



# Sustainability Strategy



# Forward-looking Statements



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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. Forward-looking 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 and the future, by its very nature, cannot be predicted with certainty.

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 the impact of: continued uncertainties related to the COVID-19 pandemic on our business and operations, financial performance and liquidity, our customers and suppliers, and on the global economy; changes in general economic conditions, in the U.S. or internationally; industry evolution and significant competition; changes in our relationships with our significant customers; our ability to attract and retain qualified employees; increased or more complex physical or data security requirements, or any data security breach; strikes, work stoppages or slowdowns by our employees; results of negotiations and ratifications of labor contracts; our ability to maintain our brand image and corporate

reputation; disruptions to our information technology infrastructure; 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 and social developments in international markets; our ability to realize the anticipated benefits from acquisitions, dispositions, joint ventures or strategic alliances; changing prices of energy, including gasoline, diesel and jet fuel, or interruptions in supplies of these commodities; changes in exchange rates or interest rates; our ability to accurately forecast our future capital investment needs; significant expenses and 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 laws and regulations, including relating 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, 2021, our Quarterly Report on Form 10-Q for the quarter ended March 31, 2022, 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.

Company goals are aspirational and not guarantees or promises that all goals will be met, due to dependence on technological innovations and other available resources needed to drive environmental change. Statistics and metrics relating to sustainability matters are estimates and may be based on assumptions or evolving standards.

**Climate  
Related**

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

**Human  
Capital  
Management**

**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 5% in 2021

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

- Achieved 26% in 2021

## 2035

**50%** reduction in CO<sub>2</sub> 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 33% in 2021

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

- 27% women in full-time management and 37% ethnically diverse management as of May 31, 2022

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

- 1.1M hours in 2021 (100K in underserved Black communities), totaling 24M since 2011

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

- 3.2M trees planted in 2021, totaling 22M 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; six women and four ethnically diverse directors

## Best-in-class governance and stakeholder engagement

- Human capital management oversight added to Compensation Committee responsibilities
- Provide annual say-on-pay voting opportunity
- Robust sustainability stakeholder outreach program

## Stakeholder-friendly reporting

- Human capital management, sustainability and political contribution reporting in proxy statement
- Annual sustainability reporting includes CDP, GRI, SASB and TCFD reports
- EEO-1 report disclosure





**Thank You**