



UNION PACIFIC CORPORATION

# THIRD QUARTER 2025 EARNINGS

OCTOBER 23, 2025

## Cautionary Information

This presentation and related materials contain statements that are forward looking statements.

Forward-looking statements should not be read as a guarantee of future performance or results, and will not necessarily be accurate indications of the times that, or by which, such performance or results will be achieved. Forward-looking information, including expectations regarding operational and financial improvements and future performance or results are subject to risks and uncertainties that could cause actual performance or results to differ materially from those expressed in the statement. Important factors, including risk factors, could affect future results and could cause those results or other outcomes to differ materially from those expressed or implied in the forward-looking statements. Information regarding risk factors and other cautionary information are available in Annual Report on Form 10-K for 2024, which was filed with the SEC on February 7, 2025 and Norfolk Southern's Annual Report on Form 10-K, which was filed with the SEC on February 10, 2025. Each Company updates information regarding risk factors if circumstances require such updates in its periodic reports on Form 10-Q and its subsequent Annual Reports on Form 10-K (or such other reports that may be filed with the SEC).

Forward-looking statements speak only as of, and are based only upon information available on, the date the statements were made. Neither company assumes any obligation to update forward-looking information to reflect actual results, changes in assumptions or changes in other factors affecting forward-looking information. If an update is made, no inference should be drawn that additional updates will be made with respect thereto or with respect to other forward-looking statements. References to Union Pacific's or Norfolk Southern's website are provided for convenience and, therefore, information on or available through the website is not, and should not be deemed to be, incorporated by reference herein.

**This is not an offer or solicitation. For additional information please reference slides 21, 22, 23 & 24.**



# EXECUTIVE SUMMARY THIRD QUARTER 2025

**Jim Vena**

Chief Executive Officer

3



## Third Quarter Highlights & Executive Summary

Financials	Reported	Adjusted*
Operating Income vs. 3Q'24	\$ 2.5B ▲ 6%	\$ 2.6B ▲ 7%
Operating Ratio vs. 3Q'24	59.2% ▼ (1.1)	58.5% ▼ (1.8)
Net Income vs. 3Q'24	\$ 1.8B ▲ 7%	\$ 1.8B ▲ 9%
Earnings per Share vs. 3Q'24	\$ 3.01 ▲ 9%	\$ 3.08 ▲ 12%

### Third Quarter Executive Summary:

- Quarterly results demonstrate success of strategic focus
- Financial performance supported by strong core pricing gains and continued operational efficiencies
- Enhanced service product and business development efforts enable growth in Coal and Industrial Chemicals
- Continued focus on strategy and driving efficiencies delivers record operating performance and reliability

\*See Union Pacific website under Investors for a reconciliation to GAAP.

4

**SAFETY + SERVICE & OPERATIONAL EXCELLENCE**



# FINANCIAL REVIEW THIRD QUARTER 2025

**Jennifer Hamann**

Executive Vice President & Chief Financial Officer

5



## Third Quarter Income Statement

	2025	2024	Variance	
Freight Revenue Ex. Fuel	\$ 5,325	\$ 5,133	4	
Fuel Surcharge	602	635	(5)	
Freight Revenue	5,927	5,768	3	
Other Revenue	317	323	(2)	
Operating Revenue	6,244	6,091	3	
Operating Expenses	3,695	3,675	1	
Operating Income	\$ 2,549	\$ 2,416	6	%
Other Income	96	87	10	
Interest Expense	(327)	(314)	4	
Income Taxes	(530)	(518)	2	
Net Income	\$ 1,788	\$ 1,671	7	%
Diluted EPS	\$ 3.01	\$ 2.75	9	
Operating Ratio	59.2%	60.3%	(1.1)	pts
<i>Adjusted Diluted EPS*</i>	<i>\$ 3.08</i>	<i>\$ 2.75</i>	<i>12</i>	<i>%</i>
<i>Adjusted Operating Ratio*</i>	<i>58.5%</i>	<i>60.3%</i>	<i>(1.8)</i>	<i>pts</i>

### Freight Revenue Drivers:

- + Price/Mix 3.50%
- Volume (0.25%)
- Fuel Surcharge (0.50%)

### Operating Expense Drivers:

- Inflationary Pressure
- Merger-Related Expenses
- Depreciation
- + Productivity
- + Fuel Prices

6

\*See Union Pacific website under Investors for a reconciliation to GAAP.



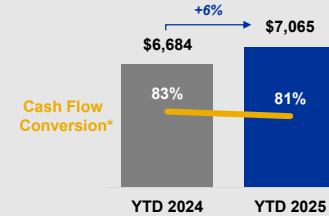
## Cash Generation & Balance Sheet Strength

### Reported Year to Date Results

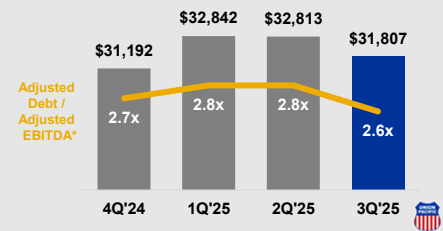
- **Generated \$7.1 Billion in Cash From Operations**
- **Returned \$5.1 Billion to Shareholders**
  - Third Quarter 2025 Dividend Increase of 3%
- **Free Cash Flow\* of \$1.9 Billion**
- **Adjusted Debt / EBITDA\* of 2.6x**
  - “A” rated by Moody’s, S&P, and Fitch

7 \*See Union Pacific website under Investors for a reconciliation to GAAP.

### Cash From Operations (\$ in millions)



### Total Debt (\$ in millions)



## On Track With Investor Day Targets

### 2025 Outlook:

- Meeting Customer Demand with Strong Service; Challenging International Intermodal Comparison
- Pricing Dollars Accretive to Operating Ratio
- EPS Growth Consistent with Attaining the 3-Year CAGR Target of High-Single to Low-Double Digit
- Industry-Leading Operating Ratio and Return on Invested Capital
- Continued Strong Cash Generation
- Capital Allocation
  - Capital Plan of \$3.4 Billion
  - Third Quarter 2025 Dividend Increase of 3%
  - Share Repurchases Paused for Norfolk Southern Merger

8



# MARKETING & SALES REVIEW THIRD QUARTER 2025

**Kenny Rocker**

Executive Vice President – Marketing & Sales



## Third Quarter Commodity Review

Commodity	Revenue (Millions)	Volume (Thousands)	ARC
<b>Bulk</b> <small>vs. 3Q'24</small>	<b>\$ 1,930</b> ▲ 7%	<b>530</b> ▲ 7%	<b>\$ 3,641</b> <i>Flat</i>
<b>Industrial</b> <small>vs. 3Q'24</small>	<b>\$ 2,194</b> ▲ 3%	<b>574</b> ▲ 3%	<b>\$ 3,828</b> ▲ 1%
<b>Premium</b> <small>vs. 3Q'24</small>	<b>\$ 1,803</b> ▼ 2%	<b>1,059</b> ▼ 5%	<b>\$ 1,701</b> ▲ 3%
<b>Total</b> <small>vs. 3Q'24</small>	<b>\$ 5,927</b> ▲ 3%	<b>2,163</b> <i>Flat</i>	<b>\$ 2,740</b> ▲ 3%



## Fourth Quarter 2025 Volume Outlook

Commodity	Business Line	Outlook
Bulk	+ Coal & Renewables	Natural Gas Prices; LCRA Contract Win
	- Grain & Grain Products	Market Uncertainty; Grain Export Risk
Industrial	+ Industrial Chemicals & Plastics	Winning New Business & Plant Expansions
	+ Metals & Minerals	Business Development Wins
	- Energy & Specialized Markets	Petroleum Business Shifts
Premium	- Intermodal	Tough 4Q Comparisons; Lower International Imports
	- Automotive	Reduced Auto Parts Production & OEM Quality Holds



## OPERATIONS REVIEW THIRD QUARTER 2025

**Eric Gehringer**

Executive Vice President – Operations



THIRD QUARTER 2025

## Key Performance Metrics

Freight Car  
Velocity

226

▲ 8%

Intermodal Service  
Performance Index

98

▲ 12 pts

Manifest Service  
Performance Index

100

▲ 11 pts

Quarterly Drivers

Record Freight  
Car Dwell

Improved  
Train Speed

Reduced  
Car Touches

13 Year-over-year change in metrics.



THIRD QUARTER 2025

## Key Efficiency Metrics

Locomotive  
Productivity

140

▲ 4%

Workforce  
Productivity

1,165

▲ 6%

Train  
Length

9,801

▲ 2%

Quarterly Drivers

Record  
Locomotive Dwell

Lower Workforce  
Levels

Optimizing  
Transportation Plan

14 Year-over-year change in metrics.



# HOW WE WIN THIRD QUARTER 2025

**Jim Vena**

Chief Executive Officer

15



UNION PACIFIC STRATEGY

## Safety, Service & Operational Excellence = Growth



<b>SAFETY</b>	<b>SERVICE</b>	<b>ASSET UTILIZATION</b>	<b>COST CONTROL</b>	<b>PEOPLE</b>
Be the best at safety.	Deliver the service we sold our customers.	Drive decision-making to those closest to the work.	Spend resources wisely, with a buffer for the unexpected.	Engage our teams and stakeholders.

16





UNION PACIFIC CORPORATION

# QUESTION & ANSWER

OCTOBER 23, 2025

## APPENDIX

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## Third Quarter 2025 Operating Ratio and EPS

Favorable / (Unfavorable)

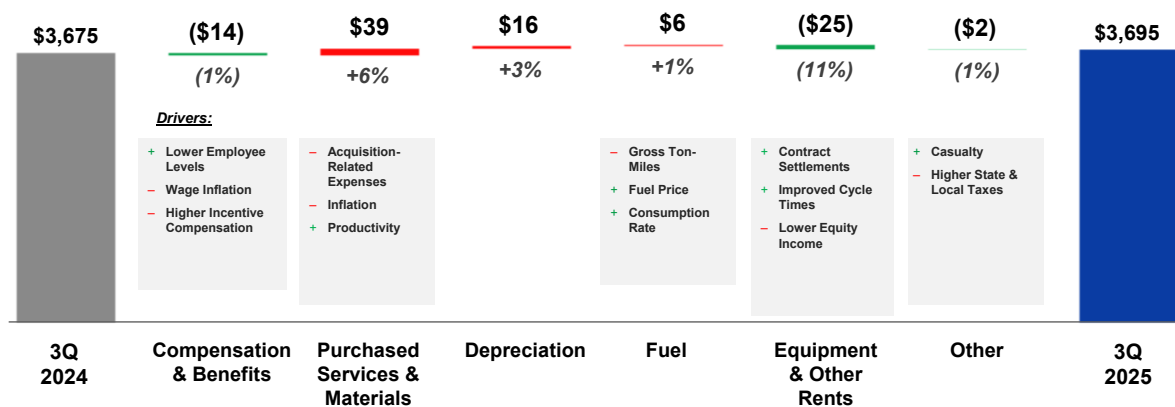
	Operating Ratio	EPS
Reported Third Quarter 2024	60.3%	\$2.75
Fuel Price (net)	-	(\$0.01)
Acquisition-Related Expenses	(0.7) pts	(\$0.07)
Core Results	1.8 pts	\$0.34
Reported Third Quarter 2025	59.2%	\$3.01

19



## Inflation & Acquisition-Related Expenses Partially Offset by Productivity

Reported Operating Expenses \$ in Millions



20



## No Offer or Solicitation

This communication is for informational purposes only and does not constitute, or form a part of, an offer to sell or the solicitation of an offer to buy any securities or a solicitation of any vote or approval, nor shall there be any sale of securities in any jurisdiction in which such offer, solicitation or sale would be unlawful prior to registration or qualification under the securities laws of any such jurisdiction. No offer of securities shall be made except by means of a prospectus meeting the requirements of Section 10 of the Securities Act of 1933, as amended (the "Securities Act"), and otherwise in accordance with applicable law.

## Non-GAAP Measures

**NON-GAAP MEASURES** Although this presentation includes forward-looking non-GAAP measures (adjusted diluted EPS, Free cash flow, earnings before interest, tax, depreciation and amortization (EBITDA), it is not practicable to reconcile, without unreasonable efforts, these forward-looking measures to the most comparable GAAP measures (diluted EPS, Cash from operations, Net income, and long-term debt to net income ratio, respectively), due to unknown variables and uncertainty related to future results. These unknown variables may include unpredictable transactions of significant value. Please see Note on forward-looking Statements above for further discussion



## Cautionary Note Regarding Forward Looking Statements

Certain statements in this communication are "forward-looking statements" within the meaning of the "safe harbor" provisions of the Private Securities Litigation Reform Act of 1995, as amended. These statements relate to future events or future financial performance and involve known and unknown risks, uncertainties, and other factors that may cause Union Pacific's, Norfolk Southern's or the combined company's actual results, levels of activity, performance, or achievements or those of the railroad industry to be materially different from those expressed or implied by any forward-looking statements. In some cases, forward-looking statements may be identified by the use of words like "may," "will," "could," "would," "should," "expect," "anticipate," "believe," "project," "estimate," "intend," "plan," "pro forma," or any variations or other comparable terminology.

While Union Pacific and Norfolk Southern have based these forward-looking statements on those expectations, assumptions, estimates, beliefs and projections they view as reasonable, such forward-looking statements are only predictions and involve known and unknown risks and uncertainties, many of which involve factors or circumstances that are beyond Union Pacific's, Norfolk Southern's or the combined company's control, including but not limited to, in addition to factors disclosed in Union Pacific's and Norfolk Southern's respective filings with the U.S. Securities and Exchange Commission (the "SEC"); the occurrence of any event, change or other circumstance that could give rise to the right of one or both of the parties to terminate the definitive merger agreement between Union Pacific and Norfolk Southern providing for the acquisition of Norfolk Southern by Union Pacific (the "Transaction"); the risk that potential legal proceedings may be instituted against Union Pacific or Norfolk Southern and result in significant costs of defense, indemnification or liability; the possibility that the Transaction does not close when expected or at all because required Surface Transportation Board, shareholder or other approvals and other conditions to closing are not received or satisfied on a timely basis or at all (and the risk that such approvals may result in the imposition of conditions that could adversely affect the combined company or the expected benefits of the Transaction); the risk that the combined company will not realize expected benefits, cost savings, accretion, synergies and/or growth from the Transaction, or that such benefits may take longer to realize or be more costly to achieve than expected, including as a result of changes in, or problems arising from, general economic and market conditions, tariffs, interest and exchange rates, monetary policy, laws and regulations and their enforcement, and the degree of competition in the geographic and business areas in which Union Pacific and Norfolk Southern operate; disruption to the parties' businesses as a result of the announcement and pendency of the Transaction; the costs associated with the anticipated length of time of the pendency of the Transaction, including the restrictions contained in the definitive merger agreement on the ability of Union Pacific and Norfolk Southern, respectively, to operate their respective businesses outside the ordinary course during the pendency of the Transaction; the diversion of Union Pacific's and Norfolk Southern's management's attention and time from ongoing business operations and opportunities on merger-related matters; the risk that the integration of each party's operations will be materially delayed or will be more costly or difficult than expected or that the parties are otherwise unable to successfully integrate each party's businesses into the other's businesses; the possibility that the Transaction may be more expensive to complete than anticipated, including as a result of unexpected factors or events; reputational risk and potential adverse reactions of Union Pacific's or Norfolk Southern's customers, suppliers, employees, labor unions or other business partners, including those resulting from the announcement or completion of the Transaction; the dilution caused by Union Pacific's issuance of additional shares of its common stock in connection with the consummation of the Transaction; the risk of a downgrade of the credit rating of Union Pacific's indebtedness, which could give rise to an obligation to redeem existing indebtedness; a material adverse change in the financial condition of Union Pacific, Norfolk Southern or the combined company; changes in domestic or international economic, political or business conditions, including those impacting the transportation industry (including customers, employees and supply chains); Union Pacific's, Norfolk Southern's and the combined company's ability to successfully implement its respective operational, productivity, and strategic initiatives; a significant adverse event on Union Pacific's or Norfolk Southern's network, including, but not limited to, a mainline accident, discharge of hazardous materials, or climate-related or other network outage; the outcome of claims, litigation, governmental proceedings and investigations involving Union Pacific or Norfolk Southern, including, in the case of Norfolk Southern, those with respect to the Eastern Ohio incident; the nature and extent of Norfolk Southern's environmental remediation obligations with respect to the Eastern Ohio incident; new or additional governmental regulation and/or operational changes resulting from or related to the Eastern Ohio incident; and a cybersecurity incident or other disruption to our technology infrastructure.

This list of important factors is not intended to be exhaustive. These and other important factors, including those discussed under "Risk Factors" in Norfolk Southern's Annual Report on Form 10-K for the year ended December 31, 2024 (available at <https://www.sec.gov/ix?doc=/Archives/edgar/data/0000702165/000070216525000008/nsc-20241231.htm>) and Norfolk Southern's subsequent filings with the SEC, Union Pacific's most recent Annual Report on Form 10-K for the year ended December 31, 2024, as filed with the SEC on February 7, 2025 (available at <https://www.sec.gov/ix?doc=/Archives/edgar/data/0000100885/000010088525000042/unp-20241231.htm>) (the "Union Pacific Annual Report") and Union Pacific's subsequent filings with the SEC, as well as the risks described in Union Pacific's registration statement on Form S-4 (No. 290262), as filed with the SEC on September 16, 2025, as amended on September 30, 2025 (available at <https://www.sec.gov/Archives/edgar/data/100885/000119312525224307/d908896ds4a.htm>) (the "Registration Statement"), may cause actual results, performance, or achievements to differ materially from those expressed or implied by these forward-looking statements. References to Union Pacific's and Norfolk Southern's website are provided for convenience and, therefore, information on or available through the website is not, and should not be deemed to be, incorporated by reference herein. The forward-looking statements herein are made only as of the date they were first issued, and unless otherwise required by applicable securities laws, Union Pacific and Norfolk Southern disclaims any intention or obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise, except as may be required by applicable law or regulation



## Additional Information About the Transaction and Where to Find it

In connection with the Transaction, Union Pacific filed the Registration Statement with the SEC, which includes a prospectus with respect to the shares of Union Pacific's common stock to be issued in the Transaction and a joint proxy statement for Union Pacific's and Norfolk Southern's respective shareholders. The Registration Statement was declared effective on September 30, 2025, and Union Pacific filed a final prospectus on October 1, 2025 (which is available at <https://www.sec.gov/Archives/edgar/data/100885/000119312525226560/d908896d424b3.htm>), and Norfolk Southern filed a definitive proxy statement on October 1, 2025 (which is available at <https://www.sec.gov/Archives/edgar/data/702165/000119312525226601/d64358ddefm14a.htm>) (together, the "Definitive Joint Proxy Statement/Prospectus"). Each of Union Pacific and Norfolk Southern may also file with or furnish to the SEC other relevant documents regarding the Transaction. This communication is not a substitute for the Registration Statement, the Definitive Joint Proxy Statement/Prospectus or any other document that Union Pacific or Norfolk Southern may mail to their respective shareholders in connection with the Transaction.

INVESTORS AND SECURITY HOLDERS OF UNION PACIFIC AND NORFOLK SOUTHERN ARE URGED TO READ THE REGISTRATION STATEMENT, AS AMENDED, AND THE DEFINITIVE JOINT PROXY STATEMENT/PROSPECTUS INCLUDED WITHIN THE REGISTRATION STATEMENT, AS WELL AS ANY OTHER RELEVANT DOCUMENTS FILED WITH THE SEC IN CONNECTION WITH THE TRANSACTION OR INCORPORATED BY REFERENCE INTO THE REGISTRATION STATEMENT AND THE DEFINITIVE JOINT PROXY STATEMENT/PROSPECTUS (INCLUDING ANY AMENDMENTS OR SUPPLEMENTS THERETO), BECAUSE THEY CONTAIN OR WILL CONTAIN IMPORTANT INFORMATION REGARDING UNION PACIFIC, NORFOLK SOUTHERN, THE TRANSACTION AND RELATED MATTERS.

Investors and security holders of Union Pacific and Norfolk Southern may obtain free copies of these documents and other documents filed with the SEC by Union Pacific or Norfolk Southern through the website maintained by the SEC at <http://www.sec.gov> or from Union Pacific at its website, <https://investor.unionpacific.com/financials/sec-filings>, or from Norfolk Southern at its website, <https://norfolksouthern.investorroom.com/sec-filings>. Documents filed with the SEC by Union Pacific will be available free of charge by accessing Union Pacific's website at <https://investor.unionpacific.com/financials/sec-filings>, or alternatively by directing a request by mail to Union Pacific's Corporate Secretary, 1400 Douglas Street, Omaha, Nebraska 68179, and documents filed with the SEC by Norfolk Southern will be available free of charge by accessing Norfolk Southern's website at <https://norfolksouthern.investorroom.com/sec-filings> or, alternatively, by directing a request by mail to Norfolk Southern's Corporate Secretary, 650 West Peachtree Street NW, Atlanta, Georgia 30308-1925.



## Participants in the Solicitation

Union Pacific, Norfolk Southern and certain of their respective directors and executive officers may be deemed to be participants in the solicitation of proxies from the shareholders of Norfolk Southern and Union Pacific in connection with the Transaction under the rules of the SEC.

Information about the interests of the directors and executive officers of Union Pacific and Norfolk Southern and other persons who may be deemed to be participants in the solicitation of shareholders of Union Pacific and Norfolk Southern in connection with the Transaction and a description of their direct and indirect interests, by security holdings or otherwise, is included in the Definitive Joint Proxy Statement/Prospectus.

Information about the directors and executive officers of Union Pacific and their ownership of Union Pacific common stock can also be found in the Union Pacific Annual Report, and its definitive proxy statement in connection with its 2025 annual meeting of shareholders, as filed with the SEC on March 25, 2025 (the "Union Pacific 2025 Proxy Statement") and other documents subsequently filed by Union Pacific with the SEC, which are available on its website at [www.up.com](http://www.up.com). Information about the directors and executive officers of Union Pacific, their ownership of Union Pacific common stock, and Union Pacific's transactions with related persons is set forth in the sections entitled "Proposal Number 1 – Election of Directors—Directors/Nominees", "Director Compensation in Fiscal Year 2024", "Proposal Number 3 – Advisory Vote to Approve Executive Compensation", "A Letter From Our Compensation and Talent Committee" and "Compensation Discussion and Analysis" of the Union Pacific 2025 Proxy Statement. To the extent holdings of Union Pacific common stock by the directors and executive officers of Union Pacific have changed from the amounts of Union Pacific common stock held by such persons as reflected therein, such changes have been or will be reflected on Statements of Change in Ownership on Form 4 filed with the SEC, which are available at <https://www.sec.gov/edgar/browse/?CIK=100885&owner=exclude> under the tab "Ownership Disclosures".

Information about the directors and executive officers of Norfolk Southern and their ownership of Norfolk Southern common stock is also set forth in the definitive proxy statement for Norfolk Southern's 2025 Annual Meeting of Shareholders, as filed with the SEC on Schedule 14A on March 28, 2025 (which is available at <https://www.sec.gov/ix?doc=/Archives/edgar/data/0000702165/000119312525066914/d892357ddef14a.htm>), and other documents subsequently filed by Norfolk Southern with the SEC. Information about the directors and executive officers of Norfolk Southern, their ownership of Norfolk Southern common stock, and Norfolk Southern's transactions with related persons is set forth in the sections entitled "Norfolk Southern Director Nominees", "Corporate Governance and the Board—Item 1: Election of 13 Directors for a One-Year Term", "Corporate Governance and the Board—Director Nominees", "Corporate Governance and the Board—Compensation of Directors", "Executive Compensation" and "Stock Ownership Information" of such definitive proxy statement. Please also refer to Norfolk Southern's subsequent Current Report, as filed with the SEC on Form 8-K on June 3, 2025 (which is available at <https://www.sec.gov/ix?doc=/Archives/edgar/data/0000702165/000119312525133796/d35291d8k.htm>), regarding subsequent changes to Norfolk Southern's Board of Directors following the filing of such definitive proxy statement. To the extent holdings of Norfolk Southern common stock by the directors and executive officers of Norfolk Southern have changed from the amounts of Norfolk Southern common stock held by such persons as reflected in the definitive proxy statement, such changes have been or will be reflected on Statements of Change in Ownership on Form 4 filed with the SEC, which are available at <https://www.sec.gov/edgar/browse/?CIK=702165&owner=exclude> under the tab "Ownership Disclosures".

