



**Xiaomi Corporation**

**Environmental, Social and Governance (ESG) Index**



Xiaomi Corporation discloses Environmental, Social and Governance (ESG) information through a number of official reports and websites. This index is prepared to present the existing ESG disclosures of Xiaomi Corporation against the global ESG disclosure frameworks, as relevant to the business. These frameworks include the mandatory framework of the *Environmental, Social and Governance Reporting Guide* in Appendix 27 of the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* (HKEx ESG Reporting Guide), and voluntary frameworks of the Core Option of the *Global Reporting Initiative Sustainability Reporting Standards* (GRI Standards), the *Hardware – Sustainability Accounting Standard* of the Sustainability Accounting Standards Board (SASB), and the *Recommendations of the Task Force on Climate-related Financial Disclosures* (TCFD). The index reflects Xiaomi Corporation's ESG information as of 31 December, 2021.

*Note: This index does not cover all information about the business of Xiaomi Corporation, and shall not be constituted as the sole reference regarding materiality assessment of the issues included herein. For more details on Xiaomi Corporation, please refer to the periodic publications of Annual Report and other public information.*

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Issue	Topic	Framework	Code	Description	Location
Organizational Profile	Organizational Basic Information	GRI Standards	102-1	Name of the organization	Xiaomi Corporation
			102-2	Activities, brands, products, and services	<a href="#">Xiaomi Corporation 2021 Annual Report</a>
			102-3	Location of headquarters	Beijing, People's Republic of China
			102-4	Location of operations	<a href="#">Xiaomi Corporation 2021 Annual Report, Notes to the Consolidated Financial Statements, Segment Information, Page 247</a>
			102-5	Ownership and legal form	Publicly traded corporation
			102-6	Markets served	<a href="#">Xiaomi Corporation 2021 Annual Report, Chairman's Statement, Page 8-12</a>
			102-7	Scale of the organization	
			102-12	External initiatives	<a href="#">United Nations Global Compact (UNGC) Signatory Participant</a>
			102-16	Values, principles, standards, and norms of behavior	<a href="#">About Us</a>

Issue	Topic	Framework	Code	Description	Location
	Economic Performance	GRI Standards	201-1	Direct economic value generated and distributed	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Five-year Financial Summary, Page 6-7;</li> <li>• Management Discussion and Analysis, Page 17-44</li> </ul>
			201-4	Financial assistance received from government	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Notes to the Consolidated Financial Statements                             <ul style="list-style-type: none"> <li>○ Summary of Significant Accounting Policies, Page 220;</li> <li>○ Other Income, Page 248</li> </ul> </li> </ul>
	Governance	HKEx ESG Guide	Governance Structure	A statement from the board containing the following elements: (i) a disclosure of the board’s oversight of ESG issues; (ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer’s businesses); and (iii) how the board reviews progress made against ESG-related	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report                             <ul style="list-style-type: none"> <li>○ Board Statement, Page 123;</li> <li>○ ESG Management Framework, Page 124</li> </ul> </li> </ul>

Issue	Topic	Framework	Code	Description	Location
				goals and targets with an explanation of how they relate to the issuer's businesses.	
		GRI Standards	102-9	Supply chain	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Director's Report, Major Customers and Suppliers, Page 96;</li> <li>• Corporate Governance Report, Supply Chain , Page 116;</li> <li>• Environmental, Social and Governance Report, Our Supply Chain Page 138</li> </ul>
			102-11	Precautionary Principle or approach	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Corporate Governance Report, Risk Management and Internal Controls, Page 113-117;</li> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ Climate Change Response, Page 129-130;</li> <li>○ Business Ethics, Page 166</li> </ul> </li> <li>• Notes to the Consolidated Financial Statements, Financial risk management, Page 226</li> </ul>
			102-14	Statement from senior decision-maker	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Chairman's Statement, Page 15;</li> <li>• Environmental, Social and Governance Report, Board Statement, Page 123</li> </ul>

Issue	Topic	Framework	Code	Description	Location
			102-15	Key impacts, risks, and opportunities	<a href="#">Xiaomi Corporation 2021 Annual Report</a>
			102-18	Governance structure	<a href="#">Xiaomi Corporation 2021 Annual Report</a>
			102-20	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> <li>• Corporate Governance Report, Page 103-121;</li> <li>• Environmental, Social and Governance Report, ESG Management Framework, Page 124</li> </ul>
			102-22	Composition of the highest governance body and its committees	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Corporate Information, Page 4;</li> <li>• Director's Report, Biographical Details and Other Information of the Directors, Page 69-72</li> </ul>
			102-23	Chair of the highest governance body	
			102-24	Nominating and selecting the highest governance body	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Corporate Governance Report, Nominational Committee, Page 111-112
			102-26	Role of highest governance body in setting purpose, values, and strategy	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ Board Statement, Page 123;</li> <li>○ ESG Strategy, Page 123;</li> <li>○ ESG Management Framework, Page 124;</li> <li>○ Stakeholder Engagement, Page 125;</li> </ul> </li> </ul>
			102-27	Collective knowledge of highest governance body	

Issue	Topic	Framework	Code	Description	Location
			102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> <li>○ Materiality Assessment, Page 126</li> </ul>
			102-30	Effectiveness of risk management processes	
			102-31	Review of economic, environmental, and social topics	
			102-32	Highest governance body's role in sustainability reporting	
			102-33	Communicating critical concerns	
			102-35	Remuneration policies	<a href="#">Xiaomi Corporation 2021 Annual Report</a>
			102-36	Process for determining remuneration	<ul style="list-style-type: none"> <li>• Management Discussion and Analysis, Employee and Remuneration Policy, Page 44;</li> <li>• Corporate Governance Report, Remuneration Committee, Page 112-113</li> </ul>
			201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report, Employee Benefits and Welfare, Page 146-147;</li> </ul>

Issue	Topic	Framework	Code	Description	Location
					<ul style="list-style-type: none"> <li>• Notes to the Consolidated Financial Statements               <ul style="list-style-type: none"> <li>○ Employee benefits, Page 214;</li> <li>○ Employee benefit expenses, Page 250</li> </ul> </li> </ul>
		TCFD	Governance-a	Describe the board's oversight of climate-related risks and opportunities.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ Board Statement, Page 123;</li> <li>○ ESG Management Framework, Page 124</li> </ul> </li> </ul>
			Governance-b	Describe management's role in assessing and managing climate-related risks and opportunities.	
	Stakeholder Engagement	GRI Standards	102-21	Consulting stakeholders on economic, environmental, and social topics	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ Stakeholder Engagement, Page 125;</li> <li>○ Materiality Assessment, Page 126</li> </ul> </li> </ul>
			102-29	Identifying and managing economic, environmental, and social impacts	
			102-40	List of stakeholder groups	
			102-42	Identifying and selecting stakeholders	



Issue	Topic	Framework	Code	Description	Location
			102-43	Approach to stakeholder engagement	
			102-44	Key topics and concerns raised	
			102-47	List of material topics	
	Reporting Practice	HKEx ESG Guide	Reporting Principles	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p><b>Materiality:</b> The ESG report should disclose:</p> <ul style="list-style-type: none"> <li>(i) the process to identify and the criteria for the selection of material ESG factors;</li> <li>(ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</li> </ul>	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, About the Report, Page 122</a>

Issue	Topic	Framework	Code	Description	Location
				<p><b>Quantitative:</b> Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p><b>Consistency:</b> The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p>	
			Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope,	

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				the issuer should explain the difference and reason for the change.	
		GRI Standards	102-45	Entities included in the consolidated financial statements	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Notes to the Consolidated Financial Statements, Major subsidiaries and controlled structured entities, Page 257-264
			102-46	Defining report content and topic Boundaries	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, About the Report, Page 122
			102-50	Reporting period	Reporting period ends on December 31, 2021
			102-53	Contact point for questions regarding the report	<a href="mailto:ir@xiaomi.com">ir@xiaomi.com</a> <a href="mailto:mi-esg@xiaomi.com">mi-esg@xiaomi.com</a>
Environment	Environmental Target	HKEx ESG Guide	A1.5	Description of emissions target(s) set and steps taken to achieve them.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Environmental, Page 127
			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.	

Issue	Topic	Framework	Code	Description	Location	
			A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.		
			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.		
		TCFD	Metrics and Targets-c	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.		
	Climate Change	HKEx ESG Guide	A1.5	Description of emissions target(s) set and steps taken to achieve them.		<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Climate Change Response, Page 128-131
			A4	Policies on identification and mitigation of significant climate-related issues which have impacted, and		

Issue	Topic	Framework	Code	Description	Location
				those which may impact, the issuer.	
			A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	
		GRI Standards	102-11	Precautionary Principle or approach	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Risk Identification and Responses, Page 129
			201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report <ul style="list-style-type: none"> <li>○ Risk Identification and Responses, Page 129;</li> <li>○ Seizing and Realizing Opportunities, Page 130</li> </ul> </li> </ul>
			103	Emissions-Management approach	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report <ul style="list-style-type: none"> <li>○ Climate Change Response, Page 128-131;</li> <li>○ Energy Management, Page 135-136;</li> <li>○ Supplier Management System, Page 139</li> </ul> </li> </ul>

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		TCFD	Governance-a	Describe the board's oversight of climate-related risks and opportunities.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ ESG Strategy, Page 123;</li> <li>○ Climate Change Management, Page 128</li> </ul> </li> </ul>
Governance-b	Describe management's role in assessing and managing climate-related risks and opportunities.				
Strategy-a	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.		<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ Risk Identification and Responses, Page 129;</li> <li>○ Seizing and Realizing Opportunities, Page 130</li> </ul> </li> </ul>		
Strategy-b	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.				
Risk Management-a	Describe the organization's processes for identifying and assessing climate-related risks.		<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ Climate Change Response, Page 128-131;</li> <li>○ Supplier Management System, Page 139</li> </ul> </li> </ul>		

Issue	Topic	Framework	Code	Description	Location
			Risk Management -b	Describe the organization's processes for managing climate-related risks.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ Risk Identification and Responses, Page 129;</li> <li>○ Supplier Capability Enhancement, Page 142-144;</li> <li>○ Supplier Management System, Page 139</li> </ul> </li> </ul>
			Metrics and Targets-c	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Carbon Neutral Planning, Page 131
	Environmental Impacts of Our Products	HKEx ESG Guide	A2	Policies on the efficient use of resources, including energy, water and other raw materials.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Environmental Impacts of Our Products, Page 131-135
			A3.1	Policies on minimising the issuer's significant impacts on the environment and natural resources.	
			GRI Standards	103	

Issue	Topic	Framework	Code	Description	Location
			301-1	Materials used by weight or volume	
			301-2	Recycled input materials used	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ Green design to optimize material selection, Page 132;</li> <li>○ Manage transportation to increase logistics efficiency, Page 133;</li> <li>○ Recycle and recover to support circular economy, Page 134</li> </ul> </li> </ul>
			301-3	Reclaimed products and their packaging materials	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ Reduce plastics to promote green packaging, Page 133;</li> <li>○ Recycle and recover to support circular economy, Page 134</li> </ul> </li> </ul>
			302-5	Reductions in energy requirements of products and services	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Environmental Impacts of Our Products, Page 131-135
			305-5	Reduction of GHG emissions	
			306-1	Waste generation and significant waste-related impacts	<a href="#">Xiaomi Corporation 2021 Annual Report</a>



Issue	Topic	Framework	Code	Description	Location
			306-2	Management of significant wasterelated impacts	<ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ Reduce plastics to promote green packaging, Page 133;</li> <li>○ Manage transportation to increase logistics efficiency, Page 133;</li> <li>○ Recycle and recover to support circular economy, Page 134</li> </ul> </li> </ul>
		TCFD	Metrics and Targets-c	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Environmental Impacts of Our Products, Page 131-135
		SASB	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Recycle and recover to support circular economy, Page 134
	Green Operations	HKEx ESG Guide	A1	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	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Green Operations, Page 135 - 137

Issue	Topic	Framework	Code	Description	Location
				into water and land, and generation of hazardous and non-hazardous waste.	
			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.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ Environmental, Page 127;</li> <li>○ Waste Management, Page 137</li> </ul> </li> </ul>
			A2	Policies on the efficient use of resources, including energy, water and other raw materials.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Green Operations, Page 135-137
			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.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Water Stewardship, Page 137
			A3	Policies on minimising the issuer's significant impacts on the	

Issue	Topic	Framework	Code	Description	Location
				environment and natural resources.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Green Operations, Page 135-137
			A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	
		GRI Standards	103	Energy-Management approach	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Energy Management, Page 135-136
			302-4	Reduction of energy consumption	
			103	Water and Effluents-Management approach	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Water Stewardship, Page 137
			303-1	Interactions with water as a shared resource	
			303-3	Water withdrawal	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report <ul style="list-style-type: none"> <li>○ Water Stewardship, Page 137;</li> <li>○ Key Performance Indicators – Environmental, Page 174</li> </ul> </li> </ul>
		305-5	Reduction of GHG emissions	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Energy Management, Page 135-136	

Issue	Topic	Framework	Code	Description	Location	
			103	Waste-Management approach	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Waste Management, Page 137	
			306-1	Waste generation and significant waste-related impacts		
			306-2	Management of significant waste-related impacts		
			103	Environmental Compliance-Management approach	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Green Operations, Page 135	
			TCFD	Metrics and Targets-c	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Energy Management, Page 135-136
	Key Performance Indicators – Environmental	GRI Standards	302-1	Energy consumption within the organization	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Key Performance Indicators – Environmental, Page 174-175	
			302-3	Energy intensity		
			305-1	Direct (Scope 1) GHG emissions		
305-2			Energy indirect (Scope 2) GHG emissions			

Issue	Topic	Framework	Code	Description	Location
			305-4	GHG emissions intensity	
			306-3	Waste generated	
		TCFD	Metrics and Targets-b	Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	
Social	Our Supply Chain	HKEx ESG Guide	B5	Policies on managing environmental and social risks of the supply chain.	<ul style="list-style-type: none"> <li>• <a href="#">Xiaomi Supplier Code of Conduct</a></li> <li>• <i>Xiaomi Corporation Conflict Minerals Policy</i><sup>1</sup></li> </ul>
			B5.1	Number of suppliers by geographical region.	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Geographic Distribution of Suppliers, Page 138</a>
			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.	<ul style="list-style-type: none"> <li>• <a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Supplier Life-cycle Management, Page 140-142;</a></li> <li>• <a href="#">Xiaomi Supplier Code of Conduct;</a></li> <li>• <i>Xiaomi Corporation Conflict Minerals Policy</i></li> </ul>

<sup>1</sup> *Xiaomi Corporation Conflict Minerals Policy* will soon be available on our official website.

Issue	Topic	Framework	Code	Description	Location
			B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	
			B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	
		GRI Standards	102-9	Supply chain	<ul style="list-style-type: none"> <li>• <a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Our Supply Chain, Page 138-144</a></li> <li>• <a href="#">Xiaomi Supplier Code of Conduct</a></li> </ul>
			102-11	Precautionary Principle or approach	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Corporate Governance Report, Supply chain, Page 116;</li> <li>• Environmental, Social and Governance Report, Our Supply Chain, Page 138-144</li> </ul>

Issue	Topic	Framework	Code	Description	Location
			103	Procurement Practices- Management approach	<ul style="list-style-type: none"> <li>• <a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Our Supply Chain, Page 138-144;</a></li> <li>• <a href="#">Xiaomi Supplier Code of Conduct</a></li> </ul>
			103	Supplier Environmental Assessment- Management approach	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Our Supply Chain, Page 138-144</a>
			308-1	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>• <a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Supplier Life-cycle Management, Page 140-142;</a></li> <li>• <a href="#">Xiaomi Supplier Code of Conduct</a></li> </ul>
			103	Non-discrimination- Management approach	
			103	Child Labor- Management approach	
			103	Forced or Compulsory Labor-Management approach	
			103	Supplier Social Assessment- Management approach	
			414-1	New suppliers that were screened using social criteria	
			414-2	Negative social impacts in the supply chain and actions taken	

Issue	Topic	Framework	Code	Description	Location
		TCFD	Risk Management -b	Describe the organization's processes for managing climate-related risks.	<ul style="list-style-type: none"> <li>• <a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>○ Environmental, Social and Governance Report                             <ul style="list-style-type: none"> <li>▪ Climate Change Response, Page 129-130;</li> <li>▪ Supplier Capability Enhancement, Page 142-144</li> </ul> </li> </ul> </li> <li>• <a href="#">Xiaomi Supplier Code of Conduct</a></li> </ul>
		SASB	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	<ul style="list-style-type: none"> <li>• <a href="#">Xiaomi Corporation 2021 Annual Report</a>, Environmental, Social and Governance Report, Supplier Management System, Page 139;</li> <li>• <a href="#">Xiaomi Corporation Conflict Minerals Policy</a></li> </ul>
	Our People	HKEx ESG Guide	B1	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	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report             <ul style="list-style-type: none"> <li>○ Employee Rights, Page 145;</li> <li>○ Employee Benefits and Welfare, Page 146-147;</li> <li>○ Employee Development, Page 149-150</li> </ul> </li> </ul>



Issue	Topic	Framework	Code	Description	Location
				other benefits and welfare.	
			B2	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.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Employee Health and Safety, Page 147-148
			B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	
			B3	Policies on improving employees' knowledge and skills for discharging duties at	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Employee Rights, Page 145

Issue	Topic	Framework	Code	Description	Location
				work. Description of training activities.	
			B4	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.	
			B4.1	Description of measures to review employment practices to avoid child and forced labour	
			B4.2	Description of steps taken to eliminate such practices when discovered.	
		GRI Standards	103	Employment-Management Approach	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Our People, Page 144-150
			401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Employee Benefits and Welfare, Page 146-147

Issue	Topic	Framework	Code	Description	Location
			403-1	Occupational health and safety management system	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Employee Health and Safety, Page 147-148
			403-2	Hazard identification, risk assessment, and incident investigation	
			403-3	Occupational health services	
			403-5	Worker training on occupational health and safety	
			403-6	Promotion of worker health	
			403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
			403-8	Workers covered by an occupational health and safety management system	
			103	Training and Education-Management Approach	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance

Issue	Topic	Framework	Code	Description	Location
			404-2	Programs for upgrading employee skills and transition assistance programs	Report, Employee Development, Page 149-150
			103	Diversity and Equal Opportunity-Management Approach	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Employee Rights, Page 145-146
			103	Non-discrimination-Management Approach	
			103	Child Labor-Management Approach	
			103	Forced or Compulsory Labor-Management Approach	
			103	Security Practices-Management Approach	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Employee Health and Safety, Page 147-148
	Our Quality	HKEx ESG Guide	B6	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,	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Quality Management System, Page 151

Issue	Topic	Framework	Code	Description	Location
				labelling and privacy matters relating to products and services provided and methods of redress.	
			B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Product Quality Management, Page 152-154
			B6.2	Number of products and service related complaints received and how they are dealt with.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ Service Quality Management, Page 156-158;</li> <li>○ Number of Complaints on Products and Services, Page 178</li> </ul> </li> </ul>
			B6.4	Description of quality assurance process and recall procedures.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Product Quality Management, Page 152-154
		GRI Standards	103	Customer Health and Safety-Management Approach	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ Quality Management System, Page 151;</li> <li>○ Product Quality Management, Page 152-154</li> </ul> </li> </ul>

Issue	Topic	Framework	Code	Description	Location
			416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Product Quality Management, Page 152-154
			416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	
	Business Ethics	HKEx ESG Guide	B6	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.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Business Ethics, Page 159-167
			B6.3	Description of practices relating to observing and protecting intellectual property rights	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Intellectual Property Protection, Page 166-167

Issue	Topic	Framework	Code	Description	Location
			B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	<ul style="list-style-type: none"> <li>• <a href="#">Xiaomi Corporation Privacy Policy</a></li> <li>• <a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Information Security and Privacy Protection, Page 160-163;</a></li> <li>• <a href="#">Xiaomi Privacy</a></li> <li>• <a href="#">Xiaomi Security Center</a></li> <li>• <a href="#">Xiaomi Trust Center</a></li> </ul>
			B7	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.	<a href="#">Xiaomi Corporation 2021 Annual Report</a> <ul style="list-style-type: none"> <li>• Environmental, Social and Governance Report               <ul style="list-style-type: none"> <li>○ Anti-Corruption, Page 164-165;</li> <li>○ Anti-money Laundering, Page 165</li> </ul> </li> </ul>
			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.	<ul style="list-style-type: none"> <li>• <a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Anti-Corruption, Page 164-165;</a></li> <li>• <a href="#">Whistle-blowing Reporting platform</a></li> </ul>
			B7.2	Description of preventive measures and whistle-blowing	

Issue	Topic	Framework	Code	Description	Location
				procedures, and how they are implemented and monitored.	
			B7.3	Description of anti-corruption training provided to directors and staff.	
		GRI Standards	102-17	Mechanisms for advice and concerns about ethics	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Business Ethics, Page 159-167
			103	Anti-Corruption-Management Approach	
			205-1	Operations assessed for risks related to corruption	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Anti-Corruption, Page 164-165
			205-2	Communication and training about anti-corruption policies and procedures	
			205-3	Confirmed incidents of corruption and actions taken	
			103	Business Ethics-Management Approach	<a href="#">Xiaomi Corporation 2021 Annual Report</a> , Environmental, Social and Governance Report, Anti-monopoly and Anti-unfair Competition, Page 166
			206-1	Legal actions for anti-competitive behavior,	



Issue	Topic	Framework	Code	Description	Location
				anti-trust, and monopoly practices	
			103	Marketing and Labeling-Management Approach	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Intellectual Property Protection, Page 166-167</a>
			417-1	Requirements for product and service information and labeling	
			103	Customer Privacy-Management Approach	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Information Security and Privacy Protection, Page 160-163</a>
		SASB	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	
	Social Responsibility	HKEx ESG Guide	B8	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.	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Social Responsibility, Page 168-173</a>

Issue	Topic	Framework	Code	Description	Location
			B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Social Responsibility, Page 171-173</a>
			B8.2	Resources contributed (e.g. money or time) to the focus area.	
		GRI Standards	103	Indirect economic impacts-Management Approach	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Social Responsibility, Page 168-173</a>
			203-1	Infrastructure investments and services supported	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Social Responsibility, Page 171-173</a>
			203-2	Significant indirect economic impacts	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Social Responsibility, Page 168-173</a>
			103	Local Communities-Management Approach	
			413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Social Responsibility, Page 171-173</a>

Issue	Topic	Framework	Code	Description	Location
	Key Performance Indicators – Social	GRI Standards	102-7	Scale of the organization	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Employees, Page 175-176</a>
			102-8	Information on employees and other workers	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Employees, Page 175-176</a>
			401-1	New employee hires and employee turnover	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Employee Turnover, Page 176</a>
			403-9	Work-related injuries	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Incidence of Work Injuries, Page 177</a>
			404-1	Average hours of training per year per employee	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Training and Development, Page 177</a>
			405-1	Diversity of governance bodies and employees	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Employees, Page 175-176</a>
		SASB	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	<a href="#">Xiaomi Corporation 2021 Annual Report, Environmental, Social and Governance Report, Employees, Page 175-176</a>