

2020 FedEx Cares Report

Connecting people and possibilities through community engagement, social impact and team member volunteerism



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About this report

We are proud to showcase the efforts and achievements of FedEx Cares, our global community engagement program. This report features programs executed during calendar year 2020, unless otherwise noted, and is a complement to our recently published 2021 [ESG report](#).

FedEx Cares delivers connections and resources that help communities solve pressing problems, and prepare for what's next. Read more at fedexcares.com.

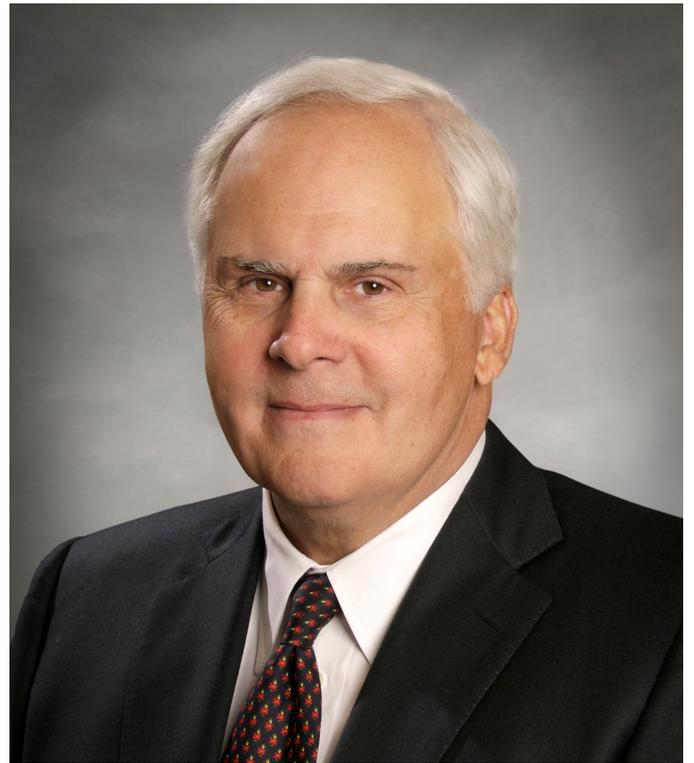
Since the onset of COVID-19 in early 2020 and throughout the duration of the pandemic, we've used the full force of FedEx networks, compassion, and expertise to help communities in need.

Beginning with our shipments of relief and medical supplies into China in early 2020, our team has transported lifesaving medical equipment around the world. **And it was one of our own FedEx team members nearly a year later who delivered the first COVID-19 vaccine shipment to a hospital in the U.S. — a pivotal milestone in our ongoing mission to help eradicate this awful virus.**

“

We've used the full force of FedEx networks, compassion, and expertise to help communities in need.

Thanks to the dedication of our team members alongside our nonprofit partners, we've made significant progress within our refocused FedEx Cares pillars announced last year: Global Entrepreneurship, Sustainable Logistics, and Delivering for Good.



As small businesses struggled to keep their doors open this past year, we've supported community-based accelerators and mission-driven lenders. We are addressing climate challenges in a way that will promote sustainability not only at FedEx — but across industries and the world. And as you'll see in the report, over the past year, we have continued our commitment to building more equitable communities.

While the crises we face are not over, I am hopeful for the future and confident in our ongoing work to advance a healthier, more inclusive, and more sustainable world.

A handwritten signature in black ink that reads "Frederick W. Smith".

Frederick W. Smith
Chairman and CEO, FedEx Corporation



FedEx Cares is about living our purpose to connect people and possibilities. This is more than an aspiration – it’s what we do every day in our business, and it’s what drives our charitable giving and employee engagement.

2020 simultaneously laid bare the vast inequities in our society and showed us to never underestimate the power of the human spirit. The way first responders, nonprofits, community organizers, and global citizens stepped up to help people hardest hit by COVID-19, fought for social justice, and found innovative new ways to deliver services has been awe-inspiring.

Through FedEx Cares, we made 9,600 shipments of personal protective equipment (PPE) for COVID-19 first responders; packed meals to feed over one million people; helped distribute 7,000 coats to kids in need; invested in the world's largest clean tech accelerator

to achieve larger, faster reductions in global carbon emissions; helped small businesses owned by women and people of color weather the economic downturn; and renewed our commitment to building a more just society.

It is a privilege to lead the FedEx Cares global community engagement team, and if this challenging year has proven anything, it’s that our role as a champion and steward to our global communities has never been more important.

A handwritten signature in black ink that reads "Adrian Pomi". The signature is written in a cursive, flowing style.

Adrian Pomi
Director, Global Brand Citizenship

Our Strategy

Global Citizenship at FedEx



We focus on simultaneously meeting social and business goals.

Real change takes significant investment, authentic support for communities, and a commitment to continuous learning. We make our most significant investments in areas where we can address material issues and apply our unique business capabilities.



**Delivering
for Good**

Through Delivering for Good we lend our global network and logistics expertise to nonprofits with mission-critical needs and to communities impacted by crises and natural disasters.



Volunteering

Team member time and expertise are critical to our Citizenship – enhancing our impact, deepening our relationships in the community and adding purpose to the FedEx experience.



**Global
Entrepreneurship**

Our Global Entrepreneurship work helps strengthen small businesses owned by women and people of color by connecting them to resources, training and capital.



**Sustainable
Logistics**

Sustainable Logistics is our commitment to accelerating innovations – like carbon capture and electric vehicles – to reduce the environmental impact of the logistics industry.



Diversity, Equity, and Inclusion

Everything we do supports our pursuit to create more equitable and just communities. Our work advances inclusion, encourages learning and leadership and empowers economic opportunity.

FedEx Cares 50 by 50



FedEx Cares 50 by 50 is our enterprise-wide goal to delivering hope and new possibilities to 50 million people by our 50th anniversary in 2023.

We will meet this ambitious goal through a combination of charitable giving, in-kind contributions, and team member volunteerism. We've reached 20 million people so far and we are just getting started.

Read stories throughout this report about the people and communities we are impacting and our team member volunteers supporting these programs.

Follow our journey to 50 million on fedexcares.com, as we make progress toward our goal in 2023.

50^{by}50

Helping 50 million people by our 50th anniversary.

Delivering for Good

Global network and unparalleled logistics expertise

Through Delivering for Good, we lend our global network and unparalleled logistics expertise to organizations with mission-critical needs, and help communities before, during, and after crises.

2020 brought numerous, intense natural disasters and a global pandemic. We were prepared, and we teamed up with some of the world's top humanitarian nonprofits to deliver lifesaving supplies to survivors and first responders.



COVID-19 Supply Distribution



As COVID-19 began to spread around the world, we activated our global network to get PPE to where it was needed most.

We've made nearly 10,000 shipments of PPE valued at over \$6 million.

Expanding hospital capacity to respond to COVID-19

We are experts in complexity. We organize, store, and safely move millions of packages every day, to some of the most remote corners of the globe. It was this expertise that led to a five-year project between FedEx and International Medical Corps (IMC) to create a modular field hospital with pre-positioned parts and the capability to deploy to a wide range of emergencies.

When COVID-19 hit, we helped IMC deploy 29 emergency medical field units to give underserved, overwhelmed hospitals the extra space they needed to serve COVID-19 patients.

Field units reached COVID-19 hotspots in Los Angeles, California; Chicago, Illinois; New York, New York; Massachusetts, Michigan, Puerto Rico, and Texas. With the additional space, hospitals improved patient flow, provided much-needed additional testing, and isolated COVID-19 patients from the rest of the hospital.

In Los Angeles, two field units were deployed to Martin Luther King, Jr. Community hospital, which serves the 1.3 million residents of Los Angeles County and operates in one of the most medically vulnerable areas of the nation. The units added 16 beds and additional testing, screening and quarantine areas for COVID-19 patients.

2021 COVID-19 community-level vaccine distribution

In December 2020 FedEx committed \$4M to help nonprofit organizations distribute COVID-19 vaccines to under-resourced communities in Memphis, across the U.S., and in almost 30 countries around the world.

Memphis In our hometown of Memphis, Tennessee, we are supporting Christ Community Health Services to distribute vaccines to local health care centers that reach some of our most underserved, highest risk neighbors.



United States Direct Relief supports 2,500+ community clinics and health centers across all 50 states. We are helping transport vaccines to these facilities, which collectively provide health care to more than 30 million people, including those who are low-income and lack equitable access to the vaccines.



The World We will help International Medical Corps strengthen COVID-19 vaccine efforts across its network of almost 30 countries, serving some of the lowest-income, most remote communities on the planet.



FedEx cares

Responding to the Beirut explosion

FedEx has the capability to move huge amounts of materials long distances in a short time. Following the catastrophic explosion in Beirut, humanitarian nonprofit Direct Relief urgently needed to deliver 60 tons of supplies – worth \$11 million – the 8,000 miles from Santa Barbara, California, to Lebanon. Direct Relief called FedEx, and we offered to charter a Boeing 777 for the job.

FedEx team members on three continents, along with Cargolux, who donated a flight from Luxembourg to Beirut, collaborated to deliver the supplies to hospitals, clinics, and primary care centers serving survivors of the blast.



Bringing safe water to Vietnam

At FedEx, the Purple Promise means going above and beyond for others, especially those in critical need. When deadly flooding impacted over one million people in Vietnam, and was quickly followed by Typhoon Molave, an already critical situation was made worse.

In response, FedEx worked with global nonprofit organization Water Mission to transport 975,000 water purification packets, which collectively treated 9.7 million liters (2.64M gallons) of water, making it safe for human consumption.

“
At FedEx, we are here to help in whatever way we can and are leveraging our global network and logistics expertise to deliver these lifesaving resources as rapidly as possible to those who need it most.”

Hardy Diec, Managing
Director of FedEx Express
Indochina

Global Entrepreneurship

Small businesses are a driving force for global, inclusive growth.

But not every business owner has access to resources needed to be successful. Our Global Entrepreneurship work helps strengthen minority- and women-owned small businesses by connecting them to training, mentoring, networking, and capital. By supporting nonprofits that work side by side with hardworking entrepreneurs, we help power the sector of our economy that creates the most jobs and opportunity for local communities.



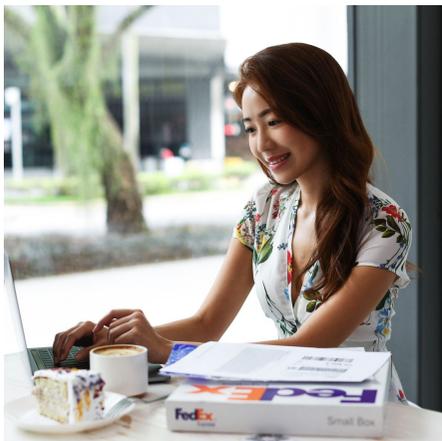
Earning Power

If all small businesses with fewer than five employees earned an additional \$5,000 in revenue, it would generate more than \$20B for the economy.¹



Economic Mobility

The median net worth of business owners is almost 2.5x higher than non-business owners. For a Black woman, the difference is 10x.¹



COVID-19 Crisis

As a result of COVID-19, just 34% of business owners reported making a profit. This drops to 26% for Black-owned businesses.²



¹ Association for Enterprise Opportunity: Power of One in Three

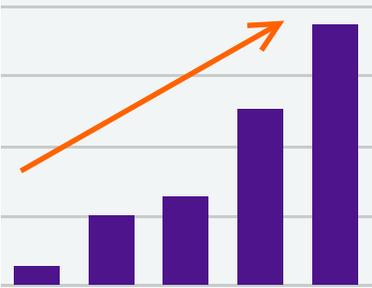
² National Bureau for Economic Research: The impact of COVID-19 on Small Business Owners

Global Entrepreneurship Impacts

Supporting minority entrepreneurs in our world headquarters city

Inner City Capital Connections (ICCC) is a 40-hour tuition-free program designed by the Initiative for a Competitive Inner City to help small businesses in economically-distressed areas build capacity for sustainable growth. FedEx brought ICCC to Memphis to help 200 Black entrepreneurs access much-needed capital, create good-paying jobs, and contribute to the economic vitality of the city.

131% average revenue growth



\$7.06M capital raised



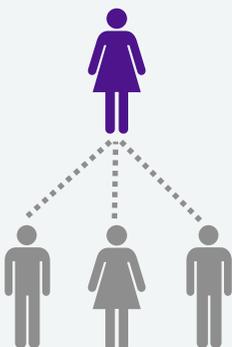
196 jobs created



Creating jobs in communities across the country

We support Accion Opportunity Fund (AOF), the largest national nonprofit financial support system for small business owners. In 2020 alone, our support helped AOF reach 3,153 business owners with access to \$40 million in affordable growth capital. Sixty-four percent of these were entrepreneurs of color, and each business owner reached creates an average of three additional jobs in their local community.

Each business owner reached creates an average of three additional jobs



Weathering the pandemic

Vital Voices Grow (VVGROW) is a global accelerator for women owners of small businesses making a social impact. In 2020, despite the pandemic, 100% of women in our sponsored cohort reported making changes to improve productivity. Twenty percent increased sales; 33% hired new employees.

Business owner spotlight



 Learn more about [Luxe Fete](#)

A Successful Pivot

“I was successful, but not inspired,” says Nathalie Cadet-James, CEO of Luxe Fete Event Planning and Design Studio, of her former career as a lawyer. Nathalie founded Luxe Fete to unleash her creative side, and found early success planning weddings and high profile events.

To scale the business, Nathalie applied to the Babson College Women Innovating Now (WIN) Accelerator, sponsored by FedEx. With the help of WIN advisors including Marilyn Blanco Reyes, Vice President of Legal and Regulatory Affairs, FedEx Express Latin America and the Caribbean, Nathalie launched Luxe Fete Social. This new business line is a turnkey dinner party rental service that lets users connect over a beautiful setting.

In the wake of COVID-19, this pivot was critical to maintaining relevance in a highly competitive market. Luxe Fete Social was named a Top 10 Startup to Watch by the Miami Herald and was recently featured in the [New York Times](#).



 Learn more about [Millennium Search](#)

Two years, 2x the revenue

The mission of Millennium Search, a staffing and recruiting firm out of Memphis, Tennessee, is to “strengthen clients’ competitive edge, enhance employees’ professional careers, and make a positive impact in communities.”

Jason Gillum, the CEO of Millennium Search, took part in Memphis-based 800 Initiative, a FedEx-supported program that helps minority-owned businesses through connection to capital, corporate engagement, and other resources. In the two years after the program, Jason reported doubling his revenue. Additionally, the firm has nearly quadrupled its contract workforce and increased its focus on diversity and gender balance.

“I am incredibly excited about our journey and I truly believe the best of Millennium Search is yet to come,” says Jason.

Sustainable Logistics



The FedEx network consists of almost 700 planes, more than 200,000 vehicles, and over 5,000 facilities around the world. As a leader in global commerce and logistics, we have a responsibility to deliver positive social and environmental benefits to our planet. Reducing emissions and operating with increased efficiency is an ongoing challenge as our business continues to grow.

Through our FedEx Cares work in Sustainable Logistics, we help accelerate the innovations – like carbon capture, alternative fuels, clean energy, and greener urban transport – that can help reduce the environmental impact within local communities around the world.

Our work includes:

- **Creating quality public transportation solutions** in some of the world's fastest growing cities. Our work has led to faster, more reliable commutes; less congestion and reduced emissions; and safer practices.
- **Supporting start-ups** to scale promising technologies to achieve larger, faster reductions in global carbon emissions.
- **Reducing carbon at scale** through natural processes.
- **Supporting urban planning** research that help cities use public space more efficiently.
- **Engaging team members** to help restore and protect the natural environment.

Our Sustainable Logistics programs

We support organizations around the world doing innovative work to advance sustainable solutions and technology for the logistics industry and beyond. This work is an integral part of the ambitious environmental sustainability goal we announced in 2021: To achieve carbon neutrality for our global operations by 2040.

The nonprofits we support in our Sustainable Logistics focus area are all committed to innovating new solutions to reduce the entire transportation industry's carbon footprint:

Yale Center for Natural Carbon Capture

New carbon sequestration solutions at a scale that can help offset the impact of long-haul transportation, including aviation.

World Resources Institute

Enabling quality public transportation solutions in some of the world's fastest growing cities. Our work has led to faster, more reliable commutes; less congestion and reduced emissions; and safer practices for 10+ million people to date.

Rocky Mountain Institute: Third Derivative Accelerator

Finding, funding, honing, and scaling the most-promising technologies to achieve larger, faster reductions in global carbon emissions.

Natuur and Milieu

Creating logistics solutions for zero emission cities and innovative solutions for sustainable aviation – first focused in the Netherlands with potential to expand across Europe.

CALSTART

Researching best practices and policies that optimize curb space management and last-mile delivery modes in cities to boost mobility, reduce pollution, and add value to communities.



\$2B for carbon neutrality by 2040

Our plan to achieve carbon neutrality in our global operations includes investing \$2B in electrifying our entire pickup and delivery fleet, continuing to modernize our aviation fleet, and a \$100M donation to Yale University to establish the Center for Natural Carbon Capture.



"While we've made great strides in reducing our environmental impact, we have to do more."

-Mitch Jackson, Chief Sustainability Officer

In collaboration with World Resources Institute, we are creating high-quality, sustainable public transportation solutions around the world

We are helping some of the world's fastest growing cities roll out more efficient and sustainable public transport, resulting in faster, more reliable commutes; less congestion and reduced emissions; and safer practices. More than 10 million people have benefited from these projects to date.



India: Green Technology + Better Commutes

WRI India helped bring new technology that retrofits bus engines from diesel to electric to market by funding innovative start up Cell Propulsion.

WRI also used a process called route rationalization to improve bus schedule adherence, resulting in a 17% increase in ridership and a 19% increase in earnings per kilometer. In some cases, this has reduced transit times by over an hour.

Memphis: Fellowship Learning Experience

The WRI Ross Center Fellowship convenes WRI employees from FedEx project sites to participate in a week- long learning experience. FedEx experts in sustainability, safety and routing as well as in marketing, asset management and fuel technology lead sessions for the Fellows, to support their global research and projects.

Brazil: Improving Public Transit

WRI Brazil implemented real-time surveys to evaluate the safety and quality of the commute, which led to the creation of improved operating manuals

China: E-Buses

WRI China is incentivizing public bus fleets to go electric and helping cities roll out app technology for riders to track routes and schedules.

Mexico: Using Transit to Improve Disaster Response

WRI Mexico is creating an emergency response plan with the Mexico City government that uses public transit infrastructure – buses and designated traffic lanes – to help emergency response teams reach people and move supplies more efficiently during and after a disaster.

Diversity, Equity, and Inclusion

Since the founding of FedEx, we have believed in the power of diversity, equity, and inclusion.

We are committed to fostering respectful, safe, and inclusive workplaces that celebrate the unique contributions of each individual. With the continued focus and commitment of our leadership, we invest in community programs in three main areas:



Learning and Leadership

Equal access to college for all students and cultivating the next generation of community and business leaders.



Inclusion

Acceptance, promoting anti-biases, and encouraging inclusion by embracing all cultures and history.



Economic Opportunity

Pathways to success and stability for underrepresented populations, supporting job training, and access to work opportunities.



At FedEx, our workforce is as diverse as the world we serve, and we believe that everyone deserves respect. Embracing diversity is not just the right thing to do; we also have proven that it fosters innovation and makes us a more competitive company. It's also about fostering acceptance, promoting anti-biases, and encouraging a more inclusive society. These values are core to who we are and how we operate.

*- Frederick W. Smith, Chairman and CEO
and Raj Subramaniam, President and COO*

Our Diversity, Equity, and Inclusion programs

Our commitment to diversity, equity, and inclusion begins inside our company and extends outwardly to our suppliers and communities. In 2021, we announced a pledge to commit \$5 million to four Historically Black Colleges and Universities (HBCUs) in Mississippi and Tennessee. The initiative will create valuable education and job readiness for students at Tennessee State University, Jackson State University, Mississippi Valley State University, and LeMoyne-Owen College.

This work represents a collaborative effort between FedEx and each school designed to help prepare students for the workforce beyond formal education. A portion of the multi-year commitment will be used to offer relief support to help students, faculty, and staff at each school who have suffered adverse economic impact due to COVID-19.



MLK Day of Service

Each year on Dr. Martin Luther King Jr. Day, FedEx team members volunteer at museums, pack meals for families in need, and clean up parks, schools, and neighborhoods. We also sponsors free admission to civil rights museums in Memphis, Tennessee; Jackson, Mississippi; Montgomery, Alabama; Atlanta, Georgia; and Birmingham, Alabama and in 2020 more than 26,000 visitors took part and 1,000 FedEx volunteers donated more than 3,200 hours to help.

The Trevor Project

We are helping The Trevor Project transition from part-time to round-the-clock text message-based counseling for LGBTQ+ youth in crisis. Our support has helped double Trevor's text-based capacity to serve 120,000 young people per year and create an online educational platform geared toward suicide prevention.

Asian and Pacific Islander American (APIA) Scholars

We helped APIA Scholars establish its inaugural four-year scholarship to help address the high college drop-out rate amongst Asian and Pacific Islander American scholars. To date, over 90% of FedEx scholarship recipients are first generation college students, and over 70% are living at or below the poverty line.

National Association for the Advancement of Colored People (NAACP)

The mission of the NAACP is to ensure the political, educational, social and economic equality of rights of all persons and eliminate racial discrimination. FedEx supports several NAACP initiatives, including the NAACP National Convention, the summer internship program and the NAACP Image Awards.

Dress for Success

Dress for Success and FedEx are making job skills training more accessible for women through online tools and a mobile job skills app. These tools will help women more successfully navigate the job application process and help them stay employed over the long term.

UnidosUS

FedEx is a major sponsor of UnidosUS Líderes Initiative, which helps young Latinos build understanding and skills in social justice, advocacy, and leadership to improve their socioeconomic prospects. FedEx also presents annual scholarships to Líderes scholars with an outstanding commitment to academics and community service.



National Civil Rights Museum (NCRM)

FedEx is a long-time supporter of NCRM, its exhibits and educational programming chronicling key episodes of the American Civil Rights movement. FedEx sponsors King Day as well as the annual Freedom Awards, which has helped honor the leadership and accomplishments of individuals such as Nelson Mandela, Stevie Wonder, Oprah Winfrey, and Congressman John Lewis.

After the murder of George Floyd, we replaced our branding on the #11 FedEx Toyota with NCRM branding at Talladega Raceway in June

2020. We also made a \$500,000 donation to highlight NCRM's work and encourage others to support communities of color.

Later in the racing season, FedEx re-branded the #11 car again with a FedEx Cares and National Urban League scheme, to raise awareness for the Urban League's Project Ready program, which helps Black and Hispanic youth who are particularly vulnerable to disengagement from school and community.

National Urban League

FedEx supports the National Urban League to help young people of color overcome complex barriers to employment. Programs reach over 5,000 people and include access to educational opportunities, tailored job training, wrap-around services, and direct connections to employers.

U.S. Chamber of Commerce Foundation's Hiring Our Heroes

FedEx works with Hiring Our Heroes (HOH) to provide transitioning service members and their spouses with professional training, hands-on work experience, networking, and access to the HOH Corporate Fellowship Program.

Approximately 92% of Fellows are offered a job as a result of the program.



The nonprofits we support are helping to create more equitable and inclusive communities



26,000
visitors had free access to U.S. Civil Rights Museums in 2020

\$3.9M
in capital raised and 441 new jobs created by Memphis small businesses through Inner City Capital Connections

42%
is the average revenue growth for the women-led small businesses supported by Vital Voices

\$50M
in new revenue for Black-owned businesses in Memphis is the goal of the 800 Initiative

9 scholarship funds support equal access to college for all students: UNCF, Hispanic Scholarship Fund, American Indian College Fund, APIA Scholars, Point Foundation, Marine Corps Scholarship Fund and endowments at Tennessee State University, Jackson State University and LeMoyne-Owen College



120,000
LGBTQ youth in crisis have access to round-the-clock text-based counseling from the Trevor Project



92%
of veterans are offered jobs after the Hiring Our Heroes Fellowship program

Employee Engagement



At FedEx, we are over 570,000 team members strong.

We are all united by our commitment to the corporate philosophy we call People-Service-Profit, or PSP. This concise statement reflects the shared principles that govern every FedEx activity, every day, everywhere we work.

Part of living our values is giving back to our communities through volunteering skills and expertise. In 2020, COVID-19 and social distancing guidelines made in-person volunteering a challenge – but nonprofits needed support more than ever.

With safety as our priority, FedEx kept our trucks on the road and planes in the air, which meant we could continue to deliver for nonprofits, and many of our dedicated team members got creative with other ways to safely engage with our communities.



Our Employee Engagement programs

Operation Warm

For a child in need, a brand-new coat can lead to increased self-confidence, peer acceptance, school attendance, and overall wellness – in addition to warmth. We have supported Operation Warm since 2008 with in-kind shipping. Together, we have provided more than 800,000 coats to kids in need across the U.S. and Canada.

In 2016, we expanded our efforts to invite team members to help distribute new winter coats to kids in need. Since then, 2,000 FedEx volunteers have helped distribute over 28,000 coats in the U.S. and Canada. In 2020, a year when many families had increased needs and in-person distribution was a challenge, FedEx worked with Operation Warm to create a different distribution model to successfully distribute 7,000 new coats.

Additionally, FedEx volunteers donated totes filled with school supplies and STEM educational guides developed by the Smithsonian and printed/delivered by FedEx Office. In Dallas, Roxo™, the FedEx SameDay Bot, was on site to help usher in the warmth and provide a demonstration.



“
I can't begin to express the gratitude for all the beautiful, comfy warm coats. So many families are in need during these challenging times. Thank you Operation Warm and FedEx for giving joy to our families. Without your generous donation, many families would have been without during this cold weather season.

Reach Academy, Oakland



Giving Tuesday Grant Contest

Giving Tuesday is considered the world's largest movement dedicated to generosity and giving back. In 2020, we asked our team members to nominate their favorite charities to receive a grant from FedEx. Hundreds of nominations were received for our inaugural Giving Tuesday Grant Contest and team members voted for three winners. This event was a fun and safe virtual way to engage employees to give back.



1st place winner and \$10,000 grant recipient

Alpha Omega Veterans Services

Assists military veterans in reintegrating into society
Memphis, Tennessee



2nd place winner and \$5,000 grant recipient

Voices for CASA Children

Supports abused or neglected children including those in the foster care system
Scottsdale, Arizona



3rd place winner and \$2,500 grant recipient

The Arc Gateway

Provides life-changing programs for children and adults with intellectual and developmental disabilities
Pensacola, Florida



Rise Against Hunger

Rise Against Hunger is dedicated to fighting food insecurity. In January 2020, FedEx team members packaged more than 170,000 meals in Atlanta, Houston, Indianapolis, Los Angeles, Memphis, Newark, Oakland-San Francisco, Orlando, Pittsburgh, and Washington, D.C. Each meal feeds a family of six – making our reach over one million people.



Community Giving

FedEx is committed to positively impacting the communities where we live and work. Below are just a few examples of ways we supported nonprofits around the world to build stronger, more resilient communities.



TENNESSEE

Giving Back in our Headquarters Community

In response to COVID-19, the Women’s Foundation of Greater Memphis (WFGM) and FedEx provided 1,500 families in zip code 38126 – one of the most underserved in the city – with over 87,000 lbs. of food, gift cards, hygiene kids, oral health supplies, hand sanitizer, household cleaning supplies, and diapers.

Additionally, we supported WFGM to help graduates of Booker T. Washington High School transition into college and career during lockdown. We provided 90 high school seniors with a laptop, a computer bag, one year of tech support, and a \$100 gift card.





TEXAS
Jobs for individuals with Autism

FedEx Ground works with Houston-based nonprofit Social Motion to recruit, train and hire adults with Autism Spectrum Disorder (ASD).

“FedEx is a perfect place for our young adults with autism, because they are the master at standardization of processes,” says Wendy Dawson, founder of Social Motion. More than 20 people have completed the training and gained permanent employment at the FedEx Ground facility in Cypress, Texas, since the beginning of the program.



SPAIN, ITALY, POLAND
Sustainable cycling in Europe

Sustainable transport is a priority for FedEx and a goal for many cities we serve. Through a grant to the Global Alliance of NGOs for Road Safety (the Alliance), we are helping people in Spain, Italy, and Poland to increase biking as a primary mode of transport.

The initiative is paired with the Safer Cycling Advocacy Program, also sponsored by FedEx, which provides safety trainings to police officers, health professionals, and policymakers and is part of the global effort to reduce global road deaths and injuries by 50% by 2030.

Cargo bikes have a promising future for urban residents and for our business, as we transition to zero emission last-mile delivery.



CANADA
Virtual plane pull for sight

FedEx Canada team members, along with special guests Dolly Parton and Canadian astronauts Robert Thirsk and Dave Williams joined forces to raise nearly \$200,000 for Orbis’s iconic Flying Eye Hospital.

The hospital is a fully equipped ophthalmic teaching and training hospital onboard a FedEx-donated MD-10 aircraft and fights avoidable blindness and restores vision to people around the world.

The virtual event replaced our traditional in-person plane pull during COVID-19 and included a series of video and virtual flight simulation events, live skill-testing games, and interactive team competitions.





SÃO PAULO

Urgent needs brought on by COVID-19

FedEx Express Brazil supported the Salvation Army's Segurança Alimentar project in response to vast needs created by COVID-19. Support from FedEx provided 6,000 meals to homeless individuals via a canteen truck FedEx donated in 2013. Additionally, we delivered critical supplies including food, sanitation products, face masks, and hygiene kits to 650 low-income families headed by women.



SHANGHAI

Home safety for kids

Volunteers from FedEx and the nonprofit Tongdao ran safety trainings for children aged three to nine as part of the AnQ Safety Awakening virtual program. Children from seven cities participated in the training, which covered water, road and home safety, and used videos, games, and books to teach skills and awareness.

“FedEx Express is deeply committed to projects that help the communities where we live and work. We understand the critical role that we play in society to use our transportation and logistics network to transport essential supplies to those that need it the most.”

Luiz Roberto Vasconcelos,
Vice President of Operations,
FedEx Express in Brazil





INDIA

Women-owned businesses restart + recover

FedEx is committed to providing women and minority entrepreneurs the tools they need to succeed. In India, FedEx Express teamed up with United Way Mumbai to provide “Saksham” kits to 400 low-income women business owners. The kits included relevant products for home beauty, tailoring, and homemade product businesses to re-establish themselves, while also supporting local suppliers that provided raw materials for the kits.

Samina Parbez Shaikh, who is the only earning member of her family and was facing challenges with her business due to COVID-19 restrictions said, “I am feeling empowered to resume my business. The Saksham kit support will help me increase my customer reach.”



AZERBAIJAN

Safety above all

In Azerbaijan’s capital city, Baku, vehicle ownership, congestion and road traffic casualties are all on the rise. In response, the National Automobile Club of Azerbaijan (AMAK), with funding from FedEx Express Europe, launched a data-mapping project to track trends and make policy changes. “Reliable and detailed crash data is vital to building political will,” said Vafa Huseynli, Senior Manager for Fundraising and Social Programs at AMAK.

The FedEx-funded work resulted in an interactive map of the capital and data that connected fatalities to speeding violations. “Data demonstrates the real scale of the road traffic injury problem and makes it possible to measure the effectiveness of interventions,” said Rock Sherman, VP Road Network Europe, FedEx Express.



Awards and Recognition

MOST RESPONSIBLE COMPANIES, 2020

Newsweek

BEST EMPLOYERS FOR DIVERSITY, 2020

Forbes

WORLD'S MOST ADMIRED COMPANIES, 2020

Fortune

BEST OF THE BEST COMPANIES FOR DIVERSITY, 2020

Black EOE Journal

J. SHIPMAN GOLD MEDAL AWARD WINNER

Sue Spence, FedEx VP of Sourcing
Inside Supply Management

JUST CAPITAL INDUSTRY RANKINGS

1st Place: Environment

2nd Place: Communities

3rd Place: Customers

MOST INFLUENTIAL BLACK EXECUTIVES IN CORPORATE AMERICA, 2020

Shannon Brown, FedEx Express SVP Eastern
Div. U.S. Ops & Chief Diversity Officer
SAVOY Magazine



Some Good News announced a \$5 million donation from FedEx to Toys for Tots in December 2020