



(A company controlled through weighted voting rights and incorporated in the Cayman Islands with limited liability)
(Stock Code: 2057)

LIST OF DIRECTORS AND THEIR ROLES AND FUNCTIONS

The members of the board of directors (the “**Board**”) of ZTO Express (Cayman) Inc. (the “**Company**”) are set out below.

Executive Directors

Mr. Meisong LAI (*Chairman*)
Mr. Jilei WANG
Mr. Hongqun HU

Non-executive Directors

Mr. Xing LIU
Ms. Di XU

Independent non-executive Directors

Mr. Frank Zhen WEI
Mr. Qin Charles HUANG
Mr. Herman YU
Ms. Fang XIE

The Board has four committees. The table below provides membership information of these committees on which each director of the Company serves.

| Director | Audit Committee | Compensation Committee | Nominating and Corporate Governance Committee | Environmental, Social and Governance Committee |
|-----------------------|----------------------------|-----------------------------------|--|---|
| Mr. Meisong LAI | | | | |
| Mr. Jilei WANG | | | | M |
| Mr. Hongqun HU | | | | M |
| Mr. Xing LIU | M | M | | |
| Ms. Di XU | | | | |
| Mr. Frank Zhen WEI | | C | C | |
| Mr. Qin Charles HUANG | M | M | M | M |
| Mr. Herman YU | C | | | |
| Ms. Fang XIE | | | M | C |

Notes:

C: Chairman of the relevant committee

M: Member of the relevant committee

December 31, 2025