



UNION PACIFIC'S 2021

Building America Report

A report to stakeholders on our social, environmental and economic sustainability progress.

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Letter to Stakeholders



As the nation continued to heal in 2021, the effects of a global pandemic placed new challenges on the Union Pacific team. The impact of the COVID-19 Omicron variant required continued vigilance from an already-tested workforce. Despite the ongoing hardships our team persevered, resulting in one of the best years in the railroad's history.

That success reflects the deployment of our Serve, Grow, Win – Together strategy. We Serve with customer-centered operational excellence; Grow carloads, products and services that meet the customer's needs, and Win as the customer's supply chain partner of choice. We accomplish all of this Together as we create value for all stakeholders.

We do this by fulfilling our purpose of connecting the communities we serve to each other and the world, all the while growing customer value through innovative supply chain solutions, delivering the service that helps our customers do their jobs.

That strategy goes hand-in-hand with our commitment to environmental, social and governance (ESG) initiatives outlined in our comprehensive strategy, called Building a Sustainable Future 2030. This report – along with our Climate Action Plan, We Are One Report, Proxy Statement and other communications – is designed to keep you apprised of our progress toward our ESG goals and aware of where we're headed in the future. These reports will be updated annually as we discover new ways to achieve our goals, and as we follow through on our commitment to transparent communication of our ESG efforts.

For example, last year we completed a comprehensive materiality assessment that involved engaging internal and external stakeholders to identify and prioritize our company's most important ESG areas. Not surprisingly, our top issue was health, safety and well-being; followed by business ethics and conduct; and cybersecurity. Compared to our 2019 assessment, we saw a rise in the importance of human capital and environmental issues.

This assessment resulted in broadening our ESG strategy to reflect the evolving interests of our stakeholder groups, as well as a better understanding of our impact on the communities we serve and our world. As we are growing and learning on our ESG journey we remain 100% committed to our goals, making meaningful progress to those goals each year.

We've taken significant actions in 2021 toward reaching our ESG goals. Highlights include:

- Assembling the world's largest carrier-owned fleet of battery electric locomotives,
- Reducing our fuel consumption rate for the third year in a row, to best-ever levels, and
- Increasing our use of bio- and renewable-diesel fuel, working in partnership with locomotive OEMs.

We've also increased the diversity of our Board of Directors to more closely reflect our stakeholder population and we've increased community engagement through our Foundation efforts. Our employees continued to mobilize their ESG efforts through our new Planet Tracks business resource group, a first for our industry.

This year marks the 40th anniversary of our Supplier Diversity program, which has never been more critical to supporting our ESG efforts. Our spending with diverse suppliers grew 23% from 2020 to 2021 and has more than doubled since 2017.

In closing, we anticipate 2022 will be our best year ever in many ways, from improved safety results, continued solid, reliable service, improved employee engagement and continued strides to reach our DEI and ESG goals. It's all derived from deploying our Serve, Grow, Win – Together strategy with a focus on customer centricity, safety and employee engagement. This will be our legacy as we celebrate our 160th anniversary of Building America.

A handwritten signature in black ink, appearing to read "Lance M. Fritz". The signature is stylized and fluid.

Lance Fritz
Chairman, President and CEO



Progressing Our ESG Strategy

Building a Sustainable Future 2030

Union Pacific operates across 23 states in the western two-thirds of the nation, touching everything from bustling metropolitan cities to quiet, secluded lands where only wildlife can be found. Our wide reach across the United States means it's important that we act as conscientious stewards to protect the communities and terrain we must use to operate as a railroad. It is our responsibility to emphasize the importance of diversity and inclusivity within our workforce, pursue innovative technology, protect clean air and water, and set and reach targets to reduce our carbon footprint so we can achieve net-zero emissions by 2050.

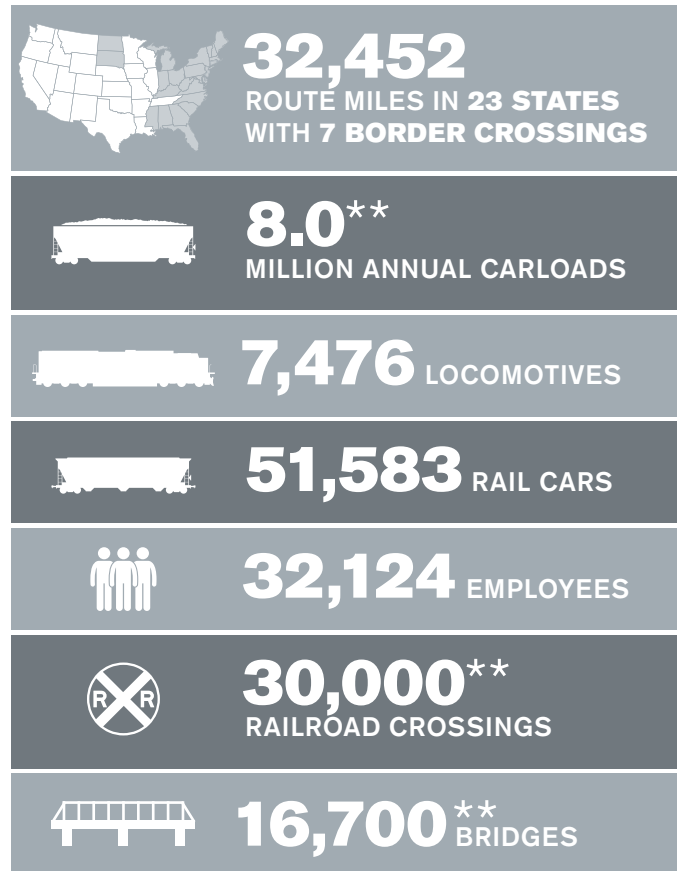
In 2021, we saw a continuation of the previous year's COVID-19 pandemic, social unrest, political discord, market volatility and the continued presence of service-disrupting natural disasters. The world changed, and our ESG approach changed with it. As a result of conducting our materiality assessment (outlined below), we added a fifth pillar to our strategy.

Our updated approach toward sustainability is built on these five pillars:

- Building Responsible Foundations
- Investing in Our Workforce
- Driving Sustainable Solutions
- Championing Environmental Stewardship
- Strengthening our Communities

This approach addresses the evolving interests of our stakeholder groups and is more inclusive of our overall impact. Most importantly, it builds on our foundation of safety – our top priority. It also addresses our most material ESG risks, while aligning our commitment with the United Nation's Sustainable Development Goals (SDGs). Each pillar is described on the next page.

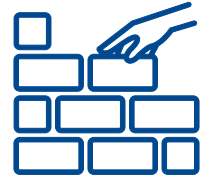
FAST FACTS*



* As of December 31, 2021 ** Figures are rounded

Building Responsible Foundations

In 2021, we added the “Building Responsible Foundations” pillar to our Building a Sustainable Future 2030 strategy. This pillar encompasses the importance of: Health, Safety and Well-being, Business Ethics and Conduct, Cybersecurity and Risk Management & Internal Control. These areas are described in detail later in this report or in our [Proxy](#). The health and safety of employees is at the foundation of everything we do. We are committed to engaging with employees to discuss and understand the risks they may encounter in their daily work so that we can address them. We continuously monitor our dynamic risk management process to identify and address potential concerns, including those arising in the ever-changing economic, political, legal and technological environments in which Union Pacific operates.



Investing in Our Workforce

At Union Pacific, our goal is to help employees develop skill sets enabling them to grow, develop in new positions across the company and become experts in their roles. We know that to do that, we must be committed to fostering a diverse and inclusive environment that reflects the diverse markets and communities we serve. Recognizing we still have work to do, we continue to focus on building an inclusive culture, and a talented workforce, with a goal to reach 40% people of color and 11% female representation by 2030. Read more about our workforce initiatives in our [2021 We Are One Report](#).



Driving Sustainable Solutions

Union Pacific’s improved service product and commitment to improving the customer experience positions it as the transportation provider of choice for its customers. Our goal is to capitalize on the many advantages that rail transportation can offer and grow our traffic over less-efficient forms of transportation. Rail remains the most fuel-efficient way to move freight over land by cutting greenhouse gas (GHG) emissions by up to 75% compared to commercial trucks. Our value proposition creates economic strength and supports profitable and responsible growth, allowing us to invest more in our future. We are positioned to support the transition to a low-carbon economy through the shipment of sustainable recyclable goods as those markets grow.



Championing Environmental Stewardship

Railroads are one of the most fuel-efficient means of transporting freight by land. However, we know that there are still actions railroads must take to reduce their carbon footprint. In early 2021, the Science Based Targets Initiative approved our targets to reduce absolute scope 1 and 2 and locomotive well-to-wheel GHG emissions from our operations 26% by 2030 against a 2018 baseline. We believe this is an important step to understanding how much and how quickly we need to reduce our emissions, as well as anticipate future policies and regulations. Read more about our environmental strategy in our [2021 Climate Action Plan](#).



Strengthening our Communities

Union Pacific is dedicated to serving and investing in communities, improving the quality of life where our employees live and work. Union Pacific’s capital investments create economic opportunity through employment and supply chain activity and represent investments in building a rail network that supports sustainable economic growth for generations to come. The more we invest in building a safe and efficient railroad today, the better our infrastructure can support communities in the future. Additionally, we pride ourselves on being a good corporate citizen in the communities in which we operate and a champion for diverse suppliers.



Materiality Assessment

Materiality Assessment Defines Stakeholder Key Topics

In 2021, Union Pacific completed a comprehensive materiality assessment to determine which ESG topics were most important to our stakeholders. The process began with over 500 ESG issues, which led to the identification of 16 relevant and important topics. We then engaged a significant number of internal and external stakeholders through an online survey and follow-up interviews to understand a broader stakeholder perspective of our material topics. The insights from this assessment inform the continued evolution of our sustainability strategy. We anticipate refreshing this assessment periodically to monitor the evolution of the topics that are most important to our business.

Union Pacific employees and external stakeholders completed the materiality survey in which they were asked to rank the identified issues on a 5-point scale based on importance to themselves and to the company. They were then asked to select the top-three issues they believed Union Pacific should focus on, and to provide detailed qualitative feedback. In addition to the surveys, one-on-one interviews with our senior staff and stakeholder representatives were conducted to obtain a deeper understanding of our stakeholders' perspectives.

The data from this assessment were then analyzed, and all 16 issues met the materiality threshold (i.e., were identified as "important"). A clear and consistent consensus was discovered, including agreement among both internal and external stakeholders on the top three issues to our stakeholders:

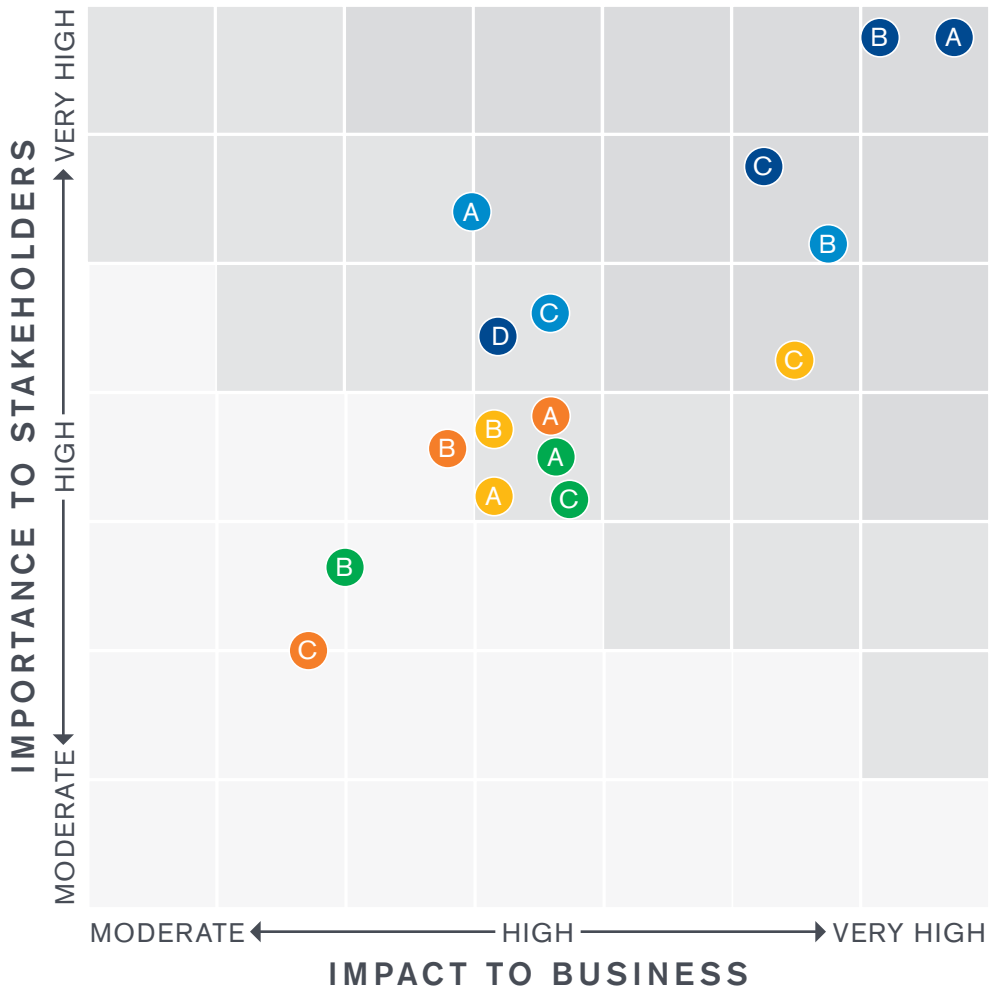
- Health, Safety & Well-being
- Business Ethics & Conduct
- Cybersecurity

A new pillar was added to our strategy called "Building Responsible Foundations." This addition underscores the importance of safety, ethical business practices, cybersecurity and strong risk management processes to our business.



Materiality Matrix

Through the materiality analysis process, a matrix was designed to demonstrate the most material ESG topics to our stakeholders. Below, the y-axis depicts the issues ranked as most important to the stakeholders, while the x-axis depicts the issues ranked as having the most impact on the business. The top-three ESG topics overall were: (1) Health, Safety and Well-being, (2) Business Ethics and Conduct, and (3) Cybersecurity.



Building Responsible Foundations

- A Health, Safety & Well-being
- B Business Ethics & Conduct
- C Cybersecurity
- D Risk Management & Internal Control

Investing in Our Workforce

- A Human & Labor Rights
- B Employment Practices & Development
- C Diversity, Equity & Inclusion

Championing Environmental Stewardship

- A Emissions & Energy Use
- B Waste Management & Recycling
- C Climate Change

Driving Sustainable Solutions

- A Responsible Sourcing
- B Socio-economic Impact
- C Infrastructure Investment & Protection

Strengthening Our Communities

- A Stakeholder Engagement
- B Community Engagement & Giving
- C Land Rights & Management

16 Material ESG Topic Definitions

We started the assessment by considering more than 500 ESG topics, which lead to the identification of 16 important topics:

ISSUE	DEFINITION
Health, Safety and Well-being	Putting safety first across all elements of our activities to protect our workforce, our culture and our communities.
Business Ethics and Conduct	Upholding the highest standards of legal and ethical conduct through good governance, effective policies, processes and strong values.
Cybersecurity (Data Privacy & Information Security)	Protecting and preserving information by embedding effective data privacy and information security practices and complying with relevant legislation and standards.
Risk Management and Internal Control	Embedding a strong risk management and internal control process to protect from risks or ensure effective mitigation if they do occur.
Human and Labor Rights	Respecting human and labor rights to protect those around us from harm and to provide decent jobs to our workforce.
Employment Practices and Development	Supporting and helping employees thrive through training and development opportunities, career progression, ongoing engagement, benefits and rewards.
Diversity, Equity & Inclusion	Promoting a culture of equal opportunity, equitable employment and fairness to all irrespective of gender, race, religion, sexuality or disability.
Emissions and Energy Use	Reducing Union Pacific's direct environmental footprint through carbon reduction initiatives and use of energy-efficient technologies.
Waste Management & Recycling	Diverting waste from landfills and enhancing recycling and waste management initiatives.
Climate Change	Taking a proactive approach towards environmental management, considering our climate change impacts, risks and implementing effective solutions.
Responsible Sourcing	Collaborating with partners and vendors to develop mutually beneficial relationships and apply our ethical standards throughout the value-chain, including sourcing goods and services responsibly.
Socio-Economic Impact	Creating long-term value for customers, shareholders and society through sustainable growth, job creation and economic contribution.
Infrastructure Investment and Protection	Investing in and protecting our network infrastructure, and working with regulatory officials to align our business with the country's infrastructure requirements and needs.
Stakeholder Engagement	Engaging with our stakeholders, which includes employees, customers, investors, suppliers, representatives, and community leaders, to build strong relationships and providing excellent customer service to meet and exceed their needs.
Community Engagement	Going beyond Union Pacific's direct business activities to support communities through charitable giving, volunteering, pro-bono work and charitable initiatives.
Land Rights & Management	Working closely with relevant stakeholders to ensure effective management of land and consideration of biodiversity and environmental land management.

Sustainable Development Goals

Sustainability Goals Focus on a Better Future

Members of the United Nations adopted the Sustainable Development Goals (SDGs) with a target date for completion in 2030. They are aspirations aimed at all countries, governments and organizations, and with less than 10 years to achieve these goals, world leaders are calling for action. Just as the railroad connects the nation, these goals connect the world, ensuring a better and more sustainable future for every person.

We originally examined the SDG targets in 2019 and called out 7 of the 17 SDGs as relevant to our industry and the work we do. In 2021, we took another look at these goals and added three more, (1) good health and well-being, (2) climate action and (3) life on land. Through this analysis, we identified areas where we can align our business efforts to make the greatest impact.



GOOD HEALTH AND WELL-BEING



United Nations (UN) Goal: Ensure healthy lives and promote well-being at all ages

Our Ambition: Our top priority is the health and safety of our employees. This is evident through our policies and training programs designed to reduce accidents and injuries across our workforce. In 2021, our reportable personal injury rate was 0.98, an increase of 9% from 2020. Our safety performance is not where it needs to be. In 2022, we are continuing to engage external experts to help us get back on track to world-class industrial safety performance. We are implementing more effective ways to coach, train, and root-cause analyze, all while building a stronger, deeper safety culture. Nothing is more important than making sure every employee returns home safely. In addition to those initiatives, Union Pacific also offers a comprehensive benefits program that includes medical insurance, Railroad Retirement and a 401(k), an Employee Stock Ownership Program, as well as niche benefits employees may find useful at various life stages.

QUALITY EDUCATION



UN Goal: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Our Ambition: Union Pacific knows that education is an essential foundation for improving quality of life. In 2020, we launched an innovative partnership with the University of Nebraska at Omaha, offering employees an opportunity to further their education. To date, more than 550 employees have taken the first step towards achieving their degree. We also believe it's important for students to explore the world around them while learning about science, history, conservation and their role in protecting national and local treasures. Union Pacific is the largest private donor to the National Park Foundation's Open OutDoors for Kids program, which serves schools in minority and underrepresented populations. This program provides students with transportation, programming and free entry to national parks.

GENDER EQUALITY



UN Goal: Achieve gender equality and empower all women and girls

Our Ambition: We are taking aggressive steps to remove barriers for women in a predominantly male-dominated rail industry. In 2021, Union Pacific set a goal of increasing our female workforce to 11% by 2030; at the end of 2021, we were at 5.3%. Externally, Union Pacific has partnered with organizations like the National Association of Manufacturers who are addressing specific fields so the next generation of women can see themselves in these jobs. We also are working with a multitude of veteran groups, trade schools, post-incarceration organizations and high school industrial arts programs to build successful pipelines for women to join and succeed in these well-compensated careers. We also removed gender-based occupational titles, removed pre-screening barriers, diversified our hiring panels and implemented implicit bias training for interviewers. Once in the workforce, we're making sure all our employees have the tools and support they need to be successful in all aspects of their lives. We have a systemwide women's resource group, executive sponsorship programs limited to high-performing women and people of color and provocative training sessions discussing inequities of women in the workplace. For more information on the strides we are taking in this area, see the [We Are One Report](#).

DECENT WORK AND ECONOMIC GROWTH



UN Goal: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Our Ambition: Freight railroads are a major contributor to the U.S. economy, supporting the livelihoods of employees in most sectors. One job in the rail sector supports eight others across the economy. We hired more than 1,300 employees in 2021 and plan to continue hiring in 2022 to backfill attrition and support our growing business. We create economic opportunities for local communities through direct employment with Union Pacific, by providing competitive compensation and benefits to over 32,000 employees across 23 states. The rail infrastructure Union Pacific maintains and operates enables growth and innovation across the country. By helping businesses form new partnerships, provide cost-competitive solutions and source new types of raw materials, our network supports the transition toward a more sustainable economy.

INDUSTRY, INNOVATION AND INFRASTRUCTURE



UN Goal: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Our Ambition: Today, railroads are the most environmentally responsible way to move freight on land, cutting greenhouse gas (GHG) emissions by up to 75% compared to commercial trucks. In 2021, we were the first Class I railroad to set an absolute GHG reduction target. In addition to this target, our capital investments represent our commitment to building a sustainable rail network that can support economic growth for generations to come. We believe the more we invest in building a safer and more efficient railroad today, the better our infrastructure can serve communities going forward. From apps managing train systems to enhanced track inspection systems, we continually invest in new technologies that enhance safety, efficiency and service.

REDUCED INEQUITIES



UN Goal: Reduce inequality within and among countries

Our Ambition: We are committed to a work environment free of offensive behavior regarding a person's race, color, national origin, religion, gender, sexual orientation, age, gender identity, veteran status or disability. This includes offensive behavior directed at employees, customers, visitors to company facilities and others who employees may contact during the normal course of work. Every employee has the right to expect equal pay for equal work. Each year, Union Pacific performs a review to identify potential pay equity concerns relative to race and gender for management employees and takes steps to address any concerns. We know that diversity, equity and inclusion is necessary for businesses to flourish. There is strong evidence that gender and racial diversity result in better, bolder decision-making. These core values must extend outside the walls of our business and into the community. We want employees to live and work in places where they feel inspired, and that means interacting with people who have different opinions, backgrounds and experiences.

SUSTAINABLE CITIES AND COMMUNITIES



UN Goal: Make cities and human settlements inclusive, safe, resilient and sustainable

Our Ambition: Our footprint touches many diverse ecosystems, and we are committed to being a responsible steward of the land we own. We work to preserve our ecosystems, improve our resiliency and reduce our impact. This is fundamental to ensuring a healthy environment and supporting vibrant local economies. Union Pacific has invested in battery-electric locomotive technology and is testing the technology to evaluate it for broader deployment. We believe that as we develop and implement this technology more broadly, we can improve the air quality within the communities in which yards are located. We also know the importance of working with diverse suppliers. In 2021, Union Pacific purchased \$522 million from diverse suppliers, a 23% increase from 2020. We have a target to increase that spend by 20% in 2022.

NEW: RESPONSIBLE CONSUMPTION AND PRODUCTION



UN Goal: Ensure sustainable consumption and production patterns

Our Ambition: Union Pacific moves the goods that families and businesses use every day. We work with our suppliers to find solutions that decrease emissions and to create circular supply chains where practicable. In 2021, Union Pacific generated an estimated 1,077,503 tons of waste; 604,801 tons (approximately 56%) was diverted from landfills. Many parts of the country experience water stress, when the demand for water exceeds the available amount, in local and regional watersheds. The U.S. Global Change Research Program notes widespread stress in much of the Southwest, western Great Plains and parts of the Northwest. Union Pacific helps to protect water resources by implementing stormwater pollution prevention plans at about 270 facilities, and spill prevention control and countermeasure plans at about 140 facilities. In addition, the company operates about 90 wastewater treatment facilities system-wide that capture and treat process water from equipment washing, maintenance activities, and other railroad operations.

NEW: CLIMATE ACTION



UN Goal: Take urgent action to combat climate change and its impacts

Our Ambition: In February 2021, Union Pacific announced its target to reduce absolute Scope 1 and 2 and locomotive well-to-wheel GHG emissions by 26% by 2030 from a 2018 baseline. Well-to-wheel emissions include well-to-tank emissions, which are Scope 3 emissions generated upstream in the value chain during fuel production and transport, and tank-to-wheel emissions, which are Scope 1 emissions related to the consumption of the fuel. The target boundary includes biogenic emissions and removals from bioenergy feedstocks and has been validated by the Science Based Target initiative (SBTi). Our SBTi-approved target is in line with what climate scientists say is needed to meet the Paris Agreement goals – limiting global warming to well below 2° above pre-industrial levels. We are aware of the Intergovernmental Panel on Climate Change's (IPCC) recent finding regarding more urgent actions necessary to address climate change and will revalidate our target in 2023 for alignment with the most current science on the path to net zero emissions by 2050. For more information, see our [Climate Action Plan](#).



NEW: LIFE ON LAND

UN Goal: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss

Our Ambition: We know the importance of protecting and managing biodiversity and lands near our rail network. Union Pacific implements habitat conservation plans to protect ecosystems and endangered species in various locations. We also engage with community partners and nonprofit organizations working to protect our natural resources or reinvigorate specific ecosystem needs. In 2021, Union Pacific launched the industry's first-ever Business Resource Group (BRG) focused on sustainability, Planet Tracks. Planet Tracks is spear-heading many exciting sustainability initiatives throughout the company. Among these efforts is partnering with an organization to explore nature-based solutions.

Increasing Transparency

The Building America Report provides a top-level look at our progress achieving the goals surrounding our ESG Approach: Building a Sustainable Future 2030. Its focus is derived from our 2021 Materiality Assessment. This assessment reflected the progress of our ESG program. Compared to our 2019 assessment, we saw a rise in importance in our talent management practices and environmental actions and the broadening of our diversity and inclusion topic to include equity issues.

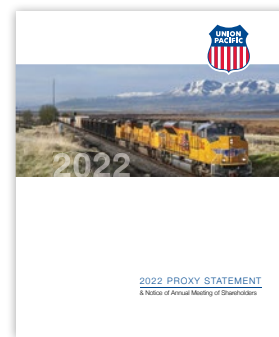
Combined with our Climate Action Plan (the E in our ESG efforts), our “We Are One” Human Capital Report (the S), and our Proxy Statement (the G), we’re providing detailed progress in the five areas of concentration related to environmental, social, and governance issues: Building Responsible Foundations, Investing in Our Workforce, Driving Sustainable Solutions, Championing Environmental Stewardship and Strengthening Our Communities.



The [Climate Action Plan \(CAP\)](#), published in December 2021, outlines our work to reduce our environmental impact, to achieve our science-based target of reducing absolute scope 1 and 2 GHG emissions from our operations by 2030 against a 2018 baseline, and ultimately pursue net zero emissions by 2050.



The [“We Are One” Report](#) was published in February 2022. It provides our strategy to deliver a world-class employee experience and build a more diverse and inclusive culture that better reflects the communities we serve. That commitment is underscored by our 2030 diversity goals to reach 11% women and 40% people of color representation.



The [Proxy Statement](#) outlines Union Pacific’s commitment to strong corporate governance, effective risk management and strong independent oversight of management by the Board, which is reflected in our sound governance practices and policies.

OUR COMMITMENT TO IMPROVED TRANSPARENCY

To be more transparent about our actions, we have transitioned to providing more frequent topical reports to reflect our ESG efforts. In each of our reporting vehicles, we are increasing the level of transparency into areas of our ESG program and are trying to put that information in a format that is useful for our stakeholders.

To guide our ESG disclosures in this report we are relying on several reporting standards and frameworks, including the Global Reporting Initiative’s (GRI) reporting standards, the UN’s Sustainable Development Goals (SDGs) and the Sustainability Accounting Standards Board (SASB). Environmental disclosures in other reports will incorporate the Task Force on Climate Disclosure (TCFD) and CDP frameworks. We are committed to improving the relevance and transparency of our disclosures in all of our ESG reporting.

This publication focuses on initiatives and accomplishments from the 2021 calendar year and includes 2021 data, unless otherwise noted. Information also is available at up.com. Going forward, we anticipate publishing and updating a combined data table and a framework standards index on our website so that this information is more accessible to our stakeholders.

Stakeholder Engagement

Commitment Reflected in Robust Stakeholder Communication Efforts

Representatives from all four stakeholder interests participated in our 2021 Materiality Assessment.

EMPLOYEES

Union Pacific's more than 32,000 employees work 24/7 across our 23-state service area. We support and engage employees through the following channels:

- Employee clubs and resource groups
- The Employee Engagement Survey and focus groups to gather direct employee feedback that informs decision-making on policies
- Annual ethics training and regular ethics bulletins
- A values line allowing employees to anonymously report concerns 24/7
- Employee electronic newsletters
- Portal communications
- Social media
- DE&I Listening Sessions
- Operational Excellence meetings
- Senior management town halls with question-and-answer sessions
- CEO communication, such as online and in-person town halls with question-and-answer sessions; videos covering key issues, including safety, Precision Scheduled Railroading, COVID-19 and employee engagement; and a blog highlighting observations from field visits and topics impacting the company; monthly employee virtual lunches
- Information Television Network
- Microsoft Outlook and Teams communities
- Home mailings, including quarterly newsletters
- Annual Leadership Conference

CUSTOMERS

Union Pacific has strong relationships with its customers. At the heart of those relationships are multi-faceted communication efforts, enabling us to develop solutions that meet their changing needs and support growth. We engage customers through the following channels:

- Email and calls to actively keep customers updated and notified
- Face-to-face, teleconference and virtual meetings
- Customer website and secure customer portal
- Smartphone apps and mobile-friendly services
- API integration
- Track Record, our online magazine designed to help transportation and logistics professionals secure accessible, cost-effective and reliable solutions
- Social media
- Shipment notifications
- Rail operation announcements and commercial updates from the executive vice president – Marketing and Sales
- Customer surveys and forums for evaluations and suggestions
- Our 24/7 Customer Care and Support team

COMMUNITIES

Union Pacific's business positively impacts communities by creating economic growth and development for local businesses, providing career opportunities and reducing road congestion. We seek to support communities through the following channels:

- Local public affairs representatives who regularly work with elected officials, economic development alliances, civic groups and other community organizations
- Our national 24/7 emergency hotline
- Event sponsorships and employee volunteerism
- The Community Ties Giving Program
- UP CARES program
- Free safety training for emergency responders
- Inside Track, our website dedicated to sharing news, photos and video about Union Pacific, our employees and the communities where we live and work
- Social media platforms, including Facebook, LinkedIn, Twitter, Instagram and YouTube.

SHAREHOLDERS

Clear communication with shareholders is important to Union Pacific. We engage them through the following channels:

- Annual reports, proxy statements and other SEC filings
- Annual Shareholders meeting
- Our Investor Relations site, featuring upcoming events, public filings, weekly industry reports, shareholder resources and answers to frequently asked questions
- Annual Building America Report
- Climate Action Plan
- We Are One Report
- 2021 Materiality Assessment
- Fact Book
- Participation in ESG surveys, such as Dow Jones Sustainability Index (DJSI), CDP and monitoring ESG Ratings such as MSCI and Sustainalytics.
- Face-to-face, teleconference and virtual shareholder meetings with management and investor conferences
- Quarterly earnings reports and conference calls.

Additional Resources

For ongoing updates on our citizenship and sustainability efforts, visit www.up.com.

- [Media](#) – Up-to-date information about Union Pacific.
- [Environment](#) – Sustainability commitments and progress.
- [Employees](#) – Programs and services available to our workforce.
- [Customers](#) – Product offerings and business groups.
- [Investors](#) – Annual report, proxy statements and other SEC filings.
- [Communities](#) – News, photos and video about Union Pacific and the communities where we operate.
- [Careers](#) – Career opportunities and benefits to joining Union Pacific's workforce.

Feedback

For questions on this report or to provide feedback, contact Union Pacific via email at sustainability@up.com.

Other Key Audiences

REGULATORY OFFICIALS

Union Pacific works closely with federal and state regulatory officials to align our business with the country's infrastructure requirements, shaping a responsible and sustainable operating environment through the following channels:

- Transparent compliance reports, voluntary agreements and in-person meetings
- Ongoing dialogue via staff in Washington, D.C., and across our network
- Participation in the Association of American Railroads (AAR) and U.S. Environmental Protection Agency's (EPA's) SmartWay Transport Partnership
- Employee and corporate regulatory and legislative advocacy
- Union Pacific Environmental Management team regulatory engagement
- Collaboration with the Federal Railroad Administration, Surface Transportation Board, U.S. Customs and Border Protection (CBP) and other government agencies

SUPPLIERS

Suppliers are an important part of Union Pacific's business, helping us serve our customers and provide quality materials. We manage suppliers through our Supplier Code of Conduct and Quality program, engaging them through the following channels:

- Electronic commerce capabilities
- Supplier performance tracking system
- Supplier diversity program
- Face-to-face, teleconference and virtual meetings
- Annual Performance Review with Strategic Suppliers
- Annual certifications
- Site visits to ensure quality and performance
- Annual Supplier Diversity Symposium

Business and Industry Affiliations

Union Pacific participates in a number of trade associations, industry groups and nonprofits across North America. There is a wide array of benefits to being involved with these organizations, including the development of policy recommendations and rail safety protocol, infrastructure investment, and shared knowledge and research. With such a diverse set of members within each organization, it is unlikely that Union Pacific will agree with the specifics of every policy position taken. However, we must evaluate the nature and extent of our disagreements and weigh that against the broader value of our continued participation in each organization.

In 2021, Union Pacific was a member of many national and regional industry and business organizations, including:

- Association of American Railroads
- Business Roundtable
- Chicago Minority Supplier Development Council
- GreenBiz Executive Network
- Houston Minority Supplier Development Council
- Intermodal Association of North America
- Midwest Association of Rail Shippers
- National Association of Manufacturers
- National Freight Transportation Association
- National Grain and Feed Association
- National Rail Labor Conference
- National Safety Council
- North American Rail Shippers
- Operation Lifesaver
- Pacific Northwest Association of Rail Shippers
- Southern California Minority Supplier Development Council
- Southwest Association of Rail Shippers
- Southwest Minority Supplier Development Council
- Transportation, Elevator and Grain Merchants Association
- U.S. Chamber of Commerce
- Women's Business Enterprise National Council

Union Pacific reviews its participation in these organizations periodically and as memberships come up for renewal. We are developing a more detailed reporting of our advocacy activities and policy alignment efforts. We look forward to providing an update on our work in our future ESG reports.

Key Awards and Recognition

Union Pacific is proud of the work we do delivering the goods Americans use every day, building a diverse and inclusive workforce, and strengthening communities.



Our efforts were recognized with the following awards:

- Named by Fortune among its [Most Admired Companies](#)
- Among the top 200 public companies listed on [America's Most Responsible Companies 2021](#) by Newsweek
- [Noteworthy List of Top 50 Companies for Diversity](#) Diversity Inc.
- [2022 Best Places to Work for LGBTQ+ Equality](#) Human Rights Campaign's Corporate Equality Index
- 2021 Bronze Sustainability Rating by EcoVadis
- Recognized on the 2021 CDP Supplier Engagement Leaderboard
- Identified as a [Trendsetter in the 2021 CPA-Zicklin Index](#) compiled by the Center for Political Accountability
- Ranked #20 out of 11,000 publicly traded companies on [Refinitiv's 2021 Top 100 Companies](#)
- [HIRE Vets 2021 Gold Medallion Recipient](#) U.S. Department of Labor
- Ranked among the Top Ten on VIQOTORY's 2021 Military Friendly Employer list
- Named among 2021's [50 Out Front: Best Places to Work for Women and Diverse Managers](#) by Diversity MBA
- [2021 Training Top 100](#) Training Magazine
- Vets Indexes 4 Star Employer 2021
- [2021 IDEAL Award winner](#) Human Resource Association of the Midlands (HRAM)
- [2022 Best Finance Internships](#) by Vault
- [CDP](#) participant since 2010
- S&P Global Corporate Sustainability Assessment participant since 2019



Addressing Our Most Important Topics

Safety

World-Class Safety Requires a New Focus

The health, safety and well-being of our employees have always been a priority at Union Pacific. Therefore, it was no surprise that both internal and external stakeholders identified this topic as our most important ESG topic.

World-class personal injury safety is not embodied in a number but rather in the goal that every Union Pacific team member goes home safely to their loved ones at the end of each day.

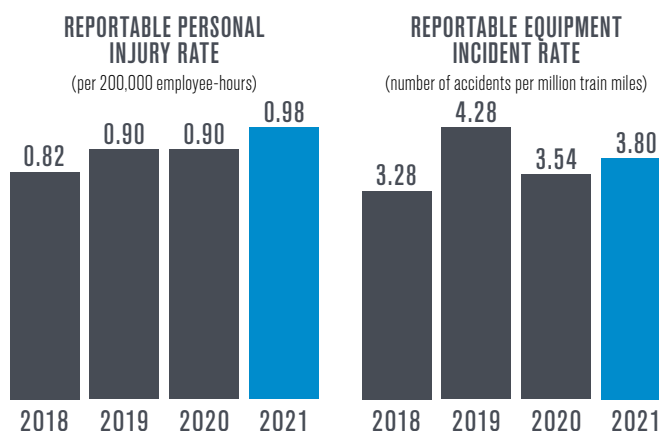
Many Union Pacific teams had an exceptional safety performance in 2021, and as a collective team the company achieved a sub-1 safety performance for the fifth year in a row. However, as one team we have not made progress toward our goal of world-class safety performance.

Our 2021 reportable personal injury incidents rate per 200,000 employee-hours of 0.98 increased 9% from 2020, and our reportable equipment incident rate of 3.80 per million train miles increased 7%.

To further evaluate and improve our safety programs, the company acquired the services of a third-party expert with nearly three decades of experience developing and implementing safety processes at a variety of petrochemical companies. The petrochemical industry typically reports safety performances that ranges from 0.3 to 0.5 incidents per 200,000 employee hours. These world-class safety performers focus on safety process as their North Star, the success of which is borne out in low injury rates.

Although we understand the unique safety challenges associated with our industry, we believe we can use lessons learned from other industries to help advance our behavior-based approach to safety.

With this new approach, we have peeled back our safety processes and discovered that we have several opportunities for improvement. First, our front-line and middle-level managers require better preparation to provide more effective coaching. Second, our program would benefit by a clear delineation between the compliance and training aspects of our safety program. Finally, we must align our data to better support our safety plans to address blind spots that develop.



World-class safety comes from sustained performance and will require a significant shift in mindset, actions, and safety management practices from every employee. We are reassessing the efficacy of our safety programs so we can provide our managers with the tools they need to lead effective safety discussions. We are revisiting our safety programs to ensure they are designed to support both training and compliance requirements. Finally, we are creating better dashboards to help us focus our efforts appropriately.

CONTRACTOR SAFETY

This effort must extend to our contractor workforce, who works side-by-side with our employees. All contractors are required to register with eRailSafe prior to coming on Union Pacific property. eRailSafe is the Class I and ShortLine industry standard for contractor safety and security management for railroads and the vendors that serve them.

Additionally, there are many specific safety regulations, including but not limited to OSHA, FRA and FMCSA requirements, that we require our contractors to follow. Contractors must report all cases of personal injury and occupational illness that occur while on duty or on company property to the appropriate manager.

Although we collect data on contractor incidents, we recognize that we have an opportunity to improve the collection and reporting of this data. We currently are working to improve the way we capture and assess this data. For more information on our contractor safety measures, please see our [contractor safety website](#).

In addition to our behavior-based approach, we are also applying design thinking to engineer a safer work environment. Root-cause analysis of incidents and employee engagement through our safety systems help us identify action items to reduce the risk of injury or incident.

Technology also will play a pivotal role in reducing safety risks. One example is UP Vision, a visual management tool used by our Operating Practices Command Center (OPCC) to

pull real-time train information and provide train crews tips to mitigate risk. Another example is Precision Train Builder, a tool used to simulate trains and their operations over hundreds of miles of track compressed into minutes. Precision Train Builder accurately identifies where to place rail cars within a train, how much “power” – i.e., locomotives – to use, and where to place that power within the train for the most efficient and safe operation.

EMPLOYEES PERSISTENT THROUGH COVID-19 PANDEMIC

The health and well-being of our employees continued to be at the forefront in 2021 as we navigated the continuously changing environment due to COVID-19. We are continuing to adapt to protect the safety of our employees, our customers, and the communities we serve. Safety procedures and policies continue to be refined based on Centers for Disease Control and Prevention (CDC) guidelines.

Union Pacific has continuously encouraged its employees to receive the COVID-19 vaccine and has facilitated vaccinations through incentives, hosting vaccination events at company facilities and allowing employees to be available to receive scheduled COVID vaccinations. Through February 2022, the overwhelming majority of our employees have reported to have been vaccinated.

HEARTLAND SERVICE UNIT MAKING SAFETY STRIDES

Union Pacific’s Heartland Service Unit reduced its personal reportable injuries by 25% and human factor-derrailments by 58% through June 2021.

The service unit, which stretches from Omaha, Nebraska, and Des Moines, Iowa, southwest into the Texas panhandle, continually seeks out new safety initiatives for employees, ensuring a safe and productive work atmosphere. One such initiative engages directly with train crews, called “Walk-with-Me Wednesdays.”

“Every other Wednesday, we walk around the yard with two employees and show them how safe and reliable service impacts customers,” said Ryan Curtis, superintendent-Train Operations. “For part of the day, these employees get to watch other crews perform work, which helps them see everything in a different light. Then they take what they’ve learned concerning safety behaviors back to their teammates and discuss it with the people they work with every day. It really changes how the team works with others.”

Safety goes beyond Transportation teammates. Engineering and Mechanical employees play a large role in ensuring safety strategies are sustained.

“When there is an issue that needs to be fixed, Engineering is going to come out and fix it,” Curtis said. “We do a lot of ‘stop-the-lines’ that Engineering and Mechanical teams participate in, addressing the safety issues right away. That helps reduce the risks.”

The service unit’s success can be attributed to the camaraderie among the crews.

“Everyone looks out for each other,” Curtis said. “They know they are the first line of defense for something happening and stopping the line amongst themselves.”



From left, yard employees Marty Kern and Chris Tompkins

Business Ethics and Compliance

The How Matters to All UP Employees

Union Pacific's reputation and success are determined by the decisions we make as employees, as a company and by the people with whom we choose to do business. Providing the training and tools needed to help employees make the right decisions is a priority.

In 2021, Union Pacific rolled out The How Matters training to its entire workforce, with a 98% completion rate. The How Matters, our policy on Ethics and Business Conduct, explains our expectation of ethical conduct, prohibiting offensive remarks and sexual harassment, among other violations. Union Pacific does not tolerate inappropriate behavior involving Equal Employment Opportunity (EEO) and retaliation and encourages employees who witness behavior they believe violates EEO policy to report the incident.

Union Pacific employees operate under the following high ethical standards:

- **Honesty** – Being truthful when dealing with customers, suppliers, shareholders and fellow employees.
- **Fairness** – Treating everyone fairly.
- **Integrity** – Voicing concerns when we believe our company or colleagues are not acting ethically or complying with the law.
- **Respect** – Maintaining a foundation of trust and respect with colleagues, customers, regulators, suppliers and other stakeholders.
- **Loyalty** – Ensuring no employee is, or appears to be, subject to influences, interests or relationships that conflict with the company's best interests.
- **Accountability** – Holding ourselves, peers and customers to the company's high ethical standards.

- **Adherence to the law** – Complying with all laws.
- **Compliance with policies** – Complying with the letter and spirit of company policies.

For more information on our world-class, ethical standards, check out the following policies:

- [The How Matters](#)
- [Union Pacific's Policy on Human Rights](#)
- [Union Pacific's Environmental Policy](#)
- [Supplier Code of Conduct](#)

More information about our culture can be found in our [2021 We Are One Report](#).

Training Compliance Processes

Union Pacific evaluates job requirements to determine applicable training, licenses, certifications, and other work responsibility qualifications as required by relevant laws, regulations, and orders, as well as UP rules, procedures, and policies. All employees are assigned a mandatory training plan consistent with their job responsibilities and associated compliance requirements, notified of training and certification deadlines through emails, company messaging portals and/or compliance reports, and are responsible for completing all requirements by the deadline. Automated systems support monitoring, oversight, and escalation of companywide training and job qualification compliance for all employees, notifying them of training and certification deadlines through emails, company messaging portal and compliance reports.

HUMAN RIGHTS EFFORTS

In 2022, Union Pacific entered into a Memorandum of Understanding (MoU) with the Coalition on Human Trafficking (CoHT), a nonprofit corporation, organized and operating under the laws of the State of Nebraska whose main priority is to create and provide human trafficking awareness and education. The purpose of the MoU is to accomplish the following three goals:

1. Develop and implement Human Trafficking Awareness training for UP employees; and
2. Provide printed educational materials for UP employees; and
3. Offer training to UP's contracted hotels, located in the Omaha, Nebraska, metropolitan area, so that they can work with the CoHT to schedule training from the CoHT for their staff.

Cybersecurity and Technology

Cybersecurity at the Core of Technology Deployment

Now more than ever, Union Pacific's success is powered by innovations and technology used every day in the office and in the field by our employees, suppliers and customers. As a result, cybersecurity is taken very seriously. On our most recent materiality assessment, employees ranked cybersecurity as one of the top-three issues of concern to stakeholders. It is important to us that our customers feel safe when using our online tools.

The adoption of a more liberal work-from-home policy means that more employees are working remotely and relying on remote connections with our systems to perform their work.

As technology has become a more central part of our operations, so has our focus on maintaining the security of our systems and protecting the data that we collect and generate from our business.

Our staff of information security professionals continually assess cybersecurity risks and implement mitigation programs that evolve with the changing technology threat environment. For example, we released critical patches to address the vulnerability in Log4J, a component widely used in our applications and found in commercial software. To date, we have not experienced any material disruption of our operations due to a cyber threat or attack directed at us.

We work closely on physical and cybersecurity initiatives with government agencies, including the U.S. Department of Transportation (DOT); the Department of Homeland Security (DHS), along with its Cybersecurity & Infrastructure Security Agency (CISA) and Transportation Security Administration (TSA); as well as local police departments, fire departments, and other first responders. In connection with new guidance from the TSA, effective January 1, 2022, we were required to report cyber incidents to CISA, perform a cyber vulnerability self-assessment and submit results to the TSA by March 31, 2022, assemble and adopt a cyber incident response plan by June 29, 2022, and appoint cybersecurity coordinators. Union Pacific will ensure compliance with all of the requirements of this directive.

We have significantly increased investment in technologies to support our cybersecurity efforts. Union Pacific has implemented an industry-leading qualitative cybersecurity risk management process to ensure its operations are appropriately protected from cyber events. We have several processes and redundancies in place to ensure UP is as safe as possible from any potential cyberattack.



INFORMATION PRIVACY

Union Pacific is committed to maintaining web users' confidence and trust when on our website. In general, anyone can visit our website without telling us who they are or revealing personal information; however, customers and other users can choose to participate in additional secured applications. At times, additional information collection is necessary to complete business transactions, enhance our services, better meet the needs and preferences of our customers and other visitors, and enhance the security of our online and digital properties. In 2021, there were zero substantiated complaints concerning breaches of our customers' privacy. Our detailed privacy policy is available at [up.com](https://www.up.com).



DATA SECURITY

Our Information Assurance team, led by our Chief Security Officer, is responsible for the confidentiality, integrity and availability of Union Pacific's infrastructure and assets. The team has a robust strategy in place to prevent, detect and respond to potential threats. We also perform regular vulnerability scanning and system penetration testing to validate our security controls and assess our infrastructure and software applications. Like many organizations our size, we are continuously probed by malicious computers around the world. In 2021 alone, the Union Pacific network was probed 714 billion times, and one successful breach occurred. However, to date we have not experienced any material disruption of our operations due to these probes or any other attacks directed at us. Extensive incident response, disaster recovery and business resumption plans are in place and tested annually, ensuring the computing environment can withstand a wide range of scenarios.

The Railway Alert Network is the industry's intelligence and security information center. Each day, its staff reviews intelligence and related security information to produce analyses of terrorist tactics, malicious cyber activity, rail-related threats and incidents, and suspicious activity. Union Pacific uses these materials for threat hunting and in our security awareness communications.

EMPLOYEE PARTICIPATION

Union Pacific employees know the importance of robust cybersecurity measures. We require annual training that includes information on data security policies and procedures. All employees must also ensure that the company's business information and computer systems are protected against unauthorized use, including unauthorized personal use.

As a Fortune 150 company, Union Pacific blocks over 38 million unwanted emails each year, some attempting to gain access to company or private information. Employees are regularly coached on how to identify phishing attacks, and how to avoid being victimized. They are also required to report suspicious activity through our Response Management Communication Center.

Technology Powers Workforce, Network Efficiency, Customer Experience

Union Pacific-developed technology is positively impacting our operations, customers, and employees. It is enhancing how we build and maintain the railroad, serve and integrate our customers and supply chain, and improve engagement and quality of life for our employees.

DIGITAL-ENABLED WORKFORCE

DigiCrew moves train crew reporting from a paper-based, end-of-shift process to a digital, real-time process. Employees use a mobile device for real-time information and reporting. That means better information for better decision making, and fewer trips to the crew room or need for radioing for information. 12,000 devices will be rolled out in 2022.

Intermodal Vision is a new visual management tool that provides real-time visibility into the capacity and health of Union Pacific intermodal terminals. Intermodal Vision will identify potential operational issues before they arise, enabling quicker response and resolution times. The tool consolidates information found in dozens of disparate systems, screens, reports, and analytical tools into a seamlessly integrated product custom-tailored to the unique needs of UP's Intermodal network. Users include ramp contractors, employees and managers.

UP Vision 3.0 is an all-in-one network surveillance tool that identifies issues and provides tools and information to handle them. UP Vision tracks active trains anywhere on the UP system and provides train length, equipment count, train timeliness, crew availability and cars released from industry.

NETWORK EFFICIENCY

Terminal Planner is a suite of AI planning tools used by yardmasters to optimize decision making, from yarding to departure. It reduces dwell and missed connections, and improves fluidity. The current suite of tools includes Class Planner and Bowl Planner. Future development will include a Yarding Planner, Train Build Planner and Departure Planner.

Class Planner is an AI optimizer that creates a hump sequence for inbound trains and schedules necessary re-humps. Benefits include minimized car dwell, minimized missed connections, automation of manual procedures, and enhanced communication between yardmasters and switching crews.

Bowl Planner is a planning tool currently being designed that creates dynamic block-to-track assignments and prevents car-to-car placement errors/violations as cars are classified. This will allow efficiencies through volume-based allocation, track sharing, and slough track manipulation. Benefits include increased bowl capacity, increased number of outbound blocks, creation of new routing opportunities for Network Design, increased fluidity for terminals.

Precision Train Builder (PTB) is a mission-critical application based on the PS Technology training simulator's physics model. Using details from the train consist and routes, the physics of the train run is simulated to predict – and therefore prevent – incidents such as break-in-twos, stalls or derailments. PTB scenarios are also used to analyze the safety and success of longer trains over a specific train route. New functionality not only predicts the occurrence of incidents, but also recommends a locomotive configuration that will prevent the physical forces that would have caused an incident.

CUSTOMER EXPERIENCE (CX) ENHANCEMENTS

APIs for Supply Chain Customer Integration – UP leverages our cutting-edge microservices architecture to deliver APIs (application programming interface) for seamless customer and supply chain integration. Our daily API volume of 5.7 billion calls (tasks performed) has increased by 233% in the last two years and will grow even more as we connect with more customers and partners across our ecosystem.

Customer Onboarding – As part of our ongoing examination of our customer experience, we've redesigned our onboarding with automation to reduce time; we've integrated systems to eliminate duplicate data entry, and improved interfaces and notifications to increase visibility. For customers, that means less waiting and more visibility to start shipping sooner.

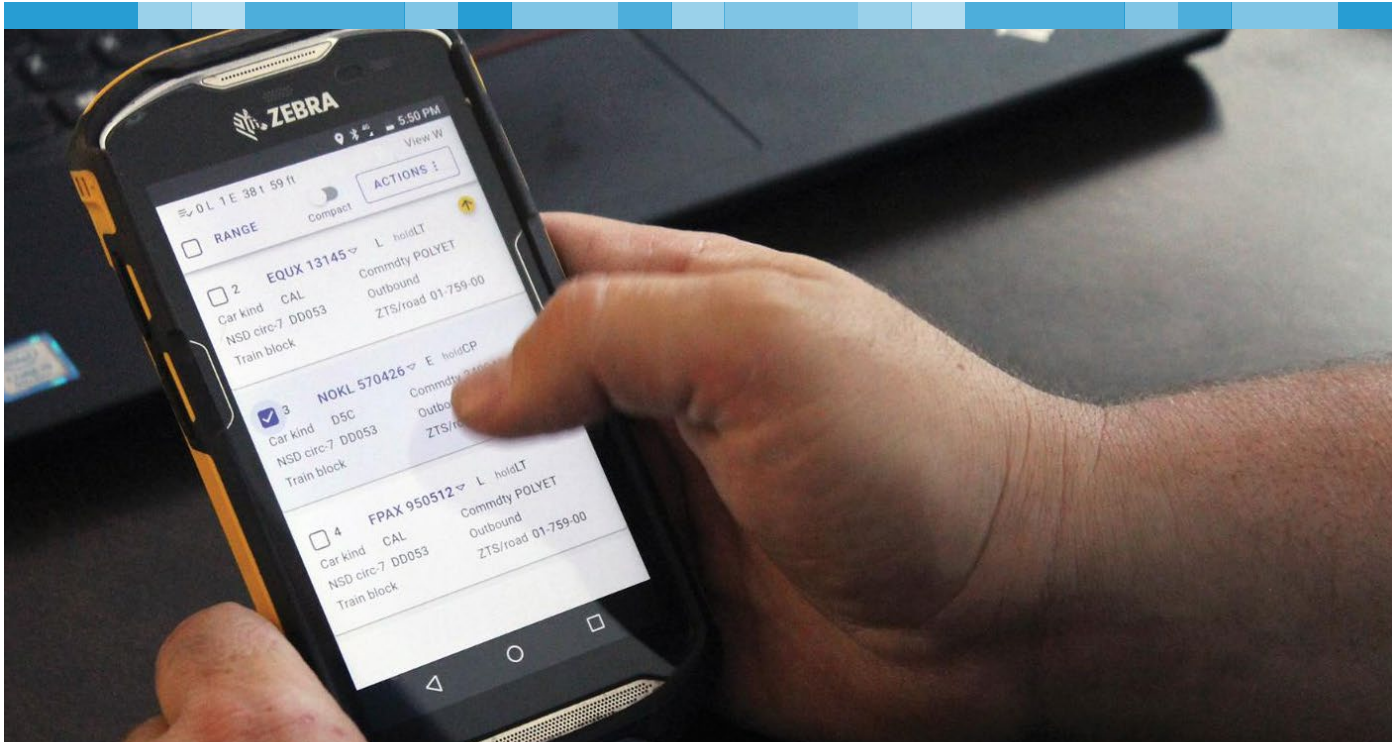
Proactive Notifications will provide concise, up-front information to customers who may be impacted by maintenance planned by UP. Notifications will be sent ahead of time to those affected so customers can move traffic or communicate the impacts to their business partners. Customers can sign up to receive broad, monthly messages or more concise on-demand messages.

ENGINEERING TECHNOLOGY

Autonomous Tie Unloading – Union Pacific is developing an autonomous tie loading and unloading process and is in the pilot stages. Working directly with multiple industry suppliers UP has constructed the first five cars and plans to continue testing and development, beginning full construction of the first complete train by EOY 2022. The process increases the speed of unloading by over 200% while greatly reducing costs.

Spray Equipment – Union Pacific has developed an on-track spray equipment that greatly increases its ability to spray the network for vegetation control while reducing track time requirements by over 75%. By combining a high-tech spray control system with water and chemical cars, the spray equipment can eliminate multiple hy-rail truck-based platforms. In 2021 the equipment sprayed over 14,000 miles with plans to spray over 35,000 in 2022. The system allows UP to increase productivity, reliability and safety of our spray program.

Autonomous Geometry Systems – Union Pacific is utilizing autonomous geometry systems to greatly increase its inspection footprint. Two different platforms currently are being leveraged – one located on a locomotive, the other a custom-developed boxcar. The fleet currently consists of four locomotive systems with plans to increase to seven by the end of 2022. It also includes two boxcar systems with plans to add a third in early 2022. By utilizing these systems, we were able to increase our track miles inspected by a geometry system three-fold.



DIGICREW PUTS NEW TECH IN EMPLOYEES' HANDS

Handheld mobile devices equipped with DigiCrew are making their way into the hands of UP conductors and locomotive engineers, boosting efficiency. The DigiCrew app marks a fundamental shift in the way employees interact with their mobile device, combining work previously done in multiple applications – like Mobile Work Order and Mobile Terminal – into a single interface.

Instead of jumping from app to app, crews will have a one-stop-shop in DigiCrew for various tasks. Current and upcoming features include: completing tie-up; viewing or updating equipment locations; pulling up detailed train lists or train summaries; checking for errors; verifying power; locating crew vans with the 'Where's my Van' feature; submitting an engine inspection report; performing track inquires; reporting potential safety issues, and much more.

"It's going to change the game," said Mason City, Iowa, Manager-Train Operations Jason Lienemann. "This is just the beginning of where the railroad is going."



Growing Our Impact in Our Communities

Responsible Sourcing

Each year, Union Pacific spends billions of dollars across its network of more than 4,828 suppliers who support the railroad's operations with fuel, engineering services, construction materials and more in the 23 states where it operates. This spending represents a significant portion of the economic impact our business generates.

We expect all of our suppliers to abide by the [UP Supplier Code of Conduct](#), which is available at [up.com](#). Contracted suppliers are required to certify annually that they comply with the code.

For our strategic suppliers – those suppliers who provide critical components or services and who have been identified to have high capability to add value to Union Pacific through product innovation or Total Cost Ownership (TCO) improvement – Union Pacific conducts annual reviews where compliance with our Code of Conduct is considered along with performance. We conduct site visits with our strategic materials suppliers to verify the quality of the products we purchase and understand safety processes.

Going forward, we are preparing to publish a Sustainable Procurement Policy. We plan to introduce elements of that policy into our annual reviews with strategic suppliers and our site visits with selected suppliers.



Supplier Diversity Is Just Good Business

At Union Pacific, diversity and inclusion is paramount to all our decisions, including with whom we choose to do business. The benefits that come with having a diverse supplier base are numerous and meaningful.

Union Pacific has joined five regional diversity councils, which introduce us to a broad variety of diverse suppliers. And our contract bid process strives to ensure every bid must have at least one diverse supplier included in the process when possible.

Supplier diversity introduces new products, services and solutions that might otherwise be overlooked. It is an effective way to promote innovation while driving price and service competition. In many cases it is an investment in the very communities in which we operate, promoting job creation at a local level. Supplier diversity is just good business, and we believe diversity makes us stronger as a company and a country.

In 2021, Union Pacific purchased about \$522 million in goods and services from more than 285 diverse suppliers in 37 states. Our spending with diverse suppliers grew 23% from 2020 to 2021 and has more than doubled since 2017, from \$239 million. We are proud of the growth of our program but acknowledge that we fell short of our stated goal of 25% growth due to supply chain challenges. We are working to increase our year-over-year spend on diverse suppliers by 20% by the end of 2022.

Of the \$522 million spent in 2021, nearly \$422 million (81%) was with women-owned businesses and \$29 million (5.7%) with Native American suppliers. Spend with African American suppliers increased nearly 400%, thanks to Hightowers Petroleum, a Black-owned business based in Ohio, winning UP's fuel card program.

All our strategic suppliers reported purchasing goods and services from diverse suppliers, demonstrating their support for our diversity initiative.

Improving Our Processes for the Future

We recently have worked to strengthen our commitment to supplier diversity by partnering with Amazon Business. Through this partnership, it was discovered that our legacy procurement technology made it difficult for our employees to identify diverse suppliers when searching for items. We have now implemented Amazon's digital procurement processes to drive diverse spending. With Amazon Business, we are able to take advantage of consumer-like search features to find diverse suppliers with various certifications, such as minority-owned, woman-owned, veteran-owned, and more.

In addition to our work with Amazon Business, we crafted six Key Performance Indicators (KPIs) to better guide our supplier diversity goals. The first three – discovery, vetting, and onboarding – aim to increase the number of potential diverse suppliers. The fourth – bid inclusion – measures how many proposals have a bid from a diverse supplier. The last two – award and total spending – measure the total amount of bids and spending that go to our diverse suppliers.

CELEBRATING 40 YEARS OF SUPPLIER DIVERSITY

Union Pacific has proudly laid claim to many firsts throughout our history. Among them – being the first U.S. railroad to establish a supplier diversity program in 1982. Four decades later, we are reinforcing our commitment to inclusive procurement. To commemorate the 40th anniversary of the program, we are hosting a symposium to celebrate with our diverse suppliers across Union Pacific's network.

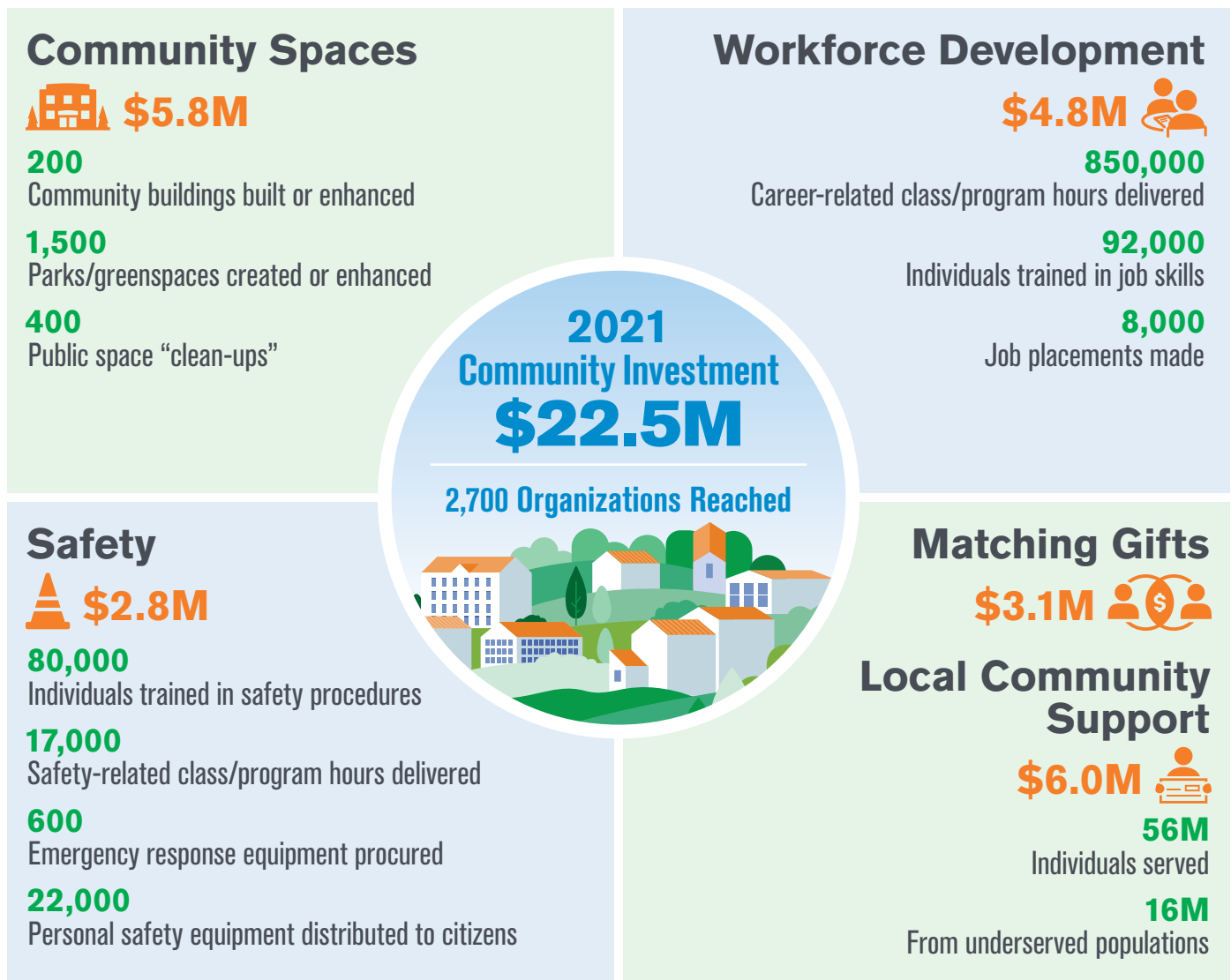
"We've come a long way since 1982, and we have a lot to be proud of, celebrate and share," said Andrea Oswald, general director-strategic sourcing, Supply Chain. "By using diverse suppliers, UP's spending can better reflect the communities where we live and work and strengthen our supply chain."

Community Engagement

Giving Program Builds Vibrant Communities

Union Pacific's charitable giving programs have helped thousands of nonprofit organizations achieve their missions since 1959. Funding allocated by the Community Ties Giving Program ranges from \$2,500-\$25,000 for organizations receiving local grants, and up to \$3 million for multiyear key partnerships.

The ethical treatment of others is important to Union Pacific. Our Anti-Discrimination Policy reflects our dedication to work only with nonprofit organizations that do not discriminate based on a person's race, color, sex, ethnicity, national origin, age, disability, religion, past or present military service, sexual orientation, gender identity and or/expression, genetic information, pregnancy, political affiliation, marital or familial status, or any other status protected by law. Organizations must be willing, if asked, to attest that they prohibit discrimination on these grounds.



Union Pacific understands each community has its unique challenges and opportunities. The programs we support align with one or more of our social impact goals related to safety, workforce development and community spaces. Together, our work in these areas builds safe, prosperous and vibrant communities – places people want to be.

SAFETY

Communities thrive when residents feel safe. Union Pacific is committed to helping communities prevent and prepare for accidents and emergencies, helping everyone go home safely at the end of each day. This reflects our commitment to employee safety and the communities we serve. We prioritize funding for programs that achieve the following objectives:

- Encourage safe behaviors and prevent accidents through education and awareness, particularly projects focused on rail, driver, bike and pedestrian safety.
- Eliminate risks and improve safe access to community spaces through infrastructure improvements. Examples include signage, proper lighting and public trail upgrades.
- Prepare and equip residents and emergency responders to effectively respond to incidents and emergencies, if or when they occur.
- Prevent crime and violent incidents through efforts addressing the root causes and seeking to mitigate their occurrence.
- Provide unhoused and at-risk populations access to safe shelter and services that ameliorate and prevent homelessness

WORKFORCE DEVELOPMENT

For nearly 160 years, Union Pacific has helped stimulate economic growth in cities and towns across the nation by training and providing employment to thousands of workers. We believe a skilled workforce and access to jobs paying good wages are essential elements for a prosperous community. We prioritize funding for programs that support the following objectives:

- Putting youth on the right track by creating awareness of family-supporting jobs, such as those offered by Union Pacific, and building foundational skills, specifically in the Science, Technology, Engineering and Mathematics-related fields, as well as necessary technical and life skills to begin a trajectory toward these careers.
- Raising awareness of educating and preparing young adults for middle-skills jobs through community colleges, vocational and career training programs, workforce readiness initiatives and programs assisting with job placement and/or on-the-job experience.
- “Up skilling” the existing workforce by providing training and resources enabling workers to reach the next level in their careers.
- Providing training and mentorship for nonprofit professionals, helping them grow and advance their organizations.

COMMUNITY SPACES

Vibrant communities attract businesses, tourists and skilled workers. We seek to ensure residents within our communities have access to special places celebrating cultural diversity, artistic expression, our natural environment and the social interactions enriching their lives. We believe such community spaces contribute to the distinct identity of cities and towns. We prioritize funding for programs and projects that meet the following objectives:

- Creating, sustaining or expanding upon artistic and cultural experiences offered to a broad and diverse audience. For example, museums, theaters, libraries, concerts and lectures.
- Preserving and sharing a local community's unique history, including projects related to trains and/or Union Pacific history.
- Providing clean, safe and positive outdoor recreational and/or educational opportunities fostering an appreciation for our natural environment.
- Beautifying neighborhoods and main street areas to improve livability, promote commerce and, ultimately, attract more residents, businesses and visitors.
- Planning for, creating or enhancing unique spaces reflecting a community's character, and diverse needs and desires.



Union Pacific employees in North Platte, Nebraska, dug deep – literally – to prepare a site in Centennial Park for a new Community Build Playground, funded in part with a \$10,000 grant from UP's Community Ties Giving Program.

Key Partnerships Provide Measurable Community Impact

From local grants to key partnerships, our philanthropic outreach aligns with Union Pacific's long-standing commitment to Building America. Key regional and national partnerships provide large-scale, targeted grants intended to achieve significant, measurable and sustainable impact in our communities, while supporting Union Pacific's key areas of giving in safety, workforce development and community spaces.

NATIONAL PARTNERS

Union Pacific is proud to partner with these world-class nonprofit organizations, empowering communities to create a safer place for children and families, bring economic prosperity and well-being to our neighborhoods and explore boundless opportunities through one of our country's greatest treasures – national parks.

Safe Kids Worldwide – Union Pacific has partnered with Safe Kids Worldwide to reach a full continuum – from pre-schoolers and K-12 youth to parents – with research-based education and messaging designed to reduce risky behaviors that lead to rail-related incidents.

The Manufacturing Institute (MI) – Our partnership with The Manufacturing Institute, the workforce development and education partner of the National Association of Manufacturers, will help shrink the gender gap in the workforce by inspiring more women and young people to pursue modern industry careers.

National Park Foundation (NPF) – As an early supporter of the National Park System, Union Pacific is proud to join the National Park Foundation as the premier partner of NPF's Youth Engagement and Education mission. The partnership supports the Open OutDoors for Kids program, providing national park experiences for thousands of students across UP's 23-state network. National Park field trips encourage students to develop a sense of adventure while educating youth about science, history, conservation and their role in protecting national and local treasures.

REGIONAL PARTNERS

Regional partnerships are granted by invitation only and, like our national partnerships, are often multi-year commitments, designed to provide long-term impact in our communities. We want to work with organizations where we can explore big ideas, build powerful momentum within our communities, and achieve significant, lasting impact across Union Pacific's network. Among them are:

- Boys & Girls Club of Placer County
- Chicago Cook Workforce Partnership
- CityNet
- City of Villa Grove
- Creighton University
- Denver Zoo
- Doña Ana Community College
- Golden Spike Foundation
- Hemisfair
- Jefferson City Parks & Recreation
- Junior Achievement of Utah
- Local Initiatives Support Corporation (LISC) Chicago
- Portland Community College
- Southwest Texas Junior College
- Texas A&M Transportation Institute
- Twin Cities Public Television
- Westside Community Schools Foundation

DIVERSITY, EQUITY & INCLUSION COMMITMENT

Union Pacific committed that 100% of Community Ties giving will support programs or organizations which demonstrate a commitment to advancing diversity, equity and inclusion by 2023. DEI-aligned grants are defined as meeting one (or more) of the following:

- The purpose of the grant is to advance the interests of an underrepresented or underserved population as they relate to Union Pacific's priority cause area.
- The grant will primarily serve an underrepresented population; and/or
- The organization is taking actions to instill DEI internally and/or within its programs

Last year, 83% of our local grantees met our DE&I goals.



CLOSE CALL IN LOUISIANA LEADS TO EXPANDED SAFETY CAMPAIGN WITH LOCOMOTIVE ENGINEER'S HELP

In the wee hours of the morning, as his train rumbled through sugar cane fields in central Louisiana, Union Pacific Locomotive Engineer Cory Van Mol watched in disbelief as a farm tractor failed to yield at a private crossing.

The tractor made it across, but Van Mol didn't let the close call end there. He wanted to do something to try to prevent more close calls or potential tragedies during the sugar cane harvest in Louisiana.

As it happened, the incident was on a farm owned by Van Mol's uncle. The next morning, Van Mol called his uncle and offered to provide safety literature in both English and Spanish to the hired farm workers busy harvesting sugar cane.

Van Mol then looped in Buck Russel, Union Pacific's Sr. Supervisor Public Safety.

Over the next few days, Van Mol and Russel quickly fired up a coordinated and extensive safety campaign, with the help of Van Mol's agricultural connections.

"Union Pacific has always worked proactively during the sugar cane harvest to enhance public safety for our employees, farmers and drivers," said Russel. "But, this year, Van Mol was able to connect me with the right people at the right time to help us grow and expand our relationships with sugar cane organizations in Louisiana."

Sugar cane harvest time is a labor-intensive activity that begins in October and extends through December.

Harvest crews descend upon a farm, with heavy equipment and trucks. Trucks weigh up to 100,000 pounds and can cross a private crossing hundreds of times a day, 24 hours a day.

Three Louisiana organizations are now actively sharing safety tips on railroad crossings, as well as video and literature produced by Union Pacific's communications department in both English and Spanish: the American Sugar Cane League, the Louisiana Farm Bureau Federation and the Louisiana Operation Lifesaver.

As part of this campaign, sugar cane farmers and harvesters were urged to call Union Pacific's 24/7 Response Management Communications Center at 1-888-877-7267 and notify them of harvest activities at specific public and private railroad crossings. Train crews could then be given advanced warnings of harvest activities, allowing them the chance to slow down.

The Gulf Coast Service Unit Management team issued several bulletins to train crews, advising them of harvest activities occurring at specific crossings, based upon incoming phone calls from ag producers, Russel said.

It's amazing what can be done in a few days after a bad night that led to a mission in the morning. "If we can save one life or stop one incident from happening, it will all be worth it," said Von Mol.



Looking Forward

Our intent is to keep you informed as we take necessary, bold actions to reach our aggressive sustainability goals. We also will keep you updated on our progress toward meeting those goals by reporting our outcomes at the [Sustainability section of UP.com](#).

In addition, we will continue to report substantial actions taken throughout the year in our [Inside Track news website](#) and in [media releases](#) posted on UP.com.

We are proud of our environmental, social and governance actions, which are reflected in our culture of Building America. We believe actions taken now and in the future will contribute to a sustainable world for our workforce, our customers, and our communities for generations to come.

We look forward to keeping you updated on our continued progress.

Key Performance Indicators

Network Maintenance	2018	2019	2020	2021
Ties Replaced (<i>millions</i>)	3.94	3.13	4.39	3.83
Track Miles of Rail Replaced	700	534	468	502
Miles of Track Surfaced	9,466	7,741	10,414	10,441
Frequency of Internal Integrity Inspections (<i>weekly inspections x miles of track on which they took place</i>) / (<i>total main track miles</i>)	6,123	5,496	5,655	5,574

Incidents	2018	2019	2020	2021
Train-Related Incidents & Accidents	583	632	451	430
Train-Related Accidents Involving the Release of Hazardous Materials	3	11	15	24
Non-Accident Release of Hazardous Materials	170	148	128	130
Trespassing Accidents	288	319	336	413
Crossing Accidents (<i>per million train miles</i>)	2.69	2.72	3.04	3.51
Reportable Personal Injury Rate (<i>per 200,000 employee-hours</i>)	0.82	0.90	0.90	0.98
Reportable Equipment Incident Rate (<i># accidents/million train miles</i>)	3.28	4.28	3.54	3.80
Number of Federal Railroad Administration (FRA) Recommended Violation Defects*	1,118	1,385	1,335	1,314
Lost-Time Injury Frequency Rate (LTIFR) – Employees (<i>n/million hours worked</i>)	0.60	0.67	0.71	0.68
Lost-Time Injury Severity Rate - Employees (<i>number of days lost due to injuries x 1,000 / total hours worked</i>)	0.51	0.71	0.77	0.61

*These figures are based on FRA inspectors writing inspection reports with recommended violations, Union Pacific did not receive violations on all of these.

Fatalities	2018	2019	2020	2021
Employee Fatalities	3	2	1	2
Contractor Fatalities	3	1	1	4
Employee Fatality Rate (<i>employee work-related fatalities / total number of FTEs</i>)	0.000068	0.000054	0.000031	0.000062

Cybersecurity	2018	2019	2020	2021
Number of Information Security Breaches or Incidents*	0	0	0	0
Total Number of Customers and Employees Affected by Data Breach	0	0	0	0
Total Amount of Fines/Penalties Paid in Relation to Information Security Breaches or Other Cybersecurity Incidents	0	0	0	0
Number of Substantiated Complaints – Breaches of Customer Privacy	0	0	0	0

*Union Pacific defines a breach as a penetration of the system in which the attacker obtains confidential information.

Suppliers	2018	2019	2020	2021
Number of Suppliers	8,126	5,314	4,672	4,828
Diverse Suppliers	541	330	286	287
Diverse Supplier Spend (millions)	\$275	\$328	\$423	\$522
Local Supplier Spend (millions)	\$16.7	\$15.2	\$15.1	\$37.8
Strategic Suppliers	18	21	19	16
Strategic Supplier Audits	100%	96%	41%	100%

Community Giving	2018	2019	2020	2021
Investment in Capital Expenditures (millions)	\$3,437	\$3,453	\$2,927	\$2,936
In-State Purchasing (millions)	\$7,413	\$6,766	\$5,427	\$6,192
Community Ties Giving Program	\$20,136,900	\$22,174,800	\$26,794,010	\$22,535,037
Employee Volunteer Hours*	9,309	6,532	4,028	3,821

* Only reflects employee volunteer hours greater than 40 hours per employee.

Ethics	2018	2019	2020	2021
Total Values Line Reports	1,485	1,260	1,271	1,238
Substantiated Values Line Reports	27%	29%	26%	24%*
Number of confirmed corruption incidents	0	0	0	0

* At the time of publication, a subset of the reported cases were still subject to investigation.

SASB

Topic	Accounting Metric	Response/Location
Greenhouse Gas Emissions	TR-RA-110a.1 Gross global Scope 1 emissions	Climate Action Plan , pg. 20
Greenhouse Gas Emissions	TR-RA-110a.2 Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those target	Climate Action Plan , pg. 7-15
Greenhouse Gas Emissions	TR-RA-110a.3 Total fuel consumed, percentage renewable	Climate Action Plan , pg. 20
Air Quality	TR-RA-120a.1 Air emissions of the following pollutants: (1) NOx (excluding N2O) and (2) particulate matter (PM10)	Available June 1
Employee Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	2021 Building America Report, pg. 36
Competitive Behavior	TR-RA-520a.1 Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	UP was not subject to monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations in 2021.
Accident & Safety	TR-RA-540a.1 Number of accidents and incidents	2021 Building America Report, pg. 36
Accident & Safety Management	TR-RA-540a.2 Number of (1) accident releases and (2) nonaccident releases (NARs)	2021 Building America Report, pg. 36
Accident & Safety Management	Number of Federal Railroad Administration (FRA) Recommended Violation Defects	2021 Building America Report, pg. 36
Accident & Safety Management	Frequency of internal railway integrity inspections	2021 Building America Report, pg. 36
Accident & Safety Management	TR-RO-000.A Number of carloads transported	2022 10-K , pg. 23
Accident & Safety Management	TR-RO-000.B Number of intermodal units transported	2022 10-K , pg. 23
Accident & Safety Management	TR-RO-000.C Track miles	2022 10-K , pg. 13
Accident & Safety Management	TR-RO-000.D Revenue ton miles (RTMs)	2022 10-K , pg. 26
Accident & Safety Management	TR-RO-000.E Number of employees	We Are One Report , pg. 6

GRI (2016)

Relevant GRI	Response/Location
General Disclosures (102)	
102-1: Name of the Organization	Union Pacific Corporation
102-2: Activities, brands, products and services	Union Pacific Corporation (NYSE:UNP) is one of America's leading transportation companies. Its principal operating company, Union Pacific Railroad, is North America's premier railroad franchise, covering 23 states across the western two-thirds of the United States
102-3: Location of Headquarters	Omaha, Nebraska
102-4: Location of Operations	The company operates across 23 states in the United States
102-5: Ownership and Legal Form	Union Pacific Corporation is a publicly traded company, incorporated in Utah. The official trading symbol is "UNP".
102-6: Markets served	We Are One Report , pg. 34
102-7: Scale of the Operation	We Are One Report , pg. 31; 2022 10-K , pgs. 36-38, 40
102-8: Information on employees and other workers	We Are One Report , pg. 6, 31-34
102-9: Supply Chain	2021 Building America Report, pgs. 28-29
102-10: Significant changes to the organization and its supply chain	2021 Building America Report, pgs. 28-29
102-11: Precautionary principle or approach	Union Pacific does not formally use the precautionary approach, but has a formal risk management process for environmental risks. All new business initiatives and construction-related projects are subject to relevant environmental laws and regulations and an environmental risk assessment by the company.
102-12: External initiatives	Union Pacific participates in/subscribes to the following external initiatives: CDP, Dow Jones Sustainability Index, UN Sustainability Goals, EcoVadis, SASB, GRI, TCFD
102-13: Membership of associations	2021 Building America Report, pg. 16
Strategy (102)	
102-14: Statement from senior decision-maker	Climate Action Plan , pg. 3; We Are One Report , pg. 3; 2021 Building America Report, pg. 3
102-15: Key impacts, risks, and opportunities	2022 10-K , pg. 9-12; 2021 Building America Report, pgs. 7-8
Ethics and Integrity (102)	
102-16: Values, principles, standards, and norms of behaviors	The How Matters , pgs. 4-5
102-17: Mechanisms for advice and concerns about ethics	The How Matters , pgs. 37

Relevant GRI	Response/Location
Governance (102)	
102-18: Governance structure	2022 Proxy , pgs. 26-30
102-19: Delegating authority	2022 Proxy , pg. 7-8
102-20: Executive-level responsibility for economic, environmental and social topics	2022 Proxy , pg. 8
102-21: Consulting stakeholders on economic, environmental and social topics	2022 Proxy , pg. 10; 2021 Building America Report , pgs. 14-15
102-22: Composition of the highest governance body and its committees	2022 Proxy , pgs. 7, 17-22
102-23: Chair of highest governance body	2022 Proxy , pgs. 7, 17-22
102-24: Nominating and selecting the highest governance body	2022 Proxy , pgs. 16-22
102-25: Conflicts of interest	The How Matters , pgs. 16-17
102-26: Role of highest governing body in setting purpose, values, and strategy	2022 Proxy , pg. 8; Climate Action Plan , pg. 16
102-27: Collective knowledge of highest governance body	2022 Proxy , pgs. 5-9
102-28: Evaluating the highest governance body's performance	2022 Proxy , pg. 23-24
102-29: Identifying and managing economic, environmental and social impact	2022 Proxy , pg. 8
102-30: Effectiveness of risk management processes	2022 Proxy , pg. 8
102-31: Review of economic, environmental and social topics	2021 Building America Report , pgs. 5-6
102-32: Highest governance body's rule in sustainability reporting	2022 Proxy , pg. 8
102-33: Communicating critical concerns	The How Matters , pgs. 37
102-35: Remuneration policies	2022 Proxy , pgs. 55-62
102-36: Process for determining remuneration	2022 Proxy , pgs. 55-62
102-38: Annual total compensation ratio	2022 Proxy , pg. 79
Stakeholder Engagement (102)	
102-40: List of stakeholder groups	2021 Building America Report , pg. 14-16
102-41: Collective bargaining agreements	We Are One Report , pg. 6
102-42: Identifying and selecting stakeholders	2021 Building America Report , pg. 14-16
102-43: Approach to stakeholder engagement	2021 Building America Report , pg. 14-16
102-44: Key topics and concerns raised through stakeholders engagement around the report	2021 Building America Report , pgs. 7-9

Relevant GRI	Response/Location
Reporting Practices (102)	
102-45: Entities included in the consolidated financial statement	Our 2021 Building America Report, Climate Action Plan and We Are One Report cover Union Pacific Corporation and its subsidiaries' activities and performance across our entire network. All operating and financial data in this report is presented in US dollars.
102-46: Defining report content and topic boundaries	2021 Building America Report, pgs. 7-9
102-47: List of Material Topics	2021 Building America Report, pgs. 7-9
102-48: Restatements of Information	2018, 2019, and 2020 emissions data has been restated from prior publications to reflect an emissions factor change used to calculate Scope 3 emissions related to fuel and a recalculation of Scope 2 emissions related to purchased electricity
102-49: Changes in Reporting	2021 Building America Report, pgs. 7-9
102-50: Reporting Period	January 1, 2021-December 31, 2021
102-51: Date of Most Recent Report	4/13/2022
102-52: Reporting Cycle	UP currently reports on an annual basis
102-53: Contact point for questions regarding the report	2021 Building America Report, pg. 15
102-54: Claims of reporting in accordance with the GRI Standards	Our 2021 Building America Report was prepared in accordance with the Global Reporting Initiative (GRI)
102-55: GRI Index	2021 Building America Report, pgs. 39-44
102-56: External Assurance	We obtained external assurance of our GHG emissions data for 2020, 2021 verification of such data is underway. Other data within this report is not externally verified.
Economic Performance (201)	
201-1: Direct economic value generated and distributed	2022 10-K , pgs. 22-29
201-2: Financial implications and other risks and opportunities due to climate change	2022 10-K , pg. 11; Climate Action Plan , pg. 18-19
Energy (302)	
103-1: Explanation of material topic and its boundary	2020 Building America Report , pg. 72
103-2: Management approach and its components	2020 Building America Report , pg. 64-65
103-3: Evaluation of management approach	2020 Building America Report , pg. 64-65
302-1: Energy consumption within the organization	Climate Action Plan , pg. 14
302-4: Reduction in energy consumption	Climate Action Plan , pg. 14
Water & Effluents (303)	
103-1: Explanation of material topic and its boundary	2020 Building America Report , pg. 74
103-2: Management approach and its components	2020 Building America Report , pg. 64-65
103-3: Evaluation of management approach	2020 Building America Report , pg. 64-65
303-3: Water withdrawal	2020 Building America Report , pg. 26

Relevant GRI	Response/Location
Emissions (305)	
103-1: Explanation of material topic and its boundary	Climate Action Plan , pgs. 3-6
103-2: Management approach and its components	Climate Action Plan , pgs. 16-19
103-3: Evaluation of management approach	Climate Action Plan , pgs. 16-19; 2022 Proxy , pgs. 6-7, 8
305-1: Direct (Scope 1) GHG Emissions	Climate Action Plan , pg. 20
305-2: Energy Indirect (Scope 2) GHG Emissions	Climate Action Plan , pg. 20
305-3: Other indirect (Scope 3) GHG Emission	Climate Action Plan , pg. 20
305-4: GHG Emissions Intensity	Climate Action Plan , pg. 20
305-5: Reduction of GHG Emissions	Climate Action Plan , pg. 6
305-6: Emissions of Ozone-Depleting Substances (ODS)	Climate Action Plan , pg. 20
305-7: Nitrogen oxides, sulfur oxides, and other significant air emissions	Available June 1
Effluents & Waste (306)	
103-1: Explanation of material topic and its boundary	2020 Building America Report , pg. 73
103-2: Management approach and its components	2020 Building America Report , pg. 73
103-3: Evaluation of management approach	2020 Building America Report , pg. 73
306-3: Waste generated	2021 Building America Report, pg. 12
306-4: Waste diverted from disposal	2021 Building America Report, pg. 12
Employment (401)	
103-1: Explanation of material topic and its boundary	We Are One Report , pgs. 4-5
103-2: Management approach and its components	We Are One Report , pgs. 4-5; 2022 Proxy , pg. 6-7, 8
103-3: Evaluation of management approach	We Are One Report , pgs. 4-5
401-1: New employee hires and employee turnover	We Are One Report , pgs. 31, 33
401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits Summary Page
401-3: Parental Leave	Benefits Summary Page , Non-Agreement Benefits

Relevant GRI	Response/Location
Occupational Health & Safety (403)	
103-1: Explanation of material topic and its boundary	Union Pacific's Commitment to Health & Safety; 2021 Building America Report, pgs. 19-20
103-2: Management approach and its components	Union Pacific's Commitment to Health & Safety; 2021 Building America Report, pgs. 19-20
103-3: Evaluation of management approach	Union Pacific's Commitment to Health & Safety; 2021 Building America Report, pgs. 19-20
403-1: Occupational health and safety management	Union Pacific's Commitment to Health & Safety; 2021 Building America Report, pgs. 19-20
403-2: Hazard identification, risk assessment, and incident investigation	Union Pacific's Commitment to Health & Safety; 2021 Building America Report, pgs. 19-20 ; 2022 10-K , pg. 7
403-3: Occupational health services	Union Pacific's Commitment to Health & Safety; 2021 Building America Report, pgs. 19-20
403-4: Worker participation, consultation, and communication on occupational health and safety	Union Pacific's Commitment to Health & Safety; 2021 Building America Report, pgs. 19-20
403-5: Worker training on occupational health and safety	2021 Building America Reports, pg. 21
403-6: Promotion of worker health	We Are One Report , pg. 24-25; Benefits Summary Page
403-8: Workers covered by an occupational health and safety management system	Union Pacific's Commitment to Health & Safety; 2021 Building America Reports, pg. 21
403-9: Work-related injuries	2021 Building America Report, pg. 36
Training and Education (404)	
103-1: Explanation of material topic and its boundary	We Are One Report , pgs. 21-22
103-2: Management approach and its components	We Are One Report , pgs. 21-22
103-3: Evaluation of management approach	We Are One Report , pgs. 21-22
404-1: Average hours of training per year per employee	We Are One Report , pgs. 21, 33
404-2: Programs for upgrading employee skills and transition assistance programs	We Are One Report , pg. 21-22
404-3: Percentage of employees receiving regular performance and career development reviews	We Are One Report , pg. 33
Diversity and Equal Opportunity (405)	
103-1: Explanation of material topic and its boundary	We Are One Report , pgs. 12-13
103-2: Management approach and its components	We Are One Report , pgs. 12-13
103-3: Evaluation of management approach	We Are One Report , pgs. 12-13
405-1: Diversity of governance bodies and employees	2022 Proxy , pg. 7; We Are One Report , pg. 32

Relevant GRI	Response/Location
Local Communities (413)	
103-1: Explanation of material topic and its boundary	2021 Building America Report, pgs. 30-34
103-2: Management approach and its components	2021 Building America Report, pgs. 30-32
103-3: Evaluation of management approach	2021 Building America Report, pgs. 30-32
413-1: Operations with local community engagement, impact assessments, and development programs	2021 Building America Report, pgs. 30-34
Supplier Social Assessment (414)	
103-1: Explanation of material topic and its boundary	2021 Building America Report, pgs. 28-29
103-2: Management Approach and its components	2021 Building America Report, pgs. 28-29
103-3: Evaluation of management approach	2021 Building America Report, pgs. 28-29
414-1: New suppliers screened using social criteria	All suppliers engaged by Purchasing must certify compliance with UP's Supplier Code of Conduct.
Political Contributions (415)	
103-1: Explanation of material topic and its boundary	Political Contributions Policy and Procedures
103-2: Management Approach and its components	Political Contributions Policy and Procedures
103-3: Evaluation of management approach	Political Contributions Policy and Procedures
415-1: Political Contributions	2021 Contributions to State and Local Candidates, Political Committees and Political Organizations

CAUTIONARY INFORMATION

Our 2021 Building America Report provides additional explanatory information regarding Union Pacific that may not be available, included or directly derived from information in the company's Annual Report. Information included in this document, and any issues identified as important for purposes of this document, may not be considered material for SEC reporting purposes. Materiality and/or the term "material" in the context of this document is distinct from and should not be confused with, such terms as defined for SEC reporting purposes. This report includes statements and information regarding future expectations, outcomes or results of the company that are not historical facts. These statements and information are forward looking as defined by federal securities laws. Forward looking statements and information can be identified by use of forward-looking terminology (and derivations thereof), such as "believes," "expects," "may," "should," "will," "would," "intends," "plans," "estimates," "anticipates," "strives," "seeks," "aspires," "endeavors," "target," "projects" and other words or phrases of similar intent.

Forward-looking statements and information generally include the following: the company's expectations, goals, forecasts, targets, and aspirations with respect to sustainability and corporate responsibility matters, including related risks and opportunities; demand for the company's rail service; enhancing profitability; volume and revenue growth; efficiency improvements and increasing returns; the effectiveness or growth of new and newer services; management of network volumes; increasing shareholder value; total amount of capital investments;; returns on capital investments; improvements regarding the sustainability, emissions, and safety of our operations and equipment; preserving the environment and communities where the company operates; and effectiveness of plans, programs and initiatives related to our workforce. Forward-looking statements and information should not be read as a guarantee of future performance or results and will not necessarily be accurate indications of the times that, or by which, such performance, targets, goals, or results will be achieved. Forward-looking statements and information are subject to risks and uncertainties that could cause actual performance or results to differ materially from those expressed in the statements. Forward-looking statements and information reflect the good faith consideration by management of currently available information and may be based on underlying assumptions believed to be reasonable under the circumstances. However, such information and assumptions (and, therefore, such forward-looking statements and information) are or may be subject to variables or unknown or unforeseeable events or circumstances over which management has little or no influence or control and may be derived from internal controls and processes that continue to evolve and standards are measuring progress that are still developing. Factors that could cause results or outcomes to differ, including the risk factors in Item 1A of the company's Annual Form 10-K, filed February 4, 2022, also could affect our future results and could cause those results or other outcomes to differ materially from those expressed or implied in the forward-looking statements and information. This report should be read in consideration of these risk factors. To the extent circumstances require or the company deems it otherwise necessary, the company will update or amend these risk factors in subsequent Annual Reports, periodic reports on Form 10-Q or current reports on Form 8-K.

Forward-looking statements speak only as of the date the statement was made. We assume no obligation to update forward-looking information to reflect actual results, changes in assumptions or changes in other factors affecting forward looking information, regardless of any past practice of doing so. If we do update one or more forward-looking statements, no inference should be drawn that we will make additional updates with respect thereto or with respect to other forward looking statements. Website references and/or hyperlinks have been provided for convenience only, and the contents therein are not incorporated into, nor do they constitute a part of, this document.