

# GRI Standards Content Index

Disclosure Number	Disclosure Title	Location/Explanation
<b>GENERAL DISCLOSURES</b>		
102-1	Name of the organization	FedEx Corporation
102-2	Activities, brands, products, and services	<a href="#">FedEx 2018 Form 10-K</a> 2019 GCR: Our Company (pg. 4–13)
102-3	Location of headquarters	942 South Shady Grove Road Memphis, Tennessee 38120
102-4	Location of operations	<a href="#">FedEx 2018 Form 10-K</a> 2019 GCR: Our Company (pg. 8–9)
102-5	Ownership and legal form	Publicly traded corporation
102-6	Markets served	<a href="#">FedEx 2018 Form 10-K</a> 2019 GCR: Our Company (pg. 4–13)
102-7	Scale of the organization	<a href="#">FedEx 2018 Form 10-K</a>
102-8	Information on employees and other workers	Data Appendix <a href="#">FedEx 2018 Form 10-K</a> 2019 GCR: Our People: (pg. 26–38)
102-9	Supply chain	2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)
102-10	Significant changes to the organization and its supply chain	2019 GCR: Our Company (pg. 4–13) <a href="#">FedEx 2018 Form 10-K</a> <a href="#">FedEx 2018 Proxy Statement</a>
102-11	Precautionary Principle or approach	<a href="#">FedEx 2018 Proxy Statement</a>  Our standard management practices consider many factors, including potential positive and negative societal impacts, when making strategic business decisions
102-12	External initiatives	2019 GCR: CSR Overview>CSR Advocacy (pg. 19), Corporate Integrity and Compliance (pg. 21), Managing Supply Chain Risks (pg. 22), FedEx Cares: Community Giving (pg. 23–24); Our People>Facility Safety (pg. 31); Environment>Commitment to Sustainable Aviation (pg. 42), Electrification Coalition (pg. 46), Sustainable Facilities (pg. 48), Sustainable Paper (pg. 52)  In addition, we utilize the World Resources Institute/World Council for Sustainable Business Development's The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
102-13	Membership of associations	2019 GCR: CSR Overview>Stakeholder Engagement (pg. 19)

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102-14	Statement from senior decision-maker	2019 GCR: Chairman's Letter (pg. 5–7)
102-15	Key impacts, risks, and opportunities	2019 GCR: Chairman's Letter (pg. 5–7); Our Company (pg. 4–13); CSR Overview (pg. 14–25); Our People (pg. 26–38); Environment (pg. 39–52) <a href="#">2018 CDP Climate Change Questionnaire Response</a> <a href="#">FedEx 2018 Form 10-K</a>
102-16	Values, principles, standards, and norms of behavior	2019 GCR: CSR Overview>Corporate Integrity and Compliance (pg. 20–21); Our People>Our Approach (pg. 27) <a href="#">FedEx Code of Business Conduct and Ethics</a> <a href="#">CSR Website</a>
102-17	Mechanisms for advice and concerns about ethics	2019 GCR: CSR Overview>Corporate Integrity and Compliance (pg. 20–21) <a href="#">FedEx Code of Business Conduct and Ethics</a>
102-18	Governance structure	2019 GCR: CSR Overview>Global Corporate Social Responsibility Governance (pg. 16) <a href="#">FedEx 2018 Proxy Statement</a>
102-19	Delegating authority	2019 GCR: CSR Overview>Global Corporate Social Responsibility Governance (pg. 16) <a href="#">FedEx 2018 Proxy Statement</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	2019 GCR: CSR Overview>Global Corporate Social Responsibility Governance (pg. 16) <a href="#">FedEx 2018 Proxy Statement</a>
102-21	Consulting stakeholders on economic, environmental, and social topics	2019 GCR: CSR Overview>Stakeholder Engagement (pg. 18–19)
102-22	Composition of the highest governance body and its committees	<a href="#">FedEx 2018 Proxy Statement</a>
102-23	Chair of the highest governance body	<a href="#">FedEx 2018 Proxy Statement</a>
102-24	Nominating and selecting the highest governance body	<a href="#">FedEx 2018 Proxy Statement</a>
102-25	Conflicts of interest	2019 GCR: CSR Overview>Corporate Integrity and Compliance (pg. 20) <a href="#">FedEx 2018 Proxy Statement</a> <a href="#">FedEx Code of Business Conduct and Ethics</a>
102-28	Evaluating the highest governance body's performance	<a href="#">FedEx 2018 Proxy Statement</a>
102-29	Identifying and managing economic, environmental, and social impacts	2019 GCR: CSR Overview>Global CSR Governance (p. 16) and Material Issues (pg. 17)
102-30	Effectiveness of risk management processes	2019 GCR: CSR Overview>Global CSR Governance (pg. 16) and Material Issues (pg. 17) <a href="#">FedEx 2018 Proxy Statement</a> <a href="#">FedEx 2018 Form 10-K</a>

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102-31	Review of economic, environmental, and social topics	<a href="#">FedEx 2018 Proxy Statement</a> <a href="#">FedEx 2018 Form 10-K</a>
102-32	Highest governance body's role in sustainability reporting	2019 GCR: CSR Overview>Global Corporate Social Responsibility Governance (pg. 16)
102-33	Communicating critical concerns	2019 GCR: CSR Overview>Stakeholder Engagement (pg. 18–19) <a href="#">FedEx 2018 Proxy Statement</a>
102-35	Remuneration policies	<a href="#">FedEx 2018 Proxy Statement</a>
102-36	Process for determining remuneration	<a href="#">FedEx 2018 Proxy Statement</a>
102-37	Stakeholders' involvement in remuneration	<a href="#">FedEx 2018 Proxy Statement</a> (Partially reported)
102-38	Annual total compensation ratio	<a href="#">FedEx 2018 Proxy Statement</a> (Partially reported)
102-39	Percentage increase in annual total compensation ratio	<a href="#">FedEx 2018 Proxy Statement</a> (Partially reported)
102-40	List of stakeholder groups	2019 GCR: CSR Overview>Material Issues (pg. 17) and Stakeholder Engagement (pg. 18–19)
102-41	Collective bargaining agreements	2019 GCR: Our People>Engaging our Team Members (pg. 35)
102-42	Identifying and selecting stakeholders	2019 GCR: CSR Overview>Stakeholder Engagement (pg. 18) <a href="#">FedEx 2018 Form 10-K</a>
102-43	Approach to stakeholder engagement	2019 GCR: CSR Overview>Stakeholder Engagement (pg. 18)
102-44	Key topics and concerns raised	2019 GCR: CSR Overview>Material Issues (pg. 17) and Stakeholder Engagement (pg. 18)
102-45	Entities included in the consolidated financial statements	2019 GCR: Our Company (pg. 4–13) <a href="#">FedEx 2018 Form 10-K</a>
102-46	Defining report content and topic Boundaries	2019 GCR: Contents>About this Report (pg. 3); CSR Overview>Material Issues (pg. 17) The information in this report applies to FedEx Corporation and all operating companies and affiliated companies globally within the reporting period, unless otherwise stated
102-47	List of material topics	2019 GCR: CSR Overview>Material Issues (pg. 17) <a href="#">2014 GCR: Global Citizenship Strategy&gt; Materiality Matrix (pg. 8)</a>
102-48	Restatements of information	In FY18, FedEx did not issue restatements of information provided in previous reports, unless otherwise noted
102-49	Changes in reporting	No significant changes were made in FY18 with respect to the report Scope and Aspect Boundaries
102-50	Reporting period	2019 GCR: Contents>About this Report (pg. 3)
102-51	Date of most recent report	2018 GCR (published in May 2018)
102-52	Reporting cycle	Annual (Fiscal Year)
102-53	Contact point for questions regarding the report	csr@fedex.com
102-54	Claims of reporting in accordance with the GRI Standards	2019 GCR: Contents>About this Report (pg. 3)

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102-55	GRI content index	See this report
102-56	External assurance	The contents of the 2019 GCR have not been externally assured
<b>ECONOMIC PERFORMANCE</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: Our Company (pg. 4–13)
201-1	Direct economic value generated and distributed	2019 GCR: Our Company>Business Performance and Beyond Business Performance (pg. 10–12) <a href="#">FedEx 2018 Form 10-K</a>
201-2	Financial implications and other risks and opportunities due to climate change	2019 GCR: CSR Overview>Material Issues (pg. 17); Environment>Energy and GHG Emission Reduction (pg. 41) <a href="#">2018 CDP Climate Change Questionnaire Response</a> <a href="#">FedEx 2018 Form 10-K</a>
201-3	Defined benefit plan obligations and other retirement plans	2019 GCR: Our People>Team Member Quality of Life (pg. 38) <a href="#">FedEx 2018 Form 10-K</a>
201-4	Financial assistance received from government	In FY18, FedEx did not receive significant financial assistance from governments
<b>INDIRECT ECONOMIC IMPACTS</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: Our Company (pg. 4–13)
203-1	Infrastructure investments and services supported	2019 GCR: CSR Overview>Multiplying Good (pg. 14) and FedEx Cares (pg. 23–24)
203-2	Significant indirect economic impacts	2019 GCR: Our Company>Beyond Business Performance (pg. 10–12) <a href="#">FedEx Cares Website</a>
<b>PROCUREMENT PRACTICES</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)

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204-1	Proportion of spending on local suppliers	2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)(Partially reported)
<b>ANTI-CORRUPTION</b>		
103	Management approach (103-1, 103-2, 103-3)	<a href="#">FedEx Global Anti-Corruption Policy</a> <a href="#">FedEx Code of Business Conduct and Ethics</a> 2019 GCR: CSR Overview>Corporate Integrity and Compliance (pg. 20)
205-2	Communication and training about anti-corruption policies and procedures	2019 GCR: CSR Overview>Material Issues (pg. 17) and Corporate Integrity and Compliance (pg. 20) <a href="#">FedEx Code of Business Conduct and Ethics</a>
<b>ANTI-COMPETITIVE BEHAVIOR</b>		
103	Management approach (103-1, 103-2, 103-3)	<a href="#">FedEx Policy on Compliance with Antitrust/Competition Law</a> <a href="#">FedEx Code of Business Conduct and Ethics</a>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">FedEx 2018 Form 10-K</a> (Partially reported)
<b>MATERIALS</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: Environment>Sustainable Materials and Recycling (pg. 51–52)
301-1	Materials used by weight or volume	2019 GCR Data Appendix
301-2	Recycled input materials used	2019 GCR Data Appendix
<b>ENERGY</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: Environment>Energy and GHG Emission Reduction (pg. 41)
302-1	Energy consumption within the organization	2019 GCR Data Appendix
302-2	Energy consumption outside of the organization	2019 GCR Data Appendix
302-3	Energy intensity	2019 GCR Data Appendix

Disclosure Number	Disclosure Title	Location/Explanation
302-4	Reduction of energy consumption	2019 GCR Data Appendix
<b>WATER</b>		
303		Water is not considered a material issue for FedEx
<b>BIODIVERSITY</b>		
304		Biodiversity is not considered a material issue for FedEx
<b>EMISSIONS</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: Environment>Energy and GHG Emission Reduction (pg. 41)
305-1	Direct (Scope 1) GHG emissions	2019 GCR Data Appendix
305-2	Energy indirect (Scope 2) GHG emissions	2019 GCR Data Appendix
305-3	Other indirect (Scope 3) GHG emissions	2019 GCR Data Appendix
305-4	GHG emissions intensity	2019 GCR Data Appendix
305-5	Reduction of GHG emissions	2019 GCR Data Appendix 2019 GCR: Environment>Energy and GHG Emission Reduction (pg. 41)
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	2019 GCR Data Appendix
<b>EFFLUENTS AND WASTE</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: Environment>Sustainable Materials and Recycling (pg. 52)
306-1	Water discharge by quality and destination	Water is not considered a material issue for FedEx
306-2	Waste by type and disposal method	2019 GCR Data Appendix
306-3	Significant spills	2019 GCR Data Appendix
306-5	Water bodies affected by water discharges and/or runoff	Water is not considered a material issue for FedEx
<b>ENVIRONMENTAL COMPLIANCE</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: Environment>Reduce, Replace, Revolutionize (pg. 40)
307-1	Non-compliance with environmental laws and regulations	<a href="#">FedEx 2018 Form 10-K</a>

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<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)
308-1	New suppliers that were screened using environmental criteria	2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22) 2019 GCR Data Appendix
308-2	Negative environmental impacts in the supply chain and actions taken	2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)
<b>EMPLOYMENT</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: Our People>Our Approach (pg. 27)
401-1	New employee hires and employee turnover	2019 GCR Data Appendix 2019 GCR: Our People>Recruiting and Retaining Top Talent (pg. 32–33)
401-3	Parental leave	2019 GCR: Our People>Team Member Quality of Life (pg. 38)
<b>OCCUPATIONAL HEALTH AND SAFETY</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: Our People>Safety Above All (pg. 28–31)
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	2019 GCR Data Appendix 2019 GCR: Our People>Safety Above All (pg. 28–31)
403-3	Workers with high incidence or high risk of diseases related to their occupation	2019 GCR: Our People>Safety Above All (pg. 28–31) Partially reported
<b>TRAINING AND DEVELOPMENT</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: Our People>Learning and Development (pg. 34)
404-1	Average hours of training per year per employee	2019 GCR Data Appendix 2019 GCR: Our People>Learning and Development (pg. 34)
404-2	Programs for upgrading employee skills and transition assistance programs	2019 GCR: Our People>Learning and Development (pg. 34)
404-3	Percentage of employees receiving regular performance and career development reviews	2019 GCR: Our People>Learning and Development (pg. 34) Partially reported

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<b>DIVERSITY AND EQUAL OPPORTUNITY</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: Our People>Diversity & Inclusion (pg. 36)
405-1	Diversity of governance bodies and employees	2019 GCR Data Appendix <a href="#">FedEx 2018 Proxy Statement</a> 2019 GCR: Our People>Diversity & Inclusion (pg. 36)
<b>NON-DISCRIMINATION</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: Our People>Diversity & Inclusion (pg. 37) <a href="#">FedEx Code of Business Conduct and Ethics</a>
<b>CHILD LABOR</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22) <a href="#">FedEx Code of Business Conduct and Ethics</a>
408-1	Operations and suppliers at significant risk for incidents of child labor	2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)Partially reported)
<b>FORCED OR COMPULSORY LABOR</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22) <a href="#">FedEx Code of Business Conduct and Ethics</a>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)Partially reported)
<b>HUMAN RIGHTS ASSESSMENT</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22) <a href="#">FedEx Code of Business Conduct and Ethics</a>
412-1	Operations that have been subject to human rights reviews or impact assessments	2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)Partially reported)
412-2	Employee training on human rights policies or procedures	2019 GCR: CSR Overview>Corporate Integrity and Compliance (pg. 20)



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<b>LOCAL COMMUNITIES</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: CSR Overview>FedEx Cares: Community Giving (pg. 23–24)
413-1	Operations with local community engagement, impact assessments, and development programs	2019 GCR: Our Company>Beyond Business Performance (pg. 11–12); CSR Overview>FedEx Cares: Community Giving (pg. 23–24) <a href="#">FedEx Cares Website</a>
<b>SUPPLIER SOCIAL ASSESSMENT</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)
414-1	New suppliers that were screened using social criteria	2019 GCR Data Appendix 2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)
414-2	Negative social impacts in the supply chain and actions taken	2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)Partially reported)
<b>PUBLIC POLICY</b>		
103	Management approach (103-1, 103-2, 103-3)	<a href="#">FedEx Policy on Political Contributions</a>
<b>CUSTOMER PRIVACY</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: CSR Overview>Corporate Integrity and Compliance (pg. 21) <a href="#">FedEx Global Privacy Policy</a>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">FedEx 2018 Form 10-K</a> 2019 GCR: CSR Overview>Corporate Integrity and Compliance (pg. 21)Partially reported)
<b>SOCIOECONOMIC COMPLIANCE</b>		
103	Management approach (103-1, 103-2, 103-3)	2019 GCR: CSR Overview>Corporate Integrity and Compliance (pg. 20)
419-1	Non-compliance with laws and regulations in the social and economic area	<a href="#">FedEx 2018 Proxy Statement</a> <a href="#">FedEx 2018 Form 10-K</a>