

**Union Pacific Railroad Company  
1040 N 2200 W, STE 200  
Salt Lake City, UT 84116-2929**

**Summary Annual Report for the  
Union Pacific Railroad Employees Health Systems**

This is the summary annual report for the Union Pacific Railroad Employees Health Systems , EIN 94-6001323, Plan number 501 for the period January 1, 2024 to December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

**Basic Financial Statement**

The value of plan assets, after subtracting liabilities of the plan, was \$114,463,481 as of December 31, 2024, compared to \$106,290,580 as of January 1, 2024. During the plan year the plan experienced an increase or (decrease) in its net assets of \$8,172,901. This increase or (decrease) includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$148,675,643 including employer contributions of \$92,484,161, employee contributions of \$40,043,579, realized gains or (losses) of \$0 from the sale of assets, and earnings from investments of \$9,224,265.

Plan expenses were \$140,502,742. These expenses included \$11,850,825 in administrative expenses, \$128,651,917 in benefits paid to participants and beneficiaries, and \$0 in other expenses.

**Your rights to additional information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report.

- Financial information and information on payments to service providers
- Assets held for investment

To obtain a copy of the full annual report, or any part thereof, write or call the office of Union Pacific Railroad Employees Health System, who is the plan administrator, 1040 N 2200 W, STE 200, Salt Lake City, UT, 84116-2929, 801-595-4388. These portions of the report are furnished without charge.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are

furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

Union Pacific Railroad Employees  
Health System  
Plan Administrator  
1040 N 2200 W, STE 200  
Salt Lake City, UT 84116-2929

and at the following address:

Union Pacific Railroad Company  
Plan Sponsor  
1040 N 2200 W, STE 200  
Salt Lake City, UT 84116-2929  
94-6001323

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to:

Public Disclosure Room  
Room N-1513  
Employee Benefits Security Administration  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210