

Union Pacific Workforce Demographics

Active Employees

Department Description
All

Point in Time Date
12/31/2022

Supervisor Date
12/31/2022

People of Color

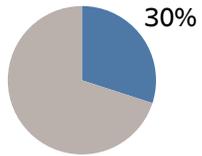
12/31/2022

2030 Goal

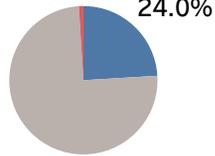
32.8%

40%

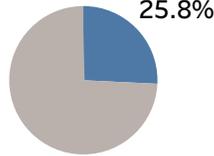
Board of Directors Current



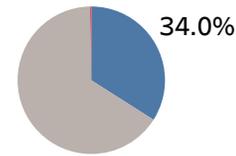
Executives



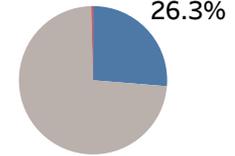
People Managers



Agreement



Nonagreement



Women

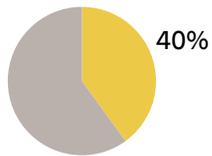
12/31/2022

2030 Goal

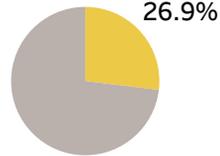
5.5%

11%

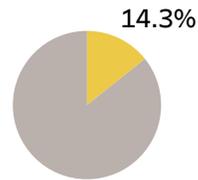
Board of Directors Current



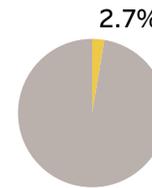
Executives



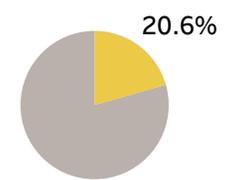
People Managers



Agreement



Nonagreement



Females at 5.5% and People of Color at 29.4% as of 1/1/2020.