



2025 CONTENT INDEX

GRI content index

FedEx references the following indicators from the Global Reporting Initiative (GRI) Standards in our corporate responsibility reporting. Referenced page numbers and links direct readers 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, 2023–May 31, 2024.

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>2024 Form 10-K: 1. Business > Overview (pg. 5)</p> <p>2024 Form 10-K: 2. Properties (pg. 41–45)</p>
2-2	Entities included in the organization's sustainability reporting	<p>2024 Form 10-K: 7. Management's Discussion and Analysis of Results of Operations and Financial Condition > Results of Operations and Outlook (pg. 50–51)</p> <p>2024 Form 10-K: Exhibit 21 > Subsidiaries of FedEx Corporation (pg. 474–476)</p>
2-3	Reporting period, frequency, and contact point	<p>2025 Corporate Responsibility Report: About this report (pg. 3)</p> <p>Annual (Fiscal Year) reporting cycle, aligned with financial reporting frequency</p> <p>Published June 2025</p> <p>ir@fedex.com</p>
2-4	Restatements of information	Restatements of information are noted in text or footnotes with associated data.

Disclosure number	Disclosure title	Location/explanation
2-5	External assurance	<p>2024 Selected GHG Emissions Independent Accountants' Review Report</p> <p>Review level of assurance under attestation standards of the American Institute of Certified Public Accountants over FY24 Scope 1, Scope 2, and Scope 3 Categories 3, 4, and 6 greenhouse gas (GHG) emissions was obtained from Ernst & Young LLP (as indicated in the 2024 Selected GHG Emissions Independent Accountants' Review Report). The FedEx Chief Sustainability Officer reviewed and approved the 2024 Selected GHG Emissions Independent Accountants' Review Report.</p>
2-6	Activities, value chain, and other business relationships	<p>2024 Form 10-K: 1. Business (pg. 5–7, 10–16)</p> <p>2024 Form 10-K: 2. Properties (pg. 41–45)</p> <p>2024 Form 10-K: 7. Management's Discussion and Analysis of Results of Operations and Financial Condition > Results of Operations and Outlook (pg. 50)</p> <p>2025 Corporate Responsibility Report: Our principles > Supply chain (pg. 12–13)</p>
2-7	Employees	<p>2024 Form 10-K: 1. Business > Human Resource Management (pg. 22–23)</p> <p>2025 Corporate Responsibility Report: Data appendix (pg. 41)</p> <p>2023 EEO-1 Report</p> <p>We do not disclose global data related to permanent, temporary, full-time, and part-time employees broken down by gender and region due to confidentiality constraints.</p>
2-8	Workers who are not employees	We do not disclose data related to workers who are not employees as the information is not currently available.
2-9	Governance structure and composition	<p>2024 Proxy Statement: Proxy Statement Summary (pg. 6–7)</p> <p>2024 Proxy Statement: Corporate Governance Matters > Nominees for Election to the Board (pg. 15–24)</p> <p>2024 Proxy Statement: Corporate Governance Matters > Director Independence (pg. 25)</p> <p>2024 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities (pg. 27–29)</p> <p>2024 Proxy Statement: Corporate Governance Matters > Board Structure (pg. 32–35)</p> <p>2025 Corporate Responsibility Report: Our principles > Governance structure (pg. 6)</p> <p>2025 Corporate Responsibility Report: Our planet > Governance structure (pg. 15)</p> <p>2025 Corporate Responsibility Report: Our people > Governance structure (pg. 28)</p>

Disclosure number	Disclosure title	Location/explanation
2-10	Nomination and selection of the highest governance body	2024 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	2024 Proxy Statement : Corporate Governance Matters > Nominees for Election to the Board > Frederick W. Smith (pg. 21) 2024 Proxy Statement : Corporate Governance Matters > Board Structure (pg. 32–36)
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Corporate Responsibility Report : Our principles > Governance structure (pg. 6) 2025 Corporate Responsibility Report : Our principles > Risk management and materiality (pg. 8) 2025 Corporate Responsibility Report : Our planet > Governance structure (pg. 15) 2025 Corporate Responsibility Report : Our people > Governance structure (pg. 28) 2024 Proxy Statement : Corporate Governance Matters > The Board's Role and Responsibilities (pg. 27–29) 2024 Form 10-K : 1. Business > Reputation and Responsibility > Governance (pg. 26) Committee Charters webpage 2024 CDP Corporate Questionnaire : 4.1.1, 4.1.2, 4.2, 4.3, 4.3.1 (pg. 51–56)
2-13	Delegation of responsibility for managing impacts	2025 Corporate Responsibility Report : Our principles > Governance structure (pg. 6) 2025 Corporate Responsibility Report : Our planet > Governance structure (pg. 15) 2025 Corporate Responsibility Report : Our people > Governance structure (pg. 28) 2024 Proxy Statement : Corporate Governance Matters > The Board's Role and Responsibilities > Board Oversight of Sustainability and Corporate Social Responsibility Matters (pg. 29) GSPP Committee Charter 2024 CDP Corporate Questionnaire : 4.1.1, 4.1.2, 4.2, 4.3, 4.3.1 (pg. 51–56) <p>The GSPP Committee actively oversees our sustainability goals, strategies, programs, and disclosures, and management of our sustainability- and climate-related risks. The Compensation and Human Resources Committee reviews and discusses with our management team key human resource management strategies and programs.</p>
2-14	Role of the highest governance body in sustainability reporting	2025 Corporate Responsibility Report : Our principles > Risk management and materiality (pg. 8) <p>The Audit and Finance and GSPP Committees of the FedEx Board have reviewed the 2025 Corporate Responsibility Report.</p>

Disclosure number	Disclosure title	Location/explanation
2-15	Conflicts of interest	<p>2024 Proxy Statement: Executive Compensation > Compensation Discussion and Analysis > Role of the Compensation and HR Committee, its Compensation Consultant, and the Chief Executive Officer (pg. 51–52)</p> <p>2024 Proxy Statement: Corporate Governance Matters > Nominees for Election to the Board > Related Person Transactions (pg. 26–27)</p> <p>FedEx Code of Conduct</p> <p>Global Conflicts of Interest Policy</p>
2-16	Communication of critical concerns	<p>2025 Corporate Responsibility Report: Our principles > Governance structure (pg. 6)</p> <p>2025 Corporate Responsibility Report: Our principles > Risk management and materiality (pg. 8)</p> <p>2025 Corporate Responsibility Report: Our principles > Corporate integrity and compliance (pg. 10)</p> <p>2024 Proxy Statement: Corporate Governance Matters > Board Processes and Policies > Communications with Directors (pg. 37)</p> <p>2024 CDP Corporate Questionnaire: 2.2.1, 2.2.2 (pg. 16)</p>
2-17	Collective knowledge of the highest governance body	<p>2024 Proxy Statement: Corporate Governance Matters > Process for Training and Evaluating Directors (pg. 14)</p> <p>2024 CDP Corporate Questionnaire: 4.2 (pg. 54)</p>
2-18	Evaluation of the performance of the highest governance body	<p>2024 Proxy Statement: Corporate Governance Matters > Process for Training and Evaluating Directors (pg. 14)</p> <p>2024 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities > Board Oversight of Sustainability and Corporate Social Responsibility Matters (pg. 29)</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>2024 Proxy Statement: Executive Compensation > Compensation Discussion and Analysis (pg. 43–67)</p>
2-20	Process to determine remuneration	<p>2024 Proxy Statement: Executive Compensation > Compensation Discussion and Analysis (pg. 43–67)</p> <p>2024 Proxy Statement: Corporate Governance Matters > The Board's Role and Responsibilities > Stockholder Engagement (pg. 30–31)</p> <p>September 24, 2024 Form 8-K: Section 5. Corporate Governance and Management > Item 5.07. Submission of Matters to a Vote of Security Holders (pg. 2)</p>

Disclosure number	Disclosure title	Location/explanation
2-21	Annual total compensation ratio	<p>2024 Proxy Statement: Executive Compensation > CEO Pay Ratio (pg. 90–91)</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>2025 Corporate Responsibility Report: Letter from the CEO (pg. 5)</p>
2-23	Policy commitments	<p>2025 Corporate Responsibility Report: Our principles > Corporate integrity and compliance > FedEx Code of Conduct and global compliance policies (pg. 9)</p> <p>FedEx Code of Conduct</p> <p>FedEx Supplier 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>
2-24	Embedding policy commitments	<p>2025 Corporate Responsibility Report: Our principles > Corporate integrity and compliance > FedEx Code of Conduct and global compliance policies (pg. 9)</p> <p>FedEx Code of Conduct</p> <p>FedEx Supplier Code of Conduct</p> <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>
2-25	Processes to remediate negative impacts	<p>2025 Corporate Responsibility Report: Our principles > Corporate integrity and compliance > Speaking up (pg. 10)</p> <p>FedEx Code of Conduct</p> <p>FedEx Alert Line webpage</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>2025 Corporate Responsibility Report: Our principles > Corporate integrity and compliance > Speaking up (pg. 10)</p> <p>Corporate Integrity & Compliance webpage > Ways To Speak Up</p> <p>FedEx Code of Conduct</p>
2-27	Compliance with laws and regulations	<p>2024 Form 10-K: 1. Business > Regulation > Environmental (pg. 18–19)</p> <p>2024 Form 10-K: 8. Financial Statements and Supplementary Data > FedEx Corporation Notes to Consolidated Financial Statements > Note 20 (pg. 122)</p> <p>2024 Proxy Statement: Appendix C – Reconciliations of Non-GAAP Financial Measures (pg. 122–128)</p> <p>2025 Corporate Responsibility Report: Data Appendix (pg. 40)</p>

Disclosure number	Disclosure title	Location/explanation
2-28	Membership associations	Public Policy and Advocacy webpage Latest Trade Association Payments <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>
2-29	Approach to stakeholder engagement	2025 Corporate Responsibility Report : Our principles > Risk management and materiality (pg. 8) 2024 Proxy Statement : Corporate Governance Matters > The Board's Role and Responsibilities (pg. 27–31)
2-30	Collective bargaining agreements	2024 Form 10-K : 1. Business > Business Segments > FedEx Express Segment > Employees and Service Providers (pg. 10–11) 2024 Form 10-K : 1A. Risk Factors > Human Resource Management Risks (pg. 35–36) <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 Federal Express Corporation pilots who operate our trunk (non-corporate jet) aircraft 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>
Material topics		
3-1	Process to determine material topics	2025 Corporate Responsibility Report : Our principles > Risk management and materiality (pg. 8)
3-2	List of material topics	2025 Corporate Responsibility Report : Our principles > Risk management and materiality (pg. 8) Previous materiality assessment and results <p>FedEx conducts regular materiality assessments to help prioritize sustainable growth topics that are most important to our business and stakeholders. In 2024, we conducted a double materiality assessment, which reconfirmed our continued efforts to focus on areas such as climate change, energy use, working conditions, business conduct, and effective management of supplier relationships. We expect to refresh these results on an annual basis and this GRI Index includes all disclosures related to our priority sustainable growth topics.</p>

Disclosure number	Disclosure title	Location/explanation
Affected communities		
3-3	Management of material topics	<p>2025 Corporate Responsibility Report: Our principles > Just transition (pg. 14)</p> <p>2025 Corporate Responsibility Report: Our people > Our culture and people > Our communities, customers, and suppliers (pg. 34)</p> <p>FedEx Cares website</p>
203-1	Infrastructure investments and services supported	<p>2025 Corporate Responsibility Report: Our planet (pg. 15–27)</p> <p>2024 Global Economic Impact Report</p>
203-2	Significant indirect economic impacts	<p>FedEx Cares website</p> <p>2024 Global Economic Impact Report</p>
413-1	Operations with local community engagement, impact assessments, and development programs	<p>FedEx Cares website</p> <p>FedEx Cares is our global community engagement program where we encourage team members to volunteer, donate, and give to drive positive change in their local communities. The percentage of operations with implemented local community engagement activities is difficult to track, as we track the number of team members who volunteer. In FY24, nearly 12,000 team members donated more than 100,000 hours to help global relief agencies pack kits for future disaster responses, train the next generation of entrepreneurs, plant trees in urban parks, build homes, and provide coats and shoes for children in need, to name a few.</p> <p>In FY24, we launched the FedEx Community Engagement Fund in the U.S. empowering team members to nominate a local non-profit based on the needs of their community. Last year, over 150 projects were funded in 25 states for nearly \$3 million in team-member driven giving.</p> <p>FedEx measures the social, economic, and environmental impact of our charitable donations and in-kind shipments. Information about our annual efforts can be found in our annual FedEx Cares Report. 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.

Disclosure number	Disclosure title	Location/explanation
Business conduct		
3-3	Management of material topics	2025 Corporate Responsibility Report : Our principles > Corporate integrity and compliance (pg. 9–10) 2025 Corporate Responsibility Report : Our principles > Public policy and advocacy (pg. 12) 2025 Corporate Responsibility Report : Our principles > Supply chain (pg. 12–13) FedEx Code of Conduct FedEx Supplier Code of Conduct Human Rights Policy
201-1	Direct economic value generated and distributed	2024 Form 10-K : 7. Management's Discussion and Analysis of Results of Operations and Financial Condition > Results of Operations and Outlook (pg. 50–51) 2024 Global Economic Impact Report : Economic Impact (pg. 5–8)
201-4	Financial assistance received from government	In FY24, FedEx did not receive significant financial assistance from governments.
204-1	Proportion of spending on local suppliers	2025 Corporate Responsibility Report : Our principles > Supply chain (pg. 12–13) The proportion of spend with local suppliers is not available.
205-1	Operations assessed for risks related to corruption	2025 Corporate Responsibility Report : Our principles > Corporate integrity and compliance (pg. 9–10) Global Anti-Corruption Policy FedEx Code of Conduct 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, 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 reported.

Disclosure number	Disclosure title	Location/explanation
205-2	Communication and training about anti-corruption policies and procedures	<p>2025 Corporate Responsibility Report: Our principles > Corporate integrity and compliance > Integrity and compliance education and training (pg. 9)</p> <p>Global Anti-Corruption Policy</p> <p>FedEx Code of Conduct</p> <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>
205-3	Confirmed incidents of corruption and actions taken	<p>2025 Corporate Responsibility Report: Our principles > Corporate integrity and compliance > Speaking up (pg. 10)</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 or other public disclosures 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	During FY24, we were not identified as a participant in any pending or completed legal actions regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.
207-1	Approach to tax	The FedEx Corporate Governance Guidelines, Code of Conduct, and our brand makes it clear that all corporate activities, including tax activities, will be conducted with the highest ethical and professional standards. Our approach to tax and commitment to governance is embedded throughout our global tax operations. As our tax function is an integral part of our business operations, we utilize our team of global tax professionals and external consultants to work closely with our business groups to ensure compliance with tax obligations in accordance with applicable laws and regulations. We pay direct and indirect taxes to the jurisdictions in which we operate. These tax contributions are part of our continued investment in the economic stability and success of countries around the world. We seek to continuously improve our tax approach by fostering strategic relationships based on trust and transparency with tax authorities, our investors, and our customers.

Disclosure number	Disclosure title	Location/explanation
207-2	Tax governance, control, and risk management	2024 Form 10-K : Item 1. Business > Governance (pg. 26)
207-3	Stakeholder engagement and management of concerns related to tax	FedEx Stakeholder Engagement through Tax Transparency
207-4	Country-by-country reporting	As we prepare for the public disclosure of our Country-by-Country Report (CbCR) under the European Union Public CbCR Directive and the Australian Taxation Office public CbCR, we continue to perform assessments to ensure that both the accessibility of the public CbCR report is efficient and that our reporting aligns with the disclosure requirements in the most transparent manner.
308-1	New suppliers that were screened using environmental criteria	2025 Corporate Responsibility Report : Data appendix (pg. 41) The percentage of new and current suppliers screened using environmental criteria is not available. We expect all suppliers to commit to the principles and standards included in the FedEx Supplier Code of Conduct, specifically related to Environment and Sustainability.
308-2	Negative environmental impacts in the supply chain and actions taken	2025 Corporate Responsibility Report : Our principles > Supply chain (pg. 12–13) 2025 Corporate Responsibility Report : Data appendix (pg. 41) 2024 Global Economic Impact Report : Economic Impact (pg. 5–8) The percentage of new and current suppliers screened using environmental criteria is not available. We expect all suppliers to commit to the principles and standards included in the FedEx Supplier Code of Conduct, specifically related to Environment and Sustainability.
414-1	New suppliers that were screened using social criteria	2025 Corporate Responsibility Report : Data appendix (pg. 41) The percentage of new and current suppliers screened using social criteria is not available. 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
414-2	Negative social impacts in the supply chain and actions taken	2025 Corporate Responsibility Report : Our principles > Supply chain (pg. 12–13) 2025 Corporate Responsibility Report : Data appendix (pg. 41) 2024 Global Economic Impact Report : Economic Impact (pg. 5–8) The number and percentage of suppliers identified as having significant social impacts is not available.
415-1	Political contributions	2025 Corporate Responsibility Report : Our principles > Public policy and advocacy (pg. 12) Policy on Political Contributions Public Policy and Advocacy webpage
Climate change		
3-3	Management of material topics	2025 Corporate Responsibility Report : Our planet (pg. 15–27) Sustainability website > Our approach Environmental Policy
201-2	Financial implications and other risks and opportunities due to climate change	2024 CDP Corporate Questionnaire : 3.1.1, 3.6.1 (pg. 26, 38–50)
302-1	Energy consumption within the organization	2025 Corporate Responsibility Report : Our planet > Facilities (pg. 24–25) 2025 Corporate Responsibility Report : Data appendix (pg. 37–38)
302-2	Energy consumption outside of the organization	2025 Corporate Responsibility Report : Our planet (pg. 15–27) 2025 Corporate Responsibility Report : Data appendix (pg. 37–38)
302-3	Energy intensity	2025 Corporate Responsibility Report : Our planet > Facilities (pg. 24) 2025 Corporate Responsibility Report : Data appendix (pg. 39)
302-4	Reduction of energy consumption	2025 Corporate Responsibility Report : Our planet > Facilities (pg. 24–25) 2025 Corporate Responsibility Report : Data appendix (pg. 39)
302-5	Reductions in energy requirements of products and services	2025 Corporate Responsibility Report : Data appendix (pg. 39)
305-1	Direct (Scope 1) GHG emissions	2025 Corporate Responsibility Report : Our planet > Strategic approach to climate change (pg. 18–19) 2025 Corporate Responsibility Report : Our planet > Air operations (pg. 20–21) 2025 Corporate Responsibility Report : Data appendix (pg. 38)

Disclosure number	Disclosure title	Location/explanation
305-2	Energy indirect (Scope 2) GHG emissions	2025 Corporate Responsibility Report : Our planet > Strategic approach to climate change (pg. 18–19) 2025 Corporate Responsibility Report : Data appendix (pg. 38)
305-3	Other indirect (Scope 3) GHG emissions	2025 Corporate Responsibility Report : Our planet > Strategic approach to climate change > Enhancing footprint data collection (pg. 19) 2025 Corporate Responsibility Report : Data appendix (pg. 38)
305-4	GHG emissions intensity	2025 Corporate Responsibility Report : Our planet > Strategic approach to climate change > Decarbonize what's possible (pg. 18) 2025 Corporate Responsibility Report : Data appendix (pg. 39)
305-5	Reduction of GHG emissions	2025 Corporate Responsibility Report : Our planet > Letter from the CSO (pg. 16) 2025 Corporate Responsibility Report : Our planet > Our environmental progress (pg. 17) 2025 Corporate Responsibility Report : Our planet > Strategic approach to climate change > Decarbonize what's possible (pg. 18) 2025 Corporate Responsibility Report : Our planet > Air operations (pg. 20–21) 2025 Corporate Responsibility Report : Data appendix (pg. 39)
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable. FedEx operations do not emit ODS.
Consumers and end-users		
3-3	Management of material topics	2025 Corporate Responsibility Report : Our principles > Cybersecurity and data privacy (pg. 11) 2025 Corporate Responsibility Report : Our planet > Sustainable customer solutions (pg. 26)
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.
Pollution		
3-3	Management of material topics	Environmental Policy
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	2025 Corporate Responsibility Report : Data appendix (pg. 38–39)

Disclosure number	Disclosure title	Location/explanation
Resource use and circular economy		
3-3	Management of material topics	2025 Corporate Responsibility Report : Our planet > Facilities (pg. 24–25) 2025 Corporate Responsibility Report : Our planet > Sustainable customer solutions (pg. 26) Environmental Policy Sustainability website > Materials
301-1	Materials used by weight or volume	2025 Corporate Responsibility Report : Data appendix (pg. 40)
301-2	Recycled input materials used	2025 Corporate Responsibility Report : Data appendix (pg. 40)
301-3	Reclaimed products and their packaging materials	The percentage of reclaimed products and their packaging is not available.
306-1	Waste generation and significant waste related impacts	2025 Corporate Responsibility Report : Our planet > Facilities (pg. 24–25) 2025 Corporate Responsibility Report : Our planet > Sustainable customer solutions (pg. 26) Sustainability website > Materials
306-2	Management of significant waste-related impacts	2025 Corporate Responsibility Report : Our planet > Facilities (pg. 24–25) 2025 Corporate Responsibility Report : Our planet > Sustainable customer solutions (pg. 26) Sustainability website > Materials
306-3	Waste generated	2025 Corporate Responsibility Report : Data appendix (pg. 40)
306-4	Waste diverted to disposal	2025 Corporate Responsibility Report : Data appendix (pg. 40)
306-5	Waste directed to disposal	2025 Corporate Responsibility Report : Data appendix (pg. 40)

Disclosure number	Disclosure title	Location/explanation
Own workforce & workers in the value chain		
3-3	Management of material topics	<p>2025 Corporate Responsibility Report: Our people (pg. 28–36)</p> <p>2025 Corporate Responsibility Report: Our principles > Cybersecurity and data privacy (pg. 11)</p> <p>2025 Corporate Responsibility Report: Our principles > Supply chain (pg. 12–13)</p> <p>2025 Corporate Responsibility Report: Our principles > Just transition (pg. 14)</p> <p>2024 Form 10-K: 1. Business > Business Segments > FedEx Express Segment > Employees and Service Providers (pg. 10–11)</p> <p>2024 Form 10-K: 1. Business > Business Segments > Reputation and Responsibility > Human Resource Management (pg. 20–23)</p> <p>FedEx Code of Conduct</p> <p>FedEx Supplier Code of Conduct</p> <p>Human Rights Policy</p> <p>2024 Global Economic Impact Report</p>
201-3	Defined benefit plan obligations and other retirement plans	<p>2025 Corporate Responsibility Report: Our people > Human resource management > Quality of life (pg. 30)</p> <p>2024 Proxy Statement: Executive Compensation > Fiscal 2024 Pension Benefits (pg. 79–81)</p>
401-1	New employee hires and employee turnover	<p>2025 Corporate Responsibility Report: Our people > Human resource management > Talent acquisition (pg. 29)</p> <p>2025 Corporate Responsibility Report: Data appendix (pg. 41)</p> <p>We do not disclose global hiring and turnover data broken down by region, gender, and age group due to confidentiality constraints.</p>
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	<p>2025 Corporate Responsibility Report: Our people > Human resource management > Quality of life (pg. 30)</p> <p>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) plans 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.</p>
401-3	Parental leave	The number of employees and workers in the value chain who took parental leave in FY24 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, Federal Express International only implements operational changes after engagement with relevant works councils and employee representatives.
403-1	Occupational health and safety management system	2025 Corporate Responsibility Report : Our people > Health and safety > Safety management systems (pg. 35) 2025 Corporate Responsibility Report : Data appendix (pg. 41) FedEx Supplier Code of Conduct
403-2	Hazard identification, risk assessment, and incident investigation	2025 Corporate Responsibility Report : Our people > Health and safety (pg. 35–36) FedEx Supplier Code of Conduct
403-3	Occupational health services	2025 Corporate Responsibility Report : Our people > Health and safety (pg. 35–36) FedEx Supplier Code of Conduct
403-4	Worker participation, consultation, and communication on occupational health and safety	2025 Corporate Responsibility Report : Our people > Health and safety (pg. 35–36) FedEx Supplier Code of Conduct
403-5	Worker training on occupational health and safety	2025 Corporate Responsibility Report : Our people > Health and safety > Employee training and engagement (pg. 36)
403-6	Promotion of worker health	2025 Corporate Responsibility Report : Our people > Human resource management > Quality of life (pg. 30)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2025 Corporate Responsibility Report : Our people > Health and safety (pg. 35–36) FedEx Supplier Code of Conduct
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	2025 Corporate Responsibility Report : Data appendix (pg. 41) Work-related injury data for contractors is not available.

Disclosure number	Disclosure title	Location/explanation
403-10	Work-related ill health	Work-related ill health data for employees and contractors is not available.
404-1	Average hours of training per year per employee	2025 Corporate Responsibility Report : Data appendix (pg. 41)
404-2	Programs for upgrading employee skills and transition assistance programs	2025 Corporate Responsibility Report : Our people > Human resource management > Learning and development (pg. 31) 2025 Corporate Responsibility Report : Our people > Our culture and people > Our education and engagement (pg. 33)
404-3	Percentage of new employees receiving regular performance and career development reviews	As part of one FedEx, we established a global process for performance management to provide timely work-related feedback and assist in career growth. Under this process, managers and their employees have multiple touchpoints throughout the year and meet at the end of each fiscal year to evaluate performance against expectations and set new goals. Performance evaluations at the end of each fiscal year are tied to our rewards and recognition program. The total percentage of employees and workers in the value chain who received a performance review is not available.
405-1	Diversity of governance bodies and employees	2023 EEO-1 Report 2024 Proxy Statement : Proxy Statement Summary > Director Nominee Highlights (pg. 7) We do not disclose global data related to gender and age group due to confidentiality constraints.
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.
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2025 Corporate Responsibility Report : Our principles > Corporate integrity and compliance (pg. 9–10) FedEx Code of Conduct We do not disclose operations and suppliers with a significant risk of forced labor 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 corporate responsibility 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	2025 Corporate Responsibility Report : Data appendix (pg. 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	2025 Corporate Responsibility Report : Our planet > Strategic approach to climate change > Decarbonize what's possible (pg. 18) 2025 Corporate Responsibility Report : Data appendix (pg. 38)
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	2025 Corporate Responsibility Report : Our planet > Strategic approach to climate change (pg. 18–19) 2025 Corporate Responsibility Report : Our planet > Our environmental progress (pg. 17) 2025 Corporate Responsibility Report : Data appendix (pg. 38)
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	2025 Corporate Responsibility Report : Data appendix (pg. 37–38)
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)	2025 Corporate Responsibility Report : Data appendix (pg. 38–39)

Disclosure code	Accounting metric	Location/explanation
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.
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	2025 Corporate Responsibility Report : Data appendix (pg. 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). 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 GHG footprint across transport modes	2025 Corporate Responsibility Report : Data appendix (pg. 37–39)
Accident and safety management		
TR-AF-540a.1	Description of implementation and outcomes of a safety management system	2025 Corporate Responsibility Report : Our people > Health and safety (pg. 35–36)
TR-AF-540a.2	Number of aviation accidents	In 2024, 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	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	2025 Corporate Responsibility Report : Data appendix (pg. 40) 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	2025 Corporate Responsibility Report : Data appendix (pg. 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	2025 Corporate Responsibility Report : Our people > Health and safety > Employee training and engagement (pg. 36) 2025 Corporate Responsibility Report : Our people > Human resource management > Talent acquisition (pg. 29)

TCFD content index

FedEx references recommendations from the Task Force on Climate-Related Financial Disclosures (TCFD) in our corporate responsibility 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.	2025 Corporate Responsibility Report : Our principles > Risk management and materiality (pg. 8) 2025 Corporate Responsibility Report : Our planet > Governance structure (pg. 15) 2024 CDP Corporate Questionnaire : 4.1.1, 4.1.2, 4.2 (pg. 52–54)
	B) Describe management's role in assessing and managing risks and opportunities.	2025 Corporate Responsibility Report : Our principles > Risk management and materiality (pg. 8) 2024 CDP Corporate Questionnaire : 4.3, 4.3.1 (pg. 54–56)
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.	2025 Corporate Responsibility Report : Our planet > Strategic approach to climate change (pg. 18–19) 2024 CDP Corporate Questionnaire : 3.1.1, 3.6.1 (pg. 26–34) 2024 Form 10-K : 1A. Risk Factors > Environmental, Climate, and Weather Risks (pg. 36–38)
	B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2024 CDP Corporate Questionnaire : 3.1.1, 3.6.1, 5.2, 5.3.1, 5.4 (pg. 26–34, 38–50, 130–134, 136)
	C) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2024 CDP Corporate Questionnaire : 5.1, 5.2 (pg. 130–131) We are currently building out the internal capacity to conduct regular climate scenario analysis and expect to use these analyses within the next two years.

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.	2025 Corporate Responsibility Report : Our planet > Strategic approach to climate change > Expanding our climate risk management (pg. 19) 2025 Corporate Responsibility Report : Our principles > Risk management and materiality (pg. 8) 2024 CDP Corporate Questionnaire : 2.1, 2.2.1, 2.2.2, 2.4 (pg. 15-21, 23-25)
	B) Describe the organization's processes for managing climate-related risks.	2025 Corporate Responsibility Report : Our planet > Strategic approach to climate change > Expanding our climate risk management (pg. 19) 2025 Corporate Responsibility Report : Our principles > Risk management and materiality (pg. 8) 2024 CDP Corporate Questionnaire : 2.1, 2.2.1, 2.2.2, 2.4 (pg. 15-21, 23-25)
	C) Describe how processes for identifying, assessing, and managing how climate-related risks are integrated into the organization's overall risk management.	2025 Corporate Responsibility Report : Our planet > Strategic approach to climate change > Expanding our climate risk management (pg. 19) 2025 Corporate Responsibility Report : Our principles > Risk management and materiality (pg. 8) 2024 CDP Corporate Questionnaire : 2.1, 2.2.1, 2.2.2, 2.4 (pg. 15-21, 23-25)
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.	2025 Corporate Responsibility Report : Data appendix (pg. 37-40) 2024 CDP Corporate Questionnaire : 2.2.1, 2.2.2, 3.1.1, 3.6.1, 7.4.1, 7.6., 7.7, 7.8 (pg. 16-21, 26-34, 38-50, 152-154, 156-166)
	B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	2025 Corporate Responsibility Report : Our planet (pg. 15-27) 2025 Corporate Responsibility Report : Data appendix (pg. 38) 2024 CDP Corporate Questionnaire : 7.4, 7.6, 7.7, 7.8 (pg. 152-154, 156-166)
	C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2025 Corporate Responsibility Report : Our planet (pg. 15-27) 2024 CDP Corporate Questionnaire : 7.53, 7.53.2, 7.53.3, 7.54, 7.54.3, 7.55.1, 7.55.2, 7.55.3 (pg. 518-532)