

# 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><br>2019 GCR: Our Company (pg. 4–13)   |
| 102-3                      | Location of headquarters                                     | 942 South Shady Grove Road<br>Memphis, Tennessee 38120   |
| 102-4                      | Location of operations                                       | <a href="#">FedEx 2018 Form 10-K</a><br>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><br>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<br><a href="#">FedEx 2018 Form 10-K</a><br>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)<br><a href="#">FedEx 2018 Form 10-K</a><br><a href="#">FedEx 2018 Proxy Statement</a>   |
| 102-11                     | Precautionary Principle or approach                          | <a href="#">FedEx 2018 Proxy Statement</a><br>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)<br>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)<br><a href="#">2018 CDP Climate Change Questionnaire Response</a><br><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)<br><a href="#">FedEx Code of Business Conduct and Ethics</a><br><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)<br><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)<br><a href="#">FedEx 2018 Proxy Statement</a>  |
| 102-19            | Delegating authority  | 2019 GCR: CSR Overview>Global Corporate Social Responsibility Governance (pg. 16)<br><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)<br><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)<br><a href="#">FedEx 2018 Proxy Statement</a><br><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)<br><a href="#">FedEx 2018 Proxy Statement</a><br><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><br><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)<br><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><br>(Partially reported)  |
| 102-38            | Annual total compensation ratio                            | <a href="#">FedEx 2018 Proxy Statement</a><br>(Partially reported)  |
| 102-39            | Percentage increase in annual total compensation ratio     | <a href="#">FedEx 2018 Proxy Statement</a><br>(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)<br><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)<br><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)<br>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)<br><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)  |

| Disclosure Number | Disclosure Title   | Location/Explanation  |
|-------------------|--------------------|---|
| 102-55            | GRI content index  | See this report   |
| 102-56            | External assurance | The contents of the 2019 GCR have not been externally assured |

### ECONOMIC PERFORMANCE

|       |  |   |
|-------|--|---|
| 103   | Management approach<br>(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)<br><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)<br><a href="#">2018 CDP Climate Change Questionnaire Response</a><br><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)<br><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  |

### INDIRECT ECONOMIC IMPACTS

|       |   |  |
|-------|---|--|
| 103   | Management approach<br>(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)<br><a href="#">FedEx Cares Website</a> |

### PROCUREMENT PRACTICES

|     |  |   |
|-----|--|---|
| 103 | Management approach<br>(103-1, 103-2, 103-3) | 2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22) |
|-----|--|---|

| Disclosure Number                | Disclosure Title  | Location/Explanation   |
|----------------------------------|---|--|
| 204-1                            | Proportion of spending on local suppliers                                       | 2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)<br>(Partially reported)  |
| <b>ANTI-CORRUPTION</b>           |   |  |
| 103                              | Management approach<br>(103-1, 103-2, 103-3)                                    | <a href="#">FedEx Global Anti-Corruption Policy</a><br><a href="#">FedEx Code of Business Conduct and Ethics</a><br>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)<br><a href="#">FedEx Code of Business Conduct and Ethics</a>                           |
| <b>ANTI-COMPETITIVE BEHAVIOR</b> |   |  |
| 103                              | Management approach<br>(103-1, 103-2, 103-3)                                    | <a href="#">FedEx Policy on Compliance with Antitrust/Competition Laws</a><br><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><br>(Partially reported)   |
| <b>MATERIALS</b>                 |   |  |
| 103                              | Management approach<br>(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<br>(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<br>(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<br>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<br>(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<br>(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<br>(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)<br>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<br>(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<br>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<br>(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<br>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)<br>(Partially reported)                      |
| <b>TRAINING AND DEVELOPMENT</b>          |   |  |
| 103                                      | Management approach<br>(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<br>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)<br>(Partially reported)                 |

| Disclosure Number                      | Disclosure Title   | Location/Explanation  |
|--|--|---|
| <b>DIVERSITY AND EQUAL OPPORTUNITY</b> |  |   |
| 103                                    | Management approach<br>(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<br><a href="#">FedEx 2018 Proxy Statement</a><br>2019 GCR: Our People>Diversity & Inclusion (pg. 36) |
| <b>NON-DISCRIMINATION</b>              |  |   |
| 103                                    | Management approach<br>(103-1, 103-2, 103-3)   | 2019 GCR: Our People>Diversity & Inclusion (pg. 37)<br><a href="#">FedEx Code of Business Conduct and Ethics</a>            |
| <b>CHILD LABOR</b>                     |  |   |
| 103                                    | Management approach<br>(103-1, 103-2, 103-3)   | 2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)<br><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)<br>(Partially reported)   |
| <b>FORCED OR COMPULSORY LABOR</b>      |  |   |
| 103                                    | Management approach<br>(103-1, 103-2, 103-3)   | 2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)<br><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)<br>(Partially reported)   |
| <b>HUMAN RIGHTS ASSESSMENT</b>         |  |   |
| 103                                    | Management approach<br>(103-1, 103-2, 103-3)   | 2019 GCR: CSR Overview>Our Global Supply Chain (pg. 22)<br><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)<br>(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<br>(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);<br>CSR Overview>FedEx Cares: Community Giving (pg. 23–24)<br><a href="#">FedEx Cares Website</a> |
| <b>SUPPLIER SOCIAL ASSESSMENT</b> |  |   |
| 103                               | Management approach<br>(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<br>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)<br>(Partially reported)   |
| <b>PUBLIC POLICY</b>              |  |   |
| 103                               | Management approach<br>(103-1, 103-2, 103-3)   | <a href="#">FedEx Policy on Political Contributions</a>   |
| <b>CUSTOMER PRIVACY</b>           |  |   |
| 103                               | Management approach<br>(103-1, 103-2, 103-3)   | 2019 GCR: CSR Overview>Corporate Integrity and Compliance (pg. 21)<br><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><br>2019 GCR: CSR Overview>Corporate Integrity and Compliance (pg. 21)<br>(Partially reported)                              |
| <b>SOCIOECONOMIC COMPLIANCE</b>   |  |   |
| 103                               | Management approach<br>(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><br><a href="#">FedEx 2018 Form 10-K</a>  |