



Social Impact and The UPS Foundation



Our Mission

We deliver pathways to empower resilient, just, and safe communities.



Our Vision

We aspire to create a more equitable and just world.

Our Approach

Over the last 70 years, The UPS Foundation has given more than \$3 billion to communities worldwide. Our philanthropic approach centers on four focus areas that reflect UPS's corporate values and expertise:

Health &
Humanitarian
Relief



Equity &
Economic
Empowerment



Local
Community
Engagement



Planet
Protection





Social Impact and The UPS Foundation



34.5M

COVID-19 vaccines
delivered in-kind
to countries in need



1.1M

volunteer service
hours recorded



30+

disasters responded
to globally



170

countries reached
through global
philanthropy



100,000

volunteer hours
recorded in
underserved Black
communities



\$51.4M

contributed to
United Way annual
campaign by UPS,
employees and retirees



\$69.4M

gifted in **grants**
and **sponsorships**
worldwide



22M

trees planted
since 2012 to advance
sustainability goals

Our Goals



25% of charitable
donations targeted
toward underserved
women, youth
and marginalized
communities



record 30M
volunteer hours
from UPS employees
globally by 2030



help improve
the well-being
of **1B lives**
by 2040



50M trees planted
with a focus in urban
communities
by 2030

>> Learn more about **The UPS Foundation** at [About.UPS.com](https://about.ups.com)



UPS Sustainability

Our Focus

At UPS, sustainability is not just a promise, it's an action plan. We have a responsibility to put sustainability at the core of our operations.

This means the creation of more environmentally sustainable solutions:

- introducing innovative delivery methods for crowded cities
- investing in next-generation vehicles
- route optimization technologies and developing people to drive the innovations needed for a carbon neutral future

Driven by integrity, UPS remains focused on making credible, purposeful changes throughout the supply chain, and is proud to lead sustainable innovations.

Our Goals

With a global footprint and customers in more than 220 countries and territories, we have seen how climate change, air quality and other socioeconomic challenges intersect, and have set a roadmap to reach **carbon neutrality by 2050**.

By 2025



40%

alternative fuel used
in our ground operations



25%

renewable electricity powering
our facilities

By 2035



30%

sustainable aviation fuel
(SAF) in our air network



50%

reduction in CO₂e
per package delivered
(2020 base year)



100%

renewable electricity
powering our facilities



UPS Sustainability

Quick Facts

Through best-in-class engineering, UPS is reimagining our network with innovation-driven investments that include electric ground vehicles, cleaner-burning fuel and climate-conscious facilities.



30+

urban logistics projects to improve last-mile deliveries in cities around the world including use of eQuads and electric bikes



10,300+

natural gas vehicles, with plans to purchase an additional 9,300 between 2022-2024



Up to
10,000

custom-built, all-electric delivery vans



155M

gallons of renewable natural gas purchased since 2014



3B miles

driven on alternative fuel since 2000



125

pre-ordered Tesla's new fully electric semi tractors



100%

renewable electricity in both global data centers (as of Jan. 1, 2022)



~75%

electricity from renewable sources in European facilities



10

electric Vertical Takeoff and Landing (eVTOL) aircrafts arriving in 2024

>> Learn more about **sustainability** at **About.UPS.com**



UPS Diversity, Equity & Inclusion

Our DEI Journey

Diversity, equity and inclusion are central to our business strategy. A sustained commitment to this work enabled progress over the last 115 years. Now, we're:

- Fostering a culture where equity, transparency, courage, authenticity and a sense of belonging are the norm in our workplace, with our customers and suppliers and in the communities we serve.
- Setting clear goals to accelerate progress on the journey ahead.

Our rallying cry '**You belong at UPS**' represents our long-term commitment to building a more inclusive and equitable UPS – and a more inclusive and equitable world.

Our Goals

Touching the lives of more than 534,000 employees, 13.5M customers and countless communities globally, UPS delivers social impact through our commitment to representation, employee engagement, volunteering and charitable giving.



30%
women in full-time
management
globally by 2025



40%
ethnically diverse
company management
in the U.S. by 2025



25%
charitable donations
from The UPS Foundation
focusing on **underserved
women, youth and
marginalized communities**



1M
volunteer hours dedicated
to **underserved Black
communities** by 2030



30M
volunteer hours recorded
from UPS employees globally
by 2030



50M
trees planted with a focus
in urban communities
by 2030



UPS Diversity, Equity & Inclusion

Quick Facts

Our frontline UPSers represent the rich diversity of our world, making UPS one of the most diverse companies in the logistics and supply chain industry.



31%

Board of Directors
comprised of ethnically
diverse members and

46%
women



36%

C-suite comprised
of women and

36%
ethnically diverse executives



190+

**Business Resource Group
(BRG) employee chapters**
worldwide



24M

volunteer hours by UPS
employees, families and
friends since 2011, with an
extended goal to volunteer
30 million hours by 2030



31,000

female and small business
owners connected to the
global economy through
**UPS's Women Exporters
Program** since 2018



280

women-owned and
minority-owned businesses
strengthened through
UPS Ignite program



\$580K

in grants to Black, LGBTQ+,
Hispanic/Latinx and AAPI
small-business owners
through **UPS Proudly
Unstoppable** program



\$3.3B

in spend with small and
diverse businesses in 2021,
resulting in

\$5.9B
in total economic impact



37,348

jobs and \$2.1B in wages
supporting **6,000+ small
and diverse suppliers**
in 2021

>> Learn more about **diversity, equity and inclusion** at **About.UPS.com**