









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 18 lives by 2040



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

>> Learn more about The UPS Foundation at 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:

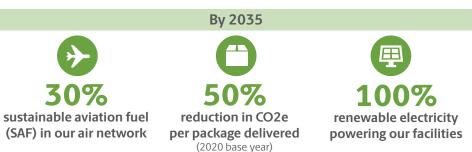
- introducing innovative delivery methods for crowded cities
- investing in next-generation vehicles
- route optimization technologies and developing people to drive the innovations needed for a carbon neutral future

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**.















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.



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



gallons of renewable natural gas purchased since 2014



3B miles

driven on alternative fuel since 2000



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



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.

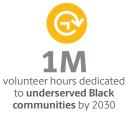
Our Goals

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.























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 Progam since 2018



280

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