



Delivering Responsibly

BUILDING FOR A SUSTAINABLE FUTURE

2015
DATA SUPPLEMENT

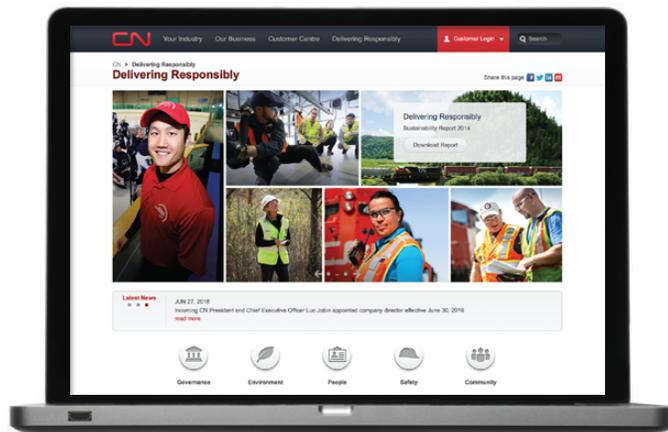
Our Reporting

About this Report

We typically issue our full Delivering Responsibly Sustainability Report on a biennial basis. In the interim, we publish the following data supplement to disclose key performance metrics annually and supplement our most recent comprehensive 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 U.S. for the 2015 calendar year, unless otherwise noted.

VISIT ONLINE FOR MORE INFORMATION:



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

Reporting Standards and Assurance

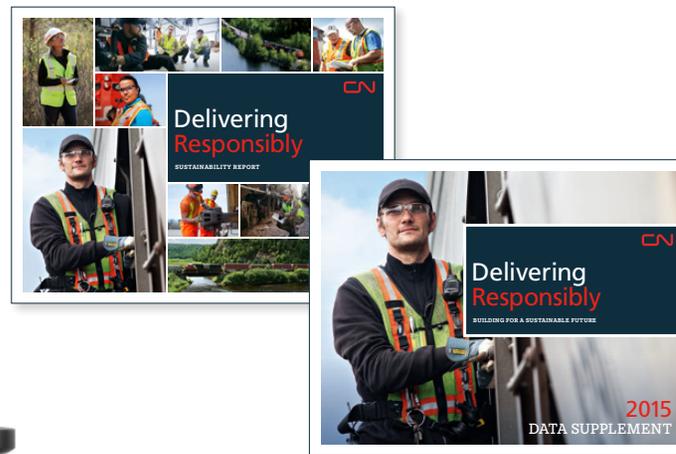
Our report content was developed in accordance with the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines. The GRI is an independent institution that provides a standard framework for sustainability reporting across companies and industries.

Our environmental data related to GHG emissions from Scope 1 (locomotive emissions), Scope 2 (electricity consumption) and Scope 3 (fuel production) were verified by PricewaterhouseCoopers to a limited level of assurance in accordance with the ISO 14064-3: 2006 Specification with guidance for the validation and verification of greenhouse gas assertions.

Additional Information

We also provide more details on our website, which hosts numerous corporate disclosure reports as well as information on our policies, initiatives and culture, and via other publications and CN's social media platforms.

In addition, we provide information to the CDP, the Dow Jones Sustainability Index and other organizations that assess our sustainability performance. An index of our conformance to the GRI G4 core reporting requirements and references to other relevant information sources can be found at: www.cn.ca/delivering-responsibly.



Our 2015 Data Supplement is an accompaniment to our latest full Sustainability Report available on our website at: www.cn.ca/delivering-responsibly.

2015 Highlights

A snapshot of our key performance in the areas of environment, safety, people, community and economy.

REDUCING OUR CARBON FOOTPRINT

Rail Locomotive GHG Emissions Intensity

19%



Exceeding our target of 15%, based on 2005 levels

STRENGTHENING SAFETY

FRA Train Accident Ratio Improvement

24.5%



Reducing our accidents per million train miles to 2.09

BUILDING STRONGER, SAFER COMMUNITIES

Community Investment

\$18M



Supporting local organizations, programs and initiatives

DIVERTING WASTE FROM LANDFILLS

Operational Waste Diverted

~90%



Minimizing waste by reducing, reusing and recycling

DEVELOPING OUR PEOPLE

Average Training Hours per Employee

57 hours



Preparing our railroaders to be highly skilled, safe and confident

DELIVERING FOR OUR CUSTOMERS

Value of Goods Moved

\$250B



Serving exporters, importers, retailers, farmers and manufacturers

Data Tables

The following data covered in this report applies to CN and its subsidiaries. CN subsidiaries are listed in the 2015 Annual Information Form on page 2.

Data	Measurement	2015	2014	2013	2012	GRI Indicator
ENVIRONMENT						
EMISSIONS						
Total GHG emissions (Scope 1 and 2)^(a)	Metric tonnes of CO ₂ e	5,721,373	5,888,221	5,439,698	5,229,080	–
Direct GHG emissions (Scope 1) ^(b)	Metric tonnes of CO ₂ e	5,526,925	5,693,282	5,251,064	5,074,281	G4-EN15
Rail locomotives	Metric tonnes of CO ₂ e	4,815,828	4,995,242	4,595,424	4,424,305	G4-EN15
Intermodal trucks	Metric tonnes of CO ₂ e	137,119	136,245	109,578	98,882	G4-EN15
Shipping vessel fleet ^(c)	Metric tonnes of CO ₂ e	234,566	238,285	237,225	263,229	G4-EN15
On Company Service fleet	Metric tonnes of CO ₂ e	97,782	100,685	106,976	106,320	G4-EN15
Intermodal equipment	Metric tonnes of CO ₂ e	29,152	20,823	23,853	17,873	G4-EN15
Miscellaneous fuel emissions	Metric tonnes of CO ₂ e	212,478	202,002	178,007	163,671	G4-EN15
Indirect GHG emissions (Scope 2) – energy ^(d)	Metric tonnes of CO ₂ e	194,448	194,939	188,634	154,799	G4-EN16
Other indirect GHG emissions (Scope 3)^(e)	Metric tonnes of CO ₂ e	1,566,190	1,626,867	1,492,053	35,053	G4-EN17
GHG emissions intensity^(f)						
Total GHG emissions (by rail freight revenue)	Metric tonnes of CO ₂ e per thousand dollars of rail freight revenue	0.48	0.51	0.54	0.58	G4-EN18
Total GHG emissions (by employee)	Metric tonnes of CO ₂ e per full-time employee	233	239	229	223	G4-EN18
IMPACT OF SERVICE						
Rail emission intensity ^(g)	Metric tonnes of CO ₂ e per million GTM	10.89	11.13	11.45	11.53	–
Truck emission intensity	Metric tonnes of CO ₂ e per thousand kilometres travelled	1.24	1.23	1.24	1.24	–
Shipping vessel emission intensity	Metric tonnes of CO ₂ e per million net ton miles	17.55	17.36	16.79	19.08	–
ENERGY						
Total direct and indirect energy consumed within the organization^(h)	Megawatt hours	20,694,603	21,224,208	19,554,697	18,858,738	G4-EN3
Total direct energy consumed	Megawatt hours	20,100,244	20,651,778	18,999,923	18,367,439	G4-EN3
Diesel (used for locomotives)	Megawatt hours	17,117,737	17,738,867	16,258,001	15,652,605	G4-EN3
Diesel (other)	Megawatt hours	2,010,373	2,011,327	1,825,960	1,869,908	G4-EN3
Natural gas	Megawatt hours	582,988	512,393	500,843	510,452	G4-EN3
Other fuels (propane, gasoline, kerosene, stove oil, furnace oil)	Megawatt hours	389,146	389,191	415,118	334,474	G4-EN3
Total indirect energy consumed – electricity	Megawatt hours	594,360	572,429	554,775	491,299	G4-EN3

CN | Delivering Responsibly
2015 Data Supplement

Data	Measurement	2015	2014	2013	2012	GRI Indicator
ENVIRONMENT						
Energy intensity ⁽ⁱ⁾	Megawatt hours per million CDN dollars of rail freight revenue	1.74	1.85	1.97	2.11	G4-EN5
GTMs intensity ⁽ⁱ⁾	Per U.S. gallon of fuel consumed	1,040	1,019	994	987	G4-EN5
Fuel efficiency cost savings from capital investments in locomotives	\$ million	24	40	10	19	–
NO_x, SO_x, AND OTHER SIGNIFICANT RAIL EMISSIONS IN CANADA^(k)						
Nitrous oxides (NO _x)	Kilo tonnes	52.89	54.63	49.66	50.84	G4-EN21
Sulphur dioxide (SO _x)	Kilo tonnes	0.02	0.02	0.02	0.02	G4-EN21
Particulate matter	Kilo tonnes	1.20	1.24	1.13	1.20	G4-EN21
Hydrocarbons	Kilo tonnes	2.41	2.49	2.26	2.38	G4-EN21
Carbon monoxide	Kilo tonnes	8.28	8.56	7.77	7.67	G4-EN21
NO_x, SO_x, AND OTHER SIGNIFICANT RAIL EMISSIONS IN THE U.S.^(k)						
Nitrous oxides (NO _x)	Kilo tonnes	20.01	20.97	19.73	18.55	G4-EN21
Sulphur dioxide (SO _x)	Kilo tonnes	0.01	0.01	0.01	0.03	G4-EN21
Particulate matter	Kilo tonnes	0.45	0.47	0.45	0.43	G4-EN21
Hydrocarbons	Kilo tonnes	0.93	0.97	0.92	0.89	G4-EN21
Carbon monoxide	Kilo tonnes	3.08	3.22	3.02	2.72	G4-EN21
EFFLUENT AND WASTE						
Total weight of waste generated ^(l)	Metric tonnes	41,083	41,632	45,433	50,234	G4-EN23
Total hazardous waste generated	Metric tonnes	533	351	413	511	G4-EN23
Total non-hazardous waste (excluding locomotive batteries, rail ties and scrap metal)	Metric tonnes	40,550	41,281	45,020	49,723	G4-EN23
Disposal methods^(m)						
Recycled	Metric tonnes	6,959	6,427	4,602	N/A	G4-EN23
Recovery for energy	Metric tonnes	3,065	1,732	853	N/A	G4-EN23
Incinerated	Metric tonnes	59	133	23	N/A	G4-EN23
Deep-well injected	Metric tonnes	380	644	616	N/A	G4-EN23
Sent to landfill	Metric tonnes	18,619	20,675	33,749	N/A	G4-EN23
Treatment	Metric tonnes	12,001	12,021	4,625	N/A	G4-EN23
Water discharge	Metric tonnes	0	0	61	N/A	G4-EN23
Disposed in caverns	Metric tonnes	0	0	77	N/A	G4-EN23
Waste fuel blended	Metric tonnes	0	0	827	N/A	G4-EN23

CN | Delivering Responsibly
2015 Data Supplement

Data	Measurement	2015	2014	2013	2012	GRI Indicator
ENVIRONMENT						
BIODIVERSITY AND LAND MANAGEMENT						
Spend on site assessments and remediation	\$ million	91	19	18	24	–

- (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 oxides using emission factors and global warming potentials from the Environment Canada National Inventory report and the International Panel on Climate Change Second and Fifth Assessment reports, respectively.
- (c) The increase in GHG emissions in 2015 is due to the inclusion of our chartered vessel fleet into the scope of data.
- (d) 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. We applied North American utility cost per MWh conversion factors and used Environment Canada's National Inventory conversion factors to convert MWh into tonnes of CO₂e.
- (e) Our GHG Scope 3 emissions for 2012 relate to business travel only. For 2013, 2014 and 2015, our Scope 3 emissions also include emissions from diesel fuel production. Business travel emissions are provided by corporate travel service providers. Diesel fuel production emissions are calculated using the GHGenius tool.
- (f) Calculations for GHG emission intensity cover Scope 1 and 2 emissions only.
- (g) Rail emission intensity is a measure of the tonnes of CO₂e per million Gross Ton Mile (GTM). In 2015, we achieved a 19% reduction, based on 2005 levels.
- (h) Energy consumption relates to non-renewable fuel and electricity consumed within the Company. Conversions to MWh from volumes of fuel or electricity consumed were based on Natural Resource Canada conversion factors. CN does not currently use fuel from renewable sources.
- (i) 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.
- (j) Fuel consumed is locomotive diesel fuel only.
- (k) NO_x, SO_x, and other significant rail emissions were calculated using Canadian emission factors published by the Railway Association of Canada (RAC). The most recent 2013 emission factors were used to calculate 2014 and 2015 emissions.
- (l) Waste quantities are provided by our third-party waste disposal contractor. Where data was not available, estimations were made based on extrapolations of the data. 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.
- (m) Waste disposal methods and associated quantities are provided to us by our third-party waste disposal contractor.

CN | Delivering Responsibly
2015 Data Supplement

Data	Measurement	2015	2014	2013	2012	GRI Indicator
SAFETY						
JOINT MANAGEMENT: WORKER HEALTH AND SAFETY (H&S) COMMITTEES^(a)						
Number of joint union-management H&S committees	Number	107	106	106	106	G4-LA5
% of workforce represented in joint union-management H&S committees	%	95	95	95	95	G4-LA5
OCCUPATIONAL H&S INCIDENTS (EMPLOYEES)^(b)						
Injury frequency rate – Federal Railroad Administration (FRA)	Ratio	1.63	1.81	1.69	1.42	G4-LA6
Canada	Ratio	1.49	1.70	1.59	1.29	G4-LA6
U.S.	Ratio	1.97	2.09	1.93	1.79	G4-LA6
Female	Ratio	1.21	1.13	0.90	0.57	G4-LA6
Male	Ratio	1.68	1.88	1.77	1.53	G4-LA6
Lost-time injury frequency rate – FRA	Ratio	1.21	1.29	1.20	0.93	G4-LA6
Canada	Ratio	0.98	1.09	0.96	0.71	G4-LA6
U.S.	Ratio	1.77	1.75	1.77	1.41	G4-LA6
Female	Ratio	1.03	0.63	0.48	0.31	G4-LA6
Male	Ratio	1.23	1.35	1.28	0.99	G4-LA6
ACCIDENTS						
FRA accidents	Per million train miles	2.06	2.73	2.11	2.10	G4-LA6
Transportation Safety Board of Canada (TSB) accidents^(c)	Per million train miles	8.69	10.67	10.97	6.55	G4-LA6
Crossing accidents	Number	193	225	207	191	G4-LA6
Trespassing accidents	Number	52	56	57	43	G4-LA6
FATALITIES – ON-DUTY EMPLOYEES^(d)						
Canada	Number	1	2	2	1	G4-LA6
U.S.	Number	1	0	0	0	G4-LA6
Female	Number	0	0	0	0	G4-LA6
Male	Number	2	2	2	1	G4-LA6

(a) The joint union-management health and safety committee exists at the local level across the system.

(b) As a North American railroad, our occupational health and safety metrics are established based on industry guidelines set by the Federal Railroad Administration (FRA) and the Transportation Safety Board (TSB) of Canada. We track the FRA injury and accident rate and the TSB accident rate covering our operations in North America. The FRA injury rates per country and gender are based on an estimate using demographic data calculations. The FRA injury rate is the number of reportable injuries per 200,000 hours worked. According to the FRA, a reportable injury rate must: be occupational or work-related; be a new case, and not a new episode of an already existing medical condition; and result in one of the following situations – death, day(s) away from work, day(s) on modified/alternate duties, medical treatment and/or loss of consciousness. In 2015, 83% of our reportable injuries represented: sprain or strain (43%), cut/laceration/abrasion (15%), fractures (11%), painful body part (7%) and bruise or contusion (7%). The remaining 17% is represented by over 25 different injury types.

(c) In 2014, the TSB made a regulatory change in terms of reporting criteria. This change took place on July 1, 2014. The 2013 ratio has been restated due to this change.

(d) We did not have any contractor fatalities in 2015, 2014, 2013 and 2012.

CN | Delivering Responsibly
2015 Data Supplement

Data	Measurement	2015	2014	2013	2012	GRI Indicator
PEOPLE						
TOTAL EMPLOYEES						
Total number of full-time employees (end of year) ^(a)	Total number	23,172	25,530	23,721	23,430	G4-9
CN employees ^(b)	Total number	21,971	24,131	22,698	22,391	G4-9
CN employees with fixed-term contract	Total number	82	86	75	108	G4-9
CN wholly-owned subsidiary employees	Total number	1,119	1,313	948	931	G4-9
EMPLOYEES BY REGION, GENDER AND TYPE						
Canada	Total number	15,303	16,957	15,953	15,615	G4-10
U.S.	Total number	6,668	7,174	6,745	6,776	G4-10
Female	Total number	1,939	2,110	1,989	1,980	G4-10
Male	Total number	20,032	22,021	20,709	20,411	G4-10
Part-time employees ^(c)	Total number	0	0	0	0	G4-10
EMPLOYEES BY CONTRACT^(c)						
Permanent contract	Total number	21,889	24,045	22,623	22,283	G4-10
Female	Total number	1,903	2,072	1,961	1,957	G4-10
Male	Total number	19,986	21,973	20,662	20,326	G4-10
Fixed-term contract	Total number	82	86	75	108	G4-10
Female	Total number	36	38	28	23	G4-10
Male	Total number	46	48	47	85	G4-10
COLLECTIVE BARGAINING AGREEMENTS						
% of employees covered by collective bargaining agreements	% of total employees	79%	81%	80%	79%	G4-11
NEW EMPLOYEE HIRES						
Application pool (via CN website)	Total number	98,898	185,370	161,022	119,082	–
Total new employee hires	Total number	1,511	3,786	2,525	2,398	G4-LA1
New employee hire rate	% of total employees	7%	15%	11%	10%	G4-LA1
Age group						
New employee hires below 30 years old	Total number of new employee hires	671	1,998	1,271	1,251	G4-LA1
% of new employee hires below 30 years old	% of total new employee hires	44%	53%	50%	52%	G4-LA1
New employee hires 30-50 years old	Total number of new employee hires	763	1,676	1,154	1,078	G4-LA1
% of new employee hires 30-50 years old	% of total new employee hires	50%	44%	46%	45%	G4-LA1
New employee hires above 50 years old	Total number of new employee hires	77	112	100	69	G4-LA1
% of new employee hires above 50 years old	% of total new employee hires	5%	3%	4%	3%	G4-LA1

Data	Measurement	2015	2014	2013	2012	GRI Indicator
PEOPLE						
Gender						
Female	Total number of new employee hires	145	281	169	230	G4-LA1
% of new employee hires – female	% of total new employee hires	10%	7%	7%	10%	G4-LA1
Male	Total number of new employee hires	1,366	3,505	2,356	2,168	G4-LA1
% of new employee hires – male	% of total new employee hires	90%	93%	93%	90%	G4-LA1
Region						
Canada	Total number of new employee hires	1,032	2,741	1,961	1,806	G4-LA1
% of new employee hires in Canada	% of total new employee hires	68%	72%	78%	75%	G4-LA1
U.S.	Total number of new employee hires	479	1,045	564	592	G4-LA1
% of new employee hires in the U.S.	% of total new employee hires	32%	28%	22%	25%	G4-LA1
EMPLOYEE TURNOVER^(d)						
Total employee turnover number						
Total number	Total number	2,211	2,458	2,295	2,263	G4-LA1
% of total employee turnover rate	% of total employee turnover number	10.1%	10.2%	10.1%	10.1%	G4-LA1
Total voluntary employee turnover number						
Total number	Total number	706	852	775	656	G4-LA1
% of voluntary employee turnover rate	% of total employee voluntary turnover number	3.2%	3.5%	3.4%	2.9%	G4-LA1
% of employee pride	% of new hires proud to be at CN	92	96	95	92	–
Age group						
Employee turnover below 30 years old	Total number	448	497	429	407	G4-LA1
% of employee turnover below 30 years old	% of total employee turnover number	2.0%	2.1%	1.9%	1.8%	G4-LA1
Employee turnover 30-50 years old	Total number	699	794	673	659	G4-LA1
% of employee turnover 30-50 years old	% of total employee turnover number	3.2%	3.3%	3.0%	2.9%	G4-LA1
Employee turnover above 50 years old	Total number	1,064	1,167	1,193	1,197	G4-LA1
% of employee turnover above 50 years old	% of total employee turnover number	4.8%	4.8%	5.3%	5.3%	G4-LA1
Gender						
Employee turnover – women	Total number	203	187	165	160	G4-LA1
% of employee turnover – women	% of total employee turnover number	0.9%	0.8%	0.7%	0.7%	G4-LA1
Employee turnover – men	Total number	2,008	2,271	2,130	2,103	G4-LA1
% of employee turnover – men	% of total employee turnover number	9.1%	9.4%	9.4%	9.4%	G4-LA1
Region						
Canada	Total number	1,650	1,882	1,739	1,647	G4-LA1
% of employee turnover in Canada	% of total employee turnover number	7.5%	7.8%	7.7%	7.4%	G4-LA1
U.S.	Total number	561	576	556	616	G4-LA1
% of employee turnover in the U.S.	% of total employee turnover number	2.6%	2.4%	2.4%	2.8%	G4-LA1

CN | Delivering Responsibly
2015 Data Supplement

Data	Measurement	2015	2014	2013	2012	GRI Indicator
PEOPLE						
ABSENTEEISM RATES^(e)						
Female	% of absentee hours on actual hours of service	1.92	2.27	2.58	2.67	G4-LA6
Male	% of absentee hours on actual hours of service	1.20	1.38	1.56	1.78	G4-LA6
Canada	% of absentee hours on actual hours of service	1.33	1.52	1.64	1.64	G4-LA6
U.S.	% of absentee hours on actual hours of service	1.04	1.26	1.57	2.24	G4-LA6
TRAINING AND EDUCATION						
Total hours of training	Total number of hours	1,256,962	1,627,391	1,469,980	847,184	–
Average training hours						
Employee	Average hours	57.2	67.4	64.7	37.8	G4-LA9
Female	Average hours	35.4	43.1	29.1	20.9	G4-LA9
Male	Average hours	59.3	69.8	68.3	35.3	G4-LA9
Management	Average hours	42.6	42.9	51.1	37.0	G4-LA9
Unionized	Average hours	61.2	73.3	68.2	36.0	G4-LA9
REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEW						
% of total management receiving reviews	% of management	100%	100%	100%	100%	G4-LA11
DIVERSITY AND EQUAL OPPORTUNITY						
Females	% of total employees	9%	9%	9%	9%	G4-LA12
Diversity in Canada ^(f)	% of total employees	14%	13%	12%	12%	G4-LA12
Diversity in the U.S. ^(g)	% of total employees	17%	17%	17%	17%	G4-LA12
Age group						
% over 50	% of total employees	33%	30%	34%	18%	G4-LA12
% 30-50	% of total employees	51%	48%	47%	46%	G4-LA12
% below 30	% of total employees	16%	22%	19%	36%	G4-LA12
Governance bodies						
Board of Directors	Total number	11	11	13	13	G4-LA12
% of females	% of total Board	27%	27%	23%	15%	G4-LA12
% over 50	% of total Board	100%	100%	100%	100%	G4-LA12
Employee categories						
Senior management	Total number of senior management	199	200	203	205	G4-LA12
% of females	% of senior management	15%	15%	15%	13%	G4-LA12
% over 50	% of senior management	68%	60%	50%	56%	G4-LA12
% 30-50	% of senior management	32%	41%	50%	44%	G4-LA12
% diversity in Canada ^(f)	% of senior management	6%	5%	6%	9%	G4-LA12
% diversity in the U.S. ^(g)	% of senior management	8%	8%	8%	N/A	G4-LA12

CN | Delivering Responsibly
2015 Data Supplement

Data	Measurement	2015	2014	2013	2012	GRI Indicator
PEOPLE						
Management	Total number of management	4,477	4,452	4,417	4,485	G4-LA12
% of females	% of management	23%	23%	23%	22%	G4-LA12
% over 50	% of management	35%	35%	36%	38%	G4-LA12
% 30-50	% of management	58%	55%	54%	52%	G4-LA12
% below 30	% of management	7%	10%	9%	10%	G4-LA12
% diversity in Canada ^(f)	% of management	17%	15%	15%	14%	G4-LA12
% diversity in the U.S. ^(g)	% of management	16%	16%	15%	N/A	G4-LA12
Non-management	Total number of non-management	17,295	19,479	18,078	17,701	G4-LA12
% of females	% of non-management	5%	5%	5%	5%	G4-LA12
% over 50	% of non-management	32%	29%	33%	36%	G4-LA12
% 30-50	% of non-management	49%	46%	45%	44%	G4-LA12
% below 30	% of non-management	19%	25%	22%	N/A	G4-LA12
% diversity in Canada ^(f)	% of non-management	13%	13%	12%	11%	G4-LA12
% diversity in the U.S. ^(g)	% of non-management	18%	17%	17%	N/A	G4-LA12
EQUAL REMUNERATION FOR WOMEN AND MEN ^(h)						
Senior management	Ratio of women to men	0.901	0.952	0.986	0.977	G4-LA13
Management	Ratio of women to men	0.956	0.968	0.975	0.976	G4-LA13
Non-management	Ratio of women to men	0.787	0.803	0.824	0.854	G4-LA13

(a) The total number of employees (end of year) is provided as reported in the 2015 CN Annual Report.

(b) 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.

(c) As defined by national laws.

(d) Employee turnover is the number of employees who leave the organization voluntarily or due to dismissal, retirement, or death in service.

(e) 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.

(f) The diversity % for Canada includes the following designated groups: visible minorities, persons with disabilities and Aboriginals.

(g) The diversity % for the U.S. includes the group called Minority.

(h) The ratio is based on basic salary in North America. Significant location represents our operations in Canada and the U.S.

Data	Measurement	2015	2014	2013	2012	GRI Indicator
COMMUNITY AND ECONOMY						
ECONOMIC PERFORMANCE						
Direct economic value generated (revenue)	\$ million	12,611	12,134	10,575	9,920	G4-EC1
Economic value distributed	\$ million	9,084	9,068	8,338	7,195	G4-EC1
Operating costs	\$ million	7,345	7,510	6,702	6,235	G4-EC1
Labour and fringe benefits	\$ million	2,406	2,319	2,182	1,952	G4-EC1
Purchased services, materials and fuel	\$ million	3,014	3,444	2,970	2,772	G4-EC1
Other ^(a)	\$ million	1,925	1,747	1,550	1,511	G4-EC1
Payments to providers of capital – dividends	\$ million	996	818	724	652	G4-EC1
Payments to governments	\$ million	725	722	890	289	G4-EC1
Payments to Canadian tax authorities	\$ million	620	427	610	138	G4-EC1
Payments to U.S. tax authorities	\$ million	105	295	280	151	G4-EC1
Community investment	\$ million	18.2	18.3	21.9	18.8	G4-EC1
Economic value retained	\$ million	3,527	3,066	2,237	2,725	G4-EC1
Critical suppliers screened on environmental, social and governance issues^(b)	%	29%	57%	74%	–	G4-EN32 G4-LA14 G4-HR10 G4-SO9

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

(b) The percentage represents the number of our critical suppliers that have been screened on environmental, social and governance issues. It includes new suppliers that fall into the critical supplier category.

GRI Index

The following Global Reporting Initiative Index has been developed in accordance with the GRI G4 Guidelines core option. The Index provides references to relevant information presented in the 2014 Sustainability Report, as well as other corporate disclosures such as the Annual Report to Shareholders and other regulatory or voluntary reports.

GENERAL STANDARD DISCLOSURES

General Standard Disclosures		Location and Page	External Assurance
STRATEGY AND ANALYSIS			
G4-1	Statement from most senior decision-maker	Sustainability Report , Message from the Chairman, p. 1, and Message from the President and CEO, p. 3	
ORGANIZATIONAL PROFILE			
G4-3	Name of the organization	Sustainability Report , Inside back cover, About CN	
G4-4	Primary brands, products, and services	Sustainability Report , Our Business, p. 4 2016 Investor Factbook Update , Company Profile CN Website , Our Business	
G4-5	Location of the organization's headquarters	Sustainability Report , Back cover	
G4-6	Number and name of countries where the organization operates	Sustainability Report , Our Business, p. 4	
G4-7	Nature of ownership and legal form	Sustainability Report , Inside back cover, About CN	
G4-8	Markets served	Sustainability Report , Our Business, pp. 4-5 2016 Investor Factbook , Company Profile CN Website , Our Business	
G4-9	Scale of the organization	Sustainability Report , Our Business, p. 4, Performance Data Summary, p. 65, and Data Supplement , p. 7	
G4-10	Size of the workforce	Sustainability Report , Performance Data Summary, p. 65, and Data Supplement , p. 7	
G4-11	Employees covered by collective bargaining agreements	Sustainability Report , Performance Data Summary, p. 65, and Data Supplement , p. 7	
G4-12	Organization's supply chain	Sustainability Report , Creating Value, p. 5	
G4-13	Significant changes to the organization's size, ownership or supply chain	2015 Annual Information Form , General Development of the Business, pp. 3-11	
G4-14	Addressing the precautionary approach or principle	Sustainability Report , Reinforcing Ethics and Integrity, Our Initiatives, p. 61 Management Information Circular 2016 , Risk Management Oversight, p. 23	
G4-15	External economic, environmental and social charters, principles or initiatives subscribed to, or endorsed by the organization	Sustainability Report , Reinforcing Ethics and Integrity, Our Initiatives, p. 61	
G4-16	List memberships of associations and national or international advocacy organizations	Sustainability Report , Awards and Recognition, p. 2 2015 Carbon Disclosure Project Response , Question 2.3	

General Standard Disclosures		Location and Page	External Assurance
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	Entities included in the organization's financial statements and those not covered in the report	2015 Annual Information Form , Subsidiaries, p. 2	
G4-18	Process for defining report content and aspect boundaries	Sustainability Report , Contents, Inside cover, Our Priorities, p. 11, Performance Data Summary, pp. 64-65	
G4-19	Material aspects identified in the process for defining report content	Sustainability Report , Our Priorities, p. 11	
G4-20	Aspect boundary for each material aspect within the organization	Sustainability Report , Our Priorities, p. 11	
G4-21	Aspect boundary for each material aspect outside the organization	Sustainability Report , Our Priorities, p. 11	
G4-22	Effects of restatements of information provided in previous reports	There are no material restatements within the report.	
G4-23	Significant changes from previous reporting periods	Sustainability Report , Performance Data Summary, footnotes, pp. 64-65	
STAKEHOLDER ENGAGEMENT			
G4-24	Stakeholder groups engaged by the organization	Sustainability Report , p. 10	
G4-25	Basis for identification and selection of stakeholders with whom to engage	Sustainability Report , p. 10	
G4-26	Organization's approach to stakeholder engagement	Sustainability Report , p. 10	
G4-27	Key topics and concerns raised through stakeholder engagement and response to key topics	Sustainability Report , p. 11, and Stakeholders Ask sections of the report	
REPORT PROFILE			
G4-28	Reporting period	Sustainability Report , About this Report, Our Approach and Scope, p. 66	
G4-29	Date of most recent previous report	Sustainability Report , About this Report, Our Approach and Scope, p. 66	
G4-30	Reporting cycle	Sustainability Report , About this Report, Our Approach and Scope, p. 66	
G4-31	Contact point for questions	Sustainability Report , About this Report, Stakeholders Ask section, p. 66	
G4-32	GRI content index for the "in accordance" option and reference to the external assurance report	CN Website, Delivering Responsibly	
G4-33	Policy and practice on seeking external assurance	Sustainability Report , About this Report, Assurance, p. 66	
GOVERNANCE			
G4-34	Governance structure, including committees of the highest governance body responsible for Economic, Environmental and Social (EES) impacts	Sustainability Report , Governing Responsibly, p. 59	
G4-35	Process for delegating authority for EES topics from the highest governance body to senior executives and other employees	Sustainability Report , Governing Responsibly, p. 59	
G4-36	Executive-level position with EES responsibility	Sustainability Report , Governing Responsibly, p. 59	
G4-39	Whether the chair of the highest governance body is also an executive officer	Sustainability Report , Governing Responsibly, p. 59 Management Information Circular 2016 , Independent Chairman of the Board, p. 21	
G4-40	Nomination and selection processes for the highest governance body and its committees	Management Information Circular 2016 , Director Selection, pp. 25-28	

General Standard Disclosures		Location and Page	External Assurance
G4-41	Processes for highest governance body to avoid and manage conflicts of interest	Management Information Circular 2016 , Common Directorships, p. 28	
G4-42	Highest governance body's and senior executives' roles in approving EES values, strategies, policies and goals	Sustainability Report , Governing Responsibly, p. 59	
G4-43	Measures to develop the highest governance body's knowledge of EES topics	Sustainability Report , Rewarding Performance, p. 62 Management Information Circular 2016 , Director Orientation and Continuing Education, pp. 29-31	
G4-44	Evaluation processes of the highest governance body's performance on EES	Sustainability Report , Rewarding Performance, p. 62	
G4-45	The highest governance body's role in identifying EES risks and opportunities	Sustainability Report , Governing Responsibly, p. 59 Management Information Circular 2016 , Risk Management Oversight, p. 23	
G4-46	The highest governance body's role in reviewing risk management for EES	Sustainability Report , Governing Responsibly, p. 59 Management Information Circular 2016 , Risk Management Oversight, p. 23	
G4-47	The frequency of the highest governance body's review of EES impacts, risks and opportunities	Sustainability Report , Governing Responsibly, p. 59 Management Information Circular 2016 , Board and Committee Meeting, p. 23	
G4-48	The highest committee or position that formally reviews and approves the sustainability report and makes sure all material aspects are covered	Sustainability Report , Governing Responsibly, p. 59	
G4-49	Process for communicating critical concerns to the highest governance body	Sustainability Report , Reinforcing Ethics and Integrity, p. 61 CN Code of Conduct , pp. 79-83	
G4-51	Remuneration policies for the highest governance body and senior executives	Sustainability Report , Rewarding Performance, p. 62 Management Information Circular 2016 , Board of Directors Compensation, pp. 16-19, and Statement of Executive Compensation, pp. 34-35	
G4-52	Process for determining remuneration	Sustainability Report , Rewarding Performance, p. 62 Management Information Circular 2016 , Share Ownership, p. 18, Board of Directors Compensation, pp. 16-19, and Statement of Executive Compensation, pp. 34-35	
ETHICS AND INTEGRITY			
G4-56	Values, principles, standards and norms of behavior	Sustainability Report , Embedding Our Values and Commitments, p. 59	
G4-57	Mechanisms for seeking advice on ethical and lawful behavior	Sustainability Report , Reinforcing Ethics and Integrity, p. 61	
G4-58	Mechanisms for reporting concerns about unethical or unlawful behavior	Sustainability Report , Reporting Violations, p. 61	

SPECIFIC STANDARD DISCLOSURES

Aspects	DMA* and Indicator	Location and Page	External Assurance
ECONOMIC			
ECONOMIC PERFORMANCE			
	G4-DMA	Sustainability Report , Our Business, p. 4	
	G4-EC1	Sustainability Report , Our Business, p. 4, Creating Value, p. 5, Performance Data Summary, p. 65, and Data Supplement , p. 11	
	G4-EC2	Sustainability Report , Emissions and Energy Efficiency, Our Initiatives, p. 17 2015 Carbon Disclosure Project Response , Risks and Opportunities, Section 2.1	
	G4-EC3	2015 Annual Report , Pensions and Other Post-Retirement Benefits, pp. 70-76	
	G4-EC4	CN does not obtain financial assistance from governments.	
INDIRECT ECONOMIC IMPACTS			
	G4-DMA	Sustainability Report , Our Business, p. 4, and Community, Our Approach, p. 51	
	G4-EC7	Sustainability Report , Community, pp. 51-53, Performance Data Summary, p. 65, and Data Supplement , p. 11	
	G4-EC8	Sustainability Report , Our Business, p. 4, and Community, pp. 51-53	
PROCUREMENT PRACTICES			
	G4-EC9	Sustainability Report , Creating Value, p. 5, Creating Socio-Economic Benefits, Our Initiatives, p. 55, and Data Supplement , p. 11	
ENVIRONMENTAL			
ENERGY			
	G4-DMA	Sustainability Report , Environment, p. 13, and Emissions and Energy Efficiency, p. 17	
	G4-EN3	Sustainability Report , Performance Data Summary, p. 64, and Data Supplement , p. 3	
	G4-EN5	Sustainability Report , Performance Data Summary, p. 64, and Data Supplement , p. 4	
BIODIVERSITY			
	G4-DMA	Sustainability Report , Environment, p. 13, and Biodiversity and Land Management, p. 28	
	G4-EN13	Sustainability Report , Biodiversity and Land Management, p. 28, Performance Data Summary, p. 64, and Data Supplement , p. 5	

CN | Delivering Responsibly
2015 Data Supplement

Aspects	DMA* and Indicator	Location and Page	External Assurance
EMISSIONS			
	G4-DMA	Sustainability Report , Environment, p. 13, and Emissions and Energy Efficiency, p. 17	GHG emissions from locomotive fuel for consumption for 2012-2015 representing approximately 85% of our total GHG emissions.
	G4-EN15	Sustainability Report , Performance Data Summary, p. 64, and footnotes, p. 65, and Data Supplement , p. 3	
	G4-EN16	Sustainability Report , Performance Data Summary, p. 64, and footnotes, p. 65, and Data Supplement , p. 3	
	G4-EN17	Sustainability Report , Performance Data Summary, p. 64, and Data Supplement , p. 3	
	G4-EN18	Sustainability Report , Performance Data Summary, p. 64, and Data Supplement , p. 3	
	G4-EN19	Sustainability Report , Emissions and Energy Efficiency, p. 17	
	G4-EN21	Sustainability Report , Performance Data Summary, p. 64, and Data Supplement , p. 4	
EFFLUENTS AND WASTE			
	G4-DMA	Sustainability Report , Environment, p. 17, Waste Management, pp. 25-27	
	G4-EN23	Sustainability Report , Performance Data Summary, p. 64, and Data Supplement , p. 4	
SOCIAL			
EMPLOYMENT			
	G4-DMA	Sustainability Report , People, Our Approach, p. 41, Onboarding New Hires p. 41, and Recruiting Top Talent, p. 43	
	G4-LA1	Sustainability Report , Performance Data Summary, p. 65, and Data Supplement , pp. 7-8	
	G4-LA2	Sustainability Report , Connecting with and Engaging Employees, p. 49, and 2015 Annual Report , Labor and Fringe Benefits, p. 21	
OCCUPATIONAL HEALTH AND SAFETY			
	G4-DMA	Sustainability Report , Safety, Our Approach, p. 31	
	G4-LA5	Sustainability Report , Performance Data Summary, p. 64, and Data Supplement , p. 6	
	G4-LA6	Sustainability Report , Performance Data Summary, p. 64, Data Supplement , pp. 6, 9, and Leadership in Safety 2016 , Safety Metrics, pp. 4-6	
TRAINING AND EDUCATION			
	G4-DMA	Sustainability Report , People, Our Approach, p. 41, and Developing the Best Railroaders, p. 41	
	G4-LA9	Sustainability Report , Performance Data Summary, p. 65, and Data Supplement , p. 9	
	G4-LA10	Sustainability Report , People, Developing Leaders, p. 46	
	G4-LA11	Data Supplement , p. 9	

CN | Delivering Responsibly
2015 Data Supplement

Aspects	DMA* and Indicator	Location and Page	External Assurance
DIVERSITY AND EQUAL OPPORTUNITY			
	G4-DMA	Sustainability Report , People, Ensuring Diversity and Inclusivity, p. 44	
	G4-LA12	Sustainability Report , Performance Data Summary, p. 65, and Data Supplement , p. 9	
SUPPLIER ASSESSMENT FOR LABOUR PRACTICES			
	G4-DMA	There were no significant social impacts in the supply chain.	
	G4-LA14	There were no significant social impacts in the supply chain.	
HUMAN RIGHTS			
SUPPLIER HUMAN RIGHTS ASSESSMENT			
	G4-DMA	There were no significant human rights impacts in the supply chain.	
	G4-HR11	There were no significant human rights impacts in the supply chain.	
SOCIETY			
LOCAL COMMUNITIES			
	G4-DMA	Sustainability Report , Community, p. 51	
	G4-SO1	Sustainability Report , Community, pp. 51-58	
SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY			
	G4-DMA	There were no significant societal impacts in the supply chain.	
	G4-SO9	There were no significant societal impacts in the supply chain.	
PRODUCT RESPONSIBILITY			
CUSTOMER HEALTH AND SAFETY			
	G4-DMA	Sustainability Report , Safety, Our Approach, p. 31 Leadership in Safety 2016 , Safety Management System, p. 9	
	G4-PR1	Sustainability Report , Performance Data Summary, p. 64 CN Website: Customer Track Maintenance Guide Customer Safety Handbook Customer Seasonal Safety Steps	

*DMA: Disclosure on Management Approach

Contact

We welcome comments, questions and feedback on this report. Please contact:

Chantale Després
CN Sustainability Director
chantale.despres@cn.ca

Canadian National Railway Company
935 de La Gauchetière Street West
Montreal, Quebec H3B 2M9

P.O. Box 8100
Montreal, Quebec H3C 3N4

1-888-888-5909



ABOVE: CN Freight Train, near Red Deer, Alberta ON THE COVER: CN Employee, Vito Errico, Conductor



Our Sustainability **Commitment**

Delivering Responsibly is one of the pillars of What CN Stands For. It determines how we conduct our business every day and defines our contribution to building a more sustainable future. Five principles anchor our sustainability commitment:

ENVIRONMENT

Conduct our operations with minimal 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 a management system 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 positive socio-economic benefits and ensuring open lines of communication.

GOVERNANCE

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

STAY CONNECTED WITH CN:



facebook.com/CNrail



twitter.com/CN_Comm



linkedin.com/company/cn

www.cn.ca