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S.F. Holding Co., Ltd.
順豐控股股份有限公司
(A joint stock company incorporated in the People's Republic of China with limited liability)
(Stock Code: 6936)

OVERSEAS REGULATORY ANNOUNCEMENT

This announcement is made pursuant to the disclosure requirements under Rule 13.10B of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

According to the relevant regulations of the People's Republic of China, S.F. Holding Co., Ltd. (the "**Company**") had published the following announcement on the website of the CNINFO (www.cninfo.com.cn), as attached below for reference only.

By Order of the Board
S.F. Holding Co., Ltd.
GAN Ling
Joint Company Secretary

Shenzhen, the PRC, December 8, 2025

As at the date of this announcement, the Board of the Company comprises Mr. Wang Wei as chairman and executive director, Mr. Ho Chit, Ms. Wang Xin and Mr. Xu Bensong as executive directors; and Mr. Chan Charles Sheung Wai, Mr. Lee Carmelo Ka Sze and Dr. Ding Yi as independent non-executive directors.

证券代码：002352　　证券简称：顺丰控股　　公告编号：2025-092

顺丰控股股份有限公司
关于第七届董事会董事薪酬方案的公告

公司及董事会全体成员保证信息披露的内容真实、准确、完整，没有虚假记载、误导性陈述或重大遗漏。

顺丰控股股份有限公司（以下简称“公司”或“顺丰控股”）于 2025 年 12 月 8 日召开第六届董事会第二十六次会议，审议了《关于第七届董事会董事薪酬方案的议案》。根据《公司法》《公司章程》《公司董事及高级管理人员薪酬管理制度》等相关规定，并结合公司实际经营情况，第七届董事会董事薪酬方案如下：

一、本方案适用对象

公司第七届董事会全体董事。

二、董事薪酬方案

1、非独立董事

公司非独立董事不领取董事津贴。

在公司担任除董事职务以外的其他职务的非独立董事（包括职工代表董事），依据其在公司所从事的具体岗位和担任的职务对应的薪酬与考核管理办法领取相应的薪酬，不额外领取董事津贴。

2、独立董事

公司独立董事津贴标准为人民币 90 万元/年/人（税前）。

三、本方案适用期限

本方案适用期限自股东大会批准本方案之日起至新的薪酬方案获批通过之日止。

特此公告。

顺丰控股股份有限公司

董　事　会

二〇二五年十二月八日