



Content index

GRI content index

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Disclosure number	Disclosure title	Location/explanation
General disclosures		
2-1	Organizational details	FedEx Corporation Publicly traded corporation 942 South Shady Grove Road Memphis, Tennessee 38120 2022 Form 10-K : 1. Business > Overview (pg. 5) 2022 Form 10-K : 2. Properties (pg. 40-43)
2-2	Entities included in the organization's sustainability reporting	2022 Form 10-K : 7. Management's Discussion and Analysis of Results of Operations and Financial Condition > Results of Operations and Outlook (pg. 48) 2022 Form 10-K : Exhibit 21 > Subsidiaries of FedEx Corporation (pg. 1,355–1,357)
2-3	Reporting period, frequency, and contact point	2023 ESG Report : About this ESG report (pg. 3) Annual (Fiscal Year) reporting cycle, aligned with financial reporting frequency Published May 2023 csr@fedex.com
2-4	Restatements of information	No restatements of information.
2-5	External assurance	Scope 1 and 2 GHG emissions data included in the 2023 ESG Report was externally verified by Cventure LLC. The FedEx Chief Sustainability Officer reviewed and approved the verification statement.
2-6	Activities, value chain, and other business relationships	2022 Form 10-K : 1. Business (pg. 5, 7, 13-23) 2022 Form 10-K : 2. Properties (pg. 40–43) 2022 Form 10-K : 7. Management's Discussion and Analysis of Results of Operations and Financial Condition > Results of Operations and Outlook (pg. 48) 2023 ESG Report : Our principles > Our supply chain (pg. 12)

Disclosure number	Disclosure title	Location/explanation
2-7	Employees	2022 Form 10-K : 1. Business > Human Resource Management (pg. 8-10) 2023 ESG Report : Data appendix (pg. 35-41)
2-8	Workers who are not employees	As of the end of FY22, 186,433 contracted service providers, FedEx Express global service participants, and other team members performed services for FedEx. Headcount numbers include all team members except vendors. Other team members include individuals employed by FedEx Ground independent service providers and drivers employed by FedEx Custom Critical truck owners.
2-9	Governance structure and composition	2022 Proxy Statement : Proxy Statement Summary (pg. 6-8) 2022 Proxy Statement : Corporate Governance Matters > Nominees for Election to the Board (pg. 16-24) 2022 Proxy Statement : Corporate Governance Matters > The Board's Role and Responsibilities (pg. 27-29) 2022 Proxy Statement : Corporate Governance Matters > Board Structure (pg. 37-40) 2023 ESG Report : Our principles > Governance structure and ESG risk management (pg. 6-7) 2023 ESG Report : Our planet > Environmental governance structure (pg. 13)
2-10	Nomination and selection of the highest governance body	2022 Proxy Statement : Corporate Governance Matters > Process for Selecting Directors (pg. 12-14) Governance, Safety, and Public Policy Committee Charter
2-11	Chair of the highest governance body	2022 Proxy Statement : Corporate Governance Matters > Nominees for Election to the Board > Frederick W. Smith (pg. 16) 2022 Proxy Statement : Corporate Governance Matters > Board Structure (pg. 37-38)
2-12	Role of the highest governance body in overseeing the management of impacts	2023 ESG Report : Our principles > Governance structure and ESG risk management (pg. 6-7) 2023 ESG Report : Our planet > Environmental governance structure (pg. 13) 2023 ESG Report : Our people > Social governance structure (pg. 25-26) 2022 Proxy Statement : Corporate Governance Matters > The Board's Role and Responsibilities (pg. 27-32) 2022 Form 10-K : 1. Business > Reputation and Responsibility > Governance (pg. 13) Board Committee Charters 2022 CDP Climate Change Response : C1.1 & C1.2 (pg. 2-3) 2019 Materiality Assessment

Disclosure number	Disclosure title	Location/explanation
2-13	Delegation of responsibility for managing impacts	<p>The GSPP Committee reports to the Board on the company's impacts on the economy, environment, and people at least annually.</p> <p>2023 ESG Report: Our principles > Governance structure and ESG risk management (pg. 6–7) 2023 ESG Report: Our planet > Environmental governance structure (pg. 13) 2023 ESG Report: Our people > Social governance structure (pg. 25–26) 2022 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities > Board Oversight of Sustainability and Corporate Social Responsibility Matters (pg. 29) 2022 CDP Climate Change Response: C1.1 & C1.2 (pg. 2–3)</p>
2-14	Role of the highest governance body in sustainability reporting	<p>The FedEx Board of Directors has reviewed the 2023 ESG Report.</p> <p>2019 Materiality Assessment</p>
2-15	Conflicts of interest	<p>2022 Proxy Statement: Executive Compensation > Compensation Discussion and Analysis > Role of the Compensation and HR Committee, its Compensation Consultant, and the Chief Executive Officer (pg. 56–57) Code of Conduct Global Conflicts of Interest Policy</p>
2-16	Communication of critical concerns	<p>There were no critical concerns communicated to the highest governance body during the reporting period.</p> <p>2023 ESG Report: Our principles > Governance structure and ESG risk management (pg. 6–7) 2022 CDP Climate Change Response: C2.2 (pg. 4–5)</p>
2-17	Collective knowledge of the highest governance body	<p>2023 ESG Report: Our principles > Governance structure and ESG risk management (pg. 6–7) 2022 Proxy Statement: Corporate Governance Matters > Process for Training and Evaluating Directors (pg. 14–15) 2022 CDP Climate Change Response: C1.1d (pg. 2)</p>

Disclosure number	Disclosure title	Location/explanation
2-18	Evaluation of the performance of the highest governance body	<p>2022 Proxy Statement: Corporate Governance Matters > Process for Training and Evaluating Directors (pg. 14–15)</p> <p>2022 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities > Board Oversight of Sustainability and Corporate Social Responsibility Matters (pg. 29)</p> <p>Governance, Safety, and Public Policy Committee Charter</p> <p>We do not disclose actions taken in response to the evaluations due to confidentiality constraints.</p>
2-19	Remuneration policies	<p>2022 Proxy Statement: Executive Compensation > Compensation Discussion and Analysis (pg. 48–70)</p>
2-20	Process to determine remuneration	<p>2022 Proxy Statement: Executive Compensation > Compensation Discussion and Analysis (pg. 48–70)</p> <p>2022 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities > Stockholder Engagement (pg. 33)</p> <p>We do not report the results of votes on remuneration due to confidentiality constraints.</p>
2-21	Annual total compensation ratio	<p>2022 Proxy Statement: Executive Compensation > CEO Pay Ratio (pg. 88)</p> <p>We do not report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees due to confidentiality constraints.</p>
2-22	Statement on sustainable development strategy	<p>2023 ESG Report: CEO Letter (pg. 5)</p>
2-23	Policy commitments	<p>2023 ESG Report: Our principles > Corporate integrity and compliance (pg. 8–9)</p> <p>Code of Conduct</p> <p>Policy Prohibiting Trafficking in Persons (in compliance with the Trafficking Victims Protection Act of 2000 (22 U.S.C. Chapter 78))</p>

Disclosure number	Disclosure title	Location/explanation
2-24	Embedding policy commitments	<p>At least annually, all team members with computer access are required to complete our Code of Conduct training and those without computer access are trained in-person by their managers on the Code principles. In addition, team members are required to complete more in-depth training on specific aspects of the Code including anti-harassment, human rights, and anti-bribery.</p> <p>2023 ESG Report: Our principles > Corporate integrity and compliance (pg. 8–9) Code of Conduct</p>
2-25	Processes to remediate negative impacts	<p>2023 ESG Report: Our principles > Corporate integrity and compliance (pg. 8–9) 2023 ESG Report: Our principles > Our supply chain (pg. 12) Code of Conduct FedEx Alert Line</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>2023 ESG Report: Our principles > Corporate integrity and compliance (pg. 8–9) Corporate Integrity & Compliance website > Ways To Speak Up Code of Conduct</p>
2-27	Compliance with laws and regulations	<p>2022 Form 10-K: 1. Business > Regulation > Environmental (pg. 25–26) 2022 Form 10-K: 8. Financial Statements and Supplementary Data > FedEx Corporation Notes to Consolidated Financial Statements > Note 19 (pg. 114) 2022 Proxy Statement: Appendix C – Reconciliations of Non-GAAP Financial Measures (pg. 133–136) 2023 ESG Report: Data appendix (pg. 35–41)</p>
2-28	Membership associations	<p>We maintain relationships with more than 1,300 international and national trade associations and other organizations to further our sustainability efforts. We believe that as a member of various trade associations that these recipients take many positions and address many issues of importance to FedEx in a meaningful manner, and the associations take positions and 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> <p>Public Policy and Advocacy webpage</p>

Disclosure number	Disclosure title	Location/explanation
2-29	Approach to stakeholder engagement	2019 Materiality Assessment 2022 Proxy Statement : Corporate Governance Matters > The Board's Role and Responsibilities (pg. 27–33)
2-30	Collective bargaining agreements	Our commitment to fair and just compensation is of utmost importance as is respecting the rights of our team members to unionize. All of our FedEx Express pilots are represented by the Air Line Pilots Association, International (ALPA) and employed under a collective bargaining agreement. Additionally, a small number of other employees are represented by unions. We seek to hear our employees' perspectives on these affairs through regular meetings with union representatives to discuss, bargain, and make adjustments where appropriate. We do not disclose the percentage of employees covered by collective bargaining agreements due to immateriality . 2022 Form 10-K : 1. Business > Business Segments > FedEx Express Segment > Employees (pg.16) 2022 Form 10-K : 1A. Risk Factors > Human Resource Management Risks (pg. 35)
Material topics		
3-1	Process to determine material topics	2023 ESG Report : About this ESG Report (pg. 3) 2019 Materiality Assessment
3-2	List of material topics	2019 Materiality Assessment No significant changes were made in FY22 with respect to the report scope and aspect boundaries.
Ethics, integrity, bribery, and corruption		
3-3	Management of material topics	2023 ESG Report : Our principles > Corporate integrity and compliance (pg. 7) 2023 ESG Report : Our principles > Governance structure and ESG risk management > Risk management (pg. 7) Code of Conduct Global Anti-Corruption Policy Global Antitrust & Competition Law Policy

Disclosure number	Disclosure title	Location/explanation
205-1	Operations assessed for risks related to corruption	<p>2023 ESG Report: Our principles > Corporate integrity and compliance (pg. 8-9) Global Anti-Corruption Policy Code of Conduct</p> <p>FedEx Corporation conducts an annual risk assessment program including coverage of anti-corruption, anti-bribery, and other risk areas in our operating companies and international regions. The risk assessment process is built upon a set of key risk indicators specific to our business operations. In addition, FedEx Internal Audit conducts an annual program of anti-corruption, anti-bribery audits including risk-based audits of certain of our third parties. FedEx also intakes, investigates, and addresses any concerns which are raised outside of these processes, such as those raised through monitoring, due diligence investigations, other detection methods, use of our open door policy, hotline, or other reporting methods. The number and percentage of operations assessed for risks related to corruption is not available.</p>
205-2	Communication and training about anti-corruption policies and procedures	<p>We communicate our anti-corruption policies and procedures, which are included in our Code of Conduct, to all employees.</p> <p>2023 ESG Report: Our principles > Corporate integrity and compliance (pg. 8-9) Global Anti-Corruption Policy Code of Conduct</p>
205-3	Confirmed incidents of corruption and actions taken	<p>2023 ESG Report: Our principles > Corporate integrity and compliance > Speaking up (pg. 9)</p> <p>FedEx conducts a program of risk assessments and audits for anti-corruption and anti-bribery. Any material matters are disclosed in FedEx financial statements as required. Any non-material matters are not applicable to the reporting and therefore not included in our reportable numbers. Such matters would nevertheless be addressed as part of the risk assessment or audit process and included in any plans for remediation as needed.</p>

Disclosure number	Disclosure title	Location/explanation
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	On March 8, 2018, the Spanish Competition Authority (SCA) imposed fines totaling 18 million Euro against FedEx, claiming FedEx had agreements with certain resellers that violated Spanish Competition Law because the agreements restricted the resellers from selling directly to certain FedEx customers. In the enforcement action, the SCA characterized these agreements as the basis of a customer allocation cartel among horizontal competitors. We appealed the SCA's decision to the Spanish High Court on May 7, 2018, arguing that our relationships with the resellers were vertical (not horizontal) and, thus, the customer restrictions were allowed by Spanish Competition Law. On December 20, 2022, the High Court rejected our appeal and affirmed the SCA's decision. Based on cost considerations combined with a low likelihood of success, we have decided to not seek further appeals of this decision and pay the fine.
408-1	Operations and suppliers at significant risk for incidents of child labor	2023 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) Code of Conduct We do not disclose operations and suppliers with a significant risk of child labor due to confidentiality constraints.
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2023 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) Code of Conduct We do not disclose operations and suppliers with a significant risk of forced labor due to confidentiality constraints.
415-1	Political Contributions	FedExPAC Contributions for 2022 Public Policy and Advocacy webpage
Data/IT security and data privacy		
3-3	Management of material topics	2023 ESG Report : Our principles > Cybersecurity and data privacy (pg. 10) FedEx Trust Center Global Privacy Policy FedEx Privacy Notice
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	The number of customer privacy complaints and identified leaks, thefts, or losses of customer data is not available.

Disclosure number	Disclosure title	Location/explanation
Social impact of FedEx supply chains		
3-3	Management of material topics	<p>2023 ESG Report: Our principles > Our supply chain (pg. 12) 2022 Global Impact Report: Economic Impact (pg. 5–6)</p> <p>We review scorecards and hold monthly discussions with suppliers to determine areas of improvement and inform our procurement decisions. We address the management of environmental, social, labor, and human rights factors in our supplier contracts, where appropriate.</p> <p>Environmental and social criteria is included in the Sourcing scorecard system for key managed suppliers in order to provide FedEx with the ability to identify and manage environmental and social sustainability risks in our supply chain, while pursuing collaborative efforts to improve the sustainability practices of critically dependent suppliers.</p> <p>These scores are looked at individually for each key managed supplier and Sourcing does not currently analyze totals nor percentages across all score-carded suppliers. Sourcing determines a weighted score on supplier responses to the following (with supporting documentation provided):</p> <ul style="list-style-type: none"> • Program in place to address Environmental Sustainability — Environmental aspects affect the natural systems on which life depends, now and in the future. Including, but not limited to: biodiversity preservation, climate adaptation, resource optimization, soil health stewardship, acidification, desertification, eutrophication, freshwater pollution, greenhouse gas emissions, habitat depletion, human health impacts, land use change, marine pollution, ozone depletion, radiation pollution, resource depletion, smog, waste, water consumption. <p>Suppliers will receive a higher weighted score if they can also show:</p> <ul style="list-style-type: none"> • A formal program in place to evaluate all areas of sustainability throughout supply chain. • That they have brought significant positive environmental, social, or economic impact to FedEx through innovations, support, and other means.

Disclosure number	Disclosure title	Location/explanation
204-1	Proportion of spending on local suppliers	2023 ESG Report : Our principles > Our supply chain (pg. 12) Proportion of spend with local suppliers is not available.
308-1	New suppliers that were screened using environmental criteria	2023 ESG Report : Data appendix (pg. 35–41) The percentage of new and current suppliers screened using environmental criteria is not available.
308-2	Negative environmental impacts in the supply chain and actions taken	2023 ESG Report : Our principles > Our supply chain (pg. 12) 2023 ESG Report : Data appendix (pg. 35–41) 2022 Global Impact Report : Economic Impact (pg. 5–6) The number and percentage of suppliers identified as having significant environmental impacts is not available.
414-1	New suppliers that were screened using social criteria	2023 ESG Report : Data appendix (pg. 35–41) The percentage of new and current suppliers screened using social criteria is not available.
414-2	Negative social impacts in the supply chain and actions taken	2023 ESG Report : Our principles > Our supply chain (pg. 12) 2023 ESG Report : Data appendix (pg. 35–41) 2022 Global Impact Report : Economic Impact (pg. 5–6) The number and percentage of suppliers identified as having significant social impacts is not available.
GHG emissions associated with transportation fleet		
3-3	Management of material topics	2023 ESG Report : Our planet (pg. 13–24) Sustainability webpage > Our approach
302-1	Energy consumption within the organization	2023 ESG Report : Our planet (pg. 13–24) 2023 ESG Report : Data appendix (pg. 35–41)
302-2	Energy consumption outside of the organization	2023 ESG Report : Our planet (pg. 13–24) 2023 ESG Report : Data appendix (pg. 35–41)
302-3	Energy intensity	2023 ESG Report : Data appendix (pg. 35–41)
302-4	Reduction of energy consumption	2023 ESG Report : Our planet (pg. 13–24) 2023 ESG Report : Data appendix (pg. 35–41)

Disclosure number	Disclosure title	Location/explanation
302-5	Reductions in energy requirements of products and services	The reductions in energy requirements of sold products and services is not available.
305-1	Direct (Scope 1) GHG emissions	2023 ESG Report : Data appendix (pg. 35–41)
305-2	Energy indirect (Scope 2) GHG emissions	2023 ESG Report : Data appendix (pg. 35–41)
305-3	Other indirect (Scope 3) GHG emissions	2023 ESG Report : Data appendix (pg. 35–41)
305-4	GHG emissions intensity	2023 ESG Report : Data appendix (pg. 35–41)
305-5	Reduction of GHG emissions	2023 ESG Report : Data appendix (pg. 35–41)
Environmental impact on local communities		
3-3	Management of material topics	2023 ESG Report : Our planet (pg. 13–24) Environmental Policy Sustainability webpage > Materials
301-1	Materials used by weight or volume	2023 ESG Report : Data appendix (pg. 35–41)
301-2	Recycled input materials used	2023 ESG Report : Data appendix (pg. 35–41)
301-3	Reclaimed products and their packaging materials	The percentage of reclaimed products and their packaging is not available.
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable. FedEx operations do not emit ODS.
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	2023 ESG Report : Data appendix (pg. 35–41)
306-1	Waste generation and significant waste-related impacts	2023 ESG Report : Our planet > Facilities (pg. 21) 2023 ESG Report : Our planet > Sustainable customer solutions (pg. 23) Sustainability webpage > Materials
306-2	Management of significant waste-related impacts	2023 ESG Report : Our planet > Facilities (pg. 21) 2023 ESG Report : Our planet > Sustainable customer solutions (pg. 23) Sustainability webpage > Materials
306-3	Waste generated	2023 ESG Report : Data appendix (pg. 35–41)

Disclosure number	Disclosure title	Location/explanation
306-4	Waste diverted to disposal	2023 ESG Report : Data appendix (pg. 35–41)
306-5	Waste directed to disposal	2023 ESG Report : Data appendix (pg. 35–41)
Workplace safety and team member security		
3-3	Management of material topics	2023 ESG Report : Our people > Health and safety (pg. 33)
403-1	Occupational health and safety management system	2023 ESG Report : Our people > Health and safety (pg. 33)
403-2	Hazard identification, risk assessment, and incident investigation	2023 ESG Report : Our people > Health and safety (pg. 33)
403-3	Occupational health services	2023 ESG Report : Our people > Health and safety (pg. 33)
403-4	Worker participation, consultation, and communication on occupational health and safety	2023 ESG Report : Our people > Health and safety (pg. 33)
403-5	Worker training on occupational health and safety	2023 ESG Report : Our people > Health and safety (pg. 33)
403-6	Promotion of worker health	2023 ESG Report : Our people > Human resource management > Quality of life (pg. 28–29)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023 ESG Report : Our people > Health and safety (pg. 33)
403-8	Workers covered by an occupational health and safety management system	The number and percentage of workers covered by an occupational health and safety management system are not available.
403-9	Work-related injuries	2023 ESG Report : Our people > Health and safety (pg. 33) 2023 ESG Report : Data appendix (pg. 35–41) Work-related injury data for contractors is not available.
403-10	Work-related ill health	Work-related ill health data for employees and contractors is not available.

Disclosure number	Disclosure title	Location/explanation
Team member diversity and inclusion		
3-3	Management of material topics	2023 ESG Report : Our people > Diversity, equity, and inclusion (pg. 30–32)
405-1	Diversity of governance bodies and employees	2023 ESG Report : Data appendix (pg. 35–41) 2022 Proxy Statement : Proxy Statement Summary > Director Nominee Highlights (pg. 7)
405-2	Ratio of basic salary and remuneration of women to men	The ratio of basic salary and remuneration of women to men is not available due to confidentiality constraints.
406-1	Incidents of discrimination and corrective actions taken	The number and status of incidents of discrimination is not available due to confidentiality constraints.
Workforce recruitment, retention, pay, hours, conditions, and development		
3-3	Management of material topics	2023 ESG Report : Our people > Human resource management (pg. 27–29)
401-1	New employee hires and employee turnover	2023 ESG Report : Our people > Human resource management > Talent acquisition and engagement (pg. 27–28) 2023 ESG Report : Data appendix (pg. 35–41)
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	2023 ESG Report : Our people > Human resource management > Quality of life (pg. 28–29) We offer competitive retirement benefits to U.S. team members, including pension and 401(k) plans for eligible employees. U.S. employees hired on or after January 1, 2020, and certain existing employees, can participate in an all 401(k)-plan, with an enhanced matching contribution of up to 8% of compensation beginning January 1, 2022. We offer pension plans to certain eligible employees in addition to a 401(k) plan with a match of up to 3.5%. FedEx also supports families with paid parental leave and financial assistance with adoptions.

Disclosure number	Disclosure title	Location/explanation
401-3	Parental leave	The number of employees who took parental leave in FY22 is not available.
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.
404-1	Average hours of training per year per employee	2023 ESG Report : Data appendix (pg. 35–41)
404-2	Programs for upgrading employee skills and transition assistance programs	2023 ESG Report : Our people > Human resource management > Learning and development (pg. 29)
404-3	Percentage of new employees receiving regular performance and career development reviews	Each FedEx operating company has a performance management process to support ongoing accountability for innovative business results. Leaders and team members are asked to hold frequent quality conversations as part of their performance management process to discuss successes, strengths, and strategies for improvement for both job related and personal development goals. The total percentage of employees who received a performance review is not available.
Economic impact and access		
3-3	Management of material topics	Global Economic Impact Report : Economic Impact (pg. 5–6) Investor Relations webpage
201-1	Direct economic value generated and distributed	2022 Form 10-K : 7. Management's Discussion and Analysis of Results of Operations and Financial Condition > Results of Operations and Outlook (pg. 48) 2022 Global Impact Report : Economic Impact (pg. 5–6)
201-2	Financial implications and other risks and opportunities due to climate change	2022 CDP Climate Change Response : C2.3a & 2.4a (pg. 6–10)

Disclosure number	Disclosure title	Location/explanation
201-3	Defined benefit plan obligations and other retirement plans	2023 ESG Report : Our people > Human resource management > Quality of life (pg. 28–29) 2022 Proxy Statement : Executive Compensation > Fiscal 2022 Pension Benefits (pg. 80–82)
201-4	Financial assistance received from government	In FY22, FedEx did not receive significant financial assistance from governments.
203-1	Infrastructure investments and services supported	2023 ESG Report : Our planet (pg. 13–24) Global Economic Impact Report : Economic Impact (pg. 5–6) Global Economic Impact Report : Spotlights (pg. 7–26)
203-2	Significant indirect economic impacts	FedEx Cares website Global Economic Impact Report : Economic impact (pg. 5–6) Global Economic Impact Report : Spotlights (pg. 7–26)
413-1	Operations with local community engagement, impact assessments, and development programs	FedEx Cares Website: Our Focus The percentage of operations with implemented local community engagement is not available due to confidentiality constraints.
413-2	Operations with significant actual and potential negative impacts on local communities	Operations with significant impacts on local communities is not available due to confidentiality constraints.

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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	2023 ESG Report : Data appendix (pg. 35–41) 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	2023 ESG Report : Data appendix (pg. 35–41)
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	2023 ESG Report : Our planet (pg. 13–24)
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	2023 ESG Report : Data appendix (pg. 35–41)
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)	2023 ESG Report : Data appendix (pg. 35–41)
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 & 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	2023 ESG Report : Data appendix (pg. 35–41) We disclose our lost time injury rate (LTIR) data for employees in the Data appendix but we do not disclose (1) total recordable incident rate (TRIR). TRIR and fatality rate for (b) 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	2023 ESG Report : Data appendix (pg. 35–41)
Accident & safety management		
TR-AF-540a.1	Description of implementation and outcomes of a safety management system	2023 ESG Report : Our people > Health and safety (pg. 33)
TR-AF-540a.2	Number of aviation accidents	In FY22, FedEx recorded 0 aviation accidents as defined according to the International Civil Aviation Organization (ICAO) in Annex 13—Aircraft Accident and Investigation.

Code	Accounting metric	Location/explanation
TR-AF-540a.3 TR-RO-540a.1	Number of road accidents and incidents	N/R (information for this indicator is unavailable)
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	2023 ESG Report : Data appendix (pg. 35–41) 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	2023 ESG Report : Data appendix (pg. 35–41) 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	2023 ESG Report : Our people > Health and safety (pg. 33) 2023 ESG Report : Our people > Human resource management > Quality of life (pg. 28–29)

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.	2023 ESG Report: Our principles > Governance structure and ESG risk management (pg. 6–7) 2023 ESG Report: Our planet > Environmental governance structure (pg. 13) 2022 CDP Climate Change Response : C1.1 (pg. 2)
	B) Describe management's role in assessing and managing risks and opportunities.	2023 ESG Report: Our principles > Governance structure and ESG risk management (pg. 6–7) 2022 CDP Climate Change Response : C1.2 (pg. 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.	2023 ESG Report: Our planet > Strategic approach and climate change (pg. 14–16) 2022 CDP Climate Change Response : C2.3a and C2.4a (pg. 6, 8) 2022 Form 10-K : 1A. Risk Factors > Environmental, Climate, and Weather Risks (pg. 37)
	B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2022 CDP Climate Change Response : C2.3a, C2.4a, C3.1, C3.3 and C3.5 (pg. 6, 8, 10, 11, 18)
	C) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2022 CDP Climate Change Response : C3.2 (pg. 11) 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.	2022 CDP Climate Change Response : C2.1 and C2.2 (pg. 4, 5) 2019 Materiality Assessment
	B) Describe the organization's processes for managing climate-related risks.	2023 ESG Report: Our planet > Strategic approach and climate change (pg. 14-16) 2022 CDP Climate Change Response : C2.1 and C2.2 (pg. 4-6)
	C) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2022 CDP Climate Change Response : C2.1 and C2.2 (pg. 4-6) 2019 Materiality Assessment