



Katie Farmer
President and
Chief Executive Officer

BNSF Railway
P.O. Box 961052
Fort Worth, TX 76161-0052

November 7, 2022

Dear Fellow Employee:

Thank you for your ongoing commitment to the highest standards of ethics and integrity in your role with BNSF. Together, we've built a strong reputation for honesty and integrity in our relationships with customers, suppliers, team members and our communities.

We've all played a role in building this reputation by watching for and speaking out about behavior that is unethical, illegal or in conflict with our Vision & Values or Code of Conduct. This includes situations involving:

- Discrimination or harassment
- Fraud, theft or misuse of BNSF assets, including corporate travel cards, vehicles or equipment
- Improper financial or operational reporting, including fraudulent timekeeping
- Contractor or supplier fraud
- Inappropriate gifts and entertainment

If you're confronted with a work situation that raises ethical concerns, please talk with your supervisor or your department leadership. If unable to talk with your leadership, contact your Human Resources representative or the BNSF Compliance Department at 817-352-2313. The BNSF Hotline (800-533-BNSF or brk-hotline.com) is also available as an option. Hotline reports may be made anonymously and are thoroughly investigated. BNSF prohibits retaliation for good-faith reporting of apparent or actual illegal or unethical conduct.

Thank you for your continued commitment to the values we share as members of Team BNSF.

Sincerely,

A handwritten signature in black ink that reads "Katie Farmer". The signature is written in a cursive, flowing style.

Katie Farmer
President & Chief Executive Officer