



# Content index

## GRI 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="#">2020 Form 10-K</a>
102-3	Location of headquarters	942 South Shady Grove Road Memphis, Tennessee 38120
102-4	Location of operations	<a href="#">2020 Form 10-K</a>
102-5	Ownership and legal form	Publicly traded corporation
102-6	Markets served	<a href="#">2020 Form 10-K</a>
102-7	Scale of the organization	<a href="#">2020 Form 10-K</a>
102-8	Information on employees and other workers	2021 ESG Report: Data appendix (pg. 32–41) <a href="#">2020 Form 10-K</a>
102-9	Supply chain	2021 ESG Report: Governance > Our supply chain (pg. 30–31)
102-10	Significant changes to the organization and its supply chain	2021 ESG Report: Governance > Our supply chain (pg. 30–31) <a href="#">2020 Form 10-K</a> <a href="#">2020 Proxy Statement</a>
102-11	Precautionary principle or approach	<a href="#">2020 Proxy Statement</a>  Our standard management practices consider many factors, including potential positive and negative societal impacts, when making strategic business decisions.

Disclosure number	Disclosure title	Location/explanation
102-12	External initiatives	<p>2021 ESG Report: Introduction &gt; Our COVID-19 response (pg. 7–9); Environment &gt; Our approach—reduce, replace, revolutionize (pg. 10); Environment &gt; Climate (pg. 11); Environment &gt; Aviation Fleet (pg. 12); Environment &gt; Facilities and materials (pg. 15–16); Social &gt; Diversity, equity, and inclusion (pg. 23–25); Governance &gt; Our supply chain (pg. 30–31)</p> <p>Please see our membership of associations below as well as <a href="#">our perspective on public policies and issues</a>.</p> <p>We also participate in the Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA) program adopted by the International Civil Aviation Organization (ICAO), which is designed to encourage carbon neutral growth in international aviation after 2020.</p> <p>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).</p>
102-13	Membership of associations	<p><b>Environment:</b></p> <ul style="list-style-type: none"> <li>» Business for Social Responsibility</li> <li>» Future 500 Corporate Affinity Network</li> <li>» Global Environmental Management Initiative</li> <li>» Keystone Policy Center Energy Board</li> <li>» Securing America’s Future Energy/The Electrification Coalition</li> <li>» Sustainable Purchasing Leadership Council</li> <li>» U.S. Department of Energy, National Highway Traffic Safety Administration, and National Clean Fleets Partnership</li> <li>» U.S. Environmental Protection Agency, SmartWay® Program</li> <li>» U.S. Green Building Council</li> </ul>

Disclosure number	Disclosure title	Location/explanation
102-13	Membership of associations	<p><b>Social:</b></p> <ul style="list-style-type: none"> <li>» American Industrial Hygiene Association</li> <li>» American Society of Safety Engineers</li> <li>» Commercial Vehicle Safety Alliance</li> <li>» The ERISA Industry Committee</li> <li>» Human Resource Policy Association</li> <li>» Inner City Capital Connections</li> <li>» International Road Assessment Programme</li> <li>» Women’s Business Enterprise National Council</li> </ul> <p><b>Business and governance:</b></p> <ul style="list-style-type: none"> <li>» American Trucking Associations</li> <li>» Business Ethics Leadership Alliance</li> <li>» European Express Association</li> <li>» Express Association of America</li> <li>» International Air Transport Association and Airlines for America</li> <li>» International Civil Aviation Organization</li> <li>» International Road Assessment Programme</li> <li>» The Business Roundtable</li> <li>» Society for Corporate Governance</li> <li>» U.S. Chamber of Commerce</li> <li>» U.S. Federal Aviation Administration</li> </ul>
102-14	Statement from senior decision-maker	2021 ESG Report: Introduction > Chairman’s letter (pg. 3)
102-15	Key impacts, risks, and opportunities	<a href="#">2020 Form 10-K</a> <a href="#">2020 CDP Climate Change Response</a>
102-16	Values, principles, standards, and norms of behavior	<p>2021 ESG Report: Introduction &gt; About FedEx (pg. 4)</p> <p>2021 ESG Report: Social &gt; Our culture (pg. 17)</p> <p>2021 ESG Report: Governance &gt; Corporate integrity and compliance (pg. 27–28)</p> <p><a href="#">Code of Conduct</a></p>

Disclosure number	Disclosure title	Location/explanation
102-17	Mechanisms for advice and concerns about ethics	2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28) <a href="#">Code of Conduct</a>
102-18	Governance structure	2021 ESG Report: Introduction > Global ESG governance (pg. 5–6) <a href="#">2020 Proxy Statement</a>
102-19	Delegating authority	2021 ESG Report: Introduction > Global ESG governance (pg. 5–6) <a href="#">2020 Proxy Statement</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	2021 ESG Report: Introduction > Global ESG governance (pg. 5–6) <a href="#">2020 Proxy Statement</a>
102-21	Consulting stakeholders on economic, environmental, and social topics	<a href="#">Materiality section of 2020 Report</a>
102-22	Composition of the highest governance body and its committees	<a href="#">2020 Proxy Statement</a>
102-23	Chair of the highest governance body	<a href="#">2020 Proxy Statement</a>
102-24	Nominating and selecting the highest governance body	<a href="#">2020 Proxy Statement</a>
102-25	Conflicts of interest	2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28) <a href="#">2020 Proxy Statement</a> <a href="#">Code of Conduct</a> <a href="#">Global Conflicts of Interest Policy</a>
102-26	Role of highest governance body in setting purpose, values, and strategy	2021 ESG Report: Introduction > Global ESG governance (pg. 5–6) <a href="#">2020 Proxy Statement</a>
102-27	Collective knowledge of highest governance body	2021 ESG Report: Introduction > Global ESG governance (pg. 5–6) <a href="#">2020 Proxy Statement</a>

Disclosure number	Disclosure title	Location/explanation
102-28	Evaluating the highest governance body's performance	<a href="#">2020 Proxy Statement</a>
102-29	Identifying and managing economic, environmental, and social impacts	<a href="#">Materiality section of 2020 Report</a>
102-30	Effectiveness of risk management processes	<a href="#">2020 Proxy Statement</a> <a href="#">2020 Form 10-K</a> <a href="#">Materiality section of 2020 Report</a>
102-31	Review of economic, environmental, and social topics	<a href="#">2020 Proxy Statement</a> <a href="#">2020 Form 10-K</a>
102-32	Highest governance body's role in sustainability reporting	2021 ESG Report: Introduction > Global ESG governance (pg. 5–6)
102-33	Communicating critical concerns	<a href="#">Materiality section of 2020 Report</a>
102-35	Remuneration policies	<a href="#">2020 Proxy Statement</a>
102-36	Process for determining remuneration	<a href="#">2020 Proxy Statement</a>
102-37	Stakeholders' involvement in remuneration	<a href="#">2020 Proxy Statement</a> (partially reported)
102-38	Annual total compensation ratio	<a href="#">2020 Proxy Statement</a> (partially reported)
102-39	Percentage increase in annual total compensation ratio	<a href="#">2020 Proxy Statement</a> (partially reported)
102-40	List of stakeholder groups	<a href="#">Materiality section of 2020 Report</a>
102-41	Collective bargaining agreements	2021 ESG Report: Social > Human resource management > Talent acquisition and engagement (pg. 20–21)
102-42	Identifying and selecting stakeholders	<a href="#">Materiality section of 2020 Report</a> <a href="#">2020 Form 10-K</a>
102-43	Approach to stakeholder engagement	<a href="#">Materiality section of 2020 Report</a>

Disclosure number	Disclosure title	Location/explanation
102-44	Key topics and concerns raised	<a href="#">Materiality section of 2020 Report</a>
102-45	Entities included in the consolidated financial statements	<a href="#">2020 Annual Report</a> <a href="#">2020 Form 10-K</a>
102-46	Defining report content and topic boundaries	2021 ESG Report: About this ESG Report (pg. 2)
102-47	List of material topics	<a href="#">Materiality section of 2020 Report</a>
102-48	Restatements of information	We have restated a few environmental and social indicators due to incorrect or underreported data reported in last year's report. Please see our data appendix for more information.
102-49	Changes in reporting	No significant changes were made in FY20 with respect to the report Scope and Aspect Boundaries.
102-50	Reporting period	2021 ESG Report: About this ESG Report (pg. 2)
102-51	Date of most recent report	2020 Global Citizenship Report (published May 2020)
102-52	Reporting cycle	Annual (Fiscal Year)
102-53	Contact point for questions regarding the report	<a href="mailto:csr@fedex.com">csr@fedex.com</a>
102-54	Claims of reporting in accordance with the GRI Standards	2021 ESG Report: About this ESG Report (pg. 2)
102-55	GRI content index	See this report.
102-56	External assurance	Scope 1 and 2 GHG emissions data included in the 2021 ESG Report was <a href="#">externally verified</a> by Cventure LLC.
<b>Economic performance</b>		
103	Management approach (103-1, 103-2, 103-3)	<a href="#">Investor Relations webpage</a>
201-1	Direct economic value generated and distributed	<a href="#">2020 Form 10-K</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2020 CDP Climate Change Response</a>

Disclosure number	Disclosure title	Location/explanation
201-3	Defined benefit plan obligations and other retirement plans	2021 ESG Report: Social > Human resource management > Quality of life (pg. 21–22)
201-4	Financial assistance received from government	In FY20, FedEx did not receive significant financial assistance from governments.
<b>Indirect economic impacts</b>		
103	Management approach (103-1, 103-2, 103-3)	<a href="#">Investor Relations webpage</a>
203-1	Infrastructure investments and services supported	2021 ESG Report: Environment (pg. 10–16)
203-2	Significant indirect economic impacts	<a href="#">FedEx Cares website</a>
<b>Procurement practices</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Governance > Our supply chain (pg. 30–31)
<b>Anti-corruption</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28) <a href="#">Global Anti-Corruption Policy</a> <a href="#">Code of Conduct</a>
205-1	Operations assessed for risks related to corruption	2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28)
205-2	Communication and training about anti-corruption policies and procedures	2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28) <a href="#">Global Anti-Corruption Policy</a> <a href="#">Code of Conduct</a>
205-3	Confirmed incidents of corruption and actions taken	2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28) (partially reported)

Disclosure number	Disclosure title	Location/explanation
<b>Anti-competitive behavior</b>		
103	Management approach (103-1, 103-2, 103-3)	<a href="#">Global Antitrust &amp; Competition Law Policy</a> 2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28)
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">2020 Form 10-K</a> (partially reported)
<b>Materials</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Environment > Facilities and materials (pg. 16–17)
301-1	Materials used by weight or volume	2021 ESG Report: Data appendix (pg. 38–41)
301-2	Recycled input materials used	2021 ESG Report: Data appendix (pg. 38–41)
<b>Energy</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Environment (pg. 10–16)
302-1	Energy consumption within the organization	2021 ESG Report: Data appendix (pg. 32–37)
302-2	Energy consumption outside of the organization	2021 ESG Report: Data appendix (pg. 32–37)
302-3	Energy intensity	2021 ESG Report: Data appendix (pg. 32–37)
302-4	Reduction of energy consumption	2021 ESG Report: Data appendix (pg. 32–37)
<b>Emissions</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Environment (pg. 10–16)
305-1	Direct (Scope 1) GHG emissions	2021 ESG Report: Data appendix (pg. 32–37)
305-2	Energy indirect (Scope 2) GHG emissions	2021 ESG Report: Data appendix (pg. 32–37)
305-3	Other indirect (Scope 3) GHG emissions	2021 ESG Report: Data appendix (pg. 32–37)



Disclosure number	Disclosure title	Location/explanation
305-4	GHG emissions intensity	2021 ESG Report: Data appendix (pg. 32–37)
305-5	Reduction of GHG emissions	2021 ESG Report: Data appendix (pg. 32–37)
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	2021 ESG Report: Data appendix (pg. 32–37)
<b>Effluents and waste</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Environment > Facilities and materials (pg. 16–17)
306-1	Waste generation and significant waste-related impacts	2021 ESG Report: Environment > Facilities and materials (pg. 16–17)
306-2	Management of significant waste-related impacts	2021 ESG Report: Environment > Facilities and materials (pg. 16–17)
306-3	Waste generated	2021 ESG Report: Data appendix (pg. 32–37)
306-4	Waste diverted from disposal	2021 ESG Report: Data appendix (pg. 32–37)
306-5	Waste directed to disposal	2021 ESG Report: Data appendix (pg. 32–37)
<b>Environmental compliance</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Environment > Our approach—Reduce, Replace, Revolutionize (pg. 10)
307-1	Non-compliance with environmental laws and regulations	<a href="#">2020 Form 10-K</a> 2021 ESG Report: Data appendix (pg. 32–37)
<b>Supplier environmental assessment</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Governance > Our supply chain (pg. 30–31)
308-1	New suppliers that were screened using environmental criteria	2021 ESG Report: Governance > Our supply chain (pg. 30–31) 2021 ESG Report: Data appendix (pg. 32–37)
308-2	Negative environmental impacts in the supply chain and actions taken	2021 ESG Report: Governance > Our supply chain (pg. 30–31)

Disclosure number	Disclosure title	Location/explanation
<b>Employment</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Social > Human resource management (pg. 20–26)
401-1	New employee hires and employee turnover	2021 ESG Report: Social > Human resource management > Quality of life (pg. 21–22)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2021 ESG Report: Social > Human resource management > Quality of life (pg. 21–22)
401-3	Parental leave	2021 ESG Report: Social > Human resource management > Quality of life (pg. 21–22)
<b>Labor/management relations</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Social > Human resource management > Talent acquisition and engagement (pg. 20–21)
402-1	Minimum notice periods regarding operational changes	2021 ESG Report: Social > Human resource management > Talent acquisition and engagement (pg. 20–21)
<b>Occupational health and safety (2018)</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Social > Health and safety (pg. 18–19)
403-1	Occupational health and safety management system	2021 ESG Report: Social > Health and safety (pg. 18–19)
403-2	Hazard identification, risk assessment, and incident investigation	2021 ESG Report: Social > Health and safety (pg. 18–19)
403-3	Occupational health services	2021 ESG Report: Social > Health and safety (pg. 18–19)
403-4	Worker participation, consultation, and communication on occupational health and safety	2021 ESG Report: Social > Health and safety (pg. 18–19)
403-5	Worker training on occupational health and safety	2021 ESG Report: Social > Health and safety (pg. 18–19)

Disclosure number	Disclosure title	Location/explanation
403-6	Promotion of worker health	2021 ESG Report: Social > Health and safety (pg. 18–19)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2021 ESG Report: Social > Health and safety (pg. 18–19)
403-8	Workers covered by an occupational health and safety management system	2021 ESG Report: Social > Health and safety (pg. 18–19)
403-9	Work-related injuries	2021 ESG Report: Data appendix (pg. 38–40)
<b>Training and development</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Social > Human resource management > Learning and development (pg. 22)
404-1	Average hours of training per year per employee	2021 ESG Report: Data appendix (pg. 38–40)
404-2	Programs for upgrading employee skills and transition assistance programs	2021 ESG Report: Social > Human resource management > Learning and development (pg. 22)
404-3	Percentage of employees receiving regular performance and career development reviews	2021 ESG Report: Social > Human resource management > Learning and development (pg. 22) (partially reported)
<b>Diversity and equal opportunity</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Social > Human resource management > Diversity, equity, and inclusion (pg. 23–25)
405-1	Diversity of governance bodies and employees	<a href="#">2020 Proxy Statement</a> 2021 ESG Report: Data appendix (pg. 38–40)
<b>Non-discrimination</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Social > Human resource management > Diversity, equity, and inclusion (pg. 23–25)  <a href="#">Code of Conduct</a>

Disclosure number	Disclosure title	Location/explanation
<b>Child labor</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28) 2021 ESG Report: Governance > Our supply chain (pg. 30–31) <a href="#">Code of Conduct</a>
408-1	Operations and suppliers at significant risk for incidents of child labor	2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28) (partially reported)
<b>Forced or compulsory labor</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28) 2021 ESG Report: Governance > Our supply chain (pg. 30–31) <a href="#">Code of Conduct</a> <a href="#">Policy Prohibiting Trafficking in Persons</a>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28) 2021 ESG Report: Governance > Our supply chain (pg. 30–31) (partially reported)
<b>Human rights assessment</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28) 2021 ESG Report: Governance > Our supply chain (pg. 30–31) <a href="#">Code of Conduct</a> <a href="#">Policy Prohibiting Trafficking in Persons</a>
412-1	Operations that have been subject to human rights reviews or impact assessments	2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28) 2021 ESG Report: Governance > Our supply chain (pg. 30–31) (partially reported)
412-2	Employee training on human rights policies or procedures	2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28)

Disclosure number	Disclosure title	Location/explanation
<b>Local communities</b>		
103	Management approach (103-1, 103-2, 103-3)	<a href="#">Cares website</a> : Our Focus
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Cares website</a>
<b>Supplier social assessment</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Governance > Our supply chain (pg. 30–31)
414-1	New suppliers that were screened using social criteria	2021 ESG Report: Data appendix (pg. 41) 2021 ESG Report: Governance > Our supply chain (pg. 30–31)
414-2	Negative social impacts in the supply chain and actions taken	2021 ESG Report: Governance > Our supply chain (pg. 30–31) (partially reported)
<b>Public policy</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Governance > Public policy and advocacy (pg. 30) <a href="#">Policy on Political Contributions</a> <a href="#">Policy perspectives webpage</a>
415-1	Political contributions	<a href="#">Policy on Political Contributions</a>
<b>Customer privacy</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Governance > Cybersecurity and data privacy (pg. 29) <a href="#">Global Privacy Policy</a>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">2020 Form 10-K</a> (partially reported)
<b>Socioeconomic compliance</b>		
103	Management approach (103-1, 103-2, 103-3)	2021 ESG Report: Governance > Corporate integrity and compliance (pg. 27–28)
419-1	Non-compliance with laws and regulations in the social and economic area	<a href="#">2020 Form 10-K</a> <a href="#">2020 Proxy Statement</a>

# SASB content index

Code	Accounting metric	Location/explanation
<b>Activity metric</b>		
TR-AF-000.A TR-RO-000.A	Revenue ton kilometers (RTK) for: (1) road transport and (2) air transport	N/R (information for this indicator is unavailable)
TR-AF-000.B TR-RO-000.B	Load factor for: (1) road transport and (2) air transport	N/R (information for this indicator is unavailable)
TR-AF-000.C TR-RO-000.C	Number of employees, number of truck drivers	2021 ESG Report: Data appendix (pg. 38–40) (partially reported: we do not disclose the number of truck drivers in the Data appendix)
<b>Greenhouse gas emissions</b>		
TR-AF-110a.1 TR-RO-110a.1	Gross global Scope 1 emissions	2021 ESG Report: Data appendix (pg. 32–37)
TR-AF-110a.2 TR-RO-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	2021 ESG Report: Environment (pg. 10–16)
TR-AF-110a.3 TR-RO-110a.3	Fuel consumed by (1) road transport, percentage (a) natural gas and (b) renewable, and (2) air transport, percentage (a) alternative and (b) sustainable	2021 ESG Report: Data appendix (pg. 32–37)
<b>Air quality</b>		
TR-AF-120a.1 TR-RO-120a.1	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , and (3) particulate matter (PM <sub>10</sub> )	2021 ESG Report: Data appendix (pg. 32–37)

Code	Accounting metric	Location/explanation
<b>Labor practices</b>		
TR-AF-310a.1	Percentage of drivers classified as independent contractors	N/R (information for this indicator is unavailable)
TR-AF-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	N/R (information for this indicator is unavailable)
<b>Employee health and safety</b>		
TR-AF-320a.1 TR-RO-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	2021 ESG Report: Data appendix (pg. 38–40) (partially reported: we disclose our lost time injury rate data for employees in the Data appendix but we do not disclose total recordable incident rate)
<b>Supply chain management</b>		
TR-AF-430a.1	Percentage of carriers with BASIC percentiles above the FMCSA intervention threshold	FedEx does not disclose this information due to the ongoing reforms of the FMCSA's Safety Management System (SMS) mandated by the U.S. Congress in the 2015 Fixing America's Surface Transportation Act (FAST Act). As stipulated in the FAST Act, the National Academy of Sciences identified a series of deficiencies in the SMS in 2017, including the identification of BASICs that have been shown to have weak or negative correlations to vehicle crash risk. The FMCSA has since launched a corrective action plan to reform the SMS to address these deficiencies. The FAST Act also stipulated that motor carriers' SMS percentile rankings be removed from public view until these reforms have been fully implemented.
TR-AF-430a.2	Total greenhouse gas (GHG) footprint across transport modes	2021 ESG Report: Data appendix (pg. 32–37)

Code	Accounting metric	Location/explanation
<b>Accident and safety management</b>		
TR-AF-540a.1	Description of implementation and outcomes of a safety management system	2021 ESG Report: Social > Health and safety (pg. 18–19)
TR-AF-540a.2	Number of aviation accidents	In FY20, FedEx did not record any aviation accidents as defined according to the International Civil Aviation Organization (ICAO) in Annex 13—Aircraft Accident and Investigation.
TR-AF-540a.3 TR-RO-540a.1	Number of road accidents and incidents	In FY20, FedEx recorded 1,699 preventable DOT-recordable vehicle accidents in the U.S. (does not include TNT Express). This translates to a preventable DOT-recordable vehicle accident rate of 0.338 per 1 million miles driven.
TR-AF-540a.4 TR-RO-540a.2	Safety Measurement System BASIC percentiles for: (1) unsafe driving, (2) hours-of-service compliance, (3) driver fitness, (4) controlled substances/alcohol, (5) vehicle maintenance, and (6) hazardous materials compliance	FedEx does not disclose this information due to the ongoing reforms of the FMCSA's Safety Management System (SMS) mandated by the U.S. Congress in the 2015 Fixing America's Surface Transportation Act (FAST Act). As stipulated in the FAST Act, the National Academy of Sciences identified a series of deficiencies in the SMS in 2017, including the identification of BASICs that have been shown to have weak or negative correlations to vehicle crash risk. The FMCSA has since launched a corrective action plan to reform the SMS to address these deficiencies. The FAST Act also stipulated that motor carriers' SMS percentile rankings be removed from public view until these reforms have been fully implemented.
TR-RO-540a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	2021 ESG Report: Data appendix (partially reported: we do not disclose the (2) aggregate volume of spills and releases to the environment in the Data appendix)
<b>Driver working conditions</b>		
TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	2021 ESG Report: Data appendix (pg. 38–40)
TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	2021 ESG Report: Social > Health and safety (pg. 18–19) (partially reported)



# TCFD content index

Disclosure focus area	Recommended disclosure	Location/explanation
<b>Governance</b>		
Disclose the organization's governance around climate-related risks and opportunities.	A) Describe the board's oversight of climate-related risks and opportunities.	2021 ESG Report: Introduction > Global ESG governance (pg. 5–6) <a href="#">2020 CDP Climate Change Response</a> C1.1
	B) Describe management's role in assessing and managing risks and opportunities.	2021 ESG Report: Introduction > Global ESG governance (pg. 5–6) 2021 ESG Report: Governance > Risk management (pg. 26) <a href="#">2020 CDP Climate Change Response</a> C1.2a <a href="#">Materiality section of 2020 Report</a>
<b>Strategy</b>		
The actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	A) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<a href="#">2020 CDP Climate Change Response</a> C2.3a and C2.4a <a href="#">2020 Form 10-K</a> (pg. 21–22; pg. 97–98)
	B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<a href="#">2020 CDP Climate Change Response</a> C2.3a and C2.4a
The actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	C) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<a href="#">2020 CDP Climate Change Response</a> C3.1 (partially reported: We have not used climate-related scenario analysis in our operations as we are in the process of implementing several new network planning models based on advanced analytics such as simulation, optimization, statistics and machine learning. While climate-related factors have not been considered in these models to date, there may be future opportunity to incorporate them once these models have been implemented and in use for a sufficient period of time.)

Disclosure focus area	Recommended disclosure	Location/explanation
<b>Risk management</b>		
Disclose how the organization identifies, assesses and manages climate-related risks.	A) Describe the organization's processes for identifying and assessing climate-related risks.	<a href="#">2020 CDP Climate Change Response</a> C2.1 & C2.2 <a href="#">Materiality section of 2020 Report</a>
	B) Describe the organization's processes for managing climate-related risks.	<a href="#">2020 CDP Climate Change Response</a> C2.2 2021 ESG Report: Environment > Climate
	C) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<a href="#">2020 CDP Climate Change Response</a> C2.2 <a href="#">Materiality section of 2020 Report</a>