## **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 2022-December 2022. GRI 1 used: GRI 1: Foundation 2021

GRI Standard /		
Other Source	Disclosure	Location / Response
<b>General Disc</b>		
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. 6
	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) August 25th, 2023
		(d) For questions, please use this form
	2-4 Restatements of information	Emissions data has been restated based on updated and improved calculation methodology.
	2-6 Activities, value chain and other business relationships	(a) Union Pacific Proxy, pg. 6-7 (b) Union Pacific Proxy, pg. 7-8
	2-7 Employees	Union Pacific Sustainability Metrics, pg. 2
	2-9 Governance structure and composition	(a) Union Pacific Proxy, pg. 9, 34 (b) Union Pacific Proxy, pg. 9, 34 (c) Union Pacific Proxy, pg. 35-40
	2-10 Nomination and selection of the highest governance body	(a) Union Pacific Proxy, pg. 29 (b) Union Pacific Proxy, pg. 27
	2-11 Chair of the highest governance body	Union Pacific Proxy, pg. 33
	2-12 Role of the highest governance body in overseeing the management of impacts	Union Pacific Proxy, pq. 9, 34-39
	2-13 Delegation of responsibility for managing impacts	Union Pacific Proxy, pg. 9, 34-39
	2-14 Role of the highest governance body in sustainability reporting	Union Pacific Proxy, pg. 9
	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	Union Pacific Proxy, pg. 34
	2-18 Evaluation of the performance of the highest governance body	Union Pacific Proxy, pg. 28
	2-19 Remuneration policies	Union Pacific Proxy, pg. 39-40, 47, 53-55
	2-20 Process to determine remuneration	Union Pacific Proxy, pg. 39-40, 47, 53-55
	2-21 Annual total compensation ratio	Union Pacific Proxy, pg. 84
	2-22 Statement on sustainable development strategy	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	Building America Report, pg. 13-14, 19-20
	2-26 Mechanisms for seeking advice and raising concerns	The How Matters, pg. 5-6
	2-27 Compliance with laws and regulations 2-28 Membership associations	Union Pacific Sustainability Metrics. pg. 2  Building America Report, pg. 32
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	2-29 Approach to stakeholder engagement	Building America Report, pg. 29-32
	2-30 Collective bargaining agreements	We Are One Report, pg. 14
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·	3-2 List of material topics	Building America Report, pg. 7
GRI 3: Material	3-3 Management of material topics	Union Pacific 10-k, pg. 24-32
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GRI 3: Material Topics 2021  3:3 Management of material topics Building America Report, pg. 8-12  ### 403-1 Occupational health and safety management system ### 403-2 Hazard identification, risk assessment, and incident investigation ### 403-3 Occupational health services #### 403-3 Occupational health services #### 403-3 Occupational health services #### 403-4 Worker participation, consultation, and communication on occupational health and safety ### 403-5 Worker training on occupational health and safety ### 403-6 Promotion of worker health ### 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships ### 403-9 Work-related injuries ### 403-9 Work-related injuries ### 404-1 Average hours of training per year per employee ### 404-1 Average hours of training per year per employee ### 404-2 Programs for upgrading employee skills and transition assistance programs ### 404-3 Percentage of employees receiving regular performance and career ### 404-2 Percentage of employees receiving regular performance and career ### 404-2 Percentage of employees receiving regular performance and career #### 404-2 Percentage of employees receiving regular performance and career #### 404-2 Percentage of employees receiving regular performance and career #### 404-2 Percentage of employees receiving regular performance and career ###### 404-2 Percentage of employees receiving regular performance and career ##################################	Topics 2021 GRI 306: Waste 2020  Employment GRI 3: Material	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal 3-3 Management of material topics	Building America Report, pg. 23  Building America Report, pg. 23  Union Pacific Sustainability Metrics, pg. 1-2  Union Pacific Sustainability Metrics, pg. 1-2  Union Pacific Sustainability Metrics, pg. 1-2  We Are One, pg. 23-24
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2016 404-2 Programs for upgrading employee skills and transition assistance we are One Report, pg. 28-30 programs  404-3 Percentage of employees receiving regular performance and career We Are One Report, pg. 44	Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016 Occupational health GRI 3: Material Topics 2021 GRI 401: Cocupational health GRI 3: Material Topics 2021 GRI 403: Occupational Health and Safety 2018	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal 306-5 Waste directed to disposal 3-3 Management of material topics 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  and safety 3-3 Management of material topics 403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Building America Report, pg. 23  Building America Report, pg. 23  Union Pacific Sustainability Metrics, pg. 1-2  Union Pacific Sustainability Metrics, pg. 1-2  Union Pacific Sustainability Metrics, pg. 1-2  We Are One, pg. 23-24  We Are One, pg. 42  We Are One, pg. 32-33  Building America Report, pg. 8-12  Building America Report, pg. 8-12  We Are One, pg. 11  We Are One, pg. 32-33  Building America Report, pg. 8-12  Union Pacific Hazardous Materials Management Webpage  Building America Report, pg. 8-12  We Are One, pg. 11  We Are One, pg. 11  We Are One, pg. 32-33  Building America Report, pg. 8-12  Union Pacific Sustainability Metrics, pg. 7
	Topics 2021  GRI 306: Waste 2020  Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016  Occupational health GRI 3: Material Topics 2021 GRI 403: Occupational Health and Safety 2018  Training and educat GRI 3: Material Topics 2021  GRI 404: Training	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal 3-3 Management of material topics 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 and safety 3-3 Management of material topics 403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-9 Work-related injuries 100 3-3 Management of material topics	Building America Report, pg. 23  Building America Report, pg. 23  Union Pacific Sustainability Metrics, pg. 1-2  Union Pacific Sustainability Metrics, pg. 1-2  Union Pacific Sustainability Metrics, pg. 1-2  We Are One, pg. 23-24  We Are One, pg. 32-33  Building America Report, pg. 8-12  Building America Report, pg. 9  Union Pacific Hazardous Materials Management Webpage  Building America Report, pg. 8-12  We Are One, pg. 11  We Are One, pg. 11  Building America Report, pg. 8-12  Union Pacific Hazardous Materials Management Webpage  Building America Report, pg. 8-12  Union Pacific Sustainability Metrics, pg. 7  We Are One, pg. 32-33  Building America Report, pg. 8-12  Union Pacific Sustainability Metrics, pg. 7
	Topics 2021  GRI 306: Waste 2020  Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016  Occupational health GRI 3: Material Topics 2021 GRI 403: Occupational Health and Safety 2018  Training and educat GRI 3: Material Topics 2021	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal 3-3 Management of material topics 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 and safety 3-3 Management of material topics 403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-9 Work-related injuries ion 3-3 Management of material topics 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance	Building America Report, pg. 23 Building America Report, pg. 23 Union Pacific Sustainability Metrics, pg. 1-2 We Are One, pg. 23-24 We Are One, pg. 32-33  Building America Report, pg. 8-12 Building America Report, pg. 9 Union Pacific Hazardous Materials Management Webpage Building America Report, pg. 8-12 We Are One, pg. 11 We Are One, pg. 11 We Are One, pg. 11 We Are One, pg. 32-33 Building America Report, pg. 11 We Are One, pg. 32-33 Building America Report, pg. 8-12 Union Pacific Sustainability Metrics, pg. 7 We Are One Report, pg. 28-30 We Are One Report, pg. 28-30 We Are One Report, pg. 44

GRI Standard /				
Other Source	Disclosure	Location / Response		
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	We Are One Report, pg. 15-16		
GRI 405: Diversity	405-1 Diversity of governance bodies and employees	We Are One Report, pg. 5		
and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	We Are One Report, pg. 31		
Security practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	Union Pacific Railroad Security Policy		
GRI 410: Security Practices 2016	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.		
Local communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	Building America Report, pg. 33-35		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Building America Report, pg. 33-35		
	413-2 Operations with significant actual and potential negative impacts on local communities	Building America Report, pg. 33-36		
Public policy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Political Contributions Policy and Procedures		
GRI 415: Public Policy 2016	415-1 Political contributions	Corporate Contributions to Candidates, Committees, Political Organizations & Ballot Measures		
Customer privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Union Pacific Website Privacy Policy		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No customer data breaches were reported in 2022.		