



2024 FedEx CARES REPORT

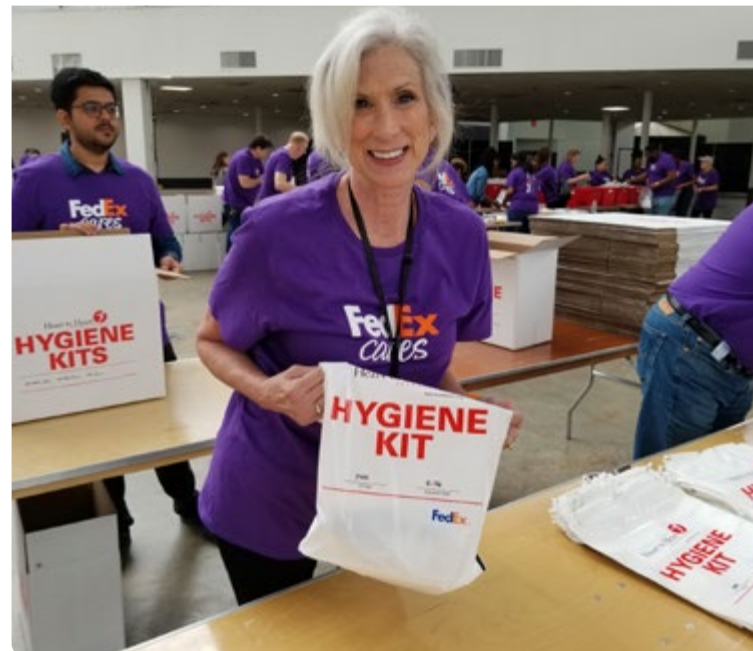
I volunteer because...

- I LIKE TEAMWORK
- I HAVE SUCH OPPORTUNITY
- I CARE... 😊

#FedExCares

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Welcome to the 2024 FedEx Cares Report



As the company that connects the world and moves commerce forward, FedEx has always understood that we are part of an interdependent ecosystem. This is why we are committed to tackling global challenges and creating solutions that go beyond business to benefit all humanity.

Whether transporting supplies to those affected by crisis and natural disasters, advancing climate and carbon capture research, or empowering the next generation of entrepreneurs and business leaders, we leverage the strength of our global team and network when the world needs us most.

I am proud that doing good is a core value shared by every FedEx team member—one that drives us to continuously consider how we can build a brighter future for the people and communities we serve and the planet we share.

This ambition is demonstrated through thousands of volunteer hours, donations, and meaningful moments, from providing warm meals and coats to those in need, to transporting endangered species like pandas, helping veterans enter the workforce, and planting trees for healthier communities.

These acts of service are more than what we do; they embody who we are and will always be. Thank you to our team members and global partners for helping us deliver what matters most—hope, opportunity, and a better world for all.

Keep doing good,

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

Raj Subramaniam
President and CEO
FedEx Corporation



As we share the 2024 FedEx Cares Report, I'm incredibly proud of how our global citizenship strategy continues to evolve and create meaningful impact across communities worldwide.

This year marked significant milestones in our citizenship journey. We reached over 100,000 volunteer hours, with our team members showing extraordinary commitment to their local communities. From collecting and packing thousands of purple totes to delivering over 20,000 winter coats through Operation Warm, our people demonstrated time and again what it means to take care of each other.

We celebrated the donation of our 25th mobile canteen truck to The Salvation Army and marked 15 years of support for Direct Relief's emergency medical backpack program, which has reached 63 countries and all U.S. states. We continue to serve as a critical go-to resource for disaster relief organizations in the aftermath of natural disasters around the world—including two of the most impactful storms to strike the west coast of Florida in the last 100 years—Hurricanes Helene and Milton.

Our initiatives to empower entrepreneurs are poised to support more small business owners than ever—and at a time when the business landscape is quickly evolving. And, as we move forward with investments in new climate solutions, we also commemorated removing one million metric tons of CO₂ emissions and impacting 23 million people alongside sustainable transportation nonprofits we've worked with for over a decade.

Looking ahead, we're focused on further integrating our business expertise with our social impact work. We're improving our measurement and evaluation and looking for new opportunities to scale what works and create lasting change where it's needed most.

I'm grateful to be a part of a company with an unwavering commitment to giving back, and I'm excited for the future of FedEx Cares. Thank you to our dedicated team members and the nonprofit organizations that make this work possible.

Sincerely,

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

April Britt
Director, Global Citizenship
FedEx

Our approach

With networks that span billions of people across six continents, delivering is our business. It’s also our responsibility to deliver the resources that improve the lives of people around the world.

FedEx Citizenship Strategy



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.

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.

Empowering Entrepreneurs

Small businesses fuel economic growth and are essential 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.

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.

DELIVERING FOR GOOD

When disaster strikes, a swift response can save lives. Through Delivering for Good, FedEx uses our global logistics network and relationships with humanitarian organizations to donate critical aid during times of crisis. When a community is in need, we send generators, transport water treatment systems, and medical supplies on behalf of nonprofit relief organizations. Our support of training programs helps keep airports open and operational to receive life-saving supplies, and transport precious cargo like household pets out of harm's way.

Beyond crisis response, our team of logistics experts, drivers, and pilots handles complex shipments on behalf of nonprofits dedicated to causes from conservation to climate research. Whether mobilizing for disaster relief or transporting endangered species, Delivering for Good showcases our commitment to strengthening communities and delivering hope when it matters most.

Disaster readiness, relief, and recovery

FedEx hurricane relief: responding to Helene and Milton

In fall 2024, Hurricanes Helene (Category 4) and Milton (Category 3) struck Florida's Gulf Coast within weeks of each other, causing widespread flooding and power outages affecting over three million people across the Southeast.

FedEx mobilized quickly, using our logistics network and relationships with humanitarian organizations to deliver critical aid to impacted communities. We supported the following organizations as part of these efforts: Rise Against Hunger, ShelterBox USA, Direct Relief, Water Mission, Heart to Heart International, ASPCA, Team Rubicon, World Central Kitchen, American Red Cross, The Salvation Army, and International Medical Corps.

Immediate relief efforts

- **Water and power:** We expedited 375 generators to Western North Carolina and transported water treatment systems capable of treating 10,000 gallons daily—enough for 5,000 people.
- **Food and nutrition:** FedEx donated canteen trucks serving thousands of meals to survivors across five states.
- **Medical assistance:** We delivered 68,300 hygiene kits, and over \$11 million in medications and supplies, including shipments to 100 healthcare facilities. We also funded and delivered 279 emergency medical backpacks each supporting up to 500 people.

Beyond the immediate crisis

- **Shelter solutions:** We shipped 96 tents for displaced residents in North Carolina.
- **Animal welfare:** We transported kennels and supplies for pets affected by the disasters.
- **Communications support:** Teams delivered equipment to field volunteers, enabling coordination in areas with damaged infrastructure.

“Because of FedEx support, we could act quickly when it mattered most, ensuring that essential supplies reached those who needed them without delay. Your partnership continues to be a vital part of our disaster response efforts, and we truly appreciate all that you do to help communities in crisis.”

Jennifer Tossie
GIK Manager, Rise Against Hunger

Red Cross communications preparations for Hurricane Milton

Before Hurricane Milton struck Florida, Red Cross Technology teams deployed satellite receivers and equipment to shelters in the storm's projected path with the help of FedEx. This proactive measure established communication channels that remained functional during widespread power outages and connectivity failures, allowing disaster response teams to coordinate effectively, and shelter residents to stay connected throughout the emergency.



Relief supplies are loaded into a FedEx truck from the Direct Relief Global Distribution Center, sponsored by FedEx



Downed power lines outside a hospital in St. Elizabeth Parish, Jamaica

FedEx hero delivers for Jamaica

When Hurricane Beryl devastated Jamaica, FedEx responded to deliver urgent humanitarian aid. Our response was led by Jorge Palacios, a Miami-based FedEx project engineer with personal hurricane response experience.

Jorge coordinated delivery of over 2,000 wound care kits and hygiene supplies to Jamaica on behalf of International Medical Corps. His FedEx operations and regional expertise ensured the critical supplies reached those in need despite complex logistical challenges.

"It's my pleasure and honor to assist those in need during this crisis. I have been on the other side (living in Puerto Rico) and understand the needs and the urgency," Jorge said.

Jorge's commitment exemplifies the spirit of Delivering for Good: providing essential aid when it's needed most. As natural disasters continue to threaten our neighbors and communities, FedEx stands ready with dedicated employees like Jorge.



Kicking off C-PreP's integration into UNITAR via CIFAL Miami

A global model for infrastructure resilience

Our 15-year support of the Community and Port Resiliency Program (C-PreP) has been pivotal in transforming this Outreach Aid to the Americas (OAA) program into an internationally recognized crisis response training initiative. The program plays a critical role in ensuring airports remain operational during disasters through readiness training, enabling delivery of lifesaving medicines, supplies, and equipment, ultimately saving thousands of lives.

In a significant advancement, the United Nations Institute for Training and Research (UNITAR) has now formally integrated C-PreP into its global framework through CIFAL Miami Center, a partnership with OAA and Florida International University (FIU). This milestone extends the program's reach and impact worldwide by leveraging the UN's extensive network. Together, these organizations will keep vital infrastructure functioning when communities need it most.



A Direct Relief team member showcases the contents of one of the emergency medical backpacks

Direct Relief and FedEx: 15 years of saving lives

For 15 years, FedEx has powered Direct Relief’s emergency medical backpack program, equipping healthcare workers responding to disasters and serving vulnerable populations. To date, 15,000 backpacks with essential medical supplies have reached 63 countries and all U.S. states.

“Direct Relief is deeply grateful to FedEx for its support of emergency response efforts around the world, including equipping first responders with lifesaving equipment and supplies,” said Dr. Byron Scott, interim CEO of Direct Relief.

These packs have been a lifeline during the Maui wildfire, Turkey-Syria earthquake, Hurricane Beryl, and countless other crises. Beyond emergencies, they enable “backpack-based medicine” for organizations like Santa Barbara Street Medicine, which provided care to nearly 9,000 unhoused individuals last year.

“*We’ve formed a powerful collaboration [with Direct Relief] that delivers critical aid exactly where and when it’s needed most.*

April Britt
Director, FedEx Global Citizenship



FedEx volunteer assists with ribbon cutting event marking the donation of a mobile canteen by FedEx

25th mobile canteen donated to The Salvation Army

FedEx donated its 25th mobile canteen to The Salvation Army in St. Marys, Georgia, just ahead of Hurricane Debby, which caused massive destruction across the region.

The Salvation Army uses mobile canteens to bring relief to people in crisis. Responding to hurricanes and floods, fires and blizzards, the mobile kitchens are a constant presence, offering hot meals, clean water, and a sense of comfort.

FedEx donated its first mobile canteen in 2006, and these vehicles have been hard at work ever since. They have provided disaster relief in 18 U.S. cities and seven countries, including the Francis Scott

Key bridge collapse in Baltimore, hurricanes in Florida, serving people in need, and unhoused people in communities across the U.S.

“*The Salvation Army is truly a shining light in our community and around the world. FedEx is incredibly honored to stand alongside them.*

Chad Behymer
District Sales Manager, FedEx

FedEx team members lend a hand in disaster response at home and around the world



The FedEx Kalamazoo facility after being struck by a tornado

Resilience and community support after Michigan tornado

When a tornado struck our FedEx facility in Kalamazoo, Michigan, our team acted quickly to ensure everyone’s safety and restored operations by the next day, delivering more than 7,000 medical and perishable packages on time. In addition to restoring our facility, team members provided a grant to Twelve Baskets, a nonprofit providing groceries, clothing, and household items for the community in need.

“*Thanks to the entire team for your dedication, drive, and heart — and for putting our core values, safety above all and take care of one another, first and foremost in all that you do.*”

Raj Subramaniam
President and CEO, FedEx Corporation



FedEx volunteers pack hygiene kits with Heart to Heart

Kitting and special deliveries build first responder capacity

Each year, FedEx volunteers gather to compile supply kits for families impacted by disasters around the world. In 2024, 276 volunteers in Memphis, Tennessee; Kansas City, Missouri; Miami, Florida; and Puerto Rico packed 11,500+ individual hygiene kits for Heart to

Heart International and International Medical Corps to distribute globally. Additionally, in Canada, volunteers packaged over 200 boxes of food and delivered 75 shipments of essential supplies and one fire skid in collaboration with GlobalMedic.

Special shipments



The ‘Panda Express’ Boeing 777-Freighter prepares to transport pandas to their new home

Panda Express takes flight: company's first round-trip panda transport

FedEx made history with its first-ever round-trip donated flight operation for panda conservation. We transported Zoo Atlanta's beloved pandas Lun Lun, Yang Yang, Ya Lun, and Xi Lun to China and returned with two-year-old pandas Qing Bao and Bao Li who are making a new home at the Smithsonian's National Zoo in Washington, D.C.

The “Panda Express” Boeing 777 was equipped to ensure the comfort of the Smithsonian’s National Zoo pandas during their journey with custom-built enclosures for the pandas, along with the presence of animal care specialists and veterinarians.

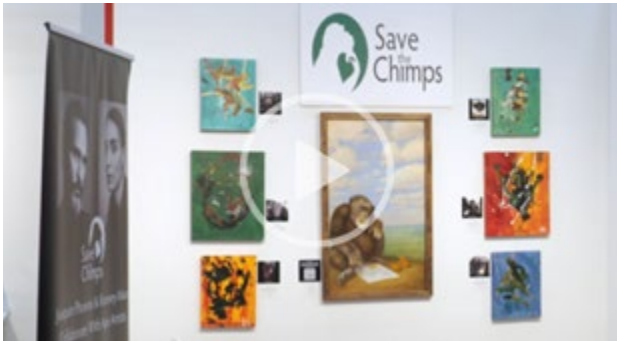
The new arrivals to the Smithsonian will serve as ambassadors for their species, raising awareness about the threats they face in the wild and the importance of protecting their habitat.



A sampling of artwork created by the chimps from the Save the Chimps sanctuary in Fort Pierce, Florida



A chimp named Connor works on his art



Save the Chimps art exhibition raises \$45,000 for conservation

Chimps from the Save the Chimps sanctuary in Fort Pierce, Florida, created artwork that raised \$45,000 at Art Expo NY. FedEx donated shipping services for 16 framed canvases as part of the annual expo, which collaborated with celebrity guests, Joaquin Phoenix and Rooney Mara, to raise awareness. Save the Chimps provides care for over 220 chimps retired from laboratories, entertainment, pet trade, and roadside zoos.

“ We hope these paintings will raise much-needed funds for Save the Chimps’ sanctuary and deepen people’s appreciation of these intelligent apes.

Rooney Mara and Joaquin Phoenix



FedEx delivers fossil collection for climate research

FedEx transported a valuable plant fossil collection from Yale Peabody Museum to the Smithsonian's National Museum of Natural History. Dating back 50-66 million years, these specimens document Earth's ancient warmer climate and now enhance the world's largest plant fossil archive. This transfer enables scientists to study historical climate patterns and ecosystem changes, providing crucial insights for addressing today's environmental challenges.



ENGAGING PEOPLE & COMMUNITIES

At FedEx, being an engaged corporate citizen starts at the local level. Beyond our large global collaborations, we donate funding, expertise, and time to small local nonprofits driving grassroots change around the world. Our company was built with service at the center — and this extends beyond delivering packages.

Our people show up for their communities, volunteering thousands of hours, packing FedEx Cares purple totes, visiting schools, delivering donated items, and spreading hope and kindness where it's needed most. We help expand access to opportunities for young people and for our local veterans, and we invest in making our communities safer and more vibrant. Making a difference in communities isn't just what we do — it's who we are.

Celebrating service: FedEx Volunteers recognized for giving back

2024 FedEx Founders Fund

The FedEx Founder's Fund Award, established in 2023 to honor Frederick W. Smith's legacy of service, is the most prestigious recognition in the FedEx Cares program. This global award provides grants to nonprofits selected by employees with the highest global volunteer hours.



1st Place - Carol Cope



Sr Operations Admin - Champaign, Illinois, U.S.

Carol logged over 1,500 volunteer hours at eight nonprofits last year, motivated by community connections and gratitude from those she helps. Her service spans marathons, festivals, and cancer awareness events.

2nd Place - Daniel Russell



Sr. Performance and Planning Analyst - Collierville, Tennessee, U.S.

Daniel serves as a Scoutmaster for a local Boy Scout troop and has helped 70 young men achieve Eagle Scout rank. He also volunteers at FedEx Cares events, carrying on a tradition of volunteering he began in high school.

3rd Place - Scott O'Mary



Marketing Principal - Plano, Texas, U.S.

Scott supports about 50 Boy Scouts in the Plano area, focusing on developing youth leaders. This cause is important to Scott, who views it as way to pay it forward for opportunities he had as a youth.

AMEA Region Top Volunteer - Dwayne van Zyl



Sr. National Account Executive - Cape Town, South Africa

Dwayne serves on a sea rescue crew, promoting water safety in a region with nearly 1,500 annual drownings. He and his 10-year-old daughter educate under-resourced communities about water safety.

The FedEx Cares platform allows me to have a career in FedEx but give back to the communities I live and work in. I see this as a huge value add in my work life and personal life.

Dwayne van Zyl

FedEx Cares is a great way to build teams and to get to know my co-workers outside of the work environment.

Scott O'Mary

Europe Region Top Volunteer - Steve Miller



Manager Continuous Improvement & Service Tower - Atherstone, England

Steve dedicates weekends to woodland management, helping transform his community from coal dependence to national forest. He spends most weekends during the autumn and winter months practicing woodland management activities.

The Americas Region Top Volunteer - Rose Vallee



Sr Talent Acquisition Specialist - Boca Raton, Florida, U.S.

Rose has worked for FedEx for nearly 35 years and helps others in her community through her love of cooking and preparing hot meals every week. For the last seven years, she has prepared 150 weekly meals for the homeless through Meals with Meaning.

Team members donate over 3,000 totes in the 2024 Purple Totes Grant Contest

FedEx Cares celebrated the winners of the 2nd annual Purple Totes Grant Contest. More than 2,500 volunteers collected over 3,000 totes filled with much-needed items for nonprofits worldwide. Teams competed by posting their contributions to social media for a chance to win a \$5,000 grant for the nonprofit of their choice.

FedEx donated \$30,000 to nonprofits selected by the 2024 contest winners:

- **Small Division:** Bundle Up Hampton Roads, Norfolk, Virginia, U.S.
- **Medium Division:** Western Australia Legendaries, Perth, Western Australia
- **Large Division:** Repair Service Center, Collierville, Tennessee, U.S.
- **Most Creative Winner:** Santa Paws, Carlisle, Pennsylvania, U.S.
- **Most Impactful Winner:** NZJA, Irvine, California, U.S.
- **Most Engaging Winner:** LoveCat@TW, New Taipei City, Taiwan



Most Engaging Winner, LoveCat@TW, New Taipei City, Taiwan



Large Division Winner, Repair Service Center, Collierville, Tennessee

FedEx supports the USO’s mission to strengthen the well-being of the people serving in America’s military and their families

For 24 years, FedEx has supported the USO through in-kind shipping, cash grants and volunteering. FedEx enhances the USO’s operational capabilities by sharing logistics

expertise, streamlining processes, and implementing advanced communication systems. Our team members volunteer at kitting events to assemble care packages containing everyday essentials and holiday items. These packages serve as tangible symbols of gratitude and support for service members deployed around the globe.



Around the block and across the globe: FedEx shows up for people and communities in need

Asia, Middle East, and Africa

Education and youth support:

- **China:** FedEx Library Program reached 17 primary schools in rural areas, setting up reading rooms and donating books, benefiting over 10,000 children
- **Kenya:** Assembled and distributed 1,800 new backpacks filled with school supplies and essentials in Kajiado with Feed the Children
- **Philippines:** Supported Zonta's Empowering Women Scholarship Program to support women enrolled in engineering and science courses prepare for the STEM workforce
- **Vietnam:** Worked with Vietnam Volunteer Center to construct eight computer labs for 3,000+ students in remote areas
- **Philippines:** Assembled and distributed 1,600 new backpacks filled with school supplies and essentials in Bohol with Feed the Children

Food security:

- **Japan:** Collected 558 packages of essential food items weighing 400 lbs for Second Harvest Japan
- **Malaysia:** Established a community vegetable garden with nonprofit TrEES, producing vegetables for approximately 700 meals monthly

Health and wellness:

- **Asia Pacific Region:** 800 volunteers donated 8,000 lbs of food and essentials, to 1,600 individuals alongside 20+ NGOs across 11 countries
- **South Africa:** Donated 200 bicycles to help youth get to school in rural South Africa
- **Vietnam:** Through "FedEx Delivers Heartbeats," provided free cardiac screening to over 300,000 children and identified nearly 7,700 previously undiagnosed heart defects



Europe

Education and youth support:

- **Germany:** Collected items including food, warm clothes, books, stationery, and hygiene articles to support school children
- **Spain:** Collected and delivered 2,000 school and hygiene supplies benefiting children in Senegal and Djibouti

Food security and basic needs:

- **Belgium:** Filled more than 51 boxes with food and hygiene products for unhoused people with the nonprofit Les Samaritains
- **Region-wide:** 506 volunteers participated in 11 food packing events with Rise Against Hunger, preparing 3,560 boxes and 32,400 meals
- **UK & Ireland:** Collected food that supported the Coningsby and Tattershall Lions to provide Christmas dinners to struggling families

Vulnerable populations:

- **Italy:** Collected toys and school items for Casa Priscilla, supporting vulnerable mothers, minors, abused women, and families
- **Poland:** Decorated gingerbread cakes and clay angels for Guardian Angels, which supports disadvantaged children and youth
- **Romania:** 19 volunteers renovated an educational center for vulnerable children and families with Habitat for Humanity



The Americas

Education and youth support:

- **Mexico:** Delivered 3,200 backpacks with school supplies to 13 public schools affected by Hurricane Otis
- **U.S. (Georgia, Indiana, Pennsylvania, Florida):** Teamed up with Feed the Children and local NGOs to pack 3,000+ backpacks with school supplies, hygiene items, and meal kits
- **Guatemala:** Assembled and distributed 700 new backpacks filled with school supplies and essential in Palencia with Feed the Children as well as the installation of purified water stations in Palencia.

Food security and basic needs:

- **Canada:** Delivered joy for the holidays by collecting 6,000 lbs of food for food banks, organizing collections for 25 nonprofits, and volunteering for organizations including Holiday Helpers and Operation Warm
- **Chile and Argentina:** 70 volunteers delivered 888 coats to schools in vulnerable communities in both countries and to regions affected by Chilean wildfires
- **Panama:** 26 volunteers assisted with packing and inventory management at a local food bank
- **U.S. (Memphis, Tennessee):** FedEx volunteers, interns, and University of Memphis Tigers football athletes worked with United Service Organizations (USO) to assemble 10,000 toiletry care packages and 10,000 additional holiday care packages for service members stationed around the world
- **U.S., Canada and LAC (Multiple):** 2,100 FedEx volunteers delivered 21,000+ brand-new coats and 9,000 new pairs of shoes with socks to students at 70+ schools alongside Operation Warm. We also supported Operation Warm’s FLY:FWD and distributed 360 sports bras to student athletes.

- **U.S. (Illinois, Tennessee, and Washington, D.C.):** Hosted Resource Rally events distributing food, personal care, books, and household essentials for 1,600 families alongside Feed the Children. [Learn about the Memphis Fooda Essentials Hub here.](#)

Health and wellness:

- **Brazil:** Volunteers organized activities for 85 individuals with intellectual disabilities at APAE Cajamar
- **Colombia:** 16 volunteers visited “Alegría de Vivir” foundation, engaging with elderly residents through games and dancing
- **Mexico:** Team members volunteered with the Cruz Rosa Institution, which supports women diagnosed with cancer by providing lodging, food, psychological, and spiritual care
- **U.S. (Indiana):** Raised funds for 19,000 Special Olympics athletes through the Plane Pull Challenge, which engaged 75 volunteers

Animal welfare:

- **Brazil:** Donated pet blankets and supplies to the Focinhos de Luz shelter in Rio de Janeiro
- **Canada:** Collected 400+ lbs of pet food, toys, and cleaning supplies in support of Winnipeg Pet Rescue Shelter
- **Mexico:** Supported “Buenos Chicos” shelter for 225 rescued dogs by donating kibble, cleaning supplies, and volunteer hours



Creating opportunities for U.S. veterans and their families



FedEx Founder's Fund distributed \$50,000 in grants to military-connected entrepreneurs in its inaugural year

U.S. veterans, service members, and military spouses often face complex barriers to civilian employment. In FY24, FedEx lived up to our reputation as one of the best places to work for veterans by supporting organizations that help them find meaningful careers, further their education, and launch businesses.

- **Hiring Our Heroes** – FedEx supported the Fellows Program to provide on-the-job training, networking, and professional development opportunities that create pathways to civilian careers for transitioning service members and military spouses. Through our FedEx Founder's Fund, FedEx also helped launch the Hiring Our Heroes Small Business Grant Program in 2024. In its inaugural year, five small businesses

owned by veterans and/or military spouses were each awarded \$10,000 grants to help grow their businesses.

- **Marine Corps Scholarship Foundation** - We provided scholarships to 22 military veterans' children, plus launched the "Company Career Readiness Initiative" offering leadership training, interview preparation, and insights on FedEx opportunities.
- **Joint Global Logistics Operations Summit** – We engaged FedEx Military Fellows and enhanced service members' understanding of logistics operations while fostering interaction between military and industry professionals.

Access and opportunity for the next generation workforce



HBCU student ambassadors visit the FedEx Hub in Los Angeles

72 hours in the City of Angels with HBCU Student Ambassadors

FedEx welcomed student ambassadors from Historically Black colleges and Universities (HBCUs) to one of our biggest markets – Los Angeles – for a career immersion experience as part of our HBCU Student Ambassador Program. Students experienced special deliveries by FedEx planes, participated in boardroom-style leadership meetings, toured FedEx operations at Los Angeles International Airport, and attended the 55th annual NAACP Image Awards®.

"I believe this trip may have opened more doors for me than I could have anticipated. I will forever be grateful for this opportunity," said Keith Jordan, Lane College.

The FedEx-HBCU Student Ambassador Program launched in 2022 as part of a five-year commitment to eight HBCUs. The initiative builds on a 20-year collaboration, helping prepare students for the workforce through unique learning experiences that develop leadership and career skills.

“ *Witnessing the growth of these students demonstrates our impact on future leaders.* ”
Peggy Carrera
Director of Linehaul Engineering, FedEx



FedEx speakers Peggy Carrera and Giraldo Alvaré with student participants at the USHLI National Conference

Motivating Student Leaders at USHLI 2024 National Conference

FedEx served as Honorary Chair for the Student Leadership Series (SLS) at the United States Hispanic Leadership Institute's (USHLI) 2024 National Conference. SLS motivates high school students to pursue education and leadership roles in both private and public sectors and has reached nearly 938,000 participants since 2011.

FedEx team members made a powerful impact for the 2,700 students in attendance by hosting a personal branding workshop, connecting with attendees during the Career Fair, and delivering the keynote address. Throughout the event, FedEx representatives shared career opportunities and highlighted initiatives supporting Hispanic communities.

“ *I'm humbled to be part of an organization that does so much for our community.* ”
Ariel Mendez
Managing Director, Operations,
Los Angeles, FedEx

World headquarters impact highlights

Food and Essentials Hub in our adopt-a-school

FedEx teamed up with Feed the Children, the Women’s Foundation for a Greater Memphis, and the Memphis Shelby County Schools to open the Food and Essentials Hub to serve families and students in zip code 38126 in downtown Memphis. Located inside Booker T. Washington Community School, the Hub addresses the pressing issue of food insecurity within the community. By providing food and essential household supplies year-round, the Hub ensures that students and their families have access to the resources they need. This initiative also promotes overall health and well-being among students, supporting their ability to focus, learn and thrive in school.



Powering the Memphis arts community

ARTSmemphis is the MidSouth's primary arts funder and advocate. Approaching the milestone of \$100 million in grants disbursed by 2025, ARTSmemphis is a vehicle for local contributors like FedEx to support the programs and artists that make the Memphis arts scene thrive.

In 2024, the FedEx Arts Program supported:



The impact of ARTSmemphis extends throughout Shelby County, where the nonprofit arts sector generates \$193 million in economic activity annually. Last year, ARTSmemphis grantees provided two million arts experiences across Shelby County, with diverse audiences representative of the community.



Holey Cakes program participants at the Neighborhood Christian Center

Baking a bright future

At the Neighborhood Christian Center, there’s a sweet opportunity waiting for those looking to turn their lives around. Their Holey Cakes program, modeled after a bakery, offers participants the chance to learn the art of baking bundt cakes while gaining valuable business skills. It’s not just about baking; it’s about building a future. Participants are taught everything from purchasing ingredients and budgeting to distributing products and managing their time. And along the way, they earn a weekly salary, making it a true step toward financial independence.

With our support, over 100 individuals have gained more than just baking skills—they’ve received hands-on workplace training, money-management lessons, and access to opportunities to build a better future.



The FedEx Family House has been a home away from home for families with children receiving services at Le Bonheur Children’s Hospital since 2010

FedExFamilyHouse

Over fifteen years ago, FedEx helped start the FedExFamilyHouse as a place for out-of-town families with children getting treatment at Le Bonheur Children’s Hospital. Since opening in December 2010, FedExFamilyHouse has welcomed over 436,000 family members from every state and several other countries.

FedExFamilyHouse has been inspirational for FedEx team members. Almost every week, you can find them volunteering there – cooking meals, baking cookies, donating and organizing pantry items, among other things. By providing families with a place to stay, FedExFamilyHouse also supports Le Bonheur’s critical healthcare projects, like its heart transplant program, which ranks among the top 10 pediatric heart programs in the country.



EMPOWERING ENTREPRENEURS

Across the globe, FedEx is committed to breaking down barriers and creating pathways to success for entrepreneurs at every stage of their journey. Through relationships with organizations like Hello Alice, Accion Opportunity Fund, and the Global Entrepreneurship Network, we've delivered targeted resources, essential funding, and specialized training that empower business owners to thrive.

Our programs have reached tens of thousands of entrepreneurs from all backgrounds. Together with leading nonprofits, we're building inclusive entrepreneurial ecosystems that strengthen local economies and create new business opportunities worldwide.

FedEx Entrepreneur Fund & Boost Camp: accelerating small business success

In 2024, FedEx collaborated with Hello Alice and the Global Entrepreneurship Network to expand the FedEx Entrepreneur Fund and Boost Camp, providing 30 U.S. small businesses owned by veterans and individuals with disabilities with a comprehensive six-month business accelerator program in addition to \$10,000 grants.

The Boost Camp featured a Business Health Score™ which helped participants understand their financial health and provided tailored growth recommendations.

- 95% felt better equipped to navigate industry challenges after the program
- 75% of participants who retook their health assessment saw improved scores
- 75% reported increased optimism about their business growth potential

Building on this success, FedEx, Hello Alice, and GEN are now growing the Boost Camp program to support up to 150 small business owners each year.



“The depth of training and comradery of the fellow students was second to none. We look forward to using this to spring-board our business.

Robert Waite
Averill House Vineyard

“The program as a whole elevated my business. This program not only provided resources, but knowledge and a roadmap on how to use it.

Willie McBride
San Pablo Tax Service

“This grant was instrumental in helping 3H to shrink overhead cost and maximize ROI, along with providing key mentorship and networking opportunities. I am forever grateful. Thank you FedEx!

Eran Harrill
3H Corp

Building digital success: AOF and the FedEx E-Commerce Learning Lab

The FedEx E-Commerce Learning Lab, a collaboration between FedEx and nonprofit Accion Opportunity Fund, equips small businesses with digital commerce skills in an increasingly competitive online marketplace. Since 2021, the program has reached over 6,700 entrepreneurs, delivered 10,000 hours of educational instruction, and distributed more than \$1.6 million in grants to fuel e-commerce growth.

The 2024 program was our most successful yet across the program’s three core components:

- Interactive online courses providing accessible, on-demand e-commerce expertise
- Master E-Commerce seminar series featuring experienced professionals sharing practical advice
- Intensive beginners' cohort offering an in-depth, multi-week learning experience in collaboration with 37 Oaks

FedEx E-Commerce Learning Lab business owner spotlights



Ricardo Collado

Taino Golf, owned by Ricardo Collado: This online golf apparel brand celebrates Taino heritage through vibrant designs for men and women. The FedEx E-Commerce Learning Lab helped Ricardo significantly enhance his website visibility, increase online sales conversions, and establish valuable connections with advanced wholesale and retail businesses.



Michelle-Nichole Jones

Bounced, owned by Michelle-Nichole Jones: This beauty and self-care brand specializes in luxurious silk products designed for women of color. Through the FedEx E-Commerce Learning Lab’s beginners’ cohort, Michelle deepened her e-commerce expertise, developed growth strategies to expand her online silk hair product offerings, and implemented targeted digital marketing to reach a broader audience.

Global Entrepreneurship Week: making entrepreneurship accessible for all



Participants at Global Entrepreneurship Week in North America

Each November, FedEx collaborates with the Global Entrepreneurship Network to celebrate Global Entrepreneurship Week—a campaign dedicated to broadening entrepreneurship by reaching those facing barriers or who may have never considered launching their own business.

In 2024, the initiative reached eight million participants across 38,000 events in 123 countries.

Global impact:

Below is a snapshot of Global Entrepreneurship Week’s far-reaching impact around the world.

- **Africa:** Events in South Africa engaged more than 1,500 entrepreneurs and helped founders like Tshepo HeadBush of Bright On Capital open new avenues for collaboration with government agencies
- **Europe:** Turkey’s 310 events reached 35,000 people, including Swatchloop CEO Günes Sayit, who met with leading fashion brand executives, sparking new industry connections
- **North America:** Nearly 100,000 people participated in 756 U.S. events across 169 communities

“ More than just an event, it’s a valuable platform for networking, building relationships, and unlocking opportunities for growth.

Tshepo Headbush
South-African business co-founder



Juliann Barnes

“ The knowledge gained has been vital to our work. Sharing experiences has provided me with new mentors, associates, and even customers.

Juliann Barnes
American entrepreneur



Eli Serrano

“ The gravity that came with [the week] enabled countless business connections and pushed me forward as an entrepreneur.

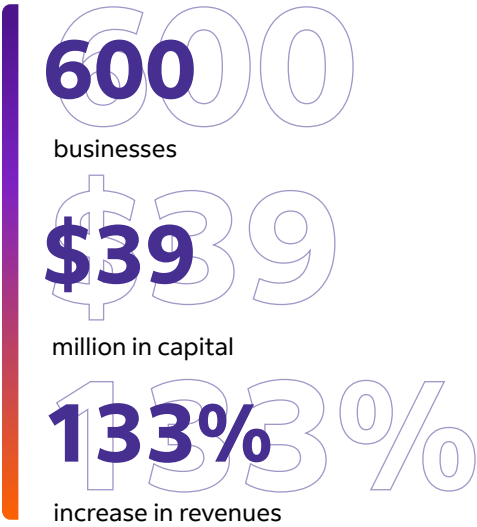
Eli Serrano
University student and founder

Sparking opportunities for growth and impact

Inner City Capital Connections (ICCC) is a free executive training program by the Initiative for a Competitive Inner City (ICIC) that helps small businesses in under-resourced communities build capacity, access capital, and grow sustainably through education, coaching, and networking.

Since 2017, FedEx has supported 11 ICCC cohorts in Memphis, Tennessee, and Dallas, Texas,, helping 600+ businesses raise \$39 million in capital, increase revenues by 133%, and create nearly 650 jobs, strengthening local economies.

FedEx also sponsors ICIC’s **FedEx Champion of Global Entrepreneurship Award**, part of the **IC100 awards** which celebrate the fastest-growing businesses in under-resourced communities across the United States.



Business owner spotlight

2024 Winner of the FedEx Champion of Global Entrepreneurship Award

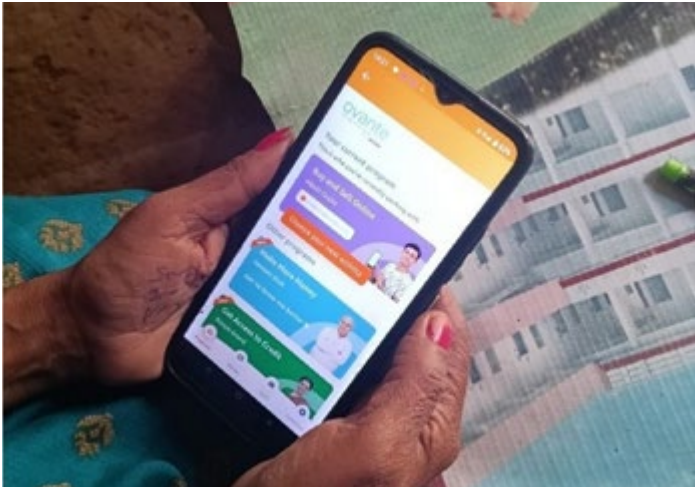
Chris Ko: Turning Electronic Waste into Community Opportunity



Chris Ko of ER2

Visionary entrepreneur Chris Ko has revolutionized electronic recycling through Electronic Responsible Recyclers (ER2), transforming discarded technology into digital opportunity for under-resourced communities. His innovative, people-first approach provides schools and nonprofits with vital tech resources while reducing e-waste. Ko’s dual impact earned him the prestigious 2024 IC100 Champion of Global Entrepreneurship Award sponsored by FedEx—celebrating a leader who unites business success with social transformation.

Digitization and modernization for entrepreneurs around the world



Accion's Ovante program helps bring small business educational resources to entrepreneurs wherever they are

FedEx support helped Accion expand its award-winning Ovante digital platform to entrepreneurs across Bolivia, India, and Mexico in 2024. Ovante helps business owners gain new skills and knowledge, digitize their businesses, and connect to mainstream financial services. Since 2019, Ovante has reached over 200,000 entrepreneurs, 70% of whom have been women.

Country-specific impact

- **Bolivia:** Collaboration with BancoSol developed credit scoring for women without credit histories, benefiting 8,400+ low-income entrepreneurs
- **India:** Delivered financial, business, and digital capability training to rural women entrepreneurs in Uttar Pradesh
- **Mexico:** Direct-to-consumer Ovante launch reached 150,000 small business owners and included marketing and development of a soon-to-be-launched AI chatbot

FedEx and Vital Voices fuel global women leaders



For more than 25 years, Vital Voices Global Partnership has served as a “venture catalyst” for women leaders on the frontlines of the world’s greatest challenges. Vital Voices has partnered with over 47,000 changemakers in 188 countries who are reshaping a more just and equitable world.

In 2024, FedEx became a primary sponsor of the VV Venture (Social Entrepreneurship) Pillar within the inaugural Vital Voices Global Fellowship. This work equips purpose-driven women entrepreneurs with the skills, networks, and strategies to strengthen their value propositions and scale their social impact.

Business owner spotlight



Pauline Otila

Transforming livelihoods through sustainable beekeeping

After 15 years in Kenya’s beekeeping industry, Pauline Otila founded Apiculture Venture Limited in 2018 as a leading one-stop beekeeping solutions provider. Her company offers comprehensive services from modern beehive manufacturing to honey processing, to programs impacting women and youth in farming households.

As a 2024 Vital Voices Venture Fellow, Pauline gained strategic planning expertise, enhanced leadership skills, and global network access that have strengthened her business operations, expanded market reach, and secured additional funding. With this support, she’s scaling sustainable beekeeping practices across East Africa.

Preparing the next generation of entrepreneurs

For over 40 years, FedEx and JA Worldwide have cultivated the entrepreneurial spirit in tomorrow's global business leaders. FedEx sponsors the FedEx Global Possibilities Award across five JA regions including Africa, the Americas, Europe, the Middle East, and the U.S. The award encourages young entrepreneurs to create businesses that solve social challenges.

2024 FedEx Student Entrepreneur Award winner spotlights



The Send by Bus team accepts the FedEx Access Award

Europe (Spain): Send by Bus - infusing AI into business

The 2024 GEN-E European Entrepreneurship Festival emphasized AI integration in business. This year's FedEx Access Award winner in Spain, Send by Bus, transforms city buses into mobile package pickup points using an AI-powered app. The app allows customers to collect e-commerce orders at their nearest bus stop, offering a sustainable solution to logistics driver shortages and is easily replicable in any urban setting.



The Conexa Team at their booth at the Latin American JA Company of the Year competition

Latin America (Uruguay): CONEXA – helping young people reconnect off screens

Latin America's winner, CONEXA, created a card game to help young people improve their mental health, strengthen bonds, and disconnect from technology. The game, named "¡Pensá rápido!" (Think Fast!), scored highly across all four judging categories: driven by innovation; connected to new markets; promoting community development; and showing an active commitment to environmental sustainability and social responsibility.



The SugarWare team accepts the 2024 FedEx Global Possibilities Award

United States: SugarWare - empowering sustainability and innovation

Students from NSU University School in Ft. Lauderdale, Florida, captured the 2024 Global Possibilities Award through their environmentally responsible brand SugarWare, which harvests sugarcane plastics to create sustainable kitchenware, including a Bento Box. The team uses sustainable packaging and carbon-neutral shipping to further reduce their environmental impact. Sugarware also donates a portion of its proceeds to Hope Symphony, a nonprofit supporting at-risk children living in local Florida communities negatively impacted by sugarcane cultivation practices.

ADVANCING CLIMATE SOLUTIONS

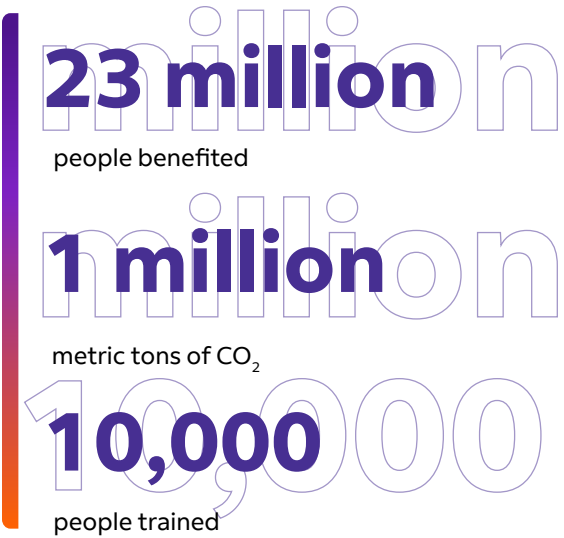
At FedEx, we are helping deliver solutions for a more sustainable future. Our dedicated team members around the globe are actively transforming local ecosystems with hands-on conservation efforts. Our investment in Yale's innovative carbon capture research is showing

results with recent breakthroughs in climate science. And our circular economy initiatives are giving a new life to electronic waste by turning it into valuable resources for tomorrow, fostering sustainable supply chains and creating economic opportunities.

Celebrating 15 years of sustainable transportation

FedEx began working with the World Resources Institute (WRI) 15 years ago to help reduce congestion and emissions in fast-growing global cities. Starting in Mexico, WRI helped improve public transit networks, including the innovative use of bus rapid transit. FedEx provided both funding and expertise, including training 10,000 bus operators in safety. The initiative later expanded to Brazil, India, and China, connecting transit professionals with policymakers to enhance services and efficiency.

To date, WRI has helped cities avoid over one million metric tons of CO₂ emissions while helping 23 million people access better economic and educational opportunities.

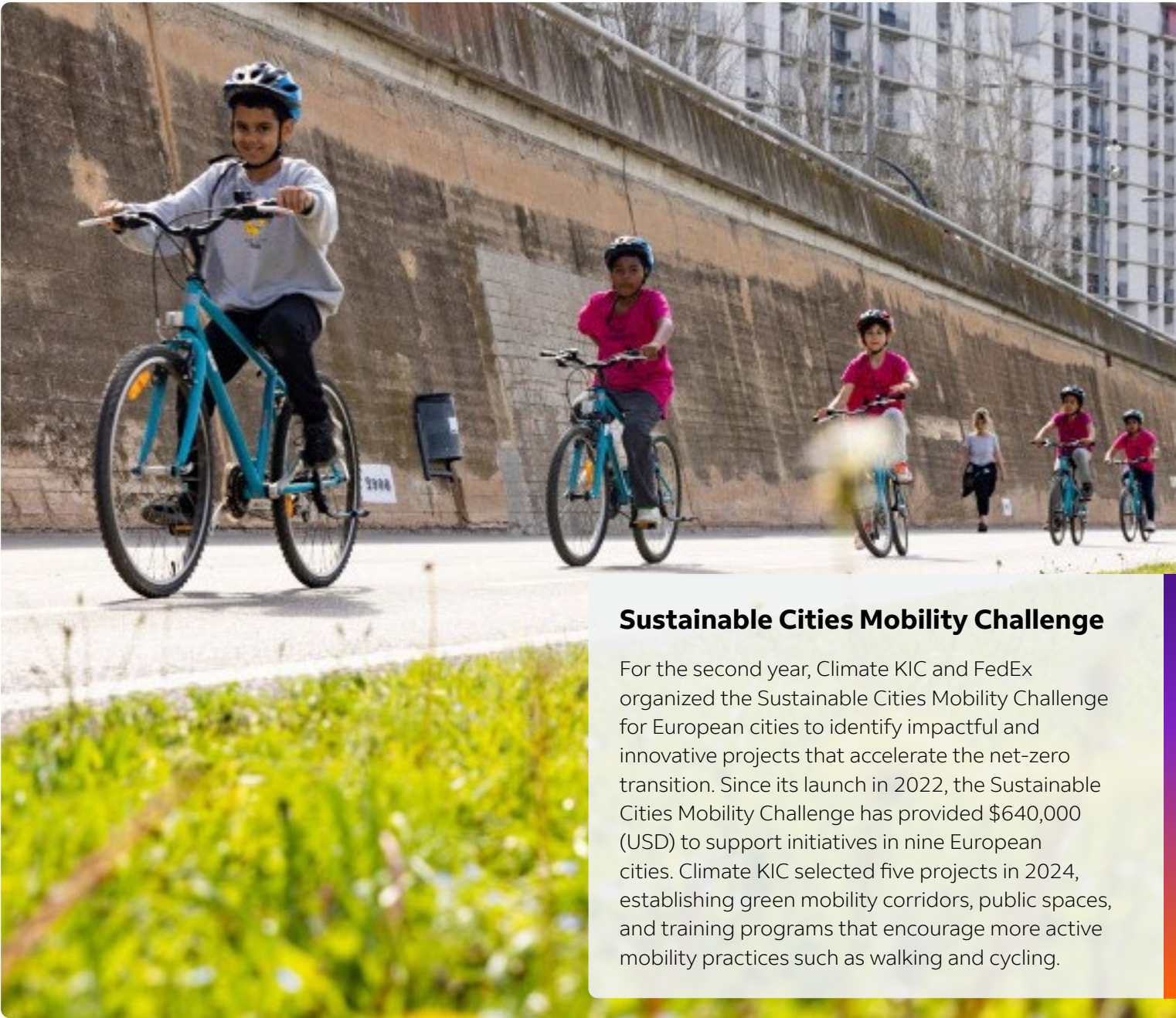


Country impacts:

- Every day, an average of 4.5 million people in Beijing, Shanghai, and Guangzhou use a mobility-as-a-service phone app to choose more sustainable travel options, launched with support from WRI China.
- WRI India supported the government’s pledge to put 50,000 electric buses (e-buses) on the road by 2027 while also providing funding sources for smaller cities to shift to electric.
- WRI Brazil and their national forum, QualiOnibus, are upgrading nearly 2,000 bus shelters across two cities in Brazil. In addition, the city of Fortaleza reduced bus collisions by 60% by adding safety stickers to buses indicating the drivers’ blind spot.

“ Road safety and congestion are significant issues for logistics companies. The [WRI] initiatives not only address important social and environmental issues, they also help improve the operating context for a company in almost every city in the world.

Katherine Smith
Executive Director of the Boston College
Center for Corporate Citizenship



Sustainable Cities Mobility Challenge

For the second year, Climate KIC and FedEx organized the Sustainable Cities Mobility Challenge for European cities to identify impactful and innovative projects that accelerate the net-zero transition. Since its launch in 2022, the Sustainable Cities Mobility Challenge has provided \$640,000 (USD) to support initiatives in nine European cities. Climate KIC selected five projects in 2024, establishing green mobility corridors, public spaces, and training programs that encourage more active mobility practices such as walking and cycling.

Picture Proof of Planting

Planting hope for a sustainable future

At FedEx, we're not just delivering packages—we're delivering on conservation in local communities. With Picture Proof of Delivery (PPOD), we show customers when their packages have arrived. Now, with Picture Proof of Planting, we're capturing moments of conservation in action.

The FedEx Picture Proof of Planting photo contest encourages our team members to roll up their sleeves and plant trees, restore local habitats, or clean parks and beaches alongside nonprofits including One Tree Planted, Arbor Day Foundation, National Fish and Wildlife Foundation, and more.

2024 conservation recap



2024 Picture Proof of Planting contest winners



Treat Every Environment Special (Malaysia) focuses on environmental conservation through education, capacity building, and community support to protect Malaysia's natural resources.



Salt Strong Alliance (Florida, U.S.) focuses on coastal conservation through clean water projects, habitat restoration, and sustainable fishing education to preserve fisheries and connect families with nature.



The Wolf River Conservancy (Tennessee, U.S.) preserves the Wolf River watershed through land conservation, education, and community engagement to protect this vital ecosystem for future generations.



We4all (Greece) Founded after the 2018 wildfires, We4all restores damaged areas, provides conservation education, and supports impacted communities as part of the Arbor Day Foundation's global planting network.

The power of soil

The power of soil in natural carbon capture

In 2021, FedEx pledged \$100 million to Yale University to help create the Yale Center for Natural Carbon Capture (YCNCC). This center aims to rapidly advance research into natural ways to remove carbon dioxide from the atmosphere.

One of the most promising carbon removal tools available is agricultural soil. Soil is a natural carbon sink that can absorb and store more carbon than it releases. At YCNCC, scientists are exploring an approach called "enhanced weathering" which refers to spreading alkaline materials, such as the volcanic rock basalt, on soil to amplify its carbon absorption capabilities. This approach:

- Has significant potential to remove carbon dioxide at a large scale and low cost
- Can help farmers increase crop yields
- Could create new revenue streams for farmers in the form of carbon credits

YCNCC scientists are now advising companies that are developing enhanced weathering projects for farms. They're also exploring how to use this method with large-scale industrial systems such as wastewater treatment and irrigation.

Mati Carbon wins \$50 million XPRIZE

Mati Carbon, a non-profit organization built on enhanced weathering research from YCNCC, has won the \$50 million XPRIZE prize for carbon dioxide removal. Mati's work not only reduces CO₂ from the atmosphere but is helping small shareholder farmers in the Global South increase their yields and bring in new income by selling carbon offsets.

WHAT IS NATURAL CARBON CAPTURE?

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

Geologic:

Most carbon on Earth is naturally stored as rock on Earth's surface, capturing CO₂ over thousands or millions of years.

Terrestrial:

Ecosystems like soil, wetlands, forests and grasslands act as carbon sinks with the fastest rates of CO₂ absorption from the atmosphere.

FedEx committed **\$100 million** to help establish the **Yale Center for Natural Carbon Capture**, which supports groundbreaking research for exploring new and scalable solutions for capturing and providing long-term storage of carbon.

Oceans:

Oceans are one of the world's largest carbon sinks, with huge capacity to capture and store CO₂ long term.

Enhanced weathering

Adding crushed rock to soils or oceans to accelerate CO₂ absorption

Biochar

Converting biomass so it can be used in soil to help absorb CO₂

Reforestation & afforestation

Planting trees or managing forests to remove CO₂

Wetlands & peatlands

Restoring ecosystems enables greater uptake and storage of CO₂

Grassland management

Improving grazing to increase CO₂ uptake in roots and soil

Regenerative agriculture

Sequestering CO₂ from the atmosphere into the soil

Blue carbon

Restoring mangroves, seagrasses, and tidal marshes to enhance CO₂ storage



Direct ocean capture

Chemically extracting CO₂ from surface water



Delivering a more sustainable future

Investing in **natural carbon capture research** is one of the many ways FedEx is working toward our goal of carbon neutral operations by 2040. | Learn more at fedex.com/sustainability.

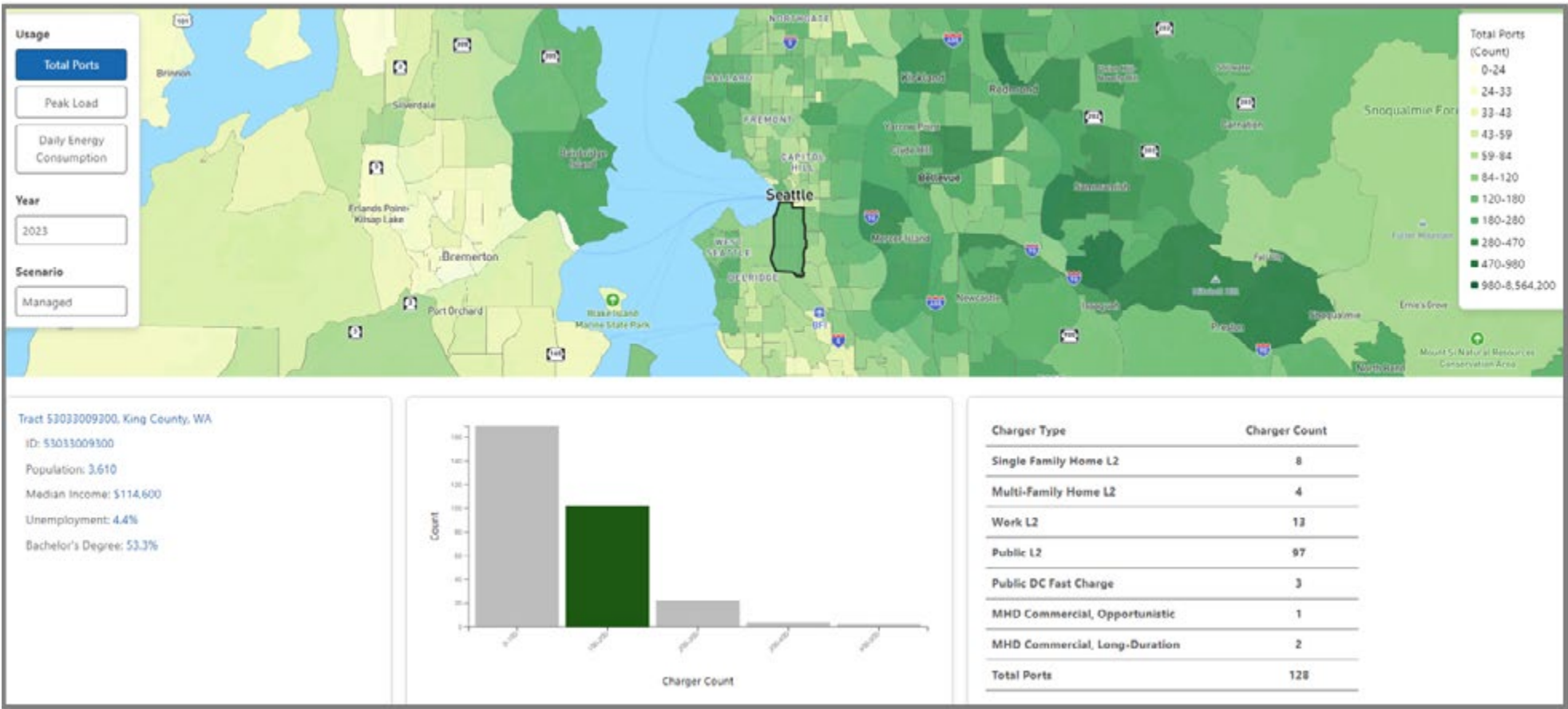
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“FedEx was instrumental in establishing the YCNCC, recognizing that Yale’s world-class scientific research would help power and equip innovators to develop, test, and grow the vital solutions needed to remove carbon from the atmosphere. Mati’s recognition by XPRIZE provides further evidence that enhanced weathering is a promising technology that could deliver for both planet and communities at scale.

Karen Ellis

Chief Sustainability Officer and VP of Environmental Affairs, FedEx Corporation

Climate tech is driving a sustainable future



Sample of the RMI GridUp tool's capabilities to determine current and future energy demand from electric vehicles in Seattle, Washington, U.S.

FedEx is helping power the future of zero-tailpipe emission transportation through funding two complementary initiatives: RMI's GridUp data platform and the Pembina Institute's Grid Readiness Project. These investments address a critical barrier to fleet electrification—insufficient charging infrastructure for medium and heavy-duty commercial vehicles.

GridUp forecasts when and where energy demands will materialize as vehicles electrify, providing insights at the neighborhood level in markets across the U.S. Using a similar approach, the Grid Readiness Project maps optimal charging locations and predicts energy demands for utility providers in the Greater Toronto and Hamilton Area of Canada.

Given that medium- and heavy-duty vehicles are responsible for 23% of transportation related emissions in the U.S. alone, the environmental impact of this work is significant; electrifying all commercial vans and medium-duty trucks across North America would eliminate over 50 million tons of greenhouse gas emissions annually, while also improving local air quality substantially. For example, FedEx has deployed 50 all-electric delivery vehicles in Canada as part of a global fleet of over 1,000 low-emission, zero-tailpipe emission vehicles.

Supporting climate tech entrepreneurs

FedEx supports RMI's Third Derivative (D3) to guide and support climate tech entrepreneurs who are bringing breakthrough new ideas to the market and accelerating progress toward a clean energy future.

268
climate tech startups supported

\$2.5B
in investments secured from venture capital

78%
startups are U.S.-based; 22% are based outside the U.S.

Circular supply chain

Urban mining in the circular economy

FedEx and Pyxera Global helped launch the Circular Supply Chain Coalition (CSCC) in May 2024. The CSCC aims to secure critical minerals and materials with commoditized value for technology hardware by "urban mining" discarded consumer electronics rather than relying on traditional extraction methods. This can help reduce supply chain risk and mitigate exposure to geopolitical instability by localizing raw material sourcing when possible.

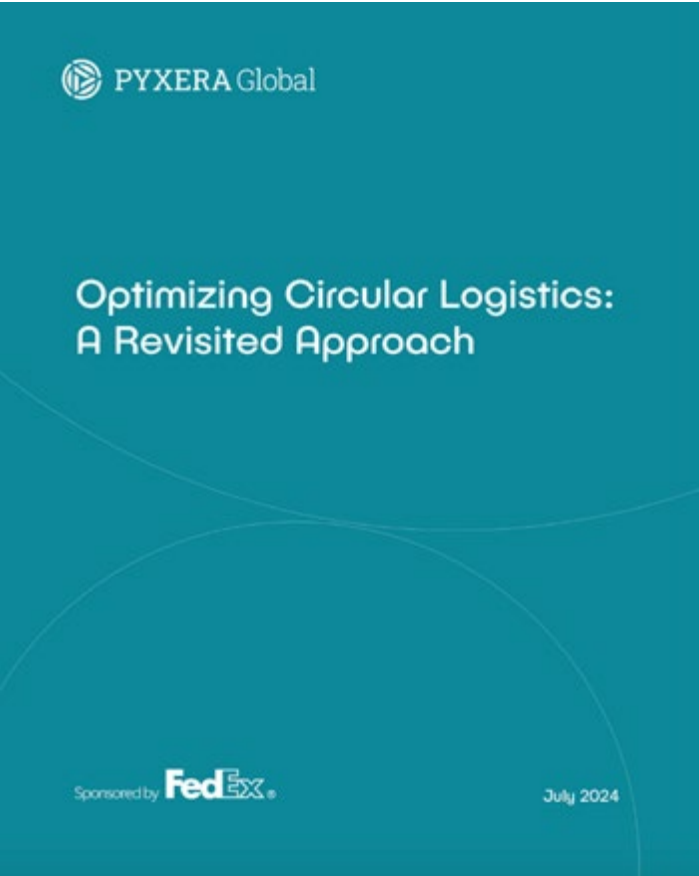
The coalition addresses a critical challenge: while global demand for rare earth elements could quadruple by 2040, the United States currently imports 80% of these materials. By tapping into the approximately 46 pounds of e-waste generated annually per American, the CSCC aims to create a sustainable alternative supply chain while simultaneously reducing environmental impact.

The coalition's work gained momentum through a Clinton Global Initiative (CGI) Commitment to Action announced in September 2024 which will help take its work beyond recycling to creating local economic opportunities. The coalition plans to establish remanufacturing hubs throughout North America, helping onshore jobs, create economic opportunities in local communities, and mitigate greenhouse gas emissions.

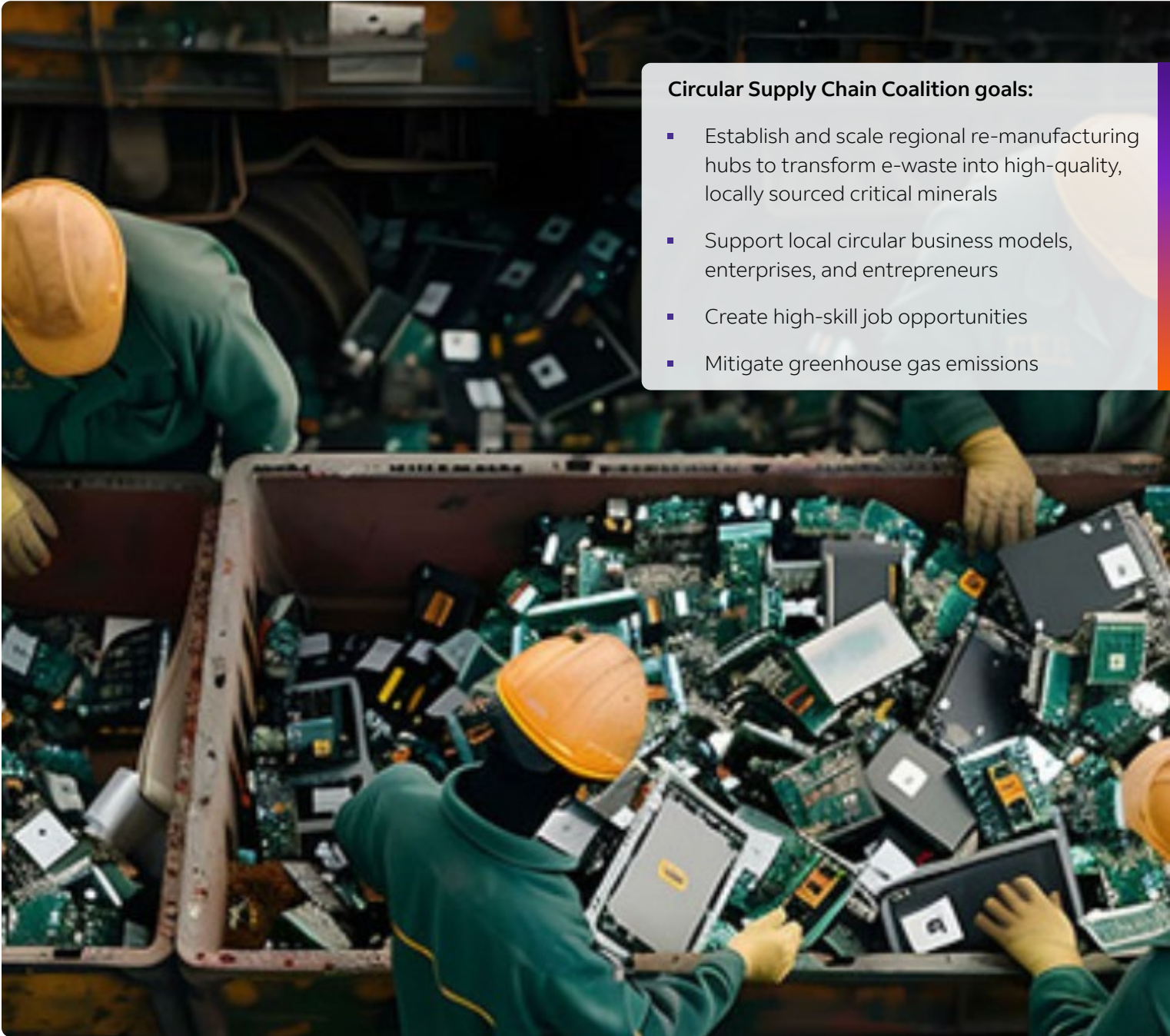


FedEx circular logistics innovation

Pyxera Global's "Optimizing Circular Logistics" report, based on their FedEx e-waste pilot, shows how logistics companies can play a key role in helping advance the circular economy. The research identifies three key roles: creating convenient collection systems for consumers and businesses, establishing innovation hubs in U.S. cities for efficient sorting and redistribution of materials, and using data for optimized routes and predictability models.



"Urban mining" for discarded consumer electronics can create economic and environmental value



Circular Supply Chain Coalition goals:

- Establish and scale regional re-manufacturing hubs to transform e-waste into high-quality, locally sourced critical minerals
- Support local circular business models, enterprises, and entrepreneurs
- Create high-skill job opportunities
- Mitigate greenhouse gas emissions



Thank you
FedEx cares