

Penelope Naas

President, International Public Affairs and Sustainability



Penelope (Penny) Naas currently serves as UPS President for International Public Affairs and Sustainability. Before her current role, Penny was UPS Vice-President and District Manager for International Public Affairs and Sustainability from January 2015 until July 2020. Penny began her UPS career in May 2012, joining as the head of public affairs in the then-EMEA Region. In that role, Penny oversaw public affairs for the Europe, Middle East, and Africa region and worked to enhance governmental understanding of UPS and the issues impacting UPS and the logistics industry. In 2014, Penny was also asked to oversee sustainability in Europe, and has worked to advance internal and external appreciation of the importance of sustainability for UPS. Prior to joining UPS, Penny worked for Citigroup in the Global Government Affairs team from 2006-2012. She moved to Europe in 2007 and opened Citigroup's first government affairs office in Brussels, Belgium, where she oversaw the various legislative and regulatory issues that arose after the 2008 financial crisis. Penny started her career at the U.S. Department of Commerce (DOC), where she worked for 13 years in various roles covering international trade and commercial issues. From 2004-2006, Penny headed the Office of Europe within the U.S. DOC International Trade Administration and created strategies to help US companies facing market access challenges in Europe. She worked in both the Clinton and Bush White House on task forces to pass trade deals involving China's accession to the World Trade Organization and securing passage of Trade Promotion Authority. She started her career at the Department of Commerce conducting anti-dumping and anti-subsidy investigations on foreign companies.

Penny has a bachelor's degree in economics and a Master's degree in public policy from the University of Michigan, Ann Arbor. She is a former board member of the American Chamber of Commerce to the EU and the University of Michigan Alumni Board, the American European Community Association and the Fulbright Commission for Belgium and Luxembourg. She is active in UPS' Women's Leadership Development, serving as the executive sponsor of the chapters in Europe. Her husband, Niels, is a Danish diplomat and they have three children. Penny enjoys playing sports and travel.