

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 stockholders and employees.

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 stockholders and employees 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.

Participation in Trade Associations

Our participation in the political process is designed to promote and protect the economic future of the Company and our stockholders and employees, 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 help us provide strong financial returns, enhance long-term stockholder value, and further the best interests of our employees consistent with our corporate values.

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.

Adopted June 1, 2026