

## ***Protections from Disclosure of Medical Information***

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and FedEx Corporation may use aggregate information it collects to design a program based on identified health risks in the workplace, FedEx Corporation Group Health Plan COVID-19 Vaccine Wellness Program will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individuals who may have access to your personally identifiable health information are employees and contractors of FedEx Corporation, its subsidiaries, and its vendors that are responsible for providing services to the FedEx Corporation Group Health Plan in connection with carrying out their responsibilities with respect to the FedEx Corporation Group Health Plan.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact us at 1.833.FDX.WELL (339.9355) or write to us at Director of Human Resources, Enterprise Health Care, FedEx Services, 90 FedEx Pwky, 1st Floor Vertical, Collierville, TN 38017-8711.