

A red CN freight train is the central focus of the image, moving from right to left. The lead locomotive is a bright red EMD SD70MAC, with the number '2982' displayed on its front. It is pulling a long train of multi-colored shipping containers (blue, red, yellow, and green) on a gravel track. The background features a scenic landscape with a blue lake in the foreground, green trees, and majestic mountains with patches of snow under a blue sky with scattered white clouds. The overall scene is bright and clear, suggesting a sunny day.

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 *Delivering Responsibly* Report on a biennial basis. In 2023, we published our ninth comprehensive sustainability report. Annually, we publish the following data supplement to disclose CN's key performance indicators and the progress made towards our environmental, social, and governance targets. All sustainability reporting can be accessed 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. All financial information reflected in this document is expressed in Canadian dollars and determined on the basis of United States generally accepted accounting principles (GAAP), unless otherwise noted.

Reporting Standards

This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards. The GRI is an independent institution that provides a standard framework for sustainability reporting across companies and industries that facilitates comparability. 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. An index of our conformance to the GRI standards and SASB's Rail Transportation

Sustainability Accounting Standard reporting requirements can be found at the end of this report.

We also provide information to CDP, S&P Global and other organizations that assess our sustainability performance. An index of our conformance to the Task Force on Climate-related Financial Disclosures' (TCFD) recommendations is now part of our CDP Response, which is submitted annually. These disclosures are also available on our website at www.cn.ca/delivering-responsibly

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 (GHG) emissions 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 GHG assertions. KPMG LLP has also served as the Company's independent financial auditors since 1992. The GHG verification 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 editions of our Sustainability Report, Data Supplement, CDP Response, and TCFD Index.

www.cn.ca/delivering-responsibly

OUR PRIORITIES

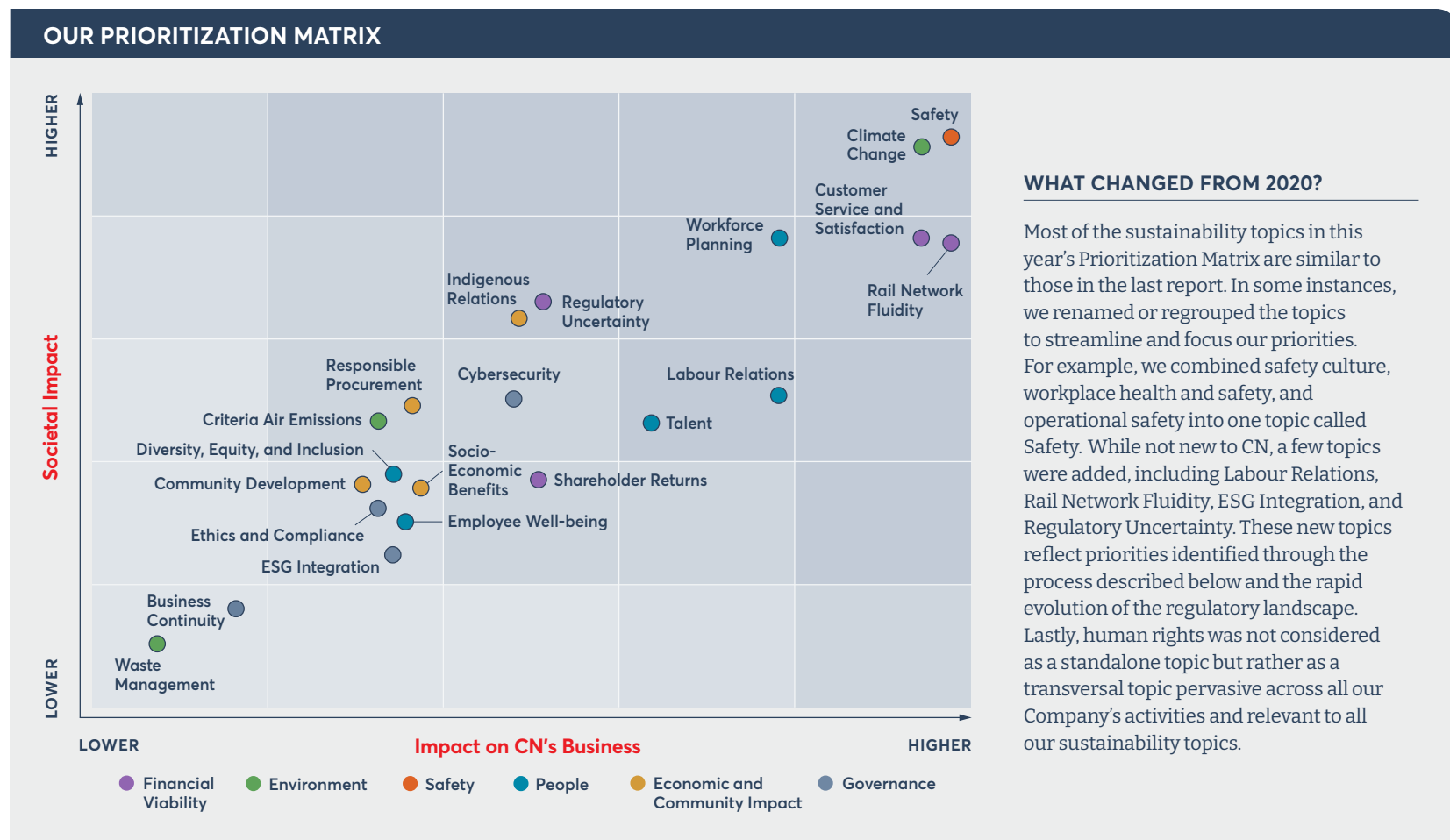
We apply the principles of materiality and stakeholder inclusiveness to prioritize the topics that matter most to our business and our stakeholders, which helps us to focus our strategic priorities, refine our reporting, and inform the evolution of our sustainability programs.

In 2022 and 2023, we conducted our most recent biennial materiality assessment to identify and prioritize our sustainability topics and applied the principles of double materiality from a business and social impact perspective. Our process leveraged the expertise of a third-party consultant through two key phases.

Determining Relevant Topics

We began by updating our previous list of topics through a review of our prior materiality assessments, our most recent Enterprise Risk Management (ERM) priorities, and sustainability-related information requested by third parties.

We then engaged internal and external stakeholders to get their perspectives and received input from 248 stakeholders through an electronic survey. The results helped us 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 of stakeholders considered their geographic location as well as their influence and interest in our business.



WHAT CHANGED FROM 2020?

Most of the sustainability topics in this year's Prioritization Matrix are similar to those in the last report. In some instances, we renamed or regrouped the topics to streamline and focus our priorities. For example, we combined safety culture, workplace health and safety, and operational safety into one topic called Safety. While not new to CN, a few topics were added, including Labour Relations, Rail Network Fluidity, ESG Integration, and Regulatory Uncertainty. These new topics reflect priorities identified through the process described below 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 all our Company's activities and relevant to all our sustainability topics.

Identifying, Assessing, and Prioritizing Significant Impacts

Applying the double-materiality principles, we identified actual and potential negative and positive impacts across our value chain. We assessed the significance of each impact in alignment with our ERM framework and considered the likelihood and severity of the impact on our business and on society, including the economy, environment, and people. The most important topics are plotted on

our prioritization matrix above and are covered in this report as well as in our most recent sustainability report available on our website at: www.cn.ca/delivering-responsibly

↓ For more information about our materiality process, outcomes and material topics: [2022 Sustainability Double-Materiality Process and Outcomes](#)

PROGRESS TOWARD OUR 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 (CACs) by 2022 based on 2017 levels 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 contaminants to 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, 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 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 the communities and customers we serve.
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 or achieved ● 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

2022 REVENUES BY COMMODITY GROUP

(% of total revenues)

- 29% Intermodal
- 19% Petroleum and chemicals
- 16% Grain and fertilizers
- 12% Forest products
- 11% Metals and minerals
- 5% Automotive
- 5% Coal
- 3% Other revenues

2022 REVENUES BY GEOGRAPHIC FLOW

(% of freight revenues)

- 34% Overseas
- 32% Transborder
- 18% Canadian domestic
- 16% U.S. domestic

300M

TONS OF CARGO MOVED

\$17.1B

REVENUES

\$2.8B

CAPITAL INVESTMENTS

~24,000

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)	Ratio	1.10	1.36	1.64	1.97	403–9	320a.1
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
Contract worker reportable injuries ^(f)	Number	26	24	N/A	N/A	403–9	320a.1
Lost-time injury frequency rate – FRA methodology ^(g)	Ratio	0.80	0.98	1.08	1.18	403–9	320a.1
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 ^(h)	Ratio	0.00	0.00	0.01	0.00	403–9	320a.1
Contract workers							
Contract worker fatalities ⁽ⁱ⁾	Number	0	0	0	0	403–9	320a.1
TRAIN ACCIDENTS^(c)							
Train-related incidents and accidents ^(j)	Number	625	516	568	949	–	540a.1
Train accidents – FRA methodology ^(k)	Number	134	117	118	166	–	540a.1
Train accident rate – FRA methodology ^(l)	Per million train miles	1.97	1.84	1.87	2.23	–	540a.1
Transportation Safety Board of Canada (TSB) train accidents ^(m)	Number	248	211	283	310	–	540a.1
TSB train accident rate ⁽ⁿ⁾	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 ^(o)	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 ^(p)	Number	10	13	18	23	–	540a.1
Train vs. vehicle injuries ^(q)	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 ^(s)	Number	39	45	48	57	–	540a.2
SIGNIFICANT SPILLS							
Significant spill events ^(t)	Number of spills	8	16	12	34	306–3	–
FRA RECOMMENDATIONS^(v)							
Number of FRA recommended violation defects ^(u)	Number	266	123	165	176	–	540a.3
TRACK INSPECTIONS							
Frequency of internal railway integrity inspections ^(v)	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) Contractor injuries reflect personal injuries submitted by an employee of a third–party service provider while performing work on behalf of CN to ISN, a firm specialized in contractor and supplier information management, and includes all personal injuries reported to ISN. CN does not attempt to further categorize the information provided to only include for example, injuries that meet the FRA methodology defined as personal injuries that require employees to lose time away from work, modify their normal duties or obtain medical treatment beyond minor first aid.
- (g) 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.
- (h) 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.
- (i) 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.
- (j) 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.
- (k) 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.

- (l) 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.
- (m) The 2021 Transportation Safety Board of Canada (TSB) train accidents number was restated to reflect the most up–to–date safety data.
- (n) 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.
- (o) 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.
- (p) Train vs. vehicle fatalities refers to incidents involving train and road vehicle collisions that result in a fatality.
- (q) Train vs. vehicle injuries refers to incidents involving train and vehicle collisions that result in an injury.
- (r) 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.
- (s) 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.
- (t) 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.
- (u) Number of Recommended Violation Defects resulting from the U.S. Federal Railroad Administration (FRA) or state inspections or audits.
- (v) 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 employees in the U.S.	77.6%	78.9%	79.6%	N/A	405-1	-
Black/African American	% of employees in the U.S.	14.5%	13.7%	13.8%	N/A	405-1	-
Hispanic/Latino	% of employees in the U.S.	5.0%	4.7%	4.4%	N/A	405-1	-
Asian	% of employees in the U.S.	0.6%	0.6%	0.7%	N/A	405-1	-
American Indian/Alaskan Native	% of employees in the U.S.	0.8%	0.7%	0.6%	N/A	405-1	-
Native Hawaiian/Pacific Islander	% of employees in the U.S.	0.1%	0.1%	0.1%	N/A	405-1	-
Two or more ethnicities	% of employees in the U.S.	1.2%	1.1%	0.5%	N/A	405-1	-
Do not wish to identify	% of employees in the U.S.	0.2%	0.2%	0.3%	N/A	405-1	-

Data	Measurement	2022	2021	2020	2019	GRI	SASB
PEOPLE							
Diversity in Canada							
Women	% of employees in Canada	9.6%	9.6%	9.9%	9.8%	405-1	-
Indigenous Peoples ^(k)	% of employees in Canada	5.6%	5.6%	4.7%	4.7%	405-1	-
Persons with disabilities ^(l)	% of employees in Canada	4.6%	5.0%	1.7%	1.7%	405-1	-
Visible minorities ^(m)	% of employees in Canada	15.6%	14.7%	12.7%	12.0%	405-1	-
Diversity in the U.S.							
Women	% of employees in the U.S.	4.8%	4.8%	5.0%	5.4%	405-1	-
Persons with disabilities ^(l)	% of employees in the U.S.	2.2%	2.2%	0.4%	0.4%	405-1	-
Visible minorities ^(m)	% of employees in the U.S.	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	-
Tier 1 suppliers^(h)	Number	7,791	N/A	N/A	N/A	-	-
Significant Tier 1 suppliers⁽ⁱ⁾	Number	620	N/A	N/A	N/A	-	-
Spend on local suppliers – Canada^(j)	\$ million	3,912	3,070	2,993	3,509	204-1	-
Spend on local suppliers – U.S.^(j)	\$ million	1,918	1,683	1,723	2,310	204-1	-
Diverse suppliers^(k)	Number	138	144	139	142	-	-
Diverse suppliers spend	\$ million	102	116	104	95	-	-
Indigenous suppliers^(l)	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) Tier 1 Supplier is defined as a direct supplier of CN and provides goods and services directly to CN.

(i) Significant Tier 1 Supplier is a Tier 1 supplier that has been identified as a critical supplier, a high spend supplier, a supplier deemed to have a substantial ESG impacts to our business, or a combination thereof.

(j) Local spend is defined as the addressable spend with suppliers that have invoice address within the regions where CN operates. Addressable spend means payments to suppliers for goods and services that have been processed by the Purchasing & Supply Management team. This excludes interline payments, marketing expenses, legal expenses, government remittances/taxes, payroll.

(k) 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.

(l) 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 2022 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; 2023 Investor Fact Book , p. 8–9, 32–103; 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; 2023 CDP Response , p. 6–13	
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	2022 Sustainability Report , p. 72–73; 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; 2022 Sustainability Report , p. 74	
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; 2022 Sustainability Report , p. 8	
2-23 Policy commitments	2022 Sustainability Report , p. 72-73	
2-24 Embedding policy commitments	2022 Sustainability Report , p. 60, 71-74; 2023 Management Information Circular , p. 29, 82	
2-25 Processes to remediate negative impacts	2022 Sustainability Report , Reporting Concerns, p. 73; 2023 Management Information Circular , p. 29	
2-26 Mechanisms for seeking advice and raising concerns	2022 Sustainability Report , p. 72-73; 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	2022 Sustainability Report , Awards and Recognitions, p. 1, 5, 54, 72; 2023 CDP Response , p. 73-75	
STAKEHOLDER ENGAGEMENT		
2-29 Approach to stakeholder engagement	2022 Sustainability Report , p. 63, 80	
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	2022 Sustainability Report , p. 57–67	
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	2023 CDP Response , Risks and Opportunities, p. 14–27	
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; 2023 CDP Response , p. 44	
GRI 204: PROCUREMENT PRACTICES 2016		
3-3 Management approach	2022 Sustainability Report , p. 58–60, 62, 72–73	
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	2022 Sustainability Report , p. 28–45	
302-1 Energy consumption within the organization	2022 Data Supplement / GRI and SASB Index , p. 5–6; 2023 CDP Response , p. 57–59	
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; 2023 CDP Response , p. 57–59	
302-4 Reduction of energy consumption	2022 Data Supplement / GRI and SASB Index , p. 5–6; 2023 CDP Response , p. 57–59	
GRI 305: EMISSIONS 2016		
3-3 Management approach	2022 Sustainability Report , p. 29–39	
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	2022 Sustainability Report , p. 29, 40–42	
306-1 Waste generation and significant waste-related impacts	2022 Sustainability Report , p. 29, 40–42	
306-2 Management of significant waste-related impacts	2022 Sustainability Report , p. 29, 40–42	
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	2022 Sustainability Report , p. 60, 62–63, 72–73	
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	2022 Sustainability Report , p. 36, 39, 58–63, 72–73	

GRI Disclosure	Response / Location, Page and URL	Omissions / Explanation
GRI 400: SOCIAL		
GRI 401: EMPLOYMENT 2016		
3-3 Management approach	2022 Sustainability Report , p. 47-48	
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	<p>Requirements Omitted: Full extent of benefits provided to full-time employees, excluding part-time employees, by significant locations of operation.</p> <p>Reason: Information unavailable / incomplete</p> <p>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.</p>
401-3 Parental leave	CN website , Working at CN	<p>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.</p> <p>Reason: Information unavailable / incomplete</p> <p>Explanation: We do not collect data on this indicator.</p>
GRI 402: LABOR/MANAGEMENT RELATIONS 2016		
3-3 Management approach	2022 Sustainability Report , p. 47-48	
402-1 Minimum notice periods regarding operational changes	In compliance with laws and regulations.	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
103 Management approach	2022 Sustainability Report , p. 19-24	
403-1 Occupational health and safety management system	2022 Sustainability Report , p. 19-24	
403-2 Hazard identification, risk assessment, and incident investigation	2022 Sustainability Report , p. 19-24	
403-3 Occupational health services	2022 Sustainability Report , p. 19-24	
403-4 Worker participation, consultation, and communication on occupational health and safety	2022 Data Supplement / GRI and SASB Index , p. 8; 2022 Sustainability Report , p. 19-24	
403-5 Worker training on occupational health and safety	2022 Sustainability Report , p. 19-24	
403-6 Promotion of worker health	2022 Sustainability Report , p. 19, 47; CN website , Working at CN	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2022 Sustainability Report , p. 19, 25-27	
403-8 Workers covered by an occupational health and safety management system	2022 Sustainability Report , p. 19-24; 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	2022 Sustainability Report , p. 47, 49-51	
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	2022 Sustainability Report , p. 47, 49-51	
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	2022 Sustainability Report , p. 47, 52-54	
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	2022 Sustainability Report , p. 61-63; 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	2022 Sustainability Report , p. 43-45, 57-67	
413-1 Operations with local community engagement, impact assessments, and development programs	2022 Data Supplement / GRI and SASB Index , p. 15; 2022 Sustainability Report , p. 43-45, 57-67	
413-2 Operations with significant actual and potential negative impacts on local communities	2022 Data Supplement / GRI and SASB Index , p. 15; 2022 Sustainability Report , p. 43-45, 57-67	
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
3-3 Management approach	2022 Sustainability Report , p. 60, 62	
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 Sustainability Report , p. 60, 62, 73	
GRI 415: PUBLIC POLICY 2016		
3-3 Management approach	2023 CDP Response , p. 73-75; CN Website , Political Contributions and Activities	
415-1 Political contributions	2023 CDP Response , p. 73-75; 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	2022 Sustainability Report, p. 30–35; 2023 Management Information Circular, p. 42–44
110a.3 Total fuel consumed, percentage renewable	2022 Data Supplement / GRI and SASB Index, p. 5–6; 2023 CDP Response, p. 58–59
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; 2022 Sustainability Report, p. 19–24
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; 2022 Sustainability Report, p. 25–27
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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PICTURED

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

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

As used herein, "Company" or "CN" refers to Canadian National Railway Company and, as the context requires, its wholly owned subsidiaries.

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. This forward-looking information also includes but is not limited to, statements relating to our environmental, social and governance (ESG) strategies and targets, including our climate goals and sustainability commitments. 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, efficiently, and 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 socioeconomic 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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