FedEx Freight Holding Company, Inc.
Policy on Political Contributions

Company Political Activities

FedEx Freight Holding Company, Inc. (the "Company") actively participates in the political process with the ultimate goal of promoting and protecting the economic future of the Company and our employees and stockholders.

We are subject to extensive regulation at the federal, state, and local levels and are involved in a number of legislative initiatives in a broad spectrum of policy areas that can have an immediate and dramatic effect on our business and operations. Through our participation and that of our employees, we ethically and constructively promote legislative and regulatory actions that further the business objectives of the Company and attempt to protect the Company from unreasonable, unnecessary, or burdensome legislative or regulatory actions at all levels of government.

Policies and Procedures for Political Contributions

One way to participate effectively in the political process is by making prudent political contributions in compliance with applicable laws and reporting requirements. The Company's political contributions and expenditures are made to further the best interests of the Company and our employees and stockholders and are made without regard to the personal political preferences of individual Board members, officers, and employees.

Political contributions of all types are subject to extensive government regulation and public disclosure requirements, and the Company is fully committed to complying with all applicable campaign finance laws. For example, under U.S. federal law, the Company cannot directly support candidates for federal office, so we do not. In addition, the Company does not make independent expenditures. We may make corporate contributions to state and local candidates, ballot issue campaigns, or groups organized under section 501(c)(4) or section 527 of the Internal Revenue Code to the extent permitted by applicable law when approved by the Vice President of Government and Regulatory Affairs, Transactions, and Environmental, in consultation with appropriate members of executive management.

Voluntary Political Participation by Employees

The Company values the right and responsibility of our employees to participate in the political process. Such participation is entirely a matter of personal choice. Employees are free to support the political process in a variety of ways, such as through personal contributions or by volunteering their personal time to candidates or organizations of their choice. These activities, however, must not suggest the Company's support and must not be conducted on Company time or involve the use of any Company resources, such as telephones, computers, or supplies. In addition, employees may not make or commit to political contributions on behalf of the Company, and the Company will not reimburse or otherwise compensate an employee for his or her personal political contributions.

The Company provides an opportunity for our employees to voluntarily participate in the political process by joining the FedEx Freight Holding Company, Inc. Political Action Committee (Freight PAC). Freight PAC keeps employees aware of important issues and decisions made by government officials that can affect our business and allows our employees to pool their financial resources to support political candidates, campaigns, and committees in furtherance of the best interests of the Company and our employees and stockholders. The political contributions made by Freight PAC are funded entirely by the voluntary contributions of our employees (no corporate funds are used), and decisions about membership in the Freight PAC have no bearing on an employee's career at the Company. Moreover, Freight PAC activities are subject to comprehensive regulations by federal, state, and local governments, including detailed disclosure requirements, such as monthly reports filed with the Federal Election Commission. These reports are publicly available at fedexfreight.com and include an itemization of the Freight PAC's receipts and disbursements, including any political contributions over $200.

The governing board of Freight PAC, based upon the recommendations of the Company's Government Affairs team, will decide which candidates, campaigns, and committees Freight PAC will support based on a nonpartisan effort to advance and protect the best interests of the Company and its employees and stockholders. Freight PAC contributes to the campaigns of candidates who share the Company's views on public policy, serve as congressional or legislative leaders, represent geographical areas where the Company has a major business presence, or serve on committees with jurisdiction over policy and legislation important to the Company. Other contribution considerations include prior voting records, prior committee assignments, contribution history, and the type of political race (e.g., primary or general election). All contributions are made without regard to the personal political preferences of individual Board members, officers, and employees.

Participation in Trade Associations

Our participation in the political process is designed to promote and protect the economic future of the Company and our employees and stockholders, and we maintain memberships with a variety of trade associations expressly for that purpose. Participation as a member of these associations comes with the understanding that we may not always agree with all the positions of the organizations or organizations' other members. We believe the associations, however, take positions and address issues in a collective industry manner and often advance positions consistent with Company interests that will further the best interests of our employees consistent with our corporate values, help us provide strong financial returns, and enhance long-term stockholder value.

Compliance and Oversight

Management is responsible for implementing effective reporting and compliance procedures designed to ensure that the Company's political activities are conducted and disclosed in accordance with applicable law and this policy. In addition, management is responsible for monitoring the appropriateness and effectiveness of the political activities undertaken by the most significant trade associations in which the Company is a member.

The Risk Oversight Committee of the Company's Board of Directors (the "Committee") assists the Board in oversight of the Company's political activities and expenditures. The Committee reviews and discusses with the Company's Chief Legal Officer and other members of management (i) public policy, political, and legislative trends and matters that affect or may affect the Company's business, performance, strategies, or reputation; (ii) the Company's political activities and participation in the political process, including direct and indirect political spending and lobbying activities and expenditures; (iii) the Company's contributions to trade associations and other tax-exempt organizations that engage in political activities; (iv) the steps management has taken to identify, assess, and manage risks relating to the Company's political activities and expenditures; and (v) the Company's reporting of its political activities and expenditures. The Committee also periodically reviews and discusses this policy with management and recommends any proposed changes to the Board for approval.

Amended November 18, 2026