



# 4Q24

## Earnings Call

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January 30, 2025





**PJ GUIDO**

Investor Relations Officer



# UPS Speakers



**CAROL B. TOMÉ**  
Chief Executive Officer



**BRIAN DYKES**  
Chief Financial Officer





# Forward-Looking Statements and Non-GAAP Reconciliations



## Forward-Looking Statements

This presentation and our filings with the Securities and Exchange Commission contain and in the future may contain "forward-looking statements". Statements other than those of current or historical fact, and all statements accompanied by terms such as "will," "believe," "project," "expect," "estimate," "assume," "intend," "anticipate," "target," "plan," and similar terms, are intended to be forward-looking statements.

From time to time, we also include written or oral forward-looking statements in other publicly disclosed materials. Such statements may relate to our intent, belief, forecasts of, or current expectations about our strategic direction, prospects, future results, or future events; they do not relate strictly to historical or current facts. Management believes that these forward-looking statements are reasonable as and when made. However, caution should be taken not to place undue reliance on any forward-looking statements because such statements speak only as of the date when made.

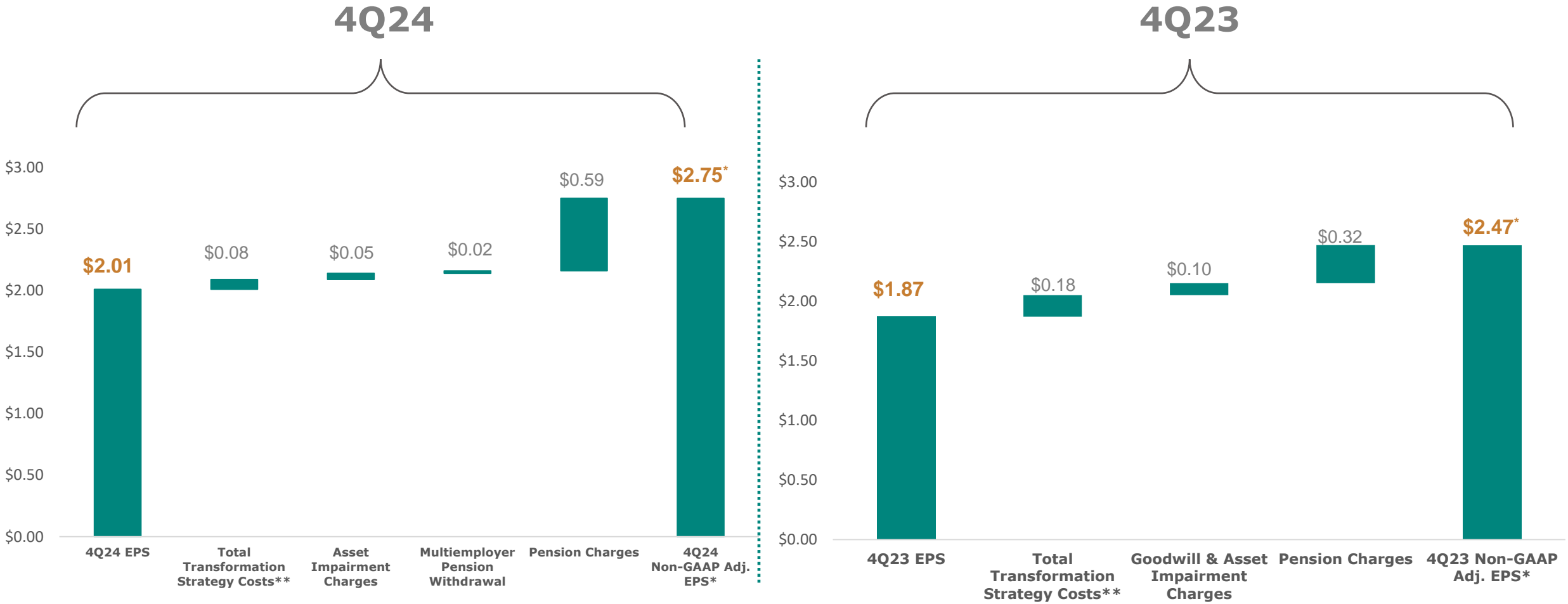
Forward-looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from our historical experience and our present expectations or anticipated results. These risks and uncertainties include, but are not limited to: changes in general economic conditions in the U.S. or internationally; significant competition on a local, regional, national and international basis; changes in our relationships with our significant customers; our ability to attract and retain qualified employees; strikes, work stoppages or slowdowns by our employees; increased or more complex physical or operational security requirements; a significant cybersecurity incident, or increased data protection regulations; our ability to maintain our brand image and corporate reputation; impacts from global climate change; interruptions in or impacts on our business from natural or man-made events or disasters including terrorist attacks, epidemics or pandemics; exposure to changing economic, political, regulatory and social developments in international and emerging markets; our ability to realize the anticipated benefits from acquisitions, dispositions, joint ventures or strategic alliances; the effects of changing prices of energy, including gasoline, diesel, jet fuel, other fuels and interruptions in supplies of these commodities; changes in exchange rates or interest rates; our ability to accurately forecast our future capital investment

needs; increases in our expenses or funding obligations relating to employee health, retiree health and/or pension benefits; our ability to manage insurance and claims expenses; changes in business strategy, government regulations or economic or market conditions that may result in impairments of our assets; potential additional U.S. or international tax liabilities; increasingly stringent regulations related to climate change; potential claims or litigation related to labor and employment, personal injury, property damage, business practices, environmental liability and other matters; and other risks discussed in our filings with the Securities and Exchange Commission from time to time, including our Annual Report on Form 10-K for the year ended December 31, 2023, and subsequently filed reports. You should consider the limitations on, and risks associated with, forward-looking statements and not unduly rely on the accuracy of predictions contained in such forward-looking statements. We do not undertake any obligation to update forward-looking statements to reflect events, circumstances, changes in expectations or the occurrence of unanticipated events after the date of those statements, except as required by law.

Information, including comparisons to prior periods, may reflect adjusted results. See the appendix for reconciliations of adjusted results and other non-GAAP adjusted financial measures.

The Company routinely posts important information, including news releases, announcements, materials provided or displayed at analyst or investor conferences, and other statements about its business and results of operations, that may be deemed material to investors on the Company's Investors Relations website at [www.investors.ups.com](http://www.investors.ups.com). The Company uses its website as a means of disclosing material, nonpublic information and for complying with the Company's disclosure obligations under Regulation FD. Investors should monitor the Company's Investor Relations website in addition to following the Company's press releases, filings with the SEC, public conference calls and webcasts. We do not incorporate the contents of any website into this or any other report we file with the SEC.

# Diluted EPS





**CAROL B. TOMÉ**  
Chief Executive Officer





# *Thank You*

*Seven years in a row as  
industry-leader in on-time  
service during peak season*





## 4Q24 Consolidated Results

In \$ Millions (except per share)	4Q24	4Q23	Change Y/Y
Revenue	\$25,301	\$24,917	1.5%
Non-GAAP Adj. Operating Profit*	\$3,100	\$2,787	11.2%
Non-GAAP Adj. Operating Margin*	12.3%	11.2%	110 bps
Non-GAAP Adj. Diluted EPS*	\$2.75	\$2.47	11.3%

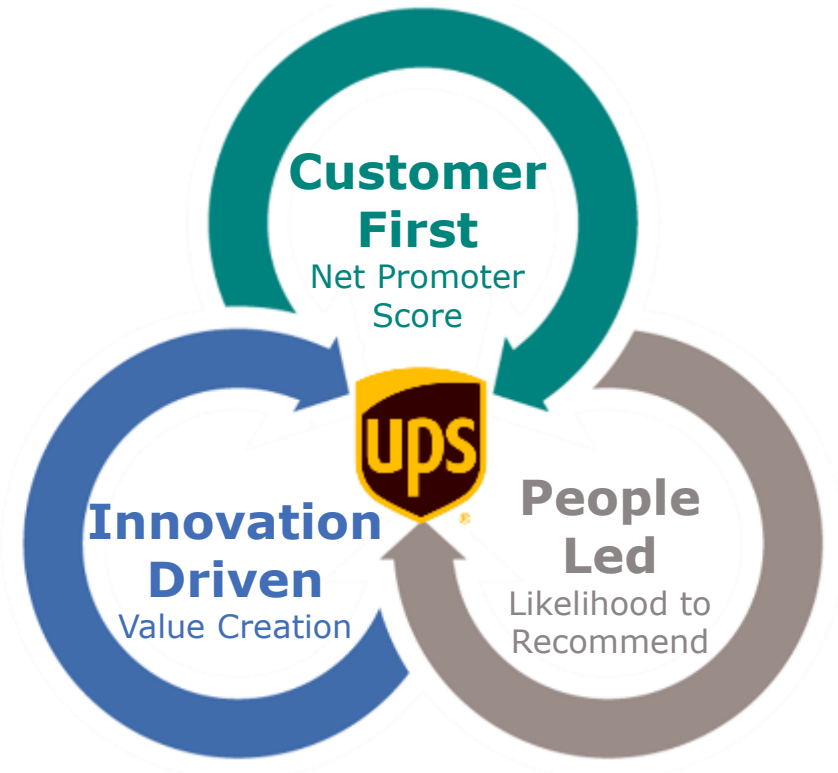
## Full-Year 2024 Consolidated Results

In \$ Millions (except per share)	2024	2023	Change Y/Y
Revenue	\$91,070	\$90,958	0.1%
Non-GAAP Adj. Operating Profit*	\$8,894	\$9,873	-9.9%
Non-GAAP Adj. Operating Margin*	9.8%	10.9%	-110 bps
Non-GAAP Adj. Diluted EPS*	\$7.72	\$8.78	-12.1%





# Customer First, People Led, Innovation Driven



## 2024 Highlights

- SMBs were 28.9% of total U.S. volume, an increase of 30 basis points Y/Y
- Generated \$3.3B in global DAP revenue, an increase of 17% Y/Y
- Equipped ~60,000 U.S. package cars with RFID sensors, eliminating 12M manual scans per day while enhancing package visibility for our customers
- Through Network of the Future, completed 49 operational closures, including permanently closing 11 buildings
- ~63% of our U.S. volume flows through automated facilities in 4Q24, compared to 60% in 2023
- In 1Q25, acquired Frigo-Trans, a European healthcare logistics company specializing in cold chain
- Opened two state-of-the-art healthcare cross-dock facilities in Italy and Germany in 4Q24



# Taking Action in 2025 to Drive Our Performance

## Significantly reducing volume from our largest customer

Lowering volume with UPS by more than 50% by the second half of 2026

## Effective Jan 1, 2025, we have insourced all UPS SurePost volume

Allows us to deliver great service with no material impact to our financial performance

## Efficiency Reimagined expected to deliver ~\$1B in savings

Multi-year initiatives tackle processes from end to end, including peak hiring practices to processing payments and more





**BRIAN DYKES**  
Chief Financial Officer



## 4Q24 Consolidated Results

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Non-GAAP Adj. Diluted EPS*	\$2.75	\$2.47	11.3%

*"Our financial performance in the fourth quarter was better than we expected due to our focus on revenue quality and excellent cost management. The positive momentum that began in the third quarter continued through our busiest time of the year."*

Brian Dykes, CFO

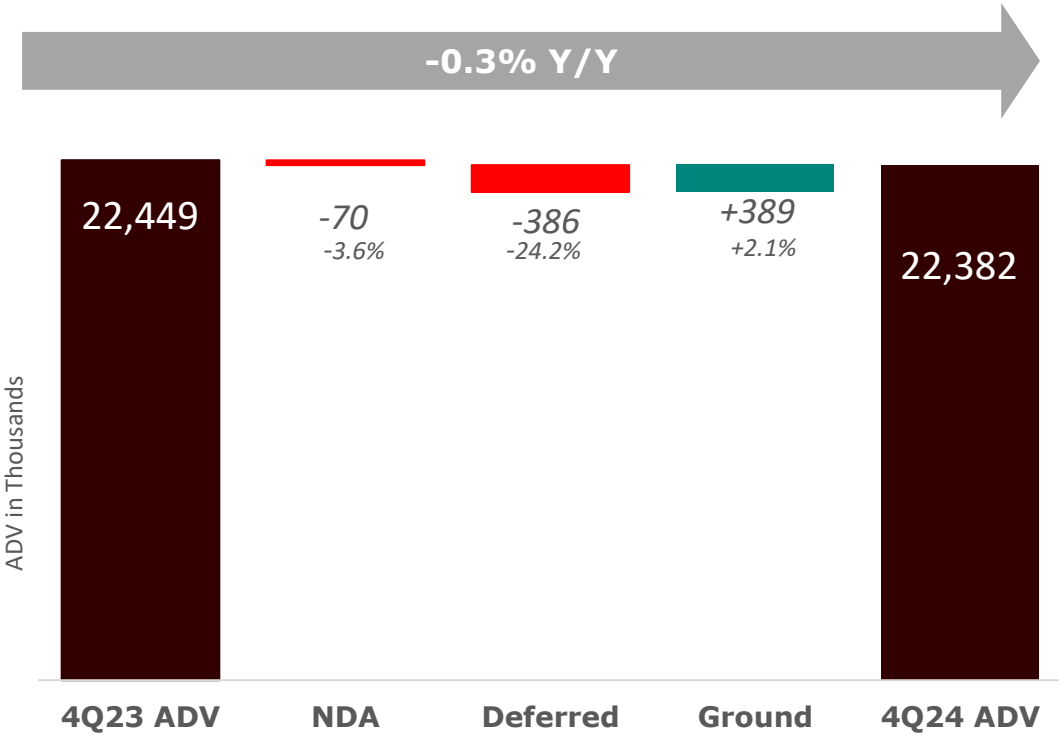




# 4Q Average Daily Volume Was Flat Y/Y

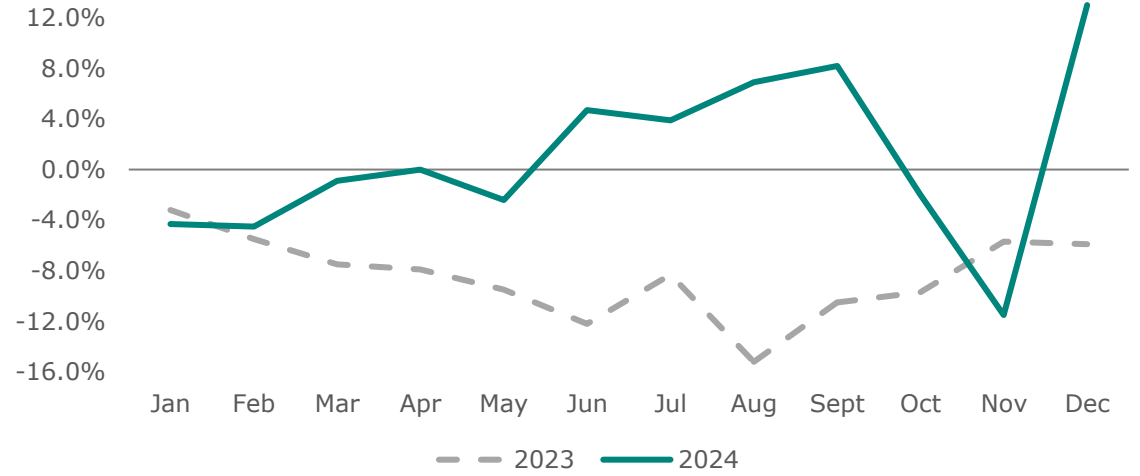
SMBs made up 27.8% of total U.S. volume, the highest 4Q concentration in 10 years

## ADV Change (Y/Y)

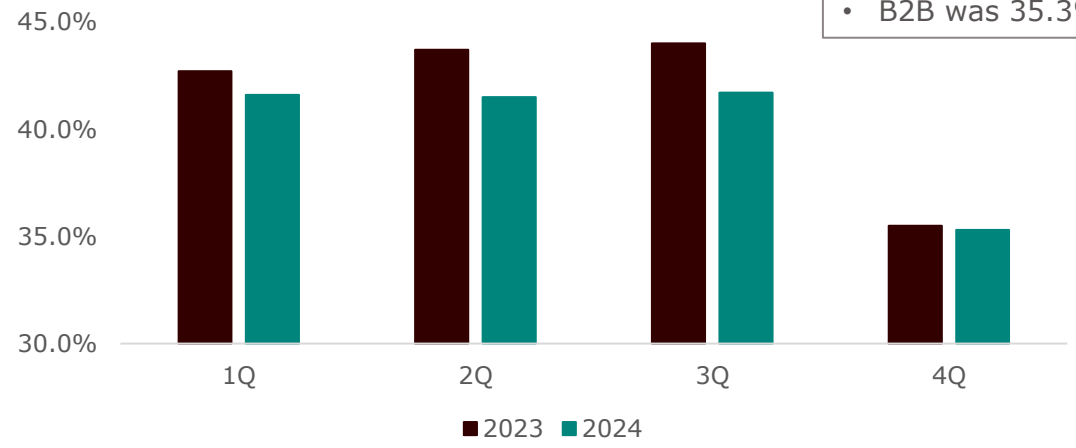


ADV in Thousands

## Monthly ADV Growth (Y/Y)



## Quarterly B2B% of U.S. ADV Mix



**4Q24**

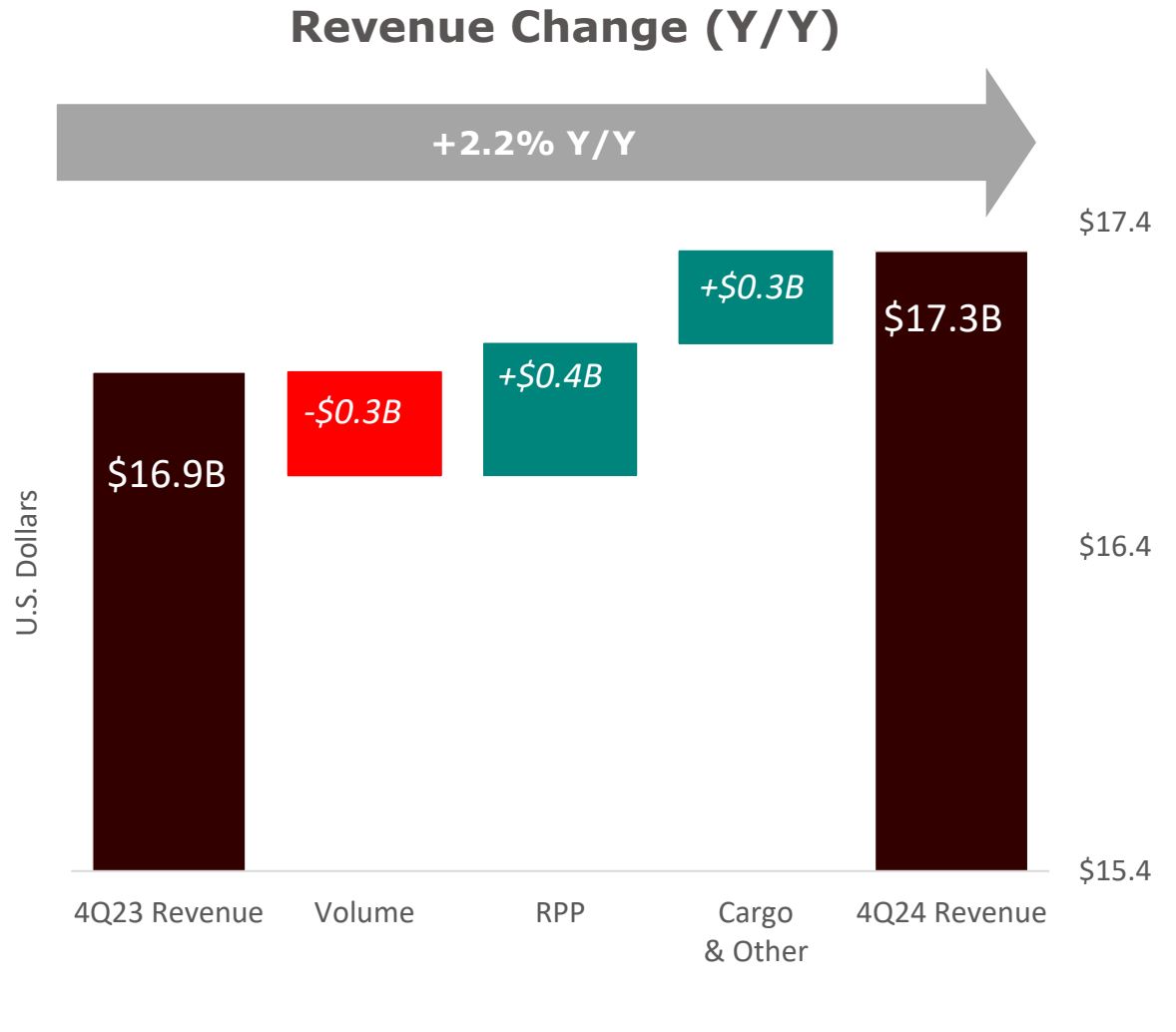
- B2B decreased -1.0%
- B2B was 35.3% of ADV

During the compressed 2024 peak season, our average on-time service led the industry by 470 basis points over our closest competitor.



# 4Q Revenue of \$17.3B, Up 2.2% Y/Y

Revenue per piece Y/Y growth rate up 460 basis points compared to 3Q



- 4Q revenue per piece (RPP) flipped positive for the first time in 2024, and increased 2.4%
- Base rates increased the RPP growth rate by ~250 basis points
- Strong keep-rates on holiday demand surcharges increased RPP growth rate by 110 basis points
- Net impact of customer mix combined with product mix and lighter weights decreased the RPP growth rate by 80 basis points
- Fuel drove a 40 basis point decline in the RPP growth rate



# Delivered \$1.8B in Non-GAAP Adj. Operating Profit\* in 4Q

Leveraged technology and proven practices to hold non-GAAP adj. cost per piece\* increase to 0.9% Y/Y

## U.S. Domestic Results

	4Q24	4Q23	Change Y/Y
Revenue	\$17.3B	\$16.9B	2.2%
Non-GAAP Adj. Operating Profit*	\$1.8B	\$1.6B	11.0%
Non-GAAP Adj. Operating Margin*	10.1%	9.3%	80 bps

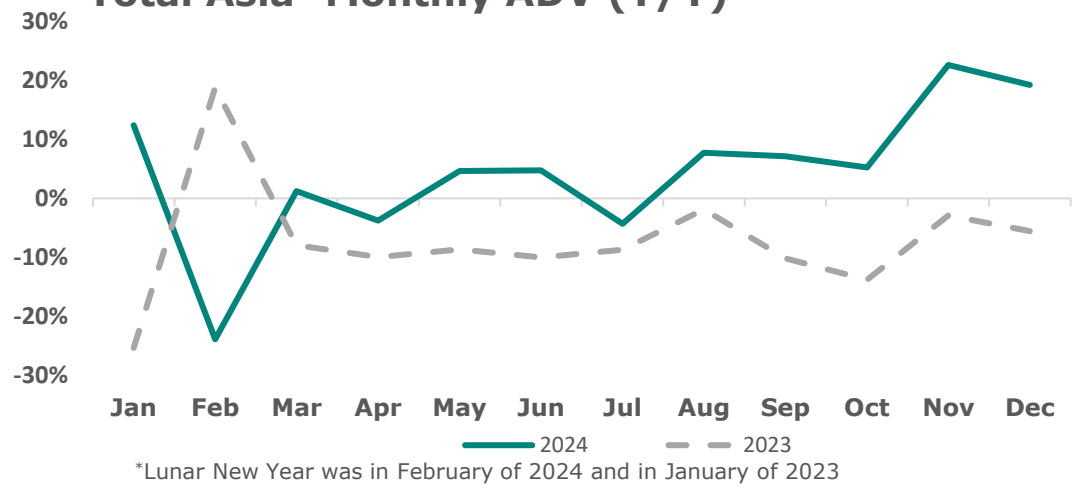
- Total Non-GAAP Adj. operating expense\* up 1.3%
  - Through Network of the Future, completed 49 operational closures, including 11 buildings; delivered the same amount of volume Y/Y, but with 3M fewer hours and with excellent service
  - Lowered small package block hours in response to changing volume levels
  - Purchased transportation and other expenses declined as we insourced 50% of SurePost volume and tightly managed rental equipment through peak
  - Better safety performance than expected, driving a benefit in casualty expense
- Non-GAAP Adj. operating margin\* of 10.1%, up 80 basis points Y/Y



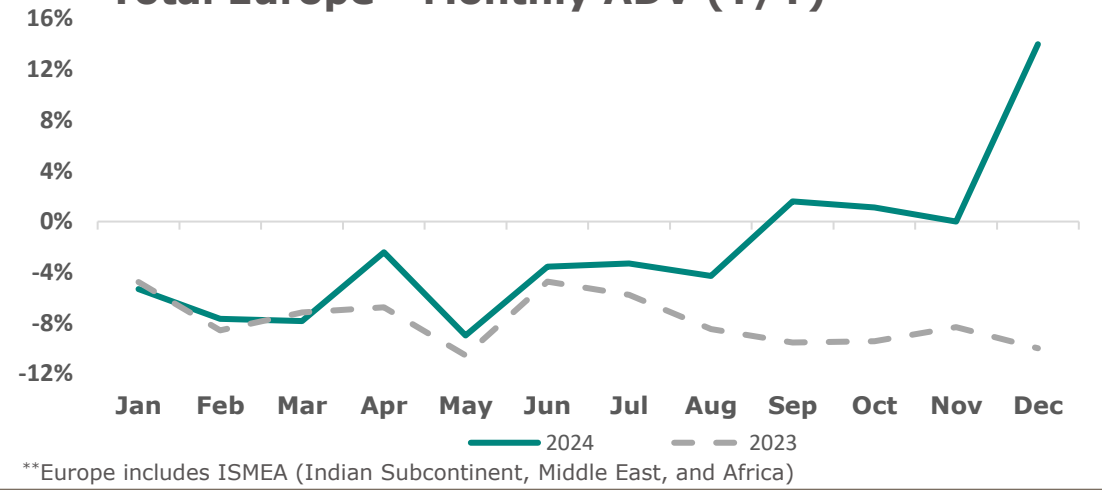
# 4Q International Average Daily Volume Up 8.8% Y/Y

17 of our top 20 export countries demonstrated Y/Y average daily volume growth

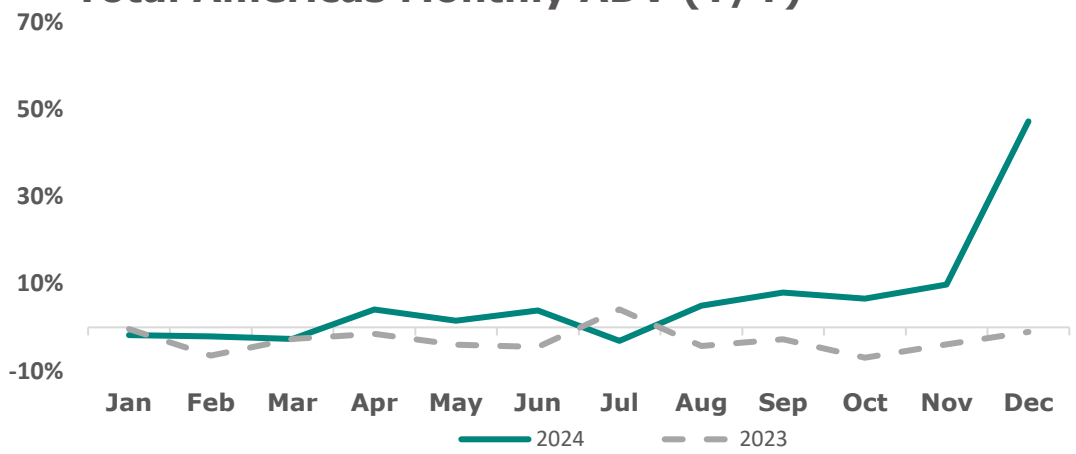
**Total Asia\* Monthly ADV (Y/Y)**



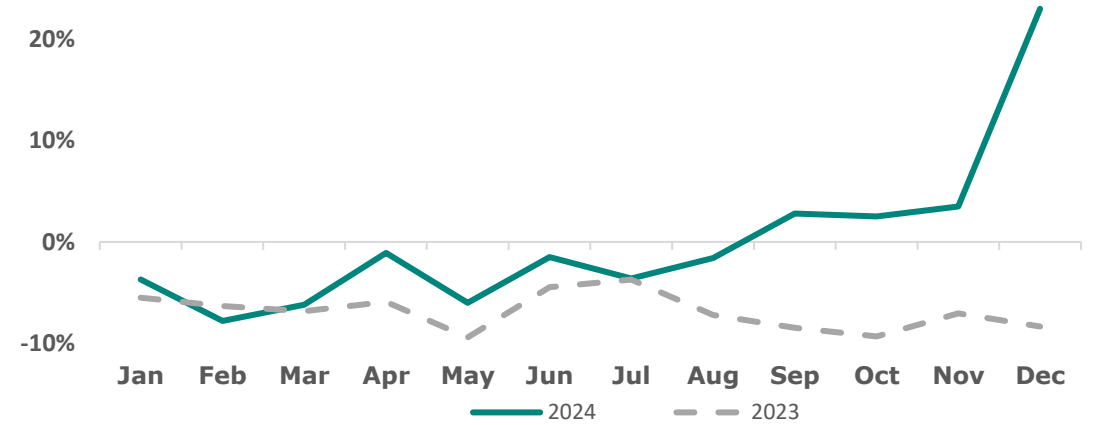
**Total Europe\*\* Monthly ADV (Y/Y)**



**Total Americas Monthly ADV (Y/Y)**



**Total International Monthly ADV (Y/Y)**





# Generated 4Q Non-GAAP Adj. Operating Profit\* of \$1.1B

All regions grew revenue Y/Y

## International Results

	4Q24	4Q23	Change Y/Y
Revenue	\$4.9B	\$4.6B	6.9%
Non-GAAP Adj. Operating Profit*	\$1.1B	\$0.9B	18.1%
Non-GAAP Adj. Operating Margin*	21.6%	19.5%	210 bps

- Generated positive operating leverage, driven by ongoing network optimization and cost management efforts
- Non-GAAP Adj. operating margin\* of 21.6%, up 210 basis points Y/Y



# Revenue of \$3.1B, Down \$306M Y/Y

Revenue impacted by \$588M reduction in revenue from Coyote Y/Y

## Supply Chain Solutions Results

	4Q24	4Q23	Change Y/Y
Revenue	\$3.1B	\$3.4B	-9.1%
Non-GAAP Adj. Operating Profit*	\$284M	\$308M	-7.8%
Non-GAAP Adj. Operating Margin*	9.3%	9.1%	20 bps

- Revenue within Forwarding and Logistics increased \$282M, driven by:
  - Air and Ocean Forwarding revenue up 10.3%, led by continued strong demand out of Asia
  - Logistics revenue grew by 16.2%
- Non-GAAP Adj. operating profit\* of \$284M, down \$24M Y/Y, which included an impact of \$13.5M from Coyote Y/Y
- Non-GAAP Adj. operating margin\* of 9.3%, an increase of 20 basis points Y/Y



\*Non-GAAP adjusted financial measure. See Appendix for reconciliation to GAAP financial measure.

# 2024 Cash Flow and Capital Allocation

Cash From  
Operations

**\$10.1B**

CapEx

**\$3.9B**

Dividends  
Paid

**\$5.4B**

Debt  
Repayment

**\$3.8B**

Share  
Repurchases

**\$500M**

Non-GAAP Adj.  
Debt to Non-GAAP  
Adj. EBITDA\* Ratio  
of 2.25 Turns



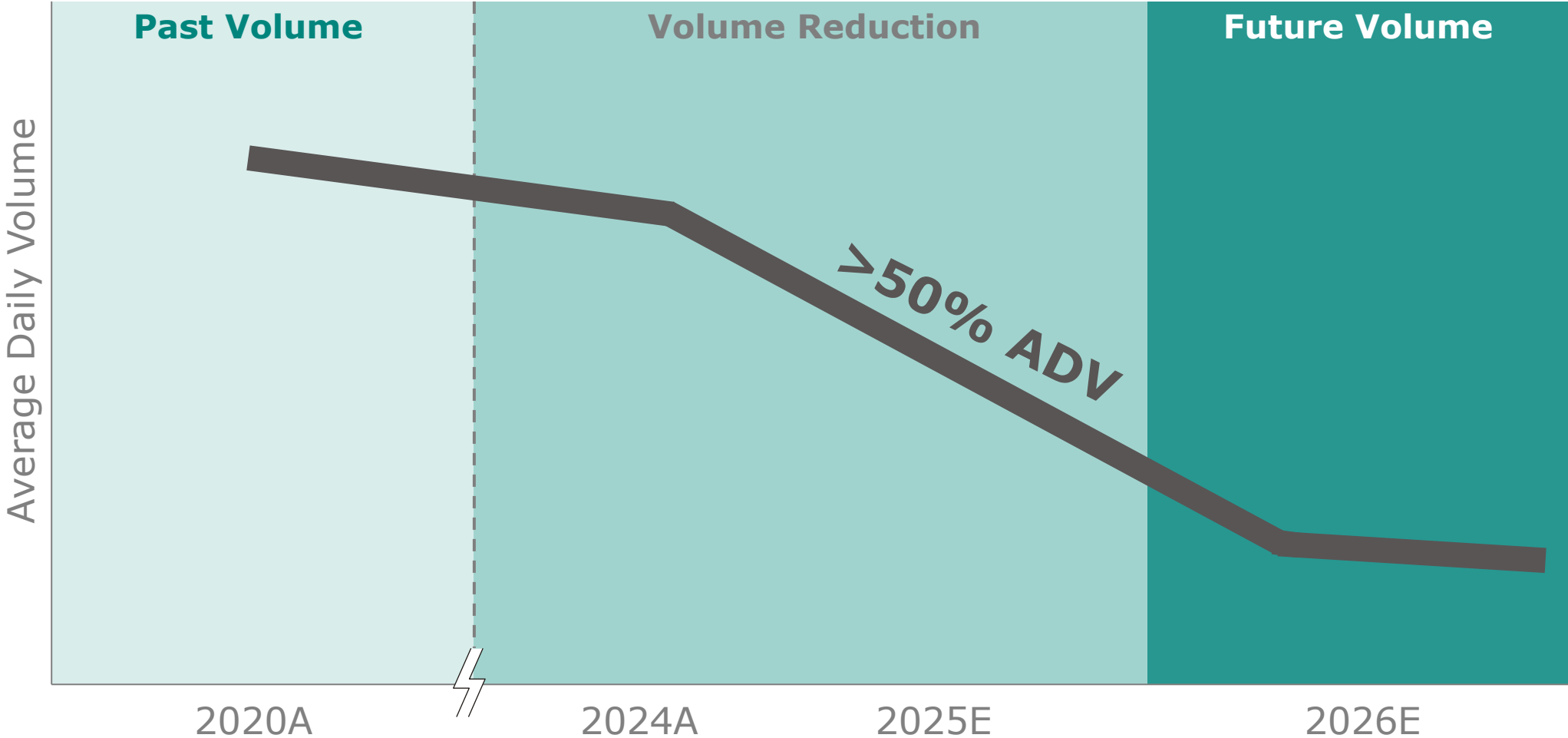
# Full-year 2024 Segment Highlights

	U.S. Domestic	International	Supply Chain Solutions
<b>Non-GAAP Adj. Operating Profit*</b>	<b>\$4.5B</b>	<b>\$3.4B</b>	<b>\$1.0B</b>
<b>Non-GAAP Adj. Operating Margin*</b>	<b>7.5%</b>	<b>18.7%</b>	<b>8.0%</b>

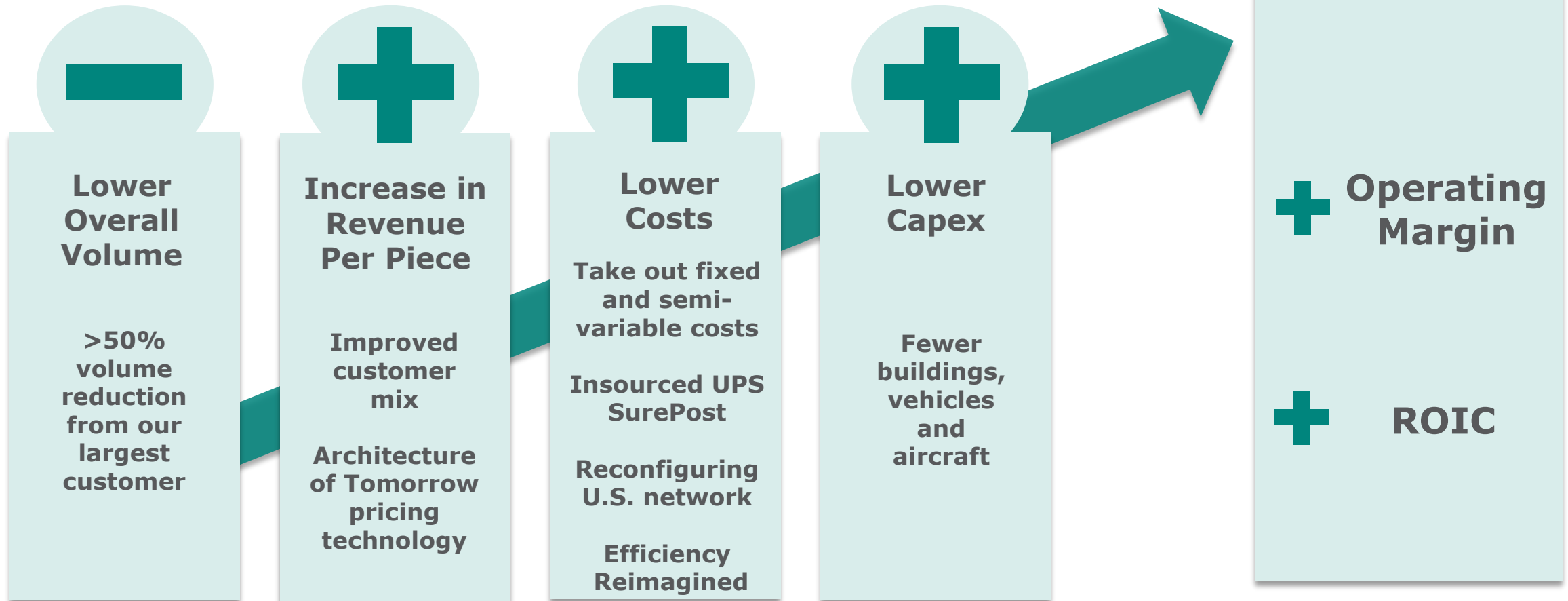




# Reached an Agreement in Principle With Our Largest Customer to Accelerate ADV Glide-down



# Our Set of Actions Will Put Us Further Down the Path to Becoming a More Profitable, Agile and Differentiated UPS



# 2025 Full-year Consolidated Outlook

Expect to expand U.S. Domestic Non-GAAP Adj. operating margin every quarter

## Assumptions

- *S&P Global forecasts GDP growth of 2.5% vs. 2024*
- *Real exports and global industrial production expected to increase ~2% Y/Y*
- *U.S. manufacturing expected to turn positive in 1Q25, after seven quarters of negative Y/Y growth*
- *U.S. consumer expected to remain resilient*
- *Guidance does not reflect any significant potential trade implications due to changes in tariffs*

## Full-year 2025 Outlook

- Consolidated:
  - Revenue of ~\$89.0B
  - Non-GAAP Adj. operating margin\* ~10.8%
  - Free cash flow\* of ~\$5.7B
  - Capital expenditures of ~\$3.5B
  - Dividend payout of ~\$5.5B and share repurchases of ~\$1.0B
- U.S. Domestic
  - Revenue decline of 2.3% Y/Y, driven by ADV reduction of ~8.5%, partially offset by strong RPP growth of ~6.0%
  - We expect the announced volume and revenue declines to accelerate as we progress throughout the year
  - Non-GAAP Adj. operating margin\* of ~8.8%, an increase of 130 basis points Y/Y
  - 1Q revenue up ~1% Y/Y, ADV down ~4%; expand Non-GAAP Adj. operating margin\* ~140 basis points
- International
  - ADV up mid-single digits with lower demand-related surcharges (DRS) Y/Y, revenue up ~2.5% Y/Y and Non-GAAP Adj. operating margin\* of ~18.6%
  - 1Q revenue flat Y/Y; Non-GAAP Adj. operating margin\* moderately down Y/Y due to lower DRS
- Supply Chain Solutions
  - Revenue of ~\$11.0B and Non-GAAP Adj. operating margin\* of ~8.5%
  - 1Q revenue down ~\$500M Y/Y, due to the reduction in 2024 revenue from Coyote; Non-GAAP Adj. operating margin of low- to mid-single digits







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# Questions & Answers





# Appendix

# 2024 Mark-to-Market (MTM) Impact to Shareowners' Equity

(in millions)

<b>Unrecognized Loss Within Shareowners' Equity as of 12/31/2023</b>	<b>\$1,869</b>
Net loss due to changes in demographic data and assumptions <i>Including turnover, salaries, medical claims costs, other</i>	323
Gain due to discount rate change <i>Discount rate increased from 5.42% to 5.88%</i>	(2,826)
Loss due to asset performance <i>Asset returns in 2024 were ~8.6% lower than expected</i>	3,746
<b>Subtotal as of 12/31/2024</b>	<b>\$3,112</b>
Reclassification of MTM loss to earnings in 4Q 2024 <sup>(1)</sup> <i>10% corridor exceeded for certain US and international plans</i>	\$665
<b>Unrecognized Loss Within Shareowners' Equity as of 12/31/2024</b>	<b>\$2,447</b>

(1) Net mark-to-market loss recognized outside of a 10% corridor on company-sponsored pension and postretirement plans

Q4 2024 MTM Pension Loss	
Q4 MTM and settlement	\$ 665
Income tax benefit	_(159)
After-tax Q4 MTM loss	\$ 506



# Reconciliation of GAAP and Non-GAAP Financial Measures

## Reconciliation of GAAP and Non-GAAP Adjusted Financial Measures

We supplement the reporting of our financial information determined under generally accepted accounting principles ("GAAP") with certain non-GAAP adjusted financial measures. Management views and evaluates business performance on both a GAAP basis and by excluding costs and benefits associated with these non-GAAP adjusted financial measures. As a result, we believe the presentation of these non-GAAP adjusted financial measures better enables users of our financial information to view and evaluate underlying business performance from the same perspective as management.

Non-GAAP adjusted financial measures should be considered in addition to, and not as an alternative for, our reported results prepared in accordance with GAAP. Our non-GAAP adjusted financial measures do not represent a comprehensive basis of accounting and therefore may not be comparable to similarly titled measures reported by other companies.

### *Forward-Looking Non-GAAP Adjusted Financial Metrics*

From time to time when presenting forward-looking non-GAAP metrics, we are unable to provide quantitative reconciliations to the most closely correlated GAAP measure due to the uncertainty in the timing, amount or nature of any adjustments, which could be material in any period.

### *One-Time Payment for International Regulatory Matter*

We supplement the presentation of operating profit, operating margin, interest expense, total other income (expense), income before income taxes, net income and earnings per share with non-GAAP measures that exclude the impact of a second quarter of 2024 one-time payment of \$94 million of previously restricted cash to settle a previously-disclosed challenge by Italian tax authorities to the deductibility of Value Added Tax payments by UPS to certain third-party service providers, a review of which was launched in the fourth quarter of 2023. We do not believe this is a component of our ongoing operations and we do not expect this or similar payments to recur.

### *Expense for Regulatory Matter*

We supplement the presentation of operating profit, operating margin, interest expense, total other income (expense), income before income taxes, net income and earnings per share with non-GAAP measures that exclude the impact of an expense to settle a regulatory matter that we consider to be unrelated to our ongoing operations and that we do not expect to recur.

### *Transformation Strategy Costs*

We supplement the presentation of operating profit, operating margin, income before income taxes, net income and earnings per share with non-GAAP measures that exclude the impact of charges related to activities within our transformation strategy. Our transformation activities have spanned several years to fundamentally change the spans and layers of our organization structure, processes, technologies and the composition of our business portfolio. While earlier stages of these transformation activities were complete in 2023 (Transformation 1.0), certain systems implementations and portfolio review activities (Transformation 2.0) are ongoing and expected to continue through 2025. We previously announced initiatives under Fit to Serve to right-size our business through a workforce reduction of approximately 12,000 positions throughout 2024 and create a more efficient operating model to enhance responsiveness to changing market dynamics. Various circumstances have precipitated these initiatives, including identification and prioritization of investments as a result of executive leadership changes, developments and changes in competitive landscapes, inflationary pressures, consumer behaviors, and other factors including post-COVID normalization and volume diversions attributed to our 2023 labor negotiations.

As disclosed on January 30, 2025, we are beginning a network reconfiguration which is expected to lead to consolidations of our facilities and workforce as well as end-to-end process redesign from 2025 – 2027. Our network reconfiguration is expected to result in exit activities that could result in the closure of up to 10% of our buildings, a reduction in the size of our vehicle and aircraft fleets, and a decrease in the size of our workforce. These costs are in addition to operational costs that we may incur. We are not yet able to determine the specific assets or extent of our workforce that will be impacted by our network redesign, the timing of those future changes or the associated charges we will incur and therefore are not currently able to provide an estimate of the total cost or the cost by period. We expect that impacted assets will remain in use during some or all of the periods of our network reconfiguration.

We expect to partially offset incurred costs through end-to-end process redesign carried out during our network reconfiguration through our Efficiency Reimagined initiatives. These initiatives are being undertaken to align our organizational processes to the operational changes expected to occur in our network reconfiguration and drive organizational efficiency. These initiatives are expected to yield approximately \$1.0 billion in annualized savings. We incurred related costs of \$35 million for the three months ended December 31, 2024. We expect to incur related costs of approximately \$300 to \$400 million during 2025 primarily associated with outside professional services and severance.

Upon the completion of our network reconfiguration and Efficiency Reimagined initiatives, we expect to realize further benefits in subsequent periods from lower expense, including depreciation, compensation, benefit and other, as well as lower capital requirements.

We do not consider the related costs to be ordinary because each program involves separate and distinct activities that may span multiple periods and are not expected to drive incremental revenue, and because the scope of the programs exceeded that of routine, ongoing efforts to enhance profitability. These initiatives are in addition to ordinary, ongoing efforts to enhance business performance.

### *Goodwill and Asset Impairments*

We supplement the presentation of operating profit, operating margin, income before income taxes, net income and earnings per share with non-GAAP measures that exclude the impact of goodwill and asset impairment charges. We do not consider these charges when evaluating the operating performance of our business units, making decisions to allocate resources or in determining incentive compensation awards.

### *Gains and Losses Related to Divestitures*

We supplement the presentation of operating profit, operating margin, income before income taxes, net income and earnings per share with non-GAAP measures that exclude the impact of gains (or losses) related to the divestiture of businesses. We do not consider these transactions when evaluating the operating performance of our business units, making decisions to allocate resources or in determining incentive compensation awards.

### *One-Time Compensation Payment*

We supplement the presentation of operating profit, operating margin, income before income taxes, net income and earnings per share with non-GAAP measures that exclude the impact of a one-time payment made to certain U.S.-based, non-union part-time supervisors following the ratification of our labor agreement with the Teamsters in 2023. We do not expect this or similar payments to recur.

### *Multiemployer Pension Plan Withdrawal*

We supplement the presentation of operating profit, operating margin, income before income taxes, net income and earnings per share with non-GAAP measures that exclude the impact of a charge related to the withdrawal from a multiemployer pension plan within the United States. We do not consider these costs to be related to our ongoing operations nor do we expect them to recur.

### *Non-GAAP Adjusted Cost per Piece*

We evaluate the efficiency of our operations using various metrics, including non-GAAP adjusted cost per piece. Non-GAAP adjusted cost per piece is calculated as non-GAAP adjusted operating expenses in a period divided by total volume for that period. Because non-GAAP adjusted operating expenses exclude costs or charges that we do not consider a part of underlying business performance when monitoring and evaluating the operating performance of our business units, making decisions to allocate resources or in determining incentive compensation awards, we believe this is the appropriate metric on which to base reviews and evaluations of the efficiency of our operational performance.

### *Defined Benefit Pension and Postretirement Medical Plan Gains and Losses*

We recognize changes in the fair value of plan assets and net actuarial gains and losses in excess of a 10% corridor (defined as 10% of the greater of the fair value of plan assets or the plan's projected benefit obligation), as well as gains and losses resulting from plan curtailments and settlements, for our pension and postretirement defined benefit plans immediately as part of Investment income (expense) and other in the statements of consolidated income. We supplement the presentation of our income before income taxes, net income and earnings per share with adjusted measures that exclude the impact of these gains and losses and the related income tax effects. We believe excluding these defined benefit pension and postretirement plan gains and losses provides important supplemental information by removing the volatility associated with plan amendments and short-term changes in market interest rates, equity values and similar factors.

### *Free Cash Flow*

We calculate free cash flow as cash flows from operating activities less capital expenditures, proceeds from disposals of property, plant and equipment, and plus or minus the net changes in other investing activities. We believe free cash flow is an important indicator of how much cash is generated by our ongoing business operations and we use this as a measure of incremental cash available to invest in our business, meet our debt obligations and return cash to shareholders.

### *Non-GAAP adjusted Total Debt / Non-GAAP adjusted EBITDA*

Non-GAAP adjusted total debt is defined as our long-term debt and finance leases, including current maturities, plus non-current pension and postretirement benefit obligations. Non-GAAP adjusted EBITDA is defined as earnings before interest, taxes, depreciation and amortization adjusted for the impacts of transformation strategy costs, a gain on divestiture of Coyote, a one-time payment for an international regulatory matter, goodwill and asset impairment charges, a one-time compensation payment, expense related to a regulatory matter, defined benefit plan gains and losses, investment income and other pension income, and a charge to withdraw from a multiemployer benefit plan. We believe the ratio of adjusted total debt to adjusted EBITDA is an important indicator of our financial strength, and is a ratio used by third parties when evaluating the level of our indebtedness.

### *Non-GAAP Adjusted Return on Invested Capital*

Non-GAAP Adjusted ROIC is calculated as the trailing twelve months ("TTM") of non-GAAP adjusted operating income divided by the average of total debt, non-current pension and postretirement benefit obligations and shareholders' equity, at the current period end and the corresponding period end of the prior year. Because non-GAAP adjusted ROIC is not a measure defined by GAAP, we calculate it, in part, using non-GAAP financial measures that we believe are most indicative of our ongoing business performance. We consider non-GAAP adjusted ROIC to be a useful measure for evaluating the effectiveness and efficiency of our long-term capital investments.



# Reconciliations

**United Parcel Service, Inc.**  
**Reconciliation of GAAP and Non-GAAP Adjusted Measures**  
(unaudited)

**Three Months Ended**  
**December 31**

<i>(amounts in millions):</i>	2024	2023		2024	2023
<b>Operating Profit (GAAP)</b>	\$ 2,926	\$ 2,477	<b>Operating Margin (GAAP)</b>	11.6%	9.9%
Transformation Strategy Costs:			Transformation Strategy Costs:		
<i>Transformation 1.0</i>	—	3	<i>Transformation 1.0</i>	—%	—%
<i>Transformation 2.0</i>			<i>Transformation 2.0</i>		
<i>Business portfolio review</i>	—	53	<i>Business portfolio review</i>	—%	0.3%
<i>Financial systems</i>	13	6	<i>Financial systems</i>	0.1%	—%
<i>Other initiatives</i>	—	1	<i>Other initiatives</i>	—%	—%
<i>Transformation 2.0 total</i>	13	60	<i>Transformation 2.0 total</i>	0.1%	0.3%
<i>Fit to Serve</i>	47	136	<i>Fit to Serve</i>	0.2%	0.5%
<i>Network Redesign and Efficiency Reimagined</i>	35	—	<i>Network Redesign and Efficiency Reimagined</i>	0.1%	0.0%
Total Transformation Strategy Costs	95	199	Total Transformation Strategy Costs	0.4%	0.8%
Goodwill and Asset Impairment Charges <sup>(1) (2)</sup>	60	111	Goodwill and Asset Impairment Charges <sup>(1) (2)</sup>	0.2%	0.5%
Multiemployer Pension Plan Withdrawal <sup>(3)</sup>	19	—	Multiemployer Pension Plan Withdrawal <sup>(3)</sup>	0.1%	0.0%
<b>Non-GAAP Adjusted Operating Profit</b>	<b>\$ 3,100</b>	<b>\$ 2,787</b>	<b>Non-GAAP Adjusted Operating Margin</b>	<b>12.3%</b>	<b>11.2%</b>

**Three Months Ended**  
**December 31**

<i>(amounts in millions):</i>	2024	2023
<b>Other Income (Expense) (GAAP)</b>	\$ (799)	\$ (414)
Pension Adjustment <sup>(4)</sup>	665	359
<b>Non-GAAP Adjusted Other Income (Expense)</b>	<b>\$ (134)</b>	<b>\$ (55)</b>

(1) Reflects pre-tax impairment charges of \$60 million for IT systems and other fixed assets within Supply Chain Solutions in 2024.

(2) Reflects a pre-tax indefinite-lived intangible asset impairment charge of \$111 million within Supply Chain Solutions in 2023.

(3) Reflects a pre-tax one-time charge of \$19 million to withdraw from a multiemployer pension plan within the United States.

(4) Net mark-to-market loss recognized outside of a 10% corridor on company-sponsored defined benefit pension and postretirement plans.

*Certain prior year amounts have been reclassified to conform to the current year presentation, including the recast of air cargo volume to U.S. Domestic, with no change to consolidated results. Certain amounts are calculated based on unrounded numbers.*



# Reconciliations

United Parcel Service, Inc.  
Reconciliation of GAAP and Non-GAAP Adjusted Measures  
(unaudited)

Twelve Months Ended  
December 31

<i>(amounts in millions):</i>	2024	2023		2024	2023
<b>Operating Profit (GAAP)</b>	\$ 8,468	\$ 9,141	<b>Operating Margin (GAAP)</b>	9.3 %	10.0 %
<b>Transformation Strategy Costs:</b>			<b>Transformation Strategy Costs:</b>		
<i>Transformation 1.0</i>	—	13	<i>Transformation 1.0</i>	— %	— %
<i>Transformation 2.0</i>			<i>Transformation 2.0</i>		
<i>Spans and layers</i>	—	86	<i>Spans and layers</i>	— %	0.2 %
<i>Business portfolio review</i>	29	84	<i>Business portfolio review</i>	— %	0.1 %
<i>Financial systems</i>	54	36	<i>Financial systems</i>	0.1 %	— %
<i>Other initiatives</i>	—	4	<i>Other initiatives</i>	— %	— %
<i>Transformation 2.0 total</i>	83	210	<i>Transformation 2.0 total</i>	0.1 %	0.3 %
<i>Fit to Serve</i>	204	212	<i>Fit to Serve</i>	0.3 %	0.2 %
<i>Network Redesign and Efficiency Reimagined</i>	35	—	<i>Network Redesign and Efficiency Reimagined</i>	— %	— %
<b>Total Transformation Strategy Costs</b>	322	435	<b>Total Transformation Strategy Costs</b>	0.4 %	0.5 %
Gain on Divestiture of Coyote <sup>(1)</sup>	(156)	—	Gain on Divestiture of Coyote <sup>(1)</sup>	(0.2)%	— %
One-Time Payment for Int'l Regulatory Matter <sup>(2)</sup>	88	—	One-Time Payment for Int'l Regulatory Matter <sup>(2)</sup>	0.1 %	— %
Goodwill and Asset Impairment Charges <sup>(3) (4)</sup>	108	236	Goodwill and Asset Impairment Charges <sup>(3) (4)</sup>	0.2 %	0.3 %
One-Time Compensation <sup>(5)</sup>	—	61	One-Time Compensation <sup>(5)</sup>	— %	0.1 %
Expense for Regulatory Matter <sup>(6)</sup>	45	—	Expense for Regulatory Matter <sup>(6)</sup>	— %	— %
Multiemployer Pension Plan Withdrawal <sup>(7)</sup>	19	—	Multiemployer Pension Plan Withdrawal <sup>(7)</sup>	— %	— %
<b>Non-GAAP Adjusted Operating Profit</b>	\$ 8,894	\$ 9,873	<b>Non-GAAP Adjusted Operating Margin</b>	9.8 %	10.9 %

Twelve Months Ended  
December 31

<i>(amounts in millions):</i>	2024	2023
<b>Other Income (Expense) (GAAP)</b>	\$ (1,026)	\$ (568)
One-Time Payment for Int'l Regulatory Matter <sup>(2)</sup>	6	—
Pension Adjustment <sup>(8)</sup>	665	359
<b>Non-GAAP Adjusted Other Income (Expense)</b>	\$ (355)	\$ (209)

(1) Represents a pre-tax gain of \$156 million on the divestiture of our Coyote Logistics business within Supply Chain Solutions during 2024.

(2) Reflects a pre-tax one-time payment for an international regulatory matter and related interest of \$94 million.

(3) Reflects pre-tax impairment charges of \$41 million for acquired trade names, \$7 million for software licenses and \$60 million for IT systems and other fixed assets within Supply Chain Solutions in 2024.

(4) Reflects pre-tax impairment charges of \$125 and \$111 million in respect of goodwill and an indefinite-lived intangible asset, respectively within Supply Chain Solutions in 2023.

(5) Represents a one-time payment of \$61 million to certain U.S.-based non-union part-time supervisors.

(6) Reflects the settlement of a regulatory matter.

(7) Reflects a pre-tax charge of \$19 million to withdraw from a multiemployer pension plan within the United States.

(8) Net mark-to-market loss recognized outside of a 10% corridor on company-sponsored defined benefit pension and postretirement plans.

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# Reconciliations

United Parcel Service, Inc.  
Reconciliation of GAAP and Non-GAAP Adjusted Measures  
(unaudited)

Three Months Ended  
December 31

<i>(amounts in millions):</i>	2024	2023
<b>Income Tax Expense (GAAP)</b>	\$ 406	\$ 458
Transformation Strategy Costs:		
<i>Transformation 1.0</i>	—	1
<i>Transformation 2.0</i>		
<i>Business portfolio review</i>	—	8
<i>Financial systems</i>	3	2
<i>Other initiatives</i>	—	1
<i>Transformation 2.0 total</i>	3	11
<i>Fit to Serve</i>	11	33
<i>Network Redesign and Efficiency Reimagined</i>	8	—
Total Transformation Strategy Costs	22	45
Goodwill and Asset Impairment Charges <sup>(1)(2)</sup>	14	27
Multiemployer Pension Plan Withdrawal <sup>(3)</sup>	5	—
Pension Adjustment <sup>(4)</sup>	159	85
Non-GAAP Adjusted Income Tax Expense	\$ 606	\$ 615

(1) Reflects the tax effect of pre-tax impairment charges of \$60 million for IT systems and other fixed assets within Supply Chain Solutions in 2024.

(2) Reflects the tax effect of a pre-tax indefinite-lived intangible asset impairment charge of \$111 million within Supply Chain Solutions in 2023.

(3) Reflects the tax effect of a pre-tax one-time charge of \$19 million to withdraw from a multiemployer pension plan within the United States.

(4) Reflects the tax effect of a net mark-to-market loss recognized outside of a 10% corridor on company-sponsored defined benefit pension and postretirement plans.

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# Reconciliations

United Parcel Service, Inc.  
Reconciliation of GAAP and Non-GAAP Adjusted Measures  
(unaudited)

Twelve Months Ended  
December 31

<i>(amounts in millions):</i>	2024	2023
<b>Income Tax Expense (GAAP)</b>	\$ 1,660	\$ 1,865
Transformation Strategy Costs:		
<i>Transformation 1.0</i>	—	3
<i>Transformation 2.0</i>		
<i>Spans and layers</i>	—	21
<i>Business portfolio review</i>	7	15
<i>Financial systems</i>	13	10
<i>Other initiatives</i>	—	1
<i>Transformation 2.0 total</i>	20	47
<i>Fit to Serve</i>	49	52
<i>Network Redesign and Efficiency Reimagined</i>	8	—
Total Transformation Strategy Costs	77	102
Gain on Divestiture of Coyote <sup>(1)</sup>	(4)	—
One-Time Payment for Int'l Regulatory Matter <sup>(2)</sup>	—	—
Goodwill and Asset Impairment Charges <sup>(3)(4)</sup>	27	43
One-Time Compensation <sup>(5)</sup>	—	15
Expense for Regulatory Matter <sup>(6)</sup>	—	—
Multiemployer Pension Plan Withdrawal <sup>(7)</sup>	5	—
Pension Adjustment <sup>(8)</sup>	159	85
<b>Non-GAAP Adjusted Income Tax Expense</b>	<b>\$ 1,924</b>	<b>\$ 2,110</b>

(1) Represents the tax effect of a pre-tax gain of \$156 million on the divestiture of our Coyote Logistics business within Supply Chain Solutions during 2024.

(2) Reflects the tax effect of a pre-tax one-time payment for an international regulatory matter and related interest of \$94 million.

(3) Reflects the tax effect of pre-tax impairment charges of \$41 million for acquired trade names, \$7 million for software licenses and \$60 million for IT systems and other fixed assets within Supply Chain Solutions in 2024.

(4) Reflects the tax effect of pre-tax impairment charges of \$125 and \$111 million in respect of goodwill and an indefinite-lived intangible asset, respectively within Supply Chain

(5) Represents the tax effect of a one-time payment of \$61 million to certain U.S.-based non-union part-time supervisors.

(6) Reflects the tax effect of the settlement of a regulatory matter.

(7) Reflects the tax effect of a pre-tax charge of \$19 million to withdraw from a multiemployer pension plan within the United States.

(8) Reflects the tax effect of a net mark-to-market loss recognized outside of a 10% corridor on company-sponsored defined benefit pension and postretirement plans.

*Certain prior year amounts have been reclassified to conform to the current year presentation, including the recast of air cargo volume to U.S. Domestic, with no change to consolidated results. Certain amounts are calculated based on unrounded numbers.*



# Reconciliations

United Parcel Service, Inc.  
Reconciliation of GAAP and Non-GAAP Adjusted Measures  
(unaudited)

Three Months Ended  
December 31

<i>(amounts in millions):</i>	2024	2023		2024	2023
<b>Net Income (GAAP)</b>	\$ 1,721	\$ 1,605	<b>Diluted Earnings Per Share (GAAP)</b>	\$ 2.01	\$ 1.87
<b>Transformation Strategy Costs:</b>			<b>Transformation Strategy Costs:</b>		
<i>Transformation 1.0</i>	—	2	<i>Transformation 1.0</i>	—	—
<i>Transformation 2.0</i>			<i>Transformation 2.0</i>		
<i>Business portfolio review</i>	—	45	<i>Business portfolio review</i>	—	0.05
<i>Financial systems</i>	10	4	<i>Financial systems</i>	0.01	—
<i>Other initiatives</i>	—	—	<i>Other initiatives</i>	—	—
<i>Transformation 2.0 total</i>	10	49	<i>Transformation 2.0 total</i>	0.01	0.05
<i>Fit to Serve</i>	36	103	<i>Fit to Serve</i>	0.04	0.13
<i>Network Redesign and Efficiency Reimagined</i>	27	—	<i>Network Redesign and Efficiency Reimagined</i>	0.03	—
<b>Total Transformation Strategy Costs</b>	73	154	<b>Total Transformation Strategy Costs</b>	0.08	0.18
Goodwill and Asset Impairment Charges <sup>(1)(2)</sup>	46	84	Goodwill and Asset Impairment Charges <sup>(1)(2)</sup>	0.05	0.10
Multiemployer Pension Plan Withdrawal <sup>(3)</sup>	14	—	Multiemployer Pension Plan Withdrawal <sup>(3)</sup>	0.02	—
Pension Adjustment <sup>(4)</sup>	506	274	Pension Adjustment <sup>(4)</sup>	0.59	0.32
<b>Non-GAAP Adjusted Net Income</b>	\$ 2,360	\$ 2,117	<b>Non-GAAP Adjusted Diluted Earnings Per Share</b>	\$ 2.75	\$ 2.47

(1) Reflects pre-tax impairment charges of \$60 million for IT systems and other fixed assets within Supply Chain Solutions in 2024.

(2) Reflects a pre-tax indefinite-lived intangible asset impairment charge of \$111 million within Supply Chain Solutions in 2023.

(3) Reflects a pre-tax one-time charge of \$19 million to withdraw from a multiemployer pension plan within the United States.

(4) Net mark-to-market loss recognized outside of a 10% corridor on company-sponsored defined benefit pension and postretirement plans.

*Certain prior year amounts have been reclassified to conform to the current year presentation, including the recast of air cargo volume to U.S. Domestic, with no change to consolidated results. Certain amounts are calculated based on unrounded numbers.*



# Reconciliations

United Parcel Service, Inc.  
Reconciliation of GAAP and Non-GAAP Adjusted Measures  
(unaudited)

Twelve Months Ended  
December 31

<i>(amounts in millions):</i>	2024	2023		2024	2023
<b>Net Income (GAAP)</b>	\$ 5,782	\$ 6,708	<b>Diluted Earnings Per Share (GAAP)</b>	\$ 6.75	\$ 7.80
Transformation Strategy Costs:			Transformation Strategy Costs:		
<i>Transformation 1.0</i>	—	10	<i>Transformation 1.0</i>	—	0.01
<i>Transformation 2.0</i>			<i>Transformation 2.0</i>		
<i>Spans and layers</i>	—	65	<i>Spans and layers</i>	—	0.08
<i>Business portfolio review</i>	22	69	<i>Business portfolio review</i>	0.03	0.08
<i>Financial systems</i>	41	26	<i>Financial systems</i>	0.05	0.03
<i>Other initiatives</i>	—	3	<i>Other initiatives</i>	—	—
<i>Transformation 2.0 total</i>	63	163	<i>Transformation 2.0 total</i>	0.08	0.19
<i>Fit to Serve</i>	155	160	<i>Fit to Serve</i>	0.18	0.19
<i>Network Redesign and Efficiency Reimagined</i>	27	—	<i>Network Redesign and Efficiency Reimagined</i>	0.03	—
Total Transformation Strategy Costs	245	333	Total Transformation Strategy Costs	0.29	0.39
Gain on Divestiture of Coyote <sup>(1)</sup>	(152)	—	Gain on Divestiture of Coyote <sup>(1)</sup>	(0.18)	—
One-Time Payment for Int'l Regulatory Matter <sup>(2)</sup>	94	—	One-Time Payment for Int'l Regulatory Matter <sup>(2)</sup>	0.11	—
Goodwill and Asset Impairment Charges <sup>(3) (4)</sup>	81	193	Goodwill and Asset Impairment Charges <sup>(3) (4)</sup>	0.09	0.22
One-Time Compensation <sup>(5)</sup>	—	46	One-Time Compensation <sup>(5)</sup>	—	0.05
Expense for Regulatory Matter <sup>(6)</sup>	45	—	Expense for Regulatory Matter <sup>(6)</sup>	0.05	—
Multiemployer Pension Plan Withdrawal <sup>(7)</sup>	14	—	Multiemployer Pension Plan Withdrawal <sup>(7)</sup>	0.02	—
Pension Adjustment <sup>(8)</sup>	506	274	Pension Adjustment <sup>(8)</sup>	0.59	0.32
Non-GAAP Adjusted Net Income	\$ 6,615	\$ 7,554	Non-GAAP Adjusted Diluted Earnings Per Share	\$ 7.72	\$ 8.78

(1) Represents a pre-tax gain of \$156 million on the divestiture of our Coyote Logistics business within Supply Chain Solutions during 2024.

(2) Reflects a pre-tax one-time payment for an international regulatory matter and related interest of \$94 million.

(3) Reflects pre-tax impairment charges of \$41 million for acquired trade names, \$7 million for software licenses and \$60 million for IT systems and other fixed assets within Supply Chain Solutions in 2024.

(4) Reflects pre-tax impairment charges of \$125 and \$111 million in respect of goodwill and an indefinite-lived intangible asset, respectively within Supply Chain Solutions in 2023.

(5) Represents a one-time payment of \$61 million to certain U.S.-based non-union part-time supervisors.

(6) Reflects the settlement of a regulatory matter.

(7) Reflects a pre-tax charge of \$19 million to withdraw from a multiemployer pension plan within the United States.

(8) Net mark-to-market loss recognized outside of a 10% corridor on company-sponsored defined benefit pension and postretirement plans.

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# Reconciliations

United Parcel Service, Inc.  
Reconciliation of GAAP and Non-GAAP Adjusted Measures by Segment  
(unaudited)

	Three Months Ended December 31											
	2024			2023			2024			2023		
	Operating Expenses	% Change	Operating Profit	Operating Expenses	% Change	Operating Profit	Operating Margin	Operating Expenses	% Change	Operating Profit	Operating Margin	
<b>U.S. Domestic Package</b>												
GAAP	\$ 15,631	\$ 15,491	0.9 %	\$ 1,681	\$ 1,448	16.1 %	9.7 %	\$ 15,491	\$ 1,448	8.5 %		
<i>Adjusted for:</i>												
Transformation Strategy Costs	(54)	(132)	(59.1)%	54	132	(59.1)%	0.3 %			0.8 %		
Multiemployer Pension Plan Withdrawal	(19)	—	N/A	19	—	N/A	0.1 %			— %		
Non-GAAP Adjusted Measure	\$ 15,558	\$ 15,359	1.3 %	\$ 1,754	\$ 1,580	11.0 %	10.1 %			9.3 %		
<b>International Package</b>												
GAAP	\$ 3,904	\$ 3,716	5.1 %	\$ 1,019	\$ 890	14.5 %	20.7 %			19.3 %		
<i>Adjusted for:</i>												
Transformation Strategy Costs	(43)	(9)	377.8 %	43	9	377.8 %	0.9 %			0.2 %		
Non-GAAP Adjusted Measure	\$ 3,861	\$ 3,707	4.2 %	\$ 1,062	\$ 899	18.1 %	21.6 %			19.5 %		
<b>Supply Chain Solutions</b>												
GAAP	\$ 2,840	\$ 3,233	(12.2)%	\$ 226	\$ 139	62.6 %	7.4 %			4.1 %		
<i>Adjusted for:</i>												
Transformation Strategy Costs	2	(58)	N/A	(2)	58	N/A	(0.1)%			1.7 %		
Goodwill and Asset Impairment Charges	(60)	(111)	(45.9)%	60	111	(45.9)%	2.0 %			3.3 %		
Non-GAAP Adjusted Measure	\$ 2,782	\$ 3,064	(9.2)%	\$ 284	\$ 308	(7.8)%	9.3 %			9.1 %		

United Parcel Service, Inc.  
Reconciliation of GAAP and Non-GAAP Adjusted Measures - U.S. Domestic Cost Per Piece  
(unaudited)

	Three Months Ended December 31		
	2024	2023	% Change
	Operating Days	62	63
Average Daily U.S. Domestic Package Volume (in thousands)	22,382	22,449	
U.S. Domestic Package Cost Per Piece (GAAP)	\$ 11.00	\$ 10.94	0.5 %
Transformation Strategy Costs	(0.04)	(0.09)	(55.6)%
Multiemployer Pension Plan Withdrawal	(0.01)	—	N/A
U.S. Domestic Package Non-GAAP Adjusted Cost Per Piece	\$ 10.95	\$ 10.85	0.9 %

Note: Cost per piece excludes expense associated with cargo and other activity.

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# Reconciliations

United Parcel Service, Inc.  
Reconciliation of GAAP and Non-GAAP Adjusted Measures by Segment  
(unaudited)

	Twelve Months Ended								
	December 31								
	2024	2023	% Change	2024	2023	% Change	2024	2023	
<b>U.S. Domestic Package</b>									
GAAP	\$ 56,031	\$ 55,049	1.8 %	\$ 4,345	\$ 5,156	(15.7)%	7.2 %	8.6 %	
<i>Adjusted for:</i>									
Transformation Strategy Costs	(147)	(266)	(44.7)%	147	266	(44.7)%	0.3 %	0.4 %	
Goodwill and Asset Impairment Charges	(5)	—	N/A	5	—	N/A	— %	— %	
One-Time Compensation	—	(61)	(100.0)%	—	61	(100.0)%	— %	0.1 %	
Multiemployer Pension Plan Withdrawal	(19)	—	N/A	19	—	N/A	— %	— %	
Non-GAAP Adjusted Measure	\$ 55,860	\$ 54,722	2.1 %	\$ 4,516	\$ 5,483	(17.6)%	7.5 %	9.1 %	
<b>International Package</b>									
GAAP	\$ 14,769	\$ 14,600	1.2 %	\$ 3,191	\$ 3,231	(1.2)%	17.8 %	18.1 %	
<i>Adjusted for:</i>									
Transformation Strategy Costs	(79)	(51)	54.9 %	79	51	54.9 %	0.4 %	0.3 %	
One-Time Payment for Int'l Regulatory Matter	(88)	—	N/A	88	—	N/A	0.5 %	— %	
Asset Impairment Charges	(2)	—	N/A	2	—	N/A	— %	— %	
Non-GAAP Adjusted Measure	\$ 14,600	\$ 14,549	0.4 %	\$ 3,360	\$ 3,282	2.4 %	18.7 %	18.4 %	
<b>Supply Chain Solutions</b>									
GAAP	\$ 11,802	\$ 12,168	(3.0)%	\$ 932	\$ 754	23.6 %	7.3 %	5.8 %	
<i>Adjusted for:</i>									
Transformation Strategy Costs	(96)	(118)	(18.6)%	96	118	(18.6)%	0.8 %	0.9 %	
Gain on Divestiture of Coyote	156	—	N/A	(156)	—	N/A	(1.2)%	— %	
Goodwill and Asset Impairment Charges	(101)	(236)	(57.2)%	101	236	(57.2)%	0.7 %	1.9 %	
Expense for Regulatory Matter	(45)	—	N/A	45	—	N/A	0.4 %	— %	
Non-GAAP Adjusted Measure	\$ 11,716	\$ 11,814	(0.8)%	\$ 1,018	\$ 1,108	(8.1)%	8.0 %	8.6 %	

United Parcel Service, Inc.  
Reconciliation of GAAP and Non-GAAP Adjusted Measures - U.S. Domestic Cost Per Piece  
(unaudited)

	Twelve Months Ended		
	December 31		
	2024	2023	% Change
Operating Days	253	254	
Average Daily U.S. Domestic Package Volume (in thousands)	19,161	19,030	
U.S. Domestic Package Cost Per Piece (GAAP)	\$ 11.42	\$ 11.35	0.6 %
<i>Adjusted for:</i>			
Transformation Strategy Costs	(0.04)	(0.05)	(20.0)%
One-Time Compensation	—	(0.01)	(100.0)%
Multiemployer Pension Plan Withdrawal	—	—	N/A
U.S. Domestic Package Non-GAAP Adjusted Cost Per Piece	\$ 11.38	\$ 11.29	0.8 %

Note: Cost per piece excludes expense associated with cargo and other activity.

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# Reconciliations

**United Parcel Service, Inc.**  
**Reconciliation of Free Cash Flow (Non-GAAP measure)**  
**(unaudited)**

*(amounts in millions):*

	<b>Twelve Months Ended</b>	
	<b>December 31,</b>	
	<b>2024</b>	<b>2023</b>
Cash flows from operating activities	10,122	10,238
Capital expenditures	(3,909)	(5,158)
Proceeds from disposals of property, plant and equipment	113	193
Other investing activities	(24)	(19)
Free Cash Flow (Non-GAAP measure)	<u>6,302</u>	<u>5,254</u>

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# Reconciliations

**United Parcel Service, Inc.**  
**Reconciliation of Non-GAAP Adjusted Debt to Non-GAAP Adjusted EBITDA**  
(unaudited)

<i>(amounts in millions):</i>	TTM <sup>(1)</sup> Ended December 31, 2024	TTM <sup>(1)</sup> Ended December 31, 2023
Net Income	\$ 5,782	\$ 6,708
Add Back:		
Income Tax Expense	1,660	1,865
Interest Expense	866	787
Depreciation and Amortization	3,609	3,366
Non-GAAP EBITDA	11,917	12,726
Add back (deduct):		
Transformation Strategy Costs	322	435
Gain on Divestiture of Coyote	(156)	—
One-Time Payment for International Regulatory Matter	88	—
Goodwill and Asset Impairment Charges	108	236
One-Time Compensation Payment	—	61
Expense for Regulatory Matter	45	—
Defined Benefit Plan (Gains) and Losses	665	359
Investment Income and Other Pension Income	(505)	(578)
Multiemployer Pension Plan Withdrawal	19	—
Non-GAAP Adjusted EBITDA	\$ 12,503	\$ 13,239
Debt and Finance Leases, Including Current Maturities	\$ 21,284	\$ 22,264
Add Back:		
Non-Current Pension and Postretirement Benefit Obligations	6,859	6,159
Non-GAAP Adjusted Total Debt	\$ 28,143	\$ 28,423
Non-GAAP Adjusted Total Debt/Net Income	4.87	4.24
Non-GAAP Adjusted Total Debt/Non-GAAP Adjusted EBITDA	2.25	2.15

(1) Trailing Twelve Months

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