



2023 Sustainability and Social Impact Highlights Brochure



Our Goals and Progress



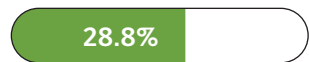
40% ethnically diverse company management in the U.S.



30% women in full-time management globally



40% alternative fuel in ground operations



25% renewable electricity powering our facilities



1M volunteer hours dedicated to underserved Black communities



50M trees planted with a focus on greening urban communities (2012 baseline)



30M volunteer hours (2011 baseline)



30% sustainable aviation fuel (SAF) in our air network¹

50% reduction in CO₂e per global small package (2020 baseline)²

100% renewable electricity powering our facilities



Improve the well-being of 1 billion lives



Reach carbon neutrality

“At UPS, we don’t just deliver packages — we deliver opportunities. We’re driving innovation, advancing sustainability and investing in our workforce because we know that our organization can be a catalyst for positive change. I’m proud of the progress we’ve made toward our goals ... together, there’s no limit to what we can accomplish.”

Carol B. Tomé, Chief Executive Officer



¹SAF supply remains limited and has not reached economies of scale, making it cost prohibitive for wide adoption. UPS is working with the industry to accelerate the shift to SAF.

²We expect variability in our interim progress as we transition assets and volume fluctuates within our network.

Delivering for Our Planet

We're continuously implementing planet-friendly solutions that help build stronger communities and a healthier environment. We've set a clear roadmap to reach carbon neutrality by 2050 and we're well on the way thanks to our innovation-driven investments into alternative fuels, renewable electricity and climate-conscious facilities. Here's how we're creating greener communities for our world today and tomorrow.



30,626 '000 Metric Tonnes (MT)

total gross scope 1, 2 and 3 CO₂e emissions globally - an **8.1% decrease** YOY³

2020	2021	2022
34,411	35,808	33,339
'000 MT	'000 MT	'000 MT



28.8%

alternative fuel usage in ground operations

2020	2021	2022
24% Usage	25.9% Usage	26.5% Usage



168.9M

gallons of alternative fuels purchased

2020	2021	2022
142M Gallons	156M Gallons	162M Gallons



18,300+

alternative fuel and advanced technology vehicles, driving more than 1M greener miles per day⁴

2020	2021	2022
12,400+ Vehicles	13,300+ Vehicles	15,600+ Vehicles



10.9%

total electricity generated from renewable sources powering our global facilities



4B

miles driven on alternative fuel since 2000

³We expect variability in our interim progress as we transition assets and volume fluctuates within our network.

⁴Reflects total inventory as of Dec. 31, 2023. The 2023 Form 10-K recorded data as of July 2023.

Delivering for Our People

The story of inclusion and belonging at UPS is best understood through the lens of our people. We encourage employees to bring their authentic selves to work, regardless of role or geography. Our company remains laser-focused on an employee experience that attracts the best talent and delivers the best service. We're proud to share that today, we've almost reached our goal of having 40% ethnically diverse company management in the U.S. by 2025. See how our workforce mirrors the communities we serve.



2023 Highlights



39%

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



33%

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



42%

of Board of Directors are women and 33% ethnically diverse members



27%

women in full-time management globally



210+

Business Resource Group chapters across 36 countries fostering a strong DEI culture



\$409M

invested in safe driving education and training advancements in 2023



285K+

years of safe driving by UPS Circle of Honor drivers – an elite group of UPSers who have 25+ years of accident-free driving

Delivering for Our Community

We're helping to build resilient, just and safe communities – in more ways than one. Employees and partners around the world work together to support disaster relief efforts, encourage volunteerism, reduce our environmental impact and give back to underserved communities. We work closely with organizations like World Food Programme and Truckers Against Trafficking to reach our goal of improving 1 billion lives by 2040. Find out how the power of determined people working together makes a difference.



232M+

lives positively impacted



50+

disasters and humanitarian crises supported around the world



\$60M

provided in charitable contributions



175M+

vaccines delivered including lifesaving early childhood vaccine



35%

of charitable funding spent in underserved and marginalized communities



12K+

small business owners trained through UPS's Women Exporters Program



342K

volunteer hours recorded for underserved Black communities



1.9M

volunteer hours recorded



6M

trees planted by UPSers



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

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