FedEx Alert Line Global Privacy Notice

Introduction

Your trust matters to us. That is why we protect your personal data and use it responsibly whether you are an employee, customer, vendor, or other third party. At FedEx, we are committed to protecting your privacy and the security of your personal data. We have created this FedEx Alert Line Global Privacy Notice ("**Privacy Notice**") to explain how we collect and use personal data ("**Personal Data**") submitted through the FedEx Alert Line.

The FedEx Alert Line is a confidential web- and phone-based intake system provided by FedEx Corporation, Inc. and its affiliates to its employees, customers, vendors, service providers, and any other persons interacting with FedEx (including members of the public) ("**Reporters**") for reporting suspected violations of laws or regulations, violations of the FedEx Code of Conduct, other unethical or unsafe behavior, or certain matters included within the scope of an applicable whistleblowing law ("**Misconduct**").

Last Updated: October 2026

This Privacy Notice is not a contract and does not create any legal rights or obligations.

When this Privacy Notice mentions "FedEx," "we," "us," or "our" it refers to the FedEx company that is deciding on the purposes and means of the processing of your Personal Data. For current and former employees, this is primarily the local FedEx company where you are or were employed, but it may also include our affiliates as described below.

For customers, vendors, service providers, other third parties, or members of the public, if you reside in Europe, FedEx Express International B.V. (located in Hoofddorp, The Netherlands) controls your Personal Data. For all other locations, FedEx Corporation, Inc. (located in Memphis, Tennessee, United States) controls your Personal Data.

If there is a conflict or difference between the terms of this Privacy Notice and the terms for a country, territory, or U.S. state listed in the **Specific Country/Territory/U.S. State Provisions** section, the terms under that section are controlling.

Contact Information

If you have any questions regarding the processing of your Personal Data, FedEx is available to respond. You can contact your local FedEx resource directly with any concerns or questions about our Privacy Notice and information practices at the contact information below. If you live or work in a state or country/territory which allows you to request access to or deletion of your Personal Data, you may do so by completing our form here. You can also find the request form in our Trust Center at the bottom of the landing page.

FedEx Company	Mailing Address	Phone Number
FedEx Corporation, Inc.*	Attn: Legal Department – Compliance 3660 Hacks Cross Rd Building F, 3rd Floor Memphis, TN 38125 United States	1-800-463-3339
Federal Express Corporation**	Attn: Legal Department 3620 Hacks Cross Rd Building B, 3rd Floor Memphis, TN 38125 United States	+1 901-434-8600
FedEx Express International B.V.	Attn: Legal Department Taurusavenue 125 2132 LS Hoofddorp The Netherlands	1-800-463-3339

*Includes FedEx Logistics

**Includes the following affiliates: FedEx Office, FedEx Dataworks, and FedEx RouteSmart.

Use of the FedEx Alert Line

The FedEx Alert Line is one of FedEx's regular reporting channels under the FedEx Global Policy on Reporting Concerns which allows individuals to report confidentially about suspected Misconduct. Use of the FedEx Alert Line by a Reporter is optional and entirely voluntary.

Information you provide through the FedEx Alert Line may result in decisions affecting others. Therefore, you should only provide information that, to the best of your knowledge, is correct and factual and directly related to the matter(s) you report. FedEx strictly prohibits retaliation for any report made in good faith, even if it later turns out to be factually incorrect. However, knowingly providing false or misleading information may result in adverse consequences, including disciplinary action for employees or contract termination for vendors.

Overview

This Privacy Notice answers the following questions:

1. Does this Privacy Notice apply to you?
2. What Personal Data does FedEx collect?
3. Why does FedEx process Personal Data?
4. Who has access to your Personal Data?
5. How long will FedEx retain your Personal Data?

6. What measures does FedEx take to protect your Personal Data?
7. Where does FedEx store or transfer your Personal Data?
8. What rights can you exercise in relation to your Personal Data?
9. What if you have other questions or concerns?
10. Will there be updates to this Privacy Notice?

1. Does this Privacy Notice apply to you?

This Privacy Notice applies to any Reporter who submits a report of suspected Misconduct to FedEx using the FedEx Alert Line process or any other reporting channel, to any individual(s) identified as the subject of a report of Misconduct, and to other individual(s) identified in the report of Misconduct or subsequent review or investigation of the report.

2. What Personal Data does FedEx collect?

We collect Personal Data that you provide when submitting a report or during the investigation, which may include:

- Information about you: If you choose not to report anonymously, your name, contact details (such as email, phone number, and address), and your relationship to FedEx. If you are a current or former FedEx employee, this may also include basic human resources information like your business unit or group, job title/description, FedEx ID number, and work location.
- Information about others: The names, positions, and other similar personal information about individuals named in your report.
- Details of the report: A description of the suspected Misconduct, including all relevant facts, details, and any evidence gathered during an investigation.

In addition to the above categories of Personal Data, depending on your relationship to FedEx and the nature of the Misconduct reported, we may collect other types of information which could contain Personal Data. Examples include social media posts reported by others or publicly available, information related to shipments or services (e.g., shipment tracking number, routing information, location data, and invoicing/billing), or contract details and invoicing/billing for vendors or other contracted third parties.

Special Categories of Personal Information

You should not provide special categories of personal information, such as racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, government identifiers, or details of intimate life about yourself or another person, unless this information is a key element of your report.

3. Why does FedEx process Personal Data?

In connection with managing and administering the FedEx Alert Line process and investigating potential reports of Misconduct raised through this process or other reporting channels, FedEx will collect, use, store, or process your Personal Data in accordance with applicable law and within the framework of responsible, efficient, and effective business management, as set forth below.

Legal Bases

FedEx will process your Personal Data based on one of the following legal bases:

- The processing is necessary for us to comply with our legal obligations;
- The processing is necessary to protect your vital interest or those of other individuals;
- The processing is necessary for the legitimate interests of FedEx, except where such interests are overridden by your interests for fundamental rights and freedoms; or
- Where appropriate and required, we will ask for your consent.

Where the law of your country/territory does not recognize one or more of the legal bases above (for example, legitimate interests), FedEx relies only on the legal bases recognized under that law, including as further described in the **Specific Country/Territory/U.S. State Provisions** below.

Business Purposes

FedEx will process your Personal Data if the processing falls within the scope of one of the following legitimate Business Purposes:

- Human resources and personnel management – This includes processing to effectuate the employer-employee relationship through conducting workplace investigations, which covers receiving, tracking, and investigating reports of potential Misconduct by or against employees and determining and implementing appropriate remedial actions;
- Business process execution, internal management, and management reporting – This includes activities such as managing company assets, conducting internal audits and investigations, implementing remedial actions or business controls, and processing Personal Data for management reporting and analysis (e.g., conduct investigations into shipping accounts to detect fraud);
- Health, safety, and security – This purpose addresses activities such as those involving health and safety, workplace injuries, vehicle accidents, the protection and safety of FedEx employees and FedEx employees' assets and information, as well as the authentication of employee status and access rights;

- Protecting the vital interests of individuals – This includes processing Personal Data when necessary to protect your vital interests or those of other individuals; or
- Compliance with legal obligations - This addresses the processing of Personal Data to comply with or investigate compliance with laws, regulations, and sector specific guidelines to which FedEx is subject and the processing of Personal Data necessary for compliance with or investigating compliance with internal FedEx policies and procedures. This includes processing necessary to respond to legal claims and disputes or as part of whistleblowing obligations under applicable law.

4. Who has access to your Personal Data?

FedEx shares your Personal Data identified in response to Question 2 above with third parties in the following circumstances:

- With those authorized FedEx employees who need it to perform their duties in connection with the review or investigation of the potential Misconduct or other job duties (e.g., reporting and analytics). This may include individuals in Compliance, Human Resources, Legal, Internal Audit, Security, Finance, or management.
- With its affiliates, operating groups, subsidiaries, and divisions or with other third parties for the purposes listed in response to Question 3 above, including external advisors or vendors who assist us with investigations or the administration of the FedEx Alert Line. Where appropriate, FedEx will require external third parties to conduct activities in a manner consistent with FedEx policies and guidelines relating to data protection and confidentiality.
- With data processes or sub-processors, i.e., parties processing Personal Data on our behalf. In such cases, FedEx only allows these third parties to use your Personal Data for the purposes described above and only in accordance with our instructions. FedEx will only use processors which provide sufficient guarantees to implement appropriate technical and organizational measures and ensure the protection of the rights of data subjects.
- When required to do so by law, court order, or other legal process (e.g., law enforcement agencies or other governmental agencies) to establish or exercise our legal rights (e.g., litigation) or in connection with a corporate transaction, such as a divesture, merger, consolidation, or asset sale, or in the unlikely event of bankruptcy.

FedEx does not sell Personal Data you submit via the FedEx Alert Line for monetary or other valuable consideration. We also do not share Personal Data that you submit via the FedEx Alert Line for the purposes of advertising to you based on your interactions across multiple businesses.

Notifying Subjects of Reports

FedEx will not disclose a Reporter's identity to the individual(s) who are the subject(s) of the report, except where required by law.

FedEx will notify any person who is the subject of the report as soon as practical, unless FedEx needs to delay notice to protect the integrity of the investigation. The subject of the report will have a fair opportunity to address the allegations and may have the right to access information concerning the report and request correction of inaccurate data, in accordance with applicable law.

5. How long will FedEx retain your Personal Data?

We will retain your Personal Data no longer than necessary for the purpose(s) for which we process your Personal Data and in accordance with applicable law and the FedEx Record Retention Schedule. If a report leads to disciplinary or legal proceedings, FedEx will retain the relevant Personal Data until those proceedings have concluded and for any additional period required under applicable law, the FedEx Record Retention Schedule, or another lawful purpose. After the retention period, FedEx will delete or anonymize your Personal Data, unless we need to retain it for another legitimate purpose. We will only do so if we have legal ground to retain your Personal Data. FedEx will also ensure the Personal Data is only used for that other purpose.

6. What measures does FedEx take to protect your Personal Data?

FedEx maintains legal, technical, and organizational measures to protect your Personal Data against accidental or unlawful processing, including protecting your Personal Data against unauthorized access, maintaining the confidentiality, integrity, and availability of your Personal Data, and training personnel on information security requirements.

However, no security measure can guarantee against compromise. Current employees have a significant role in protecting their Personal Data. FedEx expects employees to follow FedEx Information Security Standards, located by searching keyword "standards." If you have a reason to believe your Personal Data has been compromised, please contact us as detailed above.

7. Where does FedEx store or transfer your Personal Data?

Since FedEx operates in many countries around the world and has international systems for employees in place, we may need to transfer your Personal Data to locations outside the country/territory where you reside. In any case where we transfer Personal Data, FedEx will ensure that such a transfer is subject to appropriate safeguards. For Personal Data originating in the European Economic Area, the FedEx Binding Corporate Rules govern internal FedEx transfers. Transfers to third parties (outside the European Economic Area) are governed by a contract based on the model contractual clauses for data transfers approved by the European Commission or other appropriate safeguards. For Personal Data

originating in other countries, FedEx implements the transfer safeguards required under applicable local law, such as standard contractual clauses issued or recognized by local authorities, your consent where required, or other lawful transfer mechanisms, including as further described in the Specific Country/Territory/U.S. State Provisions below. For more detailed information about these safeguards, please contact us as described above.

8. What rights can you exercise in relation to your Personal Data?

Based on the law applicable to the use of your Personal Data, you may have rights that you can exercise in relation to your Personal Data. In some cases, FedEx may not be required to completely comply with your request, for example because such rights may be conditional or because we must balance your rights against our rights and obligations to process your Personal Data and to protect the rights and freedoms of others. Below are several of the rights you may have in relation to your Personal Data:

Right of access

You may be entitled to a copy of the Personal Data we hold about you and to learn details about how we use it. FedEx will usually provide your Personal Data to you digitally. We may require you to prove your identity before providing the requested information.

Right to rectification

We take reasonable steps to ensure that the information we hold about you is accurate and complete. However, if you believe this is not the case, you may have the right to request to amend any incomplete or inaccurate Personal Data we process about you.

Right to deletion

You may have the right to ask us to erase your Personal Data, for example where the Personal Data we collected is no longer necessary for the original purpose, where Personal Data has become obsolete, or where you withdraw your consent (if we are processing your Personal Data based on consent). However, FedEx must balance your request against other factors. For example, we may not be able to comply with your request due to certain legal or regulatory obligations.

Right to restriction of processing

You may be entitled to ask us to (temporarily) stop using your Personal Data, for example where you think the Personal Data we hold about you may be inaccurate or where you think that we no longer need to use your Personal Data.

Right to data portability

You may have the right to ask that we transfer Personal Data that you have provided to us to a third party of your choice. You can only exercise this right when you have provided the Personal Data to us, and when we are processing that data by automated means based on your consent or to perform our obligations under a contract with you.

Right to object

You may have the right to object to processing which is based on our legitimate interests. In these situations, we will no longer process the Personal Data on that basis when you file an objection based on your grounds relating to your situation, unless we have a compelling legitimate ground for the processing.

Right to appeal

If we deny your request, you may be entitled to submit an appeal. If so, FedEx will include instructions on how to submit an appeal in our response to you explaining why we denied your request.

Right to withdraw consent

We may ask for your consent to process your Personal Data in specific cases. When we do this, you have the right to withdraw your consent at any time. FedEx will stop further processing as soon as possible after the withdrawal of your consent. However, this does not affect the lawfulness of the processing before you withdrew consent.

To exercise any of these rights, please contact us by using the contact information provided at the top of this Privacy Notice or click here to submit a request. If your request pertains to Alert Line data, please explicitly state this when submitting your request. We will process your request free of charge, although FedEx may apply a reasonable fee to requests that are manifestly unfounded or excessive.

9. What if you have other questions or concerns?

You can direct questions or concerns regarding the processing of your Personal Data to FedEx by using the contact information provided at the top of this Privacy Notice.

You also have the right to lodge a complaint with the competent (local) data protection or government authority in the jurisdiction where you work, where you live or where an alleged infringement takes place. For individuals in the European Economic Area or Switzerland, the lead supervisory authority for FedEx is the Dutch Data Protection Authority (Dutch DPA), unless the alleged infringement is purely a local matter. You can find a listing of the European Data Protection Authorities here.

10. Will there be updates to this Privacy Notice?

FedEx may update this Privacy Notice from time to time. If an amendment to this Privacy Notice will have a serious impact to FedEx employees, we will endeavor to inform you about such amendments proactively or by posting a log of changes made.

Specific Country/Territory/U.S. State Provisions

The terms listed below for a specific country, territory, or U.S. state control in the event they conflict with or are different from the terms in the Privacy Notice above.

Argentina

For individuals located in Argentina, the processing of Personal Data under the FedEx Alert Line is subject to the provisions of Personal Data Protection Law No. 25,326 and its complementary regulations. The *Agencia de Acceso a la Información Pública* (AAIP) is the competent supervisory authority responsible for overseeing compliance with applicable data protection requirements and addressing complaints or claims from data subjects. Personal Data collected through the FedEx Alert Line may be processed, accessed, or stored in jurisdictions outside Argentina as part of FedEx's global compliance, investigation, and reporting processes. Where Personal Data originating in Argentina is transferred internationally, FedEx will ensure that such transfers are carried out in accordance with Argentine data protection requirements. In particular, transfers will be made to jurisdictions recognized as providing an adequate level of data protection by applicable Argentine regulations, or pursuant to appropriate contractual safeguards and other legally recognized mechanisms that ensure the protection of the transferred data. In those circumstances where required under Argentine law, FedEx will obtain the data subject's consent or rely on another applicable legal basis permitting the transfer.

Australia

If you are located in Australia, the Australian Whistleblowing Policy - available at (www.fedex.com.au) – may apply to reports of Misconduct submitted through the FedEx Alert Line process. We can only receive and process reports where you identify yourself if you agree to the following: The confidential processing of your Personal Data is important to FedEx. FedEx will only process your Personal Data to review, investigate, or respond to the issues you identify. FedEx may need to provide your Personal Data to investigators, witnesses we need to interview, internal or external lawyers, or FedEx management. By proceeding with a report where you identify yourself, you agree that your identity may be disclosed as necessary to those parties involved in assessing, investigating, and/or managing your report. If you do not consent, you may use one of FedEx's other reporting channels under the Australian Whistleblowing Policy. For more information on our local privacy policy, please refer to: www.fedex.com/en-au/privacy-policy.html.

Bahamas

If you are located in The Bahamas, FedEx processes your Personal Data in accordance with applicable Bahamian data protection laws. Personal Data collected through the FedEx Alert Line will be processed only for the purposes described in this Privacy Notice and subject to appropriate technical and organizational safeguards. Where Personal Data is transferred outside of The Bahamas, FedEx will implement appropriate safeguards consistent with applicable law. You may exercise any rights available under applicable Bahamian law by contacting us using the information provided above.

Bermuda

If you are located in Bermuda, FedEx processes your Personal Data in accordance with the Personal Information Protection Act 2016 (PIPA). FedEx will process Personal Data only for lawful purposes related to the administration of the Alert Line and the investigation of reported misconduct. Personal Data may be transferred outside Bermuda where appropriate safeguards are in place and where such transfers are permitted under PIPA. Individuals may contact FedEx using the information above regarding access to or correction of their Personal Data as permitted by applicable law.

Chile

If you are located in Chile, the processing of Personal Data through the FedEx Alert Line is subject to Law No. 19,628 on the Protection of Private Life and other applicable Chilean regulations. FedEx may process Personal Data for purposes including compliance with legal and regulatory obligations, internal investigations, fraud prevention, corporate governance, protection of company assets, and the establishment, exercise, or defense of legal claims. Data subjects may exercise the rights recognized under Chilean law, including rights of access, rectification, deletion, and blocking. Personal Data originating in Chile may be transferred abroad subject to appropriate safeguards and in accordance with applicable Chilean legal requirements.

China

Where the processing of your Personal Data is subject to the Personal Information Protection Law (PIPL) of the People's Republic of China (PRC) and related PRC regulations, FedEx processes your Personal Data in accordance with such laws and regulations. To the extent there is any conflict or inconsistency between this Notice and applicable PRC law, applicable PRC law shall prevail. FedEx processes Personal Data as necessary for human resources management pursuant to lawfully adopted employment rules and policies (where applicable), compliance with legal obligations, internal compliance and misconduct investigations, the protection of FedEx's legitimate rights and interests, the performance or administration of contractual or business relationships, and other lawful bases recognized under applicable law. Where FedEx processes sensitive personal information contained in a report or provides or transfers your Personal Data outside of mainland China

(including to our Alert Line service provider and to FedEx Corporation, Inc. in the United States), FedEx will comply with applicable requirements under Chinese law, including obtaining consent where required and implementing an applicable lawful transfer mechanism. You may exercise your rights of access, correction, copying, and deletion, withdraw your consent, and request an explanation of our processing rules by contacting us as described above. Such rights may be subject to limitations or exceptions permitted under applicable law, including where necessary to preserve the integrity of an investigation, protect reporters or witnesses, maintain legal privilege, comply with legal obligations, or establish, exercise, or defend legal claims. For more information on our local privacy policy, please refer to: www.fedex.com/en-cn/privacy-policy.html.

Colombia

If you are located in Colombia, FedEx processes your Personal Data in accordance with Law 1581 of 2012, Decree 1074 of 2015, and the related instructions of the Superintendence of Industry and Commerce (SIC). FedEx will generally rely on your prior, express, and informed authorization to collect and process your Personal Data, together with the other legal bases recognized under Colombian law, such as compliance with a legal obligation, the exercise or defense of rights, and the protection of vital interests. Because a report may contain sensitive data (datos sensibles), FedEx processes such data only where you have given explicit authorization or another exception under Law 1581 of 2012 applies. Where FedEx transfers your Personal Data to a country that the SIC does not regard as providing an adequate level of protection – including to FedEx Corporation, Inc. in the United States – FedEx relies on your authorization or another exception under Article 26 of Law 1581 of 2012, on a declaration of conformity (declaración de conformidad) issued by the SIC where applicable, and/or on the standard contractual clauses adopted by the SIC in External Circular 003 of 2025 as an additional safeguard. You may exercise your rights to know, access, update, rectify, and delete your Personal Data and to revoke your authorization by contacting us as described above, and you may file a claim with the SIC. For more information on our local privacy policy, please refer to: www.fedex.com/es-co/privacy-policy.html.

Costa Rica

If you are located in Costa Rica, FedEx processes your Personal Data in accordance with Law No. 8968 on the Protection of the Person in the Processing of their Personal Data and its regulations, under the supervision of the Agency for the Protection of the Data of the Inhabitants (PRODHAB). FedEx will obtain your informed, express consent where required, unless an exception under Law No. 8968 applies (for example, where the processing is necessary for FedEx to comply with a legal obligation or to exercise or defend a right in administrative or judicial proceedings). FedEx applies heightened protection to sensitive data and will transfer your Personal Data outside of Costa Rica only with the safeguards required under Law No. 8968. You may exercise your rights of access, rectification, and deletion, and to limit or object to the processing of your Personal Data, by contacting us as

described above, and you may approach PRODHAB. For more information on our local privacy policy, please refer to: www.fedex.com/es-cr/privacy-policy.html.

Dominican Republic

If you are located in the Dominican Republic, FedEx processes your Personal Data in accordance with Law No. 172-13 on the Comprehensive Protection of Personal Data, which gives effect to the right to honor, privacy, and informational self-determination recognized in Article 44 of the Constitution. FedEx will rely on your consent or another basis permitted by Law No. 172-13 to process your Personal Data, including any sensitive data contained in a report. FedEx will transfer your Personal Data outside of the Dominican Republic only where you have consented, where the transfer is necessary to perform a contract, where it is justified under an international treaty, or where another basis under Law No. 172-13 applies. You may exercise your rights of access, rectification, and deletion, including through the constitutional habeas data action, by contacting us as described above. For more information on our local privacy policy, please refer to: www.fedex.com/es-do/privacy-policy.html

Ecuador

If you are located in Ecuador, the processing of Personal Data through the FedEx Alert Line will be carried out in accordance with the Organic Law on Personal Data Protection and applicable regulations. FedEx may process Personal Data for purposes including internal investigations, compliance with legal and regulatory obligations, fraud prevention, corporate governance, and the establishment, exercise, or defense of legal claims. To the extent sensitive personal data is processed in connection with reports or investigations, such processing will be limited to what is necessary and permitted by applicable law. Personal Data may be transferred internationally subject to appropriate safeguards and in compliance with Ecuadorian legal requirements. Where the Alert Line is administered by a third-party provider, the provider will act solely as a data processor on behalf of and under the instructions of FedEx.

India

If you are located in India, FedEx processes your Personal Data in accordance with applicable Indian law, including, as its provisions come into force, the Digital Personal Data Protection Act, 2023 (DPDP Act) and the rules made under it. Where the DPDP Act applies, FedEx will process your digital Personal Data for the purposes described in this Privacy Notice based on your consent or another ground recognized under the DPDP Act, and you may exercise your rights of access, correction, erasure, and grievance redressal by contacting us as described above. Where your personal information is transferred outside of India, such transfers will be made in accordance with the DPDP Act. For more information on our local privacy policy, please refer to: www.fedex.com/en-in/privacy-policy.html.

Japan

If you are located in Japan, FedEx handles your Personal Data in accordance with the Act on the Protection of Personal Information (APPI). FedEx will obtain your consent where required before acquiring special care-required personal information or before providing your Personal Data to third parties, including recipients located outside of Japan, unless an exception under the APPI applies. If your report is covered by the Whistleblower Protection Act of Japan, the persons designated by FedEx to handle whistleblowing reports are subject to a statutory duty not to disclose information identifying you without a legitimate reason. For more information on our local privacy policy, please refer to: www.fedex.com/en-jp/privacy-policy.html.

Mexico

If you are located in Mexico, you, as the holder of your personal information may exercise before the Data Privacy Department of FedEx, the rights of access, rectification, cancellation, and opposition, as follows:

- Right to Access- consists in being informed about your personal information contained in FedEx databases, for which purposes it is used, how it was obtained and the communications exchange it has been subject of.
- Right to Rectify- you have the right to have your personal information corrected and/or updated if they are inaccurate or incomplete. You will have the obligation to inform FedEx about changes to your personal data when such changes are only of your knowledge and attributable to you.
- Right to Cancel- you have the right to have your personal information be eliminated from FedEx databases. This request will result in a lockout period after which the removal of the information will proceed. There are cases where the cancellation is not possible in terms of the Federal Law of Protection of Personal Information Held by Private Parties and other applicable legal provisions.
- Right to Oppose- you have the right to oppose because of any legitimate reason to the processing of personal information by FedEx. In cases where the opposition is related to the reception of certain communications, the same will provide you with the option to have your information eliminated from the distribution list. FedEx will make available formats to perform access, rectification, cancellation, and opposition requests on its website: fedex.com/mx.

Panama

If you are located in Panama, FedEx processes your Personal Data in accordance with Law 81 of 2019 on the Protection of Personal Data and Executive Decree 285 of 2021, under the oversight of the National Authority for Transparency and Access to Information (ANTAI). FedEx will rely on your consent or another lawful basis recognized under Law 81 to

process your Personal Data, including any sensitive data contained in a report. Where FedEx transfers your Personal Data outside of Panama, it will do so in accordance with the cross-border transfer requirements of Law 81 and its regulations. You may exercise your rights of access, rectification, cancellation (deletion), opposition, and portability by contacting us as described above, and you may file a complaint with ANTAI. For more information on our local privacy policy, please refer to: www.fedex.com/es-pa/privacy-policy.html.

New Zealand

If you are located in New Zealand, FedEx handles your Personal Data in accordance with the Privacy Act 2020, including the Information Privacy Principles. Where FedEx collects Personal Data about you indirectly (for example, where you are named in a report made by someone else), FedEx will take reasonable steps to make you aware of the collection where required by the Privacy Act, unless an exception applies, such as where notification would prejudice the purpose of the collection or endanger the safety of any person. If your report concerns serious wrongdoing, the Protected Disclosures (Protection of Whistleblowers) Act 2022 also limits disclosure of information that might identify you, subject to limited exceptions. Where your personal information is transferred outside of New Zealand, such transfers will be made in accordance with applicable law. For more information on our local privacy policy, please refer to: www.fedex.com/en-nz/privacy-policy.html.

South Africa

If you are located in South Africa, FedEx processes your Personal Data in accordance with the Protection of Personal Information Act, 2013 (POPIA). Reports may contain special Personal Data, including information about alleged criminal behavior, which FedEx processes only where POPIA permits, including where the processing is necessary for the establishment, exercise, or defence of a right or obligation in law. Where your personal information is transferred outside of South Africa, such transfers will be made in accordance with POPIA. You may exercise your rights of access, correction, and deletion by contacting us as described above. For more information on our local privacy policy, please refer to: www.fedex.com/en-za/privacy-policy.html.

South Korea

If you are located in the Republic of Korea (Korea), FedEx processes your Personal Data submitted through the FedEx Alert Line process in accordance with the Personal Information Protection Act of Korea (PIPA) and other applicable Korean privacy laws. Depending on the nature of the report, Personal Data may be collected, used, retained, accessed, transferred, or otherwise processed for the purposes of receiving, reviewing, investigating, and resolving reports of Misconduct, complying with legal and regulatory obligations, protecting FedEx's legal rights and interests, and taking appropriate remedial or disciplinary action. Where Personal Data is transferred outside Korea or made accessible to FedEx affiliates, service providers, or other recipients located outside Korea,

FedEx will take steps required under applicable Korean law, including providing required information regarding the recipient, country, purpose of transfer, transferred items, transfer method, retention/use period, and available safeguards or rights, as applicable. For more information on our local privacy practices in Korea, please refer to: www.fedex.com/en-kr/privacy-policy.html.

United States – California

If you reside in California, FedEx must provide additional information to you about how we use and disclose your Personal Data, and you may have additional rights about how we use your Personal Data. We have included this California-specific information below. This section only applies if and to the extent that you are a "Consumer," as defined under the California Consumer Privacy Act (CCPA), as amended.

Consistent with the "What Personal Data does FedEx collect?" section above, FedEx collects certain categories and specific pieces of information about individuals considered "Personal Data" in California, including professional and employment-related information. The sources from which we collect your Personal Data can include the following categories: you, your former or current co-workers, and other third parties during an investigation.

We collect and disclose your Personal Data as described in "Who has access to your Personal Data?" for the business and commercial purposes described in the "Why does FedEx process Personal Data?" sections above. The entities to whom we disclose your Personal Data can include the following categories of Third Parties: government agencies, drug screening companies, companies engaged in the administration of benefits (e.g., retirement, insurance, etc.), third parties engaged in the provision of legal services, our affiliates, and other entities or individuals involved in the investigation of a report of Misconduct.

Consistent with the "Why does FedEx process Personal Data?" section, FedEx only uses and discloses your Sensitive Personal Data (as defined in the CCPA) for purposes authorized by subsection (a) of Section 1798.121 of the CCPA and section 7027(m) of the CCPA regulations. Consistent with Section 4 (Who has access to your Personal Data?), we do not "Sell" or "Share" your Personal Data (including Sensitive Personal Data) that you submit through the FedEx Alert Line and have not done so in the previous twelve months.

Subject to certain exceptions, as a California Consumer, you have the following rights regarding your Personal Data:

Right of access

Subject to applicable law, you may inspect or receive a copy of your personnel record and payroll records, which contain personal information about you.

Right to correction

We take reasonable steps to ensure the Personal Data we hold about you is accurate and complete. However, if you believe the Personal Data we maintain about you is inaccurate, you may request that we correct any inaccurate Personal Data we process about you, considering the nature and purposes of the processing of the Personal Data. We reserve the right to conduct an analysis of whether the information we hold concerning you is accurate considering the totality of the circumstances.

Right to erasure

You may have the right to ask us to erase your Personal Data, subject to certain exceptions. For example, we may not be able to comply with your request due to certain legal or regulatory obligations. Additionally, and to the extent permitted by applicable law, FedEx may need to retain some of your Personal Data where strictly necessary for us to fulfill the purposes described in this Privacy Policy.

Should you wish to request the exercise of your rights as detailed above regarding your Personal Data, we will not discriminate or retaliate against you. To exercise these rights, you can use our Online Request Form or contact your local Human Resources department. To protect your Personal Data (e.g., from fraud, bad actors, etc.), we may require you to provide certain information, including your name, email, and proof of your identity. We will use this information you provide when exercising your rights for no other purpose other than fulfilling your request and verifying your identity.

You also have the option of designating an authorized agent to exercise your rights on your behalf. For authorized agents submitting requests on behalf of California residents, please contact us as described above, and provide us with evidence a California Consumer has authorized you to submit a request on their behalf. FedEx may independently require the Consumer to verify his or her identity in accordance with applicable law.

Uruguay

If you are located in Uruguay, the processing of Personal Data through the FedEx Alert Line is subject to Law No. 18,331 on the Protection of Personal Data and Habeas Data Action and applicable regulations. The Regulatory and Control Unit of Personal Data (URCDP) is the competent supervisory authority for data protection matters in Uruguay. Personal Data originating in Uruguay may be transferred to other jurisdictions as part of FedEx's global compliance, reporting, and investigation processes. Where such transfers occur, including centralized processing outside Uruguay, FedEx will ensure that they are carried out in accordance with applicable Uruguayan legal requirements and subject to adequate safeguards designed to provide an appropriate level of protection for the transferred Personal Data.

Vietnam

If you are located in Vietnam, FedEx processes your Personal Data in accordance with the Law on Personal Data Protection 2025 and its guiding regulations. FedEx relies on your consent to process your Personal Data, including sensitive Personal Data contained in a report, unless another basis recognized under Vietnamese law applies. Where your personal information is transferred outside of Vietnam, such transfers will be made in accordance with Vietnamese law. You may exercise your rights, including access, rectification, deletion, restriction, objection, and withdrawal of consent, by contacting us as described above. For more information on our local privacy policy, please refer to: www.fedex.com/en-vn/privacy-policy.html.