

WE ARE COMMITTED TO TRANSPARENCY

Union Pacific is Aligned with the United Nations’ Sustainable Development Goals

Below, we outline our alignment with nine of the 17 United Nations’ Sustainable Development Goals (SDGs) that we contribute to most significantly:

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

SDG	OUR AMBITION	PROGRESS
3 GOOD HEALTH AND WELL-BEING	Union Pacific is committed to a safety-focused culture that engages and empowers employees to recognize potential safety risks, speak up and mitigate them.	SAFETY, HEALTH & WELLBEING
4 QUALITY EDUCATION	By partnering with the University of Nebraska at Omaha and Metropolitan Community College, Union Pacific offers eligible employees fully funded tuition.	EMPLOYEE DEVELOPMENT
5 GENDER EQUALITY	As a merit- and performance-based company, we focus on providing equitable opportunities for growth, advancement and meaningful contribution at every level of the organization.	CULTURE
8 DECENT WORK AND ECONOMIC GROWTH	Union Pacific provides jobs for thousands of individuals across the United States and prioritizes education and skills development to provide a safe work environment for all employees.	SOCIO-ECONOMIC IMPACT

SDG	OUR AMBITION	PROGRESS
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Union Pacific takes proactive measures to maintain rail infrastructure to ensure operations are safe, efficient and resilient.	INFRASTRUCTURE INVESTMENT
11 SUSTAINABLE CITIES AND COMMUNITIES	Union Pacific partners with various stakeholders through engagement and philanthropy to promote the development of cities that are resilient, safe and sustainable.	COMMUNITY BUILDING & GIVING
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	We collaborate throughout our value chain to promote sustainable production and consumption. We continuously seek opportunities to enhance materials and equipment, aiming to reduce waste.	RESPONSIBLE SOURCING
13 CLIMATE ACTION	We collaborate with value chain partners to identify and pursue decarbonization efforts and allocate resources toward the development of efficient, low-carbon, and climate-resilient rail transportation infrastructure and technology.	CLIMATE CHANGE
15 LIFE ON LAND	With our operations spanning across 23 states, thousands of communities, and countless wildlife habitats and waterways, we understand the utmost importance of preserving and managing biodiversity and lands adjacent to our rail network.	LAND RIGHTS & MANAGEMENT