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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)

ELECTION OF EMPLOYEE REPRESENTATIVE DIRECTOR

S.F. Holding Co., Ltd. (the "**Company**", and together with its subsidiaries, the "**Group**") convened the 2025 second extraordinary general meeting on December 30, 2025, at which the resolution on the proposed amendments to the articles of association of the Company (the "**Articles of Association**") was considered and approved. In accordance with the Articles of Association as amended at the aforementioned extraordinary general meeting, the number of members of the board of directors (the "**Board**") shall be amended from "7" directors to "6" directors, including one employee representative director who will be elected by the employee representatives meeting of the Company.

The Board announces that the Company convened an employee representatives meeting (the "**Employee Representatives Meeting**") on December 30, 2025. Mr. Xu Bensong was duly elected through democratic voting at the Employee Representatives Meeting as an employee representative director of the seventh session of the Board. Mr. Xu Bensong possesses the qualifications for the position of director as stipulated in the Company Law of the PRC, the amended Articles of Association and other regulations. Mr. Xu Bensong will serve together with the other non-employee representative directors of the Company to form the seventh session of the Board and his tenure will commence from the date of the Employee Representatives Meeting and continue until the expiry of the term of office of the seventh session of the Board. The Company has entered into a service contract with Mr. Xu Bensong. As an executive director of the Company, Mr. Xu Bensong shall not receive any directors' fees for his directorship and he shall receive salary and emoluments on the basis of his position and job responsibilities.

The biography of Mr. Xu Bensong is as follows:

Mr. Xu Bensong, aged 40, obtained a master's degree in Business Administration from Sichuan University and an executive master of Business Administration (EMBA) degree from Peking University. Mr. Xu joined the Group in 2007 and successively held various positions, including the operation manager of Yunnan district, senior operation manager of Sichuan district, general manager of Chongqing district, head of Group sales center, general manager of Beijing district, assistant chief operating officer and chief marketing officer. He has been vice president of S.F. Airlines Co., Ltd* (順豐航空有限公司) since July 2025 and an executive director of the Company since October 2024.

As of the date of this announcement, Mr. Xu Bensong directly holds 54,200 A shares of the Company, and holds interests in share options for 136,000 A shares of the Company. Mr. Xu was also granted 700,000 virtual share units under the S.F. Holding Co., Ltd. Employees "Grow Together" Shareholding Scheme (A Shares) (順豐控股股份有限公司「共同成長」持股計劃(A 股)).

Mr. Xu Bensong has confirmed that, save as disclosed above, as at the date of this announcement, (1) he has not held any other directorships in other listed public companies in the past three years, and he does not hold any other major appointments or professional qualifications; (2) he does not have any relationships with any directors, supervisors, senior management, substantial shareholders or controlling shareholders of the Company and any of its subsidiaries; (3) he does not hold any interest in the shares of the Company within the meaning of Part XV of the Hong Kong Securities and Futures Ordinance; and (4) there is no other information that needs to be disclosed pursuant to any of the requirements under Rule 13.51(2)(h) to (v) of the Listing Rules, nor is there any other matter relating to the election that needs to be brought to the attention of the shareholders of the Company.

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

Shenzhen, the PRC, December 30, 2025

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

* *For identification purpose only*