

FedEx
cares

2023

FedEx Cares Report





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Welcome to the 2023 FedEx Cares Report



FedEx is the world's largest express transportation network. But at our core, we are a people business. Our purpose — and passion — is connecting people and possibilities across the globe. As society faces new and urgent challenges, connection is more important than ever.

That's why our team works every day to deliver more than goods and services, but also innovation, opportunity, and hope for a more sustainable, inclusive, and connected world.

Whether mobilizing medicine and supplies in times of crisis; providing pathways and education to open doors and minds; expanding opportunities for women- and minority-owned businesses; or investing in electric vehicles and carbon capture research to address climate challenges, we're committed to building a better future.

I am proud that through these commitments and more, we exceeded our FedEx Cares 50 by 50 goal of helping 50 million people by our 50th birthday in April 2023. Thank you to our team members and global partners for your unwavering dedication to making a difference.

For us, connection is more than bringing people together, more than a catalyst for change; it's humanity's greatest hope to advance progress for all. Our purpose propels us to connect people to what's possible — a better, brighter, more united world.

Sincerely,

A handwritten signature in black ink that reads "Raj".

Raj Subramaniam
President and CEO
FedEx Corporation



As the new Director of Global Citizenship at FedEx, I've had the pleasure of spending the past several months getting to know our strategy, programs, nonprofit partners, and passionate team members that keep us moving forward. The more I've learned about our approach and our impact, the more excited I am for the opportunity to lead a new and exciting chapter for FedEx Cares.

In my nearly 20 years with FedEx, I've seen first-hand how our purpose of connecting people and possibilities goes far beyond our business. We apply this credo to creating opportunities for people to access education, basic needs, jobs, mentors, business growth, cultural experiences, and more. We apply it to our team members too — volunteering helps strengthen and reinforce our culture, interact with new communities, and see new perspectives.

2023 was the 50th anniversary of FedEx, and we extended our celebrations into the community and around the world. We launched 50 Days of Caring and our first-ever Global Day of Service where we logged 7,000 volunteer hours in a single day. We packed our 1,000,000th meal for Rise Against Hunger and expanded our Purple Tote grants contest into markets outside the U.S. for the first time. We planted over 145,000 trees around the world and launched the FedEx Founder's Fund to recognize and reward veteran entrepreneurs in honor of our Founder and Executive Chairman Frederick W. Smith. And we flew five consecutive flights in five days with over 230 metric tons of supplies to help survivors of the devastating earthquake in Turkey.

Looking ahead to 2024 and beyond, I see exciting new possibilities for how we can unite our business and social objectives to deliver good around the globe. We are increasing our focus on how data and metrics influence our decision making and how we can work more closely with nonprofit partners to identify and replicate programs that work. Internally, we will continue our emphasis on strengthening our culture and communities through service.

It is a privilege to be leading this important work, and I hope you enjoy reading about some of our most impactful work in 2023.

Sincerely,

A handwritten signature in black ink that reads "April Britt".

April Britt
Director, Global Citizenship
FedEx Services

FedEx Global Citizenship Strategy

FedEx Global Citizenship is grounded in our culture values and aligns our resources and expertise to social and environmental issues impacting our business.



Sustainable Logistics

Reaching our FedEx enterprise goal to achieve carbon neutral operations by 2040 will take innovation and collective action. To help deliver a more sustainable future, we support sustainable transportation in cities, research and technology to scale climate solutions, and conservation in local communities.



Delivering for Good

Mobilizing our company's passionate team members, thousands of planes and vehicles, and best-in-class logistics expertise to support humanitarian relief, respond to disasters, and help nonprofits make complex shipments to benefit our communities.



Global Entrepreneurship

Equipping entrepreneurs from all backgrounds with the training, connections, and capital they need to compete in the global marketplace more effectively, expand their customer base, generate new jobs, and create a better life for themselves and their communities.



Diversity, Equity, & Inclusion

We believe every individual, from every background and ability, should have access to opportunity. We support programs offering education, workforce development, cultural awareness, and belonging to create more equitable and inclusive communities.



Community Grants & Service

Service to our local communities is an essential part of our culture. We volunteer our time, lend our expertise, and provide donations to support local needs including those in our headquarters city of Memphis, TN. Whether we're packing Purple Totes, delivering winter coats, or writing special notes, our efforts build community ties, connect team members, and bring our company values to life.

Sustainable Logistics

Our opportunity



The number of cars on the road is likely to double by 2050¹



48% of urban populations lack access to public transport²



Using a bike instead of a car cuts CO₂ by 75%; a bus reduces CO₂ by 43%³



New urban trees have the potential to remove 70 million metric tons of CO₂ from the atmosphere⁴

Our strategy

Reaching our FedEx enterprise goal to achieve carbon neutral global operations by 2040 will take innovation and collective action. To help deliver a more sustainable future, FedEx supports global initiatives with academic and research institutions, nongovernmental organizations, and conservation groups around the world. From the \$100 million donation to help establish the Yale Center for Natural Carbon Capture to helping launch the world's first electric vehicle data platform, we are working with communities around the world to reduce pollution, congestion, and CO₂ emissions.

In this section

- Sustainable Cities →
- Climate Solutions →
- Inspiring Conservation →



Invest in Sustainable Cities:
Moving people and goods more safely and sustainably.



Accelerate Climate Solutions:
Supporting carbon capture research and clean tech to scale promising solutions.

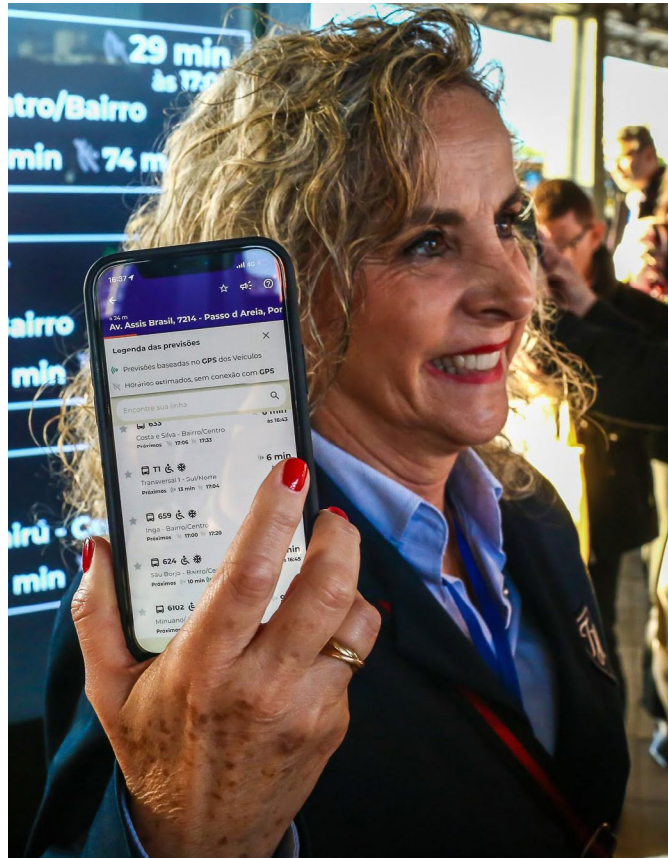


Inspire Conservation:
Engaging team members to protect the environment in their hometown.

¹"Sustainable Cities and Communities." UN Stats. unstats.un.org/sdgs/report/2022/Goal-11
²"Sustainable Cities and Communities." UN Stats. unstats.un.org/sdgs/report/2022/Goal-11

³"Which Form of Transport Has the Smallest Carbon Footprint?" Our World in Data. - ourworldindata.org/travel-carbon-footprint
⁴"Urban Forestry." One Tree Planted. onetreepanted.org/products/urban-forestry

Sustainable Cities



More than a decade of reimagining how cities move

Since 2010, FedEx and the World Resources Institute (WRI) have been working to transform major public transportation systems across the world. Our Mobility and Accessibility Program (MAP) is directly responding to growing congestion, pollution, and sprawl in megacities by reducing carbon emissions, improving safety, and providing reliable, affordable transportation. Beyond environmental benefit, this work promotes mobility and accessibility, enabling people to seize opportunities in jobs, education, and the marketplace.

“Through MAP, FedEx has enabled WRI – and scores of cities – to go farther and faster on one of the biggest issues facing our world.

Rogier van den Berg
Global Director WRI Ross Center
for Sustainable Cities

Teaming up to transform public transit



FedEx was a finalist for the U.S. Chamber of Commerce Foundation’s 2023 Citizens Awards Best Sustainability Program, recognized for its work with the World Resources Institute on reducing congestion and CO₂ in growing cities. [Learn More](#)



FedEx and WRI by the numbers

- Benefited **18 million people** through projects improving mass transport, such as expanding bus rapid transit and quality service improvements
- Helped cities in the developing world prevent more than **1 million metric tons of carbon emissions**
- Trained more than **10,000 bus operators** on “Safety First” principles
- Collaborated with transport officials, policy makers, and governments in **68 cities** and **8 countries**
- Helped create game-changing transport innovations including Mexico City’s bus rapid transit (BRT) routes, Beijing’s zero emission zone, and India’s new national plan to purchase **50,000 e-buses**
- Engaged more than **100 FedEx team members** to share knowledge of electric vehicles, asset management, and Quality Driven Management with WRI teams
- Influenced public investment in transportation operations and infrastructure on **3 continents**

Sustainable Cities

New ideas for smart and sustainable mobility

In 2022, FedEx supported the EIT Climate-KIC Sustainable Cities Climate Impact Challenge to launch climate-friendly transportation projects in European cities. In 2023, four cities began implementing sustainable mobility solutions aiming to transform urban living and work. Explore the winning cities' projects below.



Olot, Spain: As biking becomes an increasingly popular form of mobility, Olot wants to encourage more residents to trade four wheels for two. The winning project is building a network of enclosed, secure bike parking locations where cyclists can park safely for several hours without worry about theft. [Learn More](#)



Karasu, Turkey: A popular summer destination, Karasu faces increased congestion with seasonal visitors. The winning green mobility project aims to connect coastal bike paths to the city center, creating safer spaces for walkers, cyclists, and scooter-riders through dedicated bike lanes and infrastructure improvements. [Learn More](#)



Hackney, UK: Hackney is a densely populated and culturally diverse part of London, facing high levels of inequality and air pollution. The winning project awarded 14 small businesses with a grant to purchase a cargo bike to make deliveries, carry out client visits, and grow their enterprises. [Learn More](#)



Espoo, Finland: This city of over 305,000 residents blends urban life with nature, making it ideal for cycling. Yet, immigrants here face barriers to this mode of transport. The winning green mobility project promotes social inclusion and gender equality by offering free workshops that teach cycling skills and give participants increased freedom and mobility. [Learn More](#)

Accelerating Climate Innovations

Bringing new climate tech innovations to market can be complex and expensive. Third Derivative (D3), an RMI program supported by FedEx, accelerates climate tech startups with breakthrough ideas through a unique, climate tech accelerator program. Impact to date:

- **167 climate tech startups in the pipeline**
- **Activated \$1.4B of investment**
- **47% are BIPOC founders**
- **31% have one female founder**

Climate Solutions



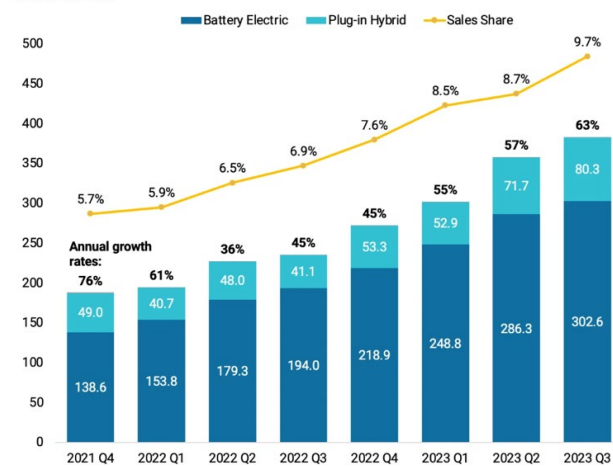
Sparking an electric vehicle revolution

As the demand for electric vehicles (EVs) grows, businesses, communities, and governments are rapidly seeking solutions to adapt. With funding from FedEx, RMI's GridUp tool predicts energy demands from vehicle electrification, aiding decision-makers in grid planning. The tool provides data to inform where charging infrastructure will be most needed and will include recommendations on ensuring an equitable rollout by predicting EV power needs at the census-block level.

RMI shares GridUp insights via the [Electrification 101](#) article series sponsored by FedEx and we are piloting the GridUp tool in the Greater Toronto & Hamilton Area through efforts with the Pembina Institute. Read about the pilot [here](#).



Quarterly U.S. Battery Electric and Plug-in Hybrid Vehicle Sales
Thousand vehicles



Data source: Argonne National Laboratory, "Light Duty Electric Drive Vehicles Monthly Sales Updates - Historical Data" <https://www.anl.gov/esia/reference/light-duty-electric-drive-vehicles-monthly-sales-updates-historical-data>
Accessed November 12, 2023

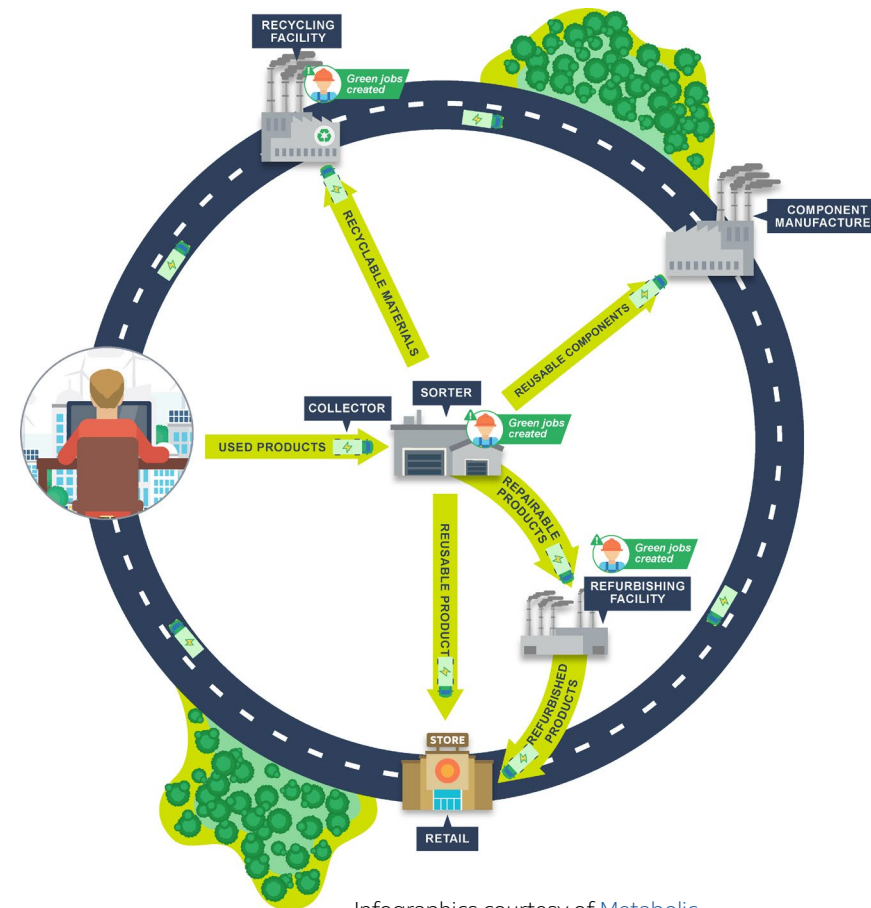
“ In this decisive decade, our efforts to mitigate the effects of climate change and electrify global transportation systems will be critical. **We'll need radical collaboration between the private and public sectors and bold companies like FedEx.** FedEx demonstrates the proactive role corporations can play in accelerating the transition to a clean, prosperous, and zero-carbon future for all.

Jon Creyts
CEO RMI

Powering sustainability through circular logistics

Pyxera Global is tackling the mounting issue of electronic waste (e-waste) by tapping into FedEx logistics expertise. Each year, 50 million tons of e-waste are generated globally. To divert e-waste from landfills, Pyxera piloted a circular logistics model where U.S.-based individuals and businesses could send old laptops and tablets for recycling free of charge via FedEx. Repairable devices would be refurbished, while non-repairable ones would be dismantled for valuable materials like lithium-ion batteries, crucial for electric vehicles.

Informed by the pilot, Pyxera Global recently released a [report](#) detailing how the logistics industry can power a circular economy that benefits people and the planet.



Infographics courtesy of [Metabolic](#)

“ The logistics industry plays a crucial role in our economy. The pilot with Pyxera Global explores the role logistics companies can play in the circular economy and help close the loop on electronic materials normally destined for landfill.

Ben Fogg
Global Sustainability Manager
for FedEx Logistics

Climate Solutions



The future of natural carbon capture

Planet Earth is one of the most effective carbon capture mechanisms ever created. If we can harness the power of nature and better use Earth's forests, rocks, soil, and oceans to store greenhouse gases, we will have one more tool to help us address climate change.

To accelerate the science needed to find solutions that can permanently capture and store carbon, FedEx committed \$100 million to help establish the Yale Center for Natural Carbon Capture. Now in its third year, the Center is researching carbon sequestration with the goal of developing natural, long-term carbon removal solutions across biological, geological, and industrial mediums.



“Addressing climate change is a complex challenge that demands urgent action, and natural carbon capture strategies will be one key part of that action. Through the creation of the Yale Center for Natural Carbon Capture, we aim to develop measurable carbon capture strategies to help offset carbon emissions globally.”

Dr. Ingrid C. “Indy” Burke
Dean of the Yale School of the Environment

Since 2021, Yale has recruited four globally recognized faculty members and capitalized on the cutting-edge research of over two dozen existing Yale faculty, giving scientists the resources and funding needed to find lasting natural solutions. Yale has already disseminated research findings that could one day lead to the reduction of gigatons of carbon each year.

What is natural carbon capture?

Carbon capture, or carbon dioxide removal, is any activity initiated by humans that removes CO₂ from the atmosphere and durably stores it in geological, terrestrial, or ocean reservoirs, or in products.

Natural carbon capture utilizes and takes inspiration from nature's biological and geological processes – carbon cycles in forests, rocks, soil, oceans, and other natural systems – to absorb and store carbon dioxide from the atmosphere.

Learn more about the Yale Center for Natural Carbon Capture



Inspiring Conservation

Introducing Picture Proof of Planting

In 2023, FedEx launched Picture Proof of Planting to engage team members in conservation efforts worldwide. Over 300 employees participated in tree plantings across various cities, addressing urban heat, promoting health, and restoring ecosystems. FedEx is investing over \$2 million in 50 urban conservation projects with One Tree Planted, Arbor Day Foundation, and National Fish and Wildlife Foundation through May 2024.



Canada: FedEx Montreal, in collaboration with GRAME and One Tree Planted, launched the 2023 Picture Proof of Planting campaign at Paul-Jarry primary school. By removing asphalt and planting trees, the project enhanced the area's aesthetics, diversity, and water management.



Colombia: FedEx team members joined Fundación Red de Árboles to plant native trees along the Rionegro River near Medellín Airport. Volunteers planted 140 trees, benefiting water conservation, urban cooling, and community well-being in the Antioquia region.

Singapore: FedEx worked with The Arbor Day Foundation and Garden City Fund to plant 80 trees in Singapore. This project contributes to Singapore's OneMillionTrees movement, dedicated to enhancing urban environments and building resilience against climate change.



Turkey: FedEx Istanbul organized its first tree planting activity with the Arbor Day Foundation and Aegean Forest Foundation. Volunteers planted 41 trees, and FedEx funded 7,000 more saplings. This initiative boosts sustainability and supports socioeconomic development by employing local villagers – mostly women – to maintain the trees for the next three years to ensure their survival.

Spain: FedEx team members gathered near Madrid to help plant 600 trees, shrubs, and plants along the Arroyo Meaques River. Collaborating with the Arbor Day Foundation and Arbocity, the project aims to revive the degraded area, fostering social and environmental well-being.

“ It was a feeling of freedom, friendship, solidarity and commitment to take care of our planet thanks to FedEx Cares.

José Félix Gómez
Worldwide Sales Local Manager, Spain



Celebrating 15 years with NFWF

FedEx and the National Fish and Wildlife Foundation have worked together since 2009, supporting community-based conservation projects in U.S. cities. Over 15 years, we've engaged 5,080 FedEx volunteers along with 735,000 community members to restore 5,130 acres of habitat and plant 388,000 trees to restore environmental health in urban areas.

[Learn More](#)

5,080
FedEx volunteers

Delivering for Good

Our opportunity



FedEx delivers to more than 220 countries and territories



Natural disasters create \$380 billion per year in global economic losses¹



20% of people in the U.S. are highly vulnerable to disasters²



Disasters displaced 26 million people globally in 2023³

Our strategy

Delivering for Good mobilizes our company’s extensive resources - passionate team members, thousands of planes and vehicles, and best-in-class logistics expertise - on behalf of nonprofits around the world. We work hand-in-hand with nonprofits to ship complex – and precious – cargo, and help respond to disasters quickly and efficiently with life-saving supplies. When the earthquake in Turkey struck, we mobilized immediately, had a plan within hours, and within days had delivered hundreds of tons of relief supplies.



Humanitarian Relief:
Supporting readiness, response, and recovery for communities affected by disasters and other crises.



Special Shipments:
Lending our planes, trucks, and people to nonprofits making large or complex shipments as part of their commitments to social good.

In this section

- Humanitarian Relief →
- Special Shipments →



¹"Natural Disasters Caused an Estimated \$65 Billion in Losses Last Year for Asia-Pacific." CNBC, (2024).
²"Income Inequality Linked to Social Vulnerability to Disasters." U.S. Census, (2024).
³"Disasters Displaced More Than 26 Million People in 2023." Scientific American, (2024).

Humanitarian Relief



Integrating mental health and psychosocial support into emergency response

Mental health and psychosocial support are critical parts of effective and sustainable first responder programs. With support from FedEx, International Medical Corps (IMC) created the Principles of Psychological First Aid (PPFA) training to equip first responders with the skills to compassionately support affected individuals and families. Yvonne Groenhout, an ICU nurse and IMC first responder, is one of 5,000 global medical professionals trained on PPFA. The PPFA training enabled Yvonne and so many others to spot people struggling in the aftermath of an emergency and provide them with the support they need to recover and stay healthy.

Restoring access to care after tornado destroys clinic

After a tornado ravaged the Delta Health Center in Rolling Fork, Mississippi, Heart to Heart International (HHI) stepped in to help. With support from FedEx, HHI deployed a disaster team, mobile medical units, and a portable clinic to ensure medical care continuity. The clinic staff, now equipped with secure facilities, aided storm victims and reached elderly patients in remote areas.

“ *This has given us such an advantage as we work to continue to improve our disaster response efforts.*

Maddy Langemach
Disaster Response Specialist
for Heart to Heart International

Helping to fund the Grassroots Revolution in Canada

With support from FedEx, GlobalMedic delivered 50+ tons of aid across Canada as part of its Grassroots Revolution - a suite of programs that address chronic emergencies. The deliveries included food, medical supplies, and hygiene items for Hurricane Fiona victims in Atlantic Canada, support for domestic Emergency Food and Hygiene Hub programs, and fire skid units for British Columbia's forest fire relief. FedEx Canadian volunteers chipped in to help, assembling food kits for survivors across the region.



No-cost trainings bolster disaster management capabilities within at-risk communities

Team Rubicon aids communities worldwide in disaster preparedness. FedEx helps fund expert exercises, led by FEMA-trained practitioners, to stress-test plans, identify deficiencies, and bolster response capabilities. From simulations to nuclear disaster drills, Team Rubicon empowers communities of all sizes to face any calamity.

“ *I get to help train communities to better respond, and FedEx helps get us there before that worst day happens.*

Greg Ramoni
Exercise & Field Leadership Manager,
Team Rubicon



A long-term collaboration to deliver aid in Chile

FedEx delivered 40 tons of aid across Chile in 2023 in partnership with Desafío Levantemos Chile. Together we supported rehabilitation projects in fire and flood-hit areas including rebuilding the Rural Medical Station in Santa Juana. With a network spanning 400 Chilean cities, FedEx has signed on to facilitate charitable transportation for Desafío Levantemos Chile on a regular basis.

“ *FedEx has been one of our strongest logistical allies in dozens of emergencies since 2012. They help us to be more efficient and faster in the transportation of donations, reaching more families and entrepreneurs who need to get back on their feet.*

Ignacio Serrano
Executive Director of Desafío
Levantemos Chile



All hands on deck to support Turkey after the earthquake

On February 6, 2023, a 7.8 magnitude earthquake struck Turkey near the Syrian border, followed by aftershocks up to 7.5 magnitude. Tragically, over 50,000 people died, with significant damage to infrastructure including destruction of many homes, businesses, hospitals, and utilities. Nine million individuals were directly affected and three million were displaced.

“FedEx is committed to helping the many communities impacted by the earthquakes during this incredibly difficult time. We are inspired by the heroic work of first responders and humanitarian organizations and grateful to use our global network to donate flights, logistics support, and aid to advance recovery, rebuilding, and relief in the region.

Raj Subramaniam
FedEx President and CEO

FedEx receives OTHERS Award

FedEx received the OTHERS Award from The Salvation Army, recognizing our commitment to humanitarian efforts worldwide. Named after William Booth’s succinct telegram urging service to others, the award highlights the FedEx donation of 22 mobile feeding units to Salvation Army locations globally. This gesture reflects our company’s ongoing dedication to disaster relief and aiding communities in need.



Within hours of the earthquake in Turkey, FedEx began our multidimensional response:

- Donated **\$100,000** to the Red Cross to aid recovery efforts in Turkey and Syrian communities
- **Delivered critical humanitarian supplies** from Istanbul Sabiha Gokcen International Airport to Malatya, Turkey, on behalf of the Istanbul Governorship and local municipality
- Flew five consecutive flights from February 17 to 21, which delivered approximately **230 metric tons of relief supplies** including tents, blankets, baby items, household supplies, and hygiene kits
- **Provided shipping support** for Canadian disaster-relief organization GlobalMedic, including the delivery of AquaResponse3 Water Purification Units
- With the help of FedEx, Water Mission shipped five of its Living Water Treatment Systems to Turkey to provide **emergency safe water access** to those impacted by the devastating earthquakes
- Worked with **World Central Kitchen** to ship a deployable kitchen unit, kitchen supplies, and operations kits from Madrid, Spain, and Capitol Heights, Maryland, U.S., to Adana, Turkey
- FedEx Cares team members in Turkey, Greece, Cyprus, Bulgaria, and Slovenia collected items for the local Red Cross/Red Crescent societies and donated approximately **885 kilos of supplies** including new warm clothes and shoes, blankets, hygienic materials, and family tents

Special Shipments



A heartwarming tale of connection and survival

To help maintain the critically endangered jaguar species, the Oakland Zoo called on FedEx to help transport a potential mate for their jaguar Lucha. FedEx helped Emma, a female, relocate from Miami, Florida, to Oakland, California, where they have since bonded and enjoy playing and spending time together. Zoo staff is closely monitoring the pair in hopes of kittens in the future.

“It is always an honor to transport precious cargo like Emma and lend a hand to organizations dedicated to saving species in danger of extinction.

Jose Perez
FedEx Teamleader



A new home for orphaned bear cubs

Two orphaned Alaskan coastal brown bear cubs found solace at Brookfield Zoo Chicago, thanks to FedEx, the Alaska Department of Fish and Game, and Alaska Zoo. In Alaska, brown bears are under threat of habitat loss due to development, mining, logging, and hunting.

“We are happy to be able to provide the bear cubs a home, where they will receive the best possible care, although the situation is bittersweet.

Mark Wanner
Vice President of Animal Care and Conservation at Brookfield Zoo Chicago



Helping world-famous pandas return home

The Smithsonian's National Zoo bid farewell to giant pandas Tian Tian, Mei Xiang, and Xiao Qi Ji after over 20 years. FedEx transported them from Washington, D.C., to China's Chengdu Shuangliu International Airport in November 2023, continuing a tradition of panda transportation. Mei Xiang, 25, and Tian Tian, 26, arrived in the U.S. in 2000 and had four cubs. All six bears have created a living legacy of fans that spans multiple generations and countries.

“We are deeply honored to again serve as the transportation provider of giant pandas. The safe delivery of Mei Xiang, Tian Tian, and Xiao Qi Ji is a testament to the company's commitment and ability to securely ship precious cargo.

Richard W. Smith
President and CEO, Airline and International, FedEx Express



Photo Credit: The Smithsonian

Panda packing list

- ✓ 220 pounds of bamboo
- ✓ 8 pounds of leaf-eater biscuits
- ✓ 5 pounds of low-starch biscuits
- ✓ 6 pounds of apples
- ✓ 5 pounds of carrots
- ✓ 6 pounds of sweet potatoes
- ✓ 3 pounds of sugar cane
- ✓ 1 pound of pears
- ✓ 1 pound of cooked squash

Global Entrepreneurship

Our opportunity



Globally, 90% of all companies are small businesses¹



Small businesses generate 45% of global GDP²



Just 50% of small businesses stay in business five or more years³



Only 9% of all small businesses make over \$1million in revenue⁴

Our strategy

Our goal, through our work in Global Entrepreneurship, is to equip entrepreneurs from all backgrounds with the training, connections, and capital they need to more effectively compete in the global marketplace, build a customer base, generate new jobs, and create a better living for themselves and their communities. From cash grants to help businesses expand, to immersive e-commerce training, and accessible online education modules for entrepreneurs in growing global markets, we are proud to work with a diverse set of nonprofits dedicated to helping small businesses succeed.



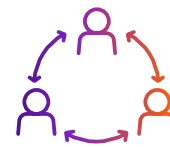
Training:

Building knowledge and hands-on experience to help entrepreneurs compete in the marketplace and reach their full potential.



Access to Capital:

Connecting under-resourced entrepreneurs with fair and affordable capital to turn their vision for business growth into reality.



Mentoring + Networking:

Creating spaces for entrepreneurs to meet, connect, get inspired, and build relationships that can help take their business to the next level.

In this section

Training →

Access to Capital →

Mentoring + Networking →



¹"Small-Business Statistics 2024." Nerd Wallet, (2024).
²"Must-Know Small Business Statistics." Gitnux, (2024).

³"Small Business Statistics." Chamber of Commerce, (2024).
⁴"41 Small Business Statistics: Everything You Need To Know." Small Biz Genius, (2024).

Training

Taking small business e-commerce to the next level

Overall e-commerce revenue is expected to show an annual growth rate of 7.8% between 2023 and 2027, but many small business owners face significant obstacles to building a successful e-commerce business. Entrepreneurs of color and women face even greater hurdles than others. The FedEx E-Commerce Learning Lab helps these small business owners overcome challenges through access to capital and hands-on learning. Powered by Accion Opportunity Fund and e-commerce social enterprise 37 Oaks, this program provides immersive e-commerce workshops, webinars, coaching, networking, fulfillment support, and a \$5,000 grant to support e-commerce growth plans.

Since its launch in June 2021, the FedEx E-Commerce Learning Lab has reached more than 5,700 business owners with over 8,000 hours of instruction and provided more than \$1,000,000 in total grants.

Ninety five percent of participants said they would recommend the Learning Lab to fellow entrepreneurs.

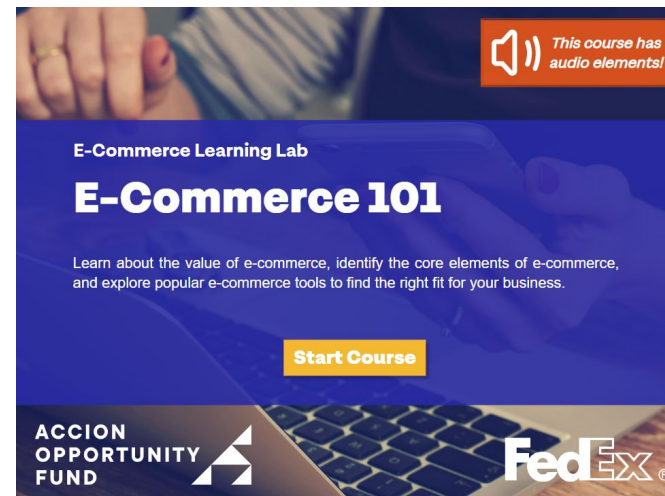
 **1 million**
in total grants

The FedEx E-Commerce Learning Lab includes the Master E-Commerce Webinar Series. The 2023-2024 series saw unprecedented growth:

- 317% increase in attendance
- 211% jump in engagement with E-Commerce Learning Lab resources
- 47% rise in course and webinar views on YouTube

“ *I gained a better understanding of what SEO is and how it fits into the landscape of my online business. They answered questions completely and in conversational terms, which made them easy to grasp. Plus, my question was answered LIVE so that was pretty awesome as well.*

FedEx E-Commerce Learning Lab Master E-Commerce Webinar Series participant



FedEx E-Commerce Learning Lab Business Owner Spotlights:



Dr. Corrie Amos, owner of The Spice Theory in New York City

[The Spice Theory](#) is a Black woman-owned small-batch spice blend company specializing in healthy, flavorful Caribbean cuisine. Dr. Corrie Amos developed a love for Caribbean food in Jamaica, cooking in her grandmother's kitchen. After her grandmother passed away from heart disease, Corrie felt inspired to start a low-sodium spice company that addresses the health disparities in her community and honors her grandmother's memory. The FedEx E-Commerce Learning Lab played a pivotal role in her business by teaching her digital marketing strategies that effectively attract new customers and sharing ways to optimize her shipping policies to sustainably scale her company.



Sensi Graves, owner of Sensi Graves Swim

[Sensi Graves Swim](#) revolutionizes swimwear by empowering active women with functional, sustainable designs. Founder Sensi Graves was inspired to be an entrepreneur by her father, a small business owner, and her business idea grew from her passion for kiteboarding. The FedEx E-Commerce Learning Lab provided essential guidance, teaching inventory management and online marketing. Graves values the confidence boost she got from the Learning Lab just as much as the concrete skills she learned.

“ *Having support goes so far for an entrepreneur. So hearing them say, 'Hey, we believe in what you're doing,' went beyond the learning in a way I think is so important.*

Sensi Graves
Owner of Sensi Graves Swim

Training

Helping small businesses go digital

Accion is a global nonprofit on a mission to create a fair and inclusive economy for people left out of the financial system. FedEx supports Ovante, Accion's award-winning digital platform designed to help entrepreneurs thrive in an increasingly competitive and digital world.

Ovante builds personal, business, and financial capacity for entrepreneurs. The platform helps entrepreneurs take their business online and get connected to mainstream financial services. Support from FedEx has helped Accion deploy the Ovante platform in Latin America, develop and pilot a version for India, and pilot a new approach for reaching entrepreneurs in Mexico. Ovante reached over 2,100 microentrepreneurs in 2023 and has served 73,000 since 2019, of which more than 70% have been women.



42,802 training modules completed



61% of owners opened a new savings account



89% started using the internet for business needs



69% opened a social media account for their business



84% started using a budgeting tool

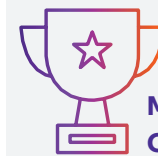
Business owner spotlight:



Claudia helps run her family's restaurant in Bogotá, Colombia, and while she knows how to make delicious food and enticing sweets, she's not always been certain how to turn her passion for pastries into a more successful business. Ovante helps clients like Claudia make more informed decisions that lead to business expansion. The program builds entrepreneur confidence and helps participants to build a more secure future. By using Ovante to develop crucial managerial, financial, and digital skills, small business owners like Claudia can turn their dreams into reality.

Celebrating entrepreneurs in urban communities

Inner City Capital Connections (ICCC) is a tuition-free executive leadership training program run by the nonprofit Initiative for a Competitive Inner City (ICIC) to help business owners in under-resourced communities build capacity for sustainable growth and resiliency. Since 2017, FedEx has supported nine ICCC cohorts in Memphis and Dallas, including nearly 500 businesses, 84% of which are Black, Indigenous, and people of color (BIPOC) -owned and 54% of which are women-owned. The program has helped the businesses raise \$38 million in new capital, increase their average revenues by 133%, and create more than 600 new jobs. FedEx also presents the FedEx Champion of Global Entrepreneurship Award as part of the ICIC Annual Conference and Inner City 100 awards, which celebrate the fastest-growing small businesses in under-resourced communities across the country.



Meet the 2023 IC100 FedEx Champion of Global Entrepreneurship

CUBE CARE

2023 CHAMPION OF GLOBAL ENTREPRENEURSHIP AWARD

Presented by **FedEx**

25 YEARS

INNER 100



Business owner spotlight:



Anne-Marie Jenkins is the founder of iStaffing Services, a Native-, women-, and disabled-owned temporary staffing agency. Serving Arkansas, Mississippi, and Tennessee since 2019, iStaffing provides comprehensive staffing and recruitment services, as well as employee transportation solutions. Anne-Marie's programming also includes vocational training, digital literacy, and mental health resources to help job seekers succeed. Through the ICCC program, iStaffing has flourished, expanding networks and opportunities, fueling their mission to support under-resourced communities.

Access to Capital

The FedEx Entrepreneur Fund: Boosting small business success

In collaboration with Hello Alice and the Global Entrepreneurship Network (GEN), FedEx launched the second round of the [FedEx Entrepreneur Fund](#)® to provide grants to small businesses owned by military veterans, military-connected entrepreneurs, and/or entrepreneurs with disabilities. The fund provided grants of \$10,000 each to 30 small businesses. New in 2023, grant recipients were also invited to participate in the FedEx Boost Camp, a digital community home to monthly business coaching workshops, mentorship, networking, and more.

To date, the FedEx Entrepreneur Fund has disbursed \$600,000 in funding to 60 recipients.

“As there is continued strain on small businesses from diverse backgrounds to access capital and resources, we are pleased to play a role in bringing them one step closer to their goals and to overcome these barriers.

Carolyn Rodz
CEO, Hello Alice

 600,000
in small business grants

FedEx Entrepreneur Fund small business spotlights



Jen Rodriguez, aka Chef JRodi, runs [3 Small Plates](#) (3SP), a modern tapas-style catering business offering diverse culinary experiences. Inspired by her grandmother's cooking, Jen's passion for food began early and her travels fueled her love for exploring flavors. Jen plans to use the FedEx Entrepreneur Fund grant to launch 3SP Bistro Meals as a subscription service, aiming to unite people through healthy, culturally diverse small plate meals.



John Griveas, founder of [fetch!](#) Dog Treats, launched into entrepreneurship when he created his unique recipe for healthy, high-quality dog treats. Joined by his partner Jackie, their brand fetch! is well loved among dog owners for being knowledgeable and passionate about dogs' well-being. Now in over 200 stores and online platforms, John's treats spread joy with the "Go Fetch Happy!"™ tagline. John hopes to use the FedEx Boost Camp training to more effectively use his company's financial projections to tell a compelling story for investors.

FEDEX FOUNDER'S FUND

In honor of FedEx Founder and Executive Chairman, Frederick W. Smith, and as part of the company's 50th anniversary celebration, FedEx joined forces with the Community Foundation of Greater Memphis to create the FedEx Founder's Fund. In its inaugural year, the Fund is working with the U.S. Chamber of Commerce Foundation's Hiring Our Heroes program to award five small businesses owned by veterans and/or military spouses with a one-time \$10,000 grant to grow their businesses. The program honors the achievements of veteran- and military spouse-owned small businesses, highlighting their contributions to local communities and America's economic growth.



COMMUNITY
FOUNDATION
OF GREATER MEMPHIS

HIRING OUR
HEROES

U.S. CHAMBER OF COMMERCE
FOUNDATION

Mentoring and Networking

Endless possibilities for the next generation of entrepreneurs

For over 40 years, FedEx and Junior Achievement (JA) have been nurturing the entrepreneurial spirit in the next generation of global small business owners. FedEx sponsors regional entrepreneurship competitions in all six JA regions. The FedEx Global Possibilities Seminar and Award—given at regional JA Company of the Year competitions hosted by JA Africa, JA Americas, JA Europe, INJAZ Al-Arab/JA MENA, and Junior Achievement USA—encourages young entrepreneurs to tackle social challenges with viable business solutions. FedEx works with JA Asia Pacific to present the annual JA/FedEx Express International Trade Challenge, during which students learn about global trade and acquire skills as they create market-entry strategies.

In Europe, FedEx sponsors the annual [GEN-E European Entrepreneurship Festival](#), where winners of the FedEx Access Award and company programs compete and attend an inspirational FedEx masterclass and award gala.

“ Our JA experience has helped build the foundation to our successful and fast-growing company. Without the guidance from the JA program and the mentoring of professionals we could not have reached this point.

Mehmet Can Ilker
JA Alumnus and co-founder of
STUNNER TÜRKİYE



2023 JA Company of the Year competition by the numbers:



42
countries
represented



2,116
student
companies



7,574
student
participants



313
FedEx
volunteers



Winner of JA Americas Company of the Year: Salvei (Brazil)

Salvei, winner of the FedEx Global Possibilities Award in the JA Americas Company of the Year competition, is a student venture known for its innovative bottle holder adaptable to any surface. The company also created recycled packaging from old uniforms and cup holders made from discarded materials. Salvei helps customers be environmentally conscious and impressed judges with their vision for international expansion.

Diversity, Equity, and Inclusion

Our opportunity



Fewer than 50% of Black students enrolled in college finish in 6 years¹



As of 2022, women earn \$.82 on the dollar as compared to men²



74% of those with a meaningful mentor say that person contributed significantly to their success in life³



Connecting veterans to the workforce could add \$15 billion to the economy⁴

Our strategy

At FedEx, we create connections between customers, suppliers, team members, and communities. Each new connection is a chance to succeed, to make positive change, to learn, and to grow. We believe that every individual, from every background and ability, should have access to opportunity, so we invest in programs that offer education, workforce development, cultural awareness, and belonging. From scholarships to job training, to events that unite and celebrate diverse voices, our work is about providing access to opportunity and building a more equitable society for all.



Encourage Learning & Leadership:

Supporting access to higher education and cultivating the next generation of diverse leaders in community and business.



Empower Economic Opportunity:

Creating more equitable communities by breaking down barriers to work and upward mobility for underrepresented groups.



Advance Inclusion:

Teaching acceptance and influencing a more inclusive society by encouraging equal share of voice and embracing cultures and history.

In this section

Learning and Leadership →

Economic Opportunity →

Advance Inclusion →

¹"The College Completion Gap and How To Close It." Institute for Family Studies, 2 Aug. 2023.

²"The Enduring Grip of the Gender Pay Gap." Pew Research Center, 1 Mar. 2023.

³"Spotlight on Youth Mentoring." Annie E. Casey Foundation, 24 Jan. 2024.

⁴"From the Military to the Workforce: How to Leverage Veterans' Skills." McKinsey and Company, 8 Nov. 2023.

Learning and Leadership

Our HBCU strategy



Engage: Use our channels and reach to raise awareness about the academic and career promise of HBCUs



Empower + Educate: Work with HBCUs to provide educational experiences that lead to career preparedness



Connect: Connect HBCU students with FedEx leaders to learn more about our business and various professional careers

In 2022, FedEx created the FedEx-HBCU Student Ambassador Program to prepare new cohorts of students for the workforce each year. The program provides leadership and career-ready skills to students from eight HBCUs through exposure to FedEx team members and leadership, and through unique learning experiences. The 2023 cohort kicked off in Los Angeles, California, and in addition to meeting with FedEx leadership, students celebrated Black excellence at the 54th annual NAACP Image Awards, sponsored by FedEx.



“Through the second cohort of the FedEx-HBCU Student Ambassador Program, we’re preparing future leaders and the next generation for the workforce through tailored, hands-on programming.”

Jenny Robertson

Senior Vice President of Global Brand and Communications



Helping LGBTQ+ students excel in higher education

FedEx funds two, four-year flagship scholarships for the Point Foundation, which supports LGBTQ+ students who face disproportionate debt, bullying, and abuses in higher education when compared to their straight, cisgender peers. In addition to financial aid, Point provides every scholar with mentoring, coaching, and leadership development services. In 2023, Point announced its largest class of scholars in its 20+ year history.

“The size of this class shows our commitment to the LGBTQ+ community and gives Point the chance to continue to fight for much-needed change and equality in our country.”

Jorge Valencia

Point Executive Director and CEO



Supporting college to career for Asian and Pacific Islander American Scholars

FedEx supports the educational and career journeys of Asian and Pacific Islander American (APIA) students through our funding of APIA Scholars. Each year, we provide four-year scholarship awards to ten APIA students, the majority of whom are first-generation college students and/or living below the poverty line. As a complement to our scholarship funding, we support APIA Scholars’ Professional Mentorship and Career Development program, which provides personalized support to find internship and full-time positions and helps students stay in school and kick-start their careers.



Meet Froilan Camacho

As one of the few students from Saipan, Northern Mariana Islands, attending university in the U.S., Froilan is a first-generation student with a passion for veterinary care. The FedEx APIA Scholars scholarship is helping address the many financial hurdles that accompany a veterinary degree. Once back home, Froilan dreams of opening his own animal clinic and using his veterinary expertise to help his community preserve their farming culture.

Economic Opportunity



Celebrating and connecting women professionals

Rebecca Yeung, FedEx Corporate VP of Operations Science and Advanced Technology, embodies resilience and breaking barriers. Raised in China with limited resources, Rebecca never let obstacles stand in the way of setting ambitious goals. In 2023, Rebecca was recognized by Dress for Success' Your Hour, Her Power campaign for her vision for success and expert balancing of professional and personal goals while still giving back to her community. FedEx is the exclusive founding partner of the Dress for Success online community which provides economic opportunity to women through easily accessible mentorship, leadership development, and entrepreneurial education.

Learn more about Rebecca and what this recognition from Dress for Success means to her



“ *As a woman and a mother, I believe the FUN part of life is to break down barriers and to make the impossible possible. I'm honored to receive this recognition from Dress for Success and can pay it forward by serving goodness every day and helping others around me break down barriers too.*

Rebecca Yeung
FedEx Corporate VP of Operations Science and Advanced Technology



Helping returning service members build meaningful careers

Our nation's veterans, service members, and military spouses often face complex barriers to civilian employment. FedEx works with Hiring Our Heroes (HOH) to provide transitioning service members and their spouses with professional training, hands-on work experience, networking, and direct connections to employers through HOH Career Summits and the HOH Corporate Fellowship Program. These programs help veterans smoothly transition into the next phase of their career and have the added benefit of helping employers access top talent and better understand the veteran workforce.



Helping women drive social change

Vital Voices invests in women who are leading efforts to advance economic opportunity and social change around the world. Since 2016, FedEx has supported the annual GROW Fellowship, a global business accelerator and leadership development program for women leading for-profit, purpose-driven businesses. The 2023 Vital Voices GROW Fellowship included more than 90 women entrepreneurs from 40 countries and provides women access to training, networks, financing, and markets that will help them grow their business and expand their social impact.

Advance Inclusion



Accelerating Latino progress

FedEx Hispanic Action Network (HAN) members participated in the United States Hispanic Leadership Institute (USHLI) Conference, themed “Accelerating Latino Progress.” They engaged in 20+ workshops on topics like mental health, culture, and education, fostering connections and learning. FedEx representatives, including regional communications specialist Jerry Alvaré and Managing Director Peggy Carrera, contributed to workshops and forums, emphasizing the importance of embracing diversity and celebrating cultural heritage.

“ I welcome events like these where I can share why FedEx is a great company. Building a diverse talent pipeline will only make us stronger and more competitive.

Peggy Carrera
Managing Director, Linehaul Engineering,
FedEx Ground

A legacy of acceptance

Since 2005, FedEx has contributed over \$2 million to LGBTQ+ causes, including the Matthew Shepard Foundation. In June 2023, the FedEx LGBTQ+ & Friends Network hosted Matthew’s parents Judy and Dennis at our World Headquarters to discuss how everyone can play a role in challenging hate and discrimination and promoting greater equality and acceptance for the LGBTQ+ community.

“ We’re all an ‘other’ to somebody. People around the world are victimized for different reasons – our hope is to inspire individuals, organizations, and communities to embrace the dignity and equality of every individual and community.

Judy Shepard



An inclusive and multicultural book fair

Books serve as mirrors reflecting our identities and windows into diverse experiences. However, many children lack stories that resonate with their backgrounds. Recognizing this, FedEx Employee Resource Groups (ERGs) organized a Multicultural Children’s Book Drive and collected over 38,000 books. The books were distributed to 50 nonprofit organizations focused on enriching children’s perspectives and fostering a sense of belonging.

“ It takes a village. The Book Drive not only makes an impact but fosters collaboration and allyship among all our ERGs. I am proud of the 225 event leaders, Human Resources reps, and our organizing team who made this book drive a reality!

Rachee Powell
Manager of Diversity, Equity,
and Inclusion at FedEx Ground

Headquarters giving: Memphis, Tennessee

Our opportunity



Greater Memphis GDP is \$96b and growing faster than much of the U.S.¹



Memphis aims to add 50k new quality jobs by 2030²



Memphis' poverty rate of 21.4% is 5th highest in the nation among cities with 500k+ population³

Our strategy

Our work is focused on helping more Memphians have an equal chance to participate in our city's education system and workforce to achieve financial stability. Alongside innovative nonprofits, we are investing in the inclusive economic growth we believe is essential to our city's future. Through the dedication of team member time and expertise, and focused efforts to address both short-term critical needs and long-term social challenges, we are committed to being a part of the solution for a more prosperous and equitable Memphis.

¹"Total Gross Domestic Product for Memphis, TN-MS-AR (MSA)." Federal Reserve Bank of St. Louis, (2023).

²"Prosper Memphis 2030." Greater Memphis Chamber, (2023).

³"While Overall Poverty in Memphis Dipped, Child Poverty Rates Remain Flat, New Data Shows." Commercial Appeal, September 21, 2023.





Creating a safe place for young people to connect, raise their voices, and catalyze community change

BRIDGES offers a safe haven for youth in Memphis to unite, advocate, and foster positive change in their community. Many young people in Memphis face limited access to life skills and opportunities to engage in community problem-solving. With support from FedEx, BRIDGES aims to cultivate capable leaders who reflect the city's rich diversity of cultural, religious, racial, and socioeconomic residents. Serving 3,000 students, BRIDGES emphasizes helping participants step out of comfort zones, embrace diversity, and develop skills like problem solving, decision-making, and communications.



Breaking economic barriers: how Hire Local is reshaping futures for Memphians

Hire Local is an innovative local workforce development program established by the Memphis Medical District Collaborative that connects Medical District employers seeking local talent to Medical District residents seeking employment opportunities. With one in three Memphians making less than a living wage, support for residents to access quality jobs is critical to fighting poverty in our headquarters city. With support from FedEx, Hire Local works with employers like Methodist Le Bonheur Healthcare and Baptist Memorial Hospital to provide participants with job shadowing and interviews for roles with a clear career path. In 2023, MMDC placed 43 Memphians in new hospital careers.

“ *I was in a low place in my life, feeling hopeless...I completed this class feeling seen, heard, and proud of who I am.* ”

Terrica
Hire Local Graduate



FedEx earned the Volunteer Memphis Corporate Impact Award

Leadership Memphis/Volunteer Memphis recognized FedEx for our commitment to volunteerism and to making a positive impact in our community. This award is given to organizations that exemplify excellence and those that create innovative volunteer programs to encourage employees and the public to donate their time to making a difference.



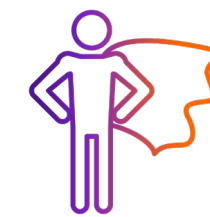
Caring for one another with dignity and joy

FedEx is proud to support Church Health, a Memphis-based nonprofit, that makes the highest quality health care accessible to more Memphians so everyone - regardless of income - can live their life with dignity and joy. For over 36 years, Church Health has offered medical, dental, eye care, and more to those facing economic challenges. In 2023, the organization aided 12,800 unique patients, conducted 2,300 nutrition classes, and performed 32,000 dental procedures, all made possible by a team of 1,000 volunteer medical professionals.



Building a better tomorrow

FedEx supports Habitat for Humanity of Greater Memphis to provide affordable housing in Shelby and Fayette counties. In 2023, FedEx volunteers contributed 1,537 hours (valued at \$43,220) and helped construct four homes in the Memphis area. Team members also donated time to help organize merchandise and enhance operations at the Habitat for Humanity ReStore, where sale of new and gently used items helps generate more funding to support Memphis Habitat's work.



1,537
hours of
volunteer time

Employee Engagement

FedEx Cares is our global community engagement program and one way that we live out our purpose of connecting people and possibilities. Team members around the globe “Drive forward. Give back.” by volunteering and doing countless acts of caring throughout the year. We encourage team members to give their time, talent, and resources to drive positive change. Together, we multiply our impact to improve communities where we live and work.





Delivering warmth, confidence, and hope

Operation Warm and FedEx have worked together for eight years to deliver winter coats and shoes to kids in need. We donated 18,000 coats and 8,400 pairs of shoes in 2023, and shipped more than 200,000 coats to schools across North and South America. Approximately 3,000 team members donated time at Operation Warm volunteer events.

“Operation Warm has always been focused on the whole child. Our tagline, ‘more than a coat’ means the coats and shoes we deliver also provide emotional warmth, the confidence to socialize and succeed, and hope of a brighter future.

Grace Sica
Executive Director Operation Warm

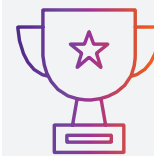
 200,000+ coats and shoes



At one of our Operation Warm donation sites in North Carolina, kids had the chance to design their own pair of FedEx inspired Jordan shoes. Three designs were selected and a fan vote chose the winner, which renowned artist Sal “Kickstradomis” Amezcua brought to life, and Denny Hamlin, driver of the FedEx #11 Toyota, wore before the NASCAR Coke Zero Sugar 400 at Daytona.

“Anything with kids always touches your heart. I’ve done a lot of different things with FedEx, but this was special.

Denny Hamlin



FedEx and Operation Warm honored with Golden Halo Award

FedEx and Operation Warm were the proud recipients of a 2023 Engage for Good Golden Halo Award for Best Employee Engagement Initiative. The award recognizes companies and their nonprofit partners for skillfully intertwining their resources to have a measurable impact on the cause and the business.



Delivering a little comfort from home

FedEx team members assembled 13,300 holiday care packs for troops stationed overseas in collaboration with the United Service Organizations (USO), a nonprofit whose mission is to strengthen the well-being of the people serving in America’s military and their families. Two of the volunteers helping create

the care packages were veterans and FedEx employees Brock Carlson and Eddie Johnson, who both felt a personal connection to the event.

“One of the foundations that the Air Force taught me was integrity and taking care of your fellow soldier. This is just me playing a part (in the) whole entire ecosystem as far as giving back.

Eddie Johnson
Sr. Technical Specialist, FedEx Services



Additionally, FedEx summer interns packed more than 10,000 hygiene kits. These kits provided service members with everyday essentials including toothpaste, shampoo, shaving gel and body wash. Over the

last 20 years, FedEx and the USO have teamed up to create meaningful and fun-filled volunteer events to help deliver a small slice of home to the military service members.

“Receiving a package with items from home, filled with things we couldn’t get, was an incredible reminder that the world back home still existed. Knowing somebody was thinking about me and went through the effort to send it was an amazing feeling.

Brock Carlson
FedEx Logistics Manager, Talent Acquisition

2023 Purple Totes Grant Contest

Each year, teams of volunteers choose a nonprofit, gather donations in FedEx purple tote bags, and take to social media to post a picture of their deliveries. In 2023, FedEx Cares held a global contest to celebrate six deserving teams and award six nonprofits with a \$5,000 grant each. Read more about the winners [here](#).



5,000
to six nonprofits



3,200+
employees from
22 countries
participated



4,700+
totes donated to
89 nonprofits



Small Team Winner

Team: PISA Team

Nonprofit: Casa Papa Francesco

Location: Quercianella, Italy

Impact: 9 totes benefiting children birth - age 16



Medium Team Winner

Team: Paws for a Cause

Nonprofit: Humane Society Utah

Location: Salt Lake City, Utah, USA

Impact: 65 totes with food and blankets for the animals



Large Team Winner

Team: FedEx ACC

Nonprofit: Asritha Rainbow Home

Location: Hyderabad, India

Impact: 2,204 lbs of groceries and 1,700 hygiene products to young girls



People's Choice - Most Impactful

Team: UAE Heartful Heroes

Nonprofit: Senses Residential Day Care for Special Needs

Location: Dubai, United Arab Emirates

Impact: 3,700 lbs of food and necessities to children ages 3-19



People's Choice - Most Creative

Team: NOKY Strong

Nonprofit: Joe Burrow Foundation

Location: Independence, Kentucky, USA

Impact: 6,277 food and hygiene products for families dealing with mental health and food insecurity



People's Choice - Most Engaging

Team: Melody Raymundo's Team

Nonprofit: Action for the Care and Development of the Poor in the Philippines

Location: Pasay City, Philippines

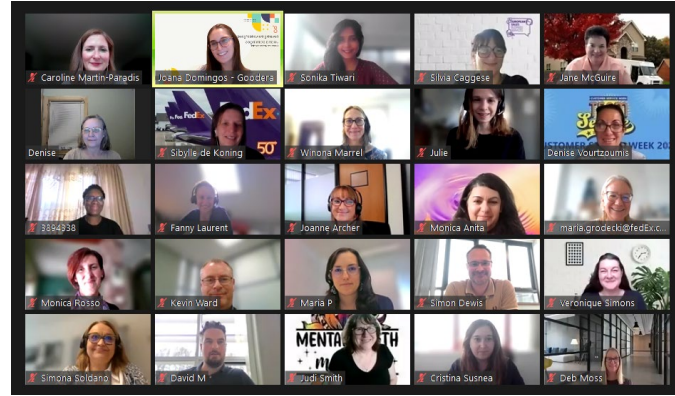
Impact: 50 totes filled with school supplies for children



When the physical and virtual worlds come together in volunteering

Over the Christmas holiday, a FedEx volunteer team in Ireland organized the collection and delivery of holiday treats, food items and hygiene products for older adults at Friends of the Elderly. During the event, the team learned the gift hampers would also include handwritten letters from another volunteer group. As the Ireland team assembled the gifts, they realized the letters were written by a virtual volunteer team of FedEx U.S. and European team members in recognition of World Mental Health Day!

In this joint physical/virtual effort, team members delivered 63 hampers with essential items, treats, and personal messages, making for a multi-regional effort in support of community caring and mental health.



2023 FedEx Cares Virtual Volunteering



35 Virtual
volunteer events



1,450+
volunteers



2,140+
volunteer hours



One million meals with Rise Against Hunger

To honor Dr. Martin Luther King Jr.'s dedication to service, over 700 volunteers collaborated with Rise Against Hunger to pack 170,000 meals across nine U.S. cities on MLK Day in 2023. This year's events marked a special milestone - the **one millionth meal packaged by FedEx** team members in our nine-year relationship with Rise Against Hunger.



50 Days of Caring and Beyond

As our 50th anniversary approached in April 2023, we celebrated all our company has accomplished and reflected on the impacts we've made on the world. Our communities have been such an integral part of our success that our celebration wouldn't be complete without giving back. The 50 Days of Caring engaged FedEx team members in over 200 global service projects utilizing nearly 24,000 hours of volunteer time and expertise.

In the 50 days leading up to our birthday, team members planted trees in Singapore, cleaned parks in Nigeria, packed food boxes for refugees in Ukraine, and much more. And on our anniversary on April 17, we logged nearly 7,000 hours.

Read about how our team members gave back as part of our 50th anniversary and throughout 2023.



24,000
volunteer hours during
50 Days of Caring

The Americas



Canada: Helped raise more than \$250,000 for Orbis Canada through the Plane Pull for Sight - a family-friendly fundraiser where teams work together to pull a 60-ton FedEx 757 cargo plane 20 feet across the tarmac



Canada: 9,000 riders participated in the Bike for Brain Health which raised \$4.6 million for the Baycrest Foundation

Bahamas: Collected 4,500 books to support underprivileged children across the island

Guatemala: Kitted hygiene items for Feed the Children

Chile and Argentina: Helped distribute nearly 900 new coats to 18 primary schools and childcare institutions with Operation Warm. [Watch](#) to learn more about this heartfelt donation



California, U.S.: More than 100 volunteers inspected, sorted, and packed grocery products at the Los Angeles Regional Food Bank for hunger relief agencies



Tennessee, U.S.: Participated in a build day with Habitat for Humanity, which provides homes for local families

Illinois, U.S.: Beautified the Wild Mile on the Chicago River

Europe



Belgium: Filled more than 40 boxes with food and hygiene products for the homeless

The Netherlands: Collected dog and cat food, blankets, baskets, and animal toys for a local shelter

UK: The Women's Inclusive Network (WIN) organized 42 teams of employees to collect and donate 2,000 toys for disadvantaged children across the UK

Asia, Middle East, and Africa



England, France, and Spain: Assembled 1,900 food boxes with Rise Against Hunger for families and refugees impacted by the Ukraine crisis



Italy: 69 team members visited 23 hospitals and foster homes to bring 2,900+ gifts to over 680 children during the holidays



China: Collected 770 second-hand books and set up reading rooms benefiting 2,300 children in rural elementary schools



Hong Kong: 50 volunteers prepared and distributed more than 300 nutritious meal boxes to individuals in need at Ginko House



Indonesia: Donated computers and software to students in Jakarta and volunteers taught literacy to elementary school children and global entrepreneurship to high school students

Egypt: Packed 3,600 food boxes during Ramadan at the Egyptian Food Bank

India: Distributed 290 Saksham kits to women entrepreneurs with the United Way Mumbai



Singapore: Accompanied wheelchair bound senior citizens to visit popular local attractions, such as River Wonders and Bird Paradise; FedEx sponsored over 130 admission tickets to the attractions



Thank You

