



Diversity, equity & inclusion: Enterprise overview

Since FedEx began, the company has believed in the power of diversity, equity, and inclusion. FedEx is committed to fostering respectful, safe, and inclusive workplaces that celebrate the unique contributions of each individual. With the continued focus and determination of our company’s leadership, FedEx invests in policies and programs that acknowledge people’s unique backgrounds, experiences, and needs.

From our leaders to our team members, everyone plays a role in building a more inclusive and equitable FedEx. This commitment is conveyed through our DEI framework, supported by four strategic pillars: **Our people, our education and engagement, our communities, customers and suppliers, and our story.**

While we take pride in our accomplishments, we recognize that DEI must always be at the forefront of our strategy. This document highlights a few of our many existing initiatives.

Our people

Recruit, retain, develop, and provide advancement opportunities for team members.

We actively invest in recruiting and maintaining a diverse workforce that reflects the communities we serve. That diversity translates into our strength. Our ability to innovate and lead with a diverse team drives our common mission to connect the world responsibly and resourcefully.

In FY23, 30.1% of our workforce was Black/African American and 18.7% was Hispanic/Latin. FedEx management was 43.8% people of color in the U.S., and 25.7% women globally. Our Board of Directors includes 14 directors, five of whom are women and four of whom are ethnically diverse.



Maintaining a diverse pipeline of talent

Our internship program seeks to fill approximately 250-350 summer intern positions each year. Targeted recruiting to reach diverse students includes events at 16 historically Black colleges and universities (HBCUs) and institutions with high percentages of Hispanic students. In addition, in FY23, FedEx held enterprise-wide recruiting events and various external employment events with organizations such as National Society of Hispanic Engineers, National Society of Black Engineers, Reaching Out MBA, Thurgood Marshall College Fund Leadership Institute and Recruitment Fair, and National Black MBA conferences.

FedEx also developed “The Boardroom Experience” to introduce Black, Hispanic, and other students of color to career possibilities at FedEx through a simulated boardroom meeting. The program is part of the company’s recruitment efforts to diversify internship and entry-level talent.



FedEx Enterprise Recruitment team at the 2023 National Black MBA Conference.

Our education and engagement

Enrich, expand, and enhance our culture through DEI education.

Our company was founded on a people-first philosophy and respect for everyone has always been an everyday business practice. We believe that a culturally competent workplace is one where team members can bring their authentic self to work. Through education, training, regular communications, and resources our team members are encouraged to maintain open dialogues that leads to inclusive environment.

A platform for executive leadership

Across FedEx operating companies, top leadership form Diversity, Equity & Inclusion Executive Steering Committees. These committees are comprised of leaders across a variety of functions from Human Resources to Engineering, Air Ops to Finance. They set their visions, expectations, and goals for diversity, share best practices and hold each other accountable for progress.

The Diversity, Equity & Inclusion Real Talk Speaker Series is for Officers and Directors and designed to help better foster acceptance, promote anti-biases, and encourage a more inclusive society. These values are core to who we are and how we operate.

Executive Leadership Council

The Executive Leadership Council (ELC) is an external membership organization dedicated to increasing the number of African American executives and board members in Fortune 500 companies. We regularly attend the ELC's Mid-Level Managers' Symposium (MLMS) - which helps up-and-coming managers gain skills and advance to the next level of leadership. This program is available to team members from all FedEx operating companies.

Giving team members community and voice

Across our operating companies, our team members participate in employee-led resource groups that help recruit, develop and retain talent, create connections, and build community through targeted programs and events. Numerous networks are available to team members – including, but not limited to: Women in Leadership, Black Professional's Network, Hispanic Action Network, All-Generations, Multi-Ethnic Leadership Community, Asian Network, Women Leading Change, LGBTQ & Friends, U.S. Military Veterans, Growing Professionals, Parents Working Together, EnABLE Network, and many others.

Supporting a culture of continuous learning

To embed our commitment to DEI in our everyday work, we provide educational opportunities to enable our employees to internalize our values. For example, a number of our operating companies deliver digestible DEI content for all career levels through Blue Ocean Brain, a micro-learning platform. Our DEI Delegates and leadership are provided with quarterly “DEI in a Box” resources and Storytelling toolkits to promote DEI themes within their teams, and the DEI team regularly hosts informational webinars focused on timely DEI topics.



Our communities, customers, and suppliers

Our commitment to diversity, equity, and inclusion extends beyond our business – it's an investment we make in building more equitable communities as well. We have a long-standing history of supporting diverse and inclusive nonprofit and community empowerment organizations creating greater economic opportunity, helping to amplify diverse voices, and providing access to leadership, educational, and employment opportunities that inspire people to succeed. Some of our relationships include:

Accion Opportunity Fund (AOF) – Now finishing its third year, the FedEx E-Commerce Learning Lab, powered by Accion Opportunity Fund and woman-owned social enterprise 37 Oaks, helps diverse small business owners develop and expand their e-commerce operations. More than 5,300 business owners have engaged in at least one aspect of the program, and 88% of Learning Lab graduates feel confident in operating and scaling their e-commerce businesses after completing the program.

Asian Americans Advancing Justice | AAJC – Advancing Justice | AAJC's mission is to advance the civil and human rights of Asian Americans and to build and promote a fair and equitable society for all. FedEx supports Advancing Justice | AAJC on three important initiatives: Youth Leadership Summit (YLS), Community Partners Network (CPN), and the American Courage Awards. Our support of the CPN helps more than 280 organizations across the nation in delivering training and technical support, while also facilitating coalition building and enhancing capacity. Our support of the YLS helps 10-15 passionate college students from diverse communities and spanning all regions of the country convene to discuss advocacy, communications, and civic engagement around policy issues impacting Asian American, Native Hawaiian, & Pacific Islander (AANHPI) communities from college campuses to Capitol Hill.



Attendees of The American Courage Awards, Asian Americans Advancing Justice's annual event.

Asian American Education (AAEdu) Project – The AAEdu supports the inclusion of Asian Pacific Islander Desi American (APIIDA) histories in K-12 curriculum. AAEdu's open source curricula, which has over 5 units, 80 ready-to-use lesson plans, and 10 professional development workshops, exists to serve schools and teachers striving to educate their students about the evolving identities, contributions, and challenges experienced by Asian Americans, who have over 400 years of U.S. history. FedEx's support allows AAEdu to continue broadening its curriculum offerings and programming to support teachers, students, and schools all over the United States.

Asian and Pacific Islander American (APIA) Scholars – APIA Scholars is on a mission to make a difference in the lives of APIA students by providing them with resources that increase their access to higher education, which serves as the foundation for their future success and contributions to a more vibrant America. FedEx provides charitable shipping and supports four-year scholarship awards to ten students per year, as well as funding for the Professional Mentorship and Career Development program.

American Indian College Fund (The College Fund) – The College Fund invests in Native students and tribal college education to transform lives and communities. Since its founding in 1989, The College Fund has been the nation's largest charity supporting Native student access to higher education. FedEx supports two annual scholarship programs empowering the next generation of leaders at tribal colleges and universities. The FedEx Native Pathways Scholarship Program supports 20 Native students, and the FedEx Tribal Scholarship Program supports 24 Native students each academic year.

Black Enterprise – FedEx serves as the annual title presenter of the Black Men XCEL Summit, and sponsor of the Women of Power Summit and the Disrupter Summit – premier business conferences and networking events for African American entrepreneurs, corporate executives, and professionals.

Dress for Success® (DFS) – A longtime supporter of the organization, FedEx is a founding partner of the Dress for Success online community. For many years, FedEx has worked together offering various mentorship, leadership development, and entrepreneurial education opportunities to help foster an environment where women and girls can excel.



FedEx volunteers at Dress for Success Memphis.

Initiative for a Competitive Inner City (ICIC) – FedEx partners with ICIC to boost small businesses in under-resourced areas. This collaboration includes co-sponsoring the Inner City 100 (IC100) list which celebrates the fast growth of companies in disadvantaged areas and highlights their unique market advantages. Annually, FedEx awards the FedEx Champion of Global Entrepreneurship award to a standout IC100 company for its commitment to diversity, global trade, and creating employment opportunities. FedEx also supports the Inner City Capital Connections (ICCC) program in Memphis and Dallas, a targeted “mini-MBA” aimed at driving sustainable growth for small enterprises. Since 2017, FedEx’s backing has significantly benefited these communities by enabling 452 local businesses to participate in the program, that have gone on to average revenue growth of 133%, secure \$38M in funding, and create 613 jobs. Notably, 79% of these firms are led by people of color, and nearly half are led by women, marking significant strides in diversity and economic empowerment.

Leadership Education for Asian Pacifics (LEAP) – Founded in 1982, LEAP is a national, nonprofit organization, with a mission to achieve full participation and equality for Asian and Pacific Islanders through leadership, empowerment, and policy. LEAP is the only Asian and Pacific Islander organization dedicated to cultivating a robust pipeline of leaders by encouraging individuals to assume leadership positions at work and in the community, and ultimately, to become role models for future leaders. FedEx supports LEAP Pathways, a professional leadership development program that helps companies invest in the success of their Asian and Pacific Islander talent.

MLK Day of Service – Each year on Dr. Martin Luther King Jr. Day, our team members volunteer at museums, pack meals for families in need, and clean up parks, schools, and neighborhoods. FedEx also sponsors free admission to civil rights museums in Memphis, TN; Jackson, MS; Montgomery, AL; Atlanta, GA; and Birmingham, AL.



FedEx team members volunteer at MLK Day of Service events.

National Association for the Advancement of Colored People (NAACP) – The mission of the National Association for the Advancement of Colored People (NAACP) is to ensure the political, educational, social, and economic equality of rights of all persons

and eliminate racial discrimination. FedEx supports several NAACP initiatives, including the NAACP National Convention, the summer internship program, and the NAACP Image Awards.



FedEx-HBCU student ambassadors attend the 55th NAACP Image Awards and FedEx Career & Leadership Experience.

National Civil Rights Museum (NCRM) – We’re a long-time supporter of NCRM and its exhibits and educational programming chronicling key episodes of the American Civil Rights movement and convening ongoing conversations about today’s progress toward civil and human rights. Since 1991, FedEx has sponsored the annual Freedom Award and has helped honor the leadership and accomplishments of individuals such as Nelson Mandela, Stevie Wonder, Oprah Winfrey, Congressman John Lewis, Sidney Poitier, Harry Belafonte, Marlo Thomas, Tom Brokaw, Eva Longoria and FedEx Founder and Executive Chairman Frederick W. Smith.

National Urban League (NUL) – We support NUL in three core areas: **Education Youth Leadership.** Continued support of NUL’s Project Ready program, which prepares historically underserved youth, grades 8 -12, for college and careers. More than 400 youth from the U.S. participate annually in a Youth Leadership Summit where they compete in case competitions, and explore careers and college opportunities through various activities, such as a College and Scholarship Fair, sponsored by FedEx.

Workforce Development. FedEx funding helps prepare individuals for jobs and creates a pipeline of talent. NUL has spent decades refining workforce programs that provide the hands-on support that people need to succeed, whether they are living paycheck to paycheck or navigating career changes. Each program - such as the Urban Seniors, Urban Reentry, Urban Tech, or Urban Apprenticeship Jobs Program - meets the needs of different populations with a focus on assessing where they are, and where they want to go.

National Recruitment. Over the years, FedEx Talent Acquisition teams have participated in NUL career networking fairs both in-person and virtual. Additionally, local-market support of NUL includes the FedEx headquarters city, Memphis, TN.

The Matthew Shepard Foundation (MSF) – MSF’s mission is to amplify the story of Matthew Shepard to inspire individuals, organizations, and communities to embrace the dignity and equality of all people. Through local, regional, and national outreach, we empower individuals to find their voice to create change and challenge communities to identify and address hate that lives within our schools, neighborhoods, and homes. Our partnership with MSF allows the organization to make crucial community connections in areas in need of hate crimes prevention training. In June 2023, Judy and Dennis Shepard came to Memphis to participate in a FedEx employee event and the Memphis Pride parade.

The Trevor Project – The Trevor Project provides crisis intervention and suicide prevention for LGBTQ+ people. We’re helping The Trevor Project expand their life-saving digital crisis services, TrevorChat, and TrevorText. During FY23, with the goal of enhancing access to care, we initiated free services through additional channels: 988 Suicide & Crisis Lifeline — The Lifeline went live in 2022, funded by the federal Department of Health and Human Services. In its first year, Trevor was the exclusive provider of LGBTQ-specific services. Services are available by phone, direct message, and text.

UnidosUS – FedEx is a major sponsor of the UnidosUS Escalera Programs which seek to promote educational attainment, career planning and access to information for Latinos that will lead to upward economic mobility by increasing the Latino high school graduation rate, postsecondary enrollment and completion rates, and advancement into careers with opportunities for upward mobility. We also support Líderes, Inc., a project-based learning STEM entrepreneurship module for high school students that compliments Escalera, a six-week program that provides high school students foundational knowledge of STEM entrepreneurship skills and opportunities to make real world connections to STEM culminating in the Líderes, Inc. Think Tank event where student teams present their business pitches to fellow Escalera participants, mentors, Latinx leaders, and STEM and/or business professionals. FedEx’s funding supported the execution of this six-week program to 50 participating students. FedEx has been a longstanding sponsor at UnidosUS events, namely the UnidosUS Annual Conference, representing the largest gathering of the nation’s most influential people, organizations, institutions, and companies working with the Hispanic community as well as the annual Changemakers Summit, convening Affiliate leaders and staff from across the country in Washington, DC, for training, networking, and strategizing that turns aspiring advocates to practiced organizers.

United States Hispanic Leadership Institute (USHLI) – USHLI’s mission it is to fulfill the promises and principles of democracy by promoting education and leadership development, empowering Latinos and similarly disenfranchised groups through civic engagement and research, and by maximizing participation in the electoral process. FedEx is the premier sponsor of USHLI’s Student Leadership Series - The goal of the Student Leadership Series is to promote long-term community advancement by motivating and training Latino high

school students to graduate from high school, complete some type of post-secondary education such as a certificate or college degree, and to become leaders in the private and public sector. USHLI has a total of 969,237 participants across 3,335 schools in 39 states since the program began in 2011.



Peggy Carrera, Managing Director, LH Engineering, FXG with student leaders attending the 2024 USHLI National Conference.

U.S. Chamber of Commerce Foundation’s Hiring Our Heroes – We work with Hiring Our Heroes (HOH) to provide transitioning service members and their spouses with professional training, hands-on work experience, networking, direct connections to employers and access to the HOH Fellows Program.

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



A few members of the 2023 Vital Voices GROW Fellowship cohort.

For more information about the community organizations we support, visit [FedEx Cares Diversity, Equity & Inclusion](#) online.

Empower and educate: working with historically black colleges and universities (HBCUs)

Our unwavering commitment to HBCUs began more than 20 years ago. It is a long-standing relationship that we are proud of as it continues to evolve over the years.



Students working at FedEx Logistics satellite office on the campus of Mississippi Valley State University.

In 2021, we announced a \$5 million pledge to a group of historically Black colleges and universities (HBCUs), many of which FedEx has been supporting for over a decade.

The initiative is a collaborative effort among FedEx and each institution designed to help prepare students for the workforce beyond formal education. A portion of the money helped students, faculty, and staff economically impacted during the COVID-19 pandemic.

Our strategy has three components: Engage, where we raise awareness about the academic and career promise of HBCUs; Empower + Educate, where we work with HBCUs to provide educational experiences that lead to career preparedness; and Connect, where we connect students to internships, mentorships, and career opportunities at FedEx and beyond.

This initiative continues our longstanding commitment to support HBCUs. Through our FedEx-HBCU Student Ambassador Program we are providing empowerment, engagement, and education for students, and access to resources that will help them prepare to enter the workforce after college. Each year, students from eight HBCUs participate in virtual meetings that cover a range of topics, such as “Mastering the Job Interview” and “How to Prepare a Standout Resume.” Students also gain exposure to FedEx leadership, team members, and unique learning experiences.

Other investments include a first-of-its kind on-campus FedEx Logistics satellite office staffed by students, which offers part-time employment opportunities at Mississippi Valley State University. We also offer endowed scholarships at LeMoyne-Owen College, Tennessee State University, Mississippi Valley State University, and Jackson State University.

Additionally, we’ve been a longtime supporter of the Thurgood Marshall College Fund as well as the United Negro College Fund (UNCF) for more than 20 years.

Learn more about our HBCU investments by viewing our HBCU Report at fedexcares.com



“ 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. We appreciate FedEx and we appreciate them investing in our students.

– **Michael Sorrell, President,**
Paul Quinn College

“ We get a chance to learn how a Fortune 500 company works and prepare ourselves to be in this type of field. I’m really, really excited and looking forward to what this great program has to offer.

– **Shaun Wimberly Jr., Student,**
Tennessee State University



FedEx and HBCU leaders ring the bell at the New York Stock Exchange (NYSE).



Announcing the FedEx-HBCU Student Ambassador Program at New York Stock Exchange

On February 1, 2022, the first day of Black History Month, HBCU presidents, students and FedEx leadership rang the closing bell at the New York Stock Exchange (NYSE) to announce the Student Ambassador Program.

The nonprofits we support are championing more equitable and inclusive communities:



500

volunteers packed more than **147,000 meals** across seven cities in collaboration with Rise Against Hunger, a nonprofit growing a global movement to end hunger in celebration of Martin Luther King Jr Day 2024.

\$1 million

contributed to the National Veterans Museum and Memorial in Columbus, Ohio. Command Sergeant Major Marvin L. Hill, Advisor-Project Management, FedEx Freight was featured in the museum's Impact Wall, an important feature in the Museum highlighting its impact on the community of Veterans, Active-Duty service members, civilians, and Gold Star Families from coast to coast.



2,600+

visitors to three Civil Rights Museums over a snowy MLK weekend 2024.

Since 2018, FedEx has removed the financial barrier for hundreds of thousands of visitors seeking to attend select civil rights museums on MLK Day or over the entire holiday weekend.

Thousands of visitors in Jackson, MS; Birmingham, AL; and Atlanta, GA experienced critical moments from the civil rights movement firsthand during FedEx free admission days.



90 women entrepreneurs from **40 countries** received access to training, networks, financing, and markets that will help them grow their business and expand their social impact via the The 2023 Vital Voices GROW Fellowship.



7 scholarship funds are supported by FedEx to promote equal access to college for all students including the United Negro College Fund, Thurgood Marshall College Fund, Hispanic Scholarship Fund, American Indian College Fund, Asian and Pacific Islander American Scholars, Point Foundation, Marine Corps Scholarship Fund. FedEx also sponsors endowments at Tennessee State University, Jackson State University, LeMoyne-Owen College, and Mississippi Valley State University.



250

Memphis business owners were trained via Inner City Capital Connections through our partnership over the past six years. Of that number, **79%** are people of color and **45%** are women. Their average revenue growth is **175%**.

500,000+

Last year, The Trevor Project served more than 500,000 crisis contacts across the U.S. and Mexico — nearly double the number of crisis contacts it served in the year before. The increase in contacts served is due to the organization's integration with the 988 Suicide & Crisis Lifeline and expansion of crisis services for Mexico-based LGBTQ+ people.

Championing supplier diversity

We view our suppliers as more than customers – their success is our success and vice-versa. We launched our supplier diversity program in 1992 to formalize our commitment to a supply chain that intentionally seeks out and develops small and minority-owned businesses. We are proud to support diverse businesses and know that our supplier base and supporting culture enables us to better serve our customers and compete more effectively in the global marketplace.

In FY23, we spent **\$4.7 billion** with minority and women-owned businesses, **\$2.9B** with minority-owned businesses, **28%** of which was spent with Black-owned businesses and **48%** of which was spent on Hispanic-owned businesses and **\$1.8B** with women-owned businesses.



To build our pipeline of diverse suppliers and connect suppliers with resources, training, capital, and networks, we collaborate with a number of community-based organizations across the U.S. A sample of these organizations include:



Our story

Amplify the stories of our people, celebrate differences, and promote DEI efforts across the enterprise.

Welcome to the DEI Depot

Your home for all things Diversity, Equity and Inclusion at FedEx.

Keyword: DEI



Not sure where to start?

Click here for an overview of important DEI concepts and why they're so important to our FedEx culture.



At FedEx, we foster a culture where team members can share their unique stories, celebrate their differences, and feel welcome, respected, and valued. Through our enterprise-wide online platform, **The DEI Depot**, we offer several DEI-related resources, events, and team member stories. Across certain business lines, we also distribute quarterly DEI newsletters, which equip managers and officers with valuable resources, information, and best practices to champion DEI within their teams effectively.

Storytelling Toolkits help forward our DEI mission across FedEx.

The FedEx Communications teams collaborates with the internal DEI subject matter experts to launch materials aligned to each month's DEI celebrations. These toolkits include employee spotlights, infographics, digital signage, Zoom backgrounds, and Canva templates to help equip our DEI champions across the company with approved content to support ongoing DEI initiatives within each organization. Our goal is for every team member to feel seen and celebrated.

Women's History Month
March 2024



OCTOBER

National Disability Employment Awareness MONTH



BLACK HISTORY MONTH

DID YOU KNOW?

FedEx is a founding donor to the National Museum of African American History and Culture.

KNOW THE PAST. SHAPE THE FUTURE.



NOVEMBER

Native American HERITAGE MONTH




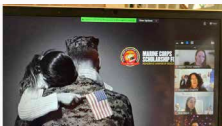




CELEBRATING HISPANIC HERITAGE MONTH



Veterans Day
HONORING ALL WHO SERVED



Amplifying the stories of our people both internally and externally.

 <p>FedEx empowers and inspires students at the USHLI National March 20, 2024 READ MORE</p>	 <p>FedEx and Marine Corps Scholarship Foundation help children of veterans March 20, 2024 READ MORE</p>	 <p>New FedEx HBCU Student Ambassador Program cohort unveiled March 20, 2024 READ MORE</p>	 <p>Thurgood Marshall College Fund and FedEx help students continue READ MORE</p>	 <p>Striving for a better world through service March 20, 2024 READ MORE</p>	 <p>National Veterans Museum and Memorial honors FedEx advocate March 20, 2024 READ MORE</p>
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FedEx Cares is our global community engagement program and an important external channel we use to celebrate the stories of our people with those outside of FedEx. On this website, you'll find stories highlighting our team members experiences with our supported nonprofit organizations as well as updates from individual organizations.

For more information on our ongoing Global Citizenship and DEI related stories, as well as important spotlights of our FedEx DEI Champions, visit: fedexcares.com/diversity-equity-and-inclusion.

DEI Awards and Recognition

2023

Best for Vets Employers
MILITARY TIMES

America's Greatest Workplaces for Parents & Families
NEWSWEEK

America's Greatest Workplaces for Diversity
NEWSWEEK

America's Greatest Workplaces for Job Starters
NEWSWEEK

America's Greatest Workplaces for LGBTQ+
NEWSWEEK

America's Greatest Workplaces for Remote Work
NEWSWEEK

America's Greatest Workplaces for Veterans
NEWSWEEK

America's Top Corporations for Women's Business Enterprises
WOMEN'S BUSINESS ENTERPRISE NATIONAL COUNCIL

Best of the Best: Top Employer
DIVERSITY COMM MAGAZINE

Best of the Best: Top Supplier Diversity Program
DIVERSITY COMM MAGAZINE

Best of the Best: Top LGBTQ+ Friendly Company
DIVERSITY COMM MAGAZINE

Best Companies for Diversity, Equity & Inclusion
BLACK ENTERPRISE

Best of the Best Corporations for Inclusion
NATIONAL BUSINESS INCLUSION CONSORTIUM (NBIC) AND
THE NATIONAL LGBT CHAMBER OF COMMERCE (NGLCC)

2022

Best for Vets Employers
MILITARY TIMES

Best Employers for Diversity
FORBES

Best of the Best: Top Employer
DIVERSITY COMM MAGAZINE

Best of the Best: Top Supplier Diversity Program
DIVERSITY COMM MAGAZINE

Best of the Best: Top LGBTQ+ Friendly Company
DIVERSITY COMM MAGAZINE

Best of the Best Corporations for Inclusion
NBIC & NGLCC

America's Greatest Workplaces for Diversity
NEWSWEEK

America's Top Corporations for Women's Business Enterprises
WOMEN'S BUSINESS ENTERPRISE NATIONAL COUNCIL



HBCU Career Insights students at Richmond Raceway with FedEx pit crew.



FedEx team members volunteer during Veteran's Day 2022.



FedEx team members volunteered with Rise Against Hunger to pack meals during MLK Day 2024.



FedEx-HBCU student ambassadors at the FedEx Career & Leadership Experience in Los Angeles.



FedEx and our team members in California and across the country participate in AIDS/LifeCycle, a seven-day bike ride from San Francisco to Los Angeles to raise money for and awareness of HIV/AIDS.



FedEx leaders attended the 2023 Mid-Level Managers' Symposium, sponsored by The Executive Leadership Council.