



GLOBAL CITIZENSHIP CHARITABLE GIVING GUIDELINES

FedEx accepts funding proposals by invitation only from U.S.-based 501(c)(3) nonprofit organizations and Canadian-based organizations with charitable Business Number registration during two grant cycles. We are unable to respond to individual requests for funding.

FedEx is committed to actively supporting the communities we serve through strategic investment of our time, resources and network. Our corporate contributions can be classified into the following categories:

- **Cash contributions:** Monetary support to U.S.-based 501(c)(3) organizations or Canadian-based organizations with charitable Business Number registration.
- **In-kind contributions:** Donated shipping to U.S.-based 501(c)(3) organizations or Canadian-based organizations with charitable Business Number registration.
- **Volunteerism:** Team member time donated to global nonprofit organizations through any type of company-sponsored volunteer engagement.

FedEx Cares is our global community engagement program and one way that we live out our purpose of connecting people and possibilities. FedEx Cares focuses on four areas of strategic investment, which are augmented by charitable giving in global communities where our team members live and work.

- **Delivering for Good:** FedEx comes to the aid of people around the world when they need it most - during times of disaster and crisis. We support best-in-class **humanitarian aid** nonprofits and use our expansive network to quickly deliver **lifesaving and complex shipments** that benefit our communities.
- **Empowering Entrepreneurs:** Small businesses fuel economic growth and are critical to the overall health of our communities. We empower entrepreneurs from all backgrounds with the **training, connections, and capital** they need to compete more effectively in the global marketplace.
- **Advancing Climate Solutions:** To help us deliver a more sustainable future, we support research and start-ups to advance **long-term climate solutions**. We also support initiatives that promote a more **circular economy** and local **conservation efforts** to help communities adapt to climate change.
- **Engaging People & Communities:** Addressing local needs and societal challenges in communities globally is important to us. We collaborate with nonprofits that strive to ensure **access to opportunities** for everyone, while also encouraging our employees to contribute by **volunteering**. Our goal is to cultivate a brighter and more inclusive future for all.

To be considered for support, proposals should fit within our funding priorities and show evidence of active engagement by one or more FedEx team members. Priority is assigned to proposals that fall within the four core pillars.

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ELIGIBILITY REQUIREMENTS

- FedEx only considers proposals from U.S.-based organizations that have been designated by the IRS as a 501(c)(3) and Canadian-based organizations with charitable Business Number registration. Additional evaluation is required for organizations outside the U.S. and Canada.
- Organizations must be in good financial and public standing, show evidence of competent management, have low administrative/fundraising expense ratios and manage nondiscriminatory programs benefiting broad segments of the community.
- FedEx does not tolerate discrimination on the basis of race, color, ethnicity, national origin, religion, sex, age, genetic information, citizenship, caste, disability, marital status, pregnancy, sexual orientation, gender identity, gender expression, veteran status, or any other characteristic protected under federal, state or local law.
- Corporate grants are eligible to organizations that meet these qualifications and are aligned with our core value of nondiscrimination.

Corporate funds are generally **not** available for the following:

- Additional funds to organizations already under a multi-year commitment
- Athletic groups or activities, including charity-benefit sporting events and youth sports teams
- Beauty contest candidates
- Complimentary shipping of items sold through fundraisers
- Endowments or memorials
- FedEx promotional merchandise
- Individual churches, synagogues or denominational programs
- Individual K-12 public or private schools, or individual school programs
- Individual needs, including scholarships
- In-kind printing requests
- Labor or political organizations
- Membership dues
- Mission trips
- Personal fundraising initiatives
- Shipping of donation or collection drive goods
- Social organizations, such as fraternities and sororities
- Travel funds for tours, expeditions or trips
- Organizations started or owned by a current FedEx team member