



# Social Impact and The UPS Foundation



## Our Mission

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



## Our Vision

Creating a more equitable and just world.

## Our Approach

In the past 71 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, delivering help where it's need most around the world:

**H**ealth &  
Humanitarian  
Relief



**E**quity &  
Economic  
Empowerment



**L**ocal  
Community  
Engagement



**P**lanet  
Protection





# Social Impact and The UPS Foundation



**50M+**

**COVID-19 vaccines**  
delivered in-kind  
to countries in need  
since 2021



**2M**

**volunteer service**  
**hours** recorded  
in 2022



**45**

**disasters** and  
**global crises**  
supported in 2022



**176**

**countries** reached  
through global  
philanthropy



**529K+**

**volunteer hours**  
recorded in  
underserved Black  
communities



**\$46.9M**

contributed to **UPS's**  
**annual giving campaign**  
from UPS, employees  
and retirees



**\$65.6M**

gifted in **grants,**  
**sponsorships** and  
**in-kind** worldwide



**28M**

**trees planted**  
since 2012 for a more  
environmentally  
just world

## Our Goals



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



**contribute 30M**  
**volunteer hours**  
from UPS employees  
globally by 2030



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



**50M trees planted**  
by 2030 for a more  
environmentally  
just world

>> 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 CO<sub>2</sub>e  
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



**15,600+**

alternative fuel and advanced technology vehicles, driving more than 1M miles per day



**160**

sustainable small business owners trained through UPS's Green Exporters Program since launching in 2022



**156M**

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 part of our fabric and the legacy of our founder, Jim Casey, and central to our business strategy. A sustained commitment to this work enables progress and lasting impact. We've set clear goals to accelerate progress on the journey ahead and have strategies in place to develop talent and build career paths across all levels of the organization.

We continue to foster a culture where equity, transparency, authenticity and a sense of belonging are the norm. This remains true for our customers and suppliers, and within our workplace so our people can promote the same in the communities we serve.

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 530,000 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  
full-time 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



**33%**

C-suite comprised  
of women and

**42%**  
ethnically diverse executives



**195+**

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



**50%**

ethnically diverse  
total U.S. workforce



**107K+**

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



**\$1.4M+**

invested in programs  
to help diverse-owned SMBs  
through **Proudly Unstoppable**  
efforts and partnerships with  
NYFW and Complex Networks



**\$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](https://www.ups.com/diversity)