

Xiaomi Corporation

Environmental Health and Safety (EHS) Policy

This policy is established to articulate the principles and strategies adopted by Xiaomi Corporation (hereinafter referred to as "Xiaomi" or the "Company") in protecting the environment and the occupational health and safety. Xiaomi strictly complies with global occupational health and safety laws, environmental protection regulations, and international standards such as the Environmental Management System (ISO 14001) and Occupational Health and Safety Management System (ISO 45001). The Company is committed to establishing a sound and transparent EHS management system to minimize or reduce the environmental impact of its operations and protect the health and safety of employees, partners, and other stakeholders.

This policy applies to all operational activities and stakeholders of Xiaomi Corporation and its subsidiaries ([click here](#) for details in the 'Latest Financial Reports'), including: design and R&D, manufacturing, products and services, distribution and logistics, waste management, and other related activities, as well as all employees (including part-time and intern personnel), third-party partners (such as operators, distributors, suppliers, and contractors etc.), target enterprises in merger and acquisition (M&A) projects and due diligence, and other relevant stakeholders.

I. Overall Strategy

1. Governance Structure

The Board of Directors of Xiaomi Corporation assumes ultimate responsibility for EHS matters and authorizes the Sustainability Committee to formulate EHS strategies, goals, and plans, and reviews implementation results, with regular reporting to the Board. Meanwhile, to implement this policy, the Company establishes dedicated EHS management units within each operational department. These units are directly overseen by business leaders and staffed with full-time positions to identify EHS risks across all operational scenarios and implement corresponding management actions.

2. System Management

Xiaomi is committed to building an efficient and well-structured EHS management system and continuously improving its systematic management through the following measures:

- Establish and implement EHS management systems in accordance with ISO 14001:2015 and ISO 45001:2018, achieving 100% dual system certification for all operational scopes, and conducting periodic reviews and evaluations to continuously improve EHS performance.

- Develop tailored EHS management objectives based on annual business needs, establish EHS reward and penalty systems for the Sustainability Committee and management, and incorporate key safety responsibility indicators such as major accident count and fatal accident count into performance evaluations to urge relevant personnel to implement target-oriented management actions.
- Conduct annual EHS internal audits and inspections, and define rectification priorities and next-year action plans based on audit results, including responsible departments, principal personnel, implementation methods, and timelines.

3. Resource Support

Xiaomi commits to allocating necessary resources for talent deployment and facility improvement to strengthen EHS preventive capabilities:

- Provide essential resources tailored to the distinct EHS management requirements of R&D, production, sales & delivery operations, including but not limited to personal protective equipment (PPE), health cabins with first-aid kits, and occupational health examinations.
- Offer diverse EHS training for departments and key workplaces, including safety standardization training, emergency management training, and EHS expert workshops, to ensure all employees and external partners understand and implement Xiaomi's EHS policies and objectives. Additionally, the Company encourages full-time EHS personnel to obtain professional internal auditor certifications.
- Establish open communication channels for EHS matters, encourage feedback from employees and external partners, and support frontline employee representatives in participating in the development, implementation, performance evaluation, and improvement of the Company's EHS management system.

II. Basic Principles

1. Energy Management

Xiaomi upholds the philosophy of green and low-carbon development and continuously promotes the improvement of its energy management system. The Company commits to integrating energy management throughout the entire operation chain, covering office work, production and manufacturing, logistics and transportation, store operations, and the supply chain. Additionally, the Company aims to obtain ISO 50001 Energy Management System certification for 100% of its operational boundaries and pass annual surveillance audits.

2. Waste Management

Xiaomi remains 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, Xiaomi promotes efficient resource recycling within its operations and ensures the compliant disposal and recycling of waste gas, wastewater, solid waste, and hazardous waste, thereby fostering an outstanding

circular economy ecosystem.

3. Water Resource Management

The Company strictly complies with local water laws and promotes sustainable water stewardship practices through scientific strategies, achieving efficient water recycling via closed-loop management system, water-saving technological upgrades, process optimization, and a four-stage wastewater treatment system. Additionally, the Company supports 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.

4. Biodiversity Conservation

Xiaomi ensures its operations comply with local biodiversity laws, avoiding 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. The Company collaborates with partners to seek opportunities for net positive impacts on biodiversity.

The Company encourages 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.

5. Workplace Safety

The Company prioritizes employee life safety, implementing multiple measures to eliminate potential hazards and create a healthy and safe work environment, including but not limited to:

- Conduct annual occupational disease hazard factor testing, including self-testing and third-party testing for all scenarios with occupational health risks.
- Establish a Personal Protective Equipment Management Policy and allocation standards for PPE across different job positions, with daily management and inspections.
- Provide comprehensive occupational physical examinations for employees at risk and maintain individual occupational health records.
- Simulate emergencies such as fire drills and chemical spill exercises to familiarize employees with emergency plans and skills.

6. Mental and Physical Health

The Company is 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, including but not limited to:

- Provide free annual health check-ups to help employees prevent and treat diseases.
- Offer various mental health management resources such as psychological counseling room, psychological support platforms, and offline specialized lectures to help employees relieve stress, regulate emotions.

III. Monitoring and Disclosure

The Board of Directors of Xiaomi Corporation authorizes the Sustainability Committee to:

- Conduct periodic oversight of policy implementation, as well as review and update this policy as needed to align with changes in local regulations and international conventions across operational jurisdictions.
- Conduct annual performance reviews of the Company's EHS performance and disclose relevant information in the Annual Environmental, Social, and Governance (ESG) Report.