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**

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# Social Impact and The UPS Foundation

<table>
<thead>
<tr>
<th>50M+</th>
<th>2M</th>
<th>45</th>
<th>176</th>
</tr>
</thead>
<tbody>
<tr>
<td>COVID-19 vaccines delivered in-kind to countries in need since 2021</td>
<td>volunteer service hours recorded in 2022</td>
<td>disasters and global crises supported in 2022</td>
<td>countries reached through global philanthropy</td>
</tr>
<tr>
<td>529K+</td>
<td>$46.9M</td>
<td>$65.6M</td>
<td>28M</td>
</tr>
<tr>
<td>volunteer hours recorded in underserved Black communities</td>
<td>contributed to UPS’s annual giving campaign from UPS, employees and retirees</td>
<td>gifted in grants, sponsorships and in-kind worldwide</td>
<td>trees planted since 2012 for a more environmentally just world</td>
</tr>
</tbody>
</table>

## 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
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**.

<table>
<thead>
<tr>
<th>By 2025</th>
<th>By 2035</th>
</tr>
</thead>
<tbody>
<tr>
<td>40% alternative fuel used in our ground operations</td>
<td>30% sustainable aviation fuel (SAF) in our air network</td>
</tr>
<tr>
<td>25% renewable electricity powering our facilities</td>
<td>50% reduction in CO2e per package delivered (2020 base year)</td>
</tr>
<tr>
<td>100% renewable electricity powering our facilities</td>
<td>100% renewable electricity powering our facilities</td>
</tr>
</tbody>
</table>
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
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.

<table>
<thead>
<tr>
<th>Category</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>31%</td>
<td>Board of Directors comprised of ethnically diverse members and 46% women</td>
</tr>
<tr>
<td>33%</td>
<td>C-suite comprised of women and 42% ethnically diverse executives</td>
</tr>
<tr>
<td>50%</td>
<td>195+ Business Resource Group (BRG) employee chapters worldwide</td>
</tr>
<tr>
<td>107K+</td>
<td>280 women-owned and minority-owned businesses strengthened through UPS Ignite program</td>
</tr>
<tr>
<td>$1.4M+</td>
<td>37,348 jobs and $2.1B in wages supporting 6,000+ small and diverse suppliers in 2021, resulting in $5.9B in total economic impact</td>
</tr>
<tr>
<td>$3.3B</td>
<td>42% ethnically diverse total U.S. workforce</td>
</tr>
</tbody>
</table>

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