

This network reconfiguration, which is an expansion of our Network of the Future program, is expected to result in exit activities that could result in the closure of up to 10% of our buildings in 2025, a reduction in the size of our vehicle and aircraft fleets, and a decrease in the size of our workforce. We are not yet able to determine the specific assets or extent of our workforce that will be impacted by this network reconfiguration, the timing of those changes or any associated charges and expenses. We expect that impacted assets will remain in use during some or all of the periods of our network reconfiguration.

## **2-7 Employees**

See Disclosure 401-1 — New employee hires and employee turnover, and Disclosure 405-1 — diversity and equal opportunity. There were no significant variations in employees by gender or region when compared to last year.

UPS employees perform the majority of work associated with our organization's activities. We maintain a large workforce. We also regularly hire a large number of part-time and seasonal workers. Employee census data, reported in headcount, is compiled in and extracted from internal systems and gathered from subsidiaries.

<b>Total Permanent Employee Base<sup>1</sup> (as of 9/30/2024)</b>					
<b>Absolute Number</b>	<b>Gender<sup>2</sup></b>		<b>Geography</b>		<b>Total</b>
	<b>Male</b>	<b>Female</b>	<b>U.S.</b>	<b>Outside the U.S.<sup>3</sup></b>	
Full Time	212,290	41,657	195,917	58,299	254,216
Part Time	171,714	63,946	210,353	25,410	235,763
<b>Subtotal</b>	<b>384,004</b>	<b>105,603</b>	<b>406,270</b>	<b>83,709</b>	<b>489,979</b>
Other Employees <sup>4</sup>	2,336	1,711	1,898	2,163	4,061
<b>Total Permanent Employees</b>	<b>386,340</b>	<b>107,314</b>	<b>408,168</b>	<b>85,872</b>	<b>494,040</b>

<sup>1</sup>The majority of UPS employees are non-guaranteed hour employees. Data reported as of 9/30/24 to exclude the impact of seasonal peak hires.

<sup>2</sup>Information about gender does not include 386 employees who do not self-identify as either male or female.

<sup>3</sup>Includes Europe, Middle East and Africa (EMEA), Asia Pacific (APAC), Latin America (LATAM) and Canada.

<sup>4</sup>Represents employees from the following subsidiaries : Marken, Roadie, Ware2Go, Delivery Solutions, Happy Returns and MNX Global Logistics.

<b>Total Temporary Employee Base (as of 9/30/2024)</b>					
<b>Absolute Number</b>	<b>Gender<sup>1</sup></b>		<b>Geography</b>		<b>Total</b>
	<b>Male</b>	<b>Female</b>	<b>U.S.</b>	<b>Outside the U.S.</b>	
Temporary	4,232	1,064	313	5,010	5,323

<sup>1</sup>Information about gender does not include 27 employees who do not self-identify as either male or female.

## **2-8 Workers who are not employees**

*Omitted: Data on contractors, agents and third-party service providers is being tracked in multiple systems. We are currently determining the proper approach to incorporate this disclosure in the future.*