

# 2023 UNION PACIFIC SUSTAINABILITY METRICS





# UNION PACIFIC

## SUSTAINABILITY METRICS

Providing detailed, transparent, and accessible information on sustainability topics is an important component of our sustainability strategy. This webpage combines data reported in our Building America Report, portions of our Proxy Statement, and other sustainability-related data points into one table that is more accessible to our stakeholders. Some of the figures and information in the following tables have been compiled and, where necessary, restated from previous sustainability reports to reflect changes in reporting. All currency-related values are reported in US dollars.

Reporting boundary: Data is updated, at a minimum, on an annual basis to reflect any changes in activities, methodologies, frameworks, or data availability covered by this boundary. The sustainability data metrics reported cover all activities consolidated for financial reporting purposes with one exception: unless noted in the footnotes, data presented below does not include activities by MHX, a transload subsidiary acquired by Union Pacific in February 2023. For perspective, MHX revenue comprises less than 0.5% of total Union Pacific revenue, and MHX's employee full-time equivalent headcount comprises less than 0.5% of total Union Pacific headcount. We expect to integrate additional MHX sustainability data into our full sustainability disclosures for reporting in 2025.



Data	Unit	2018	2019	2020	2021	2022	2023
ACTIVITY DATA							
Route Miles <sup>1</sup>	Miles	32,326	32,340	32,313	32,452	32,534	32,693
Gross Ton-Miles (GTM) <sup>2</sup>	Billions	928.6	846.6	771.8	817.9	843.4	837.5
Revenue Ton-Miles (RTM) <sup>3</sup>	Billions	474.0	423.4	385.0	411.3	420.8	413.3
Average Max Train Length <sup>4</sup>	Feet	7,036	7,747	8,798	9,334	9,329	9,356
Locomotive Productivity <sup>5</sup>	GTM / Horsepower-Day	106	120	137	133	125	129
Freight Car Velocity <sup>6</sup>	Daily Miles Per Car	198	209	221	203	191	204
Operating Revenues <sup>7</sup>	Millions of US Dollars	22,832	21,708	19,533	21,804	24,875	24,119

1 Excludes other main line, passing tracks and turnouts, and switching and classification yard lines.

2 Gross ton-miles are calculated by multiplying the weight of loaded and empty freight cars by the number of miles hauled.

3 RTMs are calculated by multiplying the weight of freight by the number of tariff miles.

4 Train length is the average maximum train length on a route measured in feet.

5 Locomotive productivity is gross ton-miles per average daily locomotive horsepower.

6 Freight car velocity measures the average daily miles per car on our network. The two key drivers of this metric are the speed of the train between terminals (average train speed) and the time a rail car spends at the terminals (average terminal dwell time).

7 Consists of freight revenues, other subsidiary revenues, accessorial revenues earned we earn when customers retain equipment owned or controlled by us or when we perform additional services such as switching or storage, and miscellaneous contract revenue.

Data	Unit	2018	2019	2020	2021	2022	2023
<b>ENVIRONMENTAL</b>							
<b>Fuel Efficiency</b>							
Fuel Consumption for Operations	Gallons per Thousand GTM	1.150	1.126	1.100	1.086	1.078	<b>1.088</b>
Fuel Efficiency Savings Vs 2018 Baseline	Millions of Gallons		20	39	52	61	<b>52</b>
<b>GHG Emissions<sup>1</sup></b>							
Direct (Scope 1) GHG Emissions <sup>2</sup>	Metric Tons CO2Eq	11,313,933	10,083,282	8,896,946	9,236,750	9,266,469	<b>9,156,525</b>
Energy Indirect (Scope 2) GHG Emissions, Location-Based <sup>3</sup>	Metric Tons CO2Eq	277,200	261,372	241,805	229,081	180,695	<b>215,799</b>
Energy Indirect (Scope 2) GHG Emissions, Market-Based <sup>3</sup>	Metric Tons CO2Eq	311,560	314,075	308,714	237,403	180,950	<b>235,705</b>
Total Calculated Scope 3 Emissions	Metric Tons CO2Eq	6,243,210	4,046,285	3,573,186	3,595,330	5,703,764	<b>5,324,487</b>
Scope 3 Category 1: Purchased Goods and Services <sup>4</sup>	Metric Tons CO2Eq	659,281				771,274	<b>823,752</b>
Scope 3 Category 2: Capital Goods <sup>4</sup>	Metric Tons CO2Eq	559,287				670,206	<b>619,214</b>
Scope 3 Category 3: Fuel and Energy Related Activities	Metric Tons CO2Eq	3,824,960	3,226,663	2,847,397	2,956,497	3,025,471	<b>2,989,164</b>
Scope 3 Category 4: Upstream Transportation and Distribution	Metric Tons CO2Eq	697,657				556,190	<b>351,916</b>
Scope 3 Category 5: Waste Generated in Operations	Metric Tons CO2Eq	21,212	452,268	530,310	506,185	148,375	<b>111,219</b>
Scope 3 Category 6: Business Travel <sup>5</sup>	Metric Tons CO2Eq	18,246	15,499	8,139	10,689	38,905	<b>77,382</b>
Scope 3 Category 7: Employee Commuting	Metric Tons CO2Eq	141,618				174,299	<b>40,688</b>
Scope 3 Category 13: Downstream Leased Assets <sup>6</sup>	Metric Tons CO2Eq	8,470				4,530	<b>7,481</b>
Scope 3 Category 15: Investments <sup>7</sup>	Metric Tons CO2Eq	312,479				314,515	<b>303,671</b>
Total Calculated Scope 1 & 2 Emissions <sup>8</sup>	Metric Tons CO2Eq	11,591,133	10,344,654	9,138,751	9,465,831	9,447,164	<b>9,372,324</b>
Total Calculated Scope 1, 2 & 3 Emissions <sup>8</sup>	Metric Tons CO2Eq	17,834,343	14,390,939	12,711,937	13,061,161	15,150,928	<b>14,696,811</b>
<b>GHG Emissions Intensity</b>							
Total Scope 1 Per Million Gross Ton-Miles <sup>9</sup>	Metric Tons CO2Eq/MGTM	12.2	11.9	11.5	11.3	11.0	<b>10.9</b>
Total Scope 1 Per Million Revenue Ton-Miles <sup>10</sup>	Metric Tons CO2Eq/RTM	23.9	23.8	23.1	22.5	22.0	<b>22.2</b>
Total Scope 1 Per Million Revenue Dollars <sup>11</sup>	Metric Tons CO2Eq/\$ Million	496	464	455	424	373	<b>380</b>
Total Scope 1 & 2 Per Million Gross Ton-Miles <sup>12</sup>	Metric Tons CO2Eq/MGTM	12.5	12.2	11.8	11.6	11.2	<b>11.2</b>
Total Scope 1 & 2 Per Million Revenue Ton-Miles <sup>13</sup>	Metric Tons CO2Eq/RTM	24.5	24.4	23.7	23.0	22.5	<b>22.7</b>
Total Scope 1 & 2 Per Million Revenue Dollars <sup>14</sup>	Metric Tons CO2Eq/\$ Million	508	477	468	434	380	<b>389</b>
Total Scope 1 & 2 Per Tonne-Kilometer	Kg CO2Eq/Tonne-Kilometer			0.00821	0.00801	0.00775	<b>0.00774</b>
Total Scope 1, 2 & 3 Per Million Gross Ton-Miles <sup>15</sup>	Metric Tons CO2Eq/MGTM	19.2	17.0	16.5	16.0	18.0	<b>17.5</b>
Total Scope 1, 2 & 3 Per Million Revenue Ton-Miles <sup>16</sup>	Metric Tons CO2Eq/RTM	37.6	34.0	33.0	31.8	36.0	<b>35.6</b>
Total Scope 1, 2 & 3 Per Million Revenue Dollars <sup>17</sup>	Metric Tons CO2Eq/\$ Million	781	663	651	599	609	<b>609</b>

Data	Unit	2018	2019	2020	2021	2022	2023
GHG Reduction Targets							
GHG Scope 1 and 2 science-based target progress <sup>18</sup>	% of Progress towards target					18.5	19.1
GHG Scope 3 science-based target progress: Scope 3 categories 1, 2, and 3 <sup>19</sup>	% of Progress towards target					11.4	12.1
Biofuels utilization	% of Total Fuel Used	1.2	1.4	2.2	3.0	4.5	6.1
Estimated Non-GHG Locomotive Air Emissions							
NOx <sup>20</sup>	Tons					124,823	125,997
SOx <sup>20</sup>	Tons					48	48
Particulate Matter <sup>20</sup>	Tons					3,060	3,035
Fuel & Energy Consumption							
Total Energy Usage <sup>21</sup>	Megawatt Hours	45.3 Million	40.4 Million	36.4 Million	37.4 Million	37.4 Million	37.8 Million
Non-Renewable Energy Consumption	Megawatt Hours	45,033,372	40,112,387	35,871,243	36,760,103	36,376,308	36,428,180
Renewable Energy Consumption	Megawatt Hours	316,422	327,309	479,185	677,481	1,043,634	1,416,959
Waste							
Total Waste Generated <sup>22</sup>	Tons		1,433,365	2,107,755	1,077,503	1,182,181	1,494,674
Hazardous Waste Generated	Tons		2,246	1,603	114	2,221	7,207
Non-Hazardous Waste Generated	Tons		1,431,119	2,106,152	1,077,389	1,179,960	1,487,467
Total Waste Diverted	Tons		977,714	989,339	604,801	627,327	1,044,521
Total Hazardous Waste Diverted	Tons		561	401	0	0	0
Hazardous Waste Diverted: Preparation for Reuse	Tons		0	0	0	0	0
Hazardous Waste Diverted: Recycled	Tons		0	0	0	0	0
Hazardous Waste Diverted: Recovery for Energy	Tons		0	0	0	0	0
Total Non-Hazardous Waste Diverted	Tons		975,468	987,736	604,687	625,106	1,044,521
Non-Hazardous Waste Diverted: Preparation for Reuse	Tons		30,968	91,998	0	25,201	115,030
Non-Hazardous Waste Diverted: Recycled	Tons		665,815	592,942	287,648	333,274	624,494
Non-Hazardous Waste Diverted: Recovery for Energy	Tons		45,104	37,710	46,192	37,024	53,238
Total Waste Disposed	Tons		455,651	1,118,416	472,702	554,854	450,153
Hazardous Waste Disposed	Tons		1,685	1,202	114	2,221	7,207
Hazardous Waste Disposed: Incinerated	Tons		0	0	0	25	82
Hazardous Waste Disposed: Landfilled	Tons		0	0	114	2,197	7,125

Data	Unit	2018	2019	2020	2021	2022	2023
Non-Hazardous Waste Disposed	Tons		453,405	1,116,813	472,588	552,633	442,945
Non-Hazardous Waste Disposed: Incinerated (With Energy Recovery)	Tons		235,265	266,282	242,386	231,829	251,760
Non-Hazardous Waste Disposed: Incinerated (Without Energy Recovery)	Tons		0	0	0	0	0
Non-Hazardous Waste Disposed: Landfilled	Tons		218,140	850,531	230,202	320,804	191,186
Water							
Water Consumption Total <sup>23</sup>	Million cubic meters						0.24
Water Discharge Total <sup>24</sup>	Million cubic meters						1.46
Biodiversity <sup>25</sup>							
Biodiversity Total Evaluation Count	#		289	238	306	252	233
Environmental and Biodiversity Impact Evaluations - Bridge	#		238	184	249	227	187
Environmental and Biodiversity Impact Evaluations - Capacity	#		44	47	49	12	38
Environmental and Biodiversity Impact Evaluations - Commercial Facility	#		7	7	8	13	8
Environmental Management							
Amount of Fines / Penalties <sup>26</sup>	\$		\$146,608	\$0	\$23,100	\$0	\$0
Environmental Liability Accrued at Year End	\$		\$567,973	\$400,000	\$0	\$6,750	\$0

1 Restatement/Verification: Union Pacific works with independent organizations to develop an accurate estimate of its annual GHG emissions and continually evaluates its greenhouse gas and energy data to produce a calculation of its environmental footprint. In this report, some emissions data have been restated from previous sustainability reports to reflect changes in reporting. As part of our SBTi target revalidation work, data and calculation methodologies for each Scope category in 2018 were reexamined to revalidate our target baseline year, and 2022 and 2023 calculation methodologies are consistent with our 2018 baseline methodologies.

2 Total Scope 1 emissions exclude the CO2e portion of Scope 1 emissions derived from the combustion of biogenic fuels, including biodiesel and renewable diesel fuels. Our Scope 1, 2, and 3 reporting also excludes the GHG contribution of MHX, a transload subsidiary acquired by Union Pacific in February 2023. MHX's GHG emissions for all of 2023 were estimated as: Scope 1: 6,385 mtons CO2e, Scope 2: 77 mtons CO2e, and Scope 3 (categories 6 & 9): 3,787 tons CO2e.

3 Beginning in 2023, we began using historical consumption as the basis for estimating missing Scope 2 electricity invoices. We have updated our 2022 actual Scope 2 emissions to match our revised actual spend with more complete data, including the exclusion of spend unrelated to electricity consumption.

4 Methodology change for 2023: we identified 2022 spend that should be excluded from our GHG emissions calculations, and have adjusted emissions calculations based on spend for the impact of inflation. Total impact to 2022 emissions is <1%.

5 Increase in emissions in 2023 vs 2022 due to increase in activity as well as changes to EPA emission factors. .

6 2023 vs 2022 increase driven by improved leased space data capture.

7 Methodology change in 2023: we began capturing actual fuel gallons consumed vs data-based estimates provided in 2022.

8 Sum utilizes location-based Scope 2 GHG emissions.

9 Gross ton-miles are calculated by multiplying the weight of loaded and empty freight cars by the number of miles hauled.

10 Revenue ton-miles are calculated by multiplying the weight of freight by the number of tariff miles.

11 Revenue dollars consists of freight revenues, other subsidiary revenues, accessorial revenues earned we earn when customers retain equipment owned or controlled by us or when we perform additional services such as switching or storage, and miscellaneous contract revenue.

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17 Revenue dollars consists of freight revenues, other subsidiary revenues, accessorial revenues earned we earn when customers retain equipment owned or controlled by us or when we perform additional services such as switching or storage, and miscellaneous contract revenue.

18 Union Pacific has committed to reduce absolute Scope 1 and 2 GHG emissions by 50.4% by 2030 from a 2018 base year. This target is approved by the Science Based Target Initiative, and is based on SBTi's revised minimum ambition guidance of a below 1.5°C global warming scenario. This current target was updated in early 2024 from our previous 2021 commitment to reduce our Scope 1 and 2 emissions on an absolute basis by 26% from our 2018 baseline by 2030.

19 Union Pacific has committed to reduce Scope 3 absolute emissions from our purchased goods and services, capital goods and fuel- and energy-related activities 50.4% by 2030 from a 2018 base year. This target is approved by the Science Based Target Initiative, and is based on SBTi's revised minimum ambition guidance of a below 1.5°C global warming scenario. This current target was updated in early 2024 from our previous 2021 commitment to reduce our Scope 3 to locomotive well-to-wheel emissions by 26% vs a 2018 baseline. As part of our SBTi target revalidation work, data and calculation methodologies for each Scope category in 2018 were reexamined to revalidate our target baseline year, and 2022 and 2023 calculation methodologies are consistent with our 2018 baseline methodologies.

20 Reported statistic is based on an estimate of average tier for locomotive fleet, locomotive fuel consumption, and EPA emission factors.

21 Total usage calculation includes consumed electricity and all carbon-based fuels (diesel, propane, etc.)

22 Total weight of waste generated includes data tracked by Union Pacific for used rail ties, scrap metal, and impacted soil. Day-to-day office and yard waste quantities are provided by our third-party waste disposal contractors on an annual basis. Where data was not available, estimates were made based on industry standards. Definitions of hazardous and non-hazardous waste are based on state and federal regulations, which we assess on a case-by-case basis depending on the condition of the waste.

23 Union Pacific procures the vast majority of its water supplies from municipal/local water authorities and uses a software application to track monthly water withdrawals associated with approximately 1,400 municipal water accounts across the company's network. This system tracks 100% of the company's municipally-sourced water withdrawals. In select locations (representing a small fraction of the company's total water withdrawals), the company extracts water from railroad-owned groundwater wells or surface water sources. These locations are managed at the local level in accordance with federal, state and/or local regulatory requirements that pertain to small public water systems or independent water wells. The majority of these locations are not metered. Consequently, the volumes are not tracked.

24 The company utilizes a software application to track monthly sewer discharge volumes where meters are present. The company also owns and operates 85 waste water treatment facilities across its network. Water discharge volumes are monitored using electronic flow meters or estimated based on pump hour meter run times. Discharge data and regulatory reporting are generated monthly and managed in accordance with applicable federal, state and local regulatory requirements.

25 We conducted environmental and biodiversity impact evaluations on 1,318 bridge, capacity and commercial facilities construction sites from 2019-2023.Of these locations, approximately 1,250 involved the eventual utilization of biodiversity management plans in consideration of waterways, wetlands, and threatened and endangered species and migratory birds. For these locations, we followed the regulatory bodies' prescribed guidance for how to manage issues and impacts associated with these resources. We do not track area estimates for these projects.

26 Only those fines or penalties amounting to over \$10,000 have been included. The values refer to the year in which the incident occurred, not when the fine or penalty was paid.

27 We consider this disclosure to be responsive to California's Assembly Bill 1305, the Voluntary Carbon Market Disclosures Act.



Data	Unit	2018	2019	2020	2021	2022	2023
<b>SOCIAL</b>							
<b>Workforce Characteristics</b>							
Total Workforce <sup>1</sup>	#	44,312	36,855	32,204	32,124	33,179	<b>32,973</b>
Total Full-Time Employees <sup>2</sup>	#						<b>32,945</b>
Total Part-Time Employees <sup>3</sup>	#						<b>174</b>
Total Temporary Employees	#						<b>0</b>
Craft Professionals	#	38,279	31,353	26,893	26,835	27,881	<b>27,926</b>
Management Employees <sup>4</sup>	#	6,033	5,502	5,311	5,289	5,298	<b>5,047</b>
Average Age <sup>4</sup>	Years	44.5	46.1	46.8	46.4	46.5	<b>46.6</b>
Average Years of Service <sup>4</sup>	Years	13.7	15.4	16.3	15.7	15.8	<b>15.9</b>
Employee Turnover Rate	%	9	11	12	12	10	<b>10</b>
% of Total Employee Turnover That Was Voluntary <sup>5</sup>	%	63	68	66	59	58	<b>56</b>
<b>Retention Rate<sup>6</sup></b>							
Retention Rate - Overall	%	91	90	89	89	90	<b>90</b>
Retention Rate - People of Color - Overall	%	91	90	89	89	88	<b>88</b>
<b>Retention Rate - People of Color - Management Employees</b>							
Asian	%			95	96	91	<b>90</b>
Black	%			86	90	90	<b>86</b>
Hispanic	%			91	93	93	<b>93</b>
Native American	%			94	94	94	<b>84</b>
Two or More	%			92	92	90	<b>89</b>
White	%			89	92	92	<b>92</b>
<b>Retention Rate - People of Color - Craft Professional</b>							
Asian	%			87	89	87	<b>92</b>
Black	%			90	88	86	<b>85</b>
Hispanic	%			88	88	90	<b>90</b>
Native American	%			91	92	91	<b>89</b>
Two or More	%			73	74	78	<b>80</b>
White	%			88	88	90	<b>92</b>
Retention Rate - Female	%	87	86	87	88	88	<b>86</b>

Data	Unit	2018	2019	2020	2021	2022	2023
Retention Rate - Gender - Management Employees							
Male	%			90	93	92	92
Female	%			87	90	90	90
Retention Rate - Gender - Craft Professionals							
Male	%			89	88	89	91
Female	%			87	85	86	83
Employee Gender <sup>7</sup>							
Total Female	%	5.3	5.5	5.6	5.3	5.5	5.5
Total Male	%	94.7	94.5	94.4	94.7	94.5	95
Females in All Management Positions	%	23	23	21	21	21	21
Females in Junior Management Positions	%	23	23	21	21	21	21
Females in Top Management Positions	%	21	23	22	28	27	25
Females in Management Positions with Revenue Generating Functions	%	36	38	37	35	34	33
Females in Craft Positions	%	3	3	3	2	3	3
Females in STEM-Related Functions	%	20	18	16	16	16	16
People of Color <sup>8</sup>							
Asian Total	%	2	2	2	2	2	2
Black Total	%	12	12	12	12	13	14
Hispanic Total	%	14	14	14	14	15	15
Native American Total	%	1	1	2	2	2	2
White Total	%	71	71	70	69	67	66
2 or More Total	%			1	1	1	1
People of Color in All Management Positions	%						26
People of Color in Junior Management Positions	%						26
People of Color in Top Management Positions	%						23
People of Color in Management Positions with Revenue Generating Functions	%						25
People of Color in Craft Positions	%						35
People of Color in STEM-Related Functions	%						26

Data	Unit	2018	2019	2020	2021	2022	2023
People of Color: Management Employees <sup>8</sup>							
Asian Total	%	5	5	5	5	5	5
Black Total	%	8	8	8	8	9	8
Hispanic Total	%	9	9	10	10	10	10
Native American Total	%	<1	<1	<1	<1	<1	<1
White Total	%	76	76	76	75	73	74
Two or More Total	%			1	2	2	2
People of Color: Craft Professionals <sup>8</sup>							
Asian Total	%	1	1	1	1	1	1
Black Total	%	13	12	13	13	14	15
Hispanic Total	%	15	14	15	15	14	16
Native American Total	%	2	2	2	2	2	2
White Total	%	69	70	69	67	66	65
Two or More Total	%			1	1	1	1
Generation <sup>9</sup>							
Traditionalists	%	<1	<1	<1	<1	<1	<1
Baby Boomers	%	21	21	19	17	14	12
Generation X	%	52	55	57	58	56	56
Millennials	%	26	23	23	25	27	29
Generation Z	%	<1	<1	<1	1	3	4
Veterans							
Number of Veterans	#	8,628	6,985	6,040	6,038	6,073	5,871
Percent of Veterans	%	20	19	19	19	18	18
Self-Reported Information <sup>10</sup>							
LGBTQ+	%			<1	<1	<1	<1
Individuals with Disabilities	%			2	<2	<2	2



Data	Unit	2018	2019	2020	2021	2022	2023
New Hires <sup>11</sup>							
Total Workforce New Hires <sup>12</sup>	#	4,679	953	310	1,314	4,170	3,995
Hires - Management	#	672	327	181	386	614	370
Hires - Craft Professionals	#	4,007	626	129	928	3,556	3,625
Positions Filled by Internal Candidates	#	1,237	690	805	978	1,262	485
Internal Hiring Rate <sup>13</sup>	%	21	42	72	43	23	11
Average Hiring Cost <sup>14</sup>	\$	1,401	3,708	9,386	3,028	2,579	8,576
New Hires - People of Color	%	43	41	35	48	51	54
	#	2,002	390	108	630	2,193	2,137
New Hires - Female	%	7	12	17	13	10	9
	#	332	119	52	176	416	342
New Hires - Male	%	93	88	83	87	90	91
	#	4,347	834	258	1,146	3,754	3,649
Management Hires - People of Color	%	31	28	33	40	42	39
	#	207	93	59	156	264	143
Asian Total	%			15	14	10	13
	#			27	56	64	48
Black Total	%			7	10	16	11
	#			13	40	101	42
Hispanic Total	%			10	12	11	11
	#			19	47	69	40
Native American Total	%			0	0	0	<1
	#			0	1	0	2
White Total	%			67	60	57	61
	#			122	230	350	225
Two or More Total	%			0	3	4	3
	#			0	11	25	11
Unknown	%			0	0	1	0.5
	#			0	1	5	2

Data	Unit	2018	2019	2020	2021	2022	2023
Management Hires - Female	%	31	31	23	35	33	37
	#	205	101	42	135	202	136
Management Hires - Male	%	69	69	77	65	67	63
	#	467	226	139	252	412	232
Craft Professional Hires - People of Color	%	45	47	37	51	53	55
	#	1,795	297	49	474	1,929	1,994
Asian Total	%			1	1	1	1
	#			1	14	46	36
Black Total	%			16	22	25	29
	#			20	204	886	1,054
Hispanic Total	%			18	23	22	20
	#			23	216	782	707
Native American Total	%			2	1	1	1
	#			2	6	40	37
White Total	%			62	49	46	44
	#			80	454	1,627	1,606
Two or More Total	%			2	3	4	4
	#			3	31	128	160
Unknown	%			0	0	1	1
	#			0	3	47	25
Craft Professional Hires - Female	%	3	3	8	4	6	6
	#	127	18	10	41	214	206
Craft Professional Hires - Male	%	97	97	92	96	94	94
	#	3,880	608	119	894	3,342	3,417

Data	Unit	2018	2019	2020	2021	2022	2023
Management Promotions <sup>15</sup>							
Total Promotions	#	1,108	1,095	1,168	994	1,155	621
People of Color Promotions	%	26	28	24	30	28	30
	#	288	306	284	293	325	184
Asian Total	%			4	6	3	3
	#			43	58	32	19
Black Total	%			7	10	12	10
	#			81	102	140	64
Hispanic Total	%			11	10	10	13
	#			132	102	111	81
Native American Total	%			0	0	1	0.5
	#			5	3	9	3
White Total	%			76	70	72	70
	#			884	700	830	437
Two or More Total	%			2	3	3	3
	#			22	28	33	17
Unknown	%			0	0	0	0
	#			1	0	0	0
Female Promotions	%	21	23	16	20	19	22
	#	233	252	187	199	219	138
Male Promotions	%	79	77	84	80	81	78
	#	875	843	981	795	936	483
Employee Compensation							
CEO to Employee Compensation	Ratio			168:1	162:1	153:1	35:1
Median Employee Compensation	\$			\$77,778	\$81,179	\$86,778	\$108,244
Lowest Hourly Compensation	\$						\$25.15
Male to Female Compensation	Ratio						1:1
White to POC Compensation	Ratio						1:1
People of Color Pay Gap - Adjusted <sup>16</sup>	\$					0.997	0.998
People of Color Pay Gap - Unadjusted <sup>16</sup>	\$					0.981	0.989
Gender Pay Gap - Adjusted <sup>16</sup>	\$					0.994	0.997
Gender Pay Gap - Unadjusted <sup>16</sup>	\$					0.932	0.943



Data	Unit	2018	2019	2020	2021	2022	2023
Employee Development							
Employee Engagement (Favorability Index)	%		54	49	55	49	53
Management Employees who Receive Formal Performance Reviews <sup>17</sup>	%	99	99	99	99	99	99
Management Employees with Individual Development Plans	%	13	15	39	93	94	98
Reported Employee Volunteer Hours <sup>18</sup>	Hours	9,309	6,532	4,028	3,821	3,907	5,560
Employees Involved in Employee Resource Groups	#	2,619	2,499	1,848	2,573	4,375	5,358
Training <sup>19</sup>							
Average Hours of Training per Employee	Hours	71	33	23	29	47	70
Average Hours of Training for Male Employees	Hours	73	34	23	30	47	70
Average Hour of Training for Female Employees	Hours	39	22	14	24	43	66
Average Hours of Training for Diverse Employees	Hours	92	36	24	33	59	93
Ethics Training Participation <sup>20</sup>	%	21	20	17	98	99	96
Online Training Courses Completed	#	1,188,360	1,045,872	921,907	860,365	972,252	1,100,713
Average Amount Spent per Employee on Training and Development <sup>21</sup>	\$	2,205	1,362	696	959	2,037	3,010
Diversity & Inclusion Training Participation <sup>22</sup>	%	< 1	7	85	92	88	99
Environmental Training Participation <sup>23</sup>	%						98

1 Beginning with 2022 reporting, interns are excluded from number reported. Starting in 2023, this number includes MHX employees. MHX employees are also included in the breakdown below of craft professionals and management employees.

2 Includes total workforce, excluding part-time and intern employees.

3 Includes part-time and intern employees.

4 Beginning with 2022 reporting, interns are excluded from number reported.

5 Includes voluntary quits employees and retirements.

6 Reported data is self-reported.

7 Reported data is self-reported.

8 Reported data is self-reported. Numbers not summing to 100% are due to rounding.

9 Numbers not summing to 100% are due to rounding.

10 Reported data is self-reported. Numbers not summing to 100% are due to rounding.

11 All numbers in this section include intern employees. Reported data is self-reported.

12 Sum of management and craft employee new hires.

13 Methodology: number of positions filled by current employees (internal hire) divided by total number of positions hired for the year, included entry-level craft employee positions normally hired externally.

14 Hiring incentives ranged from \$10,000 to \$50,000 in specific locations throughout 2023 and were paid in multiple installments. Expenses include all payments actually incurred during the year, including multiple recurring payments to the same employee

15 Reported data is self-reported.

16 Each year, Union Pacific performs a statistical analysis to assess employee pay for gender and minorities based on compensation data, including base pay, bonuses, and long-term incentives. The adjusted gap listed measures the median base pay between substantially similar groups of employees when adjusting for job related control factors such as role, grade, job level, experience, and location. The unadjusted gap measures the median base pay across the organization without regard for roles, groups or applied controls. Employees whose pay is determined by a collective bargaining agreement are not included in the study. Otherwise, all employees of the Company are included in the study.

17 Management employees on long-term disability or military service for the entire year do not receive a formal performance review.

18 Data only includes employee volunteer hours where the employee contributed greater than 40 hours.

19 Because new craft professional hires typically incur more training hours in their first year of employment, average training hours may fluctuate in part based on the relative proportion of new hires to total employees. All numbers in this section include intern employees.

20 Prior to 2021, ethics training was only provided to management employees. The stated percentages for all years are the percentage of all employees - management and craft professional - who completed ethics training in the given year.

21 In 2020, the COVID pandemic severely restricted training completions due to limitations on employee travel and reducing new employee hiring activity.

22 Reflects % of total workforce who participated in D&I training.

23 Reflects % of total workforce completing at least one environmental training course.

Data	Unit	2018	2019	2020	2021	2022	2023
<b>GOVERNANCE</b>							
<b>Board of Directors</b>							
Board Size	#	11	12	12	12	12	12
People of Color	#	3	4	4	4	3	3
Female	#	2	2	2	3	4	4
<b>Network Maintenance Activities</b>							
New Ties Installed	Thousands	3,784	3,475	4,671	4,058	3,712	3,176
Track Miles of Rail Replaced	#	700	534	468	502	542	466
Miles of Track Surfaced	#	9,466	7,741	10,414	10,441	9,502	7,000
Track Miles of Rail Capacity Expansion	#	69	55	83	70	44	40
Frequency of Internal Integrity Inspections <sup>1</sup>	#	6,123	5,496	5,655	5,574	6,027	5,883
<b>Safety</b>							
Train-Related Incidents & Accidents	#	583	632	451	430	498	462
Train-Related Accidents Involving the Release of Hazardous Materials	#	3	11	15	7	5	4
Non-Accident Release of Hazardous Materials	#	170	148	128	130	118	129
Trespassing Accidents	#	288	319	336	415	434	533
Crossing Accidents	Accidents per million train miles	2.69	2.72	3.04	3.51	3.58	3.67
Reportable Personal Injury Rate	Reportable injuries occurring per 200,000 employees work hours	0.82	0.9	0.9	1.13	1.13	1.17
Reportable Equipment Incident Rate	Number of accidents per million train miles	3.28	4.28	3.54	3.8	4.3	4.0
Number of Federal Railroad (FRA) Recommended Violation Defects <sup>2</sup>	Count of recommended defects	1,118	1,385	1,335	1,817	1,472	2,462
Lost-Time Injury Frequency Rate (LTIFR) - Employees	Number of lost time injuries per million hours worked	0.6	0.67	0.71	0.88	0.88	0.75
Lost-Time Injury Severity Rate - Employees	Number of days lost due to injury x 1,000 / total hours worked	0.51	0.71	0.77	0.9	0.56	0.24
Total number of employee hours worked	#						62,937,947

Data	Unit	2018	2019	2020	2021	2022	2023
Fatalities							
Employee Fatalities	#	3	2	1	2	5	0
Contractor Fatalities	#	3	1	1	4	3	2
Employee Fatality Rate	Employee work-related fatalities / total number of full-time equivalent employees	0.000068	0.000054	0.000031	0.000062	0.00015	0
Cybersecurity							
Number of Information Security Breaches or Incidents <sup>3</sup>	#	0	0	0	0	0	0
Total Number of Customers and Employees Affected by Data Breach	#	0	0	0	0	0	0
Total Amount of Fines/Penalties Paid in Relation to Information Security Breaches or Other Cybersecurity Incidents	#	0	0	0	0	0	0
Number of Substantiated Complaints - Breaches of Customer Privacy	#	0	0	0	0	0	0
Supplier Engagement							
Number of Suppliers	#	8,126	5,314	4,672	4,828	4,937	5,276
Diverse Suppliers	#	541	330	286	287	363	400
Diverse Supplier Spend	Millions	\$275	\$328	\$423	\$522	\$813	\$828
Minority-Owned Supplier Spend <sup>4</sup>	Millions		\$99	\$56	\$74	\$166	\$181
Women-Owned Supplier Spend <sup>5</sup>	Millions		\$189	\$347	\$422	\$589	\$562
Veteran-Owned Supplier Spend <sup>6</sup>	Millions		\$35	\$14	\$13	\$43	\$61
Other Diverse Supplier Spend <sup>7</sup>	Millions		\$5	\$7	\$13	\$14	\$24
Local Supplier Spend	Millions	16.7	\$107.80	\$88.10	\$103.20	\$114.30	\$118.90
In-State Purchasing	Millions	\$7,413	\$6,766	\$5,427	\$6,192	\$8,696	\$8,945.66
Strategic Suppliers <sup>8</sup>	#	18	21	19	16	17	19
Strategic Suppliers Audited During the Year <sup>8</sup>	%	100	96	41	100	100	100
Quality Supplier Audits	#					30	29
Strategic Supplier Inspections <sup>8</sup>	#					42	28
Strategic Supplier Reviews <sup>8</sup>	#					17	18
% of Targeted Suppliers who Participated in Supplier Sustainability Questionnaire	%					100	100
% of Annual Purchasing Spend Covered by Suppliers Asked to Participate in Supplier Questionnaire	%					27%	46%
Supply Chain Managers Sustainability Training Participation <sup>9</sup>	%					95	95



Data	Unit	2018	2019	2020	2021	2022	2023
Community Giving							
Investment in Capital Expenditures	Millions	\$3,437	\$3,453	\$2,927	\$2,936	\$3,620	\$3,606
Community Ties Giving Program	Millions	\$20.14	\$22.17	\$26.79	\$22.54	\$24.10	\$22.21
Ethics							
Total Values Line Reports	#	1,485	1,260	1,271	1,222	1,342	1293
Substantiated Values Line Cases	%	27	29	26	27	27	26
Number of Confirmed Corruption Incidents	#	0	0	0	0	0	0
Number of Confirmed Money Laundering Incidents	#						0
# of Employees Receiving (Live) The How Matters Ethics Training <sup>10</sup>	#						506
Number of Internally Published Compliance Connections	#	2	2	2	3	12	14
% of Required Employees Reporting Whether or not They Had a Conflict of Interest <sup>11</sup>	%				100	100	100
% of Required Employees Completing Gifts or Payments to Public Officials Disclosure <sup>11</sup>	%				100	100	100
% of Required Employees Completing Sexual Harassment Training <sup>12</sup>	%				99	99	99
% of Required Employees Completing Foreign and Corrupt Practices Act Training (FCPA) <sup>13</sup>	%				88	84	89
% of Required Employees Completing Anti-Trust Training <sup>13</sup>	%				96	98	100

1 Weekly inspections, multiplied by miles of track on which those inspections occurred. Result divided by total main track miles.

2 Data based on FRA inspectors writing inspection reports with recommended violations. Union Pacific did not receive violations notices on all recommended violations.

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

4 "Minority-owned" suppliers include those owned by African-American, Asian-Indian American, Asian-Pacific American, Latino American, and Native American individuals.

5 "Women-owned" includes women-owned business and women-owned small businesses.

6 "Veteran-owned" includes veteran-owned and service-disabled veteran-owned individuals.

7 "Other" includes LGBT Business Enterprise, 8(a) Business Enterprise, Disadvantaged Business Enterprise, HubZone Business Enterprise, and Small Disadvantaged Business.

8 "Strategic Suppliers" provide critical materials or services that are difficult to obtain from other suppliers, whose failure would impact UP operations, and have a high capacity to add value through product innovation or Total Cost of Ownership improvement.

9 Sustainability training offered to supply chain managers every other year. Reflects the % of employees who took the training the most recent time it was offered.

10 Live training is required for new management employees, and current employees moving from craft professional to management positions.

11 Required for management and American Railway and Airway Supervisors Association(ARASA) employees.

12 Required for specific location, not entire employee population (CA, NY, IL, Chicago).

13 Required for certain management employees only.