





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:

Health & Humanitarian Relief



Equity & Economic Empowerment



Local Community Engagement



Planet 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 18 lives by 2040



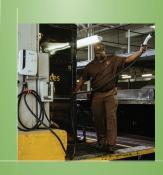
50M trees planted by 2030 for a more environmentally just world

>> Learn more about The UPS Foundation at About.UPS.com











UPS Sustainability

Our Focus

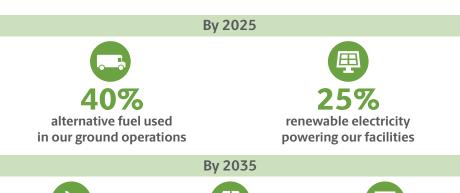
At UPS, sustainability is not just a promise, it's an action plan. We have a responsibility to put sustainability at the core of our operations. This means the creation of more environmentally sustainable solutions:

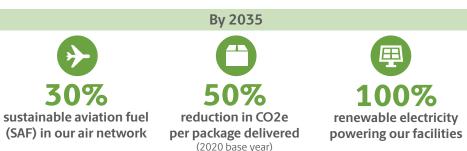
- introducing innovative delivery methods for crowded cities
- investing in next-generation vehicles
- route optimization technologies and developing people to drive the innovations needed for a carbon neutral future

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

Ouick 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



15,600+

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



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



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 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



volunteer hours dedicated to underserved Black communities by 2030



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.



Board of Directors comprised of ethnically diverse members and

46% women



C-suite comprised

ethnically diverse executives



Business Resource Group (BRG) employee chapters worldwide



ethnically diverse total U.S. workforce



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



minority-owned businesses strengthened through **UPS Ignite** program



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



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

in total economic impact



supporting 6,000+ small and diverse suppliers in 2021

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