



CONTENT INDEX

GRI content index

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Disclosure number	Disclosure title	Location/explanation
General disclosures		
102-1	Name of the organization	FedEx Corporation
102-2	Activities, brands, products, and services	2021 Form 10-K : 1. Business > Overview (pg. 5)
102-3	Location of headquarters	942 South Shady Grove Road Memphis, Tennessee 38120
102-4	Location of operations	2021 Form 10-K : 1. Business > Overview (pg. 5) 2021 Form 10-K : 2. Properties (pg. 36–40)
102-5	Ownership and legal form	Publicly traded corporation
102-6	Markets served	2021 Form 10-K : 1. Business > Overview (pg. 5)
102-7	Scale of the organization	2021 Form 10-K : 1. Business > Reputation and Responsibility (pg. 7–10) 2021 Form 10-K : 1. Business > Business Segments (pg. 11–21) 2021 Form 10-K : 2. Properties (pg. 36–40) 2021 Form 10-K : 7. Management's Discussion and Analysis of Results of Operations and Financial Condition > Results of Operations and Outlook (pg. 45)
102-8	Information on employees and other workers	2022 ESG Report : Data appendix (pg. 39–40) 2021 Form 10-K : 1. Business > Reputation and Responsibility > Human Resource Management (pg. 8–9)
102-9	Supply chain	2022 ESG Report : Our principles > Our supply chain (pg. 12)

Disclosure number	Disclosure title	Location/explanation
102-10	Significant changes to the organization and its supply chain	<p>2022 ESG Report: Our principles > Our supply chain (pg. 12)</p> <p>2021 Form 10-K: 1. Business and 1.A Risk Factors (pg. 5–36)</p> <p>2021 Proxy Statement</p>
102-11	Precautionary principle or approach	<p>2021 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities (pg. 24)</p> <p>Our standard management practices consider many factors, including potential positive and negative societal impacts, when making strategic business decisions.</p>
102-12	External initiatives	<p>2022 ESG Report: Our planet > Strategic approach and climate change (pg. 14–16)</p> <p>2022 ESG Report: Our planet > Vehicle electrification (pg. 17–18)</p> <p>2022 ESG Report: Our planet > Sustainable fuels (pg. 19)</p> <p>2022 ESG Report: Our people > Diversity, equity, and inclusion (pg. 30–32)</p> <p>FedEx Cares</p> <p>Please see our membership of associations below as well as our perspective on public policies and issues.</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>We maintain partnerships with more than 1,300 international and national trade associations and other organizations to further our sustainability efforts. We remain actively engaged with trade associations with the goal of promoting and protecting the economic future of FedEx, our employees, and our communities. The associations address issues in a collective industry manner and often advance positions consistent with company interests, that will help us provide strong financial returns, enhance long-term stockholder value, and advance the best interests of our employees consistent with our corporate values.</p>

Disclosure number	Disclosure title	Location/explanation
102-14	Statement from senior decision-maker	2022 ESG Report : Chairman's Letter (pg. 5)
102-15	Key impacts, risks, and opportunities	2021 Form 10-K : 1A. Risk Factors (pg. 25–36) 2021 Form 10-K : 7A. Quantitative and Qualitative Disclosures About Market Risk (pg. 75) 2021 CDP Climate Change Response : C2.3a & C2.4a (pg. 6–11)
102-16	Values, principles, standards, and norms of behavior	2022 ESG Report : Introduction > About FedEx (pg. 4) 2022 ESG Report : Our people > Our culture (pg. 25–26) 2022 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	2022 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) Code of Conduct
102-18	Governance structure	2022 ESG Report : Our principles > Governance structure and ESG risk management (pg. 6–7) 2022 ESG Report : Our planet > Environmental governance structure (pg. 13) 2022 ESG Report : Our people > Social governance structure (pg. 24) 2021 Proxy Statement : Corporate Governance Matters > The Board's Role and Responsibilities (pg. 24–26) 2021 Proxy Statement : Corporate Governance Matters > Board Structure (pg. 31–34)
102-19	Delegating authority	2022 ESG Report : Our principles > Governance structure and ESG risk management (pg. 6–7) 2022 ESG Report : Our planet > Environmental governance structure (pg. 13) 2022 ESG Report : Our people > Social governance structure (pg. 24) 2021 Proxy Statement : Corporate Governance Matters > The Board's Role and Responsibilities > Board Oversight of Sustainability and Corporate Social Responsibility Matters (pg. 25–26)

Disclosure number	Disclosure title	Location/explanation
102-20	Executive-level responsibility for economic, environmental, and social topics	<p>2022 ESG Report: Our principles > Governance structure and ESG risk management (pg. 6–7)</p> <p>2022 ESG Report: Our planet > Environmental governance structure (pg. 13)</p> <p>2021 Proxy Statement Corporate Governance Matters > The Board's Role and Responsibilities > Board Oversight of Sustainability and Corporate Social Responsibility Matters (pg. 25–26)</p>
102-21	Consulting stakeholders on economic, environmental, and social topics	2019 Materiality Assessment
102-22	Composition of the highest governance body and its committees	2021 Proxy Statement : Proxy Statement Summary (pg. 5–6)
102-23	Chair of the highest governance body	2021 Proxy Statement : Corporate Governance Matters > Nominees for Election to the Board > Frederick W. Smith (pg. 13)
102-24	Nominating and selecting the highest governance body	2021 Proxy Statement : Corporate Governance Matters > Process for Selecting Directors (pg. 10–12)
102-25	Conflicts of interest	<p>2021 Proxy Statement: Executive Compensation > Compensation Discussion and Analysis > Role of the Compensation Committee, its Compensation Consultant, and the Chairman of the Board and Chief Executive Officer (pg. 48–49)</p> <p>Code of Conduct</p> <p>Global Conflicts of Interest Policy</p>
102-26	Role of highest governance body in setting purpose, values, and strategy	<p>2022 ESG Report: Our principles > Governance structure and ESG risk management (pg. 6–7)</p> <p>2022 ESG Report: Our planet > Environmental governance structure (pg. 13)</p> <p>2022 ESG Report: Our people > Social governance structure (pg. 24)</p> <p>2021 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities > Corporate Culture and Strategy (pg. 26)</p>

Disclosure number	Disclosure title	Location/explanation
102-27	Collective knowledge of highest governance body	<p>2022 ESG Report: Our principles > Governance structure and ESG risk management (pg. 6–7)</p> <p>2022 ESG Report: Our planet > Environmental governance structure (pg. 13)</p> <p>2022 ESG Report: Our people > Social governance structure (pg. 24)</p> <p>2021 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities > Board Oversight of Sustainability and Corporate Social Responsibility Matters (pg. 25–26)</p>
102-28	Evaluating the highest governance body's performance	<p>2021 Proxy Statement: Corporate Governance Matters > Process for Training and Evaluating Directors (pg. 12–13)</p> <p>2021 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities > Board Oversight of Sustainability and Corporate Social Responsibility Matters (pg. 25–26)</p>
102-29	Identifying and managing economic, environmental, and social impacts	2019 Materiality Assessment
102-30	Effectiveness of risk management processes	<p>2022 ESG Report: Our principles > Governance structure and ESG risk management (pg. 6–7)</p> <p>2021 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities (pg. 24–26)</p> <p>2021 Form 10-K: 1. Business > Reputation and Responsibility > Governance (pg. 11)</p> <p>2019 Materiality Assessment</p>
102-31	Review of economic, environmental, and social topics	2021 Proxy Statement : Corporate Governance Matters > The Board's Role and Responsibilities (pg. 24–26)
102-32	Highest governance body's role in sustainability reporting	2022 ESG Report : Our principles > Governance structure and ESG risk management (pg. 6–7)
102-33	Communicating critical concerns	<p>2022 ESG Report: Our principles > Governance structure and ESG risk management (pg. 6–7)</p> <p>2019 Materiality Assessment</p>
102-34	Nature and total number of critical concerns	There were no critical concerns communicated to the highest governance body.
102-35	Remuneration policies	2021 Proxy Statement : Executive Compensation > Compensation Discussion and Analysis (pg. 41–63)
102-36	Process for determining remuneration	2021 Proxy Statement : Executive Compensation > Compensation Discussion and Analysis (pg. 41–49)

Disclosure number	Disclosure title	Location/explanation
102-37	Stakeholders' involvement in remuneration	2021 Proxy Statement : Corporate Governance Matters > The Board's Role and Responsibilities > Stockholder Engagement (pg. 30) (Partially reported)
102-38	Annual total compensation ratio	2021 Proxy Statement : Executive Compensation > CEO Pay Ratio (pg. 81) (Partially reported)
102-39	Percentage increase in annual total compensation ratio	2021 Proxy Statement : Executive Compensation > CEO Pay Ratio (pg. 81) (Partially reported)
102-40	List of stakeholder groups	2019 Materiality Assessment
102-41	Collective bargaining agreements	2022 ESG Report : Our people > Human resource management > Talent acquisition and engagement (pg. 27) 2021 Form 10-K : 1. Business > Business Segments > FedEx Express Segment > Employees (pg. 14) 2021 Form 10-K : 8. Financial Statements and Supplementary Data (pg. 91)
102-42	Identifying and selecting stakeholders	2019 Materiality Assessment 2021 Proxy Statement : Corporate Governance Matters > The Board's Role and Responsibilities (pg. 24–30)
102-43	Approach to stakeholder engagement	2019 Materiality Assessment
102-44	Key topics and concerns raised	2019 Materiality Assessment
102-45	Entities included in the consolidated financial statements	2021 Form 10-K : 7. Management's Discussion and Analysis of Results of Operations and Financial Condition > Results of Operations and Outlook (pg. 45) 2021 Form 10-K : Exhibit 21 > Subsidiaries of FedEx Corporation (pg. 359–361)
102-46	Defining report content and topic boundaries	2022 ESG Report : About this ESG Report (pg. 3) 2019 Materiality Assessment
102-47	List of material topics	2019 Materiality Assessment
102-48	Restatements of information	No restatements of information.
102-49	Changes in reporting	No significant changes were made in FY21 with respect to the report Scope and Aspect Boundaries.
102-50	Reporting period	2022 ESG Report : About this ESG Report (pg. 3)
102-51	Date of most recent report	2021 ESG Report (published in May 2021)
102-52	Reporting cycle	Annual (Fiscal Year)

Disclosure number	Disclosure title	Location/explanation
102-53	Contact point for questions regarding the report	csr@fedex.com
102-54	Claims of reporting in accordance with the GRI Standards	2022 ESG Report : About this ESG Report (pg. 3)
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 externally verified by Cventure LLC .
Economic performance		
103	Management approach (103-1, 103-2, 103-3)	Investor relations webpage
201-1	Direct economic value generated and distributed	2021 Form 10-K : 7. Management's Discussion and Analysis of Results of Operations and Financial Condition > Results of Operations and Outlook (pg. 45)
201-2	Financial implications and other risks and opportunities due to climate change	2021 CDP Climate Change Response : C2.3a & 2.4a (pg. 6–11)
201-3	Defined benefit plan obligations and other retirement plans	2022 ESG Report : Our people > Human resource management > Quality of life (pg. 28)
201-4	Financial assistance received from government	In FY21, FedEx did not receive significant financial assistance from governments.
Indirect economic impacts		
103	Management approach (103-1, 103-2, 103-3)	Investor relations webpage
203-1	Infrastructure investments and services supported	2022 ESG Report : Our planet (pg. 13–23) U.S. Economic Impact Report : Positive impact on local economies (pg. 9–10) U.S. Economic Impact Report : Spotlight on local markets (pg. 11–14)
203-2	Significant indirect economic impacts	FedEx Cares U.S. Economic Impact Report
Procurement practices		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our principles > Our supply chain (pg. 12)

Disclosure number	Disclosure title	Location/explanation
204-1	Proportion of spending on local suppliers	2022 ESG Report : Our principles > Our supply chain (pg. 12) (Partially reported)
Anti-corruption		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) Global Anti-Corruption Policy Code of Conduct
205-1	Operations assessed for risks related to corruption	2022 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9)
205-2	Communication and training about anti-corruption policies and procedures	2022 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) Global Anti-Corruption Policy Code of Conduct
205-3	Confirmed incidents of corruption and actions taken	2022 ESG Report : Our principles > Corporate integrity and compliance > Speaking up (pg. 9)
Anti-competitive behavior		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) Global Antitrust & Competition Law Policy
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no new, relevant legal proceedings on anti-competitive behavior or violations of anti-trust and monopoly legislation brought against FedEx in FY21. In 2018, the Spanish Competition Authority imposed immaterial fines on FedEx Express and TNT Express for alleged violations of Spanish competition law. As of March 2022, we are awaiting decisions on our appeal of the fines. FedEx Express is also awaiting decisions on the appeal of immaterial fines for alleged violations of Turkish competition law.
Tax		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our principles > Corporate integrity and compliance > Our approach to tax (pg. 8)
207-1	Approach to tax	2022 ESG Report : Our principles > Corporate integrity and compliance > Our approach to tax (pg. 8)

Disclosure number	Disclosure title	Location/explanation
Materials		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our planet > Sustainable customer solutions (pg. 23) 2022 ESG Report : Our planet > Facilities (pg. 21–22) Our approach > Packaging
301-1	Materials used by weight or volume	2022 ESG Report : Data appendix (pg. 38)
301-2	Recycled input materials used	2022 ESG Report : Data appendix (pg. 38)
301-3	Reclaimed products and their packaging materials	2022 ESG Report : Our planet > Sustainable customer solutions (pg. 23) (Partially reported)
Energy		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our planet (pg. 13–23)
302-1	Energy consumption within the organization	2022 ESG Report : Our planet (pg. 13–23) 2022 ESG Report : Data appendix (pg. 35)
302-2	Energy consumption outside of the organization	2022 ESG Report : Our planet (pg. 13–23) 2022 ESG Report : Data appendix (pg. 35)
302-3	Energy intensity	2022 ESG Report : Data appendix (pg. 37)
302-4	Reduction of energy consumption	2022 ESG Report : Our planet (pg. 13–23) 2022 ESG Report : Data appendix (pg. 37)
Emissions		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our planet (pg. 13–23)
305-1	Direct (Scope 1) GHG emissions	2022 ESG Report : Data appendix (pg. 36)
305-2	Energy indirect (Scope 2) GHG emissions	2022 ESG Report : Data appendix (pg. 36)
305-3	Other indirect (Scope 3) GHG emissions	2022 ESG Report : Data appendix (pg. 36)
305-4	GHG emissions intensity	2022 ESG Report : Data appendix (pg. 37)

Disclosure number	Disclosure title	Location/explanation
305-5	Reduction of GHG emissions	2022 ESG Report : Data appendix (pg. 37)
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	2022 ESG Report : Data appendix (pg. 37)
Waste (2020)		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our planet > Facilities (pg. 21–22)
306-1	Waste generation and significant waste-related impacts	2022 ESG Report : Our planet > Facilities (pg. 21–22)
306-2	Management of significant waste-related impacts	2022 ESG Report : Our planet > Facilities (pg. 21–22) 2022 ESG Report : Our planet > Sustainable customer solutions (pg. 23)
306-3	Waste generated	2022 ESG Report : Data appendix (pg. 38)
306-4	Waste diverted from disposal	2022 ESG Report : Data appendix (pg. 38)
306-5	Waste directed to disposal	2022 ESG Report : Data appendix (pg. 38)
Environmental compliance		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our planet > Strategic approach and climate change (pg. 14–16)
307-1	Non-compliance with environmental laws and regulations	2022 ESG Report : Data appendix (pg. 38) 2021 Form 10-K : 1. Business > Regulation > Environmental (pg. 23–24)
Supplier environmental assessment		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our principles > Our supply chain (pg. 12)
308-1	New suppliers that were screened using environmental criteria	2022 ESG Report : Our principles > Our supply chain (pg. 12) 2022 ESG Report : Data appendix (pg. 41)

Disclosure number	Disclosure title	Location/explanation
Employment		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our people > Human resource management (pg. 27–29)
401-1	New employee hires and employee turnover	2022 ESG Report : Our people > Human resource management > Talent acquisition and engagement (pg. 27) 2022 ESG Report : Data appendix (pg. 39)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2022 ESG Report : Our people > Human resource management > Quality of life (pg. 28)
401-3	Parental leave	2022 ESG Report : Our people > Human resource management > Quality of life (pg. 28)
Labor/management relations		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our people > Human resource management > Talent acquisition and engagement (pg. 27)
402-1	Minimum notice periods regarding operational changes	We notify all impacted team members of operational changes as soon as practical as part of our commitment to comply with all required notice periods set forth in the U.S. Department of Labor Worker Adjustment and Retraining Notification Act (WARN) and local, state, and country-specific laws, due to requirements and mandatory (minimum) notice periods in several European countries. FedEx Express International only implements operational changes after engagement with relevant works councils and employee representatives.
Occupational health and safety (2018)		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our people > Health and safety (pg. 33–34)
403-1	Occupational health and safety management system	2022 ESG Report : Our people > Health and safety (pg. 33–34)
403-2	Hazard identification, risk assessment, and incident investigation	2022 ESG Report : Our people > Health and safety (pg. 33–34)
403-3	Occupational health services	2022 ESG Report : Our people > Health and safety (pg. 33–34)

Disclosure number	Disclosure title	Location/explanation
403-4	Worker participation, consultation, and communication on occupational health and safety	2022 ESG Report : Our people > Health and safety (pg. 33–34)
403-5	Worker training on occupational health and safety	2022 ESG Report : Our people > Health and safety (pg. 33–34)
403-6	Promotion of worker health	2022 ESG Report : Our people > Health and safety (pg. 33–34) 2022 ESG Report : Our people > Human resource management > Quality of life (pg. 28)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2022 ESG Report : Our people > Health and safety (pg. 33–34)
403-8	Workers covered by an occupational health and safety management system	2022 ESG Report : Our people > Health and safety (pg. 33–34)
403-9	Work-related injuries	2022 ESG Report : Data appendix (pg. 40)
Training and development		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our people > Human resource management > Learning and development (pg. 29)
404-1	Average hours of training per year per employee	2022 ESG Report : Data appendix (pg. 39)
404-2	Programs for upgrading employee skills and transition assistance programs	2022 ESG Report : Our people > Human resource management > Learning and development (pg. 29)
404-3	Percentage of employees receiving regular performance and career development reviews	2022 ESG Report : Our people > Human resource management > Learning and development (pg. 29) (Partially reported)
Diversity and equal opportunity		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our people > Diversity, equity, and inclusion (pg. 30–32)
405-1	Diversity of governance bodies and employees	2022 ESG Report : Data appendix (pg. 40) 2021 Proxy Statement : Proxy Statement Summary > Director Nominee Highlights (pg. 6)

Disclosure number	Disclosure title	Location/explanation
Non-discrimination		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our people > Diversity, equity, and inclusion (pg. 30–32) Code of Conduct
Child labor		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) Code of Conduct
408-1	Operations and suppliers at significant risk for incidents of child labor	2022 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) (Partially reported)
Forced or compulsory labor		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) Code of Conduct Policy Prohibiting Trafficking in Persons
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)
Human rights assessment		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) Code of Conduct Policy Prohibiting Trafficking in Persons
412-1	Operations that have been subject to human rights reviews or impact assessments	2022 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) (Partially reported)
412-2	Employee training on human rights policies or procedures	2022 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9)

Disclosure number	Disclosure title	Location/explanation
Local communities		
103	Management approach (103-1, 103-2, 103-3)	FedEx Cares > Our Focus
413-1	Operations with local community engagement, impact assessments, and development programs	FedEx Cares
Supplier social assessment		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our principles > Our supply chain (pg. 12)
414-1	New suppliers that were screened using social criteria	2022 ESG Report : Data appendix (pg. 41) 2022 ESG Report : Our principles > Our supply chain (pg. 12)
414-2	Negative social impacts in the supply chain and actions taken	2022 ESG Report : Our principles > Our supply chain (pg. 12) (Partially reported)
Public policy		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our principles > Public policy and advocacy (pg. 11) Policy on Political Contributions Policy perspectives
415-1	Political contributions	Policy on Political Contributions
Customer privacy		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our principles > Cybersecurity and data privacy (pg. 10) Global Privacy Policy 2021 Form 10-K : 1A. Risk Factors (pg. 26–27, 29, 35)
Socioeconomic compliance		
103	Management approach (103-1, 103-2, 103-3)	2022 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) 2021 Form 10-K : 1. Business > Regulation (pg. 22–24)
419-1	Non-compliance with laws and regulations in the social and economic area	2021 Form 10-K : 8. Financial Statements and Supplementary Data > FedEx Corporation Notes to Consolidated Financial Statements > Note 19 (pg. 117) 2021 Proxy Statement : Appendix C – Reconciliations of Non-GAAP Financial Measures (pg. 115–119)

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Code	Accounting metric	Location/explanation
Activity metric		
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	2022 ESG Report : Data appendix (pg. 39) (Partially reported: we do not disclose the number of truck drivers in the Data Appendix)
Greenhouse gas emissions		
TR-AF-110a.1 TR-RO-110a.1	Gross global Scope 1 emissions	2022 ESG Report : Data appendix (pg. 36)
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	2022 ESG Report : Our planet > Strategic approach and climate change (pg. 14–16)
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	2022 ESG Report : Data appendix (pg. 35)
Air quality		
TR-AF-120a.1 TR-RO-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , and (3) particulate matter (PM ₁₀)	2022 ESG Report : Data appendix (pg. 36)
Labor practices		
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)

Code	Accounting metric	Location/explanation
Employee health and safety		
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	2022 ESG Report : Data appendix (pg. 40) (Partially reported: we disclose our lost time injury rate data for employees in the Data appendix but we do not disclose (1) total recordable incident rate. TRIR and fatality rate for contract employees is unavailable.)
Supply chain management		
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	2022 ESG Report : Data appendix (pg. 36)
Accident and safety management		
TR-AF-540a.1	Description of implementation and outcomes of a safety management system	2022 ESG Report : Our people > Health and safety (pg. 33–34)
TR-AF-540a.2	Number of aviation accidents	In FY21, FedEx recorded one aviation accident 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 FY21, FedEx recorded 2,034 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 0.351 per one million miles driven. This represents a 4% increase from our FY20 rate.

Code	Accounting metric	Location/explanation
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	2022 ESG Report : Data appendix (pg. 38) (Partially reported: we do not disclose (2) the aggregate volume of spills and releases to the environment in the Data appendix)
Driver working conditions		
TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	2022 ESG Report : Data appendix (pg. 39) (Partially reported: we do not separate voluntary and involuntary turnover rate)
TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	2022 ESG Report : Our people > Health and safety (pg. 33–34) (Partially reported)

TCFD content index

Referenced page numbers and links direct reader to the page position in the PDF file.

Disclosure focus area	Recommended disclosure	Location/explanation
Governance		
Disclose the organization's governance around climate-related risks and opportunities.	A) Describe the board's oversight of climate-related risks and opportunities.	2022 ESG Report : Our principles > Governance structure and ESG risk management (pg. 6–7) 2022 ESG Report : Our planet > Environmental governance structure (pg. 13) 2021 CDP Climate Change Response : C1.1 (pg. 2)
	B) Describe management's role in assessing and managing risks and opportunities.	2022 ESG Report : Our principles > Governance structure and ESG risk management (pg. 6–7) 2021 CDP Climate Change Response : C1.2a (pg. 2–3) 2019 Materiality Assessment
Strategy		
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.	2021 CDP Climate Change Response : C2.3a & C2.4a (pg. 6–11) 2021 Form 10-K : 1A. Risk Factors > Environmental, Climate and Weather Risks (pg. 33–34)
	B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2021 CDP Climate Change Response : C2.3a & C2.4a (pg. 6–11)
	C) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2021 CDP Climate Change Response : C3.1 (pg. 12) (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
Risk management		
Disclose how the organization identifies, assesses and manages climate-related risks.	A) Describe the organization's processes for identifying and assessing climate-related risks.	2021 CDP Climate Change Response: C2.1 & C2.2 (pg. 4–6) 2019 Materiality Assessment
	B) Describe the organization's processes for managing climate-related risks.	2022 ESG Report: Our planet > Strategic approach and climate change (pg. 14–16) 2021 CDP Climate Change Response: C2.2 (pg. 5–6)
	C) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2021 CDP Climate Change Response: C2.2 (pg. 5–6) 2019 Materiality Assessment