



2022 Sustainability Highlights



“UPS’s shareholders, customers, suppliers, communities and employees care about sustainability, and so do we. And that’s why we’re focused on hitting our 2025 goals on our road to carbon neutrality by 2050 and improving 1 billion lives by 2040. We have data-driven action plans to invest in planet-friendly solutions while taking care of our people and serving our customers and communities of today and tomorrow. Energized by our better and bolder strategic framework, I’m confident we will help deliver a greener, healthier and more equitable world for us all.”



Carol B. Tomé, Chief Executive Officer, UPS



“At UPS, we know determined people working together can accomplish anything. That determination, instilled by our founder Jim Casey, is what motivates UPSers to solve the challenges brought on by climate change. We made good progress in 2022 but have more work to do when it comes to delinking carbon emissions from our growth and reducing our air emissions. Going forward, we will continue to use our scale and people, alongside our customers, suppliers and public-private partners, to deliver real change.”

Laura Lane, EVP & Chief Corporate Affairs and Sustainability Officer, UPS

Our Goals

2025	2030	2035	2040	2050
<ul style="list-style-type: none"> 40% alternative fuel used in our ground operations 30% women in full-time management globally and 40% ethnically diverse company management in the U.S. 25% renewable electricity powering our facilities 	<ul style="list-style-type: none"> 50M trees planted with a focus on greening urban communities (2012 baseline) 30M volunteer hours (2011 baseline); 1M of these hours dedicated to underserved Black communities (2020 baseline) 	<ul style="list-style-type: none"> 30% sustainable aviation fuel (SAF) in our air network 50% reduction in CO2e per global small package (2020 baseline) 100% renewable electricity powering our facilities 	 <p>Improve the well-being of 1 billion lives</p>	 <p>Reach carbon neutrality</p>
<p>25% charitable donations from The UPS Foundation targeted toward underserved women, youth and marginalized communities</p>				<p>Goal met annually</p>

Our Planet

UPS is reimagining our network with innovation-driven investments that include electric ground and air vehicles, cleaner-burning fuel and climate-conscious facilities. Our tangible progress shows how we're tracking against our goals, and our commitment to our targets.



2022 Highlights



6.9%

decrease in scope 1, 2 and 3 CO₂e emissions globally



28M

trees planted by UPSers since 2012



3.3B

miles driven on alternative fuel since 2000



15,600+

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



10

electric Vertical Takeoff and Landing (eVTOL) aircrafts contracted for 2024, once regulatory approval granted



8%

electricity from renewable sources powering our global facilities in 2022



162M

gallons of alternative fuels purchased in 2022, increasing our **annual alternative fuel usage** for ground operations to 26.5%



160

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



30+

Urban logistics projects, such as eQuads and electric bikes, improving last-mile deliveries in cities worldwide

Our People

We empower our diverse 500,000+ UPSers worldwide to help us deliver impact. UPSers are problem solvers and dedicated stewards of our environment and communities who do more than just deliver packages – together, they deliver good in the world.



2022 Highlights



37%

ethnically diverse in full-time management in the U.S. workforce



305K

cumulative years of accident-free safe driving by Circle of Honor UPSers



2X

better than the national average of safe driver rate



33%

C-suite executives are ethnically diverse and 33% are women



\$343M+

invested in safe driving education and training advancements in 2022



42%

Board of Directors are women and 31% ethnically diverse members



27%

women in full-time management globally



195+

Business Resource Groups across 36 countries fostering a strong DEI culture

Our Community

We collaborate with customers, suppliers and public-private partners to deliver innovative solutions and social impact. Together we're creating a more sustainable, equitable and inclusive world.



2022 Highlights



165M

lives positively impacted since 2020



26M

volunteer hours recorded to-date globally (2011 baseline)



34%

of charitable funding spent in underserved and marginalized communities



\$4B

in spend with small and diverse suppliers in 2022



703K

volunteer hours recorded to-date for underserved Black communities (2020 baseline)



\$21.5M

in funding, in-kind and technical support in response to **40+ disasters and humanitarian crises** around the world in 2022



280

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



107K+

female and small business owners trained through UPS's Women Exporters Program since 2018



**Moving our world forward
by delivering what matters.**

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