



# EXECUTIVE SUMMARY

*“Our vision to make supply chains smarter for everyone amplifies our fundamental strengths—our unmatched global network, our legacy of innovation, and our renowned culture—to advance growth and progress now and in the future.”*

**Raj Subramaniam, president and CEO, FedEx Corp.**

## ABOUT THIS REPORT

### Report boundary

This report covers FedEx environmental and social performance across all geographic regions for fiscal year 2024 (FY24) unless otherwise specified. FY24 ended on May 31, 2024, and all references to “FY” denote the 12-month period ending on May 31 of the specified year. In connection with our one FedEx consolidation, on June 1, 2024, FedEx Ground, FedEx Express, and FedEx Services were consolidated into Federal Express Corporation. This will be reflected in our next report. Additionally, we will transition to a December 31 fiscal year-end following the end of FY26.

### External verification

For detailed insights into our performance and progress, including year-over-year data, please refer to our Data appendix. Review level of assurance under attestation standards of the American Institute of Certified Public Accountants over FY24 Scope 1, Scope 2, and Scope 3 Categories 3, 4, and 6 greenhouse gas (GHG) emissions was obtained from Ernst & Young LLP (as indicated in the [2024 Selected GHG Emissions Independent Accountants’ Review Report](#)).

## OUR PRINCIPLES

At FedEx, we understand that integrating corporate responsibility principles into our company’s strategic focus is essential to mitigating business risks, enhancing long-term financial performance, and delivering positive value for our business, customers, team members, and stockholders. These principles are woven into every component of the FedEx culture—from efficient resource management to connected support for all our team members, to the highest standards of business conduct.

### In FY24 we:

- **Obtained recognition from Ethisphere** as one of the 2025 World’s Most Ethical Companies® for the third consecutive year
- **Created a global AI governance team** to manage risks and monitor compliance, and implemented an enterprise-wide AI policy to govern ethical and lawful use of generative AI
- **Acquired \$13.2B in goods and services** from small business suppliers in the U.S.

# OUR PLANET

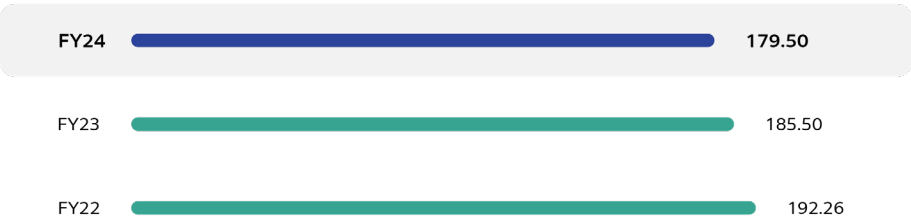
Our strategic approach guiding our work towards our goal of carbon neutral global operations by 2040 focuses on three principles:

- 1)** Decarbonize what’s possible, **2)** Co-create with purpose with stakeholders, and **3)** Neutralize what’s left.


**In FY24 we:**

- **Reduced our Scope 1 (direct) emissions, particularly in aviation**, with a 6.1% reduction year-over-year driven largely by fuel savings from our air operation’s fleet modernization and fuel conservation efforts.
- **Hit our 30% aircraft emissions intensity reduction goal** with a 31% reduction since 2005, largely due to fleet modernization initiatives.
- **Continued our trend of emissions intensity improvements amid business growth**, achieving a 58% reduction in Scope 1 & 2 carbon dioxide equivalent (CO<sub>2</sub>e) emissions intensity on a revenue basis between FY09 and FY24, while simultaneously growing volume by 121%.

Total Scope 1 and 2 emissions intensity  
(metric tons CO<sub>2</sub>e/million U.S. dollars in revenue)




- **Expanded our use of lower-emissions vehicles and energy**, by operating 8,018 on- and off-road EVs and generating over 31 GWh of on- and off-site solar energy at 34 locations around the world.
- **Helped more than 13,000 customers** since 2023 generate emissions reports through FedEx® Sustainability Insights



**ADVANCING FEDEX**

**To further our efforts to “decarbonize what’s possible,” we’re setting additional interim goals:**

- Building upon our momentum, we’re setting a new goal of a **40% reduction in aircraft emissions intensity by 2034** from a 2005 baseline.
- To help us work towards our goal of sourcing 100% of facility energy from renewables, we are adding two new interim renewable energy targets: **500 GWh by 2028** and **1,300 GWh by 2033**.







## OUR PEOPLE

At FedEx, culture is a strategic asset and a key enabler. Our 500,000 global employees are the heart of the FedEx ecosystem and the driving force behind our mission to deliver value. We will continue to make significant investments to attract, reward, and nurture top talent while fostering a team that reflects the world we serve, the customers we collaborate with, and the communities in which we live and work.

### In FY24 we:

- **Embedded Safety Above All into everything we do**, continuing to improve our PUD preventable vehicle accident rate, the highway preventable accident rate, and our lost time injury rate, which improved by more than 7% year-over-year.

- **Covered approximately 70% of total eligible health costs** at the plan level in the U.S. for more than 350,000 enrolled employees and dependents as of January 2025.
- **Provided \$43.6M in tuition assistance**, supporting over 12,700 team members.
- **Enrolled approximately 4,500 team members in the Learning Inspired by FedEx (LiFE) program**, offering free, online degree opportunities across 30 associate's and bachelor's degree programs.

**Forward-looking statements**

Certain statements herein may be considered forward-looking statements. Such statements are subject to risks, uncertainties, and other factors discussed in the 2025 FedEx Corporate Responsibility Report, press releases from FedEx and its subsidiaries, and FedEx filings with the Securities and Exchange Commission.

**FedEx Corporation**

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Please visit [fedex.com/sustainability](https://www.fedex.com/sustainability)