

# 2022

## FedEx Cares Report

FedEx®





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## About this report

At FedEx Cares, we are committed to building connections between people and opportunities. Our Citizenship Report features our community engagement program throughout calendar year 2022. We are delighted to highlight our progress in the key areas of Delivering for Good, Global Entrepreneurship, and Sustainable Logistics, along with our organization-wide endeavors in Diversity, Equity, and Inclusion, and Employee Engagement. Additionally, we showcase the significant achievements made through our 50 by 50 initiative.

Our FedEx Cares team members and nonprofit partners inspire us every day with their unwavering commitment to delivering critical services to communities in need across the globe. We are continually inspired by their dedication and passion.

# Welcome to the 2022 FedEx Cares Report



Sincerely,

**Raj Subramaniam**  
President and CEO  
FedEx Corporation

FedEx was founded with one essential purpose – to connect people and possibilities around the world. We view this as not only bringing together businesses and customers, but also uniting humanity to advance hope, opportunity, and change.

In April 2023, we celebrated 50 years of transforming the world and exceeding our FedEx Cares 50 by 50 goal of helping 50 million people by our 50th birthday. The tremendous efforts of our team in 2022 greatly contributed to this goal and demonstrated just how powerful a shared purpose can be.

From supporting communities in crisis to investing in inclusion and economic advancement to accelerating sustainability and service, FedEx is committed to solving global challenges and building a better future.

By **Delivering for Good**, we leverage the power of our network when the world needs us most. From the moment conflict broke out in Ukraine, and hurricanes devastated parts of Florida and Puerto Rico, we mobilized our global fleet to help our mission-critical partners deliver life-saving supplies, medicine, and aid to support humanitarian relief efforts.

To encourage **Global Entrepreneurship** and create economic opportunity, we invested in the next generation of entrepreneurs, launching a new cohort of Student Ambassadors from Historically Black Colleges and Universities and the FedEx Entrepreneur Fund, which supports veterans and business owners with disabilities.

We also advanced **Sustainable Logistics** across our industry, investing one million dollars to accelerate transportation electrification and charging infrastructure in the United States. We supported carbon capture research to spur solutions for climate change, while engaging our team members in conservation efforts to protect our planet.

I am most proud that our team members volunteered countless hours in their communities globally, preparing care packages for our troops, serving warm meals, and distributing coats and shoes to thousands of children.

At FedEx, we believe that we have a responsibility to deliver more than packages – we also deliver good in the world. As we drive what’s next, our purpose will always guide us, our values will ground us, and our people will propel us forward, forging a more connected, hopeful, and vibrant future for all.



Sincerely,

**Adrian Edmonds**  
Director, Global Citizenship  
FedEx Services

When we launched FedEx Cares in 2005, it was a way to unite our various community-focused initiatives under one umbrella. It has become so much more. FedEx Cares is a unifying force for our team members to engage and connect with their communities and with each other. It is a symbol of thoughtful social innovation. Of support for minority and women-owned small businesses. Of standing up for equality and a carbon neutral future.

There would be no FedEx Cares without the nonprofits doing the research, designing the programs, and showing up every day to make the world better. Or without the dedication of their leaders, staff, and volunteers. I’m in awe of the innovation, dedication, resiliency, and passion each of our nonprofit partners brings to the table to tackle some of society’s toughest challenges.

Together in 2022, we transported \$2.3 million in aid to Ukraine and helped feed 1,500 people per day in the aftermath of Hurricane Ian. We invested over \$4 million in small businesses and trained 3,000 entrepreneurs in e-commerce. We invested in new ways to capture carbon and scale electric vehicles. We sent first generation students to college and helped connect women of color to jobs and economic mobility. Our team members volunteered their time and skills to advise nonprofit and city leaders all over the world.

This report tells some of the stories of impact we’ve had over the last year. For more on our work, I invite you to visit [FedExCares.com](https://www.fedex.com/US/commitment/2022-cares-report).





# Celebrating 50 years of connecting people and possibilities



FedEx turned 50 on April 17, 2023. It's hard to believe how much our company

- and the world around us - has changed since we delivered our first packages in 1973. To celebrate, we are acknowledging and honoring the incredible people and organizations that have been integral to our journey. We pledged back in 2019 to help 50 million people around the world by our 50th birthday. We are proud to announce we have exceeded this goal - reaching over 50 million people in those four years alone - adding to the scale of impact we've had over the years.

“ For the last 50 years FedEx has transformed the world by connecting people and possibilities, and we want to celebrate this milestone anniversary by giving back. Exceeding our 50 by 50 goal of supporting 50 million people globally demonstrates the incredible dedication of FedEx team members and our steadfast commitment to deliver more than packages, but also hope, opportunity, and good in the world.

**Raj Subramaniam**

FedEx President and Chief Executive Officer

Our FedEx Cares programs have supported over 900 nonprofit organizations worldwide. Each year, thousands of team members volunteer, donate, and go above and beyond to work alongside community leaders on the front lines of social change.

## Announcing the FedEx Founder's Fund



As part of our 50th birthday celebration, FedEx Cares announced the FedEx Founder's Fund, a new philanthropic investment to honor Frederick W. Smith and his legacy. FedEx is committing \$2M to the fund, which will celebrate two values near and dear to Mr. Smith: service and entrepreneurship.

### The \$2M will benefit the following:

- Nonprofits from around the world selected by FedEx team members in recognition for their outstanding volunteer engagement.
- U.S. veteran entrepreneurs to help their businesses succeed.



### Key links

<a href="#">FedEx Cares</a>	→
<a href="#">50 by 50</a>	→
<a href="#">FedEx Cares 50 by 50 Video</a>	→



# Our Strategy



**FedEx is committed to making a meaningful difference in our communities by promoting positive change.**

Our commitment to a better future is aligned with the United Nations' 2030 Sustainable Development Goals.



## Delivering for Good

We provide logistics expertise, transportation capabilities, and global networks to support nonprofits with mission-critical needs during times of disaster. In 2022 we moved nearly 50,000 charitable shipments, supporting humanitarian relief efforts and lending our resources to nonprofits for large or complex shipments.



## Sustainable Logistics

As part of our effort to achieve carbon neutral global operations by 2040, we invest in sustainable transportation in cities, support research and technology to scale climate solutions, and promote conservation in local communities. Our focus is on lasting and transformative solutions that benefit not only our own business but also the transportation sector as a whole.



## Global Entrepreneurship

We are committed to supporting women and minority entrepreneurs worldwide. We believe that everyone deserves equal opportunities to succeed, and our goal is to provide access to capital, training, mentoring, and networking opportunities to help entrepreneurs from all backgrounds bridge the gap, compete in the marketplace, and create new jobs and wealth for themselves and their communities.



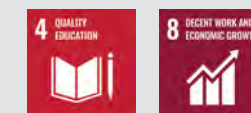
## Employee Engagement

Community service is an essential part of our culture, and we are committed to volunteering our time and expertise to support charitable investments and community needs. Whether we're packing Purple Totes, delivering winter coats, or lending a hand when our community needs it most, our efforts enhance our ties with local communities and bring our company's Global Citizenship to life.



## Diversity, Equity, and Inclusion

FedEx is dedicated to promoting equity by empowering diverse voices and creating opportunities for people to thrive in leadership, education, and employment. This commitment is reflected in our collaboration with nonprofits to expand opportunities for underrepresented groups. We believe that every individual should have the chance to dream big and achieve their full potential.





# Delivering For Good

Delivering for Good means making connections. Between survivors of natural disasters and food, water, and shelter. Between overflowing hospitals and mobile medical units staffed with doctors. Between a local museum and their next eye-opening exhibit. In 2022, FedEx lent our trucks, planes, and people to move 48,585 charitable shipments that weighed in total 4,350,102 lbs on behalf of nonprofit organizations around the world. Organizations from the American Red Cross and Direct Relief to the Memphis Botanical Garden and Save the Chimps rely on us to swiftly and safely move precious cargo that saves lives and helps communities flourish.

## Our Strategy



### 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

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Humanitarian Relief



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Special Shipments





# Humanitarian Relief

## Providing essential supplies in the aftermath of Hurricane Ian

Hurricane Ian was one of the most powerful storms ever to hit the U.S. In response, FedEx quickly mobilized relief efforts through our longstanding relationships with the American Red Cross, ASPCA, Direct Relief, Heart to Heart International, International Medical Corps, The Salvation Army, Team Rubicon, and World Central Kitchen. We worked with experts on the ground to assess needs and coordinate delivery of medicine, shelter, hygiene kits, food, and water. Included were 20,400 Meals Ready to Eat (MREs) from the reserves FedEx has stationed across the country, which we donated to the American Red Cross. We also helped International Medical Corps deploy a mobile medical unit to provide wound care, prescription refills, flu shots, and general health consultations to the thousands of residents left without access to healthcare.

“Our collaboration with FedEx has helped us, time and time again, deliver on our mission of saving lives and relieving the suffering of people affected by war, disease, and disaster. We could not be more grateful.”

**Rebecca Milner**  
Chief Advancement Officer  
for International Medical Corps



## Acting fast to help Puerto Rico after Hurricane Fiona

A record 712,000 Puerto Rico households were impacted when Hurricane Fiona struck Puerto Rico. We acted quickly to collaborate with nonprofits on the ground, delivering life-saving supplies and critical assistance to those in need.

**12** PALLETS

 **International Medical Corps** We helped the International Medical Corps by transporting and storing 12 pallets with essential household supplies, hygiene kits, and medical equipment for distribution to affected healthcare facilities.

**500** PEOPLE

 **Direct Relief** We supported Direct Relief to deliver Emergency Medical Backpacks. Each one can serve as many as 500 people in need.

**2,000** PEOPLE

 **Heart to Heart International** We assisted Heart to Heart International in the delivery of 4 pallets of hygiene kits to serve 2,000 people.

**4,500** DAMAGE ASSESSMENTS

 **American Red Cross** FedEx is a founding sponsor of the American Red Cross Annual Disaster Giving Program. After Hurricane Fiona, they completed 4,500 damage assessments.

**45** PALLETS

 **World Central Kitchen** World Central Kitchen sent 45 pallets with 20,000 meal kits, LuminAid lights, generators, insulated food carriers, food containers, and cutlery to Miami to stage for distribution.



## Recognition for our longstanding commitment to the Salvation Army

Commissioner Kenneth Hodder, National Commander of The Salvation Army U.S.A. presented FedEx Executive Chairman Frederick W. Smith and FedEx President and CEO Raj Subramaniam with their most prestigious honor, the Evangeline Booth Award. The award is in recognition of our team’s dedication, longstanding commitment, and community focus in being instrumental in expanding The Salvation Army’s ability to aid individuals and families in need around the world.

“We are in business to serve, in many ways. So, we’re proud to be able to accept this award.”

- Raj Subramaniam, FedEx President and CEO







## Helping Ukrainian refugees and displaced families as the conflict continues

Over a year of war in Ukraine has caused massive destruction to cities, homes, families, and infrastructure including businesses, grocery stores, restaurants, and healthcare centers. Nearly 8 million refugees from Ukraine have been recorded across Europe and over 6 million more are internally displaced and lack access to basic needs. Through FedEx Cares Delivering for Good, we have connected survivors to \$2.3 million in humanitarian aid including medicine and medical supplies, personal protective equipment (PPE), feminine hygiene products, laptops and mobile phones, water purification systems, and an entire field hospital. To support refugees, 270 FedEx team members from the U.K., France, and the Netherlands packed 2,400 food boxes on behalf of Rise Against Hunger. Each box contained a two-week supply of shelf-stable food.

“It was great to be part of the FedEx Cares kitting event at HQ. One of our core values is we ‘take care of each other’. It was amazing to see this in action by witnessing team members coming together to help people in need

Delphine Sloomaker  
MD Health & Safety, FedEx Netherlands

**Coming together to donate, pack, ship, and deliver for the Ukrainian people:**

**\$2.3 million**

Donated more than \$2.3 million in humanitarian aid since the war began.

**247 pallets**

Shipped 247 pallets containing over 300,000 items of personal protective equipment (PPE) including medical clothing, protective masks, gloves, and disinfectants to Ukrainian hospitals.

**52 tons**

Delivered 52 tons of critical medical aid to Ukrainian refugees in Poland.

**400K courses**

Shipped over 400,000 courses of much-needed medicine and medical supplies to Poland.

**2.3 million**

Shipped more than 2.3 million relief items including hygiene kits, baby care kits, and water filters to help Ukrainian women and children.

**3 truckloads**

3 full truckloads of generators were delivered to hospitals and refugee camps.

**270 teams**

270 team members packed 2,400 boxes of shelf-stable food for Ukrainian refugees in Poland, Moldova, and Romania.

**10K gallons**

Shipped 2 Living Water Treatment Systems, providing 10,000 gallons of safe, clean water every day, to Poland and Romania.



## Special Shipments



### Finding a new home for seven chimpanzees



In 2019, the Wildlife Waystation animal refuge closed - leaving a group of seven chimpanzees, coined "the Sunrise Seven," in need of a new home. Finding accredited sanctuaries

that could accommodate all seven was a difficult task, but the nonprofit Save the Chimps was up for the challenge. Save the Chimps contacted FedEx to relocate the chimpanzees from California to Florida. Now, The Sunrise Seven will spend the rest of their lives receiving exceptional care in one of the world's largest natural environment sanctuaries. Learn more about the Sunrise Seven from their Save the Chimps biographies [savethechimps.org/the-sunrise-seven](https://savethechimps.org/the-sunrise-seven).

“ We salute FedEx and Pero Family Farms for their help in this emergency rescue. These magnificent chimpanzees, our closest relatives in the animal world, deserve to live in a safe place where they can thrive.

Ana Paula Tavares  
CEO, Save the Chimps



### Equipping eye care teams in Vietnam

For more than 40 years, FedEx has supported the global eye care nonprofit Orbis in its mission to end avoidable blindness. In 2022, we assisted in a 10-week virtual Flying Eye Hospital project that taught eye care professionals in Vietnam how to treat glaucoma, the country's leading cause of blindness and vision loss. FedEx donated the MD-10 aircraft that serves as the Orbis Flying Eye Hospital, and our pilots volunteered their time to fly the plane to Vietnam.



### Bringing the Memphis Botanic Garden's unique outdoor exhibit to life

When the Memphis Botanic Garden needed help transporting 33 tons of fine art sculptures made from live plants for their new Alice's Adventures exhibit, they called FedEx. We donated three temperature-controlled Custom Critical trucks and lent the expertise of our team to keep the sculptures healthy and secure on their journey from Atlanta to Memphis. The exhibit was open from May - December 2022 and welcomed over 100,000 visitors.



Winner of the 2022  
Engage for Good Gold  
Halo Award

FedEx was proud to receive the 2022 Gold Halo Award for Best Activism/Advocacy Initiative. Together with the American Red Cross, we created a program to attract more blood donors for sickle cell patients. We provided a cash grant, produced a video, and lent our vehicles and cold chain capabilities to transport blood donations. The initiative led to over 45,000 sickle cell-compatible blood donations and screening for over 56,000 self-identified African American blood donors in the first year.



# Sustainable Logistics

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Reaching our FedEx enterprise goal to achieve [carbon neutral global operations by 2040](#) will take innovation and collective action. To advance our shared journey toward a more sustainable future, FedEx invests in sustainable transportation in cities, helps scale climate solutions by accelerating research and technology, and inspires conservation in our local communities.

Support for the environment is nothing new at FedEx: since 2005 we've invested \$48 million in over 125 nonprofits and have impacted 25 million people's lives. From expanding bus rapid transit in Brazil to financing electric vehicles in India, we are investing in lasting and transformative solutions not only for our own businesses but for our entire industry and the transportation sector.

## Our Strategy



### 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.







## Sustainable Cities

### Improving quality, reliability, and safety in the Brazilian bus systems



In preparation for the 2014 World Cup and 2016 Olympics, and amidst rapid population growth, Brazil invested in a Bus Rapid Transit (BRT). BRT is fast and efficient, but its rapid growth led to disparate models with little time for learning and sharing experiences among them. To create a more organized network, several Brazilian cities turned to the [World Resources Institute \(WRI\)](#) and FedEx. For the past 10 years, we've infused the same principles that keep our FedEx transportation network running smoothly into bus systems in Brazil. Our unique Quality Driven Management (QDM) approach has led to improved quality of the customer experience, operational and safety improvements, identification of best practices, and an ongoing platform for knowledge sharing and professional development. Our Fellowship program trains WRI staff on QDM and Fellows bring this knowledge to bus systems across the country. Today, this work supports 30 Brazilian bus transit agencies and private operations and drives environmental, social and economic impact.

“ The collaboration with FedEx over the past ten years has continued to deliver value for WRI and the bus transit agencies and private operations we support. We greatly appreciate the company's willingness to share their resources and best practices to improve transportation in our most congested cities. In the end, less people in cars results in less cars on the road, reducing the amount of time commuters (and delivery drivers) must waste in traffic.

**Cristina Albuquerque**  
Urban Mobility Director for WRI

### Sparking cleaner, greener, and smarter mobility



The Sustainable Cities Climate Impact Challenge launched in 2022 to identify innovative projects that decarbonize transport and promote electric mobility throughout Europe. FedEx teamed up with EIT [Climate-KIC](#) to select community-based projects that could most benefit from \$50,000 - \$75,000 (USD) grants to implement local transport decarbonization initiatives.

Selected for their innovative approaches, strong city government integration, and scalability, the winning projects from Hackney (UK), Espoo (Finland), Olot (Spain), and Karasu (Turkey) each present unique approaches to accelerate the transition towards active, shared, and electric mobility. The projects focus particularly on cycling, with initiatives such as expanding cargo bike usage, increasing cycling uptake, installing secure cycling storage, and creating safe travel corridors.

“ Adopting ambitious mobility measures locally can have significant health and economic benefits, which can help make the case for regional, national, and EU-wide action. These pilot projects, supported with charitable funding from FedEx, will hopefully demonstrate how engaged communities can pave the way towards change.

**Thomas Osdoba**  
Director of Net Zero Cities and  
Senior Advisor on Cities for EIT Climate-KIC





# Climate Solutions

## Accelerating climate innovation with an inclusive approach



Bringing new climate tech innovations to market can be complex and expensive. [Third Derivative \(D3\)](#), an RMI program, and supported by FedEx, accelerates climate tech startups with breakthrough ideas through a unique, climate tech accelerator program. Entrepreneurs who participate in RMI cohorts access expertise and capital that helps them go to market faster and poised for growth. D3 has a particular focus on underrepresented and diverse startup founders who have solutions for underserved markets, particularly those in communities that are most vulnerable to the effects of climate change.

## Third Derivative Program Impact

**125**  
startups

Six cohorts totaling 125 startups across all emission categories

**48%**  
BIPOC

48% of the founders are BIPOC and 33% are women

**33%**  
female founders

33% of startups have at least one female founder

**39%**  
non-U.S.

39% of startups are non-U.S.

**\$850**  
million

Generated over \$850 million of investment from clean tech financing

**\$667**  
million

\$667M investments made by venture capital partners post D3 acceptance

(includes D3 investor partners and other investors)





## Meet some of our trailblazing D3 startups



### TekUncorked - India →



Millions of people in India go without consistent access to power. Meenakshi Vashist founded TekUncorked with a vision to provide reliable, outage-free power for all - including people in India's most rural areas. By creating infrastructure and real-time monitoring devices, TekUncorked can identify real-time grid losses. India generates almost 1.6 trillion units of electricity, but nearly 30% never reaches the consumer. Using their technology, TekUncorked estimates an additional 200 million homes could have electricity without any new power creation.



### ATEC Global - Australia →



Nearly half of the world's population, 4 billion people, still cook with biomass (e.g., wood, charcoal) - generating 1.2 gigatons of annual emissions, as much as the entire airline industry. Via carbon credits, ATEC Global provides electric stoves to families all over the world, reducing the adverse health impacts that disproportionately affect mothers and children while significantly reducing carbon emissions.



### Vesta - North America →



**VESTA** By applying the mineral olivine as sand to eroding coastal systems, Vesta is harnessing the power of the ocean to enhance the Earth's natural rock weathering process through their nature-based climate solution Coastal Carbon Capture. This solution can permanently capture CO2 from the atmosphere, protect vulnerable coastal communities, and reduce ocean acidity detrimental to marine ecosystems. Founded by an expert team of scientists, engineers, and entrepreneurs, Vesta's goal is to scale Coastal Carbon Capture to permanently remove one gigaton of carbon annually while supporting coastal communities and ecosystems around the world.

## Preparing for an all-electric future.



To reach our ambition for carbon neutral global operations by 2040, FedEx needs to make the jump from gas-powered to zero emissions for all 200,000+ vehicles in our fleet. This means we need a widespread and reliable vehicle charging infrastructure in all the places we deliver. FedEx invested in the [RMI](#) electric mobility data science project, Grid Up, to help accelerate the creation and deployment of this infrastructure. Grid Up provides real-world data to help fleet managers, charging providers, policymakers, utilities, and regulators determine when and where all types of vehicles will need to charge. FedEx also supports RMI's electrification equity work - making sure people of all income levels can participate in the electrification transition.



# Conservation



## Rewilding natural forest in Scotland



Rewilding is a conservation strategy where trees naturally regenerate in a specific ecosystem, making them better suited to survive for the long term and therefore have improved ability to capture carbon from the atmosphere. For the past three years, FedEx has provided support\* to [Rewilding Europe](#), a nonprofit creating a nature recovery area in Scotland's Affric Highlands. Our support helped create partnerships between conservationists and private landowners to balance farming and environmental needs and funded the development of new finance mechanisms for rewilding across Europe. This active step against the climate emergency is helping create a rich and diverse habitat for wildlife and people alike - for generations to come.

“When corporate partners like FedEx speak to the value of rewilding – for carbon capture and biodiversity impact – it helps landowners unlock the potential of their land and the benefits of restoring nature at the landscape scale.”

**Frans Schepers**  
Executive Director at Rewilding Europe

\* Donation was made by CAF America on behalf of United Way Worldwide donor, FedEx

## Cleaning up waterways and beaches “down under”



190 employees and their families from FedEx Express Australia and FedEx Express New Zealand worked with Conservation Volunteers Australia to remove 209kg of litter from waterways, plant 8,500 seedlings, and free 1,500 trees from strangling weeds across ANZ. In total, volunteers dedicated 660 hours in cities including Sydney, Melbourne, Brisbane, Adelaide and Auckland.

“FedEx is creating possibilities not only for our customers but for those in our communities. Our team members are passionate about making a positive impact and contributing to societal needs. Sustainability is a common social concern and our volunteers have been actively engaged in efforts at the grassroots level to protect our environment.”

**Peter Langley**  
Vice President, FedEx Express Australasia



## Boosting “tree equity scores” across the U.S.



Communities of color and low-income communities in the U.S. have 33% less tree canopy compared to wealthier, predominantly white communities. Less tree canopy leads to higher temperatures, more polluted air, and greater health risks. Alongside nonprofit One Tree Planted and their Urban Forestry Action Fund, FedEx supported 25 urban forestry projects aimed at communities with particularly low tree canopies, including in our world headquarters, Memphis, Tennessee. Our team members worked with local organizations to plant over 100 new trees in Memphis and will support the planting of 2,500 new trees in total across the U.S.

“FedEx is proud to help One Tree Planted launch their Tree Equity Fund, supporting our goal to help 50 million people by our 50th anniversary. Our event in Memphis will launch the planting of over 2,500 trees in underserved neighborhoods across 27 different communities, ensuring the health and environmental benefits provided by trees are shared by all.”

**Rose Jackson Flenorl**  
Manager of Global Citizenship at FedEx



# Global Entrepreneurship

We believe that race and gender should never be a barrier to opportunity. But too often, people of color, women, people with disabilities, and veterans looking to start or grow a business face disproportionate obstacles to success. Our goal, through our work in Global Entrepreneurship, is to equip entrepreneurs from all backgrounds with the knowledge, tools, and capital they need to bridge the gap. With our support, these entrepreneurs could more effectively compete in the global marketplace, build a customer base, generate new jobs, and create a better living for themselves and their communities. In 2022, these incredible individuals created new products, built new facilities, launched e-commerce websites, and dreamed big ideas - and they are just getting started

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## Our Strategy



### Access to Capital:

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



### Training:

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



### Mentoring + Networking:

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





# Access to Capital



## Helping veterans and entrepreneurs with disabilities take their business to the next level

FedEx created the FedEx Entrepreneur Fund in collaboration with Hello Alice and the Global Entrepreneurship Network (GEN) to award \$10,000 each to 30 chosen small businesses owned by veterans and entrepreneurs with disabilities. In addition to the cash award, winning businesses receive free access to tools and resources, events, and networking opportunities.

“ We are proud to work with FedEx and GEN to support these small businesses. 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

## FedEx Entrepreneur Fund Applicant Breakdown:

57% military

57% were military-connected businesses

40% people with disabilities

40% were entrepreneurs with disabilities

62% women

62% were woman-owned

65% Black owned

65% of applicants were Black-owned small businesses



## Business Owner Spotlight

### AdaptAbilities offers independence through innovation



ADAPTABILITIES

FedEx Entrepreneur Fund grant recipient and Founder of AdaptAbilities, Hannah Heimbaugh, is a speech-language pathologist and assistive technology specialist living with ADHD, anxiety, and depression. After personally experiencing an accessibility gap in the toy industry, Hannah founded AdaptAbilities to create switch-adapted toys and gadgets for all age groups at accessible prices. Hannah aims to enable “independence through innovation” and provide everyone with special needs with the accessibility they deserve.



# Training

## Helping women and entrepreneurs of color launch with e-commerce

**ACCION OPPORTUNITY FUND** E-commerce sales increased nearly 8% from 2021 to 2022 - part of an ongoing trend showing e-commerce becoming a larger part of overall retail sales. For small businesses, transitioning to e-commerce can be a challenge - especially for women and entrepreneurs of color. Banks more frequently decline these groups for loans, and their businesses tend to be more resource-constrained. The FedEx E-Commerce Learning Lab tackles this problem head-on. The Learning Lab helps women entrepreneurs and entrepreneurs of color sell online and scale their e-commerce through hands-on learning. Powered by nonprofit small business expert [Accion Opportunity Fund](#) and e-commerce consultancy 37 Oaks, this five-month program provides immersive e-commerce workshops, coaching from industry experts, networking, sales fulfillment support, and a \$5,000 grant to support e-commerce growth plans.

The FedEx E-Commerce Learning Lab provided e-commerce expertise to nearly 3,000 people between June 2021 and May 2022:

**2,222** interactive course users    **579** total Master E-Commerce views    **143** beginner participants

**88%** of participants felt confident in operating and/or scaling an e-commerce business after completing the program

**93%** of participants building new relationships with fellow entrepreneurs based on their involvement in the program

**99%** said the courses met their expectations

**95%** said they would recommend these courses to others



## Business Owner Spotlight

### Serving the community, one cup at a time



[Back of the Yards Coffee](#) is a Chicago-based, Latinx- and woman-owned coffee roaster founded in 2016 by Mayra Hernandez and Jesse Iniguez. Before Back of the Yards, some South Side residents had never entered a coffee shop, according to Jesse and Mayra. What started as selling cold brew at farmers markets led to a business plan and eventually a brick and mortar shop that donates a portion of all sales back to neighborhood programs. The FedEx E-Commerce Learning Lab helped Back of the Yards take their business online, where it continues to grow.



\* Back of the Yards Coffee is also a 2018 FedEx Small Business Grant Contest Bronze Prize Winner.



## Business Owner Spotlight

### “Crackerjacks of social consciousness” provides opportunities to hard-to-serve populations in Memphis

[Mickey's Popcorn](#) is a female, minority, and family-owned small business that creates gourmet, small-batch popcorn for the greater good. Mickey's Popcorn hires under-resourced youth and domestic violence survivors for short-term job placements. Workers get hands-on career coaching to build skills and confidence, and their paychecks help them get back on their feet at the same time. Through the

FedEx E-Commerce Learning Lab, Mickey's Popcorn obtained their first commercial property, filed for a Tennessee manufacturing license, and secured their first licensing agreement, all important steps leading to more growth and lives changed. They are poised for both e-commerce and retail growth thanks, in part, to the FedEx E-Commerce Learning Lab.



## Mentoring + Networking



### Creating an all-female business accelerator

2022 marked our fifth year supporting Babson College to help female entrepreneurs take their businesses to the next level. Since we began work on Women Innovating Now (WIN) Growth Lab, WIN Global, and Black Women's Entrepreneurship Leadership (BWEL) programs, participating businesses have raised millions in new capital; won numerous pitch competitions, local, and national honors; one has been named an Obama Fellow; another grew revenue 34x in two years; and yet another was featured in Black Enterprise magazine...and that's not all. Each program addresses the challenges unique to women and Black women founders and provides tools to scale and connect to peers. Participants set goals and track progress during monthly mastermind sessions, receive expert and peer guidance, and have access to a community of like-minded individuals.

## Business Owner Spotlight

### Fashion to inspire people living with chronic illnesses

Keisha Greaves founded [Girls Chronically Rock](#) after being diagnosed with Muscular Dystrophy. Keisha's vision is to inspire others with chronic illnesses to believe in themselves and not let their disability define them. The clothing brand inspires and motivates others within the disability community. Keisha plans to expand her business by creating an adaptive clothing line to support those who face difficulties in dressing themselves.

“It's unique --- you don't hear about a lot of accelerator programs especially designed for Black women. I love it when we break into groups and share problems and solutions. I'm learning about the importance of marketing and sharing my story, and financial literacy, and I've been paired with a fantastic mentor.

**Keisha Greaves**  
BWEL, Cohort 3





# Global Employee Engagement

Our team members help bring FedEx Global Citizenship to life. By volunteering their time and talents, employees across the globe enhance our impact beyond what dollars can do alone. We pack Purple Totes, deliver warm winter coats, drive trucks, fly planes, staff civil rights museum events, and advise on public transport routing in the world's busiest cities. Service is a fundamental aspect of our culture and we are proud of the thousands of employees who took the time to lend a hand to their community in 2022.

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# Food Security



## Providing food security for vulnerable populations

The U.S. Department of Agriculture reported over 33 million people in the U.S. lived in food-insecure households in 2021. We support nonprofits combating food insecurity across the country through charitable grants and FedEx team member volunteering. Here we highlight our work in three major markets.



## Colorado Springs



Project Angel Heart Colorado Springs provides medically tailored meals to

individuals with severe illnesses such as cancer, heart failure, and HIV/AIDS. The organization aims to deliver comfort and support through high-quality nutrition services and advocates for the principles of “Food is Medicine.”

## Atlanta



The Jesse Hill Market in Atlanta partners with the Grady Health System and other community-based

organizations to connect the community with fresh and affordable healthy food. FedEx team members volunteer to support the Food as Medicine Fresh Food Cart events held at Grady Health Systems’ neighborhood healthcare centers throughout the city.

## South Florida



Meals on Wheels South Florida provides hunger

relief services, including home meal delivery of 1.2 million meals annually and grocery shopping assistance, to more than 10,000 seniors in South Florida experiencing food insecurity and isolation. Along with charitable grants, FedEx team members volunteer to prepare, serve, and deliver meals to homebound seniors.

# Celebrating Giving Tuesday

In 2022, more than 600 heartfelt nominations were submitted by FedEx team members across the U.S. for the Giving Tuesday Grant Contest. The top three winners, as voted on by team members, are making inspirational impacts in their communities.



**1st Place: Puppies Behind Bars** received \$25,000 to continue training incarcerated individuals to raise service dogs for wounded war veterans and first responders, facility dogs for police departments, and explosive-detection canines for law enforcement.



**2nd Place: House of Bread**, a nonprofit in Ohio, received \$15,000 to support its work serving hot and nutritious lunchtime meals every day of the year. They also serve as a bridge to helpful community resources for families in need.



**3rd Place: Foster Love Project** was awarded \$10,000 to further its mission of showing love in action to children impacted by foster and kinship care through the provision of goods, services, and support. Their largest program is a free Shopping Center for foster youth.





## Volunteering inspires our next generation of talent



In 2022, we extended volunteer opportunities to the next generation of hopeful FedEx talent: our interns. In the Memphis area, interns worked on assembling 450 hygiene kits for International Medical Corps to be distributed during disaster or humanitarian relief efforts. Across the US, interns joined a virtual sign-language class and recorded messages of positivity for the deaf community. Whether participating in-person or virtually, 150 interns came together for one common goal: to serve our communities.



## Sending holiday care packages to U.S. military service members



To support our troops overseas during the holidays, a team of over 220 FedEx volunteers worked with the USO to assemble 19,240 care packages in under two hours - a record-breaking effort for our team! FedEx has been supporting the USO for over 20 years, providing volunteer efforts, and financial and transportation contributions.

“What we are doing back here today is to support them. We appreciate what they are doing. They are putting themselves in harm’s way so we can have the opportunity to do what we do every day.”

**Brock Carlson**  
FedEx Logistics Manager and former Marine



## Delivering more than warm coats



To a child in need, a warm coat or new pair of sneakers can lead to better school attendance, higher confidence, and new hope. Since 2016, FedEx has supported Operation Warm to deliver new winter coats and athletic-style shoes to over 1.5 million children across North America. In 2022, we expanded to shoe deliveries to support children living in warm weather markets and added a coat delivery in Santiago, Chile. We held 60 events and shipped 18,000 and 6,300 shoes to schools across North America.



## Team members volunteer in beach clean-ups across AMEA

An estimated 81% of ocean plastics come from rivers in Asia. To slow the flow of these plastics to the ocean, FedEx teams in the Asia Pacific, Middle East, and Africa (AMEA) conduct beach clean-ups. These events are critical for protecting marine biodiversity and mitigating climate change.

More than 455 FedEx volunteers and their family members joined in a pan-AMEA beach cleaning initiative that ran for four months, across 21 beaches in Australia, India, Japan, and Singapore. The volunteers put in a total of 870 hours and removed a massive 142,987kg or 315,401 lbs of garbage and plastic waste from the environment.

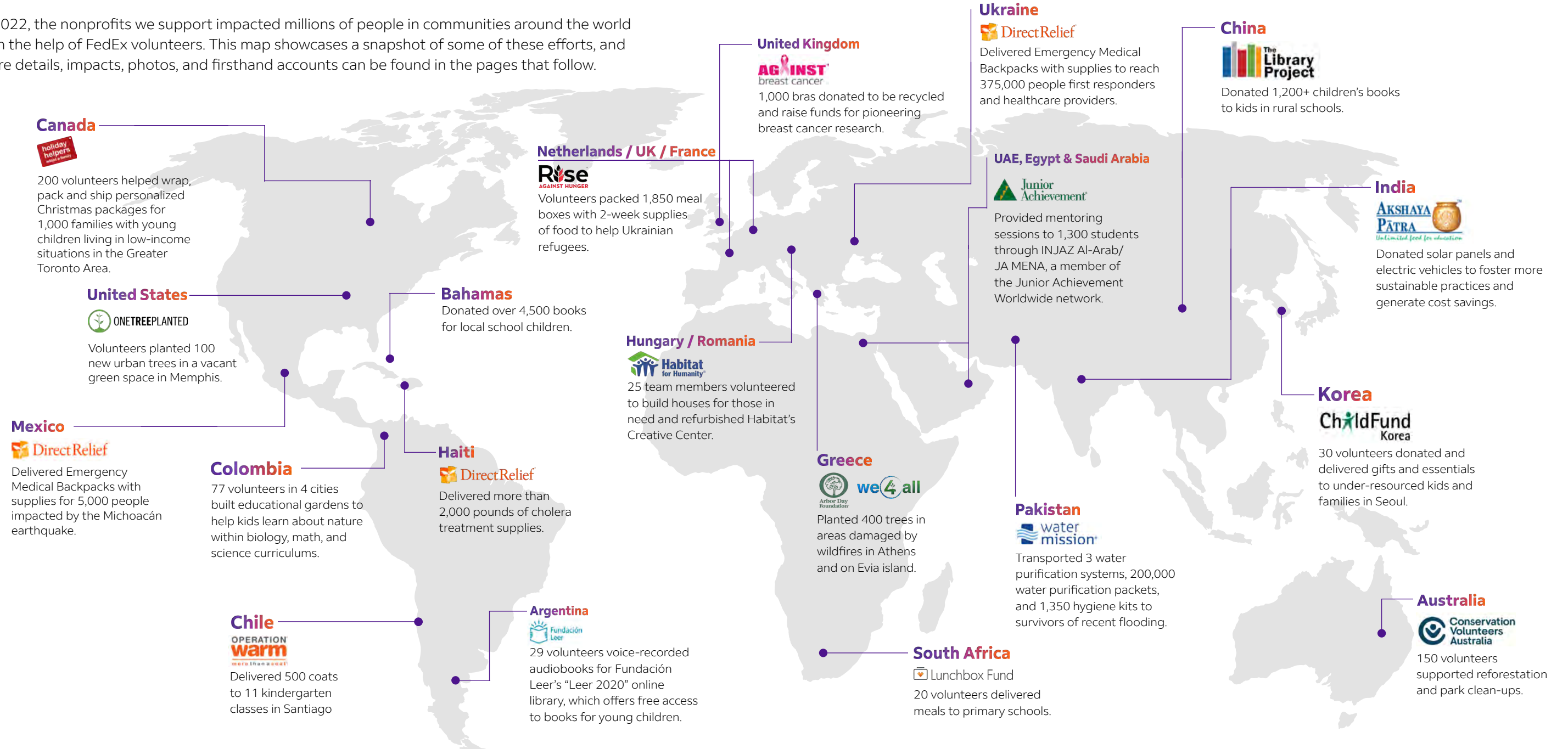
“Building a sustainable future doesn’t happen overnight. It requires a collective behaviour change. At FedEx, we are not only working hard to achieve our organizational goal of carbon neutral global operations by 2040 but are also actively building meaningful programs to get our employees involved in solving some of the most pressing environmental issues in our society.”

**Kawal Preet**  
President of AMEA region at FedEx Express



# Volunteering around the globe

In 2022, the nonprofits we support impacted millions of people in communities around the world with the help of FedEx volunteers. This map showcases a snapshot of some of these efforts, and more details, impacts, photos, and firsthand accounts can be found in the pages that follow.





# Diversity, Equity, and Inclusion

Diversity, Equity, and Inclusion (DEI) continues to be at the core of our FedEx values as we work to lift up diverse voices and provide access to leadership, education, and employment for all. For nearly 50 years we have collaborated with nonprofits to expand opportunities for underrepresented groups. We believe every individual should have the opportunity to dream big and realize what's possible.

## Our Strategy



### Encourage Learning & Leadership:

Supporting equal 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, fighting bias and embracing cultures and history.

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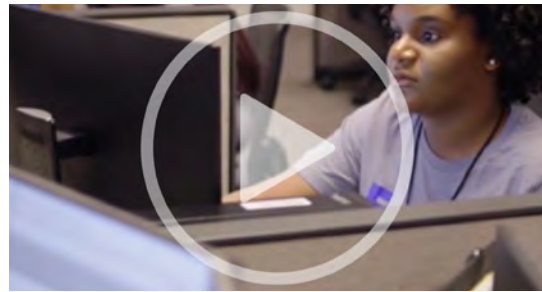




# Learning & Leadership

## Expanding opportunities for HBCU students

We are using our global platform to bring awareness to Historically Black Colleges and Universities (HBCU) and prepare students for the workforce.



## FedEx-HBCU Student Ambassador Program

To help students learn from real-world leaders, we co-created the FedEx-HBCU Student Ambassador Program with eight partner HBCUs. The program demonstrates a continued commitment to help prepare students who attend HBCUs to be future leaders with opportunities to learn about the FedEx enterprise from executives, build leadership and career-ready skills, and participate in unique experiences, while also helping expand the company's pipeline for diverse talent. We celebrated the launch of the Program during the ringing of The Closing Bell® at the New York Stock Exchange on February 1, 2022 - the first day of Black History Month.

“ *These are the unbelievable gifts that go far beyond any dollar amount. These are opportunities to open eyes and change people's perspectives, not just about themselves, but about what is possible for them next.* ”

**Michael Sorrell**  
President, Paul Quinn College



## Promoting HBCUs on the national stage

When Denny Hamlin, driver of the #11 FedEx Toyota, took the checkered flag at Richmond Raceway in April 2022, his car featured HBCU branding and students from the FedEx-HBCU Career Insights Program were there to cheer him on. Career Insights connects students with professionals in their desired career field. Students with an interest in sports got a special glimpse of NASCAR behind the scenes and the chance to meet Denny and his pit crew. The HBCU branding, seen by millions of viewers, helped promote the incredible opportunities these schools can provide.

## Hands-on career development

Hands-on learning and a steady paycheck while in college can help set students up for success. In 2022, Mississippi Valley State University (MVSU) continued hosting the FedEx Logistics satellite office, where students work part-time, gain new workforce-ready skills, and get the chance to interview for full-time employment upon graduation.

“ *We are thrilled FedEx Logistics chose MVSU for its HBCU campus satellite office program. Our students' response to joining the FedEx Logistics team during their matriculation at MVSU has been tremendous.* ”

**Dr. Jerryl Briggs, Sr.**  
President of MVSU

## Supporting big dreams for LGBTQ students



In the LGBTQ community, gender identity, sexual orientation, or lack of familial support are often cited as barriers to higher education. The Point Foundation helps more LGBTQ+ students attend and

excel in college and beyond. FedEx supports a 4-year Point Foundation scholarship which supports students like Nic, who was in high school when George Floyd was murdered, during the rise of the Black Lives Matter movement, and when COVID-19 highlighted the racial and socio-economic disparities surrounding all of us. Nic aspires to be a criminal justice attorney or social justice advocate, and the Point Foundation is supporting him and his fellow scholars with financial aid, mentoring and access to online mental health throughout their college experience.



## Creating opportunities for first generation APIA scholars



The Asian Pacific Islander American (APIA) Scholarship

Fund helps APIA students access higher education and achieve academic, personal, and professional success. Despite the common misconception that APIAs universally excel in higher education and career, many lower income and first generation APIA students face significant barriers to attending college. Two thirds of APIA Scholarship Fund recipients live at or below the poverty line and 76% are first-generation college students. FedEx supports APIA scholars with 10 four-year scholarship awards annually, and funding for the Professional Mentorship and Career Development programs.





## Economic Opportunity

### Helping women achieve economic independence



FedEx believes that when everyone has equal access to opportunity, we are stronger as a business and as a global economy. This is why we support organizations both in the U.S. and globally that provide women with mentorship, leadership development, and entrepreneurial skills to grow their own businesses.

Dress for Success (DFS) is an international nonprofit that empowers women to achieve economic independence by providing professional attire, career development training, and support to find and maintain gainful employment. As a longtime supporter, FedEx helps DFS to provide mentorship opportunities, leadership development, and entrepreneurial development. FedEx also helped co-create and launch the FedEx Career Hub, an online tool to help women access job services such as creating a resume, searching for positions, and preparing for an interview remotely, on their own schedule.

### Surviving and thriving despite barriers to small business success



Small businesses employ 61 million American workers and can have a significant impact on economic mobility especially for underrepresented groups. FedEx has long supported the Initiative for a Competitive Inner City (ICIC) and their Inner City 100 awards, which recognize and celebrate fast-growing businesses in under-resourced communities. Seventy one percent of the businesses ICIC supports are BIPOC owned/led and 65% are women owned/led. In 2022, Inner City 100 winners created over 4,000 jobs and had a 4-year revenue growth rate of 421%. In addition, FedEx

supports the Inner City Capital Connections program, considered a “mini MBA” program for primarily BIPOC and woman business owners, helping them overcome obstacles, hit growth targets, and create good jobs in their local communities.



# Inclusion



## 2022 Freedom Award Honoree Frederick W. Smith



Each year, the [National Civil Rights Museum](#) hosts the Freedom Awards to honor individuals who have made significant contributions to civil rights and served as a symbol of the ongoing fight for human rights. In 2022, our Founder and Executive Chairman Frederick W. Smith was recognized as an honoree for his achievements in building bridges of opportunity for underserved communities. From the beginning, Mr. Smith has understood that to serve a diverse world, the company needs a diverse team with insight into cultures and communities. In fact, FedEx first launched diversity programs in 1973 – a time when many American businesses had not yet begun to focus on diversity and inclusion. Mr. Smith believes putting people first respect for everyone should be an everyday business practice, and that diversity, civil rights, and human rights should remain at the forefront of corporate citizenship.

“ *I believe that business success and social progress can go hand in hand. My hope is that others can see this award as ‘shining a light’ on the role business can play in building a more just society*

**Frederick W. Smith**  
Founder and Executive Chairman



## Promoting justice and inclusion for Asian Americans



[Asian Americans Advancing Justice \(AAJC\)](#) works to advance the civil and human rights for Asian Americans and to build and promote a fair and equitable society for all. FedEx supports AAJC on three important initiatives:

- The Youth Leadership Summit convenes students for leadership development programs that focus on advocacy, communications, and civic engagement around policy issues impacting the Asian American community.
- The Community Partners Network includes 250+ organizations, institutions, and community leaders across 38 states, working together on issues that impact Asian American and Pacific Islander communities, including immigration, voting rights, anti-Asian hate, and policies that advance the civil and human rights of all communities.
- The American Courage Awards is AAJC’s annual event, honoring individuals, groups, and corporations in recognition of their extraordinary courage or commitment to the cause of Asian American and Pacific Islander civil rights.



## FedEx Hispanic Action Network (HAN) promotes employee growth at the annual UnidosUS conference



Our Hispanic/Latino FedEx team members makeup 18% of our workforce. In support of our employees’

continuous growth, the FedEx Hispanic Action Network (HAN) members attended the annual [UnidosUS](#) Conference in San Antonio, TX. The conference included 15 workshops that concentrated on mental health, education, technology, and other topics, along with networking events. HAN members gained valuable insights on navigating change and returned with the knowledge to share with their fellow FedEx team members.



# Headquarters Giving: Memphis, Tennessee

Our headquarters city of Memphis, Tennessee is a city of tremendous opportunity, but growth and prosperity are not reaching everyone equally. We believe that everyone in Memphis should have an equal chance to participate in our city’s education system and workforce to achieve financial stability and mobility. This idea – inclusive economic growth – is essential to our city’s future. Our approach is to fund the ideas and innovations developed by the experts on the ground who deeply understand the obstacles and opportunities facing Memphians.

### Our Strategy



#### Access:

Helping people be prepared to secure and thrive in well-paying jobs in Memphis.



#### Mobility:

Improving the reliability and efficiency of public and private transportation to connect more people to opportunity.



#### Stability:

Helping Memphians meet their basic needs in order to focus their full efforts on preparing for and securing employment.

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Mobility	→
Stability	→





## Access



### Creating financial stability through work



The workforce and poverty statistics in South Memphis paint a troubling picture: 61% of households earn less than \$25,000 per year. 48% of adults are not in the labor force and 52% of all residents live on an income below the poverty line. *Advance Memphis* works to create financial stability through work for South Memphians by training and employing hundreds of adults each year upon graduation from their Work Life classes, which provide a unique opportunity to work, earn, and learn right in their own neighborhood. FedEx supports Advance Memphis to break cycles of unemployment through practices that focus on reconciling relationships and restoring dignity.



### Supporting adult education and workforce development



In Shelby County (home to Memphis), there are more than 120,000 adults without a high school diploma, and the poverty rate is 22.6%. To connect more people to a high school education that could lead to employment and upward mobility, the *Excel Center* and Goodwill Education Initiatives created a tuition-free public high school for adults. The program helps adults earn a state-recognized high school diploma in an accelerated format and has graduated 1,071 individuals to date, with 86% of graduates employed or enrolled in college. FedEx support helps the Excel Center remove barriers, provide relevant education, and develop workforce opportunities for Memphians to reach their potential.

“ *At FedEx, we’re passionate about helping people acquire skills and education that allow them to access opportunities, continue their education, and build lasting careers. I have personally enjoyed serving as a member of the board for Goodwill Excel and witnessing the life-changing transformations that take place through this incredible program.*

**Brandon Tolbert**  
Vice President / FedEx Express



## Mobility



### Making reliable transportation more affordable



Lack of access to reliable transportation is a major challenge for many under-resourced individuals in Memphis.

Many miss school or work or struggle to attend doctor's visits or visit the grocery store. MyCityRides is a nonprofit - the first of its kind in the country - focused on closing the transportation gap by offering participants a package deal that includes ownership of a scooter, gear, and maintenance, for as little as \$120 per month. These individuals have traveled more than 1 million miles around Memphis, with affordable, reliable transportation that helps create opportunities. FedEx support helps MyCityRides raise awareness and recruit program participants, as well as analyze data to understand where and when to scale the fleet to reach more individuals.

## Stability



### Feeding local families during the holidays



More than 15 percent of Memphis families wrestle with food insecurity. To address this, over 50 FedEx team members in Memphis teamed up with the Women's Foundation for Greater Memphis to support Feed the Children's 'No Holiday Hunger' campaign to raise awareness about childhood hunger. Together, the team distributed boxes of food, household essentials, as well as toys, and books to 400 families in South Memphis. FedEx and the Women's Foundation continue to collaborate to reduce poverty in five Memphis neighborhoods by 2025.







**FedEx** cares

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partage  
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is zorgzaam  
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关爱  
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Thank You

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cares