



Content index

GRI content index

FedEx references the following indicators from the Global Reporting Initiative (GRI) Standards in our environmental, social, and governance (ESG) reporting. Referenced page numbers and links direct reader to the page position in the PDF file.

Statement of use: FedEx has reported in accordance with the GRI Standards for the period June 1, 2022–May 31, 2023.

GRI 1 used: GRI 1: Foundation 2021

Disclosure number	Disclosure title	Location/explanation
General disclosures		
2-1	Organizational details	<p>FedEx Corporation</p> <p>Publicly traded corporation</p> <p>942 South Shady Grove Road Memphis, Tennessee 38120</p> <p>2023 Form 10-K: 1. Business > Overview (pg. 5)</p> <p>2023 Form 10-K: 2. Properties (pg. 41–45)</p>
2-2	Entities included in the organization's sustainability reporting	<p>2023 Form 10-K: 7. Management's Discussion and Analysis of Results of Operations and Financial Condition > Results of Operations and Outlook (pg. 51)</p> <p>2023 Form 10-K: Exhibit 21 > Subsidiaries of FedEx Corporation (pg. 214–216)</p>
2-3	Reporting period, frequency, and contact point	<p>2024 ESG Report: About this ESG report (pg. 3)</p> <p>Annual (Fiscal Year) reporting cycle, aligned with financial reporting frequency</p> <p>Published May 2024</p> <p>csr@fedex.com</p>
2-4	Restatements of information	No restatements of information.
2-5	External assurance	<p>Scope 1 and 2 GHG emissions data included in the 2024 ESG Report was externally verified by Cventure LLC. The FedEx Chief Sustainability Officer reviewed and approved the verification statement.</p>

Disclosure number	Disclosure title	Location/explanation
2-6	Activities, value chain, and other business relationships	2023 Form 10-K : 1. Business (pg. 5–7, 12–23) 2023 Form 10-K : 2. Properties (pg. 41–45) 2023 Form 10-K : 7. Management's Discussion and Analysis of Results of Operations and Financial Condition > Results of Operations and Outlook (pg. 51) 2024 ESG Report : Our principles > Supply chain (pg. 12)
2-7	Employees	2023 Form 10-K : 1. Business > Human Resource Management (pg. 7–8) 2024 ESG Report : Data appendix (pg. 37–43)
2-8	Workers who are not employees	As of the end of FY23, 10,662 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	2023 Proxy Statement : Proxy Statement Summary (pg. 6–7) 2023 Proxy Statement : Corporate Governance Matters > Nominees for Election to the Board (pg. 15–22) 2023 Proxy Statement : Corporate Governance Matters > The Board's Role and Responsibilities (pg. 25–30) 2023 Proxy Statement : Corporate Governance Matters > Board Structure (pg. 30–34) 2024 ESG Report : Our principles > Governance structure and ESG risk management (pg. 6–7) 2024 ESG Report : Our planet > Environmental governance structure (pg. 13) 2024 ESG Report : Our people > Social governance structure (pg. 26)
2-10	Nomination and selection of the highest governance body	2023 Proxy Statement : Corporate Governance Matters > Process for Selecting Directors (pg. 12–14) Governance, Safety, and Public Policy (GSPP) Committee Charter
2-11	Chair of the highest governance body	2023 Proxy Statement : Corporate Governance Matters > Nominees for Election to the Board > Frederick W. Smith (pg. 20) 2023 Proxy Statement : Corporate Governance Matters > Board Structure (pg. 30–34)

Disclosure number	Disclosure title	Location/explanation
2-12	Role of the highest governance body in overseeing the management of impacts	<p>2024 ESG Report: Our principles > Governance structure and ESG risk management (pg. 6–7)</p> <p>2024 ESG Report: Our planet > Environmental governance structure (pg. 13)</p> <p>2024 ESG Report: Our people > Social governance structure (pg. 26)</p> <p>2023 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities (pg. 25–30)</p> <p>2023 Form 10-K: 1. Business > Reputation and Responsibility > Governance (pg. 12)</p> <p>Board Committee Charters</p> <p>2023 CDP Climate Change Response: C1.1 & C1.2 (pg. 3–4)</p> <p>Our most recent materiality assessment</p>
2-13	Delegation of responsibility for managing impacts	<p>The GSPP Committee oversees and reports to the Board on the company's Corporate Social Responsibility goals, strategies, and programs, including the management of sustainability- and climate-related risks, and the Compensation and Human Resources Committee oversees and reports to the Board on the company's key human resource management strategies and initiatives.</p> <p>2024 ESG Report: Our principles > Governance structure and ESG risk management (pg. 6–7)</p> <p>2024 ESG Report: Our planet > Environmental governance structure (pg. 13)</p> <p>2024 ESG Report: Our people > Social governance structure (pg. 26)</p> <p>2023 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities > Board Oversight of Sustainability and Corporate Social Responsibility Matters (pg. 27–28)</p> <p>GSPP Committee Charter</p> <p>2023 CDP Climate Change Response: C1.1 & C1.2 (pg. 3–4)</p>
2-14	Role of the highest governance body in sustainability reporting	<p>The Audit and Finance and GSPP Committees of the FedEx Board have reviewed the 2024 ESG Report.</p> <p>Our most recent materiality assessment</p>
2-15	Conflicts of interest	<p>2023 Proxy Statement: Executive Compensation > Compensation Discussion and Analysis > Role of the Compensation and HR Committee, its Compensation Consultant, and the Chief Executive Officer (pg. 47–48)</p> <p>2023 Proxy Statement: Corporate Governance Matters > Director Independence > Related Person Transactions (pg. 25)</p> <p>Code of Conduct</p> <p>Global Conflicts of Interest Policy</p>

Disclosure number	Disclosure title	Location/explanation
2-16	Communication of critical concerns	<p>There were no critical concerns communicated to the highest governance body during the reporting period.</p> <p>2024 ESG Report: Our principles > Governance structure and ESG risk management (pg. 6–7)</p> <p>2023 CDP Climate Change Response: C2.2 (pg. 8)</p>
2-17	Collective knowledge of the highest governance body	<p>2024 ESG Report: Our principles > Governance structure and ESG risk management (pg. 6–7)</p> <p>2023 Proxy Statement: Corporate Governance Matters > Process for Training and Evaluating Directors (pg. 14)</p> <p>2023 CDP Climate Change Response: C1.1d (pg. 4)</p>
2-18	Evaluation of the performance of the highest governance body	<p>2023 Proxy Statement: Corporate Governance Matters > Process for Training and Evaluating Directors (pg. 14)</p> <p>2023 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities > Board Oversight of Sustainability and Corporate Social Responsibility Matters (pg. 27–28)</p> <p>GSPP 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>2023 Proxy Statement: Executive Compensation > Compensation Discussion and Analysis (pg. 40–60)</p>
2-20	Process to determine remuneration	<p>2023 Proxy Statement: Executive Compensation > Compensation Discussion and Analysis (pg. 40–60)</p> <p>2023 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities > Stockholder Engagement (pg. 29)</p> <p>September 21, 2023 Form 8-K: Section 5. Corporate Governance and Management > Item 5.07. Submission of Matters to a Vote of Security Holders (pg. 2)</p>
2-21	Annual total compensation ratio	<p>2023 Proxy Statement: Executive Compensation > CEO Pay Ratio (pg. 82)</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.</p>
2-22	Statement on sustainable development strategy	<p>2024 ESG Report: CEO Letter (pg. 5)</p>

Disclosure number	Disclosure title	Location/explanation
2-23	Policy commitments	2024 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) Code of Conduct Policy Prohibiting Trafficking in Persons (in compliance with the Trafficking Victims Protection Act of 2000 (22 U.S.C. Chapter 78))
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> 2024 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) Code of Conduct
2-25	Processes to remediate negative impacts	2024 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) 2024 ESG Report : Our principles > Supply chain (pg. 12) Code of Conduct FedEx Alert Line
2-26	Mechanisms for seeking advice and raising concerns	2024 ESG Report : Our principles > Corporate integrity and compliance (pg. 8–9) Corporate Integrity & Compliance website > Ways To Speak Up Code of Conduct
2-27	Compliance with laws and regulations	2023 Form 10-K : 1. Business > Regulation > Environmental (pg. 25–26) 2023 Form 10-K : 8. Financial Statements and Supplementary Data > FedEx Corporation Notes to Consolidated Financial Statements > Note 18 (pg. 115–116) 2023 Proxy Statement : Appendix C – Reconciliations of Non-GAAP Financial Measures (pg. 111–114) 2024 ESG Report : Data appendix (pg. 37–43)

Disclosure number	Disclosure title	Location/explanation
2-28	Membership associations	<p>We maintain relationships with a number of global and domestic trade associations and other organizations to address many issues of importance to FedEx in meaningful ways. Associations advocate in a collective industry manner and often advance positions consistent with company interests. These priorities 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> <p>2023 Trade Associations Payments</p>
2-29	Approach to stakeholder engagement	<p>Our most recent materiality assessment</p> <p>2023 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities (pg. 25–30)</p>
2-30	Collective bargaining agreements	<p>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.</p> <p>2023 Form 10-K: 1. Business > Business Segments > FedEx Express Segment > Employees (pg.15–16)</p> <p>2023 Form 10-K: 1A. Risk Factors > Human Resource Management Risks (pg. 36)</p>
Material topics		
3-1	Process to determine material topics	<p>2024 ESG Report: About this ESG Report (pg. 3)</p> <p>Our most recent materiality assessment</p>
3-2	List of material topics	Our most recent materiality assessment

Disclosure number	Disclosure title	Location/explanation
Ethics, integrity, bribery, and corruption		
3-3	Management of material topics	<p>2024 ESG Report: Our principles > Corporate integrity and compliance (pg. 8–9)</p> <p>2024 ESG Report: Our principles > Governance structure and ESG risk management > Risk management (pg. 7)</p> <p>Code of Conduct</p> <p>Global Anti-Corruption Policy</p> <p>Global Antitrust & Competition Law Policy</p>
205-1	Operations assessed for risks related to corruption	<p>2024 ESG Report: Our principles > Corporate integrity and compliance (pg. 8–9)</p> <p>Global Anti-Corruption Policy</p> <p>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 and 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, and other detection methods, and 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 reported.</p>
205-2	Communication and training about anti-corruption policies and procedures	<p>FedEx publishes, communicates, and trains our team members in 36 languages on our Code of Conduct, Global Anti-Corruption Policy and Procedures, and other Corporate Integrity and Compliance policies. We clearly state our prohibition of corruption and bribery in our Code of Conduct and Global Anti-Corruption Policy and Procedures.</p> <p>Using a risk-based strategy, we provide interactive anti-corruption e-learning in 36 languages to a broad target audience including employees and certain third parties acting on our behalf. The training highlights our expectations and requirements for compliant and ethical behavior and reaffirms our opposition to corruption in any form, including bribery, facilitation payments, influence peddling, kickbacks, and extortion. Depending on job duties and other risk factors, we also deliver live anti-corruption training in local languages.</p> <p>2024 ESG Report: Our principles > Corporate integrity and compliance (pg. 8–9)</p> <p>Global Anti-Corruption Policy</p> <p>Code of Conduct</p>

Disclosure number	Disclosure title	Location/explanation
205-3	Confirmed incidents of corruption and actions taken	<p>2024 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>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p>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.</p>
207-1	Approach to tax	<p>2023 Form 10-K: 7. Management's Discussion and Analysis of Results of Operations and Financial Condition > Financial Conditions > Critical Accounting Estimates > Income Taxes (pg. 70)</p>
207-2	Tax governance, control, and risk management	<p>Our global tax function works closely with our business groups and with external consultants to achieve our tax objectives and ensure compliance with tax obligations in accordance with applicable laws and regulations. Our world-class tax professionals are guided by the FedEx Code and keep our brand reputation top of mind. We believe transparency is critical to our tax approach and seek to continuously improve our approach by fostering open and constructive relationships with tax authorities.</p>
207-3	Stakeholder engagement and management of concerns related to tax	<p>Tax & economic policy perspectives webpage</p>
207-4	Country-by-country reporting	<p>2023 Form 10-K: 8. Financial Statements and Supplementary Data > FedEx Corporation Notes to Consolidated Financial Statements > Note 12 (pg. 100–103)</p>

Disclosure number	Disclosure title	Location/explanation
408-1	Operations and suppliers at significant risk for incidents of child labor	2024 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	2024 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	Policy on Political Contributions Public Policy and Advocacy webpage
Data/IT security and data privacy		
3-3	Management of material topics	2024 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.
Social impact of FedEx supply chains		
3-3	Management of material topics	FedEx Supplier Code of Conduct 2024 ESG Report : Our principles > Supply chain (pg. 12) 2023 Global Economic Impact Report : Economic Impact (pg. 6–9) We expect all suppliers to commit to the principles and standards included in the FedEx Supplier Code of Conduct, encompassing a wide range of subjects, such as workplace health, safety, and security; human rights and the prevention of human trafficking; equal opportunity and anti-harassment; conflicts of interest; environment and sustainability; and data security and privacy, among other areas.

Disclosure number	Disclosure title	Location/explanation
3-3	Management of material topics	<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. 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, and water consumption. ■ Program in place to address Social Sustainability—Social aspects affect the social systems on which communities depend, now and in the future. Including, but not limited to: anti-discrimination, community engagement, diversity/equal opportunity, employee engagement, equal remuneration, fair trade, freedom of association, grievance & remedy processes, human rights, indigenous rights, occupational health & safety, right to collective bargaining, sustainable compensation, training and education, worker rights, child labor, forced/compulsory labor, human trafficking, and sourcing from conflict zones. <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.
204-1	Proportion of spending on local suppliers	<p>2024 ESG Report: Our principles > Supply chain (pg. 12)</p> <p>Proportion of spend with local suppliers is not available.</p>

Disclosure number	Disclosure title	Location/explanation
308-1	New suppliers that were screened using environmental criteria	2024 ESG Report : Data appendix (pg. 37–43) 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	2024 ESG Report : Our principles > Supply chain (pg. 12) 2024 ESG Report : Data appendix (pg. 37–43) 2023 Global Economic Impact Report : Economic Impact (pg. 6–9) 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	2024 ESG Report : Data appendix (pg. 37–43) 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	2024 ESG Report : Our principles > Supply chain (pg. 12) 2024 ESG Report : Data appendix (pg. 37–43) 2023 Global Economic Impact Report : Economic Impact (pg. 6–9) 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	2024 ESG Report : Our planet (pg. 13–25) Sustainability webpage > Our approach
302-1	Energy consumption within the organization	2024 ESG Report : Our planet (pg. 13–25) 2024 ESG Report : Data appendix (pg. 37–43)
302-2	Energy consumption outside of the organization	2024 ESG Report : Our planet (pg. 13–25) 2024 ESG Report : Data appendix (pg. 37–43)
302-3	Energy intensity	2024 ESG Report : Data appendix (pg. 37–43)
302-4	Reduction of energy consumption	2024 ESG Report : Our planet (pg. 13–25) 2024 ESG Report : Data appendix (pg. 37–43)
302-5	Reductions in energy requirements of products and services	2024 ESG Report : Data appendix (pg. 37–43)
305-1	Direct (Scope 1) GHG emissions	2024 ESG Report : Data appendix (pg. 37–43)
305-2	Energy indirect (Scope 2) GHG emissions	2024 ESG Report : Data appendix (pg. 37–43)

Disclosure number	Disclosure title	Location/explanation
305-3	Other indirect (Scope 3) GHG emissions	2024 ESG Report : Data appendix (pg. 37–43)
305-4	GHG emissions intensity	2024 ESG Report : Data appendix (pg. 37–43)
305-5	Reduction of GHG emissions	2024 ESG Report : Data appendix (pg. 37–43)
Environmental impact on local communities		
3-3	Management of material topics	2024 ESG Report : Our planet (pg. 13–25) Environmental Policy Sustainability webpage > Materials
301-1	Materials used by weight or volume	2024 ESG Report : Data appendix (pg. 37–43)
301-2	Recycled input materials used	2024 ESG Report : Data appendix (pg. 37–43)
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	2024 ESG Report : Data appendix (pg. 37–43)
306-1	Waste generation and significant waste-related impacts	2024 ESG Report : Our planet > Facilities (pg. 22–23) 2024 ESG Report : Our planet > Sustainable customer solutions (pg. 24) Sustainability webpage > Materials
306-2	Management of significant waste-related impacts	2024 ESG Report : Our planet > Facilities (pg. 22–23) 2024 ESG Report : Our planet > Sustainable customer solutions (pg. 24) Sustainability webpage > Materials
306-3	Waste generated	2024 ESG Report : Data appendix (pg. 37–43)
306-4	Waste diverted to disposal	2024 ESG Report : Data appendix (pg. 37–43)
306-5	Waste directed to disposal	2024 ESG Report : Data appendix (pg. 37–43)

Disclosure number	Disclosure title	Location/explanation
Workplace safety and team member security		
3-3	Management of material topics	2024 ESG Report : Our people > Health and safety (pg. 34–35)
403-1	Occupational health and safety management system	2024 ESG Report : Our people > Health and safety (pg. 34–35) 2024 ESG Report : Data appendix (pg. 37–43) Work-related injury data for contractors is not available.
403-2	Hazard identification, risk assessment, and incident investigation	2024 ESG Report : Our people > Health and safety (pg. 34–35)
403-3	Occupational health services	2024 ESG Report : Our people > Health and safety (pg. 34–35)
403-4	Worker participation, consultation, and communication on occupational health and safety	2024 ESG Report : Our people > Health and safety (pg. 34–35)
403-5	Worker training on occupational health and safety	2024 ESG Report : Our people > Health and safety (pg. 34–35)
403-6	Promotion of worker health	2024 ESG Report : Our people > Human resource management > Quality of life (pg. 29)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 ESG Report : Our people > Health and safety (pg. 34–35)
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	2024 ESG Report : Our people > Health and safety (pg. 34–35) 2024 ESG Report : Data appendix (pg. 37–43) 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	2024 ESG Report : Our people > Diversity, equity, and inclusion (pg. 31–33)
405-1	Diversity of governance bodies and employees	2024 ESG Report : Data appendix (pg. 37–43) 2023 Proxy Statement : Proxy Statement Summary > Director Nominee Highlights (pg. 7)
405-2	Ratio of basic salary and remuneration of women to men	We do not disclose the ratio of basic salary and remuneration of women to men due to confidentiality constraints.
406-1	Incidents of discrimination and corrective actions taken	We do not disclose the number and status of incidents of discrimination due to confidentiality constraints.
Workforce recruitment, retention, pay, hours, conditions, and development		
3-3	Management of material topics	2024 ESG Report : Our people > Human resource management (pg. 28–30)
401-1	New employee hires and employee turnover	2024 ESG Report : Our people > Human resource management > Talent acquisition and engagement (pg. 28) 2024 ESG Report : Data appendix (pg. 37–43)
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	2024 ESG Report : Our people > Human resource management > Quality of life (pg. 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.
401-3	Parental leave	The number of employees who took parental leave in FY23 is not available.

Disclosure number	Disclosure title	Location/explanation
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. Where applicable, 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	2024 ESG Report : Data appendix (pg. 37–43)
404-2	Programs for upgrading employee skills and transition assistance programs	2024 ESG Report : Our people > Human resource management > Learning and development (pg. 30)
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	2023 Global Economic Impact Report : Economic Impact (pg. 6–9) Investor Relations webpage
201-1	Direct economic value generated and distributed	2023 Form 10-K : 7. Management's Discussion and Analysis of Results of Operations and Financial Condition > Results of Operations and Outlook (pg. 51) 2023 Global Economic Impact Report : Economic Impact (pg. 6–9)
201-2	Financial implications and other risks and opportunities due to climate change	2023 CDP Climate Change Response : C2.3a & 2.4a (pg.11–17)
201-3	Defined benefit plan obligations and other retirement plans	2024 ESG Report : Our people > Human resource management > Quality of life (pg. 29) 2023 Proxy Statement : Executive Compensation > Fiscal 2023 Pension Benefits (pg. 70–72)
201-4	Financial assistance received from government	In FY23, FedEx did not receive significant financial assistance from governments.

Disclosure number	Disclosure title	Location/explanation
203-1	Infrastructure investments and services supported	2024 ESG Report : Our planet (pg. 13–25) 2023 Global Economic Impact Report : Economic Impact (pg. 6–9) 2023 Global Economic Impact Report : Spotlights (pg. 10–29)
203-2	Significant indirect economic impacts	FedEx Cares website 2023 Global Economic Impact Report : Economic impact (pg. 6–9) 2023 Global Economic Impact Report : Spotlights (pg. 10–29)
413-1	Operations with local community engagement, impact assessments, and development programs	FedEx Cares Website: Our Focus <p>FedEx has operations around the world serving 220 countries and territories. Through FedEx Cares, we empower our team members to engage in issues most relevant to their communities and culture, including house builds, beach clean-ups, coat giveaways at local schools, and food banks. FedEx Cares also measures the social, economic, and environmental impact of our most significant investments supporting disaster relief and recovery, entrepreneurship, conservation, and diversity. The percentage of operations with implemented local community engagement activities is difficult to track as we track the percentage of team members engaged. Issues related to environmental impact of our operations, community grievances, and worker health and safety are directly managed by our operations teams and government affairs.</p>
413-2	Operations with significant actual and potential negative impacts on local communities	We do not disclose operations with significant impacts on local communities due to confidentiality constraints.

SASB content index

FedEx references the following indicators from the Sustainable Accounting Standards Board (SASB) Road Transportation and Air Freight & Logistics Standards in our ESG reporting. Referenced page numbers and links direct readers to the page position in the PDF file.

Disclosure 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 (We do not disclose information for this indicator due to confidentiality constraints)
TR-AF-000.B TR-RO-000.B	Load factor for: (1) road transport and (2) air transport	N/R (We do not disclose information for this indicator due to confidentiality constraints)
TR-AF-000.C TR-RO-000.C	Number of employees, number of truck drivers	2024 ESG Report : Data appendix (pg. 37–43) 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	2024 ESG Report : Data appendix (pg. 37–43)
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	2024 ESG Report : Our planet (pg. 13–25)
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	2024 ESG Report : Data appendix (pg. 37–43)
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)	2024 ESG Report : Data appendix (pg. 37–43)
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)

Disclosure 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	2024 ESG Report : Data appendix (pg. 37–43) We disclose our lost time injury rate (LTIR) data and fatality information for direct employees in the Data appendix but we do not disclose (1) total recordable incident rate (TRIR). LTIR, 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	2024 ESG Report : Data appendix (pg. 37–43)
Accident and safety management		
TR-AF-540a.1	Description of implementation and outcomes of a safety management system	2024 ESG Report : Our people > Health and safety (pg. 34–35)
TR-AF-540a.2	Number of aviation accidents	In 2023, FedEx recorded 3 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	N/R (information for this indicator is unavailable)

Disclosure 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	2024 ESG Report : Data appendix (pg. 37–43) 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	2024 ESG Report : Data appendix (pg. 37–43) 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	2024 ESG Report : Our people > Health and safety (pg. 34–35) 2024 ESG Report : Our people > Human resource management > Quality of life (pg. 29)

TCFD content index

FedEx references recommendations from the Task Force on Climate-Related Financial Disclosures (TCFD) in our ESG reporting. Referenced page numbers and links direct readers 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.	2024 ESG Report : Our principles > Governance structure and ESG risk management (pg. 6–7) 2024 ESG Report : Our planet > Environmental governance structure (pg. 13) 2023 CDP Climate Change Response : C1.1 (pg. 3)
	B) Describe management's role in assessing and managing risks and opportunities.	2024 ESG Report : Our principles > Governance structure and ESG risk management (pg. 6–7) 2023 CDP Climate Change Response : C1.2 (pg. 4) Our most recent 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.	2024 ESG Report : Our planet > Strategic approach and climate change (pg. 14–17) 2023 CDP Climate Change Response : C2.3a & C2.4a (pg.11–17) 2023 Form 10-K : 1A. Risk Factors > Environmental, Climate, and Weather Risks (pg. 38–39)
	B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2023 CDP Climate Change Response : C2.3a, C2.4a, C3.1, C3.3 & C3.5 (pg.11–21)
	C) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2023 CDP Climate Change Response : C3.2 (pg. 18) 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.	2023 CDP Climate Change Response : C2.1 & C2.2 (pg. 7–11) Our most recent materiality assessment
	B) Describe the organization's processes for managing climate-related risks.	2024 ESG Report : Our planet > Strategic approach and climate change (pg. 14–17) 2023 CDP Climate Change Response : C2.1 & C2.2 (pg. 7–11)
	C) Describe how processes for identifying, assessing, and managing how climate-related risks are integrated into the organization's overall risk management.	2023 CDP Climate Change Response : C2.1 & C2.2 (pg. 7–11) Our most recent materiality assessment
Metrics and targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2023 CDP Climate Change Response : C2.2, C2.3a & C2.4a (pg. 8–13) 2024 ESG Report : Data appendix (pg. 37–43)
	B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	2024 ESG Report : Our planet (pg. 13–25) 2024 ESG Report : Data appendix (pg. 37–43) 2023 CDP Climate Change Response : C6.1, C6.3 & C6.5 (pg. 34–42)
	C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2024 ESG Report : Our planet (pg. 13–25) 2023 CDP Climate Change Response : C1.3a (pg. 4) & C4 (pg. 21–30)