refrigerators, washing machines, TVs, electric water heaters, and gas water heaters), completing delivery, uninstallation of the old appliance, and installation of the new one in a single visit. It set us apart as the first brand to fully launch this integrated service and received widespread praise from Xiaomi Fans, the industry, and society. By the end of 2024, we had provided the “Delivery, Uninstallation, and Installation” integrated service for 105,000 users, covering nearly 80% of the country's districts and counties.

In 2024, we actively expanded our overseas service network, continuously increasing and optimizing overseas service outlets to provide more convenient and efficient services for overseas users and meet their diverse needs. This year, we established ten new Exclusive Service Centers (ESC) and eight new self-operated new retail service outlets. As a result, our service penetration rate rose to 85.4%, a 7.3% increase compared to the previous year. From April 2024, we began conducting monthly satisfaction follow-ups with users across 21 global markets through email, phone calls, and instant messaging to gather comprehensive feedback from users worldwide.

In March 2024, the Xiaomi EV was officially launched. Given the unique nature of automobile product services, we have reshaped the sales, delivery, and after-sales service processes with the core mission of “providing cordial, transparent, smart, and efficient one-stop services” and continuously enhancing the consumer experience. To ensure a smooth and efficient vehicle delivery process, we have meticulously planned and arranged various stages, including pre-delivery procedures, pickup appointments, and on-site handover. Additionally, before official delivery, we conduct a strict 389-item pre-delivery inspection (PDI) to ensure that every vehicle meets the highest standards.



Repair and Maintenance Services

To enhance frontline repair capabilities, increase local repair rates, and improve user experience, we have implemented several initiatives, including staff training and upskilling, upgrades of repair equipment and tools, repair standardization, and management advancement. As a result, our store service capabilities have evolved from basic part replacements primarily for smartphones to comprehensive advanced repairs across all product categories. In 2024, we established over 200 new local repair outlets across the Chinese Mainland. With the introduction of advanced repair capabilities, the local repair rate for premium devices has exceeded 70%.

We are also focused on expanding and enhancing advanced repair networks in international markets. By the end of 2024, our overseas repair and maintenance services covered 82 markets. In 2024, we expanded the scope and offerings of Xiaomi Care to Southeast Asian countries such as Malaysia and Thailand. The service now covers six countries and regions and provides an insurance package that includes screen damage, accidental damage, theft, water damage, and extended warranties.

We require every repair engineer to undergo the headquarters' training and certification to ensure service quality. In 2024, we implemented level certification¹² programs for domestic and international repair engineers. By the end of the reporting period, we had 100% certified repair engineers.

▶ Case: 2nd Xiaomi "Craftsman Star Cup" Smartphone Skills Competition in 2024

To continuously enhance service skills, we spurred training with competitions and organized the second "Craftsman Star Cup" Engineer Skills Competition. This event featured two specialized tracks: smart door lock skills and smartphone repair skills. The competition combined theoretical knowledge exams with practical skill assessments and examined competitors' mastery of skills and knowledge in various challenge formats such as quizzes, one-on-one elimination rounds, and time-based challenges. The competition identified 10 outstanding individual winners and 3 outstanding team winners, showcasing the exceptional professionalism and technical expertise of frontline engineers.



The "Craftsman Star Cup" Event Site

Automobile After-Sales Support

With the official launch of our smart EV business, we have established a Xiaomi EV after-sales service system for online and offline scenarios. In the mobile app, users can access 24x7 one-stop exclusive services, including remote diagnostics, roadside assistance, mobile services, and maintenance appointments. The system ensures open and transparent repair items and pricing while addressing users' repair and maintenance needs. In 2024, we established 118 automobile service centers across 69 cities in 27 provinces nationwide, aiming to provide users with efficient and convenient repair services.

For Xiaomi EV, we have established multi-dimensional user feedback channels. For example, we listen to the voice of users on the 400 hotline and in app exclusive service groups and ensure that their reasonable requests are addressed promptly. For user complaints, we respond immediately. With the 24-hour response rate and the 72-hour resolution rate as core metrics, we continuously optimize the complaint handling process. In 2024, we achieved a 100% resolution rate for all customer complaints concerning Xiaomi EV, with 99.7% of users expressing satisfaction with the service.

To ensure the quality of after-sales service, we have established an online vehicle Early Warning Platform and Technical Diagnosis Team and an offline three-tier technical support system comprising "city technical experts, regional technical support, and headquarters technical response." This enables round-the-clock service coverage for all scenarios via multiple

channels, from remote diagnostics to in-store service. In 2024, we implemented stringent quality control for vehicle repairs and established a three-tier inspection mechanism comprising "self-inspection by early warning repair engineers, cross-inspection by quality experts, and final inspection by technical supervisors" to reduce quality risks in the repair and maintenance process.

At the same time, we gather efforts to establish an internal training management mechanism for service centers, provide customized training programs for different levels and positions, and launch online and offline position certification courses. In 2024, the Xiaomi smart EV business conducted a total of 154 service training sessions, covering automobile service skills such as high-voltage, smart driving, electronics and electric appliances, remote diagnostics, chassis maintenance, and body and paint repair. A total of 1,173 trainees participated in the training, with a cumulative training duration of 46,920 hours. These sessions comprehensively covered repair personnel's service awareness and professional competency.

In addition to maintenance and repair upon user feedback, we also organize car owner care events in response to major holidays, weather changes, and other circumstances. These events include free in-store vehicle inspections, prize-winning discussions in communities, and the sharing of heartwarming service stories. In 2024, we held two major user care events in autumn and winter, reaching an audience of over 20,000.

¹² Level certification: The Group's Repair Engineer Level Certification is classified into three levels: junior, intermediate, and senior. The junior level covers fundamental knowledge, software operation, and general fault diagnosis. The intermediate level covers multimeter applications, circuit diagram analysis, basic soldering, and serial port log capturing. The senior level covers fault diagnosis through logical analysis and board-level repairs.

Information Security and Privacy Protection

User information security and privacy protection are always fundamental and essential to Xiaomi Corporation. Upholding the core values of “security, privacy, compliance, and transparency,” we are committed to establishing a globally leading system of information security and privacy protection practices.

We comply with the core principles of global privacy frameworks, information and data protection laws, ISO international standards, and regional industry guidelines. By establishing comprehensive systems, stringent policies, and efficient processes, we implement multi-leveled security measures for the entire data lifecycle, covering collection, transmission, storage, processing, exchange, and destruction.

Our privacy protection capabilities and measures have passed authoritative privacy certifications and tests in the industry, including the ISO 27001 Information Security Management Systems certification (covering 100% of our technical operations facilities), the ISO 27701 Privacy Information Management System certification, and the Data Security Management certification from the China Cybersecurity Review, Certification and Market Regulation Big Data Center (CCRC).

Every year, we publish security white papers to disclose the processes, mechanisms, and specific practices we

have established for data security in our electronic products. In 2024, we released the *Consumer IoT Security White Paper*, the *Consumer IoT Privacy White Paper*, and the *Consumer IoT Security Baseline 5.0*.

For more information on the Group's data security and privacy management, practices, reports, and policies, please refer to:

Xiaomi Trust Center

<https://trust.mi.com/>

Xiaomi Security Center

<https://trust.mi.com/misrc>

Xiaomi Privacy

<https://privacy.miui.com/en/#/>

Management System and Policy Safeguards

To fully protect user privacy, we have established a sound information security and privacy protection management system. With a robust governance framework and policy safeguards, we ensure a systematic, standardized, and transparent approach to information security and privacy protection so that we can provide users with trustworthy products and services.

Governance System

Xiaomi Corporation's Board of Directors holds the highest responsibility for information security and privacy protection and has authorized the Information Security and Privacy Committee (the “Security Privacy Committee”) to oversee daily governance. The committee establishes, maintains, and continuously improves the Group's information security and privacy management systems and process standards, formulates annual strategic plans and objectives, and conducts internal audits on the Group's security and privacy performance and risk management. It regularly reports to the Board to ensure the security of the Group's operations, products, and data. Additionally, we have established three lines of defense, namely, Business, Management and Control, and Audit, to ensure a structured deployment and efficient execution of the Group's security and privacy initiatives.

In 2024, the Security Privacy Committee underwent an election and reorganization to maintain professionalism and dynamism. This optimization move met its annual assessment objectives and increased the Group's security and privacy maturity score. The new

committee effectively strengthened capabilities across multiple security domains, including data security, product security, workplace security, and automotive security.

Policy System

We publicly disclose the [Xiaomi Privacy Policy](#), which applies to all business, products, and services of Xiaomi Corporation and its affiliates. Grounded in compliance and centered on risk management and control, we have established a high-standard information protection ecosystem that covers the entire data lifecycle, including generation, storage, transmission, usage, and destruction. This year, we updated and introduced a series of management documents across multiple dimensions, including data security, information security incident management, development security, employee information security, operational security, and privacy compliance. Key guidelines include the Xiaomi Corporation Personal Information Protection System, the Data Security Incident Emergency Response SOP, and the Privacy Policy Management System. Additionally, privacy policy requirements have been integrated into the Group's overall risk management.

We maintain a zero-tolerance policy toward violations of the Group's privacy requirements. In the event of an information security or privacy breach, we will immediately initiate an internal investigation and impose corresponding penalties based on the findings and disciplinary rules. This year, the Group did not experience any confirmed complaints about data security and privacy protection or data breach incidents.

Security and Privacy Practices across All Business Scenarios

In 2024, we continued to progress innovation and optimization in information security and privacy protection practices across all business scenarios. By building capacity across a wide range of security domains and achieving key technological breakthroughs, we have established a security model for the whole process and ecosystem that ensures the full protection of user data and privacy.

We have established a data breach response mechanism that integrates both active and passive measures. On the active front, we implement a coordinated approach across governance, development, and operations and launch targeted security enhancement initiatives for core business scenarios such as office operations, production, manufacturing, cloud services, data, and products. Additionally, we conduct independent third-party audits on information security systems at least once every two years to comprehensively strengthen our information security capacity. Furthermore, we conduct security inspections for the whole process (including design, development, and deployment) across key areas such as the service side, mobile devices, IoT products, smartphones, and smart EVs. They are supplemented by multiple attack-and-defend drills and vulnerability scans to comprehensively enhance disaster tolerance. On the passive front, we have established a contingency plan for security incidents. It ensures that, in the event of a security breach, we can promptly detect anomalies, isolate risks, and remediate vulnerabilities. We will also conduct forensic analysis to minimize losses and prevent recurrence.

Case: Compliance Audit on Personal Information Protection in the Wearable Business

In 2024, we conducted a compliance audit on personal information protection within the wearable product business for a thorough review of personal data protection compliance for these products. The audit covered personal data processing activities and the development of the personal information protection governance system for this business, with a total of 89 compliance review items. For the four medium-risk issues and one improvement recommendation identified in the audit, we swiftly implemented targeted rectification measures. Later, to reinforce the improvements and enhance employees' awareness of personal information protection in products, we organized specialized compliance training for key personnel in the wearable product business. The training effectively strengthened the team's expertise in user privacy protection.

In terms of privacy management, we always verify all access to data and dynamically adjust access permissions. We ensure that data is encrypted during storage and leverage technologies such as differential privacy, edge computing, and our self-developed mobile deep learning framework, MACE¹³, to enhance localized privacy processing in the AI era, thereby reducing the risk of data breaches. Additionally, we commit to neither renting nor selling user data and do not provide personal data to third parties unless it is necessary to fulfill a service.

In 2024, aiming to establish a top-tier security system, we introduced hardware-based chip-level security technology and achieved breakthroughs in both data security and device-side security.



Data Security: First-in-Class End-to-End Encryption Technology in China

In Xiaomi HyperOS 2, we introduced end-to-end encryption technology, which stores encryption keys locally on user devices. It fundamentally redefines data ownership, providing the highest level of protection in the industry. The technology covers 13 categories of cloud-synced user data and establishes a robust security barrier throughout the data lifecycle by deeply integrating a trusted execution environment (TEE) with a cloud encryption architecture. Additionally, users are empowered with flexible data recovery. They are allowed to decrypt data with lock screen passwords, trusted device verification codes, or recovery keys, which balance security and convenience.



Device-Side Security: Self-Developed Hardware-Level Underlying Security System

Our self-developed TEE operating system, MiTEE, is isolated from the main system with an independent operating environment. In this way, it provides the highest level of security for storing users' biometric authentication data and executing confidential processes, thus effectively mitigating the risk of personal information leaks. MiTEE supports multiple isolation architectures, including Trustzone¹⁴ and Hypervisor¹⁵ for high-performance devices and TrustZone for lightweight devices. This feature not only supports flexible deployment but also enhances security in identity authentication and facial-recognition payment scenarios, ensuring the safe collection of facial data. As of the end of the reporting period, MiTEE system has received China's first TEEOS EAL5+ certification, the highest-level security certification issued by CCRC.

¹³ MACE: Mobile AI Compute Engine.

¹⁴ Trustzone: A hardware architecture designed for consumer electronics, aimed at establishing a security framework to defend against various potential attacks for consumer electronics.

¹⁵ Hypervisor: System software that acts as an intermediary between computer hardware and virtual machines, which efficiently allocates and utilizes hardware resources used by different virtual machines.

▶ Case: Memory Privacy Protection of Xiaomi Hyper XiaoAi

With MiTEE technology, we enable device-side encrypted storage for memory data and commit to strict compliance with our privacy policy in the actual collection of personal information. For sensitive personal information, we adopt tiered encryption measures, storing biometric data summaries separately from identity information while strictly controlling access and permission modification. We also make the following commitments: 1) When users first launch the application or register, we expressly inform users of our privacy policy with pop-up notifications and proceed with data collection only upon explicit user consent. 2) When transmitting data in third-party collaborations, we always comply with the Data Processing Addendum (DPA) and proceed with data sharing only upon user authorization. 3) During data storage, we set minimum necessary storage durations for data and delete the data after the defined period. Additionally, users have the right to access, modify, and delete their data at any time.

▶ Case: Privacy Protection Practices of Xiaomi EV

We are committed to safeguarding user privacy through technology, for which we establish a privacy protection system for all scenarios by means of physical disconnection and data isolation. On the *Xiaomi SU7*, the One-Click Privacy Mode allows car owners to cut off external sensors' power via a physical button or the central control screen, ensuring absolute privacy in sensitive areas. This year, due to our physical disconnection technology, we were invited to be a key contributor to the Practice Guide for Cybersecurity Standards-Guidelines on One-Click Suspension of External Data Collection (Draft for Comments), where we shared our experience in one-click privacy protection. Additionally, we introduced a Guest Mode to protect drivers personal information. It utilizes an account system for independent data management, which separates data from different drivers to prevent the sharing of vehicle history and enables effective isolation or hiding of personal privacy data across various driving scenarios.

Security and Privacy Culture Promotion

Through systematic capacity building for information security and privacy, we have established a multi-dimensional practice system that covers all employees and business operations. By combining internal training with external collaboration, we continuously advance a comprehensive security and privacy ecosystem.

Under the Xiaomi Information Security and Privacy Awareness Promotion Framework, we have established a well-structured and comprehensive training system. In 2024, we held our annual Security and Privacy Awareness Month, requiring all employees to participate in security awareness training and meet assessment standards. For security and privacy leaders across departments and members of the Security Privacy Committee, we launched a Security and Privacy Training Camp comprised of ten courses covering eight key topics. Additionally, for R&D teams, and sales, delivery, and after-sales service roles, we designed customized training modules. For new employees, we also provided regular security and privacy training.

Additionally, we uphold an open and pragmatic approach in global information security and privacy protection and remain active in collaborating with industry partners. We have launched the Xiaomi Bug Bounty Program, which covers all of our product lines and services. In this program, we receive and swiftly respond to security vulnerability reports from white hats¹⁶ to continuously enhance our product security.

In 2024, we attended multiple industry exchange events, including the CCS Chengdu Cybersecurity Conference, where we shared insights into cutting-edge technologies and practical experiences. We also won awards in prestigious competitions such as the "Tianwang Cup" Intelligent Connected Vehicle Challenge. Due to our outstanding performance in information security, we received several honorary certificates this year, including the Case of Excellence in Vulnerability Management from the China National APP Vulnerability Database (CAPPVD).



¹⁶ White hats: Computer security professionals who use their technical expertise and knowledge to safeguard computer systems and networks from hacker attacks and other malicious activities.

Accessibility of Technology

We are committed to the mission to “let everyone in the world enjoy a better life through innovative technology.” Focusing on the needs of every user group, we transform the real voice of customers into inspiration for innovation and practice accessibility of technology, building a bridge to the digital future for digitally marginalized groups.

Internal Impetus for Tech for Good

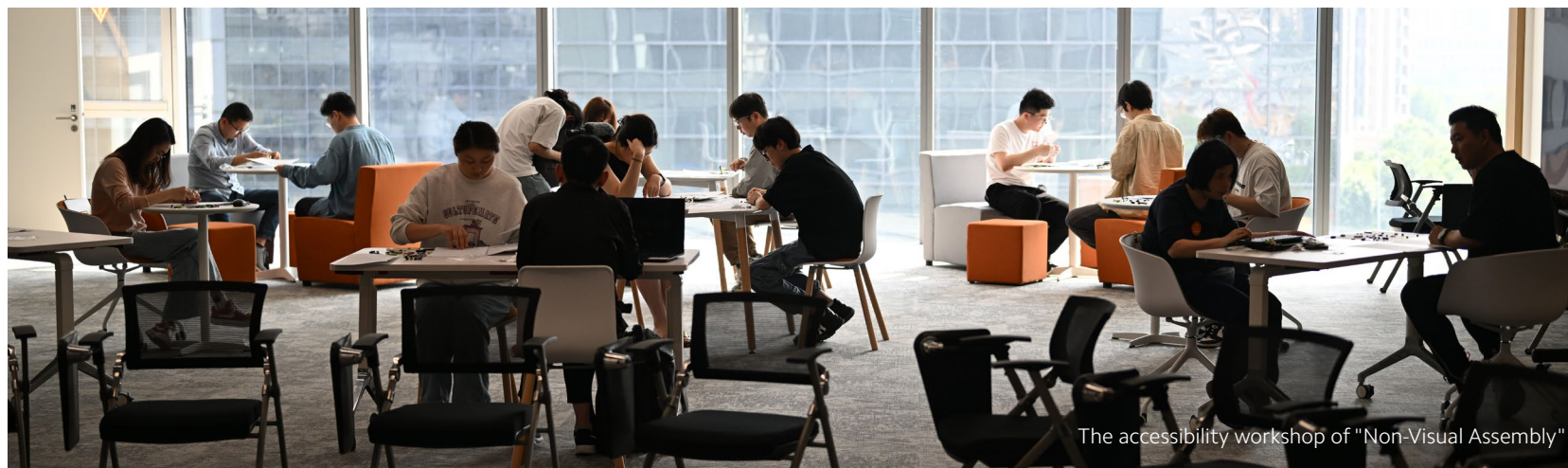
We have established a system spanning the whole process of “induction, advanced training, and business exploration” to instill the Tech for Good awareness in employees. From their very first day at the Group, employees undergo structured training and hands-on projects that embed this philosophy into every stage of their professional growth, fostering a strong sense of mission among engineers to leverage technology in service of society.

In our Starry Program¹⁷ for fresh graduates and Integration Program¹⁸ for experienced hires, we have incorporated accessibility cases to help new employees develop a deeper understanding of digital inclusion. In employee technology competitions, we have introduced Tech for Good practical courses

to encourage key technicians to align with our strategy and seek diverse applications of technology in addressing societal challenges. Furthermore, we consistently conduct quarterly special events on accessibility and elderly friendliness within our core business, such as user interaction sessions, immersive scenario simulations, and inspiring thematic workshops. These events empower engineers to build more inclusive technological frameworks from a more inclusive perspective. In 2024, our Tech for Good events received widespread acclaim, with an average satisfaction score exceeding 9.5 out of 10.

▶ Case: “Non-Visual Assembly” Experience at the Accessibility Workshop in Nanjing

On China's National Day for Assisting Disabled Persons 2024, we organized an accessibility workshop at Xiaomi's Nanjing Science and Technology Park, where we invited visually impaired instructors to provide an immersive experience for our developers working on accessibility features and contribute to the vision of “technology bridging barriers.” During the event, developers completed “non-visual assembly” using text instructions. This experience of trying to complete complex tasks without visual information allowed them to deeply understand the challenges visually impaired users face in accessing information so that they can better align technological innovations with these users' real-world needs.



¹⁷ Starry Program: The Starry Program aims to help fresh graduates quickly complete the transition from students to employees, master the necessary workplace and job skills, integrate into working life.

¹⁸ Integration Program: The Integration Program aims to help trainees familiarize themselves with the Group's history, rules, and regulations; identify with the cultural values; enhance the sense of belonging to the team; and quickly integrate into the Group.

Comprehensive Accessibility Support

We are committed to creating an equal and inclusive digital experience for every user and ensuring that individuals with disabilities can also enjoy the benefits of technology. In 2024, we continued to enhance our comprehensive accessibility support. Focusing on key user groups such as individuals with visual impairments, hearing impairments, and physical disabilities, we introduced text extraction, real-time subtitles, and gesture-based controls, among other accessibility solutions, to meet the diverse needs of different groups with impairments.

Text Extraction



Leveraging the OCR capability of the AI subsystem in Xiaomi HyperOS, we have further enhanced the TalkBack feature¹⁹ and streamlined its operation path. This enables accurate recognition and real-time narration of text in images and provides users with a seamless “reading” experience.

Real-time Subtitles



In the latest Xiaomi HyperOS, we have seamlessly integrated the AI Assistant's real-time subtitle function with the Xiaomi Sound Recognition Function, which marks that our voice-to-text and text-to-voice conversion capabilities are 100% self-developed. Thanks to HyperOS optimization, our real-time subtitle function has achieved a high transcription accuracy rate of 93%. Covering various scenarios such as daily communication, work meetings, and online calls, it has become an important tool for users with hearing impairments to freely communicate. To further enhance communication for users with hearing impairments, we have also combined real-time subtitles with TTS²⁰ technology, which enables a “voice out” function by automatically converting text input by the user into speech.

Gesture Control



The Snap Your Fingers feature introduced in Xiaomi HyperOS, with an impressive activation accuracy rate of 96%, provides a more convenient interaction method for users with physical and speech impairments. As an industry first, this technology breaks the limitations of traditional voice activation with a motion-based wake-up and trigger mechanism. *Xiaomi Watch S4*, launched this year, serves as a new vehicle for gesture control. Operational gestures such as wrist flipping, wrist shaking, and finger snapping go beyond voice commands and offer users an additional way, besides calling on the AI Assistant to control the Xiaomi Smart Home.

Furthermore, we continue to focus on the communication needs of individuals with speech impairments. By developing personalized acoustic models and speech synthesis functions, we enable users to have their own unique voices and help them overcome communication barriers. In 2024, the Xiaomi AI Lab's Acoustic Language Team won the championship in the Low-Resource Dysarthria Wake-Up Word Spotting Challenge of IEEE SLT 2024.



¹⁹ Talkback feature: A voice assistance feature specifically designed for blind and visually impaired individuals.

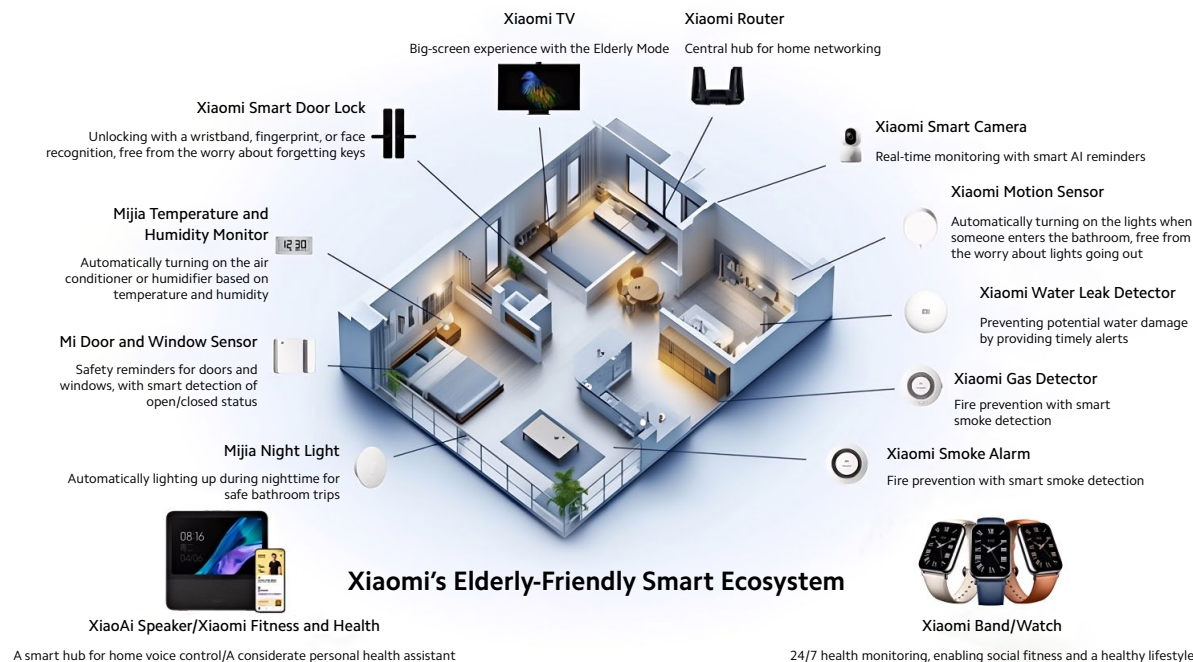
²⁰ TTS: Text To Speech. It analyzes the input text, extracts speech information, converts it into corresponding speech waveform signals, and outputs speech.

Elderly Friendly Ecosystem

In creating a super intelligent ecosystem that is “people-centered and proactive in serving people,” we take into account the needs of the elderly and go all out to promote elderly friendly retrofitting and bridge the digital divide with deep interconnectivity between devices and simplified operations. In 2024, we partnered with multiple institutions to launch the initiative Care for the Health and Safety of the Elderly and Progress Elderly Friendly Retrofitting. Additionally, we established a regular professional discussion mechanism that engages all relevant sectors and integrates the industry, academia, and research institutions. This initiative aims to continuously explore and develop new standards, products, applications, and designs to enhance the living safety of the elderly.

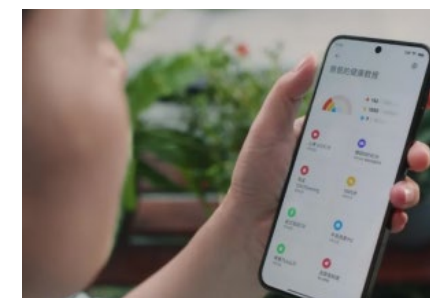
On our smartphones, the minimalist mode, characterized by a simple interface and enlarged fonts and icons, provides straightforward and user-friendly operations for elderly users. Features such as one-click calling, high-volume mode, and on-demand text-to-speech help address common challenges like difficulties in hearing or seeing or accidental touch inputs. Combined with anti-fraud protection and remote monitoring by children, the mode offers elderly users a reassuring experience.

In our smart home, we make every scenario of elderly users’ daily lives more convenient, safer, and more intelligent with a highly interconnected ecosystem centered around voice control. Our system supports over 200 smart devices in elderly-friendly interconnected scenarios, including multi-mode unlocking and the elderly-friendly mode on smart TVs at the smart entrance, automatic sensor lighting and connected temperature control in the smart bathroom, as well as nightlight sensing and environmental monitoring alarms in the smart bedroom. All these features create a home that better meets the needs of the elderly.



▶ Case: Elder-Friendly Blood Pressure Manager

The Xiaomi Blood Pressure Watch integrates voice guidance with advanced sensor technology. It detects wrist angles and movement in real time utilizing intelligent sensing, precisely guides users to adjust postures, and optimizes the measurement process. Moreover, the whole process of measurement is voice-guided. In the Mi Fitness app, we provide users with a blood pressure measurement reminder and display blood pressure data in curve charts to help elderly users and their families monitor health status in a straightforward manner. Users can also authorize family members to access health data via the app. In case of abnormalities, the system promptly sends alerts, offering technological support for remote care.



Family Health Data Sharing Function

Growth and Protection of Minors

The healthy growth needs of minors are a priority in our products and services. To this end, we continuously enhance product features and optimize content to support children's development. We strictly comply with the Law of the People's Republic of China on the Protection of Minors, the Cybersecurity Law of the People's Republic of China, and the Personal Information Protection Law of the People's Republic of China, among other pertinent laws and regulations. Based on these, we have established the Xiaomi Children's Information Protection Rules, which set out compliance requirements for the collection, use, transfer, and disclosure of minors' information. In our information protection practices, we have embedded privacy protection features into products such as smartphones, smart TVs, and speakers. Additionally, we mandate that any operation involving minors' personal information must first obtain explicit consent from their guardians and expressly inform them of how and for what purpose the information will be used. This ensures that the collection and processing of such data remain transparent and controllable.

We recognize the impact of high-quality digital content on minors. Therefore, we have developed a dual-screening mechanism for children's content on Xiaomi TVs, tablets, and smart speakers. Under the mechanism, high-quality, age-appropriate programs are selected based on developmental objectives and content ratings before being made available and undergo regular reviews. This approach supports the well-rounded development of children.

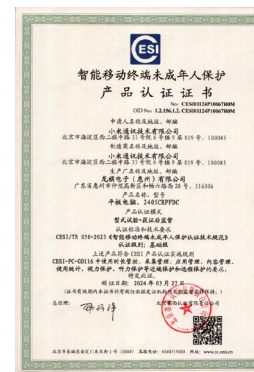
Case: Growth Safeguards and Health Control

The Xiaomi Education Center, launched on Xiaomi tablets in 2024, is designed to provide an "Early Learning + Education" integrated service system tailored for minors. For educational content, we have prepared over 2,000 multi-version, K-12 curriculum-aligned courses across all subjects covering preschool to high school, along with more than 1,000 specialized training courses focusing on key areas such as pinyin and literacy. Additionally, we offer a wide range of educational and developmental content, including picture books, encyclopedias, audio stories, and skill-building programs. The Xiaomi Education Center also provides an intelligent health safeguard feature to actively monitor user activity and provide proactive health reminders such as eye protection mode and posture monitoring. This year, the *Redmi Pad Pro* equipped with the Xiaomi Education Center was certified as a minor protection product.

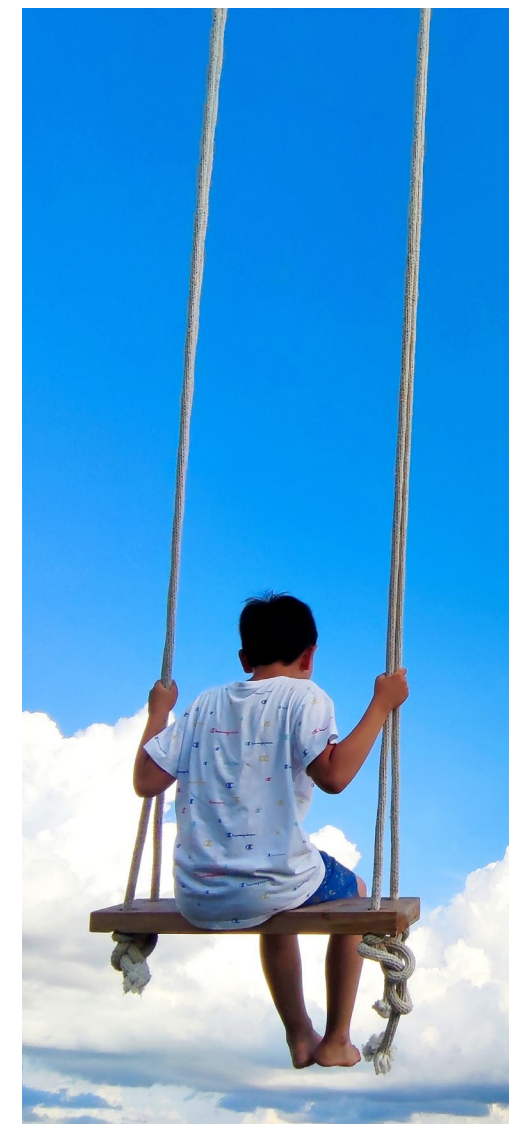
For safety management, we have developed the Xiaomi Parental Assistant mini-program. After linking their WeChat accounts with TVs or other devices, parents can remotely set device usage time, manage content visibility, and browse the view history, thus overcoming spatial limitations to safeguard their children's well-being. This mini-program marks the first cross-device collaboration of our child safety management and control capabilities. By the end of 2024, the total number of connected users exceeded 200,000.



Minors Health Safeguard System



Smart mobile terminal minors protection product certification





02

Supply Chain for Green Growth and Ecosystem for Synergy

At Xiaomi Corporation, we drive green development through technological innovation. Focusing on climate action, waste management, and natural resource conservation, we pursue the “supply chain for green growth” development pathway and fulfill our responsibility in the “ecosystem for synergy”.



01 Climate Mitigation and Adaptation

02 Waste Management

03 Natural Resource Management

Accumulated number of completed carbon footprint verification projects:

18

Annual carbon emissions reduced via PV power plant by about

9,905 tonnes

Total completion of the Group's waste recycling target:

95.94%

Reclaimed water usage rate in self-owned factories surpassed

40%

Climate Mitigation and Adaptation

Deduced to the mission to “let everyone in the world enjoy a better life through innovative technology,” we introduced the zero-carbon philosophy for the first time in 2022 and pledge to enhance users’ low-carbon satisfaction through technological innovation.

On November 12, 2024, during the 29th Conference of the Parties (COP29) to the UN Framework Convention on Climate Change (UNFCCC), we released our latest sustainability strategy driven by the foundational core technologies and showcased our latest advancements in carbon management within the “Human x Car x Home” ecosystem. Leveraging this ecosystem, we are committed to providing consumers with a sustainable smart lifestyle with foundational core technologies and AI innovation.

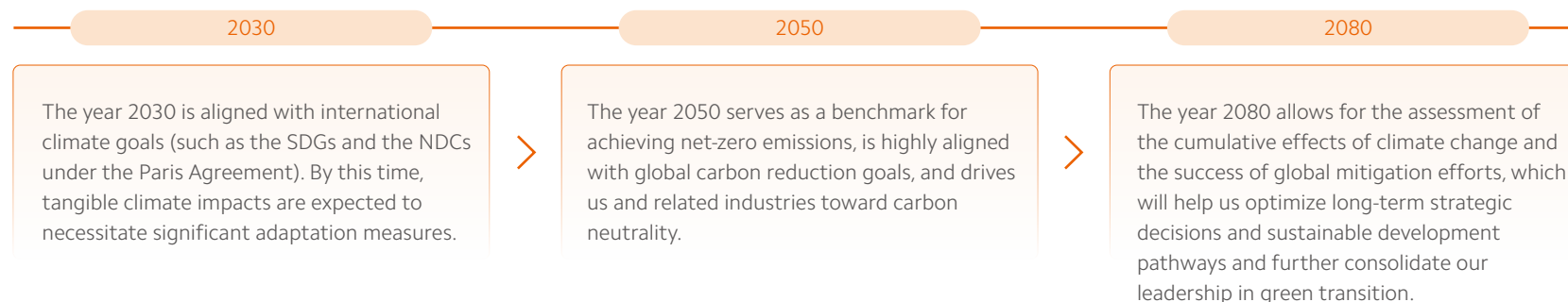
Climate-Related Risk Management

We always uphold the principles of “prompt action, practicability, steady progress, and continuous improvement” and an active approach to addressing climate change. This year, based on a comprehensive assessment of climate-related risks and opportunities, we further enhanced our financial impact analysis and improved our risk management. Thorough evaluations of potential cost pressures, market opportunities, and asset value fluctuations caused by climate change provided data support for us to develop more scientific carbon reduction strategies and resource allocation. For more information about the Group’s strategy to address climate change and risk management, please refer to *Xiaomi Corporation’s TCFD Report 2024*.

Climate Strategy

Our climate strategy integrates a variety of scenario assessment tools, including climate scenario analysis models from the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA). Taking into account multiple possible trajectories for future global climate change, we have developed a detailed sustainability roadmap. This methodology aligns with the principles of the Task Force on Climate-related Financial Disclosures (TCFD) and ensures that the Group’s strategic planning is grounded in the latest climate science and global socio-economic projections.

Our physical climate risk assessment is based on strategic and scientific considerations for three distinct time horizons: 2030, 2050, and 2080.



We adopt a phased approach to assess transition climate risks, focusing on the time horizons of 2030, 2040, and 2050.



Climate-Related Risk Management

We have established a comprehensive and systematic risk management process and continuously refined it to effectively identify, assess, and manage risks that may impact our business. Climate-related risk management is an integral part of our overall risk management, and we classify and assess such risks based on the TCFD framework. To address these risks effectively, we have developed an integrated management process that includes regular internal control assessments to identify and quantify the impact of potential risks.

We emphasize financial impact evaluations in refining our climate-related risk management strategy. By conducting in-depth analyses of the financial impact of climate-related risks, from baseline financial impact assessment to cost-benefit analyses of mitigation strategies, we have established a comprehensive climate-related risk management system.

Climate Metrics and Targets

GHG²¹ Emissions Measurement

Accurately accounting for, assessing, and tracking Scopes 1, 2, and 3 greenhouse gas (GHG) emissions data is fundamental to achieving emission reduction targets. We have established carbon data standards and models aligned with the requirements of our operating regions, based on The GHG Protocol: Corporate Accounting and Reporting Standard, ISO 14064-1:2018 Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals, as well as pertinent national, local, and industry regulations and standards. For four consecutive years, we have conducted rigorous GHG emissions measurement, with specific results as follows:

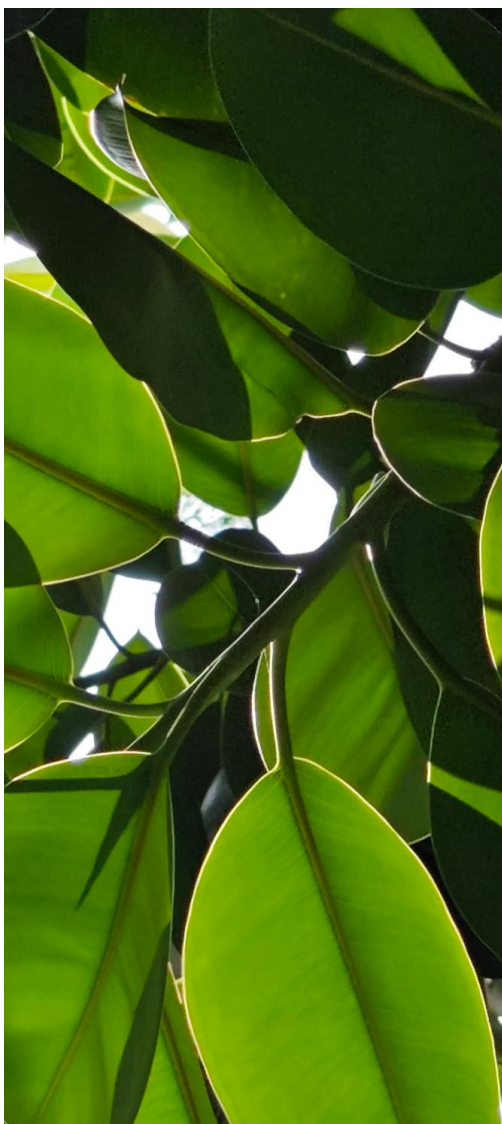
Scope (Mt CO ₂ e)	2024			2023	2022	2021
	Total	Smartphone × AIOT	Smart EV and Other New Initiatives			
Direct GHG emissions (Scope 1) ²²	31,295.64	11,804.78	19,490.86	12,252.52	7,122.60	9,096.95
Indirect GHG emissions (Scope 2) ²³	178,419.13	100,022.36	78,396.77	104,470.04	78,620.01	73,723.21
Other indirect GHG emissions from the value chain (Scope 3) ²⁴	To be disclosed in September 2025			9,888,747.85	10,075,225.54	12,368,223.29

²¹ GHG: The Group's GHG emissions mainly include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs). The total GHG emissions are reported in terms of carbon dioxide equivalent. We calculated the GHG emissions from facilities and operations owned by the Group, as well as those from the upstream and downstream of Xiaomi's value chain.

²² Direct GHG emissions (Scope 1): GHG emissions directly generated from the use of natural gas and gasoline for the Group's operations and fugitive emissions from refrigeration, fire suppression equipment, and fugitive emissions of GHG from the wastewater treatment process.

²³ Indirect GHG emissions (Scope 2): GHG emissions generated from consumed electricity and consumed heat for the Group's operations.

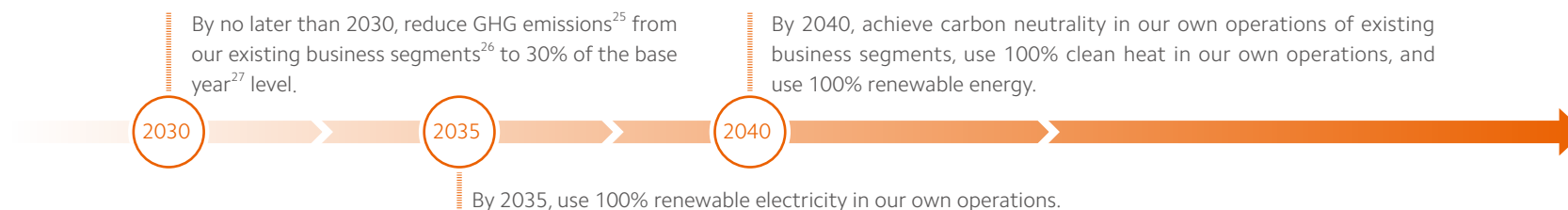
²⁴ Indirect GHG emissions (Scope 3) from the value chain: All of our products are sold directly to customers without further downstream processing activities. We take the operational control approach to consolidate our GHG emission data, therefore, our GHG emissions from the value chain include those from the purchased goods and services, capital goods, fuel, and energy-related activities (which are not included in Scope and Scope 2), upstream transportation and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets, downstream transportation and distribution, processing of sold products, use of sold products, end-of-life treatment of sold products, downstream leased assets and franchises.



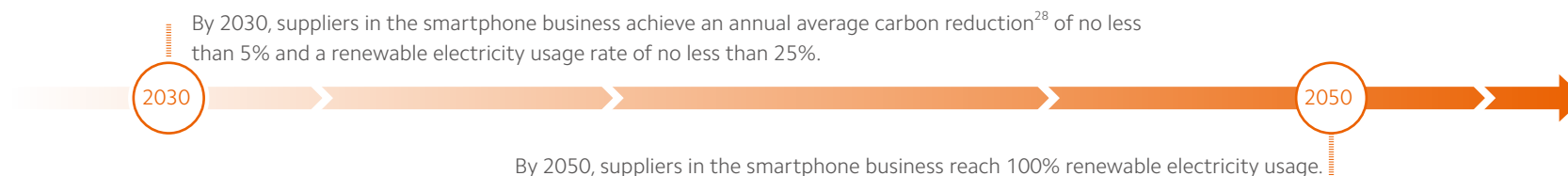
GHG Emission Reduction Targets

We keenly understand that GHG emission reduction requires a comprehensive approach, considering factors such as business scale, energy mix, and supply chain management. We remain committed to driving the application of clean technologies in operations and products while regularly reviewing the dynamic relationship between GHG emission metrics and business growth to ensure transparency and sustainability in our emission reduction efforts.

We pledge to:



Furthermore, we are motivating our supply chain partners toward a green transition, requiring key suppliers to establish GHG reduction targets and renewable energy usage plans that align with or exceed our own targets, thereby continuously reducing Scope 3 emissions.



²⁵ GHG emissions: Refers to the Company's GHG emissions (absolute value) calculated in accordance with standards such as Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard, ISO 14064-1:2018—Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals.

²⁶ Existing business segments: Smartphone, IoT and Lifestyle products, Internet Services, and others, as the scope of revenue business in Xiaomi Corporation's 2023 Annual Report. The Group is re-evaluating the GHG reduction targets for smart EV and other new initiatives and will update relevant commitments as soon as possible based on business developments.

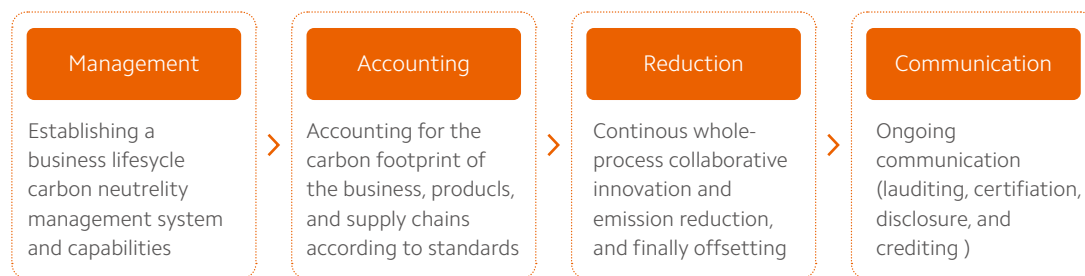
²⁷ Base year: 2021.

²⁸ The base year for suppliers' carbon targets is 2024.

Product Carbon Footprints

We have established a carbon neutrality MARC management model for the lifecycle of our products. This model encompasses a management system, carbon footprint accounting, offset emission reduction, and ongoing external communication, enabling us to manage the carbon footprint of our products and contribute to green practices in our products.

Carbon Neutrality MARC Model for the Whole Life Cycle



This year, we launched carbon footprint accounting projects for multiple new product categories. As of the end of 2024, we had completed lifecycle carbon footprint measurements for 18 representative products (13 smartphone and tablet devices, 1 wearable device, and 4 smart home appliances products)²⁹. We also collaborated with independent GHG accounting and certification organizations to establish a sound carbon footprint assessment process and methodological model for smartphone products. Our calculation methods comply with the Code of Good Practice for Product Greenhouse Gas Emissions and Reduction Claims and PAS

2050:2011 The Standard for Specification for the Assessment of the Life Cycle Greenhouse Gas Emissions of Goods and Services.

As a key practice for the “Human x Car x Home” ecosystem strategy, we have conducted a lifecycle carbon footprint assessment for the *Xiaomi SU7*. Thanks to its outstanding low-carbon performance, the *Xiaomi SU7* was recognized as the 2024 China Low-Carbon Car Top Runner: C-Class BEV Sedan No. 1 at the Automotive Industry Low-Carbon Action Plan Development Forum 2024, demonstrating industry-leading sustainability strengths.

Product	Product Carbon Footprint per Unit of Mileage (gCO ₂ e/km)
Xiaomi SU7 2024	175.54
Xiaomi SU7 Pro 2024	188.22
Xiaomi SU7 Max 2024	225.84

This year, The Construction of Carbon Management Systems for “Human x Car x Home” Ecosystem, a group standard for which we served as the lead drafting organization, was officially released. This standard provides enterprises with innovative carbon management solutions tailored to the “Human x Car x Home” ecosystem. Focusing on lifecycle carbon management (including carbon emissions, carbon reduction, and carbon trading), it aims to help enterprises apply AI, big data, and other cutting-edge technologies in their carbon management, drive decarbonization across the entire value chain, and accelerate the

green transition. Additionally, we have developed carbon emission accounting and product carbon footprint analysis tools on digital platforms to provide technical support for the creation of a green supply chain. Our “Xiaomi AIoT + Digital Native Green Product Value Chain” system was included in the “Beautiful China, I am an Actor” 2024 Business Climate Action Cases. This system integrates resources from multiple sectors to reduce the carbon footprint of electronic products, provide energy-saving recommendations, and offer sustainable development models for the industry.



²⁹ For more information about the carbon footprint of our products, please refer to the ESG and Sustainability page (<https://www.mi.com/csr>) of the Group's official website.

Climate Response Measures

We are committed to green and low-carbon development, for which we continuously enhance energy management in our operations and product energy efficiency. By integrating energy management into multiple aspects of our business development, we are steadily increasing the share of renewable energy, improving energy efficiency, and optimizing energy management techniques. With technological innovation and the application of AI algorithms, we enhance product energy efficiency and provide users with a smart, efficient, and low-carbon lifestyle. At the same time, we are expanding investments in energy storage to drive breakthroughs and applications in energy storage technology and contribute to the development of green energy and intelligent technologies.

Carbon Reduction in Operations

Upholding the green and low-carbon development philosophy, we continuously advance the establishment and improvement of our energy management system. We integrate energy management across the entire business operations chain, covering office work, production and manufacturing, logistics and transportation, store operations, and the supply chain. As of the end of the reporting period, 100% of Xiaomi Corporation's business operations within its operational boundary had obtained ISO 50001 Energy Management System certification and passed the annual surveillance audit.

Office Work Scenario

In offices, we implement intelligent and refined management measures to enhance energy management, reduce our operational energy consumption, and establish a green and low-carbon office model. In 2024, building on existing energy-saving measures, we further improved the execution efficiency of smart devices and optimized lighting and air conditioning management strategies, which resulted in significant reduction of unnecessary energy consumption. Our initiatives include:



Intelligent Lighting Management

- Increasing the equipment usage and availability of the Green Mi Office Lighting System, enhancing the execution of the "lights off when unoccupied" strategy, and optimizing lighting circuits and operation strategies, which saved a total of 20,000 kWh.
- Installing smart sensor lighting systems in underground parking lots, achieving "lights on when detecting vehicles and lights off when vehicles leave," which saved a total of 50,000 kWh.
- Utilizing photovoltaic power generation on the Nanjing campus for its lighting system, which generated approximately 150,000 kWh annually.



Office Equipment Energy Efficiency Optimization

- Installing timers on water dispensers and vending machines to automatically cut power during nights and holidays, which saved a total of 10,000 kWh.
- Dynamically adjusting the air conditioning supply water temperature to reduce the activation time of cooling and heating equipment, which saved a total of 20,000 kWh.
- Using energy-efficient elevators across the Nanjing campus.

In terms of office buildings, we consistently focus on energy efficiency and continuously tap energy-saving potential in existing buildings. At the same time, we incorporate energy efficiency requirements during the design phase of new constructions and develop green construction plans based on local conditions and building purposes. As of the end of 2024, our office spaces obtained the following certifications:

Beijing Xiaomi Science and Technology Campus
Leadership in Energy and Environmental Design (LEED) Platinum Certificate

2-star Certificate of the China Green Building Design Label (CGBL)

Wuhan Xiaomi Science and Technology Campus
1-star Certificate of the China Green Building Design Label (CGBL)

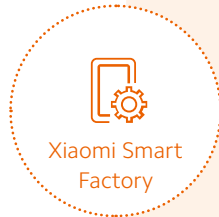
Nanjing Xiaomi Science and Technology Campus
3-star Certificate of the China Green Building Design Label (CGBL)

Tokyo Office, Japan
Rank-S Certification for CASBEE³⁰ for Real Estate

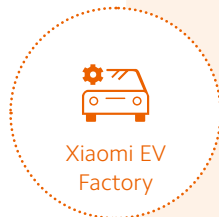
³⁰ CASBEE: Comprehensive Assessment System for Built Environment Efficiency, Japan's green building certification standard.

Production and Manufacturing Scenario

In the factory production process, we actively promote the green and low-carbon transition and achieve efficient and low-carbon factory operations by optimizing energy management and utilizing renewable energy. This year, we:

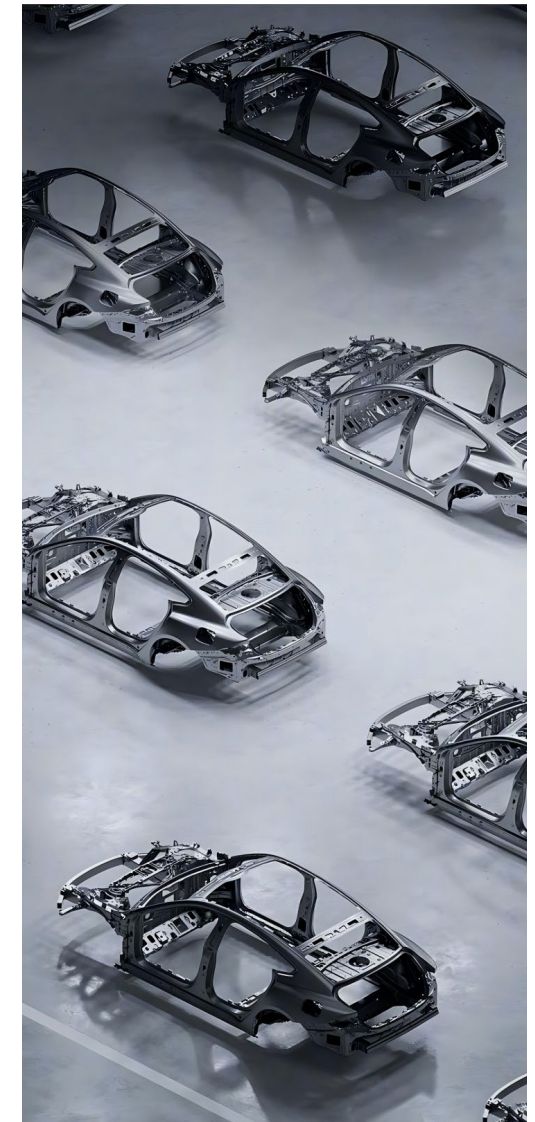


- Applied capacitor power compensation technology to maintain the power factor between 0.99 and 1.0, thus reducing energy loss.
- Adopted new Class-1 energy efficiency transformers, each of which saves 4,300 kW annually compared to conventional transformers, resulting in a total annual savings of 38,000 kW.
- Utilized the waste heat recovery equipment for medium-temperature chiller cooling water for heating. During the 2024 heating season, the equipment operated at over 60% load, maintaining a waste heat recovery temperature of 32-36°C, reducing total natural gas consumption in winter by 43.9% compared to 2023.



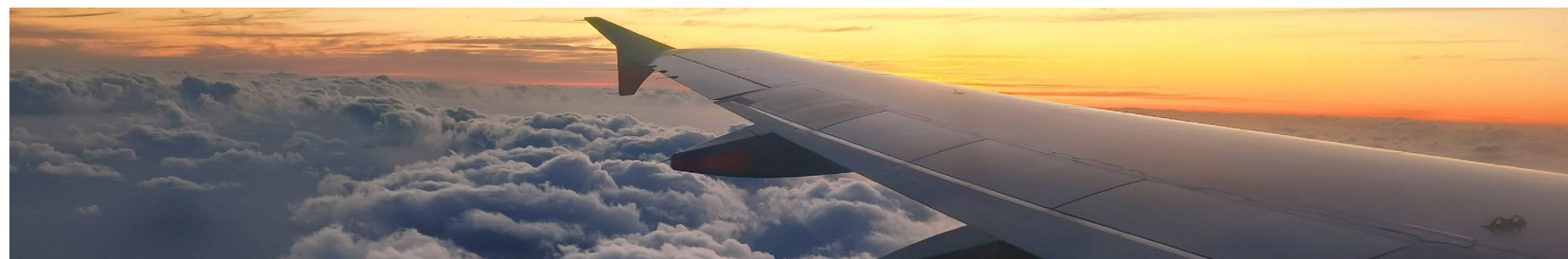
- Installed a 16.2-MW distributed PV power plant covering a total area of 154,579 square meters, with an annual power generation of approximately 16.4 million kWh, reducing carbon emissions by about 9,905 tonnes per year.
- Increased the share of green electricity in our energy consumption to 30%, placing us at the forefront of the domestic industry.
- Implemented energy-saving measures such as smart lighting technology, the thin-film process, and the HyperCasting process to reduce energy consumption and carbon emissions in production.

Xiaomi Smart Home Appliances Factory, which has just commenced construction, will also advance its energy management system. The plan is to further optimize energy efficiency by deploying an intelligent energy control system and PV power generation facilities. Additionally, by introducing a vacuum degreasing process alongside traditional drying techniques, we aim to replace natural gas with electricity to achieve low-carbon production and zero pollutant emissions.



Logistics and Transportation Scenario

Establishing a green and efficient logistics system is a key aspect of our commitment to low-carbon development. By introducing advanced automated equipment, promoting green transportation solutions, and upgrading environmentally friendly packaging materials, we have optimized our carbon footprint in logistics. This year, we achieved the following milestones in green logistics:



Application of automated warehousing equipment

In 2024, we introduced tote-to-person automated equipment and intelligent sorting equipment in our warehouses in Beijing's Yizhuang, Wuhan, and Shenyang to optimize warehouse operation efficiency. In the sealing process, we deployed automated sealing machines to optimize stretch film usage, reduce plastic consumption, and advance our goal of minimizing plastic use in warehousing.

Eco-Friendly Use of Logistics Packaging

This year, we continued to promote the reuse of logistics boxes by repurposing delivery transit boxes from packaging plants as logistics boxes for manufacturers' finished product deliveries. Additionally, we expanded the reuse of old boxes to cover ecosystem products and both B-end and C-end logistics. As a result, the reuse rate of old boxes increased from 7.74% to 8.94% over the year, saving a total of 5.26 million logistics boxes. Furthermore, we upgraded the materials used for in-store delivery order boxes to reduce single-use packaging waste.

Selection of low-carbon transportation methods

This year, we implemented carbon reduction measures across our entire overseas logistics chain. For long-distance cross-border transportation, we have promoted sea and rail transport as alternatives to air freight. In 2024, we transitioned the cross-border transportation mode of approximately 5.63 million products, resulting in a carbon reduction of 3,378 tonnes. For medium-distance intercity transportation, we adopted the Road-part Load model for deliveries from our warehouses in Belgium and Spain to destinations across Europe, significantly improving loading efficiency. By the end of 2024, a total of 1,226 tonnes of goods benefited from this model, greatly reducing GHG emissions. For short-distance intracity deliveries, we have advocated for the use of EVs and other low-carbon transportation methods in the European market. Throughout the year, a total of 669 tonnes of parcels were transported using these options, continuously driving up the share of low-carbon transport solutions.

▶ Case: Partnership with DHL Express Reduces Carbon Emissions in Xiaomi's International Air Shipments

In November 2024, we reached a partnership with DHL Express. With DHL Express's GoGreen Plus service, we utilize sustainable aviation fuel (SAF) solutions to lower emissions from our international air shipments in a "carbon insetting" approach. Compared to conventional fuels, SAF can reduce carbon emissions by approximately 80% over its lifecycle.



Supplier Management Scenario

In supplier management, we implement a tiered approach with comprehensive consideration given to suppliers' procurement share, total carbon emissions, and emission reduction targets. We prioritize high-emitting and high-impact suppliers for carbon reduction measures, including but not limited to requiring partner suppliers to develop and implement plans for progressively increasing their use of green electricity and thus accelerate the overall transition of our supply chain toward low-carbon operations.

In 2024, we closely collaborated with nearly 300 Tier-1 suppliers³¹ for smartphone products, supporting them in verifying GHG emissions data and setting climate targets. Among them, 111 had established carbon reduction targets, 83 had adopted green electricity, 24 had joined the Science Based Targets initiative (SBTi), and 45 had been recognized as national or provincial-level management enterprises for the green supply chain. For smart EV products, the average green electricity usage among our existing tier-1 suppliers reached 43%, and they pledged to increase this proportion to over 50% by 2025.

In 2024, in smartphone business,



we closely collaborated with nearly

300 Tier-1 suppliers

Among them



111 had established
carbon reduction targets



83 had adopted green
electricity



45 had been recognized
as national or provincial-level
management enterprises for
the green supply chain

Partnering for Innovative Digital Low-Carbon Solutions

Adhering to the philosophy of “foundational core technologies driving sustainable development,” we have launched a joint innovation program with our strategic partner, Kingsoft Cloud. The collaboration focuses on the deep integration of cloud computing, AI, and IoT technologies and seeks to create an open energy-carbon collaborative management platform. By horizontally covering the “Human x Car x Home” ecosystem and vertically linking upstream and downstream segments of the value chain, we bring together the information flow, logistics, and environmental impact flow across the product lifecycle to draw a dynamic, visualized low-carbon decision-making map. In the future, we will continue to work with Kingsoft Cloud and other partners to focus on frontier technological fields such as renewable energy optimization and AI-powered digital twin carbon management and find new innovative paths toward low-carbon development for the industry.

³¹ Tier-1 suppliers: Suppliers who directly deliver finished products or provide components to the Group.

Carbon Reduction in Products

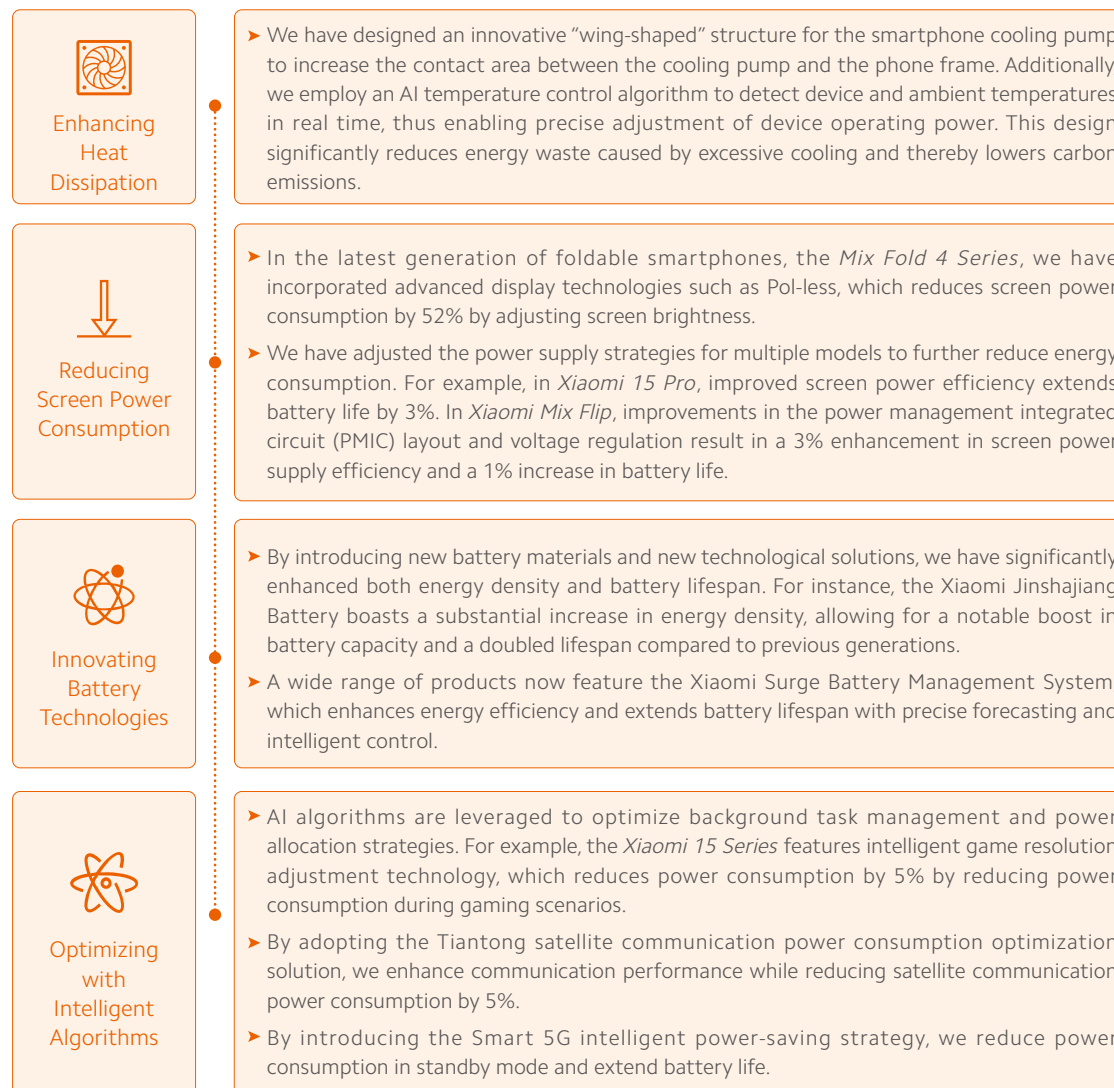
We focus on putting low-carbon technologies into practice and continuously optimizing the design and performance of personal devices, new energy vehicles (NEVs), home appliances, and energy storage products. Energy conservation and carbon reduction principles are embedded throughout the entire product lifecycle from R&D to design and manufacturing, creating a green, efficient, and intelligent experience for users. By covering all consumer scenarios, we are fostering a comprehensive “four-in-one” solution for energy production, consumption, storage, and regulation, driving the transition toward a low-carbon future for the economy and society.

Smart Terminal Devices

For personal terminal devices such as smartphones and tablets, we leverage precise identification of user scenarios to optimize energy efficiency. By enhancing cooling capacity, screen efficiency, battery technologies, and intelligent algorithms, we strive to achieve both energy savings and an enhanced user experience.

³² OCV: Open Circuit Voltage. It is a crucial indicator of the potential difference of the power source and is commonly used to assess power source performance and conditions.

³³ SOC: State Of Charge. It refers to the ratio of a battery's remaining dischargeable energy to its energy when fully charged, often expressed as a percentage.



▶ Case: Xiaomi Surge Battery Management System's Energy Conservation and Consumption Reduction Practices

At the core of the Xiaomi Surge Battery Management System is a “one strategy for one device” approach. With precise forecasting, intelligent control, and hardware optimization, it enhances energy efficiency and ultimately extends the battery life and endurance of smart devices. Our system features the industry's first self-developed OCV³² self-updating technology for silicon anode batteries, achieving SOC³³ calculation accuracy with an error margin of less than 3% at ambient temperature and under 7% in low temperatures, significantly improving battery charge-discharge precision. By leveraging offline big data and multiple coupling models, we improve the cycle strategy across various scenarios in a customized manner, achieving a maximum of 1,600 charge cycles, with 20% of heavy users experiencing a 5% improvement in battery health. Additionally, the self-developed low-temperature VIT model in the Surge system utilizes an adaptive strategy to increase available battery capacity by 20% in environments as cold as -20°C.

Smart Electric Vehicles

Xiaomi EVs optimize battery charging and discharging capabilities, the thermal management of the battery, motor, and electric control systems, and overall vehicle design and manufacturing processes. These improvements have enhanced energy efficiency and further reduced product carbon emissions.

In terms of charging and discharging, Xiaomi EVs are equipped with CTB integrated battery technology, which enhances charging efficiency and reduces charging time and energy loss with industry-leading fast-charging capabilities and discharge power. All Xiaomi EV models support fast charging, utilizing atomized charging technology to improve charging speed by 9.8%. The 871V silicon carbide high-voltage platform enables recharge for a 510-km range in just 15 minutes. Our proprietary low-temperature high-power battery technology increases battery discharge power by 72% in -15°C conditions. The *Xiaomi SU7 Ultra* model features track-grade high-power batteries, which deliver a maximum discharge power of 1,330 kW and maintain over an 800-kW output even at a 20% battery level.



Through the use of recycled aluminum, the *Xiaomi SU7* reduces carbon emissions by approximately

925.5 kg per vehicle

In terms of thermal management, Xiaomi EVs feature highly efficient heat concentration and heat dissipation, which enable the optimal utilization of thermal energy while maintaining high performance and reducing additional energy consumption caused by overheating during driving. Our pioneering three-source staged energy concentration technology sequentially gathers waste heat from the electric drive, compressor, and heater and transfers it to the cabin, with a maximum battery heating power of 18 kW. Meanwhile, the high-efficiency dual-mode heat pump technology ensures that the vehicle's heat pump can still extract heat from cold air at -20°C, thus allowing Xiaomi EVs to maintain superior range retention and air conditioning heating speed compared to other EVs in the same class under low-temperature conditions. Additionally, we have enhanced the cooling system of the *Xiaomi SU7 Ultra* model, increasing the maximum heat dissipation rate to 2.7×10^6 J per minute. This improvement supports continuous high-intensity driving scenarios (such as completing more than two laps of the Nürburgring) without overheating the battery or motor, thereby effectively minimizing additional energy consumption.

In terms of design and craftsmanship, Xiaomi EVs are designed with a front windshield, a fastback body, and frameless teardrop-shaped side mirrors, which together reduce the drag coefficient of the *Xiaomi SU7* to 0.195, making it the mass-produced sedan with the lowest drag in the world. This feature further decreases our products' energy consumption and carbon emissions during high-speed driving. Furthermore, with recycled aluminum accounting for 19% of the *Xiaomi SU7*'s total weight, carbon emissions are reduced by approximately 925.5 kg per vehicle.



Energy-Saving Smart Home Appliances

In the home sector, Xiaomi smart home appliances become more energy efficient through continuous technological innovation, providing users with more energy-saving and eco-friendly smart living solutions.

Xiaomi air conditioners have been upgraded with key hardware enhancements alongside the AI algorithm, Lingyun Intelligent Control Engine, for precise temperature control and high energy efficiency. This technology has been implemented in 17 new models, with multiple models reaching an annual performance factor (APF³⁴) of 5.65. Among them, our next-generation *Mijia "3-HP Dual-Air Outlets Vertical" Air Conditioner* leverages the Lingyun algorithm to dynamically learn environmental data and optimize operating parameters, improving energy savings by 25% compared to the same model with conventional programs. Additionally, our *Mijia Fresh Air Conditioner* has made breakthroughs in temperature control accuracy. With a Bluetooth temperature and humidity sensor, it enables targeted temperature regulation within a 1.3°C deviation in active areas, reducing power consumption by over 14%.

Multiple models of Xiaomi refrigerators have achieved a further 5% reduction in energy consumption beyond the Class-1 energy efficiency standard this year, marking a breakthrough in energy efficiency. In April 2024, we developed a high-capacity built-in platform featuring integrated heat dissipation and high-cycle-ratio airflow technology. Combined with our self-developed energy-saving algorithm, it enables more precise temperature control and significantly enhanced energy efficiency.

This technology has been applied to nine new models, such as the *Mijia Pro Refrigerator Dual-System 508L*, which delivers 40% energy savings compared to models of basic energy efficiency.

In 2024, we expanded the application of our Essence Wash technology, known for its excellent water and electricity-saving capabilities, to mini models as well as our star product of the year, the *Dual-Zone Washing and Drying Machine*. In the dual-zone model, both the large and small drums utilize Essence Wash technology to achieve water and energy savings, with an annual reduction of 0.55 tonnes of water and 32.85 kWh of electricity. The small drum can save an additional 60% in water and 32% in energy. Furthermore, by improving the washing machine motor efficiency from 40.5% to 53.7%, we have further reduced energy consumption during the wash, dry, and spin cycles while maintaining the same mechanical power output.

In home appliances design and process, we also adhere to the principles of energy conservation and consumption reduction. By applying non-spraying coating technology, we have reduced the amount of paint used in the surface coating process of several products, thereby lowering both VOCs emissions and carbon emissions. In 2024, we applied non-spraying coating technology to the front cover of the *Mijia Water Purifier* main unit, saving 3.69 kg of carbon emissions per device. Additionally, in our robotic vacuum cleaner research project, we adopted a metallic-colored surface spraying technique, achieving a carbon reduction of 5.37 kg per product.

Investment and Expansion

We continue to increase investment in the energy storage sector across the entire energy storage industry chain to support the development of green energy and intelligent technologies. Our investment focus includes new energy battery manufacturing, battery material production, portable energy storage solutions, battery safety and thermal management technologies, as well as key components for charging and energy storage systems. Additionally, we collaborate with startups in the energy storage industry, with a particular focus on integrated solar-storage-charging technology and portable energy storage devices, to drive breakthroughs and commercialization through collaborative innovation. Our cumulative investments in the energy storage sector now span multiple key areas. In the NEV industry, as of the end of 2024, we had invested in over 70 high-quality companies, with a total investment exceeding RMB 8 billion.



As of the end of 2024, we had invested in

over **70** high-quality companies in NEV



with a total investment exceeding

RMB **8** billion



³⁴ APF: Annual Performance Factor, It measures a product's annual energy consumption efficiency. The higher the value, the better the energy utilization efficiency.

Waste Management

We remain committed to the 3R (Reduce, Reuse, and Recycle) principle, with diverse strategies implemented from product design to the end of the lifecycle to minimize electronic waste. Additionally, we promote efficient resource recycling within our operations and ensure the compliant disposal and recycling of waste gas, wastewater, solid waste, and hazardous waste, thereby fostering an outstanding circular economy ecosystem.

Electronic Waste Management

From the initial stages of product design, we actively practice sustainability principles by developing more durable materials and technologies while extensively utilizing green recycled materials to reduce electronic waste at the source. At the end of the product lifecycle, we comply with electronic waste management laws and regulations of our operating regions worldwide and strive to establish robust recycling, reuse, and disposal mechanisms while promoting the development of localized electronic waste recycling systems. Strictly adhering to the requirements of the Basel Convention, we commit not to export or transfer electronic waste to non-OECD countries and support the advancement of the circular economy.

Extending Product Lifespan

We are committed to technological innovation and service upgrades as an approach toward comprehensively enhancing product durability and reparability, extending device lifecycles, reducing resource waste, and providing users with a high-quality, long-lasting experience.



Enhance Product Durability

By systematically optimizing hardware technologies, we have significantly enhanced the physical strength and durability of our devices. In 2024, we launched the new durable *Redmi Note 14 Series*, featuring the latest All-Star Armor structure, which reinforces the mainboard structure and improves shock absorption for key components. This advancement has doubled the device's drop resistance, thus ensuring high adaptability to extreme environments. For foldable smartphones, we have focused on optimizing the hinge structure. Specifically, we incorporate a dual-cam pull-and-press spring torque mechanism to significantly enhance wear resistance and effectively reduce torque degradation after prolonged use.

We continue to push the boundaries of battery technology to extend device longevity. In 2024, we introduced the Xiaomi Jinshajiang Battery, which integrates inorganic-rich toughened elastic interface design, biomimetic self-healing interface design, and carbon nanotube ultra-long conductive network technology. This innovation has resulted in an industry-leading silicon-carbon anode battery, capable of retaining over 80% capacity after 1,600 charge-discharge cycles. Our battery health long-cycle technology not only enhances device endurance but also significantly reduces battery replacement frequency, minimizing electronic waste at its source and benefiting both users and the environment.

Enhancing Product Reparability

In both product design and service processes, we remain committed to enhancing product reparability and improving maintenance capabilities through systematic optimization. In terms of design, we give full consideration to products' repair needs throughout their lifecycle in product design. For instance, the *Xiaomi 15 Series* introduces a new LIPO display packaging³⁵ solution that significantly facilitates screen disassembly, thus reducing repair complexity and increasing efficiency for users. In terms of service, we continuously upgrade the repair skills of engineers to expand front-line repair categories while ensuring high-quality repair. In 2024, the number of users in the Chinese Mainland benefiting from advanced repair services increased to 179,000. In international markets, we completed advanced repair on 20,000 components such as motherboards and chips, effectively slowing down the generation of electronic waste.



In 2024, the number of users in the Chinese Mainland benefiting from advanced repair services increased to

179,000

³⁵ LIPO display packaging: Low-injection pressure over-molding (LIPO) display packaging technology. It enables the inward contraction of the smartphone's screen glass, reducing the bottom frame while better protecting the luminous panel and enhancing screen reliability.

Use of Recycled Materials

We innovatively integrate recycled materials into the design and production of smartphones, EVs, and smart home appliances, actively seeking efficient resource utilization solutions to reduce the consumption of new materials and accelerate waste recycling.

Application of Recycled Material in Smartphone Products

In 2024, we replaced molded plastic with molded pulp in the packaging of eight smartphone models, increasing the overall plastic reduction ratio by approximately 15%. This initiative covers 100% of international markets and 70% of the domestic market. Additionally, we have introduced various innovative material recycling and reuse solutions, which increase the proportion of eco-friendly materials in our products while offering users a sense of "low-carbon satisfaction."

Recycling Discarded Fishing Nets for Nylon (PA) Card Trays

In the *Xiaomi 14 Series*, we introduced the industry's first marine waste recycling material, nylon (PA) derived from discarded fishing nets, for manufacturing SIM card trays. The discarded fishing nets undergo multiple processing steps, including cleaning, crushing, and metal removal, resulting in recycled nylon pellets with a 70% recycling ratio. For every 100,000 smartphones produced, the use of these recycled materials in SIM card trays helps reclaim approximately 140 kg of discarded fishing nets.

Recycled Polyester (PC) from Discarded Water Barrels

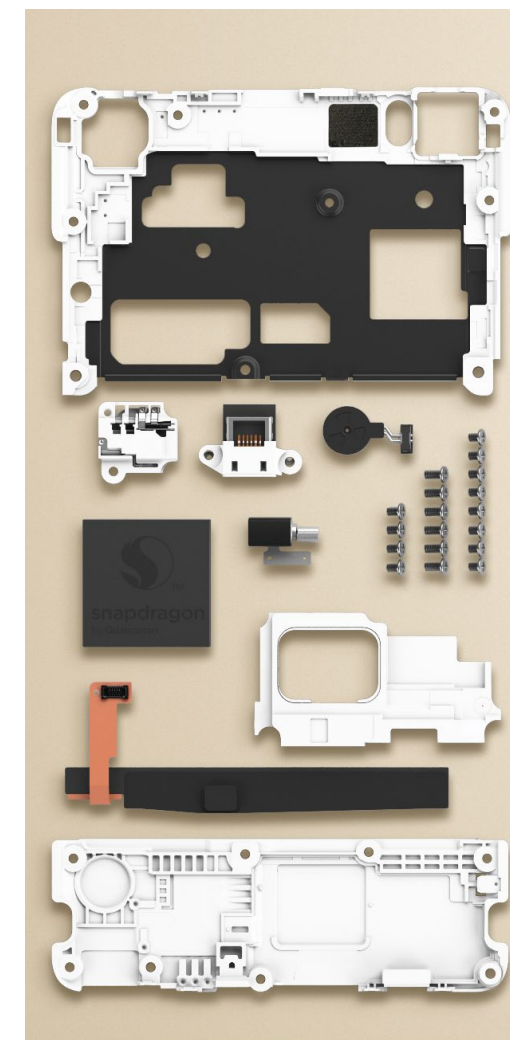
We recover and repurpose discarded water dispenser barrels by processing and modifying them into a PCR³⁶ polyester material with 30% recycled content. The material is then used in smartphone mid-frames and certain charger casings.

Application of Bio-Based Materials

We extract and process components from waste wood and paper to create a new bio-based PC material, which reduces CO₂ emissions by 45% compared to petroleum-based PC. This material is used in various structural components of *Xiaomi 14T*, including the power button, volume buttons, side key bracket, antenna bracket, and front camera bracket. Additionally, the back cover of *Xiaomi 14T* incorporates a bio-based material derived from lemon residue, with 50% of the polyurethane sourced from bio-based raw materials. The fabric backing is made from 100% RPET³⁷ fabric.

Application of Recycled Metal Materials

In *Xiaomi 14T*, we incorporate recycled aluminum into the die-cast middle frame. Compared to primary aluminum, producing 1 tonne of recycled aluminum consumes only 5% of the energy. Additionally, we are expanding the use of recycled metals across other components. This year, we introduced recycled aluminum, recycled gold, and recycled copper into the acoustic components of our smartphones.



³⁶ PCR: Post-Consumer Recycled, such as PET, PE, PP, HDPE, and other recycled materials. They are reprocessed into plastic raw materials for manufacturing new packaging materials.

³⁷ RPET: Recycled PET Fabric.

Green Material Innovations for EVs

We are building an automotive production system that balances environmental protection and performance through the R&D and recycling of green innovative materials. In 2024, we set requirements for the application proportion of recycled materials in key components: recycled steel $\geq 10\%$, recycled aluminum $\geq 30\%$, and recycled plastics $\geq 10\%$. This initiative led to a carbon reduction of up to 1.13 tonnes per vehicle and established a benchmark for green manufacturing in the NEV industry:

Lightweight Design

We have developed a patented thin aluminum-silicon coating technology for thermoformed steel coatings. This technology extends the lifespan of high-strength steel components in vehicles while reducing aluminum usage compared to traditional thick coatings. In *Xiaomi SU7*, we use the 2,000 MPa ultra-high-strength material to achieve an overall weight reduction of approximately 10%.

Recycled Metal Application

Xiaomi SU7 utilizes our self-developed Xiaomi Titans Metal 1.0, which contains 30% recycled aluminum. Furthermore, this year, we expanded material applications and upgraded them to more adaptable high-strength and high-toughness alloys to meet the demands of various components such as the chassis, shock towers, and die castings, achieving a 19% recycled aluminum content in the overall vehicle weight. Additionally, we apply 10% to 20% recycled steel in the body, closures, and chassis of Xiaomi EVs, resulting in a 12% recycled steel content in the total vehicle weight.

Recycled Plastic Application

We have incorporated a high proportion of recycled plastic into Xiaomi EV's key automotive components such as the front and rear bumper brackets, taillight brackets, and exterior decorative parts (e.g., mirror housings and bumpers), achieving the target of $\geq 10\%$ recycled plastic usage in key components.

Other Recycled Material Applications

Zeolite-tanned genuine leather: The interior materials of Xiaomi EVs utilize zeolite genuine leather with a chrome-free tanning process, achieving over 90% bio-based raw material content. Compared with traditional tanning processes, this material presents a 25% water-saving effect and a 20% energy-saving effect.

Suede microfiber material (Dinamica): We apply Dinamica, a material containing over 45% recycled raw materials, to the seats and interior trims of Xiaomi EVs. This material is fully recyclable throughout its lifecycle.

Eco-friendly PVC: The dashboard and door trims of Xiaomi EVs are made from the recyclable eco-friendly PVC material, which boasts excellent aging resistance. It extends the product's lifespan and reduces resource waste due to frequent material replacements.

Eco-friendly Packages for Ecosystem Products

In 2024, products in our ecosystem focused on lightweight and recyclable packaging design to achieve resource recycling and reuse:

Application of Recycled Pulp

In the packaging design of medium to major appliances (such as rice cookers and air purifiers), we use wood pulp for the outer lining and

100% recycled pulp for the core paper and inner paper.

Lightweight Packaging Design

Taking the package of the Mijia large-capacity suitcase as an example. By adjusting the weight of the outer packaging material and optimizing the bottom structure of the packaging box, we reduce material usage and achieve a

15% reduction in paper usage by area.

Recycling and Reuse

We actively carry out electronic waste recycling programs worldwide and implement a tiered recycling approach encompassing trade-in, refurbishment, scrapping of devices and repair parts, as well as internal purchase for prototypes. In this way, we propel the shift from a simple disposal model to a circular and recycling system.

We conduct rigorous qualification reviews of our global electronic waste recycling partners to ensure compliance and environmental responsibility. These reviews include international certifications such as ISO 9001, ISO 14001, ISO 27001, Zero Waste to Landfill Certification, and the R2 certification for electronic waste management. As of the end of the reporting period, our service partnerships operated in the following countries and regions: the Chinese Mainland, Hong Kong SAR, Taiwan of China, Indonesia, Malaysia, Thailand, Japan, Singapore, the UK, Poland, Russia, and Vietnam. For detailed qualification review results, please refer to the ESG and Sustainability page (<https://www.mi.com/csr>) of the Group's website.

In 2024, we recycled approximately 19,698 tonnes of electronic waste globally. Our target is to recycle a total of 38,000 tonnes of electronic waste over five years (2022–2026). As of the end of the reporting period, we had achieved 95.94% of this target.

Trade-In

Our Trade-In program is centered around the philosophy of “[Trading in for New Value](#).” By collaborating with certified recyclers and service providers, we collect used devices from Xiaomi, Xiaomi's sub-brands, and peer brands through mail-in recycling, door-to-door recycling, and in-store recycling. This systematic approach ensures that electronic waste is integrated into the circulation system. In the Chinese Mainland, our Trade-In program covers a wide range of product categories, including smartphones, tablets, laptops, and major appliances. This year, we recycled over 1.3 million used devices. The collected devices collected under the Trade-In program are processed by third-party recyclers, either resold as second-hand products or dismantled for recycling based on their condition. Notably, 100% of the smartphones collected were resold, significantly extending the lifespan of these products.

Meanwhile, we closely monitor trade-in policies in our operating locations and make active responses. In 2024, we subsidized the trade-in of home appliances

in the Chinese Mainland to support consumers in replacing old appliances with new smart products.

In 2024, driven by front-end market demand and back-end operational capacity, we continued to expand the international footprint of our Trade-In program. By the end of the reporting period, we had established trade-in capabilities in nine countries and regions, including the UK, Germany, Italy, France, Spain, the Netherlands, Poland, Malaysia, and Hong Kong SAR. The program primarily covers mainstream electronic products such as smartphones, laptops, and tablets, as well as specific ecosystem products like electric scooters. According to our plan, the Trade-In program will be extended to more regions, including Latin America and Taiwan of China, in 2025. Furthermore, during promotional events, such as the *Xiaomi 14T Series* launch and the “Black Friday” special campaign, in Western Europe and other regions, we processed 23,353 trade-in orders, providing a seamless and efficient upgrade experience for global users.



This year, we recycled over

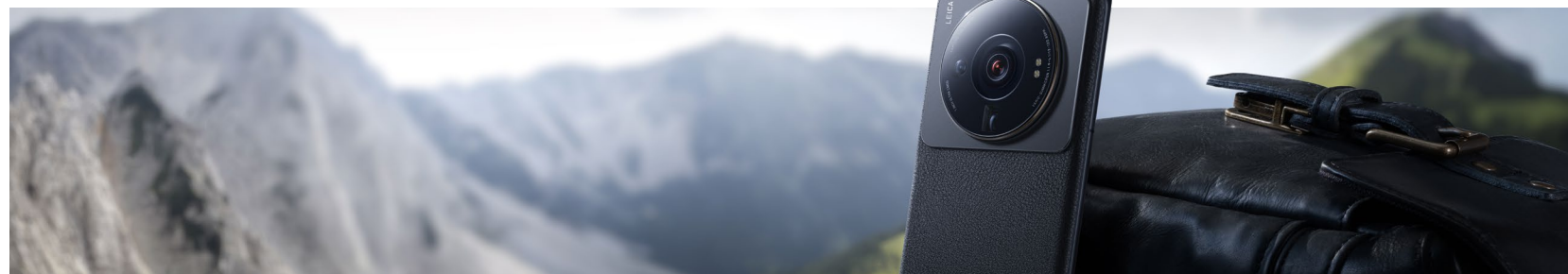
1.3 million used devices
in Mainland China

and processed



23,353

trade-in orders in Hong Kong,
Macao, Taiwan and overseas
markets



Refurbishment

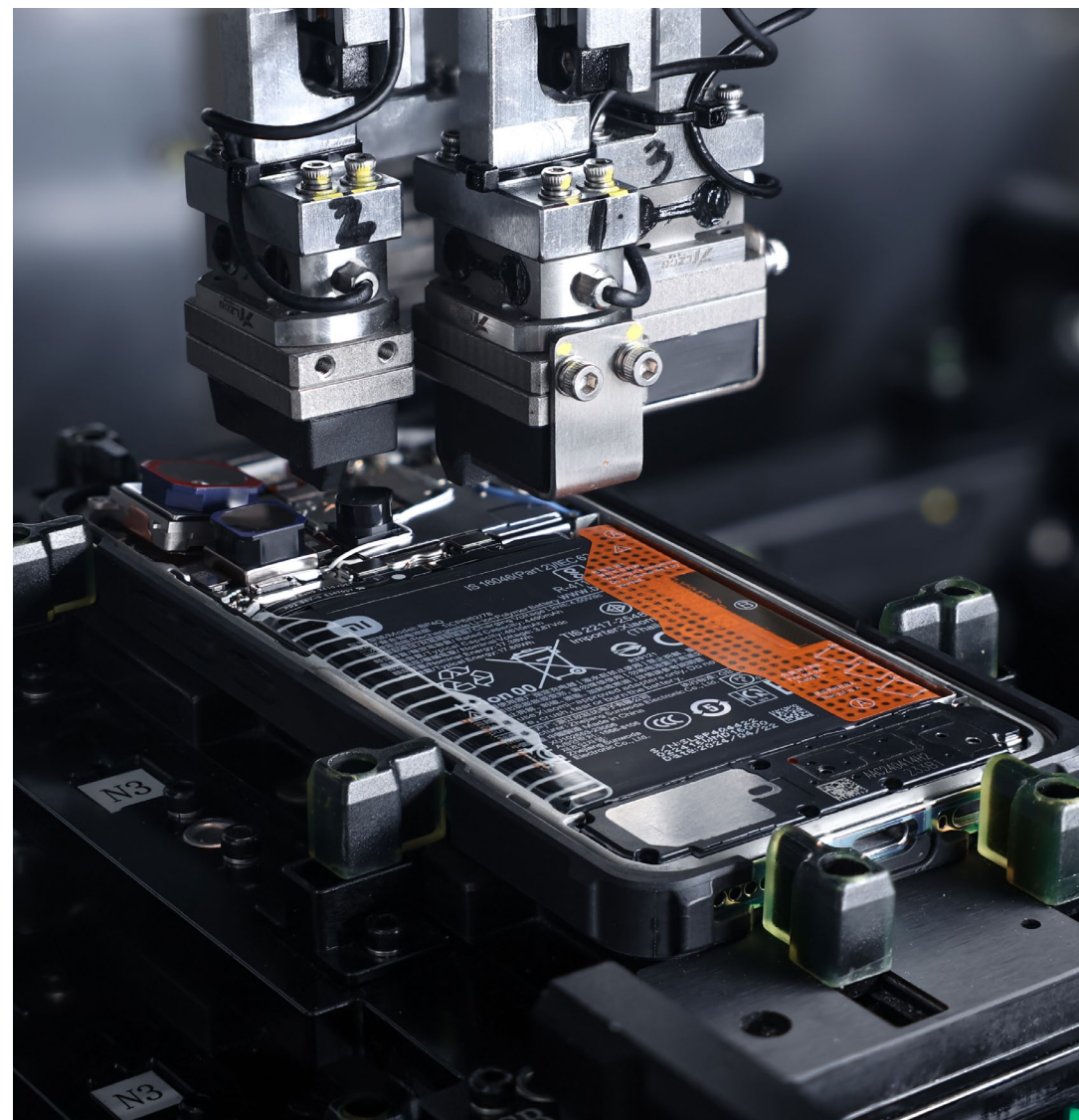
In our Refurbishment program, we give electronic devices a second life and maximize product lifespan by implementing efficient and meticulous refurbishment processes with strict quality control. Our refurbishment factories cover core three key regions: Hong Kong SAR, Poland, and Indonesia. The refurbished product categories include smartphones, electric scooters, smart TVs, smartwatches, air purifiers, dehumidifiers, robotic vacuums, and vacuum cleaners. Additionally, we have expanded our refurbishment business to include laptops, projectors, and monitors. Throughout the year, we refurbished over 130,000 devices, marking a 4.7% increase compared to 2023.

In May 2024, we launched a new refurbishment factory in Europe, which specializes in the refurbishment of smartphones, laptops, projectors, and monitors. The factory features a fully upgraded management system that enables online management for all categories and the whole process. By adding automated inspection control stations, we have further improved efficiency and accuracy in the device testing process. Thanks to the highly efficient production process and strict quality control, the sales rate of refurbished products from this factory has reached 100%, offering more users high-quality, sustainable consumption choices.

Recycling Design for Vehicles and Batteries

We have integrated the circular economy concept into the lifecycle design and management of automobiles, striving to achieve recycling for both vehicle hardware and power batteries. We have set clear recycling and reuse targets: $\geq 85\%$ reusability and $\geq 95\%$ recyclability for the vehicle. These targets are embedded throughout the entire development process of Xiaomi EVs, from design to material selection, ensuring vehicle quality and safety while fully considering the recyclability of materials after disposal and their environmental impact. For instance, *Xiaomi SU7* achieves a 94.6% reusability rate and a 98.5% recyclability rate for its overall materials. The vehicle also incorporates 163.7 kg of recycled metal materials and 2.2 kg of recycled plastic materials per vehicle.

For the recycling and reuse of retired power batteries, we work closely with whitelisted enterprises specializing in battery repurposing and regeneration to establish a lifecycle battery recycling system. In this network, we ensure the professional collection and processing of Xiaomi EV's retired vehicle batteries, enabling the extraction and reuse of valuable metals. Meanwhile, we disclose our recycling service locations³⁸ on Xiaomi EV's official website, providing users with clear guidance and convenient recycling services.



³⁸ <https://www.mi.com/service/mihome/list>

Management of Operational and Production Waste

We remain committed to building a waste management system that covers diverse operational scenarios across the chain and contributing to a harmonious balance between environmental protection and business production and operations. As of the end of the reporting period, 100% of our operations within our operational boundaries had obtained ISO 14001 Environmental Management System certification and had completed the annual surveillance audit.

Zero Waste to Landfill Practices of Xiaomi Smart Factory

Xiaomi Smart Factory has established a zero waste to landfill management system, which integrates reduction at the source, recycling, and efficient disposal to minimize landfill and achieve highly efficient circular disposal of waste. In 2024, Xiaomi Smart Factory achieved a 99.35% waste diversion rate (WDR) (including solid waste, hazardous waste, wastewater, and waste liquids) and was awarded the TÜV Rheinland Zero Waste to Landfill Management System Certificate with the highest global rating of three stars.



Wastewater Management and Recycling

Xiaomi Smart Factory employs advanced wastewater treatment technologies. Wastewater undergoes pre-treatment processes such as oil removal, coagulation, and sedimentation, followed by biological treatment to optimize water quality. In 2024, the factory treated a total of 82.82 tonnes of liquid chemical waste, achieving a 100% treatment rate.

Systematic Hazardous and Solid Waste Management

Xiaomi Smart Factory has established Environmental Protection Management Procedures and a Waste Management System to regulate the handling of both general and hazardous waste. The factory ensures proper collection, classification, storage, and disposal of solid waste, with a focus on 100% compliant treatment of hazardous waste. Throughout the year, Xiaomi Smart Factory treated 94.42 tonnes of hazardous waste.

Green Production Model of Xiaomi EV Factory

Xiaomi EV Factory has established a robust environmental protection management system and introduced several regulations such as Water Pollution Prevention and Control Management Procedures, Air Pollution Prevention and Control Management Procedures, and Solid Waste Pollution Prevention and Control Management Procedures, which define compliant disposal processes for wastewater, air pollutants, noise, and solid waste. By integrating high-quality raw materials, an eco-friendly coating process, and a discharge-after-treatment design, the factory has achieved “zero” heavy metal discharge³⁹ in wastewater.

Closed-loop Wastewater Management

Xiaomi EV Factory manages wastewater discharge through source control and wastewater reuse. From the initial production line design, wastewater reduction is taken into account, with technological innovations in key workshops to minimize waste at the source. For wastewater reuse, we have established a four-stage wastewater treatment system, including pre-treatment of production wastewater, mixed sewage treatment, treatment of water for miscellaneous use, and reclaimed water treatment. During the pre-treatment phase, techniques such as oil removal, coagulation, and sedimentation are adopted in combination with biological treatment. Wastewater is prioritized for reuse in painting, cleaning, landscaping, and toilet flushing, achieving a wastewater recycling rate of over 50%. The Chemical Oxygen Demand (COD) in the discharged wastewater is only 70 mg/L, and the discharged water quality significantly exceeds Beijing’s local standards for water pollutants.

In the pre-coating treatment stage, we have adopted a green zirconium-based treatment process to eliminate the generation of heavy metals such as nickel and chromium at the source, thereby controlling the heavy metal content in wastewater at the process level.

In the spraying process, we have replaced traditional wet spray booths with dry cardboard spray booths. By using flame-retardant kraft paper cardboard boxes to absorb paint mist, we prevent the generation of paint sludge wastewater.

In the electrophoresis stage, Xiaomi EV Factory has applied wastewater pollution prevention technologies such as bath liquid quality control technology, electrophoresis ultrafiltration technology, and countercurrent cleaning technology. The bath liquid quality control technology allows degreased wastewater to be recycled after oil-water separation. The electrophoresis ultrafiltration technology recycles the concentrated portion of the electrophoresis bath liquid for production, while the permeate liquid is used as a replacement for pure water in cleaning workpieces, reducing fresh water consumption for cleaning by over 80%. The countercurrent cleaning technology uses a staged inlet and outlet water mode, effectively reducing wastewater discharge by 30%.

³⁹ “Zero” heavy metal discharge: It means that the concentration of pollutants in the discharged wastewater is below the minimum detection limit defined by Beijing’s testing standards.

Innovative Waste Gas Management

In the two core processes, die casting and coating, we control air pollution at the source through technological innovation, process optimization, and emission treatment throughout the process, ensuring that emissions are far better than industry and local standards.

In the die casting workshop, we have established a “three-in-one” dust removal system to address different types of waste gas emissions. This system includes furnace dust removal, plasma dust removal, and casting machine dust removal. The waste gas treatment efficiency reaches 99.99%, with particulate matter (PM) emission concentrations lower than 10 mg/m³.

In the coating workshop, we have set a strict target of “VOCs emission concentration not exceeding 12.5 mg/m³” and established a VOCs material management record. For the primary and auxiliary materials used in coating, we utilize over 80% water-based environmentally friendly paints, with VOCs content ranging from 10% to 20%, far lower than the 60% VOCs content in traditional oil-based paints. Additionally, the wax injection process uses high-solids wax with a VOCs content below 5%, replacing traditional solvent wax with 30% VOCs, significantly reducing the generation of hazardous gases. Furthermore, 80% of the gases processed by the dry spray booths can be recirculated back into the spray booths, while the remaining waste gases are treated using ultra-low nitrogen combustion technology and high-cycle ratio three-chamber regenerative thermal oxidizer (RTO) direct combustion treatment technology. This results in a waste gas treatment efficiency of over 99%, effectively reducing nitrogen oxide emissions. In 2024, the VOCs emissions per unit area of primer at Xiaomi EV Factory were less than 1 g/m².

Safety Management of Hazardous Waste

We have developed a hazardous waste management plan for Xiaomi EV Factory and established control measures for the entire process from generation to collection, transfer, storage, and transportation. A dedicated hazardous waste storage zone has been set up to ensure the classified and standardized storage of hazardous waste and prevent leakage incidents. Furthermore, we have implemented over ten specific measures, such as optimizing the position of the glue barrel limit sensor and consolidating vehicles of the same color for spraying, to reduce hazardous waste.

Compliant Management of General Waste

Xiaomi EV Factory maintains a general solid waste record, which documents the name, type, quantity, and destination of each batch of waste produced, thus ensuring traceability and transparency in waste disposal. We also have dedicated storage facilities for general solid waste and categorize different types of waste to prevent cross-contamination. Moreover, we ensure that all general solid waste (such as cardboard, waste wood, etc.) is handled by professionally qualified recyclers for industrial recycling. In 2024, Xiaomi EV Factory achieved 100% compliant disposal of general solid waste.

Waste Management in Non-production Scenarios

We have developed waste management policies and diversified practices tailored to non-production scenarios such as laboratories, offices, and cafeterias, specifying the classification, collection, and disposal methods for solid waste to ensure the safe and orderly disposal of operational waste. For laboratories, we implement the Laboratory Waste Management Procedure and strictly monitor and categorize various waste generated during activities for compliant disposal. For office areas, we continue to promote waste sorting and recycling, achieving a 16% recycling rate for domestic waste during the reporting period. For cafeteria kitchen waste, we have introduced biological conversion technology to transform compressed food waste into animal feed or organic fertilizer that meets national standards, with a total of 382 tonnes of food waste successfully converted into feed or fertilizer throughout the year. Additionally, this year, we replaced approximately 20% of disposable plastic takeout containers with biodegradable ones to reduce plastic waste generation.



Natural Resource Management

We are committed to reducing our impact and reliance on nature and developing our business in an eco-friendly manner. Through systematic management, we minimize freshwater usage and strive to eliminate resource waste throughout our operations and value chain. We also support the Kunming-Montreal Global Biodiversity Framework and pledge to reduce our dependence on and impact on nature, with the goal of achieving a net positive impact on biodiversity.

Sustainable Water Stewardship

We strictly adhere to the laws and regulations of our operating locations. By implementing scientific water management strategies, we optimize water efficiency, enhance water quality assurance capabilities, and promote the synergistic development of efficient water use and ecological conservation.

Water Stewardship Principles

Our sustainable water stewardship strategies:

We 1) comply with the laws and regulations of our operating locations in treating wastewater generated during operations; 2) conduct real-time water quality monitoring to ensure compliance with discharge standards and minimize pollution of natural water bodies; and 3) actively promote the use of reclaimed and recycled water and continuously increase the utilization rate of municipal reclaimed water and on-site recycled water.

We have set targets for total water consumption and efficiency improvements and implemented precise control over water usage to continuously enhance water efficiency.



We actively participate in watershed water resource conservation planning, collaborate with stakeholders to improve water resource protection plans, enhance information transparency, and promote watershed ecological protection.

We have established a systematic water stewardship mechanism based on the Alliance for Water Stewardship⁴⁰ (AWS), with which we optimize management processes, strengthen water management levels and capabilities, and raise employee awareness of water conservation.

We actively implement a sustainable water stewardship system and provide clean and reliable drinking water and sanitation facilities for our campuses and factories to ensure the health and safety of our employees.

Water Stewardship Practices

We promote sustainable water stewardship practices in every aspect across our Science and Technology Campuses, Smart Factory, and EV Factory. Through a closed-loop management system, water-saving technological upgrades, process optimization, and a four-stage wastewater treatment system, we achieve efficient water recycling. This year, the reclaimed water usage rate in our self-owned office areas exceeded 30%, and that in our self-owned factories surpassed 40%, both meeting our annual water conservation targets. Additionally, we actively support downstream enterprises, subordinate factories, and departments in carrying out water-saving initiatives and regularly issue water conservation requirements to drive water-saving targets throughout the supply chain.

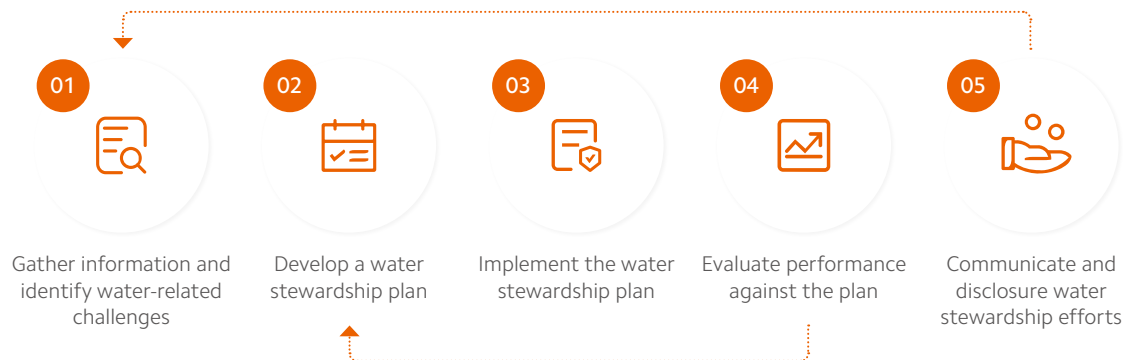


⁴⁰ Alliance for Water Stewardship. It is a water stewardship certification body established by the UN Global Compact (UNGC), the Carbon Disclosure Project (CDP), and other international organizations. The AWS certification rates water use sites as Platinum, Gold, or Core (from the highest to lowest) based on an assessment of 100 indicators, including stable water stewardship, water pollutant stewardship, water sanitation, domestic impacts of biodiversity, and governance.

Office Scenarios

As an AWS Gold Certification holder, we continuously enhance our water stewardship performance indicators by adopting and implementing internationally advanced sustainable water stewardship principles. We have established an efficient and scientific management mechanism, with collaboration among park managers, the Corporate Social Responsibility (CSR) Center, administration, and other departments. This team continuously proposes improvement plans for the management of tap water, reclaimed water, cooling water, wastewater, and rainwater within our facilities and reports regularly to the Group's top management to ensure effective implementation. Throughout the operation of Xiaomi Science and Technology Campus, we have consistently complied with water-related laws and regulations and maintained a record free of violations.

Our water stewardship process follows a closed-loop management system of "assessment, planning, implementation, and feedback," as illustrated in the figure below.



Adhering to AWS standards and green building standards, we have launched a series of water stewardship practices, including water conservation, compliant discharge of domestic wastewater, improvements in clean drinking water and sanitation facilities, and reduction of surface runoff. In 2024, we conducted annual desilting of the rainwater storage tank and semi-annual testing and maintenance of the drainage system and installed 300 square meters of permeable pavement, effectively reducing rainwater runoff and minimizing potential impacts on the surrounding water environment. Additionally, we introduced the assessment tool developed by the

World Business Council for Sustainable Development (WBCSD) to comprehensively evaluate workplace conditions related to Water, Sanitation, and Hygiene (WASH). We also conducted regular testing of secondary water supply and drinking water dispensers to ensure water quality consistently exceeds standards and safeguard employee health. Furthermore, we provided employees with integrated online and offline training on sustainable water stewardship and shared the latest knowledge and skills to enhance water conservation awareness and execution across the organization.

Production Scenarios

In production scenarios, Xiaomi Smart Factory and Xiaomi EV Factory ensure water efficiency by establishing a dual-track management system and enhancing production processes and equipment.

Xiaomi Smart Factory has established a dual-track management system of "expanding sources and reducing consumption," which significantly optimized water efficiency.

- Since the official launch of its reclaimed water system in August 2024, the cumulative reclaimed water usage has reached 19,353 tons by the end of the reporting period, accounting for 23% of non-production water demand.
- In active response to the urban sponge project, a rainwater storage tank with a capacity of 1,080 cubic meters was constructed, effectively alleviating the drainage pressure on the municipal pipeline network.
- By increasing the frequency of filter cartridge replacements in the recirculating water system, water change cycles were reduced, achieving annual water savings of 150 cubic meters. Additionally, electromagnetic valves were installed in restrooms to dynamically adjust water flow, thereby reducing water usage while ensuring daily needs are met.
- A secondary concentrated water retrofit project was initiated to address the issue of 40% of concentrated water from the pure water system being discharged. The project converts the concentrated water into a source of reclaimed water and saves 270,000 cubic meters of water annually.

Xiaomi EV Factory implements a series of water-saving measures from the perspectives of process and equipment upgrades, as well as water resource reuse.

- The automatic level balancing method is used for the degreasing tank, and overflow water from washing is utilized to replenish the system, reducing pure water consumption by 1 tonne/hour.
- A green membrane pretreatment process is utilized to reduce the carryover of stray ions, directly reducing the pure water consumption in the membrane section by 1.5 tonnes/hour.
- A transitional self-circulating wet spray method is used in the pre-treatment electrophoresis process, saving 2 tonnes of pure water for spraying per hour.
- Qualified reclaimed water is used for landscaping irrigation, road cleaning, and flushing sanitary facilities within the factory area.

For specific measures regarding wastewater source management and reuse at Xiaomi EV Factory, please refer to the "Waste Management" section of this report.

Biodiversity Conservation

We remain committed to being a long-term guard of nature, dedicated to minimizing our operational impact on the environment. We pursue the use of technology to empower ecological conservation and promote widespread recognition and attention to the value of biodiversity in society.

We pledge to:



- Ensure business operations comply with local biodiversity-related laws.
- Avoid site selection and construction activities that infringe upon or adversely affect habitats of endangered and protected species listed in the IUCN Red List of Threatened Species and natural and cultural heritage sites listed on UNESCO's World Heritage List.
- Encourage suppliers to assess biodiversity risks at their operational sites and implement necessary measures (such as avoidance, mitigation, restoration, and offsets) to reduce negative impacts and promote positive effects when operating near key biodiversity areas, ecosystems, and habitats of endangered and protected species.
- Collaborate with partners to explore opportunities to reduce impacts on biodiversity.

As an active advocate and practitioner of biodiversity conservation, we aim to raise awareness of the value of biodiversity with our high-quality products and services. In our Natural Sound Museum, we have collaborated with global nature recorders to capture the sounds of over 120 rare species, from the East African savannah to the South American rainforest, which are available to be set as system notification sounds. It integrates the beauty of nature into users' daily lives and conveys the concept of biodiversity conservation through innovative products.



Culture Promotion for Ecological Conservation Technologies

Biodiversity conservation is centered on action, and action depends on awareness. At Xiaomi, we enhance our employees' awareness of ecological conservation through a variety of activities.

In celebration of the International Endangered Species Day 2024, we partnered with the Chongqing Jiangbei Chinese Felid Conservation Alliance (CFCA) to organize the "Explore Biodiversity: A Day of Patrolling" event. Our employees learned about the complexities and significance of wildlife conservation work through firsthand experiences, such as how patrol officers set up infrared cameras, track animal footprints, and identify animals on patrol. This event inspired our employees to reflect on how to leverage our technological strengths to support biodiversity conservation efforts. For instance, the AI image recognition algorithm presents great potential for accurately identifying individual animals and processing infrared images. Our self-developed sound recognition algorithms can help identify animal calls in the environment, contributing innovative solutions to the protection of endangered species and the promotion of biodiversity.



Learning to use an infrared camera



Selection of deployment points on the simulation map

We also promote ecological conservation awareness through a series of volunteer activities. In 2024, the Xiaomi Youth Volunteer Team actively embraced environmental protection concepts and collaborated with organizations such as the Friends of Nature Wild Bird Association and the National Bird Collision Investigation Project Group. Together, they launched two bird-watching and bird-collision prevention surveys, lasting two months each, with nearly 30 volunteers participating and completing 133 patrols. The volunteer team organized monthly environmental protection training and practical activities on topics such as "Green Development Outdoor Practice" and "Water Conservation and Water Protection." These ongoing learning and hands-on experiences significantly enhanced our employees' sense of responsibility and engagement in environmental protection. This year, we continued our collaboration with biodiversity-certified farms and advanced ecological conservation of agricultural land by planting and sourcing natural, healthy agricultural products. Additionally, our biodiversity report, *A Survey Report on Vegetation and Birds in Waldorf Natural Park*, has raised awareness among our employees and the public about bird protection efforts.

Launched two bird-watching and bird-collision prevention surveys, with nearly



30 volunteers participating

and completing



133 patrols



Biodiversity Conservation Practices

Wetlands are crucial for biodiversity and play a key role in combating climate change and promoting ecological balance. On the Xiaomi Fundraising Platform for Charities, we work with our partners to launch the “Guardian Star for the Chishui River Wetland” project and the “Protecting Wetlands, Accompanying Birds” project. These initiatives are dedicated to wetland ecological restoration and biodiversity conservation.

The “Guardian Star for the Chishui River Wetland” Project

The Xiaomi Fundraising Platform for Charities, in collaboration with the Mangrove Conservation Foundation (MCF), launched the “Guardian Star for the Chishui River Wetland” project to enhance the protection of the ecological health of the Chishui River⁴¹ Basin. We established the Xiaomi Youpin Chishui River Wetland Protection Special Fund to provide financial support for wetland restoration and protection, biodiversity maintenance, environmental education, and public awareness efforts. Additionally, the project developed general wetland education training courses and localized offline wetland tour routes. Through workshops, public outreach, and other forms of engagement, we built a collaborative network and trained local wetland guardians.

⁴¹ Chishui River: The Chishui River flows through the three provinces of Yunnan, Guizhou, and Sichuan, and is one of the most ecologically significant river basins in Southwest China. It is rich in biological resources and serves as an important habitat and breeding ground for many rare fish and bird species in the upper reaches of the Yangtze River.

⁴² Material Recovery Facility (MRF): These facilities are used to process and recycle various types of solid waste, such as paper, plastic, glass, and metal, etc., and convert them into reusable raw materials.



The “Protecting Wetlands, Accompanying Birds” Project

In response to the severe threats posed by climate change to wetland functions, we partnered with the MCF to launch the “Protecting Wetlands, Accompanying Birds” project. It focused on controlling invasive species, conducting waterfowl surveys, and performing wetland restoration work to support the protection of wetlands and waterbird habitats and enhance the wetland ecosystem's resilience to climate change. In 2024, the project conducted mangrove wetland monitoring, safeguarding the wintering habitats of 100,000 migratory birds in Shenzhen Bay. Additionally, through organizing the Shenzhen Bay Spoonbill Festival, a large public education event, we raised awareness about the importance of wetland protection, extending the reach of wetland conservation from the professional field to the public's daily life.

► Case: Xiaomi India's Marine Waste Management Efforts

We take global responsibility for biodiversity conservation, actively engaging in ocean waste and plastic pollution management to protect marine ecosystems. In India, we partnered with the non-governmental organization SAAHAS to launch the three-year Swachh Karavali Mission in 2023, aimed at tackling ocean pollution and waste management. In 2024, our efforts focused on preventing plastic waste and debris from entering the ocean through initiatives such as source-based waste segregation, beach and river waste cleanups, and the installation of waste barriers. Over the year, the mission transferred 610.2 tonnes of waste from landfills, beaches, and rivers to material recovery facilities⁴² for centralized sustainable treatment. The waste sorting and environmental awareness training programs reached over 40,000 people.



03

Talents for Excellence and Partnerships for Prosperity

At Xiaomi Corporation, we adhere to a people-centered approach and unite the efforts of employees, the supply chain, and the community. By creating an inclusive workplace and improving employee management systems, we enhance employee well-being. Moreover, we strengthen supplier responsibility and support community development, thus contributing to a sustainable development ecosystem.

01 Talent Nurturing

02 Sustainable Supply Chain

03 Community Engagement



The Group's new employees:



14,648

The employee satisfaction score:



9.1

Annual completion of supplier on-site audits:



611

Planned donations to the tech innovation & talent support sector



over RMB 1.7 billion

Talent Nurturing

We always regard employees as the core asset of our business development and strive to create an equitable, inclusive, and healthy workplace. With an emphasis on leading and systematic human resource management practices, we continually refine our labor rights protection mechanisms, optimize recruitment and incentive systems, empower employees' career development, ensure their health and well-being, and attract and retain talented individuals globally.

Equitable and Inclusive Workplace

We are committed to creating an equitable and inclusive work environment where the basic rights of workers are ensured, the diverse needs of employees from different backgrounds and cultures are respected, and special employee groups, such as women, ethnic minorities, and individuals with disabilities, receive care and support.

Labor Rights

We firmly oppose any form of involuntary or forced labor. We strictly adhere to the laws and regulations of the locations in which we operate and follow pertinent provisions of the International Labour Organization (ILO) and the OECD. We strongly condemn human trafficking, slavery, and forced labor in any form and prohibit any means of coercion, force, enticement, fraud, or payments made to controllers for the transportation, concealment, recruitment, relocation, or reception of individuals. To prevent the employment of child labor, we regularly review our recruitment processes, employee records, and supplier qualifications in accordance with the ILO's Minimum Age Convention and Worst Forms of Child Labour Convention to identify, assess, and minimize the risk of employing child labor.

We are always committed to building an equitable and healthy work environment. We ensure that our recruitment process is free from any discriminatory language, behaviors, and decisions and that our employment contracts clearly and accurately reflect key information, such as employees' working conditions, job responsibilities, salaries, and benefits. Additionally, we have established robust internal management systems, explicitly prohibiting discrimination, harassment, abuse, and violence. Our employees are encouraged to report any verbal, physical, written, or any other form of discrimination, harassment, or inappropriate behavior. Multiple reporting channels, including the trade union, HR partners, and the complaint email address, are available to protect the legal rights of every employee. This year, there were no reported incidents related to child and forced labor, employment and gender discrimination, or violent behaviors in our workplace.

Diversity and Inclusion

We fully respect the dignity and equality of every individual and safeguard the rights of all employees and supply chain workers, including but not limited to freedom of speech, fair treatment, and the prohibition of discrimination and harassment. Adhering to principles of fairness and unbiasedness, we provide inclusive and equal opportunities for development and promotion to employees of different nationalities, ethnicities, ages, genders, beliefs, and cultural backgrounds, with particular focus placed on the career development of vulnerable employees. Any form of discrimination, oppression, and abuse is prohibited, aiming to promote a diverse, equitable, inclusive, and open workplace.

We have established a Women's Rights Committee focused on building a workplace harassment prevention system and comprehensively safeguarding the rights, health, and well-being of female employees in both the workplace and at home. In addition to the regular baby care rooms in our offices, we organize a series of cultural and recreational activities aimed at caring for female employees and hold an annual recognition event specifically dedicated to celebrating the achievements of female employees. Additionally, to help employees balance work and family life, we provide various leave arrangements, including marriage leave, prenatal check-up leave, maternity leave, paternity leave, miscarriage leave, and breastfeeding leave. This year, a total of 3,530 employees benefited from parental leave.

We value the skill sets and resources that local workers bring to the Group. By actively recruiting and developing local workers, we promote local employment. As of the end of this reporting period, we had 2,045 employees in our overseas workforce, with 89% of them being recruited locally. We respect employees of different faiths and cultural backgrounds and provide them with equal and inclusive career development opportunities.

To enhance workplace diversity, we give sufficient consideration to the cultural attributes of different regions or ethnic groups, customize office spaces, and provide gifts and food that align with local customs. We have also established exclusive holiday policies for minority festivals such as the San Yue San Festival, Eid al-Fitr, and the Eid al-Adha to meet the leave needs of employees from diverse ethnic backgrounds. In Mi Canteen, we give full consideration to the dietary habits of different ethnic groups and regions and offer diversified food choices to accommodate employees from different cultural backgrounds.

As of the end of year, we had

2,045 employees in our overseas workforce

89% of them being recruited locally

Equitable Communications

We safeguard employees' right to express their demands through multiple channels. To this end, we have established a diverse communication mechanism, including labor unions, HR partners, and Xiaomi's whistleblowing and complaint channels, aiming to foster an open and equitable work environment. This year, we organized activities such as capability surveys and collective bargaining through labor unions to facilitate effective communication between employees and management, ensuring that employees' voices are heard and responded to by leadership.

We are committed to ensuring that employees will not face discrimination, retaliation, harassment, or any adverse treatment when expressing concerns or exercising their rights. This commitment is embedded in all levels of our operations and decision-making. When addressing employee concerns and issues, we take into account regional labor practices and cultural differences, striving to find optimal solutions through open and constructive dialogue.

▶ Case: Xiaomi Colombia's Labor Coexistence Committee

In 2023, we established a Labor Coexistence Committee in Colombia. Comprising four members (two employer representatives and two employee representatives), the committee is dedicated to improving the work environment, preventing workplace bullying and harassment, and protecting employees from potential health risks during work. In 2024, the number of employees at Xiaomi Colombia grew to twenty, and the committee promoted and publicized the company's internal regulations in accordance with the law. As of the end of 2024, the committee received no complaints regarding workplace bullying or harassment.

Talent Attraction and Retention

Guided by a people-centric development philosophy, we build a comprehensive employee management system focused on key aspects such as recruitment, compensation incentives, performance evaluation, diverse training, and open communication. With scientific mechanisms and innovative practices, we create a fair development environment for employees that unlocks their potential and enables both personal and corporate growth while driving sustained value creation.

Recruitment

We have established policies such as the Employee Handbook, Employee Code of Conduct, and Attendance and Leave Regulations. Based on principles of equality, voluntariness, and mutual agreement, we sign Labor Contracts with employees, ensuring compliance with relevant provisions on recruitment, employment, and termination. In 2024, we further updated the Employee Handbook to refine sections on company profile, interpretation of our values, attendance, administrative management, information security, and employee conduct guidelines. We continue to encourage employees to "make friends with users," cultivate an "engineer mindset," and embrace the values of "sincerity and passion."

We have established a Talent Strategy Team dedicated to attracting talented individuals for core technology and strategic positions. Our diverse recruitment channels include campus recruitment, experienced hires, and industry-academia collaboration projects, along with specialized talent programs such as the Future Star Program and postdoctoral research stations to bring in top-tier professionals and enhance talent-job matching efficiency. This year, we introduced a department-level referral system and refined referral within operating departments to encourage employees to refer qualified external candidates. Additionally, we upgraded the Internal Flowing Water⁴³ Management System for Employees, launched a flowing water platform, and initiated a Cross-Over Star specialized flowing water program. In 2024, we conducted 39 rounds of job postings under the Flowing Water program, where we offered over 2,128 positions. The program facilitated over 800 internal job transfers, thus strengthening organizational agility, fostering talent retention, and promoting multidimensional career development.

In 2024, more than



800 positions transferred successfully

⁴³ Flowing water: It is a program for internal job applications and transfers initiated by the employees.

We place great importance on recruiting fresh graduates, continuously integrating young talent into our workforce. In Nanjing and Wuhan, we implement a university joint training model, offering internship programs and pre-enrollment training classes, with 22 training classes established at 12 universities. In 2024, over 4,000 students in Nanjing and Wuhan received hands-on experience in C++, Android, and JAVA under the guidance of Xiaomi lecturers and tutors, laying a solid foundation for their future careers. With the expansion of Xiaomi's smart EV business, we launched the "Xiaomi Global Campus Recruitment - Technology Experience Exhibition" SU7 on-campus program, hosting eight events in Beijing, Shanghai, Nanjing, Wuhan, Xi'an, Changchun, and Hangzhou, attracting a total of 12,818 participants. On the international front, we organized the Future Star Technology Salon in Singapore and Hong Kong, drawing 255 top-tier master's and PhD students from seven universities, with PhD candidates comprising 65% of attendees. Additionally, we conducted six live-streamed campus job fairs and received nearly 200,000 views, which effectively boosted Xiaomi's influence and enhanced recruitment efficiency.

In 2024, we welcomed 14,648⁴⁴ new employees. We received wide recognition across multiple dimensions, including global talent attraction, university student preference, and employee satisfaction, and we were honored with over ten employer brand awards.

⁴⁴ The data is based on employees who joined in 2024 and remained employed as of the reporting period.

⁴⁵ According to data from the Asia Floor Wage Alliance (<https://asia.floorwage.org/living-wage/calculating-a-living-wage/>), the living wage baseline in 2024 was RMB 6,389 for China and INR 34,170 for India.



Forbes

- Best Employer of the Year in China
- Most Popular Employer of the Year in China



Universum

- TOP 3 Most Attractive Employer for Engineering Students
- TOP 6 Most Attractive Employer for Science Students
- TOP 9 Most Attractive Employer for Business Students



LinkedIn

- MostIn Global Attractive Employer



Compensation and Incentives

Fair and reasonable compensation is key to unlocking employees' potential. We uphold the principle of equal pay for equal work and ensure that employees receive fair, reasonable, and competitive salaries regardless of ethnicity, age, gender, beliefs, or cultural background. In 2024, the salary ratio between male and female fresh graduates in new hires at the Group was 1.18:1, reflecting our commitment to pay equity. Additionally, we conducted salary satisfaction surveys in both the Chinese Mainland and India to assess whether employees' earnings meet their living needs. For example, the average salary for fresh graduates in both regions exceeded the living wage baseline⁴⁵ set by the Asia Floor Wage Alliance, ensuring that employees can maintain a decent standard of living.

We are committed to building a competitive compensation system and ensuring fair, accurate, and timely payment for employees. Each year, we conduct global salary benchmarking to serve as a key reference for adjusting our compensation structure and maintaining pay equity. Additionally, the Group's senior management regularly conducts in-depth analyses of compensation metrics related to fairness and makes necessary adjustments during the annual review, considering both market competitiveness and internal equity. This approach ensures that our compensation system not only attracts and retains top talent but also fully reflects the value contributed by each employee.

We also place great importance on long-term talent incentives and actively implement equity incentive mechanisms. In 2024, we awarded approximately 278.3 million Award Shares to 9,766 Selected Participants, and Xiaomi Hong Kong (XMHK) granted a total of 510.3 million XMHK Options to 2,951 XMHK Selected Participants.

In 2024

Award Shares to



9,766 Selected Participants

we awarded approximately



278.3 million

Performance Evaluation Management

We have established a sound performance evaluation mechanism to ensure fairness in employee assessment. Considering the characteristics of different business functions and roles, we have developed tailored performance evaluation cycles and criteria. For employees in the factory system and the sales, delivery, and after-sales service system, performance evaluations are centered on key performance indicators (KPIs) and conducted through a combination of monthly/quarterly and annual evaluations. Employees in R&D and functional roles undergo semi-annual evaluations that integrate both quantitative and qualitative assessments. Our evaluation process includes self-assessment, 360-degree peer review, superior evaluation, departmental and group calibration, result communication, and appeal handling. These multiple stages ensure a multidimensional and fair assessment. In 2024, we introduced new evaluation criteria covering employees' values, competence, and potential, guiding managers to assess employees from a more comprehensive and diverse perspective.

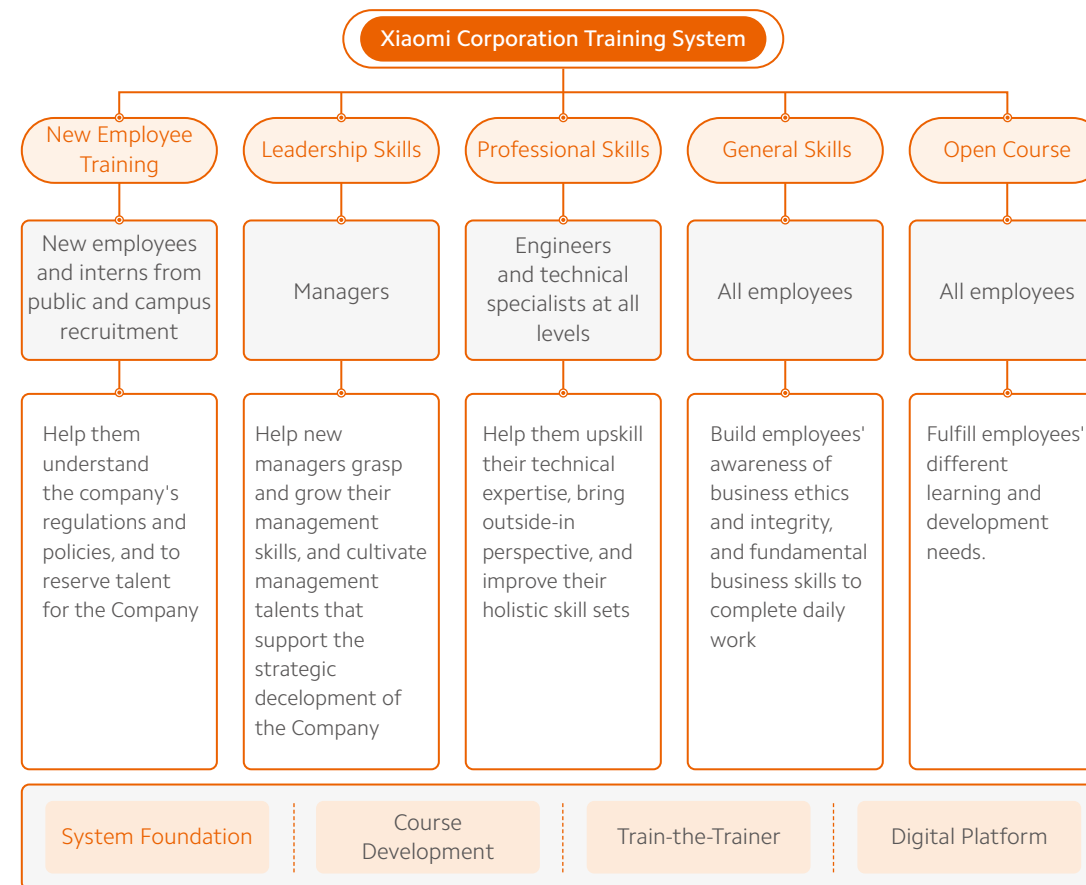
Additionally, we have established a performance appeal mechanism to ensure that performance evaluations are fair and objective and that performance-based salaries are reasonable and reliable. We have also implemented strict confidentiality measures to safeguard the security of the appeal process, as well as the information and privacy of appellants.

We also leverage the Objectives and Key Results (OKR) mechanism to establish clear objectives and

the Conversation, Feedback, and Recognition (CFR) mechanism to facilitate high-quality communication, fostering employee engagement and intrinsic motivation. Under the OKR framework, management aligns employees' annual and quarterly OKRs with departmental strategic plans, conducts quarterly review meetings, and sets objectives for the next quarter. The CFR mechanism encourages managers to engage in high-quality one-on-one conversations with employees each month to assess work progress, discuss areas for improvement, and drive performance enhancement.

Training and Development

We are committed to a comprehensive and systematic approach to talent development. By fully integrating high-quality internal and external educational resources, we design diverse training programs based on both overall business needs and individual employee development. Our talent development system covers various business functions, levels, and regions, including the Starry Program for new graduates, the Integration Program for experienced hires, the Xiaomi Internship Program⁴⁶ for interns, the Spark Program⁴⁷ for primary-level managers, and the Ignite Program⁴⁸ for middle managers. We have also established a business-centered organizational empowerment framework to support our organizational growth and strategic execution. In 2024, the total number of training sessions reached 1,416,603 person-times.



⁴⁶ Xiaomi Internship Program: The Xiaomi Internship Program aims to help trainees familiarize themselves with the Group's values, comply with rules and regulations, enhance their sense of belonging to the Group, and increase their willingness to stay and become full-time employees.

⁴⁷ Spark Program: The Spark Program aims to help junior managers develop basic management skills, assist their promotion transition.

⁴⁸ Ignite Program: The Ignite Program aims to help mid-level managers master Xiaomi's management philosophy, practical experience, and key tools needed for management.

▶ Case: Skill Training for Repair and After-Sales Personnel

To enhance the advanced repair skills of frontline technicians, we offer a series of training, including online courses, technical sharing, and simulation exercises. Additionally, we adopt an exam-driven learning approach, encouraging frontline repair engineers to obtain skill-level certifications. These assessments cover various dimensions, including theoretical knowledge, practical operation evaluation, and fault case analysis. We also provide additional allowances to motivate repair personnel to continuously improve their skills. This year, we conducted 3,887 repair training sessions, reaching 93.56% of repair engineers. Among the repair engineers we employ, 100% have been certified.



A Repair Training Session of Smartphone

▶ Case: Supporting Employees in Obtaining Professional Certifications or Higher Degrees

We encourage employees to continuously strive for improvement in their careers by pursuing professional certifications or higher degrees. In collaboration with the Association of Chartered Certified Accountants (ACCA), we leverage leading global qualifications and resources to stay informed about industry trends and engage with top companies in the field, helping employees develop outstanding financial skills. Additionally, we support employees in applying for on-the-job doctoral programs in their respective fields and provide recommendation letters from senior management or technical directors to help them reach academic heights and enhance both individual and team competitiveness. This year, two AI architecture engineers began their doctoral studies with the Group's support.



The Certification of ACCA Approved Employer

In workforce development, we have devised the Xiaomi Employee Development Three-Stage Rocket program and established an internal training system that spans from fresh graduates and high-potential middle managers to senior leadership. In Stage 1, the first 18 months before fresh graduates join us and the first 36 months after that, we implement an integrated recruitment and development model. We identify talented individuals early through the Xiaomi Internship Program and university-enterprise joint preparatory training programs and accelerate the integration and growth of fresh graduates through initiatives such as the Starry Program and Qinglan Mentorship Program once they join the Group. Stage 2 is dedicated to training high-potential mid-to-senior managers, improving their competence for mid-to-senior management and key positions, and expanding the talent pool. This stage is designed to strengthen the backbone for executing the Group's strategy. For Stage 3, we aim to take ten years to cultivate fresh graduates into general managers or domain experts able to lead the development of the Group and the industry.

▶ Case: Qinglan Mentorship Program

We have launched a Qinglan Mentorship Program, assigning each fresh graduate a “workplace mentor” for a period of six months. This program focuses on three key areas: cultural advocacy, mindset guidance, and skill coaching, to help fresh graduates adapt to the workplace and become qualified Xiaomi employees. Qinglan Mentors tailor their guidance based on the job requirements and performance goals of each fresh graduate, enabling them to rapidly enhance their professional skills and create value. In 2024, a total of 2,687 Qinglan Mentors participated in the program, assisting fresh graduates in transitioning from students to professionals.

To support employees in achieving their career aspirations, we have established a “dual-track” career development system for two career paths: expert and management. This allows employees to choose the development path that best aligns with their interests, expertise, and personal growth plans. Additionally, we provide tailored promotion opportunities for employees at different levels, ensuring that our promotion mechanism remains flexible and fair and empowers employees to surpass themselves and reach new milestones in their careers. In 2024, a total of 66 senior managers got promotions.

Employee Health and Well-being

Our goal is to safeguard employees' physical and mental health in the long run. By implementing comprehensive protection measures, we are committed to providing a safe, healthy, and comfortable work environment for employees across different business, ensuring that everyone can work and live in a caring atmosphere.

Safe Work Environment

The safety of our employees is always our top priority. We implement various measures to eliminate potential hazards and foster a healthy and safe production and workplace environment.

We have established a comprehensive Environmental, Health, and Safety (EHS) management system, with 100% of our operations within our operational boundaries having achieved ISO 45001 and ISO 14001 certifications. Guided by the Group's Work Safety Committee (WSC), we continuously implement, promote, monitor, and enhance our EHS policies and management measures. The WSC meets monthly to ensure the orderly advancement of EHS initiatives. This year, we introduced an EHS reward and penalty system for the WSC and management, incorporating key safety responsibility indicators such as major accident count and fatal incident count into performance evaluations. Additionally, EHS management bodies have been established within our operating departments to further strengthen work safety.

We identify potential EHS risks, assess their likelihood and severity using the LEC method⁴⁹, and implement effective risk management measures accordingly. This year, we conducted EHS internal audits and inspections as planned for all production and business operations within our jurisdiction to ensure the comprehensive and effective execution of risk management measures. For the first time, we audited the Sales, Delivery, and After-Sales Service Department and the Administrative Department, conducted multi-department and multi-region joint inspections, and carried out physical security checks at high-risk locations such as server rooms of the Internet Data Center (IDC). These actions were aimed at progressively strengthening our EHS risk management capabilities. In 2024, we conducted 127 specialized inspections, promptly rectified 2,435 identified hazards, and achieved a 100% on-time rectification completion rate.

We have clear occupational health and safety management targets. In 2024, we achieved all our targets, with no major EHS accidents, fatalities, or safety-related administrative penalties.

In 2024, we organized visual training, safety standardization training, and emergency system management training for various departments and key workplaces, covering 6,535 participants. Additionally, we provided EHS expert training programs for EHS-specific positions, with 43 new EHS internal auditors obtaining professional qualification certificates. By the end of the reporting period, we had a total of 85 EHS internal auditors certified by third parties, effectively enhancing the quality and capability of our internal EHS audits.

EHS Management in R&D

Safety and health are prioritized in our R&D process. To this end, we have formulated regulations such as the Laboratory Safety and Personnel Health Protection Procedures, the Laboratory 5S Management Policy, and the Safety Management for Smoking and Fire Hazards in Disassembling Smartphone/PAD Batteries. These documents clearly define laboratory safety operation procedures and accident handling protocols. Additionally, we have established a Laboratory Management Committee, staffed with an EHS management team of 15 people.

Our laboratory EHS management begins with daily safety reminders and includes measures such as quarterly dosimeter testing and occupational health and safety physical examinations, as well as 709 routine weekly inspections, pre-holiday safety inspections, and special inspections. These initiatives are designed to identify and mitigate

safety hazards and ensure operational and personal safety during the product R&D process. We have also developed a "5S+EHS" platform, which automatically generates and pushes management weekly and monthly reports, enabling digital tracking of issue resolution. Additionally, for R&D personnel working with chemicals and other occupational hazards, we provide personal protective equipment (PPE) and conduct regular inspections to ensure proper usage. Any defective or expired PPE is promptly replaced or discarded.

In 2024, we organized seven safety education training sessions and eight accident drills, with a particular focus on laboratory scenarios involving smoking or burning batteries of smartphones and tablets. The training effectively enhanced employees' emergency response capabilities.

Case: Safety Measures for the EV Laboratory

To test vehicle quality under extreme conditions, Xiaomi's EV laboratory conducts various test projects, including routine road tests, summer tests, winter tests, and high-altitude tests. To ensure the health and safety of testing personnel, we provide them with high-risk occupational accident insurance and vehicle safety devices, as well as supply fire blankets, cold-weather clothing, and essential medications to mitigate safety risks associated with extreme environments.

⁴⁹ LEC: L is Likelihood, the likelihood of an accident; E is Exposure, the frequency with which people are exposed to hazardous environments; and C is Consequence, the possible consequences of an accident should it occur.

EHS Management in Production

We are committed to establishing a robust EHS management system for production processes and continuously enhancing safety and health management with institutional management and control as well as a “detailed responsibility assignment” mechanism. At Xiaomi Smart Factory and Xiaomi EV Factory, we have established factory-level WSC as the highest decision-making and management body for factory safety affairs, with EHS teams and full-time or part-time personnel responsible for executing specific tasks. We have developed 46 factory-level management regulations, including the Work Safety Responsibility System, the Accident Hazard Investigation and Rectification Policy, and the Special Equipment Safety Management Policy, as well as over 720 workshop-level safety operation guidelines to direct front-line employees’ safe operations. We also implement a double-control mechanism of tiered safety risk management and hazard investigation and rectification and require relevant responsible individuals to sign safety target responsibility agreements, clarifying responsibilities for local management and line management.

We ensure the occupational health and safety of factory employees with physical examinations for occupational diseases, EHS risk notices, and the provision of dedicated personnel and health and safety equipment:

We test occupational disease hazard factors every year, in which we perform self-testing and third-party testing in all scenarios with potential occupational health risks. We also implement quarterly testing for key sites such as those exposed to radiation, closely monitoring changes in occupational disease hazard factors.

We have established a Personal Protective Equipment Management Policy and allocation standards for PPE across different job positions. Daily management and inspections ensure that employees properly wear work uniforms, safety shoes, helmets, and other protective gear. Additionally, each workshop maintains comprehensive distribution records to ensure strict adherence to standards.

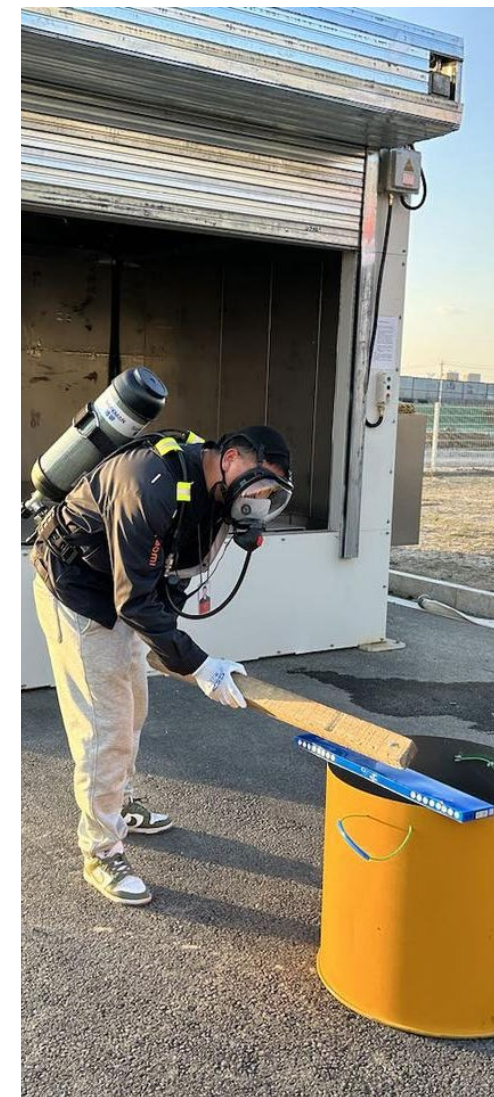
We have incorporated EHS risk notification clauses into new employee contracts, requiring all frontline employees exposed to potential occupational risks to sign the Occupational Risk Notification Letter. This ensures that all frontline workers in the factory are fully aware of the occupational health risks they may face.

We provide comprehensive occupational physical examinations that exceed statutory requirements⁵⁰ for employees exposed to occupational health risks. Specifically for employees in hazardous positions, we conduct pre-employment, on-the-job, and exit occupational physical examinations and establish individual occupational health records based on a one-person, one-file principle.

We have established infirmaries staffed with healthcare professionals to handle employees’ daily medical consultations, psychological counseling, and emergency health and safety issues, as well as conduct occupational health awareness campaigns.

We have set up health stations equipped with first aid kits to ensure that medical personnel and supplies are available in emergencies. Additionally, we actively conduct first-aid training for factory employees, with a total of 42 employees obtaining first-aid certification.

We have established a safety mailbox and encourage employees to scan a QR code to provide safety feedback, which will be received and investigated by the factory EHS team. This approach fosters continuous improvement in workplace EHS management.



⁵⁰ Note: In addition to meeting statutory requirements, we also provide occupational physical examinations for employees beyond their designated job roles and work environments.

In terms of safety risk prevention, we conduct routine inspections, special inspections, and pre-holiday joint safety checks to enhance risk control in the production environment and high-risk areas of Xiaomi Smart Factory. In 2024, we identified 624 hazards, achieving a 100% rectification rate for issues related to safety interlocks, protective devices, and signage. At Xiaomi EV Factory, we implemented a plan to address the root causes of workplace accidents and ensure work safety, strengthening key risk management and control through human-machine engineering screening, major hazard rectifications, expert diagnostics and optimization, and safety status evaluations. We further optimized the efficiency of the EHS management system and standardized safety operations by conducting ISO 45001 audits and safety training programs. Additionally, in 2024, we conducted the first-ever group-wide inspection of special equipment and a nationwide review of building safety hazards. All 171 identified issues were promptly addressed by the responsible parties and rectified as planned.



We have a sound emergency management and tiered response mechanism in place for safety accidents and continuously enhance employees' emergency response capabilities through drills. In 2024, Xiaomi Smart Factory conducted fire, chemical spill, and confined space drills, as well as drills for non-firefighters responsible for fire safety. By simulating various emergency scenarios, these drills helped relevant departments and personnel familiarize themselves with contingency plans, acquire response skills, and validate the effectiveness and coordination of the plans in practice. Xiaomi EV Factory has conducted over 150 emergency drills at the enterprise, factory, department, and teams, encompassing key risks such as fire safety, machinery, electrical systems, special equipment, and natural disasters. These drills ensure that employees can take appropriate response in different emergency situations.

EHS Management in Sales, Delivery, and After-Sales Service

We have established a robust EHS management system for sales, delivery, and after-sales service by formulating multiple management policies, including the EHS Guidelines for Sales, Delivery, and After-Sales Service Terminal Operations and the High-Risk Equipment Operation Guidelines, and by setting up a dedicated office to oversee EHS management in sales, delivery, and after-sales service. Particularly in the Xiaomi EV test drive process, we implement various measures to prevent conflicts between pedestrians and vehicles, ensuring the safety of both employees and customers. These measures include:



Assigning dedicated personnel to guide the test drive and closely monitor customer movements to prevent unintended interactions between employees, customers, and test drive vehicles.



Proactively informing customers about safety precautions before the test drive.



Selecting the safest test drive routes based on the venue layout.



Pre-configuring safety settings for test drive vehicles and using standardized procedures to record the entire journey of each vehicle from dispatch to return.

We have established a three-tier (Group-department-store) safety education and training system covering risk management in stores, emergency response, safe driving, flood and typhoon preparedness, among other topics. Throughout the year, we conducted training sessions for more than 2,500 participants, with an average training duration of 24 hours per person. In the year, our sales, delivery, and after-sales service locations organized 218 emergency drills, covering scenarios such as fire evacuation, electric shock incidents, heatstroke prevention, and battery fires. Additionally, all delivery centers have been equipped with micro fire stations to ensure prompt response capabilities for minor fire incidents.



Throughout the year, we conducted training sessions for more than

2,500 participants



with an average training duration of

24 hours per person

Employee Well-being

Guarding Physical and Mental Health

We are dedicated to guarding the physical and mental well-being of our employees by offering a comprehensive health benefit package, including commercial insurance schemes, family support schemes, annual health check-ups, and health consultations. In 2024, our casualty insurance covered not only full-time employees but also part-time employees and interns, while our supplemental medical insurance extended to full-time employees and their children. As of the end of the reporting period, the total number of insured individuals reached 55,449. This year, we also introduced coverage for mental health and psychiatric conditions, reinforcing our commitment to supporting the psychological well-being of our management.

We provide free annual health check-ups for all employees in the Chinese Mainland, helping them better prevent and treat diseases. This year, we upgraded our existing health check-up package by adding three new tests: thyroid function panel (three markers), Helicobacter pylori screening, and cancer antigen 242 (CA242). We also encourage employees to undergo regular check-ups every year, monitor abnormal indicators, and enhance health awareness. Furthermore, we extend comprehensive health care support to employees and their families. By establishing a dedicated communication group that connects employees, their family members, senior family doctors, and health managers, we offer a one-stop, closed-looped service for the whole process covering professional medical consultations, daily medication guidance, appointment booking and accompaniment, supplementary medical expense reimbursement, and health record management.

▶ Case: Xiaomi Wellness Session Safeguards Employee Health

To enhance employees' health awareness, we provided a series of ongoing health services throughout the year, including community hospital visits and flu prevention lectures, totaling 28 sessions. Additionally, in collaboration with the Beijing Farmers' Market, we organized nearly ten food health and craft workshops, reaching approximately 2,000 participants.

In October 2024, we launched the Xiaomi Wellness Session across eight campuses nationwide. It aimed to provide employees with comprehensive and practical wellness activities and health screenings, promote both traditional Chinese and modern health concepts, and encourage employees to prioritize their well-being. The event featured a range of activities, including the distribution of healthy fruit and herbal packs, dental and vision screenings, offline wellness exercises, and live-streamed traditional Chinese medicine health courses, to improve overall well-being and mitigate sub-health conditions. In total, nearly 9,000 employees participated.



Xiaomi Wellness Session at the Beijing Office Venue

We continuously prioritize employees' mental health through the Employee Assistance Program (EAP), offering various mental health management resources for those in need. We provide psychological counseling services, benefiting 600 participants, and 2,568 employees have accessed our psychological platform, making it a vital support for mental well-being. This year, we launched the psychological counseling room and organized multiple psychological activities, such as self-care sessions, tarot-based psychological counseling, stress communication workshops, and the May-25 Mental Health Week. Additionally, we promoted mental health awareness through online live-streamed courses and offline specialized lectures, using diverse formats to help employees relieve stress, regulate emotions, and enhance psychological resilience.



Life Care for Employees

We demonstrate our commitment to employee well-being by improving workplace facilities, organizing cultural and recreational activities, and distributing holiday gifts.

This year, we added 40 new EV charging stations, three gyms, and other diverse facilities to ensure convenience in both commuting and daily life for all employees. We operate the Mi Canteen, which accommodates over 4,000 people dining simultaneously. Upholding the standard of cooking for family, we prioritize food health and safety while ensuring affordability, with an average cost of less than RMB 13 per meal per person, providing substantial benefits for our employees in this essential aspect of 'eating'.

We organized a variety of cultural and recreational activities at workplaces across the country, such as the "Midsummer Night FUN" Xiaomi Voice Competition, the "Nanjing Food Stall China Chic Night," and exclusive free swimming sessions, encouraging employees to explore and showcase their interests while enjoying meaningful interactions beyond work. We also prioritize employees' well-being during holidays. Blending corporate culture with traditional customs, we provide employees in the Chinese Mainland with customized gift boxes for the Chinese New Year, the Dragon Boat Festival, and the Mid-Autumn Festival. Additionally, we celebrate Halloween, Eid al-Fitr, Diwali, and other festivals at workplaces in Turkey, Egypt, the UAE, Indonesia, the Philippines, and Malaysia, with thoughtful gifts prepared for employees. Furthermore, under the Women's Rights Committee, we have launched the Women's Rainbow Program, the Women's Benefit Program, and the

Xuancao Program. By providing female employees with initiatives in innovation and entrepreneurship, family education and values, scholarship assistance, and other care programs, we empower them to thrive both at work and in their personal lives.

We also care about employees' family lives and support the healthy growth of the next generation. We organized two summer study camps for employees' children, offering lessons in photography, intangible cultural heritage crafts, astronomy, classical poetry, and other traditional cultural topics. These programs helped children develop proper values while exploring nature, and strengthened the bond between employees and their children.

We have established a multidimensional employee satisfaction evaluation system to systematically collect employees' needs, preferences, and feedback for continuous improvements in our administrative services and management. This year, we conducted an overall employee satisfaction survey and a well-being symposium, with the average satisfaction score increasing from 8.8 to 9.1. Notably, 73.3% of employees rated their satisfaction at 9 or above. Additionally, in 2024, Xiaomi Corporation was honored with the Best Happiness Enterprise award, jointly presented by *The Economic Observer* and FESCO to recognize our outstanding achievements in corporate culture, employee benefits, and work environment.

with the average satisfaction score increasing from 8.8 to

9.1

Notably,

73.3% of employees rated their satisfaction at 9 or above



Sustainable Supply Chain

We are committed to building an efficient, transparent, and responsible supply chain. While ensuring stable supply, we actively integrate sustainability principles into supplier management and empower our partners to enhance their performance in labor rights, low-carbon practices and environmental protection, health and safety, and business ethics, thereby strengthening supply chain resilience. In 2024, the Group was shortlisted as a national-level Green Supply Chain Management Enterprise by the Ministry of Industry and Information Technology and received the ESG Value Chain Leadership Award of the Year from SGS, highlighting our outstanding performance in green supply chain management.

Supply Chain Management System

We have established a well-defined supply chain governance structure. For our smartphone business, we have set up a Purchasing Committee to directly oversees supply chain management affairs. Additionally, we have established a Cost Center, a Delivery Center, and an Operations Center, respectively responsible for supplier engagement, delivery assurance, cost optimization, operational management, and corporate social responsibility (CSR) performance management. For our smart EV business, we have established a Designation Committee and a Production and Sales Committee, working alongside

the EV Quality Department to ensure high-quality supplier selection, production ramp-up, supply assurance, quality assessment, and routine reviews. These efforts have enabled Xiaomi EV to achieve remarkable product strength, successfully scaling up monthly deliveries from 7,000 to 25,000 units between April and December 2024.

To achieve lifecycle management of the supply chain, we have established management policies for all stages to ensure compliance and stable operations of the supply chain. We have formulated a series of policies, including the Procurement Agreement, Non-Disclosure Agreement, and Quality Agreement, to define the code of conduct and delivery requirements for suppliers. Additionally, we continuously optimize supply chain practices based on procedural documents such as the Management Review Procedure and Risk Management Procedure, ensuring that supply chain risks remain under control.

To ensure a high compliance level of our global supply chain management, we continuously monitor changes in domestic and international supply chain-related laws, regulations, and industry standards and make proactive responses. In 2024, we identified and adhered to domestic and international regulations such as China's Guidelines for Enhancing Supply Chain Management in Manufacturing Enterprises (for Trial Implementation) and the EU's Corporate Sustainability Reporting Directive (CSRD) and the

Corporate Sustainability Due Diligence Directive (CSDDD), as well as the IATF 16949, ISO 14001, and ISO 45001 standards, ensuring that our sustainable supply chain management is aligned with pertinent provisions. This year, we also updated our supplier due diligence management system in accordance with the EU's Regulation on Batteries and Waste Batteries, incorporating new compliance investigations on battery sustainability, safety, labeling, and information disclosure.

Tiered and Classified Supplier Management

We classify suppliers into key suppliers⁵¹, general suppliers, and suppliers to be removed based on quantifiable performance evaluation criteria, including material categories, quality and technology, procurement volume and cost, delivery assurance, and business planning. In this system, we implement targeted and differentiated management strategies. We place particular emphasis on deep collaboration with key suppliers, based on which we foster improvements in supply chain partners in other classes and continuously enhance overall efficiency and resilience.

The Group's Classified Supplier Management

Supplier Class	Management Methods
Key Suppliers	• Develop annual communication strategies for purchase and technology plans • Communicate on technology planning • Strengthen strategic cooperation and coordinated development • Conduct monthly or quarterly performance assessments and address areas for improvement • Generate monthly reports analyzing competitive dynamics • Hold quarterly business review meetings • Maintain regular business communication and issue resolution
General Suppliers	• Develop annual purchase plans • Conduct monthly or quarterly performance assessments and address areas for improvement • Maintain regular business communication and issue resolution
Suppliers to Be Removed	• Maintain regular business communication and issue resolution • Evaluate risks and develop removal plans

⁵¹ Key suppliers: This includes strategic and core suppliers.

We are deeply engaged in the management of Tier-1 suppliers while progressively influencing and overseeing Tier-2 and upper-stream raw material suppliers. In addition to the aforementioned management measures, we have established and enforced a tiered CSR management system and a tiered carbon management system for suppliers at different classes. The CSR management measures we adopt are outlined in the table below. For details on our tiered carbon management system for suppliers, please refer to the “Climate Mitigation and Adaptation” section of this report.

	Tier-1 Suppliers	Tier-2 Suppliers ⁵²	
		Key Tier-2 Suppliers	General Tier-2 Suppliers
Sign the Xiaomi Corporation Supplier Corporate Social Responsibility Agreement upon onboarding	√	√	√
Must undergo annual CSR risk assessments	√	√	×
Undergo on-site audits according to the CSR risk assessment results	√	√	×

⁵² Tier-2 suppliers: Suppliers that provide components to Tier-1 suppliers. Based on the importance of the components, Tier-2 suppliers are further classified into key Tier-2 suppliers and general Tier-2 suppliers.

⁵³ The Responsible Business Alliance (RBA) is an international nonprofit organization dedicated to promoting responsible business practices across global supply chains.

⁵⁴ Please refer to the “Our Reports and Policies” section on the ESG and Sustainability page of the Group’s official website.

Digital Supply Chain Management System

We leverage our scale and technological advantages in the consumer electronics industry to continuously enhance our supply chain’s operational efficiency. Based on this, we collaborated with universities to develop the “end-to-end” digital supply chain management system, integrating all supply chain nodes and implementing intelligent barcode technology for “one code for all.” This enables digital management for the whole process from the supply end to the consumer end. At the operational level, our digital supply chain management system is equipped with advanced AI technologies, which provides efficient solutions for network planning, inventory and warehouse management, as well as transportation and distribution. Additionally, we have developed an independent Supplier CSR Management module, which supports GHG accounting, wastewater and waste disposal investigations, raw material traceability, and labor management. It significantly enhances the efficiency of CSR risk management throughout the supply chain lifecycle.



Supply Chain Risk Management

To ensure the stability and sustainability of our supply chain, we have established a systematic supply chain risk management framework. With a comprehensive management process comprised of supplier selection, audits on paper and on-site, issue rectification, and suspension and exit, we minimize potential risks and mitigate their negative impacts to the greatest extent. Additionally, we implement a sound reward and penalty system along with grievance and whistleblowing channels to encourage suppliers to identify potential risks and drive proactive solutions, together fostering a high-quality and resilient supply chain.

Supplier Code of Conduct

We remain committed to building a responsible and sustainable supply chain and aligning with international standards. In March 2025, we officially joined the Responsible Business Alliance (RBA)⁵³. As an

RBA member, we fully support its vision and objectives and are dedicated to implementing the responsible business standards outlined in the RBA Code of Conduct.

Based on the RBA Code of Conduct and the Joint Audit Cooperation (JAC) Supply Chain Sustainability Guidelines, we have issued the Xiaomi Corporation Supplier Social Responsibility Code of Conduct⁵⁴, with reference to the OECD Guidelines for Multinational Enterprises, the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Convention on the Rights of the Child. Our code outlines clear management policies regarding labor rights and human rights protection, health and safety, environmental standards, and business ethics. We require suppliers to sign and comply with this code as a prerequisite for cooperation with us.

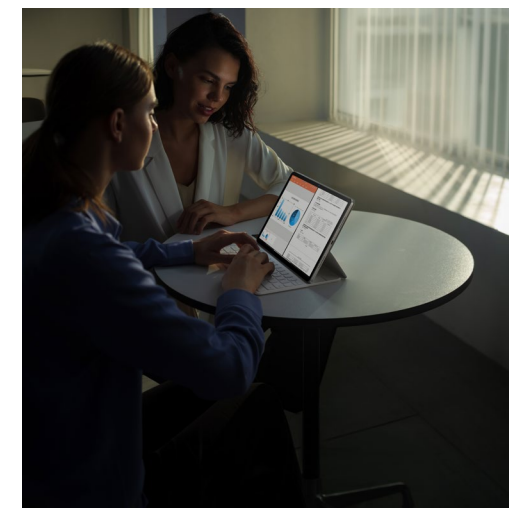
Supplier Selection and Onboarding

We have established comprehensive and stringent supplier selection and onboarding criteria. When selecting suppliers, we take a holistic approach by considering factors such as their qualifications, quality capabilities, technical strength, potential risks, and CSR performance to ensure that new suppliers align with our strategic objectives and sustainability requirements.

The Group's Supplier Selection Criteria⁵⁵

Basic Information	Core Competency	No Potential Risks	CSR Performance
- Corporate qualifications and reputation - Business scope and operating regions - Key clients - Upstream and downstream supply chain enterprises	- Technical strength - Competitiveness - Quality capabilities - Process capabilities - Cost advantages - Sustained delivery assurance	- Country-specific risk: e.g., geopolitical factors and regulatory stability - Industry-specific risk: e.g., technological barriers or market volatility - Product-specific risk: e.g., raw material scarcity or supply instability - Financial risk: e.g., the supplier's financial health, including liquidity and debt ratio - Operational risk: e.g., legal issues and corporate governance concerns	- Compliance with the Xiaomi Corporation Supplier Social Responsibility Code of Conduct - Sign the Xiaomi Corporation Supplier Corporate Social Responsibility Agreement - Adhere to national and international regulations - Establish and implement management systems: Develop, regularly review, maintain, and effectively enforce policies concerning environmental protection, occupational health and safety, business ethics, and hazardous substance control - Supply chain transparency: Suppliers must ensure supply chain transparency and submit relevant reports - Compliance with the Xiaomi Corporation Conflict Minerals Policy - Suppliers must not use tin, tantalum, tungsten, gold (3TG), cobalt, or mica sourced from conflict-affected regions in their products - Suppliers shall assist Xiaomi in supervising smelters and refiners - Suppliers shall support Xiaomi in due diligence on smelters and refiners - Suppliers shall conduct independent third-party audits on smelters and refiners, report corrective actions, and ensure continuous tracking until issues are resolved - Suppliers shall require their upstream suppliers to implement responsible mineral management practices to ensure transparency and traceability of minerals

In the process of supplier onboarding, we require new suppliers to submit relevant materials in our digital supply chain management system, sign documents such as the Purchase Agreement, Non-Disclosure Agreement, Integrity Agreement, Quality Agreement, and Supplier Corporate Social Responsibility Agreement, and undergo our on-site audit or complete the RBA VAP⁵⁶ audit. If critical issues are identified during the onboarding audit (such as DPF⁵⁷ in the RBA VAP or Xiaomi's CSR red-line issues⁵⁸), the supplier must complete rectifications before onboarding.



⁵⁵ The content displayed in the table represents only a portion of the selection criteria.

⁵⁶ RBA VAP: Validated Audit Process. The RBA VAP refers to the certification audit conducted by the RBA, typically initiated by customers or based on customer requirements. The audit covers labor, health and safety, ethics, environment, and management systems.

⁵⁷ DPF: Disqualifying Priority Findings, which refers to priority non-conformity findings in the RBA VAP audit.

⁵⁸ CSR red-line issues: Key breach behaviors set based on the Xiaomi Corporation Supplier Corporate Social Responsibility Agreement, including 16 specific clauses across five dimensions: policy compliance, labor, occupational health and safety, environment, and business ethics.

Supply Chain Audits

We conduct supplier audits in various forms, including comprehensive written audits, regular annual audits, and irregular spot checks, to ensure their practices align with our purchase requirements. After the audit, we supervise suppliers to immediately carry out corrective actions based on the review results. Suppliers who fail to meet our requirements within the specified timeframe will trigger the exit mechanism.

Audit Scope and Forms

Our supply chain audits cover all Tier-1 suppliers, key Tier-2 suppliers, and select Tier-3 raw material suppliers, aiming to drive collective progress toward sustainable development goals through comprehensive supply chain audits.

Our supplier audits are divided into two categories: written and on-site. The written audit covers all Tier-1 and key Tier-2 suppliers, requiring them to upload relevant qualification documents to our digital supply chain system to ensure basic compliance. Based on the results of the written audit, we conduct on-site audits for suppliers identified as high-risk, onboarding suppliers, and qualified suppliers expanding their business or product categories. These audits, carried out through the collaboration among the business, quality, and R&D departments, cover various aspects, including supplier qualifications,

production quality, R&D capabilities, process standards, and CSR management systems, ensuring comprehensive and rigorous evaluation results.

For key suppliers and critical processes, we also implement an unannounced inspection mechanism and conduct irregular spot checks to assess suppliers' problem-solving capabilities, process execution, production line operations, and other specific areas to ensure production stability.

▶ Case: Supply Chain CSR Audit

Our supply chain CSR audits are managed in accordance with the Group's requirements for both written and on-site audits.

For written audits, we have developed a supplier CSR assessment tool based on the Xiaomi Corporation Supplier Social Responsibility Code of Conduct. The tool evaluates suppliers across multiple dimensions, including social responsibility management, environmental risks, health and safety risks, and business ethics, with each dimension scored from two perspectives: compliance and system soundness. A higher score indicates a higher risk level, and suppliers are classified as high, medium, or low risk based on predefined thresholds.

For on-site audits, we collaborate with independent certified third-party institutions to conduct compliance and CSR audits. These audits involve reviewing compliance and system documents, on-site inspections of production facilities, and interviews with employees and management to assess multiple aspects of CSR performance, including the status of environmental and safety certifications, the protection mechanisms of labor rights and well-being, and the completeness of the business integrity management system.



Audit Results and Rectification

In 2024, we completed on-site audits for a total of 611 suppliers, including 299 in the smartphones business, 149 in the smart EV business, and 137 in the smart home appliances business. All identified issues from the audits have been rectified.

We have established a robust rectification mechanism and provide remote and on-site support to assist suppliers in implementing improvements. Suppliers are required to promptly address any issues identified during supply chain audits and assume joint supervisory responsibility. If a Tier-2 supplier encounters issues, we require its Tier-1 supplier to collaborate with them in developing rectification measures.

Immediate Correction



For issues identified during on-site audits that can be addressed immediately, we provide on-site guidance to ensure immediate resolution and a closed-loop corrective process.

Rectification Plan



For issues that cannot be immediately resolved, we issue a formal audit report along with rectification recommendations. Suppliers are required to develop a rectification plan using our designated template. For red-line issues and other issues, we provide a rectification window of one month and four months, respectively. Suppliers must report their progress weekly and submit supporting documentation.



Internal Alignment



The audit report and rectification plan are shared with relevant supply chain departments to ensure transparency in rectification progress and to coordinate resources for improvement when necessary.

Targeted Support



We provide regular communication and technical support to suppliers facing difficulties in rectification, helping them resolve issues and enhance their management capabilities.

Termination of Cooperation



Suppliers that fail to complete rectification within the specified timeframe will be given one additional opportunity. If they still fail to comply, we will consider terminating our cooperation with them.

Case: Supplier Environmental Issue Rectification Practice

In 2024, during an on-site CSR audit of Supplier A, we identified a red-line environmental issue due to the absence of required air pollution control facilities in accordance with environmental impact assessment regulations. We immediately highlighted the severity of the issue and provided guidance on regulatory compliance, including facility installation locations, treatment processes, and emissions testing requirements. Following the audit, the supplier promptly engaged an environmental equipment company for procurement and installation and submitted rectification evidence. During our follow-up review, we confirmed that the red-line issue had been fully rectified.

Case: Supplier Labor Issue Rectification Practice

This year, during an on-site CSR audit of Supplier B, we identified underage workers⁵⁹ working overtime, triggering a red-line issue under the Group's labor standards. We communicated our red-line policy to the supplier, provided a detailed explanation of pertinent labor regulations of China, and emphasized our strong commitment to human rights protection. We required the supplier to establish and enforce policies prohibiting overtime for underage workers and to formally commit to preventing such incidents in the future. During the rectification period, the supplier continuously submitted employee records for verification. In our follow-up audit, we confirmed that the issue had been fully rectified.

⁵⁹ Underage workers: This refers to laborers who are at least 16 years old but under 18 years old (in Chinese Mainland), or those who are above the minimum employment age in the country/region where the supplier produces for the Group but have not yet reached the legal adult age.

Supplier Evaluation and Removal

We implement a comprehensive performance evaluation mechanism for all suppliers, assessing key dimensions such as material quality, delivery timelines, price competitiveness, R&D capabilities, communication efficiency, and CSR performance. The evaluation is conducted through cross-departmental collaboration, with scoring weights precisely assigned based on each dimension's significance to supply chain stability and development. Supplier performance results are categorized into four levels: Excellent, Good, To Be Improved, and Failed. Based on these results, we adopt a differentiated management strategy and establish a Red-Yellow Light management model:



Yellow Light Triggers

- A "To Be Improved" rating for three consecutive evaluations.
- A single "Failed" rating.
- Other special cases identified by our departments that require Yellow Light management.



Red Light Triggers

- Breaching our red-line policies related to confidentiality, integrity, quality, or CSR.
- A Yellow Light supplier receives another "To Be Improved" or "Failed" rating within the rectification period (three months).

We implement a rigorous supplier audit system and a suspension and exit mechanism for suppliers that repeatedly fail to meet performance evaluation standards. For Red-Light suppliers, we provide a three-month rectification period. If they receive another "To Be Improved" and "Failed" rating during this period or violate other red-line standards, we will consider revoking their qualified supplier status and terminating cooperation. For suppliers that encounter issues during CSR risk assessments or on-site audits but refuse or fail to complete rectifications within the stipulated timeframe, we will also consider terminating cooperation to uphold the sustainability of the supply chain.

In our smartphone supply chain audits in 2024, two suppliers were disqualified from cooperation due to their failure to rectify multiple red-line issues related to environmental protection, health and safety, fire safety, and the DPF issues identified in the RBA VAP audit.



Grievance and Reporting Channels

We actively listen to suppliers' opinions and suggestions, aiming to enhance our supplier management system's efficiency. To expand complaint channels for the supply chain, we have established an open reporting window on the Xiaomi Corporation Integrity and Compliance Platform. Additionally, we provide protective measures for suppliers' employees, aiming to create a more welcoming and inclusive work environment. For industry or external complaints, we specify contact information in the Xiaomi Corporation Supplier Social Responsibility Code of Conduct. We also require all stakeholders to sign contracts to ensure compliance and transparency.

Supplier Incentive Mechanism

Each year, we conduct a comprehensive performance evaluation of our suppliers to identify outstanding contributors to our business growth and recognize and reward them at our supplier conference. In January 2024, seven suppliers were honored with Xiaomi's Best Sustainability Partner award for their exemplary ESG practices. Additionally, at this year's Ten-Million Cash Quality Award event, we recognized suppliers that demonstrated exceptional performance during the quality development phase of *Xiaomi SU7*, encouraging all suppliers to strive for excellence in quality. A total of 185 suppliers were invited to the event.

Responsible Minerals

We are committed to responsibly purchasing raw materials, considering the respect and protection of human rights as our top priority, and avoiding financing conflict regions. We maintain a zero-tolerance policy toward human rights violations arising from mineral extraction and processing. Additionally, we ensure that the purchase of minerals related to our products, such as 3TG, cobalt, and mica, complies with the Xiaomi Corporation Conflict Minerals Policy, preventing financial support to armed groups in the Democratic Republic of the Congo (DRC) and its neighboring countries while safeguarding the fundamental health and safety of mining workers.



Conflict Minerals Due Diligence

We are committed to ensuring that our products do not contain minerals sourced from conflict-affected and high-risk areas (CAHRAs). Our supply chain strictly adheres to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, the smelter audit program of the Conflict-Free Sourcing Initiative (CFSI), and the Responsible Minerals Initiative (RMI) jointly launched by the RBA and the Global enabling Sustainability Initiative (GeSI).

In accordance with the Xiaomi Corporation Conflict Minerals Policy, we conduct annual due diligence and maintain an extensive supply chain traceability program to trace the sources of 3TG, cobalt, and mica in our smartphones, tablet batteries and other electronic products. We track and monitor suppliers' mineral usage, ensuring that our supply chain does not involve minerals from CAHRAs. We require suppliers to establish conflict minerals policies, conduct origin investigations, actively cooperate with upstream supply chains, and provide supplementary evidence or undergo special audits when necessary. Currently, the Group monitors the sources of six minerals, including 3TG, cobalt, and mica, and plans to expand the scope of monitored minerals in 2025 to further strengthen conflict minerals management.

Due Diligence Scope

Our conflict minerals due diligence covers Tier-1 and 2 suppliers. It includes, but is not limited to:

-  Information on smelters or refiners reported using the Group's conflict minerals management template, the Conflict Minerals Reporting Template (CMRT), or the Extended Minerals Reporting Template (EMRT).
-  The number of smelters or refiners in compliance with the Responsible Minerals Assurance Process (RMAP).
-  The categories of components supplied to the Group by the supplier.
-  Whether the supplier's products contain 3TG, cobalt, or mica.
-  Whether the raw materials in the supplier's products come from CAHRAs.
-  The proportion of suppliers in the supplier's supply chain that have disclosed conflict minerals information.
-  Whether the supplier has a responsible minerals purchasing policy.
-  Whether the supplier's responsible minerals purchasing policy is publicly disclosed.

Due Diligence Procedures

Policy and Procedure Establishment:

Establish and develop a Conflict Minerals policy, due diligence procedures, and safeguard measures, define the roles and responsibilities of internal personnel, and revise them from time to time in light of changes in applicable laws and the industry.

Risk Identification and Response:

Identify the high-risk areas in the supply chain and develop risk remediation plans to ensure legal remedies for affected stakeholders.

Supplier Due Diligence:

Require suppliers to submit reports in accordance with the CMRT/EMRT or similar standards on an annual basis and undertake the relevant certification process for smelters and refiners if necessary.

Result Analysis and Information Disclosure:

Analyze the due diligence results reported by the suppliers to ensure compliance in mineral sourcing; disclose the list of smelters and refiners to increase transparency.

Monitoring and Assessment:

Continuously monitor supplier risk tolerance and the implementation of risk mitigation measures.

Communication and Training:

Provide training on Conflict Minerals Policy and due diligence for our employees and suppliers and establish communication channels for stakeholders.

Due Diligence Results

This year, we conducted conflict minerals due diligence for Tier-1 suppliers and some Tier-2 suppliers, achieving a 100% response rate from suppliers, which allowed us to fully evaluate the conflict minerals risk exposure in all component categories. In the due diligence of the smartphone supply chain in 2024, we identified 402 upstream smelters or refiners from 52 countries and regions worldwide, with the RMAP certification status shown in the table below. For smelters/refiners without certification, we implemented origin traceability measures, requiring suppliers to conduct due diligence through their upstream chain and assist in promoting certification completion for the smelters/refiners. If necessary, cooperation may be suspended with smelters/refineries that do not meet the requirements to ensure that our products do not contain minerals from CAHRAs. Additionally, 62.17% of suppliers in the smartphone supply chain have publicly disclosed their conflict minerals purchasing policies.

RMAP Certification Status of Smelters/Refiners in the Group's Supply Chain in 2024

Metal	Number of Smelters/Refiners	Proportion of Smelters/Refiners Certified as RMAP Conformant	Proportion of Smelters/Refiners Certified as RMAP Conformant or in Non- CAHRAs
Tin	84	82.14%	98.81%
Tantalum	35	97.14%	100%
Tungsten	49	67.35%	100%
Gold	168	54.17%	100%
Cobalt	65	66.15%	96.92%
Mica	1	100%	100%

Supply Chain Empowerment

In 2024, we continued to strengthen collaboration with suppliers and advanced supplier ESG capacity-building initiatives focused on sustainability. We engaged with key suppliers on topics such as carbon reduction management, occupational health and safety, labor rights, business ethics, and supply chain management through communication, empowerment, and project cooperation. Additionally, we regularly organized training sessions for employees in key supply chain positions to enhance their ability to support ESG empowerment initiatives within the supply chain.

Quality Capability Building

We regularly provide domestic and international suppliers with specialized quality capability-building training in the forms of quality lectures, skill competitions, and improvement workshops. In 2024, our smartphone supply chain team conducted a specialized quality training program for a supplier in India to support the enhancement of its quality personnel's management capabilities and ensure consistent product quality. A total of 2,253 participants attended the training.

EHS and Carbon Management Training

This year, we conducted value chain empowerment training for the smartphone, smart TV, and automotive electronics business segments, providing suppliers with insights into EHS management and carbon management pathways. Several key Tier-1 suppliers participated in the training, and over 70% of trainees reported that the program enhanced their understanding of EHS, carbon reduction management, and other topics.

CSR Management Capability Enhancement

We have launched a "Supplier CSR Management" module in our supply chain management system, where we offer training courses and materials to provide suppliers with an accessible knowledge base and enhance their CSR management capabilities. Additionally, for CSR issues identified during audits, we leverage the supply chain management system to maintain continuous and close online communication with suppliers and provide regular guidance for them in addressing issues and improving their management.

Annual Supplier Conference

We hold an annual supplier conference, using it as a key platform to showcase our ESG achievements, conduct supplier training, and communicate new supplier audit requirements. This year, we hosted the Global Core Supplier Conference under the theme "A New Beginning," where we encouraged suppliers to set their own carbon reduction targets. Nearly 300 suppliers attended the event.

Community Engagement

Our mission is to build “amazing products with honest prices,” and we remain committed to giving back to society with sincerity, inspiring positive change, and leading social initiatives for good. Insightful into societal needs, we nurture sci-tech innovation talents, promote the development of local community, and assist vulnerable groups in education. Through these efforts, we strive to bridge social gaps and help everyone access education equally, and enjoy a better life through innovative technology.

Sci-Tech Talent Support

For the mission of “empowering public welfare development with technology and promoting technological innovation with public welfare,” we focus on providing a continuous source of motivation for cultivating university students and young innovators, helping technological innovation and driving industrial transformation. Over the past five years, we have planned to donate more than RMB 1.7 billion yuan. As of the end of 2024, we had provided support for 65 universities nationwide, funded 13,541 students and 805 young scholars. Additionally, we partner with 135 charitable organizations to further share educational resources and advance public welfare initiatives.

Empowering Sci-Tech Innovation Research

- **NSFC Basic Research of Young Students:** In 2024, through the Xiaomi Foundation, we donated RMB 100 million to the National Natural Science Foundation of China (NSFC) to launch the NSFC Basic Research of Young Students program to support undergraduate students in basic research. This initiative aims to provide early-stage funding, identify and nurture young researchers, and foster innovation from the ground up. This year, the program funded 141 outstanding young students.
- **Beijing Natural Science Foundation-Xiaomi Innovation Joint Fund:** To support basic research in AI, electronic information, and smart manufacturing, we donated RMB 500 million to the Office of the Beijing Natural Science Foundation in 2022 to establish the Beijing Natural Science Foundation-Xiaomi Innovation Joint Fund. As of the end of 2024, the program had funded 111 research projects with a total project budget exceeding RMB 160 million, attracting nearly 100 national-level talents among the applicants.
- **Tsinghua University Xiaomi Innovation Future Special Fund and Peking University Xiaomi Innovation Development Fund:** Through the Xiaomi Foundation, we donated for the establishment of the Tsinghua University Xiaomi Innovation Future Special Fund to support cutting-edge scientific research and innovation talent development in fields such as the AI industry and healthcare. In 2024, the fund launched

six research projects in disciplines such as electronics, software, and automation. Additionally, our Peking University Xiaomi Innovation Development Fund supported 14 research projects throughout the year, organized one academic symposium and four large-scale student events, and provided substantial support for pioneering research and technological innovation.

Contributing to Professional Training

- **Xiaomi Scholarship and Grants:** In 2020, we launched the Xiaomi Scholarship and Grants program to support undergraduate and master's students in completing their studies while contributing to the development of Chinese universities and the cultivation of technological talent. By the end of 2024, the program had expanded to 60 universities and provided financial assistance to a total of 12,000 students. This year, we invited 60 recipients from 60 universities across the country to participate in the Xiaomi Foundation's fifth-anniversary student development parallel forum, where they engaged in face-to-face discussions with leading technology experts.
- **Xiaomi Young Scholars:** We have allocated RMB 500 million to establish the Xiaomi Young Scholars program, aimed at supporting young teachers and researchers in the fields of computer science, electronics, and communications. The program is designed to provide stable support to young scholars who have demonstrated outstanding achievements in scientific research and possess significant

innovation potential. By the end of 2024, the program had funded over 800 young scholars across 30 universities. This year, we organized seven Xiaomi Young Scholars Salons, hosted at Xiaomi's smartphone division in Beijing, the major appliance division in Nanjing, the smartphone R&D division in Shanghai, as well as in Wuhan and Xi'an.



Community Volunteering

We have built a diverse public welfare platform and volunteer team, leveraging the participation of our employees and Xiaomi Fans to unite efforts from various sectors and expand the impact of volunteer services and public welfare initiatives. In 2024, we organized 39 employee volunteer activities, with a total of 171 volunteers participating. Collectively, they contributed 7,783 hours of volunteer service throughout the year.

Additionally, the Xiaomi Fundraising Platform for Charities organizes the Xiaomi Fans Charity Month annually. By the end of 2024, the online campaign, featuring paired donation, blind box games, photography competitions, and other activities, attracted a broad participation of 580,000 users. Offline, 70 events were held across 25 cities, covering various areas such as support for people with intellectual disabilities, environmental protection, and emergency training, with over 2,000 Xiaomi Fans volunteers involved in total.

Agricultural Assistance: A New Model of Rural Revitalization

As an innovative contributor to the rural economy, we have strategically planned and launched rural revitalization volunteer projects across multiple locations nationwide. These projects focus on fostering economic and social progress in various villages while continuously exploring new models of rural governance.

Foodie Club: Supporting the Rural Economy

We are committed to supporting and benefitting farmers by promoting the cultivation and sale of natural and healthy agricultural products. Since its inception, the Xiaomi Agricultural Assistance Foodie Club has launched 34 agricultural products, including 26 new products in 2024. Our efforts have effectively helped address issues of unsold agricultural goods in rural areas while expanding market opportunities for local farmers. This year, we further innovated by introducing the Food Club Flagship, collaborating with four other Foodie Clubs to organize farm visits and educational activities. These programs stimulated the farm-based economy, attracting nearly a thousand participants throughout the year.



Bonds in the Village: Advancing Urban-Rural Integration

In 2024, we deepened our Visual Nanping volunteer program to support rural cultural development in Nanping Village. By leveraging its unique ancient architectural heritage and agricultural product resources, we helped drive a new rural economy, encouraging young people to return home and start their own business and contribute to rural revitalization. By the end of 2024, our events, including Visual Nanping: Nanshan Market and Visual Nanping: Rice Planting Festival 2024, had attracted over 300,000 visitors, boosting the village's collective operating income to RMB 793,200, a 27% year-over-year increase. Additionally, we nurtured 40 professionals for rural revitalization and "village agents." Furthermore, we evolved Visual Nanping into Bonds in the Village, expanding its reach to villages in Beijing's Huairou District, Ningxia, Xinjiang, and Inner Mongolia. In Ertai Village, Huairou District, we explored the village's unique attributes to establish the "Spring Bay" IP and hosted two Spring Bay Artisan Residency Programs that enhanced the local tourism value chain. We also fostered collaboration among the "Three Rural Groups" (new villagers, returning villagers, and native villagers) in Ertai Village, strengthening the village's ecological community. In recognition of our efforts, Liulimiao Town in Huairou District awarded Xiaomi Corporation the Special Contribution Award for Rural Revitalization.



Educational Assistance: A New Mission for Young People

For educational assistance, we have launched a series of programs designed to enhance young people's comprehensive competence and career awareness, aiming to provide holistic growth support, inspire career aspirations, and strengthen academic abilities for them.

Technology Exploration Education Practice Program: Expanding Technological Horizons

This year, our Youth Volunteer Team launched the Technology Career Exploration Education Practice Program, aimed at enhancing primary and secondary school students' awareness of next-generation science and technology through hands-on learning, company visits, and expert lectures, while further sparking young people's aspirations in technology. Over the past year, we conducted nearly 20 technology exploration sessions nationwide, attracting over 1,000 students with a total of 210 learning hours.



Over the past year, we conducted nearly 20 technology exploration sessions nationwide, with a total of

210 learning hours



Xiaomi India's Higher Education Program: Empowering Youth with Disabilities

In 2024, Xiaomi India partnered with the Samarthanam Trust for the Disabled to launch a Higher Education Program (HEP), aiming to provide transformative educational opportunities for youth with disabilities and those from underprivileged backgrounds. The program underscores the role of education in driving social change and empowering marginalized communities. It has provided financial assistance to 138 participants, helping economically disadvantaged youth with disabilities gain admission to prestigious institutions and access inclusive, barrier-free higher education, breaking down financial and physical barriers to learning.



Xiaomi Europe's International Girls in ICT Day Event: Inspiring Young Women in STEM⁶⁰

To celebrate the International Girls in Information and Communication Technology (ICT) Day, we hosted open days in Italy, Germany, and Spain from April to May 2024. At these events, we presented over 30 female high school students to Xiaomi's smart products, careers in the ICT sector, generative AI, and IoT technologies, aiming to inspire confidence and equip them with the skills to pursue STEM careers. Through this initiative, we fostered diversity and equality in the information and communications technology industry.



⁶⁰ STEM: The acronym for Science, Technology, Engineering, and Mathematics, which can be used to refer to all science and engineering disciplines.

Charitable Donations

We actively engage in social welfare initiatives and continuously expand our charitable donation programs in education support and post-disaster reconstruction. Through diverse forms of donations, we extend care and support across the country, providing assistance to more disadvantaged groups.



Xiaomi Library

Since 2019, the Xiaomi Foundation has supported the Xiaomi Library project for six consecutive years, with a total funding of RMB 1.515 million, providing financial and material support to areas with limited educational resources. In 2024, the project donated nearly RMB 900,000 in funds and materials, including RMB 350,000 for book purchases and teaching equipment upgrades for the new Xiaomi Library in Hetian, Xinjiang. Additionally, donations included laptops, calligraphy supplies, clothing, and other supplies, benefiting four local primary schools and 14,000 students. As of the end of the reporting period, the project has established 43 Xiaomi Libraries, 23 Xiaomi Calligraphy Classrooms, and three Xiaomi Music Classrooms across Xinjiang, Xizang, Yunnan, Guizhou, and Beijing, with cumulative funding and supply contributions amounting to nearly RMB 6 million.

In 2024, the project donated nearly



RMB **900,000**
in funds and materials



with cumulative funding and
contributions amounting to nearly

RMB **6** million

Emergency Post-Disaster Assistance

Over the past five years since its establishment, the Xiaomi Foundation has accumulated extensive experience in post-disaster relief and emergency response, enabling it to swiftly mobilize emergency teams, coordinate resources, and respond promptly to crises. As of the end of 2024, our public welfare efforts reached 26 provinces across China, with total donations exceeding RMB 160 million to support relief and post-disaster reconstruction for earthquakes, floods, and other emergencies. Additionally, the Group's service team has established a special care policy for natural disasters. In response to the severe flooding caused by continuous heavy rainfall in July 2024 and the impact of Typhoon Yagi in September, we provided free inspection and repair services for damaged smartphones, TVs, air conditioners, refrigerators, washing machines, and smart locks, helping affected residents restore normalcy and alleviate post-disaster hardships.

Internationally, we also actively participate in post-disaster relief efforts. In 2024, extreme weather events damaged the teaching facilities of Bula National High School in the Philippines, disrupting learning for students and teachers. We responded swiftly by donating Xiaomi ecosystem products worth US\$7,660, including tablets, smart TVs, air purifiers, and smart bulbs. Additionally, we allocated US\$19,130 for post-disaster classroom repairs and the installation of equipment for the computer lab, ensuring the timely resumption of classes and benefiting 2,311 students.



04

Governance for Stability and Compliance for Rigorousness

At Xiaomi Corporation, we adhere to legal and compliant operations, uphold business ethics, and combat corruption in our corporate governance practices over the long run. We stay committed to technological fields that offer lasting value to human civilization and maintain long-term, continuous investment. At the same time, we attend to the demands of stakeholders, actively identify issues of double materiality to the Group, and prioritize them in our sustainable management and disclosure. Our efforts also extend to continually enhancing governance transparency and accountability.

01 Corporate Governance

02 Business Ethics

03 Stakeholder Engagement

04 Materiality Assessment



Board attendance rate:



100%

Number of branches covered by anti-corruption training:



27

Annual anti-monopoly and anti-unfair competition training sessions over



50

Conflicts of interest, money laundering activities, and major anti-monopoly lawsuits:



0

Corporate Governance

We comply with applicable national laws and regulations, as well as the HKEx Listing Rules and other regulatory mandates. With efficient corporate governance, we safeguard the interests of all stakeholders and ensure that the management team operates in accordance with the highest ethical and responsibility standards. The Board of Directors, as the core governance body, assumes ultimate responsibility for the outcomes of material issue management at the Group. It also oversees the work of the CEO and senior management team and regularly reviews and adjusts governance practices, guiding the Group toward long-term sustainable development.

Board Governance

The Board of Directors (the "Board") is Xiaomi Group's permanent decision-making body, with four specialized committees: the Audit Committee, the Corporate Governance Committee (CGC), the Nomination Committee, and the Remuneration Committee. The composition of the Board gives full consideration to independence, diverse backgrounds, and professional capabilities to ensure that all Directors are capable of effectively performing their supervisory and decision-making responsibilities. During the reporting period, we appointed a female independent director and two female executives, thus further diversifying our corporate governance structure. For more information about our corporate governance principles, practices, and performance, please refer to the "Corporate Governance Report" section of our annual report.

• Board Effectiveness

The Board meets regularly to ensure efficient operations and to play a guiding and decision-making role in key matters such as corporate governance and strategic direction. In accordance with the HKEx Corporate Governance Code and pertinent internal governance documents, the Board holds at least four meetings annually. Such meetings follow clear guidelines, including appropriate notice timing, agenda setting, and attendance requirements, to ensure their effectiveness and transparency. In 2024, the Board held four meetings, with a 100% attendance rate by Directors.

To ensure that the Board remains up-to-date and operates effectively, each Director is subject to retirement by rotation at least once every three years in accordance with the HKEx Listing Rules and the Eighteenth [Amended and Restated Memorandum and Articles of Association](#) of Xiaomi Corporation. Additionally, we have established the [Nomination Policy](#) of Xiaomi Corporation to standardize the process of selecting Board members and ensure the appointment of outstanding candidates who possess the capability to fulfill their duties and align with shareholder interests.

• Board Independence

At Xiaomi Corporation, we observe the principle of Board independence. Throughout the reporting period, the Board met the requirements of the HKEx Listing Rules regarding the appointment of at least three independent non-executive Directors (representing at least one-third of the Board), with at least one of whom possessing appropriate professional qualifications or accounting or related financial management expertise. Moreover, the Board always provides transparency to the investor community. Board members are not related to each other. The independent non-executive Directors of the Group are clearly identified in all corporate communications containing the names of the Directors. For detailed information about the list, biographies, roles, and responsibilities of Xiaomi Corporation's Board members, please refer to the "Report of the Board of Directors" section in the annual report and the "Board of Directors" page on the Xiaomi Corporation's website (<https://ir.mi.com/corporate-information/board-of-directors>).

• Board Diversity

At Xiaomi Corporation, we recognize the importance of Board diversity in boosting the Group's diversity and inclusion and maintaining its competitive advantage. Therefore, we have developed and adopted the Board Diversity Policy. Pursuant to the policy, when reviewing and assessing the Board composition, the Nomination Committee shall consider a number of aspects, including gender, age, cultural and educational background, professional qualifications, skills, knowledge, and industry and regional experience. The committee shall also periodically review the implementation of the Board Diversity Policy.

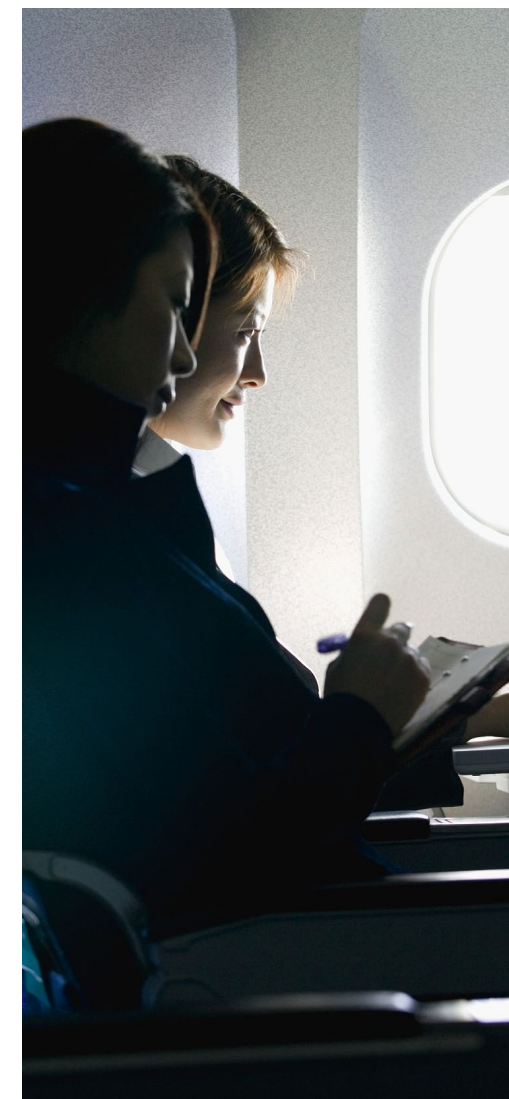
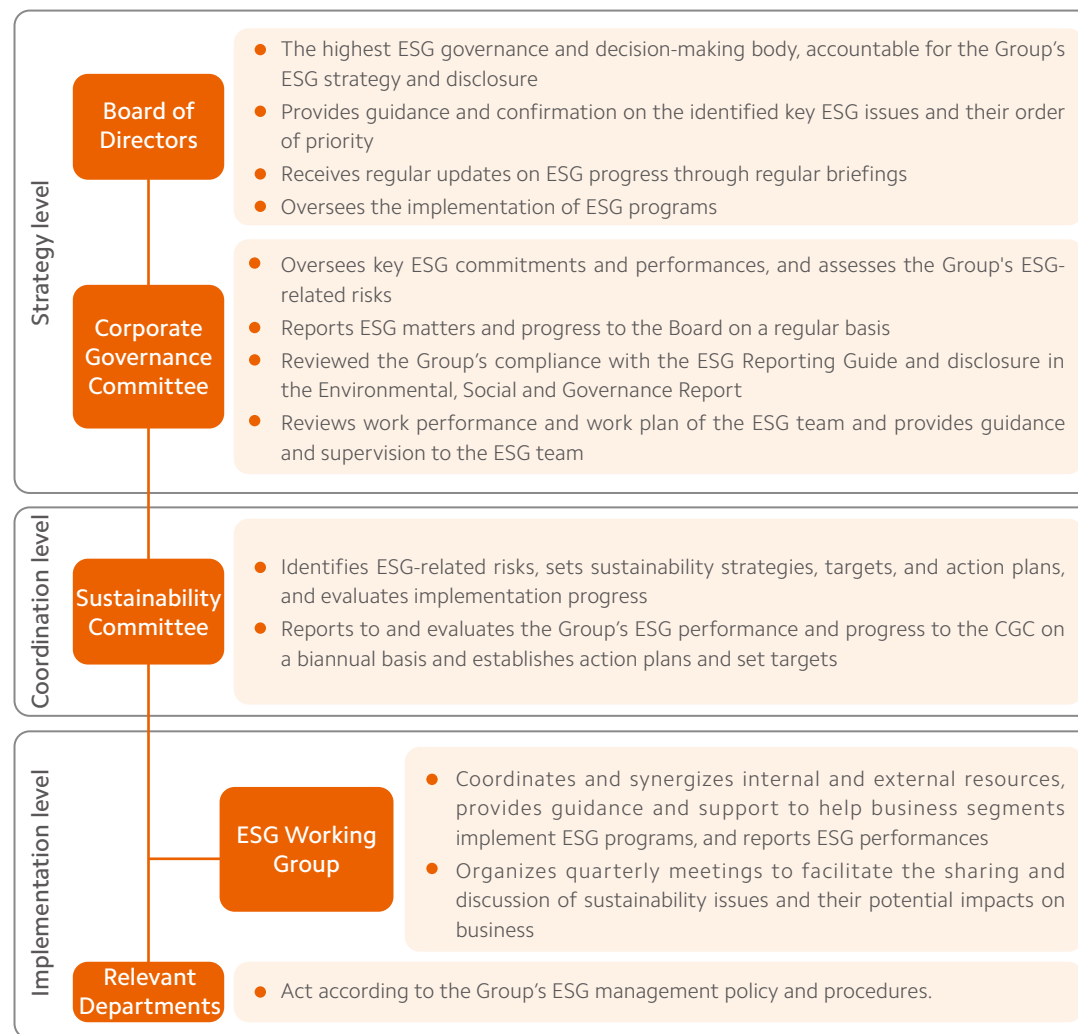
At the beginning of 2024, Ms. Cai Jinqing was appointed as an independent non-executive Director, further enhancing the gender diversity of the Group's Board membership. Our incumbent Directors are from a diverse age group with a balanced mix of knowledge and skills, including knowledge and experience in the areas of computer science, engineering, business administration, human resources, finance, and corporate governance. These characteristics also ensure diversity in the Board's governance capabilities.

ESG Governance System

We are committed to driving the sustainable development of the Group with a robust ESG governance framework and identifying and addressing ESG risks under an efficient risk management mechanism.

The Board and the Corporate Governance Committee oversee the Group's ESG performance and plans, guide and supervise ESG efforts, and review disclosures in ESG reports. The Sustainability Committee, consisting of ESG professionals, identifies ESG-related risks, formulates sustainability strategies, goals, and plans, and reviews implementation results. The committee reports to the Board's Corporate Governance Committee every six months. The ESG Working Group coordinates with relevant operating departments to implement action plans and regularly discuss the progress of sustainability issues and their impact on the business to ensure the Group's long-term stability and growth.

ESG Governance Strategy and Structure



Business Ethics

We uphold compliance and integrity in business and maintain efforts to strengthen business ethics management on our own and our partners. We strictly adhere to laws and regulations on anti-corruption, anti-money laundering, anti-unfair competition, conflict of interest management, and intellectual property protection and have sound management policies in place. To any violations of business ethics, we take a zero-tolerance approach. We are also actively fostering a culture of integrity.

We have established a three-tier business ethics governance framework consisting of the Board, Ethics Committee, and Safety Investigation Department. The Board assumes the highest governance responsibility for business ethics. The Ethics Committee is responsible for business ethics planning, oversight, and training, as well as reviewing and holding accountable any violations. It regularly reports to the Board on anti-corruption and anti-fraud management efforts. At the implementation level, the Safety Investigation Department carries out day-to-day operations. This year, we actively fulfilled our responsibilities in professional ethics promotion, policy refinement, awareness enhancement, conflict of interest assessments, accountability for violations, and complaint management. Additionally, we introduced trade secret management responsibilities to further enhance our business ethics governance system. For more details on Xiaomi Corporation's business ethics, please refer to the ESG and Sustainability page (<https://www.mi.com/csr>) of the Group's website.

Anti-corruption and Anti-bribery

We strictly comply with the Company Law of the People's Republic of China, the Criminal Law of the People's Republic of China, the United Nations Convention against Corruption, and other applicable laws, regulations, and practices of our operating regions. Within the organization, four top prohibitions have been set: strictly forbidding offering and accepting bribery, severely punishing embezzlement, forbidding personnel corruption, and avoiding conflicts of interest. Moreover, several management policies have been introduced, including the Employee Code of Conduct, the Anti-Bribery Management Guidelines, and the Code of Integrity and Anti-Corruption of Xiaomi Corporation, along with compliance requirements for our business partners such as the Code of Conduct for Business Partners, the Business Integrity Agreement, and the Business Integrity Commitment Letter. With a zero-tolerance, full-coverage, and no-exception approach to anti-corruption, we manage and control corrupt conduct of our employees and business partners equally, thus ensuring legal and compliant business practices.

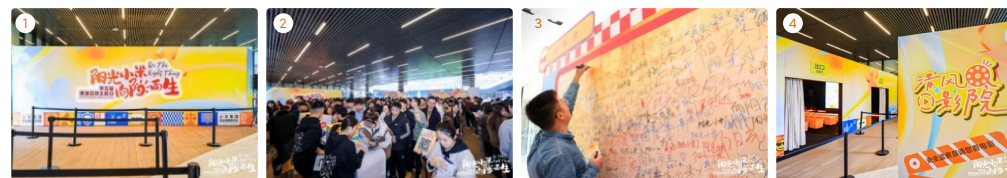
This year, we launched the Onboarding Integrity and Compliance Management initiative, requiring all new employees to sign the Integrity Commitment Letter and watch integrity awareness videos to reinforce anti-corruption and anti-bribery principles. To further enhance integrity education across the Group, we developed training programs tailored to senior management, departments,

key positions, and new hires. In 2024, we hosted specialized anti-corruption training for management and organized business risk summary and case study sharing sessions across 27 provincial branches in the Chinese Mainland. These initiatives emphasized the importance of comprehensive anti-corruption education. Additionally, under the Approach to Manage Violation of Business Conduct of Xiaomi Employees, we developed an employee misconduct online dashboard and updating of information on sanctioned personnel for performance evaluations, recognition programs, and promotions. These measures ensure that all employees uphold business ethics and compliance standards.

In 2024, we passed the ISO 37001 Anti-Bribery Management Systems review, further refined our anti-corruption management framework, and prevented and mitigated bribery and corruption risks. Integrity and compliance issues were handled with strict enforcement. During the reporting period, we investigated and concluded 36 corruption cases, of which eight were referred to judicial authorities.

▶ Case: "Do the Right Thing" Integrity and Compliance Campaign

To further strengthen the Group's professional ethics framework and foster a workplace culture of integrity, the Group's Ethics Committee launched the "Do the Right Thing" integrity and compliance campaign in 2024. The campaign covered the regional headquarters in the Chinese Mainland as well as key countries and regions, including India, Latin America, and Europe. It featured five key segments, including Xiaomi's self-produced integrity-themed short film, *Do the Right Thing*. Using realistic business scenarios, the film highlighted potential risk points in various operational practices and encouraged Xiaomi employees to uphold integrity in their work. Additionally, interactive activities at the campaign such as blind-box quizzes, dart games, and mini-table tennis, made compliance education more engaging while promoting an open workplace culture.



① "Do the Right Thing" integrity and compliance campaign site ② The 5G Future Center, Pudong, Shanghai ③ Xiaomi's Beijing Science and Technology Park ④ "Qingfeng" Cinema

Conflicts of Interest Management

We require our employees and business partners to make every effort to avoid conflicts between personal and corporate interests. To this end, we have formulated the Xiaomi Corporation Conflicts of Interest Management Rules and integrated this topic into our compliance training programs. This year, we hosted specialized training sessions for supply chain positions to enhance awareness and management of potential conflicts of interest in critical roles.

Every year from April to June, we organize a dedicated filing process for conflicts of interest. The filing categories include gifts and monetary benefits, entertainment and hospitality, equity holdings in other companies, related-party transactions with Xiaomi, external employment relationships, and relatives working at Xiaomi. Employees with actual or potential conflicts between personal and Xiaomi's interests (including full-time employees, part-time employees, and interns) may report them through our conflict-of-interest filing system. In 2024, no negative incidents related to conflicts of interest occurred within the Group.

Anti-money Laundering

We strictly comply with the Anti-money Laundering Law of the People's Republic of China, the Guidelines for the Self-assessment on Risks of Money Laundering and Terrorist Financing of Corporate Financial Institutions, and applicable laws, regulations, and practices of our operating regions. Moreover, we have established the Group's Basic Management System for Anti-Money Laundering and formed a Countering Terrorist Financing Leadership Group. Our continuous anti-money laundering management efforts include customer identity verification, monitoring of large-amount and suspicious transactions, reporting of suspicious transactions, and anti-money laundering training and promotion.

With a digital information management system, we constantly monitor and assess suspicious transactions and users, as well as investment financing activities. We perform internal anti-money laundering audits by combining system audits and human reviews, which has significantly enhanced the efficiency and accuracy of our audits. In 2024, we conducted a special anti-money laundering audit for our payment business, which found no money laundering activities or related risks. Additionally, we organized four anti-money laundering training sessions for senior management and key positions, with a total training duration of 13 hours. The training covered topics such as anti-money laundering compliance challenges in the banking sector and payment institutions, regulatory requirements for beneficial ownership, and the anti-money laundering responsibilities of the Board of Directors, the Board of Supervisors, and senior management. They enhanced awareness and compliance across management and key positions.

Anti-monopoly and Anti-unfair Competition

We strictly comply with the Anti-Monopoly Law of the People's Republic of China, the Guidelines for Competition Compliance of Undertakings, and pertinent laws and regulations of our operating regions, demonstrating our commitment to competing fairly and openly in the market with innovative products and high-quality services. To comprehensively manage and control anti-monopoly compliance risks both domestically and internationally, we have authorized our legal team to establish anti-monopoly compliance assessment, investigation, and training mechanisms.

For our domestic operations, we have formulated the Anti-Monopoly Compliance Code of Conduct of Xiaomi Corporation to regulate horizontal monopoly behaviors, vertical monopoly behaviors, and abuses of market dominance. Throughout the year, we hosted more than 30 anti-monopoly and anti-unfair competition training sessions for over 1,000 participants. For our international operations, we have introduced the Xiaomi Group International Antitrust Compliance Work Guideline. During the reporting period, we also released country-specific competition law compliance guidelines aligning with the local legal requirements of Vietnam, Thailand, and Indonesia to further enhance compliance in overseas markets. In 2024, we organized 22 anti-monopoly and anti-unfair competition training sessions across Europe, Southeast Asia, India, Latin America, and the Middle East for a total of 678 participants.

This year, we conducted headquarters-level internal audits for anti-monopoly risks in about 40 projects. In Northern and Eastern Europe, we advanced optimization projects for anti-monopoly compliance interviews and compliance mechanisms and carried out a compliance audit in alignment with the EU Digital Services Act (DSA), with no new potential anti-monopoly risks identified throughout the year. In 2024, we did not face any lawsuits or penalties related to major monopoly or unfair competition.

For our domestic operations



the anti-monopoly and anti-unfair competition training sessions reached

30

For our overseas operations



the training sessions taken in Europe, Southeast Asia, India, Latin America, and the Middle East reached

22

Protection of Intellectual Property (IP)

We are committed to innovation-driven development, equally emphasizing innovation and quality. Our IP practices make technological advancements more accessible and inclusive and strongly motivate and secure our innovations. To enhance IP protection, we have established a sound IP policy and system that safeguards our own IP while respecting the rights of others. We also value industry exchanges and collaboration, actively contributing our experience in the global IP domain to support the refinement of IP policies and legal frameworks worldwide with exemplary case studies.

As of the end of the reporting period, we had been granted more than 42,000 patents worldwide. Notably, Xiaomi EV has secured over 1,000 patents for its leading technologies in motors, electronic control, and batteries.

Furthermore, we are committed to comprehensively protecting our brand rights and preventing the misuse, infringement, and counterfeiting of our brands, domain names, and more. In 2024, we removed over 500,000 infringing links in online enforcement on domestic platforms. We also collaborated with customs authorities to efficiently prevent counterfeit goods from entering and exiting markets, resulting in the seizure of more than 270,000 counterfeit items. Additionally, we assisted law enforcement agencies in resolving multiple administrative and criminal anti-counterfeiting cases, resulting in the confiscation of over 640,000 counterfeit products.

As of the end of the reporting period

we had been granted more than

 **42,000** patents worldwide

Xiaomi EV has secured over

 **1,000** patents for its leading technologies in motors, electronic control, and batteries

Grievance and Whistleblower Protection

We have established a top-down integrity whistleblowing management mechanism. The Board and the Group's management lead, authorize, and oversee whistleblowing efforts. The Safety Investigation Department, as the central department for global whistleblowing investigations, holds independent investigation powers. Departments such as Human Resources, Legal, IT, Public Relations, and Finance support the investigation process in various aspects. Operating departments shall cooperate with investigations, provide relevant materials, assist interviews, implement disciplinary actions, and address deficiencies. The establishment of a management system for the whole process of whistleblowing investigation and an anti-fraud policy system strengthens our headquarters oversight and enforcement and ensures integrated governance for domestic and overseas markets.

To standardize the whistleblowing management process, we have established policies such as the Whistleblowing Management Regulation and the Whistleblower Protection and Reward Policy, along with a whistleblower reward fund, all aiming to strictly protect the legitimate rights and interests of whistleblowers. Additionally, we implement an online approval process for disciplinary actions, the Xiaomi Whistleblower System⁶¹, and the Sunshine Xiaomi internal integrity website to monitor and regulate the conduct of our employees and business partners.

Xiaomi Corporation's Whistleblowing Channels:

- Email (tousu@xiaomi.com)
- Xiaomi Whistleblower System (<https://integrity.mi.com/global>)

⁶¹ The System accepts reports on the following types of misconduct: offering and acceptance of bribes, illegal offering or acceptance of gifts or hospitality, misappropriation of interests, fraudulent reimbursement, conflicts of interest, financial fraud, violations in financial operations, infringement of trade secrets, information security breaches, unfair competition practices, and intellectual property infringement.

Technology Ethics

We uphold the ethical principles of technology and align with internationally recognized values in the EU's Ethics Guidelines for Trustworthy AI when advancing AI applications. We fully respect the social ethics, cultures, and norms of different regions and place a strong emphasis on inclusivity across multiple dimensions such as gender, beliefs, and age. These principles shape our user-centric product and service system.

The Group has established an AI Ethics Committee and defined our trustworthy AI principles as "security, privacy, compliance, and transparency," which are embedded throughout the entire technology development lifecycle. Additionally, we have implemented an internal AI oversight mechanism, mandating all AI research be exclusively aimed at enhancing user experience in consumer electronics. To minimize potential risks, members of the ethics committee collaborate with business segments to identify risks, develop countermeasures, and monitor their implementation across all stages of AI technology R&D and applications.

We have established multiple AI practice requirements in compliance with pertinent national and regional laws and regulations to ensure the safe and ethical development of products connected to LM algorithms:



We implement diverse security measures and supervisory mechanisms to control and test processes and regularly assess security risks. In this way, we continuously enhance AI's maturity, robustness, and resilience to interference and ensure that AI system can be taken over by humans in time.



We adhere to high standards for protecting user privacy throughout the entire lifecycle of AI system, minimize risks during data transmission, and employ various encryption technologies to ensure user data security.



All training data⁶² comes from legitimate sources and undergoes compliance reviews. We also ensure algorithm registration in accordance with international and national laws and regulations and describe training data sources, scale, and types.



All processes throughout the entire lifecycle of AI systems are recorded to ensure that the decision-making logic behind AI technology is better understood, thereby enhancing the explainability of the output.



Data is collected from diverse sources and scenarios to increase data diversity. It is also cleansed to ensure non-discriminatory and unbiased data. AI technologies must be appropriately calibrated to improve decision-making fairness and equitable resource distribution while minimizing potential algorithmic biases.

To ensure that our trustworthy AI principles are put into practice, we have established a sound trustworthiness management system comprised of data protection technologies, standardized processes and regulations, as well as assessment and review mechanisms, under which we provide users with products and services that comply with legal and industry standards. As of the end of the reporting period, operating systems and built-in applications equipped with Xiaomi's trustworthy AI services had passed the review and verification by TrustArc, a global leader in data privacy management. Additionally, we have established assurance mechanisms for user participation, internal audits, and continuous evaluations to ensure the security, privacy, fairness, and explainability of our algorithms and operational processes under various circumstances. For more details on trustworthy AI, please refer to the *Xiaomi Trustworthy AI White Paper*.

⁶² Training data: Data directly input for model training, including input data during the pre-training, supervised fine-tuning, and reinforcement learning processes.

Stakeholder Engagement

We actively listen and respond to the expectations of our stakeholders, uphold transparent disclosure, and continuously release updates on our ESG and Sustainability page (<https://www.mi.com/csr>) of the Group's website. We have established effective communication mechanisms and diverse communication channels with stakeholders on material issues to ensure that their opinions and recommendations are being integrated into our decision-making process. We endeavor to strengthen our positive relationships with stakeholders and strive for mutual benefits and win-win outcomes on sustainability issues.

Key Stakeholder	Users	Shareholders and Investors	Employees	Suppliers	Operators	Regulators	Community	International organization and non-governmental organizations (NGOs) and associations	Media
Issues Most Concerned	- Product and service quality - Exploration and accessibility of technology - Data security and privacy protection - Circular Economy	- Sustainable financial performance - ESG risk management - Corporate governance - Stakeholder engagement	- Employee care and talent nurturing - Employee management	- Sustainable supply chain - Product and service quality - Exploration and accessibility of technology	- Product and service quality - Data security and privacy protection - Sustainable supply chain	- Business ethics - Waste management - Climate mitigation and adaptation - Sustainable AI	- Community welfare and engagement - Stakeholder engagement - Biodiversity	- Climate mitigation and adaption - Community welfare and engagement - Biodiversity - Natural resources	- Product and service quality - Exploration and accessibility of technology - Community welfare and engagement
Main Communication Channels	- Mi Home - Product launch events - Social media - Xiaomi Fan activities - The official website and applications - Product information disclosure - User service channels - Complaint and suggestion channels	- Annual general meetings - Investor meetings and events - Annual reports/ interim reports - Results announcements - The official website - Press releases/ notices - Surveys and questionnaires	- Training - Internal office software - Internal announcements - Employee satisfaction surveys - Work communication meetings - The labor union - Employee service channels - Whistleblowing and reporting mailbox	- Supplier conference - Supplier audits - Empowerment and training - Surveys - Dialogue and reporting mechanisms - Business and technical collaboration	- Synergy and collaboration - Executive dialogues - Sustainability seminars - Survey and questionnaire responses - Third-party audits	- Regular inquiries - Policy consultations - Executive dialogues - Reporting procedures - On-site inspections - Opinion contributions - Meetings and communication with government agencies	- Community impact activities - Product launch events - Local recruitment - Charity works - Social media	- Industry conferences - Forums and working groups - Seminars - Project-based collaboration - Social media - Survey and questionnaire responses	- Product launch events - Press releases/ announcements - The official website - Social media - Media interviews - Product trial experience - Invitations - Media conference calls

Materiality Assessment

Definition and Scope

To address the rapidly changing sustainability demands, we have established a dynamic materiality assessment mechanism to ensure prompt adaptability for emerging issues and to support long-term strategic planning. At the core of this mechanism is the regular review and analysis of material issues, which ensures that our decision-making remains relevant and forward-looking.

In the review and analysis of these issues, we have adhered to the “double materiality” principle. It dictates that if a sustainability issue poses a significant impact on society or the environment, and also on the Group's strategic goals, value drivers, competitive position, and long-term value creation for shareholders, it will be considered as an issue of high materiality.

We conduct an annual review and analysis of our material issues. Our major stakeholders in this materiality assessment include investors, the Board of Directors, senior management, partners, employees, and other key representatives from internal and external roles and organizations.

Organizational scope and boundaries:

- Our materiality review and analysis keep a global perspective as well as an eye on operations in specific regions.

- The review and analysis cover various business segments, including smartphones, the IoT and lifestyle products, Internet services, and smart EV across the Group.

- We take into account key issues throughout the value chain, including our own operations, the upstream (such as sustainable supply chains), and the downstream (such as waste management and the circular economy).

Identifying Potential Issues

The identification of material issues involves collaboration between the ESG team, the risk management team, and senior management. Through a comprehensive information source review, an extensive list of potential material issues is developed. In this process, the following factors are considered:

- Risks and opportunities at all levels from operating regions to the Group.
- The gap between our practices and the industry's best practices.
- Internal key indicators and cases reflecting business operations and sustainability impacts in the year.
- International conventions, standards, and demands of major regulators, including the Paris Agreement, the Guiding Principles on Business and Human Rights, and the G20/OECD Principles of Corporate Governance.
- International or industry initiatives, such as the Responsible Business Alliance (RBA), the United Nations Global Compact (UNGC), and the United Nations Sustainable Development Goals (SDGs).
- Globally recognized influential sustainability standards, including the GRI Standards issued by the Global Reporting Initiative (GRI), the European Sustainability Reporting Standards (ESRS), the IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information (IFRS S1) and the IFRS S2 Climate-related Disclosures (IFRS S2) issued by the International Sustainability Standards Board (ISSB), and Sustainability Accounting Standards Board (SASB) Standards.
- Influential evaluation indices for corporate ESG performance, such as MSCI ESG, S&P Corporate Sustainability Assessment (CSA), and EcoVadis, as well as ESG disclosure frameworks and scoring methodologies, such as that of the Carbon Disclosure Project (CDP).
- More extensive and profound ESG trends and challenges confronting or potentially confronting the globe.
- Media reports on and public opinion analysis of Xiaomi's business.

Surveying, Collating, and Determining Issues and Materiality Assessment

To gain a more comprehensive understanding of material issues, we have developed a systematic process for surveying, collating, identifying, and analyzing material issues, ensuring that our identification is sufficiently extensive and intensive. In this materiality assessment, we focused on identifying stakeholders with significant impact on the Group, with special attention to key groups such as investors, users, supply chain partners, and media. The assessment was conducted through questionnaires, on-site visits, key meetings, telephone inquiries, online platform communications, expert reviews, and analysis.

We designed two separate questionnaires to assess impact materiality and financial materiality. By defining and thoroughly explaining each issue, we ensured that stakeholders accurately understood the issues and provided valuable insights for evaluating their materiality.

The impact materiality questionnaire was primarily used to collect external stakeholders' concerns regarding relevant issues. Based on 11,191 valid responses, we analyzed stakeholders' focal points and identified the top three most concerning issues: Product and Service Quality, Exploration and Accessibility of Technology, and Sustainable AI.

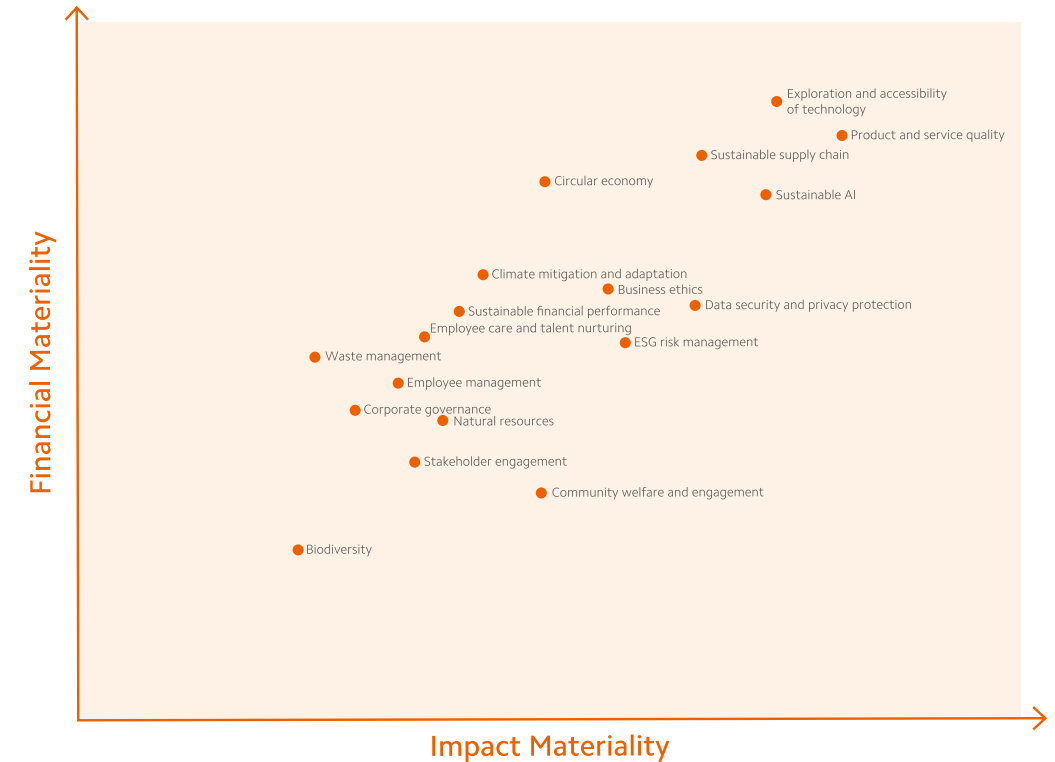
The financial materiality questionnaire was designed based on the IFRS S1 and the CSRD. It gathered opinions from internal stakeholders and key financial report users. According to the analysis of survey

responses from senior executives and department heads, the three issues identified as having significant financial materiality are Technology Exploration and Accessibility, Product and Service Quality, and Sustainable Supply Chain.

From the review and analysis process for material issues, we accurately identified potential systemic risks and opportunities in our operations. Additionally, from a holistic perspective, we examined how each material issue interacts with other factors, aiming to create positive impacts on both the growth objectives of the Group and the well-being of stakeholders. This process includes:

- Demonstrating the relationships between each issue and relevant business roles, designing and implementing a quantitative review and analysis mechanism.
- Identifying the stakeholders associated with each issue and assessing the significance of the impact, with a focus on the impact on the Group's value creation.
- Assessing the strategic importance of each issue in implementing strategies, responding to current and future risks, identifying market opportunities, and fostering business development.
- Quantifying to the utmost the actual and potential sustainability impacts of each issue, as well as their relevance to the Group's major risks.

In this way, we have determined the materiality matrix and the priorities of these issues:



Participation of Management and Crucial Feedback

During the reporting period, the Group's Board of Directors and senior management team looked back on the review and analysis process for material issues and fully discussed the results through questionnaire surveys and meetings. Subsequently, they gave replies and provided recommendations for sustainable development actions based on a broader business strategy. Additionally, we took into account feedback from key stakeholders and industry experts regarding the results of the materiality review and analysis. We have implemented an ongoing communication mechanism to ensure the continual strength of our materiality review and analysis process.

Management of Material Issues

We manage key ESG issues through a systematic mechanism and ensure that the governance, strategy, risk management, and specific actions of these issues are well-coordinated. We also disclose how we manage these issues.

Material Issues in 2024	UN SDGs	Governance	Strategy	Risk Management	Actions
Exploration and Accessibility of Technology	 	The Technology Committee of Xiaomi Corporation leads the overall development of the Group's technical systems of technology strategy, organizational structure, talent, cooperation, and culture. It aims to enhance R&D capabilities, promote technological innovation consensus, foster a culture of innovation across the organization, and drive continuous improvement in the Group's technological capabilities.	Through continuous R&D and technological innovation, we apply core technologies to cost-effective products and promote the widespread adoption of smart living solutions to enable more users to enjoy the convenience and changes brought by technology.	We assess risks such as delays in the technology development cycle, intellectual property disputes, and insufficient market acceptance to ensure that technological innovations are efficiently translated into market competitiveness.	We: ■ Increase input in cutting-edge technologies and promote the independent R&D of core technologies such as AI, IoT, and 5G. ■ Build a product ecosystem based on our "Human x Car x Home" ecosystem strategy and provide global users with a more intelligent and convenient ecosystem-wide service experience. ■ Construct a technology ecosystem and share innovative value through open collaboration and technology licensing.
Sustainable AI	   		By optimizing AI algorithms and improving computational efficiency, we reduce energy consumption and carbon emissions, promote the application of AI technology for practicality and good, and ensure that AI technology is secure and unbiased.	We identify issues in AI development, such as data privacy risks, algorithmic bias, and high energy consumption, and establish governance rules to mitigate the impact of technological risks on social responsibility and environmental goals.	We: ■ Form an AI governance team and regulate the development and application of AI technologies, ensuring that technological development adheres to ethical standards and regulatory mandates, free from data misuse and potential biases. ■ Continuously optimize AI algorithms and models to enhance energy efficiency during production operations and product usage, thus achieving carbon reduction targets. ■ Support the practical application of AI in environmental protection, accessible design, and social services, thus increasing the social value of AI technology.

Material Issues in 2024	UN SDGs	Governance	Strategy	Risk Management	Actions
Product and Service Quality	  	The Quality Committee of Xiaomi Corporation oversees the quality management across the Group and sets quality policies and objectives to ensure that the products and services meet industry standards and user expectations.	We focus on enhancing user experience and build a quality management system that spans the whole process from design to production and after-sales services to ensure that our products and services meet user expectations and market standards.	We identify potential systemic flaws in quality management and the potential impact of supply chain segments on product quality and develop improvement plans to reduce reputational risks to the brand.	We: ■ Strengthen quality management throughout the product lifecycle to ensure high standards in product design, manufacturing, and delivery. ■ Make friends with users, establish a regular feedback mechanism, and promptly optimize product features and service models.
Data Security and Privacy Protection	 	The Information Security and Privacy Committee of Xiaomi Corporation develops and implements rules and policies for privacy protection and information security and guides and oversees management initiatives to comprehensively control security and privacy risks.	We focus on enhancing data privacy and security capabilities, establish a robust information security management system to ensure the privacy and security of users and stakeholders across the value chain, and promote the integration of information security practices throughout the entire business process.	We identify potential risks, such as data and privacy breaches and cyber vulnerabilities, and address them with data encryption and access control mechanisms, regular security hazard assessments, and simulated testing to ensure timely response to potential threats.	We: ■ Develop and deploy core privacy protection technologies such as data encryption and user authentication to secure information storage and transmission. ■ Establish a data privacy emergency response mechanism to quickly address potential security incidents and also promote the data management culture. ■ Provide users with transparent privacy management tools to enhance their control over data processing.
Climate Mitigation and Adaptation	 	The Sustainability Committee oversees the planning and implementation of environmental strategies and ensures the comprehensiveness and compliance of environmental management, including climate change response, energy and water efficiency, compliance and effectiveness of waste disposal processes, and the planning and execution of biodiversity conservation projects.	We advance GHG emission reduction initiatives and reduce carbon emissions in business operations by using clean energy and implementing refined energy management. We are also actively exploring high-efficiency and energy-saving products to support societal carbon neutrality.	We assess climate-related risks and develop mitigation measures to minimize the potential impact of climate-related risks on the Group's business and supply chain while seizing the opportunities presented by the era of carbon peaking and carbon neutrality.	We: ■ Increase the proportion of renewable energy and optimize carbon footprint management across the supply chain. ■ Implement energy optimization plans to improve efficiency while reducing carbon emissions. ■ Develop low-carbon and energy-efficient products to lead the way to a low-carbon future with foundational technology.
Circular Economy			We optimize the recycling and disposal efficiency of electronic waste and increase the use of recyclable materials in new products.	Assess potential compliance risks in the downstream of electronic waste disposal to ensure that our third-party partners have the necessary compliance and environmental handling qualifications. Conduct rigorous testing on products using new and recyclable materials to ensure consistent product quality.	We: ■ Incorporate modular and detachable features in product design. ■ Increase the use of recycled metals, recycled plastics, and bio-based materials in products. ■ Strictly review the qualifications of onboarding third-party partners handling electronic waste and improve the electronic waste disposal supply chain.

Material Issues in 2024	UN SDGs	Governance	Strategy	Risk Management	Actions
Waste Management		The Sustainability Committee oversees the planning and implementation of environmental strategies and ensures the comprehensiveness and compliance of environmental management, including climate change response, energy and water efficiency, compliance and effectiveness of waste disposal processes, and the planning and execution of biodiversity conservation projects.	We establish a zero-waste-to-landfill management system and implement a comprehensive strategy that features reduction at the source, recycling, and efficient disposal to minimize landfill volume to the greatest extent possible.	We identify potential legal, compliance, and environmental risks in waste management and promote responsible waste management throughout the supply chain.	We: ■ Set requirements and processes for the treatment of pollutants such as water, air, noise, and waste to ensure 100% compliance with environmental management standards. ■ Implement a classified and centralized electronic waste collection and recycling plan.
Natural Resources			We enhance water resource management efficiency, implement water-saving and efficient land use policies, and protect the long-term sustainability of key natural resources.	We assess the use, discharge, and treatment of water resources in key factory workshops and processes, improve water efficiency, and avoid non-compliant wastewater disposal.	We: ■ Implement a water monitoring system to optimize water efficiency in the production process. ■ Reduce wastewater generation at the source with optimized processes and intelligent manufacturing technologies.
Biodiversity	 		We strengthen ecosystem conservation and species diversity restoration and facilitate a net positive impact on biodiversity from us and society through products and project collaborations.	We avoid operating in areas where biodiversity is most at risk, regularly assess our operations' impact on biodiversity, and develop mitigation plans.	We: ■ Implement regional biodiversity monitoring programs. ■ Encourage employee participation in tree planting and ecological restoration activities to raise awareness of biodiversity conservation.
Talent Development	  	■ The human resources team drives employee recruitment, fair promotion, performance evaluations, and career development programs and ensures that diversity and inclusion are fully embedded into all processes.	We create a diverse, inclusive, and equitable work environment and reserve and develop high-potential individuals for our future growth through talent recruitment, skill enhancement, and fair resource distribution.	We assess our talent structure to avoid risks such as talent shortages and instability, and mitigate these risks with performance management, internal communication, and promotion plans.	We: ■ Introduce intelligent HR management tools to optimize recruitment efficiency and employee experience. ■ Conduct employee engagement surveys and continuously adjust support measures based on feedback.
Employee Care and Training	 	■ The Safety Management Committee takes measures to eliminate potential safety hazards and create a healthy and safe production and work environment. ■ The administrative team enhances employees' work-life satisfaction by designing a comprehensive employee benefit system.	We offer health protection schemes, benefit policies, and a wide range of professional training and interest programs to enhance employee satisfaction and sense of belonging and drive sustainable corporate growth in the long term.	We evaluate the impact of employee well-being and career development on future business operations and control the impact with optimized benefits policies, mental health support, and systematic training.	We: ■ Launch comprehensive health insurance programs, including annual physical exams and online health consultation services. ■ Introduce career development training programs at all levels to strengthen leadership and professional skill development.

Material Issues in 2024	UN SDGs	Governance	Strategy	Risk Management	Actions
Sustainable Supply Chain		The Purchasing Committee oversees supply chain governance and directly supervises ESG issues within the supply chain to ensure that supply chain management aligns with sustainable development goals and compliance mandates.	We: - Drive the green transformation of the supply chain, supporting suppliers enhance their sustainability capabilities. - Intensify CSR audits in the supply chain, requiring key suppliers to jointly support the RBA mission and vision with us. - Improve supply chain transparency and strengthen traceability of batteries and conflict minerals.	We establish a regular supplier review mechanism to assess ESG risks in the supply chain, including quality, environmental protection and carbon emissions, labor rights, and raw material sustainability, to reduce compliance issues and supply chain disruption risks, enhance supply chain stability and business continuity, and optimize overall efficiency.	We: - Set carbon emission targets for the supply chain and encourage key suppliers to implement green transition plans. - Establish regular communication and ESG performance evaluation mechanisms for suppliers across business segments, along with improvement support. - Conduct supply chain traceability and due diligence on conflict minerals and battery issues.
Social Welfare and Community Engagement	   	Through Xiaomi Foundation and Xiaomi Fundraising Platform for Charities, we oversee the planning and execution of philanthropic projects and regularly assess their social impact.	We leverage our technological advantages to meet societal needs, focusing on areas such as education support, technology accessibility, environmental protection, and rural revitalization. We also drive innovation and scalable development in philanthropic activities to comprehensively enhance social impact and community well-being.	We assess potential issues in public welfare activities and community collaborations, such as inequities in resource allocation and failure to meet social needs. In response, we develop a transparent resource allocation mechanism and strengthen stakeholder communication.	We: - Progress community education and digitalization initiatives to support educational development in rural, disadvantaged areas, and for vulnerable groups. - Strengthen collaboration with users, communities, governments, and non-governmental organizations to promote the diversified and long-term public welfare practices.
Business Ethics		The Ethics Committee of Xiaomi Corporation is fully responsible for professional ethics management. It continuously improves the ethical system, promotes internal business ethics audits and cultural integration, and regularly reports significant project progress to the Board of Directors.	By establishing a sound professional ethics policy system and promoting a compliance culture, we ensure that all employees and partners uphold ethical standards in daily operations and further enhance our reputation of integrity in the market.	We identify potential risks, such as commercial bribery, conflicts of interest, and violations of anti-trust legislation, and ensure effective monitoring and handling of risks through regular audits, whistleblower channels, and ethical risk assessments.	We: - Develop and promote business ethics policies concerning anti-bribery, anti-corruption, anti-trust, and conflict of interest. - Conduct ethics training for all employees to enhance their awareness and capabilities in compliance and business ethics. - Perform regular business ethics audits to ensure the effective implementation of ethical policies across departments and business processes.

In systematically managing material issues, we pay particular attention to the identification and assessment of emerging risks.

Material Issues	Identification of Emerging Risks	Risk Description	Risk Impact	Risk Management Measures
Climate Mitigation and Adaptation Sustainable Supply Chain	■ Tightening policies and regulations, such as the EU CSRD and China's Measures for the Administration of Carbon Emissions Trading (for Trial Implementation), may lead to additional compliance costs for supply chain management. ■ Increasingly severe extreme weather events may disrupt global supply chains and cause material shortages.	■ Policy and regulatory changes in response to climate change may increase carbon emission costs, directly impacting the Group's operations. Additionally, frequent extreme weather events may disrupt supply chains, leading to raw material shortages and transportation delays.	■ Increasing operational costs may lead to reduced profit margins. ■ Supply chain disruptions may affect delivery capabilities and market competitiveness.	■ Set carbon reduction targets and establish a CSR auditing mechanism for the supply chain to enhance transparency and resilience in supply chain management. ■ Implement a supply chain risk management and regular communication mechanism to prevent or reduce supplier disruption risks.
Waste Management Circular Economy	■ New regulations like the EU's Regulation on Batteries and Waste Batteries impose additional regulatory provisions on battery lifecycles, and the EU CSRD raises the bar for electronic waste management, demanding higher standards for handling processes. ■ Inadequate electronic waste disposal capabilities in emerging markets may increase compliance risks.	■ The battery legislation imposes high standards on the production, sales, and recycling of batteries, thus raising compliance costs for businesses. At the same time, the lack of well-established waste disposal facilities and policy support in emerging markets may result in supply chain management challenges and potential reputational risks for the Group.	■ Rising costs for supply chain traceability and due diligence to meet compliance mandates may compress product profit margins. ■ Non-compliance with waste management regulations may impact the market eligibility of the Group's products.	■ Monitor legislative dynamics and initiate compliance management processes for battery traceability and waste battery disposal. ■ Invest in the R&D of recyclable materials to improve product recyclability. ■ Establish a global network of electronic waste recycling partners.
Sustainable AI	■ Insufficient optimization of AI algorithm energy consumption results in an increase in carbon footprint. ■ Compliance risks are posed by issues related to data privacy and algorithmic biases.	■ High energy consumption by AI systems may lead to increased carbon emissions, which conflicts with the Group's sustainable development goals. Furthermore, algorithmic biases may lead to privacy breaches and a loss of public trust.	■ Higher energy consumption leads to increasing operating costs. ■ Data privacy issues may trigger regulatory and legal risks.	■ Optimize AI algorithm energy consumption and develop efficient computing power technologies. ■ Strengthen the management of the AI Ethics Committee to oversee algorithmic bias and privacy protection efforts.

Appendix 1: Key ESG Performance Indicators

Key Environmental Indicators

	Use Amount	Unit	2024			2023	2022
			Total	Smartphone × AIOT ⁶³	Smart EV and Other New Initiatives		
Energy	Total Comprehensive Energy Consumption	MWh	444,774.36	210,187.12	234,587.24	211,171.84	144,741.38
	Direct Energy Consumption	MWh	89,591.53	14,622.47	74,969.06	19,418.57	5,190.84
	Natural Gas	MWh	89,574.65	14,617.83	74,956.82	19,385.80	5,176.09
	Gasoline	MWh	4.64	4.64	0.00	6.26	4.88
	Diesel	MWh	12.24	0.00	12.24	26.51	0.00
	Indirect Energy Consumption	MWh	355,182.83	195,564.65	159,618.18	191,753.27	139,550.54
	Purchased Electricity	MWh	249,945.11	142,003.15	107,941.96	121,764.81	91,728.50
	Renewable Energy Usage	MWh	3,662.83	3662.83	0.00	372.00	N/A
	Purchased Heat	MWh	105,237.72	53,561.50	51,676.21	69,988.46	47,822.04
Greenhouse Gas	Total GHG Emissions	tonne (Mt) of CO ₂ e	209,714.77	111,827.14	97,887.63	116,722.56	85,742.61
	Direct GHG Emissions: Scope 1	tonne (Mt) of CO ₂ e	31,295.64	11,804.78	19,490.86	12,252.52	7,122.60
	CO ₂	tonne (Mt) of CO ₂ e	18,081.48	2,950.57	15,130.91	3,921.26	1,045.96
	CH ₄	tonne (Mt) of CO ₂ e	2,506.52	1,982.04	524.48	1,900.75	1,862.90

⁶⁴ Xiaomi Smartphone Factory officially began production in mid-2024. Therefore, the scope of statistics for the Smartphone × AIOT business segment has been expanded from the reporting period.

Use Amount		Unit	2024			2023	2022
			Total	Smartphone × AIOT	Smart EV and Other New Initiatives		
Greenhouse Gas	N ₂ O	tonne (Mt) of CO ₂ e	8.84	1.47	7.37	1.97	0.55
	HFCs	tonne (Mt) of CO ₂ e	10,698.80	6,870.70	3,828.10	6,428.54	4,213.19
	Indirect GHG Emissions: Scope 2	tonne (Mt) of CO ₂ e	178,419.13	100,022.36	78,396.77	104,470.04	78,620.01
	Indirect GHG Emissions: Scope 3	tonne (Mt) of CO ₂ e	To be disclosed in September 2025			9,888,747.85	10,075,225.54
Resources	Water Withdrawal	tonne (Mt)	1,260,854.62	854,339.03	406,515.59	683,906.94	510,156.05
	Fresh Water Consumption	tonne (Mt)	1,045,853.62	639,338.03	406,515.59	523,100.75	391,953.85
	Reclaimed Water Consumption	tonne (Mt)	215,001.00	215,001.00	0.00	164,353.00	118,202.20
	Water Discharge	tonne (Mt)	926,432.49	683,471.23	242,961.27	562,194.62	—
	Total Packaging Materials Used for Finished Products	tonne (Mt)	7,424.76	5,730.06	1,694.70	4,254.86	5,065.08
Waste	Non-hazardous Waste	tonne (Mt)	21,858.51	11,020.01	10,838.51	7,174.83	7,052.28
	Hazardous Waste	tonne (Mt)	1,750.52	94.74	1,655.78	95.78	1.43
Environmental Emissions	Direct NOx Emissions	tonne (Mt)	1.202	0.131	1.071	0.336	—
	Direct VOCs Emissions	tonne (Mt)	8.756	0.073	8.683	0.214	—
	Sulfur Oxides (SOx) Emissions	tonne (Mt)	0.008	0.008	0.000	—	—
	Chemical Oxygen Demand (COD) Emissions	tonne (Mt)	45.742	35.055	10.687	—	—
	Biochemical Oxygen Demand (BOD) Emissions	tonne (Mt)	11.599	11.599	0.000	—	—
	NH ₃ -N Emissions	tonne (Mt)	4.023	3.224	0.800	—	—

Use Intensity	Unit	2024	2023	2022
Energy Consumption Per Unit of Revenue	MWh/RMB million	1.22	0.78	0.52
Per Capita Energy Consumption	MWh/person	10.18	6.28	4.45
GHG Emissions Per Unit of Revenue	tonne (Mt) of CO ₂ e/RMB million	0.57	0.43	0.31
Per Capita GHG Emissions	tonne (Mt) of CO ₂ e/person	4.80	3.47	2.63
Per Capita Tap Water Consumption	tonne (Mt)/person	23.94	15.56	12.04
Per Capita Non-hazardous Waste	tonne (Mt)/person	0.50	0.21	0.22
Per Capita Hazardous Waste	Kg/person	40.07	2.85	0.04
Product Packaging Material Consumption Per Unit of Revenue	tonne (Mt)/RMB million	0.02	0.02	0.02

Environmental Target Setting and Review

We have set several environmental targets and review the progress and completion of these targets annually. The Board of Directors has deliberated the review results of the 2024 environmental targets and has approved the environmental targets for 2025.

Topic	2024 Targets	Target Completion Status for This Year	2025 Targets
Energy	By 2026, reduce energy consumption per RMB 10,000 of revenue for ISO 50001-certified facilities by at least 2.5% as compared to the 2021 baseline.	Energy conservation and consumption reduction measures are being progressed toward the 2026 target. As of the end of the reporting period, energy consumption per RMB 10,000 of revenue for ISO 50001-certified facilities had been reduced by 0.16% as compared to the 2021 baseline.	Progress toward the 2026 target.
GHG	Our Own Operations - By no later than 2030, reduce GHG emissions from our existing business segments to 30% of the base year level. - By 2035, use 100% renewable electricity in our own operations. - By 2040, achieve carbon neutrality in our own operations of existing business segments, use 100% clean heat in our own operations, and use 100% renewable energy.	GHG emissions reduction is being progressed towards the 2030 and 2040 targets. For details, please refer to the “Climate Mitigation and Adaptation” section and Xiaomi Corporation’s TCFD Report 2024.	Progress toward the 2030 target.
	Supply Chain - By 2030, suppliers in the smartphone business shall achieve an annual average carbon reduction of no less than 5% (with 2024 as the baseline year), and the proportion of green electricity usage shall be no less than 25%. - By 2050, the proportion of green electricity usage by suppliers in the smartphone business will reach 100%.	GHG emissions reduction is being progressed towards the 2030 and 2040 targets. This year, we conducted GHG emission data verification for nearly 300 Tier-1 suppliers in the smartphone business and supported them in setting climate targets. Among them, 111 suppliers set carbon reduction targets, 83 used green electricity, and 24 suppliers joined the Science Based Targets initiative (SBTi).	Progress toward the 2030 target.
Water	On our own campus, achieve at least 30% use of reclaimed water and a minimum of 50,000 m³ in water saving in 2024.	This year, the use rate of reclaimed water in our self-owned office areas exceeded 30%, and that in our self-owned factories exceeded 40%, both achieving the annual water-saving targets.	Maintain the use rate of reclaimed water in our self-owned office areas at no less than 30%; the annual water saving volume shall be no less than 50,000 m³.
Waste	Over the next five years (from 2022 to 2026), we are committed to achieving an accumulative recycling volume of 38,000 tonnes (Mt) of e-waste, and using 5,000 tonnes (Mt) of recycled materials in our products.	In 2024, we recycled approximately 19,698 tonnes (Mt) of electronic waste globally. As of the end of the reporting period, we had completed 95.94% of the recycling target for this type of waste.	Progress toward the 2026 target.

Key Social Indicators

Topics and Indicators		Unit	2024	2023	2022
Total Workforce ⁶⁴		Person	46,426	35,116	35,977
New Employees		Person	14,648	7,257	9,643
By Employment Type	Full-time Employees	Person	43,688	33,627	32,543
	Part-time Employees and Interns	Person	2,738	1,489	3,434
By Gender	Male	Person	30,666	23,285	21,961
	Female	Person	13,022	10,342	10,582
By Age Group	Under 30	Person	13,396	12,025	12,823
	30-50	Person	29,946	21,356	19,440
	Above 50	Person	346	246	280
Employees	Chinese Mainland, Hong Kong, Macao and Taiwan	Person	41,643	31,671	30,066
	Other Asian Countries and Regions	Person	1,401	1,361	1,802
	European Countries and Regions	Person	531	534	623
	North American Countries and Regions	Person	54	47	52
	South American Countries and Regions	Person	59	14	0

Topics and Indicators		Unit	2024	2023	2022		
Employees	By Geographic Region	Africa Countries and Regions	Person	0	0	0	
		Oceania Countries and Regions	Person	0	0	0	
	By Professional Category	R&D	Person	21,190	17,800	16,171	
		Sales and Marketing	Person	15,540	/	/	
		Manufacturing	Person	1,853	/	/	
		Administrative and Others	Person	5,105	/	/	
	By Cohort Level	Senior	Male	Person	335	293	266
			Female	Person	70	59	56
		Mid-Level	Male	Person	14,786	11,699	9773
			Female	Person	5,069	4,100	3,450
		Junior	Male	Person	15,545	11,294	11,923
			Female	Person	7,883	6,182	7,075
	By Ethnic Groups	Han Ethnicity	Person	39,030	29,508	27,977	
		Ethnic Minorities	Person	2,125	1,637	1,516	
Others ⁶⁵		Person	2,533	2,482	3,050		

⁶⁴ The total workforce includes the Group's full-time employees, as well as part-time employees and interns directly employed by us. However, the following employees statistics categorized by gender, age, region, position, cohort level, ethnicity, and special groups cover full-time employees only.

⁶⁵ Others include foreign employees and those whose ethnicity is not documented.

Topics and Indicators			Unit	2024	2023	2022
Employees	By Special Groups	Disabled	Person	512	347	/
	Female	Percentage of Women in STEM Positions	%	21.68	/	/
Employee Turnover ⁶⁶	Employee Turnover		%	10.75	11.98	13.96
	By Gender	Male	%	10.50	11.20	13.32
		Female	%	11.33	13.71	15.27
	By Age Group	Under 30	%	14.97	16.10	17.09
		30-50	%	8.73	9.57	12.05
		Above 50	%	21.68	19.91	3.21
	By Geographic Region	Chinese mainland	%	10.08	10.44	12.98
		Regions beyond the Chinese mainland	%	23.36	19.42	25.80
Health and Safety	Work-Related Fatalities		Person	0	0	0
	Work-Related Fatality Rate		%	0.00	0.00	0.00
	Lost Days Due to Work-Related Injuries		Day	694	1,190	816
	Number of Work-Related Injuries		—	40	34	/
	Absentee Rate		%	1.8	/	/

⁶⁶ The employee turnover is calculated based on voluntary turnover rate.

Topics and Indicators			Unit	2024	2023	2022
Training Rate	Overall Training Rate		%	98.74	98.13	97.67
	By Gender	Male	%	98.82	98.20	97.05
		Female	%	98.55	98.00	98.96
	By Cohort Level	Senior	%	98.24	98.10	91.01
		Mid-Level	%	98.96	98.25	95.91
		Junior	%	98.56	98.00	99.01
Training and Development	Overall Average Number of Training Hours		Hour	38.20	30.17	35.57
	By Gender	Male	Hour	38.05	30.68	36.95
		Female	Hour	38.55	29.10	32.72
	By Cohort Level	Senior	Hour	28.32	22.99	19.30
		Mid-Level	Hour	36.81	35.27	25.91
		Junior	Hour	39.55	30.48	42.57
	By Training Type	General Skills Training	Hour	13.29	17.66	29.99
		Professional Skills Training	Hour	3.78	1.41	1.89
		Leadership Training	Hour	36.72	22.38	29.52

Topics and Indicators		Unit	2024	2023	2022
Supplier Distribution	Total Tier-1 Suppliers	—	1,148	1,112	1,025
	By Geographic Region	Northeast China	—	/	/
		North China	—	/	/
		Northwest China	—	/	/
		Southwest China	—	/	/
		Central China	—	/	/
		East China	—	/	/
		South China	—	/	/
		Overseas Regions (Hong Kong, Macau, Taiwan, and International)	—	/	/
	Total Tier-1 Key Suppliers	—	291	/	/
Products and Services	Total R&D Investment	RMB billion	24.1	19.1	16.0
	Number of Patents	Number of Patents Granted	—	42,000+	37,000+
		Number of Trademarks Registered	—	49000+	/
	Number of Complaints with Identified Responsibility in the Globe		—	78,053	71,682
	Resolution Rate of Complaints with Identified Responsibility within 72 Hours		%	95.04	99.95
	Product Recall Rate Due to Safety and Health Reason		%	0.00	0.00

Topics and Indicators			Unit	2024	2023	2022	
Sustainable Raw Materials	Products and Services	Total E-Waste Recycled	tonne (Mt)	19,698.15	12,260	4,500	
	Metal Usage ⁶⁷	Aluminum	Usage	tonne (Mt)	56,871.95	/	/
			Proportion of Recycled Material	%	19.04	/	/
		Steel/Iron	Usage	tonne (Mt)	104,052.68	/	/
			Proportion of Recycled Material	%	12.00	/	/
		Copper	Usage	tonne (Mt)	666.67	/	/
			Proportion of Recycled Material	%	0.00	/	/
		Other Metals	Usage	tonne (Mt)	8,080.44	/	/
			Proportion of Recycled Material	%	0.00	/	/
		Total Usage	Usage	tonne (Mt)	169,005.07	/	/
			Proportion of Recycled Material	%	13.79	/	/
		Plastic Usage	Usage	tonne (Mt)	31,537.73	/	/
			Proportion of Recycled Material	%	1.04	/	/

⁶⁷ The metal usage data excludes metal materials used in battery cell.

Appendix 2: Index of Indicators

HKEx ESG Reporting Code Index⁶⁸

Environmental

Environmental, Social and Governance Indicators	Section
General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Climate Mitigation and Adaptation Waste Management
A1 Emissions	
A1.1 The types of emissions and respective emissions data.	Climate Mitigation and Adaptation Key Environmental Indicators
A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Key Environmental Indicators
A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Key Environmental Indicators
A1.5 Description of emission target(s) set and steps taken to achieve them.	Climate Mitigation and Adaptation Waste Management
A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste Management

Environmental, Social and Governance Indicators	Section
General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	Climate Mitigation and Adaptation Waste Management Natural Resource Management
A2 Resources	
A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Key Environmental Indicators
A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Key Environmental Indicators
A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	Climate Mitigation and Adaptation Key Environmental Indicators
A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Natural Resource Management Key Environmental Indicators
A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Key Environmental Indicators
A3 The Environment and Natural Resources	
General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources.	Waste Management Natural Resource Management
A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Waste Management Natural Resource Management

⁶⁸ Please refer to Xiaomi Corporation's TCFD Report 2024 for index of HKEx Appendix C2 Part D: Climate-related Disclosures.

Social

Environmental, Social and Governance Indicators		Section
B1 Employment	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Talent Nurturing
	B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Key Social Indicators
	B1.2 Employee turnover rate by gender, age group and geographical region.	Key Social Indicators
B2 Health and Safety	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Talent Nurturing
	B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Key Social Indicators
	B2.2 Lost days due to work injury.	Key Social Indicators
	B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Talent Nurturing
B3 Development and Training		Product and Service Quality and Safety
	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Information Security and Privacy Protection
		Accessibility of Technology
		Talent Nurturing
		Sustainable Supply Chain
	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Key Social Indicators

Environmental, Social and Governance Indicators		Section
B3 Development and Training	B3.2 The average training hours completed per employee by gender and employee category.	Key Social Indicators
B4 Labour Standards	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Talent Nurturing
	B4.1 Description of measures to review employment practices to avoid child and forced labour.	Talent Nurturing
	B4.2 Description of steps taken to eliminate such practices when discovered.	Talent Nurturing
		Sustainable Supply Chain
B5 Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	Climate Mitigation and Adaptation
	B5.1 Number of suppliers by geographical region.	Key Social Indicators
	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Climate Mitigation and Adaptation
	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Sustainable Supply Chain
	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Climate Mitigation and Adaptation
		Sustainable Supply Chain
B6 Product Responsibility	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product and Service Quality and Safety
		Information Security and Privacy Protection
		Waste Management

Environmental, Social and Governance Indicators		Section
B6 Product Responsibility	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Key Social Indicators
	B6.2 Number of products and service related complaints received and how they are dealt with.	Product and Service Quality and Safety Key Social Indicators
	B6.3 Description of practices relating to observing and protecting intellectual property rights.	Business Ethics
	B6.4 Description of quality assurance process and recall procedures.	Product and Service Quality and Safety Waste Management
	B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Information Security and Privacy Protection
B7 Anti-corruption	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Business Ethics
	B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Business Ethics
	B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Business Ethics
	B7.3 Description of anti-corruption training provided to directors and staff.	Business Ethics
B8 Community Investment	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Accessibility of Technology Community Engagement Stakeholder Engagement
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Engagement
	B8.2 Resources contributed (e.g. money or time) to the focus area.	Community Engagement

GRI Index

GRI Standard	Disclosure	Section
GRI 2: General Disclosures	2-1 Organizational details	Board Statement
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	Key Social Indicators
	2-5 External assurance	About This Report
	2-6 Activities, value chain and other business relationships	Sustainable Supply Chain Stakeholder Engagement
	2-7 Employees	Talent Nurturing Stakeholder Engagement
	2-8 Workers who are not employees	Talent Nurturing Stakeholder Engagement
	2-9 Governance structure and composition	Corporate Governance
	2-10 Nomination and selection of the highest governance body	Corporate Governance
	2-11 Chair of the highest governance body	—
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance
	2-13 Delegation of responsibility for managing impacts	Corporate Governance
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance
	2-15 Conflicts of interest	Business Ethics
	2-16 Communication of critical concerns	Corporate Governance Materiality Assessment
	2-17 Collective knowledge of the highest governance body in overseeing the management of impacts	Corporate Governance
	2-18 Evaluation of the performance of the highest governance body managing impacts	Corporate Governance
	2-19 Remuneration policies	Corporate Governance

GRI Standard	Disclosure	Section
GRI 2: General Disclosures	2-20 Process to determine remuneration	Corporate Governance
	2-21 Annual total compensation ratio	—
	2-22 Statement on sustainable development strategy	Board Statement Climate Mitigation and Adaptation
	2-23 Policy commitments	Board Statement Climate Mitigation and Adaptation Waste Management
	2-24 Embedding policy commitments	Board Statement Climate Mitigation and Adaptation Waste Management
	2-25 Processes to remediate negative impacts	Corporate Governance
	2-26 Mechanisms for seeking advice and raising concerns	Talent Nurturing Corporate Governance Stakeholder Engagement
	2-27 Compliance with laws and regulations	Product and Service Quality and Safety Information Security and Privacy Protection Business Ethics
	2-28 Membership associations	Leadership of Foundational Core Technologies Information Security and Privacy Protection Sustainable Supply Chain
	2-29 Approach to stakeholder engagement	Stakeholder Engagement Materiality Assessment
	2-30 Collective bargaining agreements	—
GRI 3: Material Topics	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
	3-3 Management of material topics	Materiality Assessment

GRI Standard	Disclosure	Section
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	—
	201-2 Financial implications and other risks and opportunities due to climate changedevelopment strategy	Climate Mitigation and Adaptation Materiality Assessment
	201-3 Defined benefit plan obligations and other retirement plans	Talent Nurturing
	201-4 Financial assistance received from government	—
GRI 202: Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Talent Nurturing
	202-2 Proportion of senior management hired from the local community	Talent Nurturing
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Community Engagement
	203-2 Significant indirect economic impactsraising concerns	Community Engagement
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	—
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	—
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics
GRI 301: Materials	301-1 Materials used by weight or volume	Waste Management
	301-2 Recycled input materials used	Waste Management
	301-3 Recycled input materials used	Waste Management
GRI 302: Energy	302-1 Energy consumption within the organization	Key Environmental Indicators
	302-2 Energy consumption outside of the organization	Key Environmental Indicators
	302-3 Energy intensity	Key Environmental Indicators
	302-4 Reduction of energy consumption	Climate Mitigation and Adaptation

GRI Standard	Disclosure	Section
GRI 302: Energy	302-5 Reductions in energy requirements of products and services	Climate Mitigation and Adaptation
	303-1 Interactions with water as a shared resource	Natural Resource Management
GRI 303: Water and Effluents	303-2 Management of water discharge-related impacts	Waste Management Natural Resource Management
	303-3 Water withdrawal	Key Environmental Indicators
	303-4 Water discharge	Key Environmental Indicators
	303-5 Water consumption	Key Environmental Indicators
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—
GRI 304: Biodiversity	304-2 Significant impacts of activities, products and services on biodiversity	—
	304-3 Habitats protected or restored	Natural Resource Management
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	—
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Climate Mitigation and Adaptation Key Environmental Indicators
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Mitigation and Adaptation Key Environmental Indicators
	305-3 Other indirect (Scope 3) GHG emissions	Climate Mitigation and Adaptation Key Environmental Indicators
	305-4 GHG emissions intensity	Key Environmental Indicators
	305-5 Reduction of GHG emissions	Climate Mitigation and Adaptation Waste Management Key Environmental Indicators
	305-6 Emissions of ozone-depleting substances (ODS)	—
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Key Environmental Indicators

GRI Standard	Disclosure	Section
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	Waste Management
	306-2 Management of significant waste related impacts	Waste Management
	306-3 Waste generated	Key Environmental Indicators
	306-4 Waste diverted from disposal	Waste Management
	306-5 Waste directed to disposal	Waste Management
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria waste-related impacts	Sustainable Supply Chain
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain
GRI 401: Employment	401-1 New employee hires and employee turnover	Key Social Indicators
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Nurturing
	401-3 Parental leave	Talent Nurturing
GRI 402: Labor/Management Relations	402-1 Minimum notice periods regarding operational changes	—
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system employee turnover	Talent Nurturing
	403-2 Hazard identification, risk assessment, and incident investigation employees that are not provided to temporary or part-time employees	Talent Nurturing
	403-3 Occupational health services	Talent Nurturing
	403-4 Worker participation, consultation, and communication on occupational health and safety	Talent Nurturing
	403-5 Worker training on occupational health and safety	Talent Nurturing
	403-6 Promotion of worker health	Talent Nurturing
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Talent Nurturing
	403-8 Workers covered by an occupational health and safety management system	Talent Nurturing
	403-9 Work-related injuries	Talent Nurturing Key Social Indicators

GRI Standard	Disclosure	Section
GRI 403 : Occupational Health and Safety	403-10 Work-related ill health	Talent Nurturing Key Social Indicators
	404-1 Average hours of training per year per employee	Key Social Indicators
GRI 404 : Training and Education	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Nurturing
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Nurturing
GRI 405 : Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Key Social Indicators
	405-2 Ratio of basic salary and remuneration of women to men	Talent Nurturing
GRI 406 : Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	Talent Nurturing
GRI 407 : Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainable Supply Chain
GRI 408 : Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainable Supply Chain
GRI 409 : Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainable Supply Chain
GRI 411 : Rights of Indigenous Peoples	411-1 Incidents of violations involving rights of indigenous peoples	—
GRI 413 : Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement
	413-2 Operations with significant actual and potential negative impacts on local communities	—
GRI 414 : Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain

GRI Standard	Disclosure	Section
GRI 415 : Public Policy	415-1 Political contributions	—
GRI 416 : Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	Product and Service Quality and Safety
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product and Service Quality and Safety
	417-1 Requirements for product and service information and labeling	Product and Service Quality and Safety
GRI 417 : Marketing and Labeling	417-2 Incidents of non-compliance concerning product and service information and labeling	Product and Service Quality and Safety
	417-3 Incidents of non-compliance concerning marketing	Product and Service Quality and Safety
GRI 418 : Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security and Privacy Protection



Appendix 3:



Independent Assurance Statement

Introduction

TÜV Rheinland (Shanghai) Co., Ltd., a member of TÜV Rheinland Group (hereinafter "TÜV Rheinland" or "We"), was entrusted by Xiaomi Corporation (hereinafter "Xiaomi" or "the Company") to conduct an independent third-party assurance of 2024 Environmental, Social and Governance (ESG) Report of Xiaomi Corporation (hereinafter, "ESG Report"). The report disclosed sustainability information for the fiscal year 2024 (January 1, 2024 to December 31, 2024) of Xiaomi Corporation.

Responsibilities

Xiaomi Corporation is not only responsible for the preparation of ESG report and the collection and submission of sustainability information in accordance with applicable reporting standards, but also has the obligation to implement and maintain effective internal control of information and data to support the report compilation process.

TÜV Rheinland is a global service provider that provides CSR and sustainability services in more than 65 countries, with experienced and technical expertise in the areas of environment, CSR, sustainability and stakeholder engagement. TÜV Rheinland Assurance team follows the TÜV Rheinland Global Business Ethics Compliance Policy and Procedures, covering the principles of integrity compliance and conflict of interest. Therefore, our assurance services are based on the principles of independence and impartiality, and we do not participate in the writing and preparation of the report of Xiaomi Corporation. It is the duty of TÜV Rheinland to carry out independent assurance in accordance with the assurance agreement and the agreed scope of assurance work, and to make independent and impartial judgments on ESG reporting.

Assurance Standard

TÜV Rheinland undertook assurance work for the ESG-related information and data disclosed in the Report of Xiaomi Corporation, including the selected specified sustainability information (for details please see the appendix to this statement) in accordance with the high level and moderate level assurance requirements of Type-2, respectively.

Assurance Objectives

The purpose of the assurance was to provide management of Xiaomi Corporation and stakeholders concerned with the company's sustainability information and performance to provide an independent view of the assurance, including assessment of whether the content of the report adhered to the AA1000AP (2018) Assurance Principles (including inclusivity, materiality, responsiveness and impact), and fair reporting of the specified sustainability information for high and moderate assurance, respectively.

Assurance Criteria

The following assessment criteria were used in undertaking the work:

- Appendix C2 "Environmental, Social and Governance Reporting Code" to the Listing Rules of the Stock Exchange of Hong Kong
- Global Reporting Initiative (GRI) Sustainability Reporting Standards
- ISO 14064-1:2018, and Greenhouse Gas Protocol (GHG Protocol) (WRI & WBCSD)
- United Nations Sustainable Development Goals (UN SDGs)
- Adherence to the AA1000 AP AccountAbility Principles, i.e., *Inclusivity, Materiality, Responsiveness, and Impact*

Methodology

Our assurance activities and procedures include:

- Interviews with management and those responsible for collecting and aggregating ESG performance data to understand and assess the key management processes, systems, and internal controls for ESG information and data.
- Testing and evaluating a process for measuring, collecting, integrating, and reporting specified performance information and data based on sampling methods and analysis procedures.

- Conducting on-site observation and inspection of the operation of the company's manufacturing units located in Beijing and the management of ESG information and data based on the principle of sampling.
- Assessing consistency and reliability of the presentation of information related to the scope of assurance in ESG report.
- Reporting assurance observations or recommendations to give the company's management an opportunity to correct errors before the assurance process is completed.
- Examining supporting evidence collected to assess the extent to which the relevant evidence and information are presented to support and adhere to the AA1000AP AccountAbility Principles.

Limitations

TÜV Rheinland planned and executed the verification in accordance with the scope of the assurance agreed upon in order to obtain all the information, evidence and necessary explanations to provide the basis for the conclusion of the assurance in accordance with the high level and moderate level of AA1000AS v3.

Procedures performed in a moderate assurance vary in nature from, and are less in extent, than high level assurance.

The information and performance data related to the assurance, including selected performance-specific information, were limited to the disclosure of the contents of this report. Our assurance did not cover other sustainability topics or matters that were beyond the scope of this assurance.

Conclusions

Based on the high-level assurance procedures carried out and the evidence obtained, we conclude that the sustainability subject matters within the scope of the high-level assurance have been prepared in accordance with the criteria as mentioned above in this statement and have not been materially misstated.

Based on the moderate level assurance procedures performed and the evidence obtained, we conclude that there is no evidence that the sustainability subject matters within the scope of the moderate assurance have not been prepared in accordance with the criteria as mentioned above in this statement.

- 2024 ESG Report of Xiaomi Corporation and its contents are in adherence to the AA1000AP AccountAbility Principles.
- Xiaomi Corporation has implemented processes and system to collect and aggregate performance information and data related to materiality issues within the reporting boundary, and the company's management practices have also shown that the company conducted double materiality analysis and evaluation of issues.
- The ESG-related information and performance disclosed in the report are evaluated and supported by documentary evidence, which can truly reflect management practices of Xiaomi Corporation in the field of ESG.

TÜV Rheinland shall not bear any liability or responsibility to a third party for perception and decision on Xiaomi Corporation based on this Assurance Statement.

Adherence to the AA1000AP AccountAbility Principles

Inclusivity

The key stakeholders identified by Xiaomi Corporation included users, shareholders and investors, employees, suppliers, operators, regulators, international and non-profit organizations, associations, and the media, as well as communities that are disproportionately affected by greenhouse gas emissions. Evidence showed that in 2024, Xiaomi Corporation has carried out internal and external stakeholder questionnaire surveys, covering topics such as product and service quality, sustainable supply chain, climate mitigation and adaptation, and circular economy, and the results and feedback of the survey analysis could provide an important basis for the optimization and adjustment of the company's ESG strategy.

Materiality

Evidence indicated that in 2024, Xiaomi Corporation has implemented a double materiality assessment process. Based on industry best practices, international standards and initiatives, rating requirements, and public opinion analysis, the company identified material ESG issues, combined with the results of stakeholder questionnaire analysis. The importance of ESG issues have been assessed in terms of impact materiality and financial materiality, including the application of quantifiable review and analysis mechanisms, as well as feedback from industry experts. The materiality issues matrix chart showed the key issues of the current year, including those that are both financial materiality and impact materiality (e.g., technology exploration and inclusion, product and service quality, sustainable supply chain, sustainable AI, etc.). The Board reviewed and approved the results of this assessment of the double materiality issues.



Responsiveness

Evidence showed that the communication channels between Xiaomi Corporation and its key stakeholders are diversified and regular, including but not limited to customer service and satisfaction follow-up visits, investor meetings and events, employee training, supplier audit and empowerment training, operator collaboration and dialogue, grievances and reports, policy consultation, community welfare, industry cooperation and seminars, participation in standard development, etc. Evidence indicated that in 2024, Xiaomi Corporation released its latest strategy for sustainability driven by hard technology and updated its greenhouse gas reduction targets.

The report disclosed data on key performance indicators such as energy, greenhouse gas emissions (including Scope 1, Scope 2 emissions), resources, waste, environmental emissions, employee employment, employee turnover, health and safety, suppliers, products and services, etc. At the same time, the report also disclosed relevant ESG targets (such as greenhouse gas emission reduction, recycling, occupational health and safety management, etc.) to appropriately respond to the material concerns of its stakeholders.

Impact

In 2024, Xiaomi Corporation not only focused on key ESG risk areas such as sustainable supply chain management, product and service quality, artificial intelligence development, and circular economy, but also identified and assessed emerging risks (such as climate mitigation and adaptation), and integrated ESG risk management into the Corporation's overall risk management process. Evidence showed that Xiaomi Corporation combined operation management, compliance management, risk management, and internal control systems to assess and control risks related to corporate operations and upstream and downstream of the value chain, and actively implemented a closed-loop rectification. The company conducted supplier due diligence covering the areas of battery compliance and conflict minerals.

The report disclosed Xiaomi Corporation's governance, strategy, risk management and actions on materiality issues, as well as alignment with the United Nations Sustainable Development Goals (SDGs). Evidence indicated that in 2024, Xiaomi Corporation has carried out climate scenario analysis and financial benefit analysis and assessment of climate risks and taken countermeasures to reduce the impact on its own operations and supply chain. These measures included, but are not limited to, product carbon reduction and energy conservation projects (such as battery technology innovation, intelligent algorithm tuning, etc.), as well as promoting carbon emission reduction and renewable energy use plans of core suppliers.

Disclosure of Specified Performance Information

TÜV Rheinland reached conclusions on the verification of specified performance information and data (see the appendix to this statement) as follows:

- TÜV Rheinland observed that Xiaomi Corporation has implemented a control process for ESG information and had appropriate measures in place to provide reliable source data related to the selected KPIs.
- Minor errors in the relevant data identified during the verification process have been corrected. We believe that the final data presented within the scope of the assurance is accurate. We recommend that Xiaomi Corporation enhance the completeness and accuracy of ESG information disclosure by using informatization and automation at the group level and operational level.

A full management report was submitted to Xiaomi Corporation's management for consideration, detailing the findings and recommendations for continuous improvement of the ESG report.

Daniel Pan
Technical Manager of Corporate Sustainability Services
TÜV Rheinland (Shanghai) Co., Ltd
Shanghai, China, April 10, 2025





Appendix:

Specified performance indicators as below listed for high-level assurance:

For high-level assurance	
Indicators	Unit
Energy	
Total Comprehensive Energy Consumption	MWh
Direct Energy Consumption	MWh
— Natural Gas	MWh
— Gasoline	MWh
— Diesel	MWh
Indirect Energy Consumption	MWh
— Purchased Electricity	MWh
— Renewable Energy Usage	MWh
— Purchased Heat	MWh
Greenhouse Gas	
Total GHG Emissions	tonne (Mt) of CO ₂ e
Direct GHG Emissions: Scope 1	tonne (Mt) of CO ₂ e
— CO ₂	tonne (Mt) of CO ₂ e
— CH ₄	tonne (Mt) of CO ₂ e
— N ₂ O	tonne (Mt) of CO ₂ e
— HFCs	tonne (Mt) of CO ₂ e
Indirect GHG Emissions: Scope 2	tonne (Mt) of CO ₂ e
Resources	
Water Withdrawal	tonne (Mt)
Fresh Water Consumption	tonne (Mt)
Reclaimed Water Consumption	tonne (Mt)
Water Discharge	tonne (Mt)
Total Packaging Materials Used For Finished Products	tonne (Mt)
Waste	
Non-hazardous Waste	tonne (Mt)
Hazardous Waste	tonne (Mt)
Environmental Emissions	
Direct NOx Emissions	tonne (Mt)
Direct VOCs Emissions	tonne (Mt)
Sulfur Oxides (SOx) Emissions	tonne (Mt)
Chemical Oxygen Demand (COD) Emissions	tonne (Mt)
Biochemical Oxygen Demand (BOD) Emissions	tonne (Mt)
NH ₃ -N Emissions	tonne (Mt)
Use Intensity	
Energy	
Energy Consumption Per Unit of Revenue	MWh/RMB million
Per Capita Energy Consumption	MWh/person
GHG Emissions Per Unit of Revenue	tonne (Mt) of CO ₂ e/RMB million
Per Capita GHG Emissions	tonne (Mt) of CO ₂ e/person
Per Capita Tap Water Consumption	tonne (Mt)/person



Per Capita Non-hazardous Waste	tonne (Mt)/person
Per Capita Hazardous Waste	Kg/person
Product Packaging Material Consumption Per Unit of Revenue	tonne (Mt)/RMB million
Employees	
R&D	person
Percentage of Women in STEM Positions	%
Health and Safety	
Lost Days Due to Work-Related Injuries	day
Absentee Rate	%

Specified performance indicators as below listed for moderate level assurance:

For moderate level assurance			
Indicators			Unit
Employees			
Total Workforce			person
New Employees			person
By Employment Type	Full-time Employees		person
	Part-time Employees and Interns		person
By Gender	Male		person
	Female		person
By Age Group	Under 30		person
	30-50		person
	Above 50		person
By Geographic Region	Chinese Mainland, Hong Kong, Macao and Taiwan		person
	Other Asian Countries and Regions		person
	European Countries and Regions		person
	North American Countries and Regions		person
	South American Countries and Regions		person
	Africa Countries and Regions		person
	Oceania Countries and Regions		person
	Sales and Marketing		person
	Manufacturing		person
	Administrative and Others		person
By Cohort Level	Senior	Male	person
		Female	person
	Mid-Level	Male	person
		Female	person
	Junior	Male	person
		Female	person
By Ethnic Groups	Han Ethnicity		person
	Ethnic Minorities		person
	Others		person
By Special Groups	Disabled		person
Employee Turnover			
Employee Turnover			%



By Gender		Male	%
		Female	%
By Age Group		Under 30	%
		30-50	%
		Above 50	%
By Geographic Region		Chinese mainland	%
		Regions beyond the Chinese mainland	%
Health and Safety			
Work-Related Fatalities			person
Work-Related Fatality Rate			%
Number of Work-Related Injuries			
Training and Development			
Training Rate	Overall Training Rate		%
	By Gender	Male	%
		Female	%
	By Cohort Level	Senior	%
		Mid-Level	%
Junior		%	
Average Number of Training Hours	Overall Average Number of Training Hours		hour
	By Gender	Male	hour
		Female	hour
	By Cohort Level	Senior	hour
		Mid-Level	hour
		Junior	hour
	By Training Type	General Skills Training	hour
		Professional Skills Training	hour
Leadership Training		hour	
Supplier Distribution			
Total Tier-1 Suppliers			
By Geographic Region	Northeast China		
	North China		
	Northwest China		
	Southwest China		
	Central China		
	East China		
	South China		
	Overseas Regions (Hong Kong, Macau, Taiwan, and International)		
Total Tier-1 Key Suppliers			
Products and Services			
Total R&D Investment			RMB billion
Number of Complaints with Identified Responsibility in the Globe			
Resolution Rate of Complaints with Identified Responsibility within 72 Hours			%
Product Recall Rate Due to Safety and Health Reason			%
Total E-Waste Recycled			tonne (Mt)
Sustainable Raw Materials			



Metals Usage	Aluminum	Usage	tonne (Mt)
		Proportion of Recycled Material	%
	Steel/Iron	Usage	tonne (Mt)
		Proportion of Recycled Material	%
	Copper	Usage	tonne (Mt)
		Proportion of Recycled Material	%
	Other Metals	Usage	tonne (Mt)
		Proportion of Recycled Material	%
Plastic Usage	Total Usage	Usage	tonne (Mt)
		Proportion of Recycled Material	%

