



(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 Director

Mr. Xing LIU

Independent non-executive Directors

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		
Mr. Qin Charles HUANG	M	M	C	M
Mr. Herman YU	C		M	
Ms. Fang XIE		C	M	C

Notes:

C: Chairman of the relevant committee

M: Member of the relevant committee

May 20, 2026