

UNION PACIFIC CORPORATION AND SUBSIDIARY COMPANIES
Non-GAAP Measures Reconciliation to GAAP (unaudited)

Financial Performance*

<i>Millions, except per share amounts and percentages, for the three months ended June 30, 2025</i>	<i>Reported results (GAAP)</i>	<i>Deferred tax adjustment</i>	<i>Crew staffing agreement</i>	<i>Adjusted results (non-GAAP)</i>
Operating expenses	\$ 3,629	\$ -	\$ (55)	\$ 3,574
Operating income	2,525	-	55	2,580
Income tax expense	(437)	(115)	(13)	(565)
Net income	1,876	(115)	42	1,803
Earnings per share - diluted	3.15	(0.19)	0.07	3.03
Operating ratio	59.0 %	- %	(0.9)%	58.1 %

<i>Millions, except per share amounts and percentages, for the three months ended June 30, 2024</i>	<i>Reported results (GAAP)</i>	<i>Gain on sale of intermodal equipment</i>	<i>Environmental remediation</i>	<i>Adjusted results (non-GAAP)</i>
Operating expenses	\$ 3,607	\$ 46	\$ (23)	\$ 3,630
Operating income	2,400	(46)	23	2,377
Income tax expense	(511)	11	(6)	(506)
Net income	1,673	(35)	17	1,655
Earnings per share - diluted	2.74	(0.06)	0.03	2.71
Operating ratio	60.0 %	0.8 %	(0.4)%	60.4 %

- The above tables reconcile our results for the three months ended as of June 30, 2025 and 2024, to adjust results that exclude the impact of certain items identified as affecting comparability. We use adjusted operating expenses, adjusted operating income, adjusted income tax expense, adjusted net income, adjusted diluted earnings per share (EPS), and adjusted operating ratio, as applicable, among other measures, to evaluate our actual operating performance. The measures listed in the above tables are considered non-GAAP by SEC Regulation G and Item 10 of SEC Regulation S-K. We believe these non-GAAP financial measures provide valuable information regarding earnings and business trends by excluding specific items that we believe are not indicative of our ongoing operating results of our business, providing a useful way for investors to make a comparison of our performance over time and against other companies in our industry. Since these are not measures of performance calculated in accordance with GAAP, they should be considered in addition to, rather than as a substitute for, operating expenses, operating income, income tax expense, net income, diluted EPS, and operating ratio as indicators of operating performance.

UNION PACIFIC CORPORATION AND SUBSIDIARY COMPANIES
Non-GAAP Measures Reconciliation to GAAP (unaudited)

Financial Performance*

<i>Millions, except per share amounts and percentages, for the six month ended June 30, 2025</i>	<i>Reported results (GAAP)</i>	<i>Deferred tax adjustment</i>	<i>Crew staffing agreement</i>	<i>Adjusted results (non-GAAP)</i>
Operating expenses	\$ 7,285	\$ -	\$ (55)	\$ 7,230
Operating income	4,896	-	55	4,951
Income tax expense	(938)	(115)	(13)	(1,066)
Net income	3,502	(115)	42	3,429
Earnings per share - diluted	5.85	(0.19)	0.07	5.73
Operating ratio	59.8 %	- %	(0.4)%	59.4 %

<i>Millions, except per share amounts and percentages, for the six month ended June 30, 2024</i>	<i>Reported results (GAAP)</i>	<i>Gain on sale of intermodal equipment</i>	<i>Environmental remediation</i>	<i>Adjusted results (non-GAAP)</i>
Operating expenses	\$ 7,266	\$ 46	\$ (23)	\$ 7,289
Operating income	4,772	(46)	23	4,749
Income tax expense	(1,010)	11	(6)	(1,005)
Net income	3,314	(35)	17	3,296
Earnings per share - diluted	5.43	(0.06)	0.03	5.40
Operating ratio	60.4 %	0.3 %	(0.2)%	60.5 %

- The above tables reconcile our results for the six months ended as of June 30, 2025 and 2024, to adjust results that exclude the impact of certain items identified as affecting comparability. We use adjusted operating expenses, adjusted operating income, adjusted income tax expense, adjusted net income, adjusted diluted EPS, and adjusted operating ratio, as applicable, among other measures, to evaluate our actual operating performance. The measures listed in the above tables are considered non-GAAP by SEC Regulation G and Item 10 of SEC Regulation S-K. We believe these non-GAAP financial measures provide valuable information regarding earnings and business trends by excluding specific items that we believe are not indicative of our ongoing operating results of our business, providing a useful way for investors to make a comparison of our performance over time and against other companies in our industry. Since these are not measures of performance calculated in accordance with GAAP, they should be considered in addition to, rather than as a substitute for, operating expenses, operating income, income tax expense, net income, diluted EPS, and operating ratio as indicators of operating performance.

UNION PACIFIC CORPORATION AND SUBSIDIARY COMPANIES*Non-GAAP Measures Reconciliation to GAAP (unaudited)***Free cash flow***

<i>Millions, for the six months ended June 30,</i>	2025	2024
Cash provided by operating activities	\$ 4,543	\$ 4,033
Cash used in investing activities	(1,839)	(1,592)
Dividends paid	(1,599)	(1,588)
Free cash flow	\$ 1,105	\$ 853

Cash flow conversion rate*

<i>Millions, except percentages, for the six months ended June 30,</i>	2025	2024
Cash provided by operating activities	\$ 4,543	\$ 4,033
Cash used in capital investments	(1,842)	(1,699)
Total (a)	2,701	2,334
Net income (b)	\$ 3,502	\$ 3,314
Cash flow conversion rate (a/b)	77%	70%

* Free cash flow is defined as cash provided by operating activities less cash used in investing activities and dividends paid. Cash flow conversion rate is cash provided by operating activities less cash used for capital investments as a ratio of net income. Free cash flow and cash flow conversion rate are considered non-GAAP financial measures by SEC Regulation G and Item 10 of SEC Regulation S-K and may not be defined and calculated by other companies in the same manner. We believe free cash flow and cash flow conversion rate are important to management and investors in evaluating our financial performance and measures our ability to generate cash without additional external financing. Free cash flow and cash flow conversion rate should be considered in addition to, rather than as a substitute for, cash provided by operating activities.

UNION PACIFIC CORPORATION AND SUBSIDIARY COMPANIES

Non-GAAP Measures Reconciliation to GAAP (unaudited)

Debt / net income

<i>Millions, except ratios for the trailing twelve months ended [1]</i>	Jun. 30, 2025	<i>Dec. 31, 2024</i>
Debt	\$ 32,813	\$ 31,192
Net income	6,935	6,747
Debt / net income	4.7	4.6

Adjusted debt / adjusted EBITDA*

<i>Millions, except ratios for the trailing twelve months ended [1]</i>	Jun. 30, 2025	<i>Dec. 31, 2024</i>
Net income	\$ 6,935	\$ 6,747
Add:		
Income tax expense	1,975	2,047
Depreciation	2,431	2,398
Interest expense	1,283	1,269
EBITDA	\$ 12,624	\$ 12,461
Adjustments:		
Other income, net	(356)	\$ (350)
Interest on operating lease liabilities [2]	46	\$ 48
Adjusted EBITDA (a)	\$ 12,314	\$ 12,159
Debt	\$ 32,813	\$ 31,192
Operating lease liabilities	1,143	1,271
Adjusted debt (b)	\$ 33,956	\$ 32,463
Adjusted debt / adjusted EBITDA (b/a)	2.8	2.7

[1] The trailing twelve months income statement information ended June 30, 2025, is recalculated by taking the twelve months ended December 31, 2024, subtracting the six months ended June 30, 2024, and adding the six months ended June 30, 2025.

[2] Represents the hypothetical interest expense we would incur (using the incremental borrowing rate) if the property under our operating leases were owned or accounted for as finance leases.

* Adjusted debt (total debt plus operating lease liabilities plus after-tax unfunded pension and OPEB (other post-retirement benefit) obligations) to adjusted EBITDA (earnings before interest, taxes, depreciation, amortization, and adjustments for other income and interest on present value of operating leases) is considered a non-GAAP financial measure by SEC Regulation G and Item 10 of SEC Regulation S-K and may not be defined and calculated by other companies in the same manner. We believe this measure is important to management and investors in evaluating the Company's ability to sustain given debt levels (including leases) with the cash generated from operations. In addition, a comparable measure is used by rating agencies when reviewing the Company's credit rating. Adjusted debt to adjusted EBITDA should be considered in addition to, rather than as a substitute for, other information provided in accordance with GAAP. The most comparable GAAP measure is debt to net income ratio. The tables above provide reconciliations from net income to adjusted EBITDA, debt to adjusted debt, and debt to net income to adjusted debt to adjusted EBITDA. At June 30, 2025, and December 31, 2024, the incremental borrowing rate on operating leases was 4.0% and 3.8%, respectively. Pension and OPEB were funded at June 30, 2025, and December 31, 2024.