



# UPS Sustainability Goals

Delivering what matters to the communities we serve globally.

## Environmental Sustainability

### Achieve carbon neutrality by 2050

UPS is determined to continue our leadership in decarbonizing the transportation sector. Our roadmap includes both existing goals and new targets.

#### By 2025:



**40%** alternative fuel in ground operations



**25%** renewable electricity in facilities

#### By 2035:



**30%** sustainable aviation fuel



**50%** reduction in CO<sub>2</sub> per global small package (2020 baseline)



**100%** renewable electricity in facilities

## Social Sustainability

### Positively impact 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 through The UPS Foundation.



**25%** of charitable donations targeted toward underserved women, youth and marginalized communities



**28%** women in full-time management globally by 2022, while maintaining 35% ethnically diverse company management



**30 million** volunteer hours by 2030 (2015 baseline)



**50 million** trees planted by 2030 (2015 baseline)

## Governance

### Recent achievements

UPS remains committed to a transparent and inclusive governance structure.



**31%** ethnically diverse members on Board of Directors



**46%** women on Board of Directors



**Published** annual EEO-1 Report and first Task Force on Climate-related Financial Disclosures (TCFD) report in 2021



**Appointed chief DEI officer**, a new position on the Executive Leadership Team, and elevated the chief sustainability officer to report directly to the CEO