



## Sustainability Strategy



# Forward-looking Statements



## Forward-Looking Statements

This presentation and our filings with the Securities and Exchange Commission contain and in the future may contain "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. 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. Forward-looking statements are made subject to the safe harbor provisions of the federal securities laws pursuant to Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934.

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 financial measures.

From time to time, the Company expects to participate in analyst and investor conferences. Materials provided or displayed at those conferences, such as slides and presentations, may be posted on our investor relations website at [www.investors.ups.com](http://www.investors.ups.com) under the heading "Presentations," when made available. These presentations may contain new material nonpublic information about the Company and you are encouraged to monitor this site for any new posts, as we may use this mechanism as a public announcement.

**Climate  
Related**

**Environmental roadmap to achieve carbon  
neutrality by 2050 across Scope 1, 2 and 3 emissions**

**Social  
Impact**

**Community engagement and impact goals**

**Governance**

**Transparency and responsiveness**



# Achieve Carbon Neutrality by 2050

UPS approach: accountability with flexibility for innovation

**Goal:** Comprehensive carbon neutral approach across Scope 1, 2 and 3 emissions in our global operations by 2050.

Roadmap to 2050 is based on sound engineering principles and a fiscally-responsible approach.

## 2025

**25%** renewable electricity powering our facilities

- Achieved 10.9% in 2023

**40%** alternative fuel used in our ground operations

- Achieved 28.8% in 2023

## 2035

**50%** reduction in CO2 per package delivered for our global operations (2020 base year)

**100%** renewable electricity powering our facilities

**30%** sustainable aviation fuel in our air network

## 2050

**Carbon neutrality in our global operations**



# The UPS Foundation / Community Engagement

Delivering what matters... help to the communities we serve globally

**Goal:** Invest in communities and help improve the well-being of 1 billion lives by 2040.

UPS will deliver social impact through our commitment to diversity, equity and inclusion (DEI), employee engagement through volunteerism, and charitable giving via the UPS Foundation.

## Targets and Progress

**25%** of annual charitable donations from The UPS Foundation targeted toward underserved women, youth and marginalized communities

- Achieved 35% in 2023

**30%** women in full-time management globally and **40%** ethnically diverse company management by **2025**

- 27% women in full-time management and 39% ethnically diverse management in 2023

**30 million** volunteer hours by 2030, with **1M** dedicated to underserved Black communities (2011 base year)

- 26M hours toward 2030 goal (342K recorded in 2023 for underserved Black communities)

**50 million** trees planted by 2030, with a focus on urban communities (2012 base year)

- 6.2M trees planted in 2022, totaling 34.2M since 2012



# Effective Governance

Furthering transparency and responsiveness

## Board structure and oversight

- All directors (other than CEO) are independent; independent Board Chair
- All members of the Audit, Compensation & Human Capital, Nominating & Corporate Governance and Risk Committees are independent
- Diverse range of skills and experiences; five women and four ethnically diverse directors

## Best-in-class governance and stakeholder engagement

- Human capital management responsibilities delegated to Compensation and Human Capital Committee
- Cybersecurity oversight responsibilities delegated to Risk Committee
- Robust stakeholder sustainability outreach program

## Stakeholder-friendly reporting

- Human capital management and sustainability reporting included in proxy statement
- 22nd Global Reporting Initiative (GRI) disclosure
- EEO-1 report disclosure
- Recent expanded political engagement reporting



