ZTO Express (Cayman) Inc.
中通快遞(開曼)有限公司
(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. 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. 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

March 18, 2026