

A red CN freight train is shown from a front-quarter perspective, moving along a track. The train consists of a red locomotive with the number 2982 on its front and a long line of colorful intermodal containers. The background features a scenic landscape with a blue lake, green grass, and snow-capped mountains under a blue sky with white clouds.

2022 Data Supplement GRI and SASB Index

DELIVERING RESPONSIBLY

About this Report

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Transparent reporting is part of our commitment to be open about our business and to communicate our progress with focus, clarity and comparability.

Our Approach and Scope

We typically issue our full Delivering Responsibly Sustainability Report on a biennial basis and in late 2023, we will issue our ninth report. In the interim, we publish the following data supplement on an annual basis to disclose key performance indicators as a supplement to our most recent sustainability report available at www.cn.ca/delivering-responsibly.

The scope of information covered in this supplement relates to our operations in Canada and the United States of America (U.S.), in the 2019 to 2022 calendar years, unless otherwise noted.

Reporting Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. The GRI is an independent institution that provides a standard framework for sustainability reporting across companies and industries.

This report has also been prepared in accordance with the Rail Transportation Sustainability Accounting Standard developed by the Sustainability Accounting Standards Board (SASB). SASB connects businesses and investors on the financial impacts of sustainability.

We also provide information to CDP, S&P Global and other organizations that assess our sustainability performance. An index of our conformance to the GRI Standards and SASB: Rail Transportation Sustainability Accounting Standard reporting requirements and references to other relevant information sources can be found at the end of this supplement.

External Assurance

We are dedicated to continuously improving our sustainability reporting and believe that independent assurance leads to quality and process improvements.

Our environmental data related to greenhouse gas emissions (GHG) from Scope 1 (locomotive emissions), Scope 2 (electricity consumption) and Scope 3 (locomotive fuel production, purchased goods and services, capital goods, and upstream transportation and distribution) were verified independently by KPMG LLP to a limited level of assurance in accordance with the Canadian Standards on Assurance Engagements 3410 Assurance Engagements on Greenhouse Gas Statements (CSAE 3410), issued by the International Auditing and Assurance Standards Board with guidance for the validation and verification of greenhouse gas assertions. KPMG LLP has served as the Company's independent auditors since 1992. The statements can be found at www.cn.ca/delivering-responsibly.

READ MORE

The Delivering Responsibly section of our website provides online access to our complete sustainability reporting suite including the most current publications of our: Sustainability Report, Data Supplement, CDP Response, and TCFD Report.

www.cn.ca/delivering-responsibly

Our Priorities

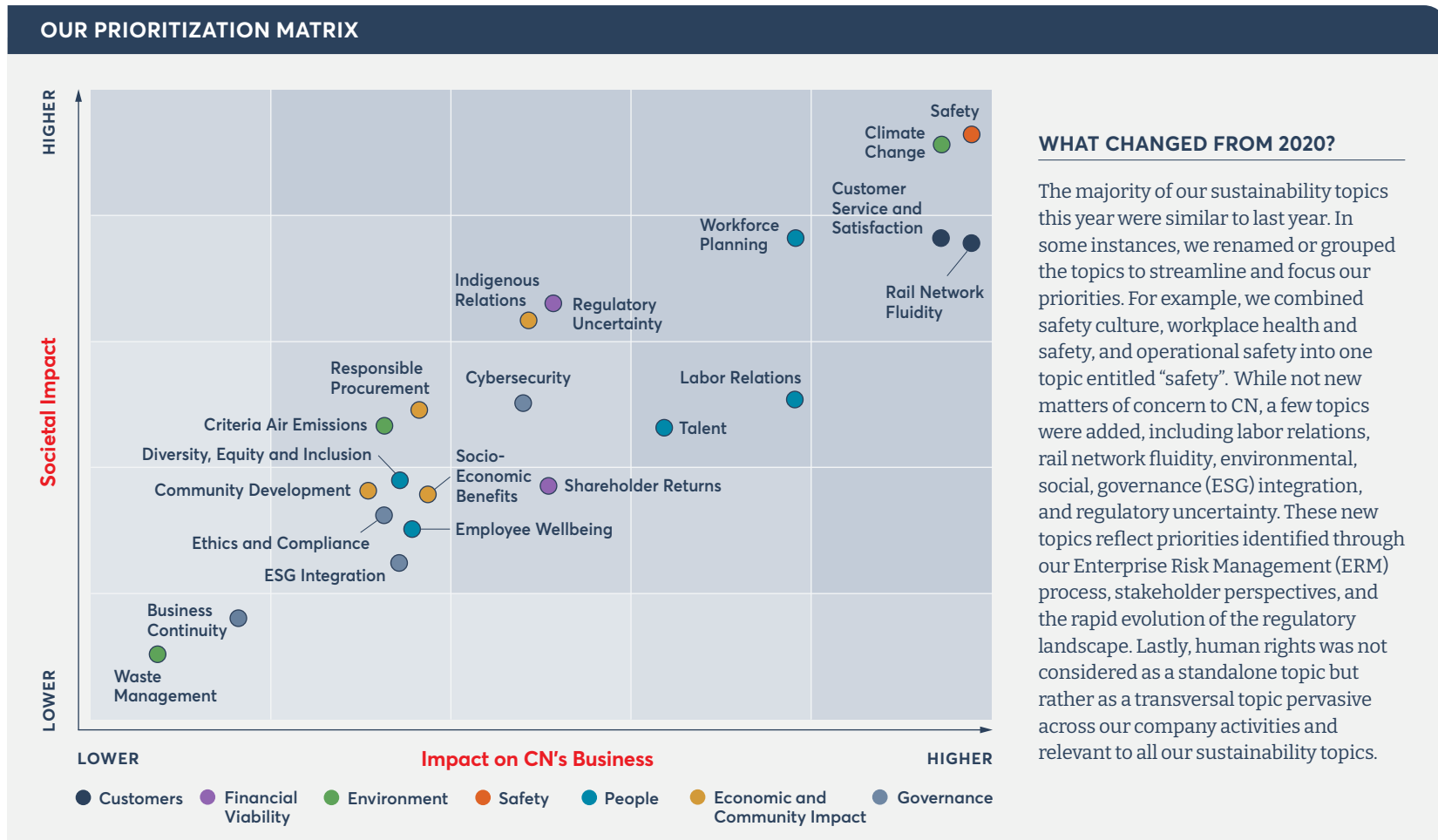
We apply the principles of materiality and stakeholder inclusiveness to prioritize the topics that matter most to our business and our stakeholders – helping us to focus our strategic priorities, refine our reporting, and inform the evolution of our sustainability programs.

We conducted our most recent biennial materiality assessment in 2022 and 2023 to identify and prioritize sustainability topics. We applied the principles of double materiality through two key phases leveraging the expertise of a third-party consultant.

Determining Relevant Topics

The first phase began by identifying relevant sustainability topics, taking into consideration our activities, business relationships, stakeholders and sustainability context. Our list of topics were updated based on a desktop review of our previous materiality process, most recent Enterprise Risk Management (ERM) priorities, and sustainability-related information requested by third parties such as regulators, industry associations, standard setters, investors, sustainability raters and peers.

Similar to previous years, we engaged both internal and external stakeholders on their perspectives. In 2022, we received input from 248 stakeholders using an electronic survey to understand the sustainability topics that most influence their decisions or perspectives of CN. Diverse groups were engaged, including employees, suppliers, governments, railway associations, customers, investors, unions, Indigenous Peoples, community groups, and NGOs. The selection and identification of stakeholders considered their geographic representation, and their influence and interest in our business.



WHAT CHANGED FROM 2020?

The majority of our sustainability topics this year were similar to last year. In some instances, we renamed or grouped the topics to streamline and focus our priorities. For example, we combined safety culture, workplace health and safety, and operational safety into one topic entitled “safety”. While not new matters of concern to CN, a few topics were added, including labor relations, rail network fluidity, environmental, social, governance (ESG) integration, and regulatory uncertainty. These new topics reflect priorities identified through our Enterprise Risk Management (ERM) process, stakeholder perspectives, and the rapid evolution of the regulatory landscape. Lastly, human rights was not considered as a standalone topic but rather as a transversal topic pervasive across our company activities and relevant to all our sustainability topics.

Identifying, Assessing and Prioritizing Significant Impacts

For the second phase, we applied the double materiality principles, we identified actual and potential, negative and positive impacts across our value chain. Significance of the impact was assessed in alignment with our ERM framework, taking into consideration the likelihood and severity of the impact on our business and on society, including the economy, environment and people.

The most significant impacts were prioritized, reviewed and approved by our executive team and will be covered in our 2022 full Delivering Responsibly Sustainability Report which will be published in 2023. For more information, please refer to our 2022 Double Materiality Process and Outcomes document on our website at www.cn.ca/delivering-responsibly.

Progress Toward Targets

| Area | Topic | Mid-Term Target | 2022 Progress | Trend | Long-Term Goal |
|-------------|---------------------|--|--|-------|--|
| ENVIRONMENT | GHG Emissions | 43% Scope 1 and 2 intensity reduction by 2030 based on 2019 | In 2022, we reduced our GHG emission intensity for Scope 1 and 2 by 2.0% from 2021. We realized an 18% progress toward our 2030 target. | ● | We have committed to setting a Net-Zero 2050 target by signing the "Business Ambition for 1.5°C". |
| | | 40% Scope 3 intensity reduction for fuel- and energy-related activities by 2030 based on 2019 | In 2022, we reduced our GHG emission intensity for Scope 3 for fuel- and energy-related activities by 4.3% from 2021. We realized a 40% progress toward our 2030 target. | ● | |
| | Air Emissions | 6% intensity reduction by 2022 based on 2017 | In 2021, we achieved our 6% intensity-based reduction in Criteria Air Contaminants by 2022 based on 2017 levels target which was based on a long-standing Memorandum of Understanding (MOU) with Transport Canada. | ● | In line with our commitment to Net-Zero GHG emissions, we aim to also reduce our locomotive air emissions toward net-zero by 2050. |
| | Waste | 95% diverted from landfill by 2030 | In 2022, we diverted approximately 94% of our waste from landfill. | ● | We aim to play an important role for greater resource efficiency and the creation of regenerative economic systems and to achieve zero waste by 2050. |
| | Biodiversity | 3 million trees planted by 2030 | In 2022, we planted 114,000 trees, for a total of 2.3 million trees since 2012. We realized a 77% progress toward our 2030 target. | ● | We aim to have a positive impact by protecting and investing in reforestation projects that generate benefits for nature and society. |
| SOCIAL | Personal Safety | 55% reduction in personal injury frequency rate (per 200,000 person hours) by 2030 based on 2019 | In 2022, we improved our personal injury frequency rate by 19% from 2021. We realized an 80% progress toward our 2030 target. | ● | Our goal is to create a values-based safety culture and to reduce serious injuries and fatalities to zero. |
| | Operational Safety | 45% reduction in accident rate (per million train miles) by 2030 based on 2019 | In 2022, our accident rate increased by 7% from 2021. We realized a 26% progress toward our 2030 target. | ● | Our goal is to be the safest railroad in North America by establishing an unwavering safety culture as well as investing in technology and infrastructure. |
| | Executive Diversity | 30% female representation at executive level by 2022 | At the end of 2022, 8 of the 30 executive management members (27%) identified as women. We continue to focus on increasing diversity through our succession planning strategies. | ● | Diversity is an essential element in sustaining CN's competitive success and we aim to have our senior management and Board composition reflect its communities and customers. |
| GOVERNANCE | Board Diversity | 50% non-management Board members from under-represented groups, including gender parity by 2022 | At the end of 2022, 5 of the 10 independent Board members (50%) identified as women. We have met our 2022 target. In addition, 20% of the current independent Board members identified as visible minorities. | ● | |

● Green: On target ● Yellow: Possible to meet target ● Red: Off target

Data Tables

The following data covered in this report applies to CN and its subsidiaries, unless otherwise noted. CN's principal subsidiaries are listed in the 2022 Annual Information Form on page 2.

| Data | Measurement | 2022 | 2021 | 2020 | 2019 | GRI | SASB |
|---|--------------------|---------|---------|---------|---------|-------|-------|
| ABOUT CN | | | | | | | |
| ACTIVITY MEASURES | | | | | | | |
| Carloads transported | Number (thousands) | 5,697 | 5,701 | 5,595 | 5,912 | 201-1 | 000.A |
| Intermodal units transported ^(a) | Number (thousands) | 2,450 | 2,611 | 2,582 | 2,618 | 201-1 | 000.B |
| Route miles (includes Canada and the U.S.) | Number | 18,600 | 19,500 | 19,500 | 19,500 | 201-1 | 000.C |
| Revenue ton miles (RTMs) ^(b) | Million | 235,788 | 233,138 | 230,390 | 241,954 | 201-1 | 000.D |
| Gross ton miles (GTM) ^(c) | Million | 463,710 | 458,401 | 455,368 | 482,890 | 201-1 | - |

(a) Intermodal units transported are a subset of the carloads transported.
 (b) Revenue ton miles (RTMs) refers to the movement of one revenue-producing ton of freight over a distance of one mile. RTMs are calculated by multiplying the weight in tons of the shipment lading being transported (or "tons of lading carried in the Carload") by the number of miles that the shipment (or Carload) is transported on company rail lines. The tare weight of the railcar is excluded.
 (c) Gross ton miles (GTM) refers to the movement of one ton of freight or equipment over one mile. GTMs are calculated by multiplying the trailing train weight by the distance the train moved.



OUR BUSINESS AT A GLANCE

CN is a leading North American transportation and logistics company, and our 18,600-mile network spans Canada and the U.S., connecting ports on three coasts. We offer fully integrated rail and other transportation services, including intermodal, trucking, warehousing and distribution. Serving exporters, importers, retailers and manufacturers, we move raw materials, intermediate goods and finished products to market, fostering the prosperity of the markets we serve.

2022 KEY STATISTICS

>300M

TONS OF CARGO MOVED

\$17.1B

REVENUES

\$2.8B

CAPITAL INVESTMENTS

23,971

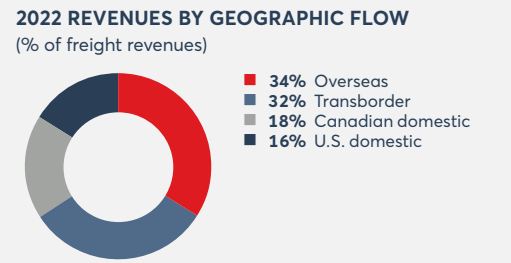
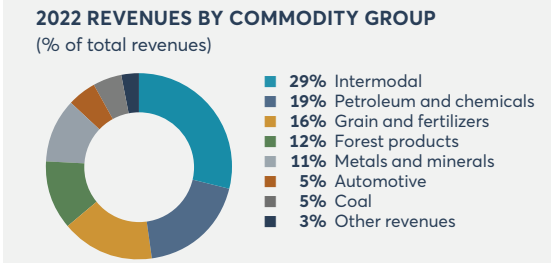
EMPLOYEES
(end of period)

18,600

ROUTE MILES

9

PORTS SERVED



| Data | Measurement | 2022 | 2021 | 2020 | 2019 | GRI | SASB |
|--|--|-------------------|------------|------------|------------|-------|--------|
| ENVIRONMENT | | | | | | | |
| EMISSIONS | | | | | | | |
| Total GHG emissions (Scopes 1 and 2)^{(a) (b)} | Metric tonnes of CO ₂ e | 5,181,539 | 5,263,322 | 5,377,015 | 5,935,911 | – | – |
| Direct GHG emissions (Scope 1) ^(b) | Metric tonnes of CO ₂ e | 5,040,996 | 5,113,920 | 5,213,652 | 5,771,270 | 305–1 | 110a.1 |
| Rail locomotives | Metric tonnes of CO ₂ e | 4,392,493 | 4,443,218 | 4,475,588 | 4,962,923 | 305–1 | 110a.1 |
| Intermodal CNTL trucks | Metric tonnes of CO ₂ e | 71,333 | 91,891 | 99,932 | 140,760 | 305–1 | 110a.1 |
| Intermodal TransX trucks | Metric tonnes of CO ₂ e | 96,037 | 125,229 | 136,335 | 116,548 | 305–1 | 110a.1 |
| Marine vessel fleet | Metric tonnes of CO ₂ e | 154,558 | 146,860 | 155,596 | 191,557 | 305–1 | 110a.1 |
| On Company Service (OCS) fleet | Metric tonnes of CO ₂ e | 70,829 | 74,195 | 79,104 | 95,552 | 305–1 | 110a.1 |
| Intermodal equipment | Metric tonnes of CO ₂ e | 77,680 | 76,711 | 69,344 | 60,834 | 305–1 | 110a.1 |
| Miscellaneous fuel emissions | Metric tonnes of CO ₂ e | 178,065 | 155,816 | 197,755 | 203,095 | 305–1 | 110a.1 |
| Indirect GHG emissions (Scope 2) ^(c) | Metric tonnes of CO ₂ e | 140,543 | 149,402 | 163,363 | 164,641 | 305–2 | – |
| Other indirect GHG emissions (Scope 3)^(d) | Metric tonnes of CO ₂ e | 2,095,313 | 2,207,502 | 2,264,070 | 2,778,723 | 305–3 | – |
| GHG emission intensity^(e) | | | | | | | |
| Total GHG emissions (by freight revenue) | Metric tonnes of CO ₂ e per thousand dollars of freight revenue | 0.31 | 0.38 | 0.41 | 0.42 | 305–4 | – |
| Total GHG emissions (by employee) | Metric tonnes of CO ₂ e per full-time employee | 216 | 218 | 226 | 222 | 305–4 | – |
| Impact of service | | | | | | | |
| Rail emission intensity ^(f) | Metric tonnes of CO ₂ e per million GTMs | 9.47 | 9.69 | 9.83 | 10.28 | – | 110a.1 |
| CNTL truck emission intensity | Metric tonnes of CO ₂ e per thousand kilometres travelled | 1.12 | 1.12 | 1.14 | 1.21 | – | 110a.1 |
| TransX truck emission intensity ^(g) | Metric tonnes of CO ₂ e per thousand kilometres travelled | 1.11 | 1.22 | 1.20 | 1.16 | – | 110a.1 |
| Marine vessel emission intensity | Metric tonnes of CO ₂ e per million net ton miles | 17.11 | 15.23 | 16.43 | 16.63 | – | 110a.1 |
| Target | | | | | | | |
| Measure (GHG Scope 1 and 2 emission intensity) ^(h) | Metric tonnes of CO ₂ e per million GTMs | 10.69 | 10.91 | 11.24 | 11.61 | – | 110a.2 |
| GHG Scope 1 and 2 science-based target progress ⁽ⁱ⁾ | % of progress towards target | 18.3% | 13.8% | 7.3% | N/A | – | 110a.2 |
| Measure (GHG Scope 3 fuel- and energy-related activities emissions intensity) ^(j) | Metric tonnes of CO ₂ e per million GTMs | 3.04 | 3.17 | 3.30 | 3.61 | – | 110a.2 |
| GHG Scope 3 science-based target progress ^(k) | % of progress towards target | 39.5% | 30.0% | 21.6% | N/A | – | 110a.2 |
| ENERGY | | | | | | | |
| Total direct and indirect energy consumed within the organization^(l) | Megawatt hours | 19,468,344 | 19,721,087 | 20,076,587 | 22,164,802 | 302–1 | – |
| Total direct energy consumed | Megawatt hours | 18,934,557 | 19,166,626 | 19,519,436 | 21,597,440 | 302–1 | – |
| Diesel (used for locomotives) | Megawatt hours | 16,181,762 | 16,307,982 | 16,317,548 | 18,179,235 | 302–1 | 110a.3 |
| Diesel (other) | Megawatt hours | 1,888,757 | 2,058,436 | 2,179,027 | 2,346,748 | 302–1 | 110a.3 |
| Natural gas | Megawatt hours | 542,621 | 514,486 | 701,688 | 709,613 | 302–1 | 110a.3 |
| Other fuels (propane, gasoline, kerosene, stove oil, furnace oil) | Megawatt hours | 321,418 | 285,722 | 321,173 | 361,845 | 302–1 | 110a.3 |
| Total indirect energy consumed – electricity | Megawatt hours | 533,786 | 554,461 | 557,151 | 567,362 | 302–1 | – |
| Total renewable energy consumed^(m) | Megawatt hours | 664,522 | 605,755 | 410,590 | 468,759 | 302–1 | 110a.3 |
| Total non-renewable energy consumed | Megawatt hours | 18,803,822 | 19,115,332 | 19,665,997 | 21,696,043 | 302–1 | – |
| Energy intensity⁽ⁿ⁾ | Megawatt hours per million Canadian dollars (CAD) of rail freight revenue | 1.17 | 1.42 | 1.52 | 1.56 | 302–3 | 110a.3 |

| Data | Measurement | 2022 | 2021 | 2020 | 2019 | GRI | SASB |
|--|---|---------|---------|---------|---------|-------|--------|
| ENVIRONMENT | | | | | | | |
| Locomotive fuel efficiency ^(o) | U.S. gallons of locomotive fuel consumed per 1,000 GTMs | 0.867 | 0.884 | 0.895 | 0.935 | 302-3 | - |
| Locomotive fuel efficiency savings ^(p) | \$ million (CAD) | 25 | 31 | 59 | 14 | - | - |
| NO_x, SO_x, AND OTHER SIGNIFICANT EMISSIONS IN CANADA^(q) | | | | | | | |
| Nitrous oxide (NO _x) | Kilotonnes | 23.96 | 40.05 | 36.58 | 41.53 | 305-7 | 120a.1 |
| Sulphur dioxide (SO _x) | Kilotonnes | 0.02 | 0.03 | 0.03 | 0.03 | 305-7 | 120a.1 |
| Particulate matter | Kilotonnes | 0.47 | 0.79 | 0.74 | 0.84 | 305-7 | 120a.1 |
| Hydrocarbons | Kilotonnes | 0.98 | 1.60 | 1.46 | 1.66 | 305-7 | 120a.1 |
| Carbon monoxide | Kilotonnes | 5.80 | 9.39 | 8.13 | 8.84 | 305-7 | 120a.1 |
| NO_x, SO_x, AND OTHER SIGNIFICANT EMISSIONS IN THE U.S.^(q) | | | | | | | |
| Nitrous oxide (NO _x) | Kilotonnes | 9.33 | 3.79 | 15.38 | 18.84 | 305-7 | 120a.1 |
| Sulphur dioxide (SO _x) | Kilotonnes | 1.00 | 1.38 | 0.69 | 0.84 | 305-7 | 120a.1 |
| Particulate matter | Kilotonnes | 0.26 | 0.18 | 0.34 | 0.42 | 305-7 | 120a.1 |
| Hydrocarbons | Kilotonnes | 0.41 | 0.20 | 0.64 | 0.78 | 305-7 | 120a.1 |
| Carbon monoxide | Kilotonnes | 2.04 | 0.55 | 3.10 | 3.71 | 305-7 | 120a.1 |
| EFFLUENTS AND WASTE | | | | | | | |
| Total weight of waste generated ^(r) | Metric tonnes | 265,549 | 345,549 | 348,970 | 397,406 | 306-3 | - |
| Total hazardous waste generated | Metric tonnes | 529 | 637 | 604 | 787 | 306-3 | - |
| Disposal methods | | | | | | | |
| Recycled | Metric tonnes | 433 | 531 | 563 | 698 | 306-4 | - |
| Recovery for energy | Metric tonnes | 31 | 14 | 14 | 35 | 306-4 | - |
| Incinerated (without energy recovery) | Metric tonnes | 11 | 5 | 5 | 24 | 306-5 | - |
| Deep-well injected | Metric tonnes | 0 | 0 | 0 | 0 | 306-5 | - |
| Sent to landfill | Metric tonnes | 18 | 12 | 15 | 28 | 306-5 | - |
| Treatment | Metric tonnes | 36 | 75 | 7 | 2 | 306-4 | - |
| Water discharge | Metric tonnes | 0 | 0 | 0 | 0 | 306-4 | - |
| Disposed in caverns | Metric tonnes | 0 | 0 | 0 | 0 | 306-4 | - |
| Waste fuel blended | Metric tonnes | 0 | 0 | 0 | 0 | 306-4 | - |
| Total non-hazardous waste generated | Metric tonnes | 265,020 | 344,912 | 348,366 | 396,619 | 306-3 | - |
| Disposal methods | | | | | | | |
| Recycled | Metric tonnes | 139,212 | 205,165 | 202,805 | 235,905 | 306-4 | - |
| Recovery for energy | Metric tonnes | 100,299 | 117,001 | 119,405 | 127,779 | 306-4 | - |
| Incinerated (without energy recovery) | Metric tonnes | 15 | 23 | 18 | 10 | 306-5 | - |
| Deep-well injected | Metric tonnes | 283 | 325 | 232 | 544 | 306-5 | - |
| Sent to landfill | Metric tonnes | 14,929 | 14,832 | 17,664 | 21,526 | 306-5 | - |
| Treatment | Metric tonnes | 10,282 | 7,566 | 8,241 | 10,855 | 306-4 | - |
| Water discharge | Metric tonnes | 0 | 0 | 0 | 0 | 306-4 | - |
| Disposed in caverns | Metric tonnes | 0 | 0 | 0 | 0 | 306-4 | - |
| Waste fuel blended | Metric tonnes | 0 | 0 | 0 | 0 | 306-4 | - |

| Data | Measurement | 2022 | 2021 | 2020 | 2019 | GRI | SASB |
|--|----------------|--------------|-------|-------|-------|-------|------|
| ENVIRONMENT | | | | | | | |
| WATER | | | | | | | |
| Water consumption from municipal sources^(s) | Million litres | 2,201 | 1,852 | 1,689 | 1,775 | 303-5 | - |
| BIODIVERSITY AND LAND MANAGEMENT | | | | | | | |
| Spend on site assessments and remediation | \$ million | 26 | 26 | 42 | 34 | - | - |
| Non-compliance and significant environmental incidents where fines were incurred^(t) | Number | 0 | 3 | 0 | N/A | 2-27 | - |
| Monetary value of fines incurred for non-compliance and significant environmental incidents^(t) | \$ million | 0 | 2.65 | 0 | N/A | 2-27 | - |
| Environmental liability accrued at year end^(u) | \$ million | 59 | 56 | 59 | 57 | 2-27 | - |

- (a) Our Scope 1 and 2 GHG emissions are consolidated based on an operational control approach.
- (b) Our GHG Scope 1 emissions include rail and non-rail emissions. The GHG Protocol was applied. We measured carbon dioxide, methane and nitrous oxide using emission factors and global warming potentials from the Environment Canada National Inventory report and the International Panel on Climate Change Sixth Assessment reports, respectively. 2021 Scope 1 emissions were restated to account for reconciliations in diesel volumes.
- (c) Our GHG Scope 2 emissions comprise electricity emissions only. The GHG Protocol was used to calculate the Scope 2 GHG emissions, covering carbon dioxide, methane and nitrous oxide. Scope 2 emissions were calculated using a location-based method. We applied North American utility cost per MWh conversion factors and used emission factors from Environment Canada's National Inventory Report and the U.S. EPA eGRID database to convert MWh into tonnes of CO₂e. Using North American utility cost per MWh conversion factors to estimate the electricity consumption is inherently less precise than using the actual electricity consumption or prices and may result in different measurements which can also impact comparability year over year.
- (d) Our GHG Scope 3 emissions include emissions from fuel production (of fuel for our locomotive, trucking, marine, and On Company Service fleets), purchased goods and services, capital goods, waste generated in operations, upstream and downstream transportation and distribution. Emissions were calculated using standard emission factors multiplied by activity levels or dollars of spend. 2021 Scope 3 emissions were restated to account for reconciliations in diesel volumes.
- (e) Calculations for GHG emission intensity covers Scope 1 and 2 emissions only.
- (f) Rail emission intensity is a measure of the tonnes of CO₂e generated by locomotives per million gross ton miles (GTM).
- (g) The emissions intensity of the TransX trucking fleet is reported separately to provide year-over-year comparability.
- (h) GHG emissions are total Scope 1 and 2. Gross ton miles (GTM) include rail, trucking and marine vessels. GTMs for trucking and marine vessels are estimated based on truckloads and ton-miles data respectively.
- (i) CN has set a science-based target to reduce corporate Scope 1 and 2 emissions per million GTMs by 43% by 2030, compared to a 2019 base year.
- (j) GHG emissions are total Scope 3 fuel- and energy-related activities. Gross ton miles (GTM) include rail, trucking and marine vessels. GTMs for trucking and marine vessels are estimated based on truckloads and ton-miles data respectively.
- (k) CN has set a science-based target to reduce corporate Scope 3 emissions from fuel- and energy-related activities per million GTMs by 40% by 2030, compared to a 2019 base year.
- (l) Energy consumption relates to fuel and electricity consumed within the Company. Conversions to MWh from volumes of fuel were based on Natural Resource Canada conversion factors, and include renewable fuel volumes (biodiesel). Electricity MWh were estimated from utility invoice data using North American utility cost per MWh conversion factors.

- (m) Renewable energy consumed includes biodiesel used in our locomotives, as well as location-based low carbon electricity.
- (n) Energy includes total direct and indirect energy, covering locomotive fuel, non-locomotive fuel, electricity, natural gas, and other fuels such as propane, gasoline, kerosene, stove oil, and furnace oil. The energy is used within the organization only.
- (o) Our fuel efficiency target is 6% improvement by 2022 from 2017, in line with the Railway Association of Canada MOU with Transport Canada.
- (p) Annual fuel savings in gallons were estimated based on the fuel efficiency gain in gallons per GTM multiplied by GTMs for that year. Associated cost savings were then estimated by multiplying the fuel gallons saved by the average price of fuel for the previous year.
- (q) The calculation methodology for Criteria Air Contaminant (CAC) emissions for the locomotive fleet follows the methodology applied for the Railway Association of Canada (RAC) Locomotive Emissions Monitoring. The CAC emissions for the trucking fleet are calculated using emission factors from GREET 2021 and a US EPA report (Average In-Use Emissions from Heavy-Duty Trucks, October 2008). Emission factors from the Society of Naval Architects and Marine Engineers are used to calculate CACs for the marine fleet.
- (r) Total weight of waste generated includes our rail ties, scrap metal, locomotive lead acid batteries and day-to-day office and yard waste provided by our third-party waste disposal contractors on an annual basis. Where data was not available, estimations were made based on industry standards. Definitions of hazardous and non-hazardous waste are based on provincial and state regulations, which we assess on a case-by-case basis depending on the condition of the waste. Waste disposal methods and associated quantities are provided to us by our third-party waste disposal contractors.
- (s) Water consumption was estimated from utility invoices using North American average water costs per cubic metre. Given the nature of our operations, we do not consume significant quantities of water in our business.
- (t) Fines reported are as a result of non-compliance or significant environmental incidents that occurred in previous reporting years, but were paid during the noted calendar year. The fines paid in 2021 included the following: (1) In 2017, CN retained a contractor to complete spraying of weeds. The contractor did not follow spray setbacks from water and sprayed too close to water frequented by fish. CN pleaded guilty to provincial charges in May 2021 for \$100,000 and pleaded guilty to federal charges in September 2021 for \$2.5 million; (2) On February 11, 2019, CN pleaded guilty to one provincial charge and paid a fine of \$54,806 for pulling cars out of its facility while the loading pipe was still attached to the last car, resulting in product spill (e.g. cooking oil).
- (u) Environmental liability accrued at year end includes the dollar amount of any outstanding environmental fines or penalties not paid by CN by the end of the annual reporting period.

| Data | Measurement | 2022 | 2021 | 2020 | 2019 | GRI | SASB |
|--|-------------------------|------|------|------|------|-------|--------|
| SAFETY | | | | | | | |
| JOINT MANAGEMENT: WORKER HEALTH AND SAFETY (H&S) COMMITTEES | | | | | | | |
| Number of joint union–management H&S committees ^(a) | Number | 72 | 79 | 82 | 88 | 403–4 | – |
| % of workforce represented in joint union–management H&S committees ^(b) | % | 88% | 89% | 90% | 89% | 403–4 | – |
| WORK-RELATED INJURIES^(c) | | | | | | | |
| Total recordable incident rate (TRIR) ^(d) | Ratio | 2.63 | 2.87 | 3.17 | 3.51 | 403–9 | 320a.1 |
| Injury frequency rate – Federal Railroad Administration (FRA) methodology^(e) | | | | | | | |
| Canada | Ratio | 1.05 | 1.31 | 1.63 | 2.08 | 403–9 | 320a.1 |
| U.S. | Ratio | 1.31 | 1.47 | 1.66 | 1.74 | 403–9 | 320a.1 |
| Women | Ratio | 0.74 | 1.07 | 1.15 | 1.26 | 403–9 | 320a.1 |
| Men | Ratio | 1.14 | 1.39 | 1.69 | 2.05 | 403–9 | 320a.1 |
| Lost-time injury frequency rate – FRA methodology^(f) | | | | | | | |
| Canada | Ratio | 0.70 | 0.85 | 0.96 | 1.07 | 403–9 | 320a.1 |
| U.S. | Ratio | 1.06 | 1.33 | 1.36 | 1.41 | 403–9 | 320a.1 |
| Women | Ratio | 0.63 | 0.76 | 0.73 | 0.70 | 403–9 | 320a.1 |
| Men | Ratio | 0.82 | 1.01 | 1.11 | 1.23 | 403–9 | 320a.1 |
| FATALITIES | | | | | | | |
| On-duty employees | | | | | | | |
| Canada | Number | 0 | 1 | 2 | 1 | 403–9 | 320a.1 |
| U.S. | Number | 0 | 0 | 1 | 0 | 403–9 | 320a.1 |
| Women | Number | 0 | 0 | 1 | 0 | 403–9 | 320a.1 |
| Men | Number | 0 | 1 | 2 | 1 | 403–9 | 320a.1 |
| Fatality rate ^(g) | Ratio | 0.00 | 0.00 | 0.01 | 0.00 | 403–9 | 320a.1 |
| Contract workers | | | | | | | |
| Contract worker fatalities ^(h) | Number | 0 | 0 | 0 | 0 | 403–9 | 320a.1 |
| TRAIN ACCIDENTS^(e) | | | | | | | |
| Train-related incidents and accidents ⁽ⁱ⁾ | Number | 625 | 516 | 568 | 949 | – | 540a.1 |
| Train accidents – FRA methodology ^(j) | Number | 134 | 117 | 118 | 166 | – | 540a.1 |
| Train accident rate – FRA methodology ^(k) | Per million train miles | 1.97 | 1.84 | 1.87 | 2.23 | – | 540a.1 |
| Transportation Safety Board of Canada (TSB) train accidents ^(l) | Number | 248 | 211 | 283 | 310 | – | 540a.1 |
| TSB train accident rate ^(m) | Per million train miles | 5.20 | 4.76 | 6.34 | 5.92 | – | 540a.1 |
| Grade crossing accidents | Number | 204 | 182 | 177 | 233 | – | 540a.1 |
| Grade crossing accident rate ⁽ⁿ⁾ | Per million train miles | 3.01 | 2.87 | 2.80 | 3.51 | – | 540a.1 |
| Trespassing accidents | Number | 62 | 61 | 61 | 65 | – | 540a.1 |
| Trespassing accident rate | Per million train miles | 0.92 | 0.96 | 0.96 | 0.98 | – | 540a.1 |
| Train vs. vehicle fatalities ^(o) | Number | 10 | 13 | 18 | 23 | – | 540a.1 |
| Train vs. vehicle injuries ^(p) | Number | 71 | 54 | 71 | 66 | – | 540a.1 |

| Data | Measurement | 2022 | 2021 | 2020 | 2019 | GRI | SASB |
|---|------------------|------|------|------|------|-------|--------|
| SAFETY | | | | | | | |
| Train-related accidents involving the release of hazardous materials ^(a) | Number | 3 | 1 | 4 | 3 | – | 540a.2 |
| Non-accident releases of hazardous materials ^(r) | Number | 39 | 45 | 48 | 57 | – | 540a.2 |
| SIGNIFICANT SPILLS | | | | | | | |
| Significant spill events ^(s) | Number of spills | 8 | 16 | 12 | 34 | 306–3 | – |
| FRA RECOMMENDATIONS^(c) | | | | | | | |
| Number of FRA recommended violation defects ^(t) | Number | 266 | 123 | 165 | 176 | – | 540a.3 |
| TRACK INSPECTIONS | | | | | | | |
| Frequency of internal railway integrity inspections ^(u) | Ratio | 1.78 | 1.77 | 1.74 | 1.77 | – | 540a.4 |

- (a) The joint union–management health and safety committees exist at the local level across the system.
- (b) The percentage of workforce represented in joint union–management H&S committees is based on the total number of employees.
- (c) Safety statistics are based on estimated data and continue to be restated as actuals settle.
- (d) Total recordable incident rate (TRIR) is a measure of recordable work–related injuries and illnesses. TRIR is calculated as total number of recordable cases multiplied by 200,000, divided by total employee hours worked during the reporting period. Recordable incidents include all safety–related events reported by employees. TRIR relates to CN rail operations only, excluding its wholly–owned subsidiaries.
- (e) The Federal Railroad Administration (FRA) Injury frequency rate reflects the frequency of personal injuries, multiplied by 200,000, divided by total employee hours. FRA personal injuries are limited to personal injuries that require employees to lose time away from work, modify their normal duties or obtain medical treatment beyond minor first aid. FRA personal injury employee hours are total hours worked, excluding vacation and sick time, by all employees, excluding contractors. In 2022, 88% of our reportable injuries represented: sprain or strain (32%), cut/laceration/abrasion (17%), painful body part (18%), fracture (14%) and bruise/contusion (9%). The remaining 22% is represented by over 11 different injury types. The 2021 ratio was restated to reflect the most up–to–date safety data.
- (f) Lost–time injury frequency rate (LTIFR) reflects an injury that results in calendar days away from work, as recommended by a physician. LTIFR is calculated as total number of injuries that result in an employee losing time away from work, multiplied by 200,000, divided by total employee–hours worked during the reporting period.
- (g) Fatality rate is a measure for work–related fatalities. The rate is calculated as total number of recordable cases multiplied by 200,000, divided by total employee hours worked during the reporting period. The fatality rate relates to CN rail operations only, excluding its wholly–owned subsidiaries.
- (h) Contract worker fatalities refer to incidents resulting in the death of an employee of a third–party service provider, while performing work on behalf of CN.
- (i) A train–related incident or accident refers to any event where rolling stock gets involved in either a derailment or a collision with another rolling stock. A derailment is an event where one or more wheels of rolling stock have come off the normal running surface of the rail. A collision is an event where two rolling stocks come into contact unintentionally. The 2021 number was restated to reflect the most up–to–date safety data.
- (j) FRA reportable train accidents refer to a subset of reported train–related incidents and include only those events involving damage exceeding a specific monetary value set by the FRA. The reporting threshold for 2019–2020 was US\$10,700 in damage, US\$11,200 in 2021 and US\$11,300 in 2022. The 2021 number was restated to reflect the most up–to–date safety data.

- (k) FRA train accident rate reflects the number of train accidents resulting in damage exceeding a specific monetary threshold (set by FRA), multiplied by 1,000,000, divided by total train miles travelled during the reporting period. The 2021 ratio has been restated to reflect the most up–to–date safety data.
- (l) The 2021 Transportation Safety Board of Canada (TSB) train accidents number was restated to reflect the most up–to–date safety data.
- (m) TSB train accident rate reflects the number of train accidents resulting in damage, multiplied by 1,000,000, divided by total train miles travelled during the reporting period. The 2021 ratio was restated to reflect the most up–to–date safety data.
- (n) Grade crossing accident rate refers to any impact between on–track railway equipment and a highway user at a highway–rail grade crossing. Highway–rail grade crossing means: (1) a location where a public highway, road, street or private roadway, including associated sidewalks, crosses one or more railway tracks at grade; or (2) a location where a pathway explicitly authorized by a public authority or a railway carrier (dedicated for the use of non–vehicular traffic, including pedestrians, bicyclists and others), not associated with a public highway, road, street or private roadway, crosses one or more railway tracks at grade. The 2021 ratio was restated to reflect the most up–to–date safety data.
- (o) Train vs. vehicle fatalities refers to incidents involving train and road vehicle collisions that result in a fatality.
- (p) Train vs. vehicle injuries refers to incidents involving train and vehicle collisions that result in an injury.
- (q) Train–related accidents involving the release of hazardous materials are defined as incidents involving the release of hazardous materials (U.S.) or dangerous goods (Canada) from a means of containment during transportation by train, that are required to be reported to regulatory or governmental agencies.
- (r) Non–accidental releases of hazardous materials refers to an unintentional release of hazardous materials (U.S.) or dangerous goods (Canada) from a means of containment during transportation. These events do not involve a train–related accident and can result from equipment failure or improperly secured materials.
- (s) Significant spill events includes all reported incidents involving CN employees or contractors, which result in the unintentional release of hazardous materials (U.S.) or dangerous goods (Canada) or materials which may adversely impact the environment. Spills include events involving an accidental release, spill or leak, from a derailment or yard/mainline incident, or result from the failure of means of containment. Reported values are limited to significant releases where a material has been released in excess of local regulatory reporting thresholds.
- (t) Number of Recommended Violation Defects resulting from the U.S. Federal Railroad Administration (FRA) or state inspections or audits.
- (u) Frequency of internal railway integrity inspections is calculated as the number of weekly inspections multiplied by the miles of track on which they took place, divided by the total main track miles.

| Data | Measurement | 2022 | 2021 | 2020 | 2019 | GRI | SASB |
|--|---|----------------|---------|---------|---------|-------|-------|
| PEOPLE | | | | | | | |
| TOTAL EMPLOYEES | | | | | | | |
| Total number of full-time employees (end of year)^(a) | Total number | 23,971 | 22,604 | 24,381 | 25,975 | 2-7 | 000.E |
| CN employees | Total number | 22,204 | 20,899 | 22,264 | 23,553 | 2-7 | - |
| CN employees with fixed-term contract | Total number | 33 | 38 | 64 | 40 | 2-7 | - |
| CN wholly owned subsidiary employees | Total number | 1,734 | 1,667 | 2,053 | 2,382 | 2-7 | - |
| Total number of part-time employees^(b) | Total number | 0 | 0 | 0 | 0 | 2-7 | - |
| EMPLOYEES BY REGION AND GENDER^(c) | | | | | | | |
| Canada | Total number | 15,883 | 14,851 | 15,921 | 16,713 | 2-7 | - |
| U.S. | Total number | 6,321 | 6,048 | 6,343 | 6,840 | 2-7 | - |
| Women | Total number | 1,828 | 1,710 | 1,891 | 1,990 | 2-7 | - |
| Men | Total number | 20,376 | 19,189 | 20,373 | 21,563 | 2-7 | - |
| EMPLOYEES BY CONTRACT^(b) | | | | | | | |
| Permanent contract | Total number | 22,204 | 20,899 | 22,264 | 23,553 | 2-7 | - |
| Women | Total number | 1,828 | 1,710 | 1,891 | 1,990 | 2-7 | - |
| Men | Total number | 20,376 | 19,189 | 20,373 | 21,563 | 2-7 | - |
| Fixed-term contract | Total number | 33 | 38 | 64 | 40 | 2-7 | - |
| Women | Total number | 16 | 24 | 28 | 20 | 2-7 | - |
| Men | Total number | 17 | 14 | 36 | 20 | 2-7 | - |
| COLLECTIVE BARGAINING AGREEMENTS^(c) | | | | | | | |
| % of CN employees covered by collective bargaining agreements | % of total employees | 81% | 80% | 79% | 80% | 2-30 | - |
| NEW EMPLOYEE HIRES^(c) | | | | | | | |
| Application pool (via CN website) | Total number | 183,715 | 136,481 | 108,381 | 142,764 | - | - |
| Total new employee hires | Total number | 3,031 | 2,071 | 988 | 2,605 | 401-1 | - |
| New employee hire rate | % of total employees | 14% | 10% | 4% | 10% | 401-1 | - |
| Internal hires^(d) | % of open positions filled by internal candidates | 25% | 34% | 50% | 30% | 401-1 | - |
| Age group | | | | | | | |
| New employee hires below 30 years old | Total number of new employee hires | 1,531 | 1,039 | 423 | 1,279 | 401-1 | - |
| % of new employee hires below 30 years old | % of total new employee hires | 51% | 50% | 43% | 49% | 401-1 | - |
| New employee hires 30-50 years old | Total number of new employee hires | 1,372 | 947 | 490 | 1,208 | 401-1 | - |
| % of new employee hires 30-50 years old | % of total new employee hires | 45% | 46% | 50% | 46% | 401-1 | - |
| New employee hires above 50 years old | Total number of new employee hires | 128 | 85 | 75 | 118 | 401-1 | - |
| % of new employee hires above 50 years old | % of total new employee hires | 4% | 4% | 7% | 5% | 401-1 | - |

| Data | Measurement | 2022 | 2021 | 2020 | 2019 | GRI | SASB |
|---|------------------------------------|-------|-------|-------|-------|-------|------|
| PEOPLE | | | | | | | |
| Gender | | | | | | | |
| Women | Total number of new employee hires | 311 | 238 | 174 | 237 | 401-1 | - |
| % of new employee hires – women | % of total new employee hires | 10% | 11% | 18% | 9% | 401-1 | - |
| Men | Total number of new employee hires | 2,720 | 1,833 | 814 | 2,368 | 401-1 | - |
| % of new employee hires – men | % of total new employee hires | 90% | 89% | 82% | 91% | 401-1 | - |
| Region | | | | | | | |
| Canada | Total number of new employee hires | 2,355 | 1,799 | 865 | 2,060 | 401-1 | - |
| % of new employee hires in Canada | % of total new employee hires | 78% | 87% | 88% | 79% | 401-1 | - |
| U.S. | Total number of new employee hires | 676 | 272 | 123 | 545 | 401-1 | - |
| % of new employee hires in the U.S. | % of total new employee hires | 22% | 13% | 12% | 21% | 401-1 | - |
| EMPLOYEE TURNOVER^{(c)(e)} | | | | | | | |
| Total employee turnover number | Total number | 2,669 | 2,942 | 2,168 | 2,513 | 401-1 | - |
| % of total employee turnover rate | % of total employees | 12.0% | 14.1% | 9.7% | 10.7% | 401-1 | - |
| Total voluntary employee turnover number | Total number | 1,509 | 1,415 | 982 | 867 | 401-1 | - |
| % of total voluntary employee turnover rate | % of total employees | 6.8% | 6.8% | 4.4% | 3.7% | 401-1 | - |
| Age group | | | | | | | |
| Employee turnover below 30 years old | Total number | 717 | 680 | 453 | 586 | 401-1 | - |
| % of employee turnover below 30 years old | % of total employees | 3.2% | 3.3% | 2.0% | 2.5% | 401-1 | - |
| Employee turnover 30–50 years old | Total number | 1,309 | 1,409 | 971 | 1,097 | 401-1 | - |
| % of employee turnover 30–50 years old | % of total employees | 5.9% | 6.7% | 4.4% | 4.7% | 401-1 | - |
| Employee turnover above 50 years old | Total number | 643 | 853 | 744 | 830 | 401-1 | - |
| % of employee turnover above 50 years old | % of total employees | 2.9% | 4.1% | 3.3% | 3.5% | 401-1 | - |
| Gender | | | | | | | |
| Employee turnover – women | Total number | 319 | 346 | 257 | 306 | 401-1 | - |
| % of employee turnover – women | % of total employees | 1.4% | 1.7% | 1.2% | 1.3% | 401-1 | - |
| Employee turnover – men | Total number | 2,350 | 2,596 | 1,911 | 2,207 | 401-1 | - |
| % of employee turnover – men | % of total employees | 10.6% | 12.4% | 8.6% | 9.4% | 401-1 | - |
| Region | | | | | | | |
| Employee turnover – Canada | Total number | 2,097 | 2,262 | 1,605 | 1,832 | 401-1 | - |
| % of employee turnover in Canada | % of total employees | 9.4% | 10.8% | 7.2% | 7.8% | 401-1 | - |
| Employee turnover – U.S. | Total number | 572 | 680 | 563 | 681 | 401-1 | - |
| % of employee turnover in the U.S. | % of total employees | 2.6% | 3.3% | 2.5% | 2.9% | 401-1 | - |

| Data | Measurement | 2022 | 2021 | 2020 | 2019 | GRI | SASB |
|--|--|---------|---------|---------|-----------|-------|------|
| PEOPLE | | | | | | | |
| ABSENTEEISM RATES^{(e)(f)} | | | | | | | |
| Women | % of absentee hours on actual hours of service | 3.06% | 2.56% | 2.02% | 2.93% | - | - |
| Men | % of absentee hours on actual hours of service | 2.85% | 2.38% | 1.66% | 2.08% | - | - |
| Canada | % of absentee hours on actual hours of service | 3.61% | 2.96% | 2.06% | 2.50% | - | - |
| U.S. | % of absentee hours on actual hours of service | 1.18% | 1.12% | 0.85% | 1.34% | - | - |
| TRAINING AND EDUCATION^(c) | | | | | | | |
| Total hours of training | Total number of hours | 890,037 | 912,300 | 554,608 | 1,098,282 | - | - |
| Average training hours | | | | | | | |
| Employee | Average hours | 36 | 40 | 23 | 46 | 404-1 | - |
| Women | Average hours | 23 | 23 | 16 | 29 | 404-1 | - |
| Men | Average hours | 37 | 42 | 24 | 47 | 404-1 | - |
| Management | Average hours | 16 | 17 | 12 | 23 | 404-1 | - |
| Unionized | Average hours | 41 | 47 | 27 | 52 | 404-1 | - |
| REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEW | | | | | | | |
| % of total management receiving reviews | % of management | 100% | 100% | 100% | 100% | 404-3 | - |
| EMPLOYEE ENGAGEMENT^(g) | | | | | | | |
| Management employees engagement | % of actively engaged management employees | 66% | 52% | 68% | 76% | - | - |
| Data coverage | % of total management employees | 94% | 88% | 86% | 84% | - | - |
| Non-management employees engagement | % of actively engaged non-management employees | 49% | 46% | 48% | 59% | - | - |
| Data coverage | % of total non-management employees | 49% | 43% | 38% | 25% | - | - |
| Overall employee engagement | % of actively engaged employees | 56% | 49% | 57% | 68% | - | - |
| Data coverage | % of total employees | 58% | 52% | 49% | 38% | - | - |
| DIVERSITY AND EQUAL OPPORTUNITY^(c) | | | | | | | |
| Women | % of total employees | 8% | 8% | 8% | 8% | 405-1 | - |
| Women in revenue-generating functions ^(h) | % in management positions | 32% | 33% | 35% | 34% | - | - |
| Women in STEM positions ⁽ⁱ⁾ | % women in STEM positions | 21% | 21% | 20% | N/A | - | - |
| Ethnicity in the U.S.^(j) | | | | | | | |
| Caucasian | % of total employees | 77.6% | 78.9% | 79.6% | N/A | 405-1 | - |
| Black/African American | % of total employees | 14.5% | 13.7% | 13.8% | N/A | 405-1 | - |
| Hispanic/Latino | % of total employees | 5.0% | 4.7% | 4.4% | N/A | 405-1 | - |
| Asian | % of total employees | 0.6% | 0.6% | 0.7% | N/A | 405-1 | - |
| American Indian/Alaskan Native | % of total employees | 0.8% | 0.7% | 0.6% | N/A | 405-1 | - |
| Native Hawaiian/Pacific Islander | % of total employees | 0.1% | 0.1% | 0.1% | N/A | 405-1 | - |
| Two or more ethnicities | % of total employees | 1.2% | 1.1% | 0.5% | N/A | 405-1 | - |
| Do not wish to identify | % of total employees | 0.2% | 0.2% | 0.3% | N/A | 405-1 | - |

| Data | Measurement | 2022 | 2021 | 2020 | 2019 | GRI | SASB |
|--|-------------------------------------|-------|-------|-------|-------|-------|------|
| PEOPLE | | | | | | | |
| Diversity in Canada | | | | | | | |
| Women | % of total employees | 9.6% | 9.6% | 9.9% | 9.8% | 405-1 | - |
| Indigenous Peoples ^(k) | % of total employees | 5.6% | 5.6% | 4.7% | 4.7% | 405-1 | - |
| Persons with disabilities ^(l) | % of total employees | 4.6% | 5.0% | 1.7% | 1.7% | 405-1 | - |
| Visible minorities ^(m) | % of total employees | 15.6% | 14.7% | 12.7% | 12.0% | 405-1 | - |
| Diversity in the U.S. | | | | | | | |
| Women | % of total employees | 4.8% | 4.8% | 5.0% | 5.4% | 405-1 | - |
| Persons with disabilities ^(l) | % of total employees | 2.2% | 2.2% | 0.4% | 0.4% | 405-1 | - |
| Visible minorities ^(m) | % of total employees | 22.3% | 21.0% | 20.1% | 19.8% | 405-1 | - |
| Age group | | | | | | | |
| % over 50 years old | % of total employees | 22% | 23% | 23% | 20% | 405-1 | - |
| % 30-50 years old | % of total employees | 61% | 61% | 60% | 61% | 405-1 | - |
| % below 30 years old | % of total employees | 17% | 16% | 17% | 19% | 405-1 | - |
| Governance bodies | | | | | | | |
| Board of Directors | Total number | 11 | 11 | 14 | 13 | 405-1 | - |
| % of women | % of total Board | 55% | 45% | 43% | 38% | 405-1 | - |
| % over 50 years old | % of total Board | 100% | 100% | 93% | 92% | 405-1 | - |
| Employee categories | | | | | | | |
| C-suite | Total number of C-suite | 9 | 8 | 7 | 6 | 405-1 | - |
| % of women | % of C-suite | 33% | 38% | 29% | 33% | 405-1 | - |
| Executive committee ⁽ⁿ⁾ | Total number of executive committee | 30 | 35 | 33 | 30 | 405-1 | - |
| % of women | % of executive committee | 27% | 17% | 18% | 20% | 405-1 | - |
| Senior management | Total number of senior management | 171 | 173 | 189 | 193 | 405-1 | - |
| % of women | % of senior management | 23% | 22% | 21% | 19% | 405-1 | - |
| % over 50 years old | % of senior management | 52% | 51% | 50% | 48% | 405-1 | - |
| % 30-50 years old | % of senior management | 47% | 49% | 50% | 52% | 405-1 | - |
| Management | Total number of management | 4,072 | 3,939 | 4,411 | 4,456 | 405-1 | - |
| % of women | % of management | 23% | 23% | 23% | 23% | 405-1 | - |
| % over 50 years old | % of management | 26% | 26% | 27% | 23% | 405-1 | - |
| % 30-50 years old | % of management | 66% | 66% | 65% | 68% | 405-1 | - |
| % below 30 years old | % of management | 8% | 8% | 9% | 10% | 405-1 | - |
| Junior management ^(o) | Total number of junior management | 2,761 | 2,715 | 3,200 | 3,277 | 405-1 | - |
| % of women | % of junior management | 22% | 22% | 22% | 22% | 405-1 | - |

| Data | Measurement | 2022 | 2021 | 2020 | 2019 | GRI | SASB |
|---|--------------------------------|--------|--------|--------|--------|-------|------|
| PEOPLE | | | | | | | |
| Non-management | Total number of non-management | 17,962 | 16,788 | 17,664 | 18,916 | 405-1 | - |
| % of women | % of non-management | 5% | 5% | 5% | 5% | 405-1 | - |
| % over 50 years old | % of non-management | 20% | 22% | 21% | 19% | 405-1 | - |
| % 30-50 years old | % of non-management | 61% | 60% | 60% | 59% | 405-1 | - |
| % below 30 years old | % of non-management | 19% | 18% | 19% | 22% | 405-1 | - |
| EQUAL REMUNERATION FOR WOMEN AND MEN ^{(c)(p)} | | | | | | | |
| Senior management | Ratio of women to men | 1.1 | 1.0 | 1.1 | 1.0 | 405-2 | - |
| Management | Ratio of women to men | 1.0 | 1.0 | 1.0 | 1.0 | 405-2 | - |
| Non-management | Ratio of women to men | 1.0 | 1.0 | 1.0 | 0.9 | 405-2 | - |

- (a) The total number of employees (year-end) for each year is from the CN Annual Report of the equivalent year.
- (b) As defined by national laws.
- (c) The breakdown of employee data covers CN employees only. The breakdown of employee data is not available for employees with fixed-term contracts or for CN wholly owned subsidiaries, unless provided.
- (d) Internal hires is defined as an existing employee moving to a new position, including all promotions and lateral moves within the Company during the reporting year.
- (e) Employee turnover is the number of employees who leave the organization voluntarily or due to dismissal, retirement, or death in service.
- (f) The absenteeism rate is the number of casual actual absentee hours of our unionized employees expressed as a percentage of the actual number of hours an employee was available to work during a given year (hours of service). Hours of service are reduced for any prolonged absences, lost time days, etc. The absenteeism rate does not include any known prolonged absences (i.e. sick leave, extended injury leaves) or absences related to holidays, study, maternity or paternity leave, and compassionate leave.
- (g) Management and non-management employee engagement reported refers to CN employees only, whereas the overall score includes results from CN and its wholly-owned subsidiaries. The data coverage refers to the percentage of employees who participated in the employee engagement survey out of the total number of employees.
- (h) Women in management positions in revenue-generating functions as a % of all such managers.
- (i) Women in Science, Technology, Engineering or Mathematics (STEM) positions includes women in management and non-management positions in Information Services, Innovation and Business Transformation, Finance and Risk and Operations Systems teams that have roles that required a background and/or education in STEM as a percentage of all such positions.

- (j) The ethnicity percentages are calculated based on the total employees in the U.S.
- (k) Indigenous Peoples is defined as all First Nations, Inuit and Métis. These metrics are not tracked in the U.S.
- (l) Persons with disabilities define individuals who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who (a) consider themselves to be disadvantaged in employment by reason of that impairment, or (b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment, and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.
- (m) Visible minorities define persons, other than Indigenous Peoples, who are non-Caucasian in race or non-white in colour. Categories in the visible minorities variable include South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean, Japanese, visible minorities not included elsewhere, multiple visible minorities and not a visible minority.
- (n) The executive committee refers to positions with a reporting line two levels away from the CEO.
- (o) Junior management refers to positions as first-line managers and junior managers.
- (p) The ratio is based on basic salary in North America. Significant location represents our operations in Canada and the U.S.

| Data | Measurement | 2022 | 2021 | 2020 | 2019 | GRI | SASB |
|---|-------------|---------------|--------|--------|--------|----------------|------|
| COMMUNITY AND ECONOMY | | | | | | | |
| ECONOMIC PERFORMANCE | | | | | | | |
| Direct economic value generated (revenues) | \$ million | 17,107 | 14,477 | 13,819 | 14,917 | 201-1 | - |
| Economic value distributed | \$ million | 14,101 | 11,872 | 11,580 | 12,211 | 201-1 | - |
| Operating costs | \$ million | 10,267 | 8,861 | 9,042 | 9,324 | 201-1 | - |
| Labor and fringe benefits | \$ million | 2,935 | 2,879 | 2,723 | 2,922 | 201-1 | - |
| Purchased services, materials and fuel | \$ million | 4,709 | 3,595 | 3,304 | 3,904 | 201-1 | - |
| Other ^(a) | \$ million | 2,623 | 2,387 | 3,015 | 2,498 | 201-1 | - |
| Payments to providers of capital ^(b) | \$ million | 2,546 | 2,252 | 2,185 | 2,065 | 201-1 | - |
| Payments to governments | \$ million | 1,288 | 759 | 353 | 822 | 201-1 | - |
| Payments to Canadian tax authorities | \$ million | 855 | 598 | 510 | 794 | 201-1 | - |
| Payments to U.S. tax authorities | \$ million | 434 | 162 | (157) | 28 | 201-1 | - |
| Community investment ^(c) | \$ million | 15 | 15 | 12 | 14 | 201-1 | - |
| Economic value retained | \$ million | 3,006 | 2,605 | 2,239 | 2,706 | 201-1 | - |
| Cost of employee volunteering during paid work hours^(d) | \$ million | 0.02 | 0.28 | 0.20 | 0.27 | - | - |
| Cost of management overheads for community investment programs^(e) | \$ million | 0.34 | 0.46 | 0.56 | 0.84 | - | - |
| Critical suppliers^(f) | Number | 50 | 46 | 76 | 59 | - | - |
| Critical suppliers screened on environmental, social and governance issues^(g) | % | 86% | 39% | 24% | 39% | 308-1 414-1 | - |
| Spend on local suppliers – Canada | \$ million | 3,912 | 3,070 | 2,993 | 3,509 | 204-1 | - |
| Spend on local suppliers – U.S. | \$ million | 1,918 | 1,683 | 1,723 | 2,310 | 204-1 | - |
| Diverse suppliers^(h) | Number | 138 | 144 | 139 | 142 | - | - |
| Diverse suppliers spend | \$ million | 102 | 116 | 104 | 95 | - | - |
| Indigenous suppliers⁽ⁱ⁾ | Number | 17 | 20 | 15 | 16 | - | - |
| Indigenous suppliers spend | \$ million | 28 | 39 | 34 | 28 | - | - |

(a) Other expenses include depreciation and amortization, equipment rents, and casualty and other.

(b) Payments to providers of capital includes dividends paid to shareholders and interest paid.

(c) Community investment includes sponsorships, donations, business associations partnerships and activation fees, as well as contributions through CN's Community Boards and the CN Railroaders in the Community program. Community investments are included in other expenses.

(d) The calculated cost includes employee volunteer time during paid working hours for the following programs: Employee and Family Assistance Program and CN Wellness Champion. In 2022, the cost decreased due to several initiatives which were put on hold as a result of employee turnover.

(e) The calculated cost of management overheads for community investment programs includes salaries.

(f) Critical supplier is defined as critical component supplier, non-substitutable supplier, single or sole source supplier, or supplier with greater than \$25M of spending per year.

(g) The percentage represents the number of our critical suppliers that have been screened on environmental, social and governance issues through supplier audits, on-site safety performance assessments or sustainability assessments. It includes new suppliers that fall into the critical supplier category. The 2021 percentage was restated to include on-site safety performance and sustainability assessments completed, in addition to supplier audits.

(h) Diverse suppliers are defined as businesses that are at least 51% owned, operated and controlled by an individual or group that identified as women, Indigenous Peoples, persons with disabilities, visible minorities, LGBTQI+ or veterans.

(i) Indigenous suppliers are defined as businesses that are at least 51% owned, operated and controlled by an individual or group that identified as Indigenous (First Nations, Inuit, or Métis).

GRI Index

The following Global Reporting Initiative Index was developed in accordance with the GRI Standards. The Index provides references to relevant information presented in the 2020 Sustainability Report, as well as other corporate disclosures such as the Annual Report to Shareholders and other regulatory or voluntary reports. CN has reported in accordance with the GRI Standards for the period January 1, 2022 – December 31, 2022. No applicable GRI sector standards have been applied.

| GRI Disclosure | Response / Location, Page and URL | Omissions / Explanation |
|--|---|-------------------------|
| UNIVERSAL STANDARDS | | |
| GRI 1: FOUNDATION 2021 | | |
| GRI 2: GENERAL DISCLOSURES | | |
| ORGANIZATIONAL PROFILE | | |
| 2-1 Organizational details | 2022 Annual Information Form , p. 1–25 | |
| 2-2 Entities included in the organization’s sustainability reporting | 2022 Data Supplement / GRI and SASB Index , p. 4; 2022 Annual Information Form , p. 2 | |
| 2-3 Reporting period, frequency and contact point | 2022 Data Supplement / GRI and SASB Index , p. 1, 22 | |
| 2-4 Restatements of information | There are no material restatements within the report. | |
| 2-5 External assurance | 2022 Data Supplement / GRI and SASB Index , p. 1; CN Website , GHG Emissions Assurance Statement | |
| 2-6 Activities, value chain and other business relationships | 2022 Data Supplement / GRI and SASB Index , p. 4; 2022 Investor Fact Book Update , p. 4–5, 10–25; 2022 Annual Information Form , General Development of the Business, p. 2–15 | |
| 2-7 Employees | 2022 Data Supplement / GRI and SASB Index , p. 10 | |
| 2-8 Workers who are not employees | 2022 Data Supplement / GRI and SASB Index , p. 10 | |
| GOVERNANCE | | |
| 2-9 Governance structure and composition | 2023 Management Information Circular , p. 30–31 | |
| 2-10 Nomination and selection of the highest governance body | 2023 Management Information Circular , p. 34–38 | |
| 2-11 Chair of the highest governance body | 2023 Management Information Circular , p. 30 | |
| 2-12 Role of the highest governance body in overseeing the management of impacts | 2023 Management Information Circular , p. 30–32 | |
| 2-13 Delegation of responsibility for managing impacts | 2023 Management Information Circular , p. 31–32; 2021 TCFD Report , p. 3–6 | |
| 2-14 Role of the highest governance body in sustainability reporting | 2023 Management Information Circular , p. 30–31 | |
| 2-15 Conflicts of interest | 2023 Management Information Circular , Common Directorships, p. 37–38 | |
| 2-16 Communication of critical concerns | 2020 Sustainability Report , p. 58, 65; CN Code of Conduct , p. 79–83 | |
| 2-17 Collective knowledge of the highest governance body | 2023 Management Information Circular , Continuing Education, p. 39 | |
| 2-18 Evaluation of the performance of the highest governance body | 2023 Management Information Circular , Board Performance Assessment Process, p. 38 | |
| 2-19 Remuneration policies | 2023 Management Information Circular , Board of Directors Compensation, p. 24–27 and Statement of Executive Compensation, p. 45–47; 2020 Sustainability Report , p. 64 | |
| 2-20 Process to determine remuneration | 2023 Management Information Circular , Board of Directors Compensation, p. 24–27 and Statement of Executive Compensation, p. 45–47 | |

| GRI Disclosure | Response / Location, Page and URL | Omissions / Explanation |
|--|---|---|
| 2-21 Annual total compensation ratio | 2023 Management Information Circular , p.50, 67; 2022 Annual Report , p. 32 | <p>Requirements Omitted: We currently do not report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees. However, a vertical pay ratio analysis is conducted and presented to the Human Resources and Compensation Committee of the Board, for the purpose of its review of compensation recommendations. The vertical pay ratio analysis consists of comparing the total direct compensation of each Named Executive Officers (CEO, CFO and the other top three highest paid individuals) to the median annual total direct compensation for all CN employees. This analysis provides additional context when the Human Resources and Compensation Committee reviews the compensation programs of the Company.</p> <p>Reason: Information unavailable / incomplete</p> <p>Explanation: Currently, CN only reports the annual total compensation for the organization's highest-paid individual and the labor and fringe benefits expense.</p> |
| STRATEGY, POLICIES AND PRACTICES | | |
| 2-22 Statement on sustainable development strategy | 2022 Data Supplement / GRI and SASB Index , p. 2-3; 2020 Sustainability Report , p. 11-12 | |
| 2-23 Policy commitments | 2020 Sustainability Report , p. 65-66 | |
| 2-24 Embedding policy commitments | 2020 Sustainability Report , p. 55, 65-66; 2023 Management Information Circular , p. 29, 82 | |
| 2-25 Processes to remediate negative impacts | 2020 Sustainability Report , Reporting Concerns, p. 65 | |
| 2-26 Mechanisms for seeking advice and raising concerns | 2020 Sustainability Report , p. 65-66; 2023 Management Information Circular , p. 29 | |
| 2-27 Compliance with laws and regulations | 2022 Data Supplement / GRI and SASB Index , p. 7; 2022 Annual Report , p. 56, 58, 60-64, 67 | |
| 2-28 Membership associations | 2020 Sustainability Report , Awards and Recognitions, p. 2; 2022 CDP Response , p. 67-68 | |
| STAKEHOLDER ENGAGEMENT | | |
| 2-29 Approach to stakeholder engagement | 2020 Sustainability Report , p. 56, 72 | |
| 2-30 Collective bargaining agreements | 2022 Data Supplement / GRI and SASB Index , p. 10 | |
| GRI 3: MATERIAL TOPICS 2021 | | |
| 3-1 Process to determine material topics | 2022 Data Supplement / GRI and SASB Index , p. 2 | |
| 3-2 List of material topics | 2022 Data Supplement / GRI and SASB Index , p. 2 | |

| GRI Disclosure | Response / Location, Page and URL | Omissions / Explanation |
|--|--|-------------------------|
| TOPIC-SPECIFIC STANDARDS | | |
| GRI 200: ECONOMIC | | |
| GRI 201: ECONOMIC STANDARD SERIES 2016 | | |
| 3-3 Management approach | 2020 Sustainability Report , p. 51, 53-54, 59 | |
| 201-1 Direct economic value generated and distributed | 2022 Data Supplement / GRI and SASB Index , p. 15 | |
| 201-2 Financial implications and other risks and opportunities due to climate change | 2022 CDP Response , Risks and Opportunities, p. 10-23 | |
| 201-3 Defined benefit plan obligations and other retirement plans | 2022 Annual Report , Pensions and Other Postretirement Benefits, p. 99-107 | |
| 201-4 Financial assistance received from government | 2022 Annual Report , p. 33, 41, 47-48, 88-90; 2022 CDP Response , p.23, 30, 37 | |
| GRI 204: PROCUREMENT PRACTICES 2016 | | |
| 3-3 Management approach | 2020 Sustainability Report , p. 51, 53-55, 59, 65-66 | |
| 204-1 Proportion of spending on local suppliers | 2022 Data Supplement / GRI and SASB Index , p. 15 | |
| GRI 300: ENVIRONMENTAL | | |
| GRI 302: ENERGY 2016 | | |
| 3-3 Management approach | 2020 Sustainability Report , p. 15-29 | |
| 302-1 Energy consumption within the organization | 2022 Data Supplement / GRI and SASB Index , p. 5-6; 2022 CDP Response , p. 50-52 | |
| 302-2 Energy consumption outside of the organization | 2022 Data Supplement / GRI and SASB Index , p. 5-6 | |
| 302-3 Energy intensity | 2022 Data Supplement / GRI and SASB Index , p. 5-6; 2022 CDP Response , p. 50-52 | |
| 302-4 Reduction of energy consumption | 2022 Data Supplement / GRI and SASB Index , p. 5-6; 2022 CDP Response , p. 32-38 | |
| GRI 305: EMISSIONS 2016 | | |
| 3-3 Management approach | 2020 Sustainability Report , p. 15-21 | |
| 305-1 Direct (Scope 1) GHG emissions | 2022 Data Supplement / GRI and SASB Index , p. 5 | |
| 305-2 Energy indirect (Scope 2) GHG emissions | 2022 Data Supplement / GRI and SASB Index , p. 5 | |
| 305-3 Other indirect (Scope 3) GHG emissions | 2022 Data Supplement / GRI and SASB Index , p. 5 | |
| 305-4 GHG emission intensity | 2022 Data Supplement / GRI and SASB Index , p. 5 | |
| 305-5 Reduction of GHG emissions | 2022 Data Supplement / GRI and SASB Index , p. 5 | |
| 305-7 Nitrous oxides (NO _x), sulphur oxides (SO _x) and other significant air emissions | 2022 Data Supplement / GRI and SASB Index , p. 5 | |
| GRI 306: WASTE 2020 | | |
| 3-3 Management approach | 2020 Sustainability Report , p. 15, 28-30 | |
| 306-1 Waste generation and significant waste-related impacts | 2020 Sustainability Report , p. 15, 28-30 | |
| 306-2 Management of significant waste-related impacts | 2020 Sustainability Report , p. 15, 28-30 | |
| 306-3 Waste generated | 2022 Data Supplement / GRI and SASB Index , p. 6 | |
| 306-4 Waste diverted from disposal | 2022 Data Supplement / GRI and SASB Index , p. 6 | |
| 306-5 Waste directed to disposal | 2022 Data Supplement / GRI and SASB Index , p. 6 | |
| GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016 | | |
| 3-3 Management approach | 2020 Sustainability Report , p. 15, 28 | |
| 308-1 New suppliers screened using environmental criteria | 2022 Data Supplement / GRI and SASB Index , p. 15 | |
| 308-2 Negative environmental impacts in the supply chain and actions taken | 2020 Sustainability Report , p. 23, 27, 53, 55-56, 65 | |

| GRI Disclosure | Response / Location, Page and URL | Omissions / Explanation |
|--|--|---|
| GRI 400: SOCIAL | | |
| GRI 401: EMPLOYMENT 2016 | | |
| 3-3 Management approach | 2020 Sustainability Report , p. 43 | |
| 401-1 New employee hires and employee turnover | 2022 Data Supplement / GRI and SASB Index , p. 10-11 | |
| 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 2022 Annual Report , Stock-based compensation, p. 109-113; CN website , Working at CN | Requirements Omitted: Full extent of benefits provided to full-time employees, excluding part-time employees, by significant locations of operation. Reason: Information unavailable / incomplete Explanation: CN does not report the full extent of benefits provided to full-time employees but not to part-time employees as this information varies across our operations. |
| 401-3 Parental leave | CN website , Working at CN | Requirements Omitted: Total number of employees that were entitled to and that took parental leave, by gender, including return to work and retention rates of employees that took parental leave. Reason: Information unavailable / incomplete Explanation: We do not collect data on this indicator. |
| GRI 402: LABOR/MANAGEMENT RELATIONS 2016 | | |
| 3-3 Management approach | 2020 Sustainability Report , p. 43, 49 | |
| 402-1 Minimum notice periods regarding operational changes | In compliance with laws and regulations. | |
| GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018 | | |
| 103 Management approach | 2020 Sustainability Report , p. 33-38 | |
| 403-1 Occupational health and safety management system | 2020 Sustainability Report , p. 33-38 | |
| 403-2 Hazard identification, risk assessment, and incident investigation | 2020 Sustainability Report , p. 33-38 | |
| 403-3 Occupational health services | 2020 Sustainability Report , p. 33-38 | |
| 403-4 Worker participation, consultation, and communication on occupational health and safety | 2022 Data Supplement / GRI and SASB Index , p. 8; 2020 Sustainability Report , p. 33-38 | |
| 403-5 Worker training on occupational health and safety | 2020 Sustainability Report , p. 35-36 | |
| 403-6 Promotion of worker health | 2020 Sustainability Report , p. 49; CN website , Working at CN | |
| 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 2020 Sustainability Report , p. 33, 39-41 | |
| 403-8 Workers covered by an occupational health and safety management system | 2020 Sustainability Report , p. 33-38; Our Safety Management System (SMS) applies to all company employees and governs CN's relationship with contractors and other stakeholders while on CN property. | |
| 403-9 Work-related injuries | 2022 Data Supplement / GRI and SASB Index , p. 8 | |

| GRI Disclosure | Response / Location, Page and URL | Omissions / Explanation |
|---|--|--|
| 403-10 Work-related ill health | | <p>Requirements Omitted: For all employees and workers who are not employees but whose work and/or workplace is controlled by the organization: the number of fatalities as a result of work-related ill health, the number of cases of recordable work-related ill health and the main types of work-related ill health.</p> <p>Reason: Information unavailable / incomplete</p> <p>Explanation: We do not collect data on this indicator.</p> |
| GRI 404: TRAINING AND EDUCATION 2016 | | |
| 3-3 Management approach | 2020 Sustainability Report , p. 43-45 | |
| 404-1 Average hours of training per year per employee | 2022 Data Supplement / GRI and SASB Index , p. 12 | |
| 404-2 Programs for upgrading employee skills and transition assistance program | 2020 Sustainability Report , p. 43, 46-48 | |
| 404-3 Percentage of employees receiving regular performance and career development reviews | 2022 Data Supplement / GRI and SASB Index , p. 12 | |
| GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016 | | |
| 3-3 Management approach | 2020 Sustainability Report , p. 43, 46-48 | |
| 405-1 Diversity of governance bodies and employees | 2022 Data Supplement / GRI and SASB Index , p. 12-14 | |
| 405-2 Ratio of basic salary and remuneration of women to men | 2022 Data Supplement / GRI and SASB Index , p. 14 | |
| GRI 411: RIGHTS OF INDIGENOUS PEOPLE 2016 | | |
| 3-3 Management of material topics | 2020 Sustainability Report , p. 55-57; CN website , Indigenous Relations | |
| 411-1 Incidents of violations involving rights of Indigenous Peoples | CN did not identify any incidents of violations involving the rights of Indigenous Peoples in 2022. | |
| GRI 413: LOCAL COMMUNITIES 2016 | | |
| 3-3 Management approach | 2020 Sustainability Report , p. 31, 51-61 | |
| 413-1 Operations with local community engagement, impact assessments, and development programs | 2022 Data Supplement / GRI and SASB Index , p. 15; 2020 Sustainability Report , p. 31, 51-61 | |
| 413-2 Operations with significant actual and potential negative impacts on local communities | 2022 Data Supplement / GRI and SASB Index , p. 15; 2020 Sustainability Report , p. 31, 51-61 | |
| GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016 | | |
| 3-3 Management approach | 2020 Sustainability Report , p. 63-66 | |
| 414-1 New suppliers screened using social criteria | 2022 Data Supplement / GRI and SASB Index , p. 15 | |
| 414-2 Negative social impacts in the supply chain and actions taken | 2022 Data Supplement / GRI and SASB Index , p. 15 | |
| GRI 415: PUBLIC POLICY 2016 | | |
| 3-3 Management approach | 2022 CDP Response , p. 67-68; CN Website , Political Contributions and Activities | |
| 415-1 Political contributions | 2022 CDP Response , p. 67-68; CN Website , Political Contributions and Activities | |

SASB Index

The following Sustainability Accounting Standards Board (SASB) Index has been developed in accordance with the Rail Transportation Segment (TR-RA). The Index provides references to relevant information presented in the 2022 Data Supplement / GRI and SASB Index and other regulatory or voluntary reports.

| SASB Disclosure | Response / Location, Page and URL |
|--|---|
| DISCLOSURE TOPICS AND ACCOUNTING METRICS | |
| GREENHOUSE GAS EMISSIONS | |
| 110a.1 Gross global Scope 1 emissions | 2022 Data Supplement / GRI and SASB Index, p. 5 |
| 110a.2 Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets | 2020 Sustainability Report, p. 15–22; 2023 Management Information Circular, p. 42–44 |
| 110a.3 Total fuel consumed, percentage renewable | 2022 Data Supplement / GRI and SASB Index, p. 5–6; 2022 CDP Response, p. 51 |
| AIR QUALITY | |
| 120a.1 Air emissions of (1) NO _x (excluding N ₂ O) and (2) particulate matter (PM10) | 2022 Data Supplement / GRI and SASB Index, p. 6 |
| EMPLOYEE HEALTH AND SAFETY | |
| 320a.1 (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) | 2022 Data Supplement / GRI and SASB Index, p. 8; 2020 Sustainability Report, p. 33 |
| COMPETITIVE BEHAVIOUR | |
| 520a.1 Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations | CN was not subject to monetary losses as a result of legal proceedings associated with anticompetitive behaviour regulations in the years 2019 to 2022. |
| ACCIDENT AND SAFETY MANAGEMENT | |
| 540a.1 Number of accidents and incidents | 2022 Data Supplement / GRI and SASB Index, p. 8 |
| 540a.2 Number of (1) accident releases and (2) non-accident releases (NARs) | 2022 Data Supplement / GRI and SASB Index, p. 9 |
| 540a.3 Number of Federal Railroad Administration (FRA) Recommended Violation Defects | 2022 Data Supplement / GRI and SASB Index, p. 9 |
| 540a.4 Frequency of internal railway integrity inspections | 2022 Data Supplement / GRI and SASB Index, p. 9; 2020 Sustainability Report, p. 39–41 |
| ACTIVITY METRICS | |
| 000.A Number of carloads transported | 2022 Data Supplement / GRI and SASB Index, p. 4; 2022 Annual Report, p. 1 |
| 000.B Number of intermodal units transported | 2022 Data Supplement / GRI and SASB Index, p. 4; 2022 Annual Report, p. 1 |
| 000.C Track miles | 2022 Data Supplement / GRI and SASB Index, p. 4; 2022 Annual Report, p. 1 |
| 000.D Revenue ton miles (RTM) | 2022 Data Supplement / GRI and SASB Index, p. 4; 2022 Annual Report, p. 1 |
| 000.E Number of employees | 2022 Data Supplement / GRI and SASB Index, p. 4; 2022 Annual Report, p. 1 |



Contact

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Above: Beaumont, QC (Photo by CN Employee, Laurence Toutant-Nadeau)

Cover: Jasper, AB (Photo by CN Employee, Tim Stevens)

FORWARD-LOOKING STATEMENTS: Certain statements included in this report constitute "forward-looking statements" within the meaning of the *United States Private Securities Litigation Reform Act of 1995* and under Canadian securities laws, including statements based on management's assessment and assumptions and publicly available information with respect to CN. By their nature, forward-looking statements involve risks, uncertainties and assumptions. CN cautions that its assumptions may not materialize and that current economic conditions render such assumptions, although reasonable at the time they were made, subject to greater uncertainty. Forward-looking statements may be identified by the use of terminology such as "believes", "expects", "anticipates", "assumes", "outlook", "plans", "targets" or other similar words.

Forward-looking statements are not guarantees of future performance and involve risks, uncertainties and other factors which may cause actual results, performance or achievements of CN to be materially different from the outlook or any future results, performance or achievements implied by such statements. Accordingly, readers are advised not to place undue reliance on forward-looking statements. Important risk factors that could affect the forward-looking statements include, but are not limited to, general economic and business conditions, including factors impacting global supply chains such as pandemics and geopolitical conflicts and tensions; industry competition; inflation, currency and interest rate fluctuations; changes in fuel prices; legislative and/or regulatory developments; compliance with environmental laws and regulations; actions by regulators; increases in maintenance and operating costs; security threats; reliance on technology and related cybersecurity risk; trade restrictions or other changes to international trade arrangements; transportation of hazardous materials; various events which could disrupt operations, including illegal blockades of rail networks, and natural events such as severe weather, droughts, fires, floods and earthquakes; climate change; labor negotiations and disruptions; environmental claims; uncertainties of investigations, proceedings or other types of claims and litigation; risks and liabilities arising from derailments; timing and completion of capital programs; the availability of and cost competitiveness of renewable fuels and the development of new locomotive propulsion technology; and other risks detailed from time to time in reports filed by CN with securities regulators in Canada and the United States. Reference should also be made to Management's Discussion and Analysis (MD&A) in CN's annual and interim reports, Annual Information Form and Form 40-F, filed with Canadian and U.S. securities regulators and available on CN's website, for a description of major risk factors relating to CN.

Forward-looking statements reflect information as of the date on which they are made. CN assumes no obligation to update or revise forward-looking statements to reflect future events, changes in circumstances, or changes in beliefs, unless required by applicable securities laws. In the event CN does update any forward-looking statement, no inference should be made that CN will make additional updates with respect to that statement, related matters, or any other forward-looking statement.



Our Sustainability Commitment

Delivering Responsibly is at the heart of how CN is building for a sustainable future. It means moving our customers' goods safely and efficiently, in an environmentally responsible manner, attracting, developing and retaining diverse talent, helping build safer, stronger communities, while adhering to the highest governance standards. Five principles anchor our commitment:

ENVIRONMENT

Conduct our operations in a manner that seeks to minimize our environmental impact, while providing cleaner, more sustainable transportation services to our customers.

SAFETY

Be the safest railroad in North America by establishing an uncompromising safety culture and implementing systems designed to minimize risk and drive continuous improvement.

PEOPLE

Provide a safe, supportive and diverse work environment where our employees can grow to their full potential and be recognized for their contributions to our success.

COMMUNITY

Build safer, stronger communities by investing in community development, creating socio-economic benefits and ensuring open dialogue with all stakeholders, including Indigenous peoples.

GOVERNANCE

Continuously improve our culture of integrity and ethical business, building trust and confidence with all our stakeholders.



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