

Union Pacific Corporation
Global Reporting Initiative (GRI) Content Index
Statement of use
Union Pacific has reported in reference to GRI Standards for the period of January 2023-December 2023 GRI 1 used GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	(a) Union Pacific Corporation (b) 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 (c) Union Pacific is headquartered in Omaha, Nebraska (d) Union Pacific Operates in the United States and Mexico
	2-2 Entities included in the organization's sustainability reporting	Union Pacific 10-k, pg. 5
	2-3 Reporting period, frequency and contact point	(a) This report will be updated at least annually with data from the prior year (b) This reporting period is aligned with our financial reporting (c) December 2024 (d) For questions, use this link
	2-4 Restatements of information	Emissions data has been restated based on updated and improved calculation methodology.
	2-5 External assurance	Our GHG inventory data is externally assured annually.
	2-6 Activities, value chain and other business	(a) Union Pacific 10-K, pg. 5-7
	relationships 2-7 Employees	2023 Union Pacific Sustainability Metrics, pg. 6
	2-9 Governance structure and composition	(a) 2024 Proxy Statement, pg. 8 (b) 2024 Proxy Statement, pg. 31-34
	2-10 Nomination and selection of the highest governance body	(c) 2024 Proxy Statement, pg. 31-34 (a) 2024 Proxy Statement, pg. 25 (b) 2024 Proxy Statement, pg. 23
	2-11 Chair of the highest governance body	2024 Proxy Statement, pg. 28
	2-12 Role of the highest governance body in overseeing the management of impacts	2024 Proxy Statement, pg. 20 2024 Proxy Statement, pg. 8, 28-30
	2-13 Delegation of responsibility for managing impacts	(a) 2024 Proxy Statement, pg. 8 (b) 2024 Proxy Statement, pg. 28-30
	2-14 Role of the highest governance body in sustainability reporting	2024 Proxy Statement, pg. 26-30 2024 Proxy Statement, pg. 8
	2-15 Conflicts of interest	Union Pacific Corporation Code of Business Conduct and Ethics for Members of the Board of Directors, pg. 2
	2-16 Communication of critical concerns	2024 Proxy Statement, pg. 28-30
	2-17 Collective knowledge of the highest governance body	2024 Proxy Statement, pg. 22
	2-18 Evaluation of the performance of the highest governance body	2024 Proxy Statement, pg. 24
	2-19 Remuneration policies	2024 Proxy Statement, pg. 49-84
	2-20 Process to determine remuneration	2024 Proxy Statement, pg. 49-84
	2-21 Annual total compensation ratio	2023 Union Pacific Sustainability Metrics, pg. 11
	2-22 Statement on sustainable development strategy	2023 Building America Report, pg. 3
	2-23 Policy commitments	The How Matters Union Pacific Railroad's Policy on Human Rights
	2-24 Embedding policy commitments	2023 Building America Report, pg. 16-17, 22
	2-25 Processes to remediate negative impacts	2023 Building America Report, pg. 16-17, 22  2023 Building America Report, pg. 14, 42, 58
	2-26 Mechanisms for seeking advice and raising concerns	The How Matters Policy, pg. 8
	2-27 Compliance with laws and regulations	2023 Union Pacific Sustainability Metrics, pg. 5
	2-28 Membership associations	Climate Lobbying Alignment Assessment
	2-29 Approach to stakeholder engagement	2023 Building America Report, pg. 57-58
	2-30 Collective bargaining agreements	2023 Building America Report, pg. 22
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2023 Building America Report, pg. 8
	3-2 List of material topics	2023 Building America Report, pg. 9
	3-3 Management of material topics	2023 Building America Report, pg. 10-62
GRI 201: Economic Performance 2016	3-3 Management approach 201-1 Direct economic value generated and	Union Pacific 10-k, pg. 25-31 (a) Union Pacific 10-k, pg. 26-30
	distributed  201-2 Financial implications and other risks and opportunities due to climate change	2024 CDP Climate Change, pg. 9-16
	201-3 Defined benefit plan obligations and other	Employee Pension Guide
	retirement plans	Retirement Board Benefits
GRI 203: Indirect Economic Impacts 2016	3-3 Management approach	2023 Building America Report, pg. 35-36
	203-1 Infrastructure investments and services supported	2023 Building America Report, pg. 35-36
	203-2 Significant indirect economic impacts	2023 Building America Report, pg. 59-60
GRI 204: Procurement Practices 2016	3-3 Management approach	2023 Building America Report, pg. 39-40
GRI 205: Anti-corruption 2016	204-1 Proportion of spending on local suppliers  3-3 Management approach	2023 Union Pacific Sustainability Metrics, pg. 14 2023 Building America Report, pg. 15-16
OKI 203. Anti-corruption 2010	205-2 Communication and training about anti-	2023 Building America Report, pg. 13-16  2023 Building America Report, pg. 16
	corruption policies and procedures	1,150

GRI 200: Audi-competitive Behavior 2016  103: 1 Logal actions for anti-competitive behavior, and 1 Monogeneous opproach (103 per particus)  104: 1 Monogeneous opproach (103 per particus)  105: 1 Approach to test (103 per particus)  107: 2 Tas percentance, cozerol, and make the control of th		205-3 Confirmed incidents of corruption and	2023 Building America Report, pg. 17
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207-1 Approach to tax 207-2 Tax governance, control, and risk 207-2 Tax governance, control and risk 207-3 Management approach 207-4 Mark Industry 2			UP was not subject to legal proceedings associated with anti-competitive behavior, anti-trust, or monopoly practices in 2023.
207-2 Fan povermance, control, and risk management and management of control and risk management and record and risk management and r	GRI 207: Tax 2019	3-3 Management approach	Union Pacific Statement of Tax Policy
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306-2 Management of significant waste-related impacts   306-3 Waste generated   306-3 Waste generated   306-3 Waste diverted from disposal   2023 Union Pacific Sustainability Metrics, pg. 4   306-3 Waste directed to disposal   2023 Union Pacific Sustainability Metrics, pg. 4   306-5 Waste directed to disposal   2023 Union Pacific Sustainability Metrics, pg. 4   401-1 New employee hires and employee turnover   401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees that are not provided to temporary or part-time employees   401-3 Parental leave   2023 Building America Report, pg. 27-28   401-3 Parental leave   2023 Building America Report, pg. 27-28   401-3 Parental leave   2023 Building America Report, pg. 28   401-3 Parental leave   2023 Building America Report, pg. 28   401-3 Parental leave   402-1 Minimum notice periods regarding operational changes   401-3 Parental leave   4			2023 Building America Report, pg. 43
GRI 401: Employment 2016  GRI 401: Employment 2016  GRI 401: Employment 2016  GRI 401: Employment 2016  GRI 401: Description of the state of the sta		306-2 Management of significant waste-related	2023 Building America Report, pg. 43
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403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by	

	403-8 Workers covered by an occupational health and safety management system	All Union Pacific employees are covered by an occupational health and safety management system.
	403-9 Work-related injuries	2023 Union Pacific Sustainability Metrics, pg. 13
GRI 404: Training and Education 2016	3-3 Management approach	2023 Building America Report, pg. 25-26
	404-1 Average hours of training per year per employee	2023 Union Pacific Sustainability Metrics, pg. 12
	404-2 Programs for upgrading employee skills and transition assistance programs	2023 Building America Report, pg. 25-26
	404-3 Percentage of employees receiving regular performance and career development reviews	2023 Union Pacific Sustainability Metrics, pg. 12
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management approach	2023 Building America Report, pg. 30-32
	405-1 Diversity of governance bodies and employees	(a) 2023 Union Pacific Sustainability Metrics, pg. 13 (b) 2023 Union Pacific Sustainability Metrics, pg. 7-8
	405-2 Ratio of basic salary and remuneration of women to men	2023 Union Pacific Sustainability Metrics, pg. 11
GRI 410: Security Practices 2016	3-3 Management approach	Union Pacific Security Policy
	410-1 Security personnel trained in human rights policies or procedures	All employees, including security personnel, are required to participate in annual training that covers human rights issues.
GRI 413: Local Communities 2016	3-3 Management approach	2023 Building America Report, pg. 59-61
	413-1 Operations with local community engagement, impact assessments, and development programs	2023 Building America Report, pg. 59-61
	413-2 Operations with significant actual and potential negative impacts on local communities	2023 Building America Report, pg. 59-61
GRI 415: Public Policy 2016	3-3 Management approach	Political Contributions Policy and Procedures
	415-1 Political contributions	Corporate Contributions to Candidates, Committees, Political Organizations & Ballot Measures
GRI 418: Customer Privacy 2016	3-3 Management approach	Union Pacific Website Privacy Policy
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No customer data breaches were reported in 2023.