

## ZTO Environmental Policy

As a leading express delivery company in China, ZTO Express recognizes the importance of environmental responsibility alongside providing efficient logistics services. This environmental policy aims to guide the company towards sustainable development in its operations and minimize adverse environmental impacts.

### 1. Environmental Management Principles

- (1) Commitment to comply with national and local environmental laws and regulations.
- (2) Dedication to continuous improvement of environmental performance in alignment with international standards such as ISO 14001.
- (3) Establishment of specific environmental objectives and targets to ensure ongoing enhancement of environmental performance.
- (4) Each department and management center of the company is responsible for implementation, with regular reporting to the ESG Committee on progress, environmental performance, and issues including infringements and non-compliance.
- (5) Commitment to minimizing environmental impact across all production and operational activities.

### 2. Environmental Management Measures

- (1) Implementation of transparent and compliant measures for pollutant management, including effective control of wastewater, emissions, and waste.
- (2) Encouragement of resource recycling, optimization of packaging materials, and increased recycling rate of waste by-products.
- (3) Measures to reduce greenhouse gas emissions, such as using renewable energy sources and enhancing energy efficiency.
- (4) Implementation of biodiversity protection measures within operations and the supply chain.
- (5) Timely detection, reporting, investigation, and resolution of all environmental incidents.
- (6) Establishment of committees to oversee environmental management affairs and ensure policy implementation.

---

### **3. Awareness and Advocacy**

(1) Regular environmental awareness campaigns and training for employees to enhance environmental consciousness.

(2) Promotion of this environmental policy through internal and external channels to increase stakeholders' awareness of the company's environmental responsibilities.

(3) Collaboration with business partners to address environmental issues and jointly assume environmental responsibilities.

### **4. Policy Review and Updates**

The company will conduct regular annual reviews and updates of this environmental policy to ensure alignment with the latest legal requirements, business developments, and industry best practices.

### **5. Biodiversity and Forest Conservation**

(1) Commitment required of the company and value chain to avoid conducting business activities near areas of global or national importance for biodiversity.

(2) Conducting biodiversity risk assessments at operational sites and developing risk prevention measures and contingency plans accordingly. Setting biodiversity-related goals for priority areas based on risk assessment data, striving for no net loss.

(3) Commitment to achieve a net positive impact on biodiversity, avoiding or minimizing sourcing from biodiversity-sensitive areas, and ensuring ecological protection and restoration during project construction and operation.

(4) Implementation of a no-deforestation policy, committing to refrain from gross deforestation.

(5) Engaging stakeholders on biodiversity issues to enhance awareness of biodiversity values among employees, shareholders, partners, suppliers, customers, and the entire industry.

### **6. Scope of Commitment**

This policy covers, but is not limited to:

- Production, operations and business facilities
- Products and services
- Distribution and logistics

- 
- Waste management
  - Suppliers, service providers and contractors
  - Other key business partners
  - Due diligence, mergers and acquisitions

This environmental policy has been endorsed by the company's Board of Directors and executive management and will be implemented across the entire organization.