

FedEx Express Ireland Limited

Annual Report and Financial Statements

for the Financial Year Ended 31 May 2025

Ernst and Young
Chartered Accountants
Harcourt Centre
Harcourt Street
Dublin 2

FedEx Express Ireland Limited

Contents

Company Information	1
Directors' Report	2 to 5
Directors' Responsibility Statement	6
Independent Auditor's Report	7 to 9
Profit and Loss Account	10
Balance Sheet	11
Statement of Changes in Equity	12
Notes to the Financial Statements	13 to 29

FedEx Express Ireland Limited

Company Information

Directors	James Davies Simon Alexander Robert Peto Emma Symons
Company secretary	James Davies
Registered number	74547
Registered office	Unit 1 Belgard Ind. Estate Mayberry Road Dublin 24
Solicitors	Eversheds Sutherland Earlsfort Centre, One Earlsfort Terrace Dublin 2
Bankers	Allied Irish Bank Plc Howth Road Raheny Dublin 5 Bank of America Two Park Place Hatch Street Dublin 2
Auditors	Ernst and Young Chartered Accountants Harcourt Centre Harcourt Street Dublin 2

FedEx Express Ireland Limited

Directors' Report for the Financial Year Ended 31 May 2025

The directors present their report and the financial statements for the year ended 31 May 2025.

Principal activity

The principal activity of the company is to be the carriers of goods of every nature and description, as shipping, chartering, forwarding and transport agents. The company operates a Global Data Centre in Dublin for the FedEx Group.

Business review

Turnover increased by 0.5% for the year due to increased volumes during the year. The entity continues to apply the FedEx Express Operating Model, which resulted in an overall profit before tax of €3,208,034 (2024 - €4,110,462). Fees were earned of €6,733,280 (2024 - €15,629,586) in relation to the Data Centre.

The company's key financial and other performance indicators during the year were as follows:

Financial KPIs	Unit	2025	2024
Operating profit	%	3.23	4.41
Shareholders funds	€'m	34.99	82.10
Turnover	€'m	65.39	65.06

Headcount decreased by 5 to 272 during the year.

Results and dividends

The results of the year's trading, the financial position of the company and the transfer to reserves are shown in the financial statements.

The company's profit for the year, before taxation, amounted to €3,208,034 (2024 - €4,110,462).

An interim dividend of €50,000,000 (2024 - €Nil) was paid in the year.

On 23 August 2024 the share capital of the company was reduced by way of capital reduction so as to create a distributable reserve in the Company's capital, cancelling 52,000,001 Ordinary Shares of €1.25 each. A transfer of €65,000,001 and €7,708,194 was made from share capital and share premium respectively this increased profit and loss account reserves by €72,708,195.

FedEx Express Ireland Limited

Directors' Report for the Financial Year Ended 31 May 2025 (continued)

Principal risks and uncertainties

The Company has adopted a process for the identification, assessment, treatment, monitoring and reporting of risk. This process helps support business objectives by linking into business strategy, identifying and reacting to emerging risks and developing cost effective solutions to risk exposures.

The Company's operation of a nationwide parcel service creates an exposure to the volatility in the price or availability of diesel fuel and this can affect the Company's performance. Purchasing policies and practices take into account and seek to mitigate the dependence on any single supplier and stock holdings are managed to ensure continuity of supply.

In addition to the above, the Company's principal activities create an exposure to other risk factors that are both external and internal to the Company. These risks include but are not limited to failure to comply with legislative and regulatory requirements including environmental and litigation risk, business continuity and the actions of customers and competitors. The Company has implemented risk controls and loss mitigation plans, which have been effective to date, but cannot give absolute assurance that such procedures will be effective in identifying or controlling each of the operational risks.

Price risk, credit risk, liquidity risk and cash flow risk

Credit risk

The Company's objective is to reduce the risk of financial loss due to a counter party's failure to honour its obligations. Appropriate credit control procedures have been installed for ensuring that orders are not accepted or services provided to non credit worthy customers. Individual exposures are monitored with customers subject to credit limits to ensure that the Company's exposure to bad debt is minimal. Where credit risk is perceived, credit terms are either not offered or significantly curtailed and monitoring increased still further.

Liquidity risk

The Company aims to mitigate liquidity risk by managing the cash generated by its operations. Investment is carefully monitored, with authorisation at board level and the method of funding to be used is dictated in each case by cash flow implications.

Foreign currency risk

Transactions in foreign currency are recorded using the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated using the rate of exchange ruling at the financial period end, and such gains or losses on translation are included in the profit and loss account.

Directors of the company

The directors and secretary had no interests in the share capital of the company or any other group company. The directors who served during the financial year, were as follows:

James Davies

Steve Wilkins (resigned 18 November 2024)

Simon Alexander

Robert Peto

Michael Roche (resigned 16 August 2024)

Emma Symons (appointed 18 November 2024)

The company secretary throughout the financial year was James Davies.

FedEx Express Ireland Limited

Directors' Report for the Financial Year Ended 31 May 2025 (continued)

Financial instruments

Details of the financial risk management objectives and policies and the exposure of the company to price risk, credit risk, liquidity risk and cash flow risk are provided under Principal risks and uncertainties on page 3.

Going concern

The company's Balance Sheet shows net assets of €34,994,718 (2024 - €82,095,029). The company is expected to continue to make a positive contribution to FedEx Corporation group ("the Group") EBIT and cash flows for the foreseeable future.

FedEx Corporation has confirmed it will continue to support its subsidiaries financially in order to allow them to satisfy their financial obligations in the normal course of business at least through December 1, 2026. After making enquiries, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence and meet its liabilities as they fall due for the foreseeable future, being a period of at least 12 months from the date of approval of these financial statements. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

Employee involvement

The well being of the Company's employees is safeguarded through strict adherence to health and safety standards. Health and safety legislation imposes certain requirements on employers and the Company has taken the necessary action to ensure compliance with the legislation, including the adoption of a Safety Statement.

Environmental matters

The Company will seek to minimise adverse impacts on the environment from its activities, whilst continuing to address health, safety and economic issues. The Company has complied with all applicable legislation and regulations.

Accounting records

The measures taken by the Directors to ensure compliance with the requirements of section 281 to 285 of the Companies Act 2014 with regard to keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company accounting records are maintained at :

Express House
Holly Lane
Atherstone
CV9 2 RY
England

Future developments

There are no plans for the company to enter any new markets in the next 12 months, therefore the Directors aim to maintain the risk management policy that has been in place to date.

Disclosure of information to the auditors

Each director has taken steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information. The directors confirm that there is no relevant information that they know of and of which they know the auditors are unaware.

FedEx Express Ireland Limited

Directors' Report for the Financial Year Ended 31 May 2025 (continued)

Directors' compliance policy statement

We, the directors of the company who held office at the date of approval of these Financial Statements are responsible for securing the company's compliance with its relevant obligations; and

We confirm that the following matters have been done under section 225(2) in fulfilling its responsibilities

- drawing up of a compliance policy statement setting out the company's policies (that, in our opinion, are appropriate to the company) respecting compliance by the company with its relevant obligations;
- putting in place appropriate arrangements or structures (that, in our opinion) are, designed to secure material compliance with the company's relevant obligations; and
- conducting a review during the financial year of any arrangements or structures that have been put in place.

Reappointment of auditors

The independent auditors, Ernst and Young are willing to accept re-appointment in accordance with Section 383(2) of the Companies Act 2014.

Approved and authorised by the Board on 25 November 2025 and signed on its behalf by:

James Davies

.....
James Davies
Director

Robert Peto

.....
Robert Peto
Director

FedEx Express Ireland Limited

Directors' Responsibility Statement

The directors acknowledge their responsibilities for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice (accounting standards issued by the Financial Reporting Council and Irish Law), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. Under Irish company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company, of the profit or loss of the company for that period and that they otherwise comply with Section 329 of the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply with the Companies Act 2014 and enable the financial statements to be audited.

They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FEDEX EXPRESS IRELAND LIMITED

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Fedex Express Ireland Limited ('the Company') for the year ended 31 May 2025, which comprise the Profit and Loss Account, the Balance Sheet, the Statement of Changes in Equity and notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued in the United Kingdom by the Financial Reporting Council.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 May 2025 and of its profit for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report. However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the company's ability to continue as a going concern.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FEDEX EXPRESS IRELAND LIMITED (Continued)

Other information

The directors are responsible for the other information. The other information comprises the information included in the directors' report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based solely on the work undertaken in the course of the audit, we report that:

- the information given in the directors' report for the financial year ended for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report, other than those parts relating to sustainability reporting where required by Part 28 of the Companies Act 2014, has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures required by sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF FEDEX EXPRESS IRELAND LIMITED (Continued)

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement set out on page 6, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

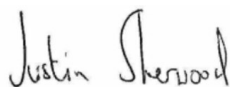
Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: https://iaasa.ie/wp-content/uploads/docs/media/IAASA/Documents/audit-standards/Description_of_auditors_responsibilities_for_audit.pdf. This description forms part of our auditor's report.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the Company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Justin Sherwood
for and on behalf of
Ernst & Young Chartered Accountants and Statutory Audit Firm

Dublin

25 November 2025

FedEx Express Ireland Limited

Profit and Loss Account for the Financial Year Ended 31 May 2025

	Note	Total 2025 €	Total 2024 €
Turnover	3	65,385,630	65,055,499
Cost of sales		<u>(48,089,796)</u>	<u>(43,216,211)</u>
Gross profit		17,295,834	21,839,288
Administrative expenses		(21,917,602)	(34,602,385)
Other operating income	4	<u>6,733,280</u>	<u>15,629,586</u>
Operating profit	5	<u>2,111,512</u>	<u>2,866,489</u>
Other interest receivable and similar income	10	1,096,550	1,271,777
Interest payable and similar expenses	9	<u>(28)</u>	<u>(27,804)</u>
		<u>1,096,522</u>	<u>1,243,973</u>
Profit before tax		3,208,034	4,110,462
Tax on profit	11	<u>(524,175)</u>	<u>(833,000)</u>
Profit for the financial year		<u><u>2,683,859</u></u>	<u><u>3,277,462</u></u>

The above results were derived from continuing operations.

The company has no recognised gains or losses for the year other than the results above.

FedEx Express Ireland Limited
(Registration number: 74547)
Balance Sheet as at 31 May 2025

	Note	2025 €	2024 €
Fixed assets			
Tangible assets	12	12,394,907	11,002,672
Current assets			
Debtors	13	42,553,239	83,428,993
Cash at bank and in hand	14	1,118,451	592,383
		43,671,690	84,021,376
Creditors: Amounts falling due within one year	15	(15,853,864)	(12,929,019)
Net current assets		27,817,826	71,092,357
Total assets less current liabilities		40,212,733	82,095,029
Provisions for liabilities	16	(5,218,015)	-
Net assets		34,994,718	82,095,029
Capital and reserves			
Called-up share capital presented as equity	17	625,000	65,625,001
Share premium reserve	18	-	7,708,194
Capital redemption reserve	18	9,869	9,869
Other reserves	18	849,018	633,188
Profit brought forward	18	30,826,972	4,841,315
Profit for the year		2,683,859	3,277,462
Shareholders' funds		34,994,718	82,095,029

Approved and authorised by the Board on 25 November 2025 and signed on its behalf by:

James Davies

.....
James Davies
Director

Robert Peto

.....
Robert Peto
Director

The notes on pages 13 to 29 form an integral part of these financial statements.

FedEx Express Ireland Limited

Statement of Changes in Equity for the Financial Year Ended 31 May 2025

	Share capital €	Share premium €	Capital contribution reserve €	Share-based compensation reserve €	Other reserves €	Profit and Loss Account €	Total €
At 1 June 2024	65,625,001	7,708,194	9,869	568,200	64,988	8,118,777	82,095,029
Profit for the year	-	-	-	-	-	2,683,859	2,683,859
Dividends (Note 18)	-	-	-	-	-	(50,000,000)	(50,000,000)
Capital reduction (Note 17)	(65,000,001)	(7,708,194)	-	-	-	72,708,195	-
Share-based payment transactions	-	-	-	215,830	-	-	215,830
At 31 May 2025	<u>625,000</u>	<u>-</u>	<u>9,869</u>	<u>784,030</u>	<u>64,988</u>	<u>33,510,831</u>	<u>34,994,718</u>

	Share capital €	Share premium €	Capital contribution reserve €	Share-based compensation reserve €	Other reserves €	Profit and Loss Account €	Total €
At 1 June 2023	65,625,001	7,708,194	9,869	181,712	64,988	4,841,315	78,431,079
Profit for the year	-	-	-	-	-	3,277,462	3,277,462
Share-based payment transactions	-	-	-	386,488	-	-	386,488
At 31 May 2024	<u>65,625,001</u>	<u>7,708,194</u>	<u>9,869</u>	<u>568,200</u>	<u>64,988</u>	<u>8,118,777</u>	<u>82,095,029</u>

The notes on pages 13 to 29 form an integral part of these financial statements.

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025

1 General information

The address of its registered office is:
Unit 1 Belgard Ind. Estate
Mayberry Road
Dublin 24

These financial statements were authorised for issue by the Board on 25 November 2025.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the financial years presented, unless otherwise stated.

Statement of compliance

These financial statements have been prepared in accordance with Financing Reporting Standard 102 'The Financial Reporting Standard applicable to the UK and Republic of Ireland' and Irish Statute comprising the Companies Act 2014.

Basis of preparation

These financial statements have been prepared using the historical cost convention modified as disclosed in the accounting policies to include certain items at fair value. The principal accounting policies adopted are set out below.

The financial statements are prepared in Euro, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest Euro.

Going concern

The company's Balance Sheet shows net assets of €34,994,718 (2024 - €82,095,029). The company is expected to continue to make a positive contribution to FedEx Corporation group ("the Group") EBIT and cash flows for the foreseeable future.

FedEx Corporation has confirmed it will continue to support its subsidiaries financially in order to allow them to satisfy their financial obligations in the normal course of business at least through December 1, 2026. After making enquiries, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence and meet its liabilities as they fall due for the foreseeable future, being a period of at least 12 months from the date of approval of these financial statements. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

2 Accounting policies (continued)

Summary of disclosure exemptions

The ultimate parent company is FedEx Corporation, a company incorporated in United States of America. FedEx Corporation has confirmed it will continue to support its subsidiaries financially in order to allow them to satisfy their financial obligations in the normal course of business at least through December 1, 2026. After making enquiries, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence and meet its liabilities as they fall due for the foreseeable future, being a period of at least 12 months from the date of approval of these financial statements. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

The individual accounts of the company have also adopted the following disclosure exemptions:

- 1) the requirement to present a statement of cash flows and related notes (FRS 102, Section 1) and
- 2) key management compensation (FRS 102, Section 1).

Revenue recognition

The company recognises revenue when:

- Revenue is recognised to the extent that it is probable that the economic benefits will flow to the company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:
- Revenue is recognised in the country of origin of the parcel. Revenue from the delivery of parcels is recognised on delivery of the parcel to the ultimate customer. Although revenue is recognised upon delivery, revenue is recorded based on the ship date. Therefore, a portion of revenue in transit at the balance sheet date is deferred until the delivery of the shipment. An estimate of revenue earned in respect of parcels out for delivery at the year end is made based on year end parcel volumes and the proportion of its associated revenue earned.

The company's activity is to provide, mainly time definite, international transportation services of parcels to its customers.

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

2 Accounting policies (continued)

Tangible assets

Tangible assets are stated in the balance sheet at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

The cost of tangible assets includes directly attributable incremental costs incurred in their acquisition and installation.

Depreciation

Depreciation is charged so as to write off the cost of assets, other than land and properties under construction over their estimated useful lives, as follows:

Asset class	Depreciation method and rate
Buildings	30 years
Depot Equipment	10 years
EDP & Comm Equipment	3 years
Other fixed assets	2 years

Trade debtors

Trade debtors are amounts due from customers for services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

2 Accounting policies (continued)

Financial instruments

Classification

The company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

Recognition and measurement

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or in case of an out right short term loan that is not at market rate, the financial asset or liability is measured, initially at the present value of future cash flows discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost, unless it qualifies as a loan from a director in the case of a small company, or a public benefit entity concessionary loan.

Impairment

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Profit and Loss Account.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

Financial assets and liabilities are offset and the net amount reported in the Balance Sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the company would receive for the asset if it were to be sold at the balance sheet date.

Current versus non-current classification

Investments in non derivative instruments that are equity to the issuer are measured:

- at fair value with changes recognised in the Profit and Loss Account if the shares are publicly traded or their fair value can otherwise be measured reliably;
- at cost less impairment for all other investments.

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

2 Accounting policies (continued)

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the company does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Foreign currency transactions and balances

Transactions in foreign currencies are initially recorded at the functional currency rate prevailing at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are retranslated into the respective functional currency of the entity at the rates prevailing on the reporting period date. Non-monetary items carried at fair value that are denominated in foreign currencies are retranslated at the rate on the date when the fair value is re-measured.

Non-monetary items measured in terms of historical cost in a foreign currency are not retranslated.

Finance income and costs policy

Finance costs are charged to profit or loss over the term of the debt using the effective interest method so that the amount charged is at a constant rate on the carrying amount. Issue costs are initially recognised as a reduction in the proceeds of the associated capital instrument.

Defined contribution pension obligation

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the company has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

2 Accounting policies (continued)

Tax

The tax expense for the period comprises current and deferred tax. Tax is recognised in profit or loss, except that a change attributable to an item of income or expense recognised as other comprehensive income is also recognised directly in other comprehensive income.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the company operates and generates taxable income.

Deferred tax is recognised in respect of all timing differences between taxable profits and profits reported in the financial statements.

Unrelieved tax losses and other deferred tax assets are recognised when it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Deferred tax is measured using the tax rates and laws that have been enacted or substantively enacted by the reporting date and that are expected to apply to the reversal of the timing difference.

The Company has applied the amendment to Financial Reporting Standard 102 on the mandatory temporary exception to recognizing and disclosing information about deferred tax assets and liabilities that are related to tax law enacted or substantively enacted to implement the Pillar Two model rules.

Exceptional items

Exceptional items are transactions that fall within the ordinary activities of the Company but are presented separately due to their size or incidence.

Business combinations

Business combinations that are group reorganisations are accounted for using in the merger method of accounting.

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

2 Accounting policies (continued)

Share based payments

The stock-option and restricted share incentive program, to which certain employees of the company are participating in, is that of FedEx Corporation, the ultimate parent company.

The value of the services provided by the employee in return for options is measured at the fair value of the options. The fair value of the options is measured at the grant date and recognised in the Statement of Comprehensive Income over the period until the options are vested, with a corresponding entry in other capital reserves. The options are equity-settled by FedEx Corporation.

The fair value of the option granted is estimated on the basis of the Black Scholes valuation model. The estimate is based on the terms and conditions applicable to the grant of options. No expense is recognised for awards that do not ultimately vest, except for awards where vesting is conditional upon a market vesting condition or a non-vesting condition, which are treated as vesting irrespective of whether or not the market vesting condition or non-vesting condition is satisfied, provided that all other non-market vesting conditions are satisfied.

At each period end date before vesting, the cumulative expense is calculated, representing the extent to which the vesting period has expired and management's best estimate of the achievement or otherwise of non-market vesting conditions and of the number of equity instruments that will ultimately vest or, in the case of an instrument subject to a market condition or a non-vesting condition, be treated as vesting as described above. The movement in cumulative expense since the previous period end is recognised in the Statement of Comprehensive Income, with a corresponding entry in equity. Where the terms of an equity-settled award are modified or a new award is designated as replacing a cancelled or settled award, the cost based on the original award terms continues to be recognised over the original vesting period.

In addition, an expense is recognised over the remainder of the new vesting period for the incremental fair value of any modification, based on the difference between the fair value of the original award and the fair value of the modified award, both as measured on the date of the modification. No reduction is recognised if this difference is negative.

Where an equity-settled award is cancelled (including when a non-vesting condition within the control of the entity or employee is not met), it is treated as if it had vested on the date of cancellation, and any cost not yet recognised in the Statement of Comprehensive Income for the award is expensed immediately. Any compensation paid up to the fair value of the award at the cancellation or settlement date is deducted from equity, with any excess over fair value being treated as an expense in the Statement of Comprehensive Income.

The company has availed of the exemption under Financial Reporting Standard 102 not to disclose the details of share-based payments on the basis that it meets the criteria set out in FRS 102.1.12 for reduced disclosures and is a wholly owned subsidiary of FedEx Corporation, whose consolidated financial statements are publicly available.

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

2 Accounting policies (continued)

Judgements

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the directors consider it appropriate to prepare the financial statements on a going concern basis.

As part of the FedEx product portfolio, packages are delivered domestically as well as internationally. For international package deliveries, the global FedEx network is utilized, with various countries executing different parts of a package transportation service. For international deliveries, judgement is required in evaluating the presentation of revenue on a gross versus net basis based on whether the Company controls the service provided to the customer and is the principal in the transaction (gross), or the Company arranges for other parties to provide the service to the customer and is the agent in the transaction (net). "Principal" in this context refers to the terminology used for accounting purposes and differs from the regional principal in the FedEx Global Operating Model, who acts as the entrepreneur for the region and exercises management and operation control over their region.

In making this judgement, the Company considered the role of the Company in the overall FedEx transportation process and if it can make relevant decisions about the timing and manner in which the service is executed. The Company concluded that although the customer considers the FedEx network responsible for the overall package transportation service, the party where the package transportation service originates ("origin entity"), takes responsibility for this service within the network, uses its own assets in performing the service, determines which and how its assets are being used and determines the timing and manner of the actions as part of performing the services. The Company therefore concluded that within the FedEx network it is the principal for accounting purposes in the package transportation transactions that originate in its country.

Provisions

Provisions are recognised when the company has an obligation at the reporting date as a result of a past event, it is probable that the company will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

Leases

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to profit or loss on a straight-line basis over the period of the lease.

Share capital

Ordinary shares are classified as equity. Equity instruments are measured at the fair value of the cash or other resources received or receivable, net of the direct costs of issuing the equity instruments. If payment is deferred and the time value of money is material, the initial measurement is on a present value basis.

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

3 Revenue

The analysis of the company's turnover for the year by country of origin is as follows:

	2025	2024
	€	€
Republic of Ireland	<u>65,385,630</u>	<u>65,055,499</u>

4 Other operating income

The analysis of the company's other operating income for the year is as follows:

	2025	2024
	€	€
Fees receivable	<u>6,733,280</u>	<u>15,629,586</u>

5 Operating profit

Arrived at after charging/(crediting)

	2025	2024
	€	€
Depreciation expense	4,854,462	12,027,540
Foreign exchange losses/(gains)	6,982	(706,930)
Operating lease expense - property	3,621,874	3,025,754
Operating lease expense - other	298,105	298,661
Loss on disposal of fixed asset	<u>-</u>	<u>263,487</u>

6 Auditors' remuneration

	2025	2024
	€	€
Fees payable to the company's auditor and its associates for the audit of the company's annual accounts	31,000	30,038
Fees payable to the company's auditor and its associates in respect of tax advisory services	<u>8,000</u>	<u>8,000</u>
	<u>39,000</u>	<u>38,038</u>

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

7 Employee information

The monthly average number of persons employed by the company (including directors) during the year analysed by category was as follows:

	2025 No.	2024 No.
Operations	221	223
Finance, administration and management	18	18
Sales and customer services	33	36
	<u>272</u>	<u>277</u>

The aggregate payroll costs (including directors' remuneration) were as follows:

	2025 €	2024 €
Wages and salaries	13,974,085	15,452,325
Social security costs	1,551,222	835,084
Other retirement benefit costs, defined contribution scheme	578,533	517,433
Share-based payment expenses	215,830	386,488
	<u>16,319,670</u>	<u>17,191,330</u>

8 Directors' remuneration

The directors' remuneration for the financial year was as follows:

	2025 €	2024 €
Aggregate amount of emoluments in respect of directors qualifying services	37,297	182,277
Aggregate amount of gains by directors on exercise of share options during the year	57,147	-
Aggregate amount paid or receivable by directors under long term incentive schemes	13,956	39,503
Aggregate amount of compensation paid or payable for loss of office/other termination payments	264,364	-
	<u>372,764</u>	<u>221,780</u>

During the financial year the number of directors who were accruing retirement benefits were as follows:

	2025 No.	2024 No.
Accruing benefits under defined benefit contributions pension scheme	<u>1</u>	<u>1</u>

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

9 Interest payable and similar expenses

	2025	2024
	€	€
Interest expense on other finance liabilities	28	27,804

10 Other interest receivable and similar income

	2025	2024
	€	€
Interest income on bank deposits	-	12,171
Interest receivable from group undertakings	1,096,550	1,259,606
	1,096,550	1,271,777

11 Taxation

Tax charged/(credited) in the Profit and Loss Account

	2025	2024
	€	€
Current taxation		
Irish corporation tax	406,780	1,127,910
Irish corporation tax adjustment to prior periods	6,075	27,383
	412,855	1,155,293
Deferred taxation		
Arising from origination and reversal of timing differences	111,063	(304,998)
Arising from previously unrecognised tax loss, tax credit or temporary difference of prior periods	257	(17,295)
Total deferred taxation	111,320	(322,293)
Tax expense in the Profit and Loss Account	524,175	833,000

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

11 Taxation (continued)

The Finance (No. 2) Act 2023 implemented an effective 15% corporate minimum tax, commonly referred to as Pillar Two, which was enacted on 18 December 2023. This follows the Council Directive (EU) 2022/2523 based on the Organization for Economic Co-operation and Development's global framework on Pillar Two. The company has been subject to Pillar Two from 1 June 2024. The Qualified Domestic Minimum Top-up Tax (QDMTT) rules in Ireland are not expected to have a material impact on the company's current tax expense for the year ended 31 May 2025.

The tax on profit before tax for the year is higher than the standard rate of corporation tax in the Republic of Ireland (2024 - higher than the standard rate of corporation tax in the Republic of Ireland) of 12.5% (2024 - 12.5%).

The differences are reconciled below:

	2025	2024
	€	€
Profit before tax	<u>3,208,034</u>	<u>4,110,462</u>
Corporation tax at standard rate	401,004	513,808
Increase from effect of different Republic of Ireland tax rates on some earnings	137,069	158,972
Effect of expense not deductible in determining taxable profit	306,521	110,628
Deferred tax expense from unrecognised temporary difference from a prior period	6,332	10,087
Tax increase from effect of capital allowances and depreciation	-	2,993
Other tax effects for reconciliation between accounting profit and tax (income)/expense	<u>(326,751)</u>	<u>36,512</u>
Total tax charge	<u>524,175</u>	<u>833,000</u>
Deferred tax		
	2025	2024
	€	€
Deferred taxation		
At beginning of year	4,086,694	3,764,401
Adjustments in respect of prior periods	(257)	17,295
Origination and reversal of timing differences	<u>(111,063)</u>	<u>304,998</u>
	<u>3,975,374</u>	<u>4,086,694</u>
The deferred tax is made up as follows:		
Depreciation in advance of capital allowances	2,011,861	2,359,979
Other timing differences	363,836	34
Trading losses	<u>1,599,677</u>	<u>1,726,681</u>
	<u>3,975,374</u>	<u>4,086,694</u>

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

12 Tangible assets

	Freehold property €	Leasehold property €	Furniture, fittings and equipment €	Data centre €	Assets under construction €	Total €
Cost or valuation						
At 1 June 2024	3,656,120	101,025	6,558,111	47,431,765	1,735,620	59,482,641
Additions	-	2,910,688	408,530	16,232	2,911,247	6,246,697
Disposals	-	(87,584)	(28,534)	-	-	(116,118)
At 31 May 2025	<u>3,656,120</u>	<u>2,924,129</u>	<u>6,938,107</u>	<u>47,447,997</u>	<u>4,646,867</u>	<u>65,613,220</u>
Depreciation						
At 1 June 2024	2,946,448	89,301	4,242,600	41,201,620	-	48,479,969
Charge for the year	121,776	979,953	745,473	3,007,260	-	4,854,462
Eliminated on disposal	-	(87,584)	(28,534)	-	-	(116,118)
At 31 May 2025	<u>3,068,224</u>	<u>981,670</u>	<u>4,959,539</u>	<u>44,208,880</u>	<u>-</u>	<u>53,218,313</u>
Carrying amount						
At 31 May 2025	<u><u>587,896</u></u>	<u><u>1,942,459</u></u>	<u><u>1,978,568</u></u>	<u><u>3,239,117</u></u>	<u><u>4,646,867</u></u>	<u><u>12,394,907</u></u>
At 31 May 2024	<u><u>709,672</u></u>	<u><u>11,724</u></u>	<u><u>2,315,511</u></u>	<u><u>6,230,145</u></u>	<u><u>1,735,620</u></u>	<u><u>11,002,672</u></u>

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

13 Debtors

	Note	2025 €	2024 €
Trade debtors		22,026,554	16,136,647
Amounts owed by group undertakings	22	10,599,760	54,314,082
Other debtors		2,028,948	3,411,699
Prepayments		1,965,852	3,875,866
Accrued income		889,781	979,753
Deferred tax assets	11	3,975,374	4,086,694
Corporation tax asset	11	1,066,970	624,252
		<u>42,553,239</u>	<u>83,428,993</u>

14 Cash and cash equivalents

	2025 €	2024 €
Cash at bank and in hand	<u>1,118,451</u>	<u>592,383</u>

15 Creditors

	Note	2025 €	2024 €
Due within one year			
Trade creditors		1,389,100	1,550,485
Amounts due to group undertakings	22	6,856,505	2,643,771
Other taxes		4,936,056	5,367,611
Other payables		30,978	69,886
Accrued expenses		2,641,225	3,297,266
		<u>15,853,864</u>	<u>12,929,019</u>

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

16 Provisions for liabilities

	Legal proceedings €	Other provisions €	Total €
At 1 June 2024	-	-	-
Reclassified from accrued liabilities	796,261	-	796,261
Additional provisions	<u>1,511,066</u>	<u>2,910,688</u>	<u>4,421,754</u>
At 31 May 2025	<u><u>2,307,327</u></u>	<u><u>2,910,688</u></u>	<u><u>5,218,015</u></u>

A provision is recognised when the company has a legal or constructive obligation as a result of a past event and it is probable that an outflow of economic benefits will be required to settle the obligation.

Legal proceeding

The company has a number of ongoing legal and regulatory proceedings. The provision is expected to be utilised as proceedings are settled and the amount and timing of settlement is uncertain. The provision is not discounted.

Other provisions

The expected costs to repair damages incurred during the life of the lease, such as wear and tear are charged to the Profit and Loss Account as incurred. The expected costs of dismantling leasehold improvement assets are capitalised in the cost of the related asset. Provisions are discounted if the effect of the time value of money is material.

17 Called-up share capital presented as equity

Allotted, called-up and fully paid shares

	2025		2024	
	No.	€	No.	€
Issued and fully paid of €1.25 each	<u>500,000</u>	<u>625,000.00</u>	<u>52,500,001</u>	<u>65,625,001.25</u>
Called-up share capital presented as equity		<u><u>625,000</u></u>		<u><u>65,625,001</u></u>

On 23 August 2024 the share capital of the company was reduced by way of capital reduction so as to create a distributable reserve in the Company's capital, cancelling 52,000,001 Ordinary Shares of €1.25 each. A transfer of €65,000,001 and €7,708,194 was made from share capital and share premium respectively this increased profit and loss account reserves by €72,708,195.

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

18 Reserves

Profit and Loss Account

The Profit and Loss Account represents cumulative gains and losses recognised in the Profit and Loss Account, net of transfers to/from other reserves and dividends paid. During the year, interim dividends of €50,000,000 (2024 - €Nil) were paid.

19 Share-based payments

Scheme details and movements

Share options were issued to certain employees of the company by FedEx Corporation.

FedEx Corporation introduced a share option scheme for certain employees of the company selected at the discretion of the Group Executive.

All exercise prices are set on the basis of the quoted market price at date of grant. The option holder is granted the right but not the obligation to purchase shares in FedEx Corporation. It is granted for a future period i.e. the share options vest annually over a four year period from the grant date.

The share options can be exercised by the employees by cash purchase of shares only and the option holder must be employed with the company on the date of the grant, and continuously employed until the exercise date. The option holder has a period of 10 years from the grant date to exercise the options, once the vesting period has been reached. Failure to exercise will cause the option to be cancelled.

Effect of share-based payments on Profit and Loss Account and Balance Sheet

The total expense recognised in Profit and Loss Account for the year was €215,830 (2024 - €386,488).

20 Contingent liabilities

The following bank guarantees were in place at the year end: Standard Indemnity in favour of The Revenue Commissioners €90,000.

FedEx Express Ireland Limited

Notes to the Financial Statements for the Financial Year Ended 31 May 2025 (continued)

21 Obligations under leases and hire purchase contracts

Operating leases

At 31 May 2025 the Company had future minimum lease payments under non cancellable operating leases as follows:

	2025	2024
	€	€
Not later than one year	6,414,869	3,608,674
Later than one year and not later than five years	15,271,609	10,047,317
Later than five years	31,064,165	3,623,027
	52,750,643	17,279,018

22 Related party transactions

The company has taken advantage of the exemption under FRS102.33.1.A and FRS 102.33.7 and has not disclosed transactions with entities that are part of the group, where 100% of the voting rights of these entities are controlled within the group.

23 Parent and ultimate parent undertaking

The company's immediate parent is FedEx Express International B.V., incorporated in Netherlands.

The ultimate parent and controlling party is FedEx Corporation, incorporated in United States of America.

These financial statements are available upon request from FedEx Investor Relations, 942 South Shady Grove Road, Memphis, Tennessee 38120, USA.

24 Commitments

Capital commitments

The company has committed to purchase mechanical handling equipment for the Dublin site.

The total amount contracted for but not provided in the financial statements was €6,005,000 (2024 - €4,641,175).