



Delivering Responsibly

2018 DATA SUPPLEMENT / GRI INDEX

Our Reporting

About this Report

The scope of information covered in this supplement relates to our operations in Canada and the U.S., in the 2015 to 2018 calendar years, unless otherwise noted.

We issue our full Delivering Responsibly Sustainability Report on a biennial basis. This year we will be issuing our seventh report: 2018 Delivering Responsibly. All reports can be accessed at www.cn.ca/delivering-responsibly.

Reporting Standards and Assurance

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. 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. The statements can be found at www.cn.ca/delivering-responsibly.

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

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

conformance to the GRI Standards: Core option reporting requirements and references to other relevant information sources can be found at the end of this supplement.

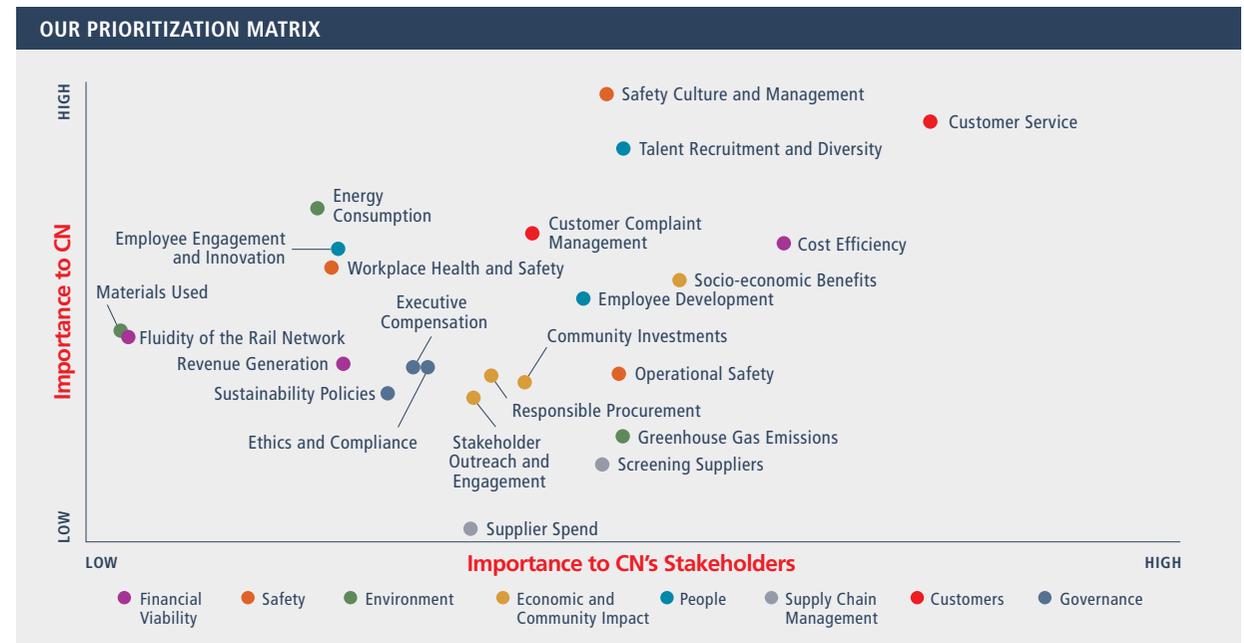
Identifying Our Priorities

To inform the content of the 2018 Delivering Responsibly Report, we applied the principles of materiality and stakeholder inclusiveness to prioritize relevant topics.

In 2018, we received input from 205 stakeholders using an electronic survey to understand the sustainability topics that most influence their decisions or perspectives of CN. Diverse groups were engaged, including employees,

suppliers, governments, railway associations, customers, investors, unions, Aboriginal peoples, community groups, and NGOs. The selection and identification of stakeholders considered their geographic representation and their influence and interest in our business. We also engaged with our executive management to further inform the sustainability topics prioritization process.

The most important topics are plotted on our prioritization matrix and are covered in our 2018 Delivering Responsibly Sustainability Report.



Data Tables

The following data covered in this report applies to CN and its subsidiaries. CN subsidiaries are listed in the 2018 Annual Information Form on page 2.

Data	Measurement	2018	2017	2016	2015	GRI Disclosure
ENVIRONMENT						
EMISSIONS						
Total GHG emissions (Scopes 1 and 2)^(a)	Metric tonnes of CO ₂ e	5,965,175	5,671,982	5,221,152	5,532,786	–
Direct GHG emissions (Scope 1) ^(b)	Metric tonnes of CO ₂ e	5,776,183	5,499,641	5,032,309	5,339,172	305-1
Rail locomotives	Metric tonnes of CO ₂ e	5,095,382	4,865,352	4,405,606	4,692,974	305-1
Intermodal trucks	Metric tonnes of CO ₂ e	149,620	149,669	140,804	136,837	305-1
Marine vessel fleet	Metric tonnes of CO ₂ e	192,860	187,093	204,067	199,721	305-1
On Company Service fleet	Metric tonnes of CO ₂ e	95,664	90,211	86,273	97,464	305-1
Intermodal equipment	Metric tonnes of CO ₂ e	62,323	57,185	45,581	46,127	305-1
Miscellaneous fuel emissions	Metric tonnes of CO ₂ e	180,334	150,130	149,978	166,050	305-1
Indirect GHG emissions (Scope 2) ^(c)	Metric tonnes of CO ₂ e	188,992	172,341	188,843	193,613	305-2
Other indirect GHG emissions (Scope 3)^(d)	Metric tonnes of CO ₂ e	2,488,659	2,768,395	2,740,942	2,578,190	305-3
GHG emission intensity^(e)						
Total GHG emissions (by rail freight revenue)	Metric tonnes of CO ₂ e per thousand dollars of rail freight revenue	0.44	0.46	0.46	0.46	305-4
Total GHG emissions (by employee)	Metric tonnes of CO ₂ e per full-time employee	235	246	234	227	305-4
Impact of service						
Rail emission intensity ^(f)	Metric tonnes of CO ₂ e per million GTMs	10.39	10.37	10.40	10.62	–
Truck emission intensity	Metric tonnes of CO ₂ e per thousand kilometres travelled	1.21	1.23	1.22	1.24	–
Marine vessel emission intensity	Metric tonnes of CO ₂ e per million net ton miles	16.20	16.37	16.90	17.66	–
Target						
Measure (GHG emission intensity) ^(g)	Metric tonnes of CO ₂ e per million tonne kilometres	15.62	15.56	15.71	15.98	–
GHG science-based target progress ^(h)	% of progress towards target	8%	9%	6%	–	–
ENERGY						
Total direct and indirect energy consumed within the organization⁽ⁱ⁾	Megawatt hours	22,149,870	20,972,206	19,242,556	20,430,064	302-1
Total direct energy consumed	Megawatt hours	21,558,096	20,427,005	18,685,836	19,835,704	302-1
Diesel (used for locomotives)	Megawatt hours	18,637,602	17,754,169	16,045,338	17,097,281	302-1
Diesel (other)	Megawatt hours	1,858,793	1,796,043	1,768,728	1,763,403	302-1
Natural gas	Megawatt hours	702,780	532,195	527,157	582,988	302-1
Other fuels (propane, gasoline, kerosene, stove oil, furnace oil)	Megawatt hours	358,920	344,599	344,614	392,032	302-1
Total indirect energy consumed – electricity	Megawatt hours	591,775	545,201	556,720	594,360	302-1

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ENVIRONMENT						
Total renewable energy consumed ^(d)	Megawatt hours	444,660	466,293	404,102	423,508	302-1
Total non-renewable energy consumed	Megawatt hours	21,705,210	20,505,914	18,838,454	20,006,556	302-1
Energy intensity ^(k)	Megawatt hours per million CDN dollars of rail freight revenue	1.63	1.71	1.70	1.72	302-3
Fuel efficiency ^(l)	GTMs per U.S. gallon of fuel consumed	1,060	1,063	1,061	1,040	302-3
Fuel efficiency savings ^(m)	\$ million	0	2	19	24	-
NO_x, SO_x, AND OTHER SIGNIFICANT RAIL EMISSIONS IN CANADA⁽ⁿ⁾						
Nitrous oxide (NO _x)	Kilotonnes	48.55	48.04	44.27	47.23	305-7
Sulphur dioxide (SO _x)	Kilotonnes	0.02	0.02	0.02	0.02	305-7
Particulate matter	Kilotonnes	1.00	0.99	0.91	0.97	305-7
Hydrocarbons	Kilotonnes	2.00	2.07	1.91	2.04	305-7
Carbon monoxide	Kilotonnes	8.82	8.53	7.84	8.37	305-7
NO_x, SO_x, AND OTHER SIGNIFICANT RAIL EMISSIONS IN THE U.S.⁽ⁿ⁾						
Nitrous oxide (NO _x)	Kilotonnes	19.37	19.24	16.99	18.00	305-7
Sulphur dioxide (SO _x)	Kilotonnes	0.01	0.01	0.01	0.01	305-7
Particulate matter	Kilotonnes	0.40	0.40	0.35	0.37	305-7
Hydrocarbons	Kilotonnes	0.80	0.84	0.75	0.79	305-7
Carbon monoxide	Kilotonnes	3.49	3.39	2.94	3.11	305-7
EFFLUENTS AND WASTE						
Total weight of waste generated ^(o)	Metric tonnes	340,291	313,251	400,744	395,292	306-2
Total hazardous waste generated	Metric tonnes	881	789	770	927	306-2
Disposal methods ^(p)						
Recycled	Metric tonnes	830	725	655	609	306-2
Recovery for energy	Metric tonnes	9	23	88	263	306-2
Incinerated	Metric tonnes	8	19	1	15	306-2
Deep-well injected	Metric tonnes	0	0	0	2	306-2
Sent to landfill	Metric tonnes	31	20	24	34	306-2
Treatment	Metric tonnes	3	2	2	4	306-2
Water discharge	Metric tonnes	0	0	0	0	306-2
Disposed in caverns	Metric tonnes	0	0	0	0	306-2
Waste fuel blended	Metric tonnes	0	0	0	0	306-2

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ENVIRONMENT						
Total non-hazardous waste generated	Metric tonnes	339,410	312,462	399,974	394,365	306-2
Disposal methods ^(p)						
Recycled	Metric tonnes	164,935	135,008	223,202	192,622	306-2
Recovery for energy	Metric tonnes	143,524	141,552	140,485	162,249	306-2
Incinerated	Metric tonnes	14	25	90	43	306-2
Deep-well injected	Metric tonnes	194	279	244	314	306-2
Sent to landfill	Metric tonnes	21,309	26,855	25,886	27,352	306-2
Treatment	Metric tonnes	9,434	8,743	10,067	11,785	306-2
Water discharge	Metric tonnes	0	0	0	0	306-2
Disposed in caverns	Metric tonnes	0	0	0	0	306-2
Waste fuel blended	Metric tonnes	0	0	0	0	306-2
WATER						
Water consumption from municipal sources ^(q)	Million litres	1,647	1,659	1,776	1,725	303-1
BIODIVERSITY AND LAND MANAGEMENT						
Spend on site assessments and remediation	\$ million	34	23	29	91	-

(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 Fifth Assessment reports, respectively.

(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.

(d) Our GHG Scope 3 emissions include emissions from diesel fuel production, purchased goods and services, capital goods, business travel, waste generated in operations and upstream transportation and distribution. Business travel emissions are provided by corporate travel service providers. Other categories of emissions were calculated using standard emission factors multiplied by activity levels or dollars of spend.

(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) GHG emissions are total Scope 1 and 2. Tonne kilometers include rail, marine vessels and CNTL trucks.

(h) CN has set a science-based target to reduce corporate Scope 1 and 2 emissions per tonne kilometre by 29% by 2030, compared to a 2015 base year. In 2018, CN completed Year 3 of the new 15-year target.

(i) 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.

(j) Renewable energy consumed includes biodiesel used in our locomotives, as well as location-based low carbon electricity.

(k) 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.

(l) Fuel consumed is locomotive diesel fuel only. Our fuel efficiency target is 6% improvement by 2022 from 2017, in line with the Railway Association of Canada MOU with Transport Canada.

(m) 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 each year.

(n) Criteria Air Contaminant (CAC) emissions were calculated using Canadian emission factors published by the Railway Association of Canada (RAC). We measured nitrous oxide, sulphur dioxide, particulate matter, hydrocarbons, and carbon monoxide by applying the RAC emission factors by type of train service (freight, switching or passenger) to total fuel consumed for each type of service by country. The most recent 2016 emission factors were used to calculate 2018 emissions.

(o) Total weight of waste generated includes our rail ties, scrap metal, locomotive lead acid batteries and day-to-day office and yard waste. Waste quantities are provided by our third-party waste disposal contractors. 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.

(p) Waste disposal methods and associated quantities are provided to us by our third-party waste disposal contractor.

(q) 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.

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SAFETY						
JOINT MANAGEMENT: WORKER HEALTH AND SAFETY (H&S) COMMITTEES^(A)						
Number of joint union–management H&S committees	Number	103	103	103	107	403-1
% of workforce represented in joint union–management H&S committees ^(b)	%	95	95	96	95	403-1
OCCUPATIONAL H&S INCIDENTS (EMPLOYEES)^(C)						
Injury frequency rate – Federal Railroad Administration (FRA)	Ratio	1.81	1.83	1.70	1.63	403-2
Canada	Ratio	1.61	1.61	1.54	1.49	403-2
U.S.	Ratio	2.27	2.30	2.05	1.97	403-2
Female	Ratio	1.23	0.57	0.97	1.21	403-2
Male	Ratio	1.86	1.96	1.78	1.68	403-2
Lost-time injury frequency rate – FRA	Ratio	1.30	1.35	1.19	1.21	403-2
Canada	Ratio	1.06	1.06	0.95	0.98	403-2
U.S.	Ratio	1.87	1.99	1.74	1.77	403-2
Female	Ratio	1.00	0.43	0.97	1.03	403-2
Male	Ratio	1.33	1.44	1.25	1.23	403-2
ACCIDENTS						
Accidents – FRA	Per million train miles	2.02	1.83	1.42	2.06	403-2
Accidents – Transportation Safety Board of Canada (TSB)^(d)	Per million train miles	7.01	6.95	7.11	7.69	403-2
Crossing accidents	Number	187	202	194	193	403-2
Trespassing accidents	Number	75	74	59	52	403-2
FATALITIES – ON-DUTY EMPLOYEES						
Canada	Number	1	1	1	1	403-2
U.S.	Number	0	1	0	1	403-2
Female	Number	0	1	0	0	403-2
Male	Number	1	1	1	2	403-2

- (a) The joint union–management health and safety committees exist at the local level across the system. The % is based on the total number of employees. To perform the calculation, senior manager-level employees and non-participating unionized employees were subtracted from the total workforce number.
- (b) The workers in the U.S. included in the percentage are represented by a formal Peer Engagement Team, which includes both management and worker representatives and addresses, amongst other topics, H&S matters.
- (c) 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 rates and the TSB accident rate covering our operations in North America. The FRA injury frequency rates per country and gender are based on an estimate using demographic data calculations. The FRA injury frequency rate is the number of reportable injuries per 200,000 hours worked. According to the FRA, a reportable injury frequency 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, days away from work, day(s) on modified or alternate duties, medical treatment or loss of consciousness. In 2018, 85% of our reportable injuries represented: sprain or strain (51%), cut/laceration/abrasion (13%), bruise or contusion (12%), fracture (9%), painful body part (8%) and rupture/tear (7%). The remaining 15% is represented by over 22 different injury types.
- (d) In 2017, the TSB made a regulatory change in terms of reporting criteria. This change took place on January 1, 2017. The 2015 and 2016 ratios have been restated due to this change.

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PEOPLE						
TOTAL EMPLOYEES						
Total number of full-time employees (end of year)^(a)	Total number	25,720	23,945	22,249	23,066	102-7
CN employees ^(b)	Total number	24,364	22,800	21,173	21,971	102-7
CN employees with fixed-term contract	Total number	110	98	66	82	102-8
CN wholly-owned subsidiary employees	Total number	1,246	1,047	1,010	1,013	102-8
Total number of part-time employees^(c)	Total number	0	0	0	0	102-8
EMPLOYEES BY REGION AND GENDER						
Canada	Total number	17,040	15,800	14,692	15,303	102-8
U.S.	Total number	7,324	7,000	6,481	6,668	102-8
Female	Total number	2,108	2,071	1,904	1,939	102-8
Male	Total number	22,256	20,729	19,269	20,032	102-8
EMPLOYEES BY CONTRACT^(c)						
Permanent contract	Total number	24,254	22,702	21,107	21,889	102-8
Female	Total number	2,053	1,978	1,876	1,903	102-8
Male	Total number	22,201	20,724	19,231	19,986	102-8
Fixed-term contract	Total number	110	98	66	82	102-8
Female	Total number	55	93	28	36	102-8
Male	Total number	55	5	38	46	102-8
COLLECTIVE BARGAINING AGREEMENTS						
% of CN employees covered by collective bargaining agreements	% of total employees	80%	79%	79%	79%	102-41
NEW EMPLOYEE HIRES						
Application pool (via CN website)	Total number	175,808	156,668	80,893	98,898	–
Total new employee hires	Total number	4,604	3,404	735	1,511	401-1
New employee hire rate	% of total employees	18%	14%	3%	7%	401-1
Age group						
New employee hires below 30 years old	Total number of new employee hires	2,179	1,605	352	671	401-1
% of new employee hires below 30 years old	% of total new employee hires	47%	47%	48%	44%	401-1
New employee hires 30–50 years old	Total number of new employee hires	2,201	1,616	349	763	401-1
% of new employee hires 30–50 years old	% of total new employee hires	48%	47%	47%	50%	401-1
New employee hires above 50 years old	Total number of new employee hires	224	183	34	77	401-1
% of new employee hires above 50 years old	% of total new employee hires	5%	5%	5%	5%	401-1

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PEOPLE							
Gender							
Female	Total number of new employee hires	386	307	130	145	401-1	
	% of new employee hires – female	8%	9%	18%	10%	401-1	
Male	Total number of new employee hires	4,218	3,097	605	1,366	401-1	
	% of new employee hires – male	92%	91%	82%	90%	401-1	
Region							
Canada	Total number of new employee hires	3,497	2,472	552	1,032	401-1	
	% of new employee hires in Canada	76%	73%	75%	68%	401-1	
U.S.	Total number of new employee hires	1,107	932	183	479	401-1	
	% of new employee hires in the U.S.	24%	27%	25%	32%	401-1	
EMPLOYEE TURNOVER^(d)							
Total employee turnover number		Total number	2,744	2,031	1,903	2,211	401-1
	% of total employee turnover rate	% of total employee turnover number	11.3%	8.9%	9.0%	10.1%	401-1
Total voluntary employee turnover number		Total number	976	749	623	706	401-1
	% of voluntary employee turnover rate	% of total employee voluntary turnover number	4.0%	3.3%	2.9%	3.2%	401-1
	% of employee pride	% of new hires proud to be at CN	89%	95%	93%	92%	–
Age group							
Employee turnover below 30 years old	Total number	630	420	309	448	401-1	
	% of employee turnover below 30 years old	% of total employee turnover number	2.6%	1.8%	1.5%	2.0%	401-1
Employee turnover 30–50 years old	Total number	1,102	713	589	699	401-1	
	% of employee turnover 30–50 years old	% of total employee turnover number	4.5%	3.1%	2.8%	3.2%	401-1
Employee turnover above 50 years old	Total number	1,012	898	1,005	1,064	401-1	
	% of employee turnover above 50 years old	% of total employee turnover number	4.2%	3.9%	4.7%	4.8%	401-1
Gender							
Employee turnover – women	Total number	320	178	165	203	401-1	
	% of employee turnover – women	% of total employee turnover number	1.3%	0.8%	0.8%	0.9%	401-1
Employee turnover – men	Total number	2,424	1,853	1,738	2,008	401-1	
	% of employee turnover – men	% of total employee turnover number	9.9%	8.1%	8.2%	9.1%	401-1
Region							
Employee turnover – Canada	Total number	2,035	1,561	1,401	1,650	401-1	
	% of employee turnover in Canada	% of total employee turnover number	8.4%	6.8%	6.6%	7.5%	401-1
Employee turnover – U.S.	Total number	709	470	502	561	401-1	
	% of employee turnover in the U.S.	% of total employee turnover number	2.9%	2.1%	2.4%	2.6%	401-1

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PEOPLE						
ABSENTEEISM RATES^(e)						
Female	% of absentee hours on actual hours of service	2.53	2.36	2.43	2.26	403-2
Male	% of absentee hours on actual hours of service	1.84	1.60	1.51	1.23	403-2
Canada	% of absentee hours on actual hours of service	2.15	2.00	1.86	1.51	403-2
U.S.	% of absentee hours on actual hours of service	1.36	1.03	1.05	0.87	403-2
TRAINING AND EDUCATION^(f)						
Total hours of training	Total number of hours	1,881,592	1,333,406	711,396	1,256,962	–
Average training hours						
Employee	Average hours	77.2	58.5	33.6	57.2	404-1
Female	Average hours	41.7	34.3	21.2	35.4	404-1
Male	Average hours	80.3	60.3	34.8	59.3	404-1
Management	Average hours	33.7	25.9	36.9	42.6	404-1
Unionized	Average hours	88.1	66.6	32.7	61.2	404-1
REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEW						
% of total management receiving reviews	% of management	99%	95%	96%	98%	404-3
DIVERSITY AND EQUAL OPPORTUNITY						
Females	% of total employees	9%	9%	9%	9%	405-1
Females in revenue-generating functions^(g)	% in management positions	31%	N/A	N/A	N/A	–
Diversity in Canada^(h)	% of total employees	17%	16%	15%	14%	405-1
Diversity in the U.S.⁽ⁱ⁾	% of total employees	19%	18%	17%	17%	405-1
Age group						
% over 50 years old	% of total employees	23%	26%	30%	33%	405-1
% 30–50 years old	% of total employees	59%	54%	55%	51%	405-1
% below 30 years old	% of total employees	18%	20%	15%	16%	405-1
Governance bodies						
Board of Directors	Total number	13	13	11	11	405-1
% of females	% of total Board	38%	38%	27%	27%	405-1
% over 50 years old	% of total Board	92%	100%	100%	100%	405-1
Employee categories						
Senior management	Total number of senior management	202	208	193	199	405-1
% of females	% of senior management	13%	16%	15%	15%	405-1
% over 50 years old	% of senior management	55%	57%	60%	68%	405-1
% 30–50 years old	% of senior management	45%	43%	40%	32%	405-1
% diversity in Canada ^(h)	% of senior management	9%	5%	6%	6%	405-1
% diversity in the U.S. ⁽ⁱ⁾	% of senior management	9%	4%	7%	8%	405-1

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PEOPLE						
Management	Total number of management	4,654	4,618	4,351	4,477	405-1
% of females	% of management	23%	24%	24%	23%	405-1
% over 50 years old	% of management	26%	30%	31%	35%	405-1
% 30–50 years old	% of management	66%	61%	62%	58%	405-1
% below 30 years old	% of management	8%	9%	7%	7%	405-1
% diversity in Canada ^(h)	% of management	21%	19%	18%	17%	405-1
% diversity in the U.S. ⁽ⁱ⁾	% of management	20%	20%	17%	16%	405-1
Non-management	Total number of non-management	19,508	17,974	16,629	17,295	405-1
% of females	% of non-management	5%	5%	5%	5%	405-1
% over 50 years old	% of non-management	22%	24%	30%	32%	405-1
% 30–50 years old	% of non-management	58%	53%	52%	49%	405-1
% below 30 years old	% of non-management	20%	23%	18%	19%	405-1
% diversity in Canada ^(h)	% of non-management	17%	15%	14%	13%	405-1
% diversity in the U.S. ⁽ⁱ⁾	% of non-management	19%	18%	17%	18%	405-1
EQUAL REMUNERATION FOR WOMEN AND MEN^(j)						
Senior management	Ratio of women to men	0.935	0.958	0.925	0.932	405-2
Management	Ratio of women to men	1.012	1.007	1.021	1.009	405-2
Non-management	Ratio of women to men	0.961	0.940	0.923	0.911	405-2

(a) The total number of employees (end of year) is as reported in the 2018, 2017, and 2016 CN Annual Reports.

(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 have not been 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 increase of training hours in 2018 is due to a higher level of hiring. The training hours do not contain on-the-job training such as qualifying trips for conductors.

(g) Females in management positions in revenue-generating functions as a % of all such managers.

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

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

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

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GRI Index

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Data	Measurement	2018	2017	2016	2015	GRI Disclosure
COMMUNITY AND ECONOMY						
ECONOMIC PERFORMANCE						
Direct economic value generated (revenues)	\$ million	14,321	13,041	12,037	12,611	201-1
Economic value distributed	\$ million	10,950	9,765	8,835	9,195	201-1
Operating costs	\$ million	8,828	7,798	7,005	7,456	201-1
Labour and fringe benefits	\$ million	2,860	2,536	2,399	2,517	201-1
Purchased services, materials and fuel	\$ million	3,703	3,131	2,643	3,014	201-1
Other ^(a)	\$ million	2,265	2,131	1,963	1,925	201-1
Payments to providers of capital – dividends	\$ million	1,333	1,239	1,159	996	201-1
Payments to governments	\$ million	776	712	653	725	201-1
Payments to Canadian tax authorities	\$ million	831	657	728	620	201-1
Payments to U.S. tax authorities	\$ million	(55)	55	(75)	105	201-1
Community investment ^(b)	\$ million	12.9	15.5	18.2	18.2	201-1
Economic value retained	\$ million	3,371	3,276	3,202	3,416	201-1
Cost of employee volunteering during paid work hours^(c)	\$ million	0.28	0.27	N/A	N/A	–
Cost of management overheads for community investment programs^(d)	\$ million	1.05	1.05	N/A	N/A	–
Critical suppliers^(e)	Number	59	59	62	68	–
Critical suppliers screened on environmental, social and governance issues^(f)	%	69%	69%	69%	29%	308-1 414-1

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

(b) Community investment includes sponsorships, donations and activation fees as well as contributions through the CN Railroaders in the Community program.

(c) The calculated cost includes employee volunteer time during paid working hours for the following programs: CN From the Ground Up, Employee and Family Assistance Program and CN Wellness Champion.

(d) The calculated cost of management overheads for community investment programs includes salaries and benefits.

(e) Critical supplier is defined as critical component supplier, non-substitutable supplier, or supplier with greater than \$2M of spending per year.

(f) 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 Standards: Core option. The Index provides references to relevant information presented in the 2018 Sustainability Report, as well as other corporate disclosures such as the Annual Report to Shareholders and other regulatory or voluntary reports.

GRI Disclosure	Location, Page and URL
GRI 101: FOUNDATION	Does not include any disclosures.
GRI 102: GENERAL DISCLOSURES	
ORGANIZATIONAL PROFILE	
102-1 Name of the organization	2018 Sustainability Report , p. 65
102-2 Activities, brands, products, and services	2018 Sustainability Report , p. 6
102-3 Location of headquarters	2018 Sustainability Report , p. 65
102-4 Location of operations	2018 Sustainability Report , p. 6 2019 Investor Fact Book , Operations, pp. 80–87
102-5 Ownership and legal form	2018 Sustainability Report , p. 65
102-6 Markets served	2018 Sustainability Report , p. 6 2019 Investor Fact Book , Markets, pp. 22–79
102-7 Scale of the organization	2018 Sustainability Report , p. 6 2019 Investor Fact Book , Our Strengths and Competitive Advantages, pp. 2–3
102-8 Information on employees and other workers	2018 Data Supplement / GRI Index , p. 6
102-9 Supply chain	2018 Sustainability Report , p. 6; 2019 Investor Fact Book , p. 6, pp. 24–25
102-10 Significant changes to the organization and its supply chain	2018 Annual Information Form , General Development of the Business, pp. 3–10
102-11 Precautionary principle or approach	2019 Management Information Circular , Risk Management Oversight, p. 25
102-12 External initiatives	2018 Sustainability Report , p. 53
102-13 Membership of associations	2018 Sustainability Report , Awards and Recognitions, p. 4 2019 Carbon Disclosure Project Response , p. 56
STRATEGY	
102-14 Statement from senior decision maker	2018 Sustainability Report , pp. 1, 5
ETHICS AND INTEGRITY	
102-16 Values, principles, standards and norms of behaviour	2018 Sustainability Report , pp. 57–58
102-17 Mechanisms for advice and concerns about ethics	2018 Sustainability Report , p. 58
GOVERNANCE	
102-18 Governance structure	2018 Sustainability Report , pp. 16, 57, 61
102-19 Delegating authority	2018 Sustainability Report , pp. 16, 57, 61
102-20 Executive-level responsibility for economic, environmental and social topics	2018 Sustainability Report , pp. 16, 57, 61
102-21 Consulting stakeholders on economic, environmental and social topics	2018 Sustainability Report , pp. 47–48, 53–55

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GRI 101:
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GRI 102:
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GRI 103:
Management Approach

GRI 200:
Economic
Standard Series

GRI 300:
Environmental
Standard Series

GRI 400:
Social Standard Series

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GRI Disclosure		Location, Page and URL
102-22	Composition of the highest governance body and its committees	2018 Sustainability Report , p. 57 2019 Management Information Circular , pp. 23–24
102-23	Chair of the highest governance body	2019 Management Information Circular , p. 23
102-24	Nominating and selecting the highest governance body	2019 Management Information Circular , pp. 27–30
102-25	Conflicts of interest	2019 Management Information Circular , Common Directorships, p. 30
102-28	Evaluating the highest governance body's performance	2019 Management Information Circular , Board Performance Assessment Process, p. 31
102-30	Effectiveness of risk management processes	2019 Management Information Circular , Risk Management Oversight, p. 25
102-33	Communicating critical concerns	2018 Sustainability Report , pp. 55, 58; CN Code of Conduct , pp. 79–83
102-35	Remuneration policies	2019 Management Information Circular , Board of Directors Compensation, pp. 17–20 and Statement of Executive Compensation, pp. 35–36; 2018 Sustainability Report , p. 61
102-36	Process for determining remuneration	2019 Management Information Circular , Board of Directors Compensation, pp. 17–20 and Statement of Executive Compensation, pp. 35–36
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	2018 Sustainability Report , p. 53
102-41	Collective bargaining agreements	2018 Data Supplement / GRI Index , p. 6
102-42	Identifying and selecting stakeholders	2018 Sustainability Report , pp. 53, 64
102-43	Approach to stakeholder engagement	2018 Sustainability Report , pp. 53, 64
102-44	Key topics and concerns raised	2019 CN in Your Community , pp. 62–63
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	2018 Annual Information Form , Subsidiaries, p. 2
102-46	Defining report content and topic boundaries	2018 Data Supplement / GRI Index , p. 1; 2018 Sustainability Report , p. 64
102-47	List of material topics	2018 Data Supplement / GRI Index , p. 1; 2018 Sustainability Report , p. 64
102-48	Restatements of information	There are no material restatements within the report.
102-49	Changes in reporting	2018 Data Supplement / GRI Index , p. 1; 2018 Sustainability Report , p. 64
102-50	Reporting period	2018 Data Supplement / GRI Index , p. 1; 2018 Sustainability Report , p. 64
102-51	Date of most recent report	2018 Data Supplement / GRI Index , p. 1; 2018 Sustainability Report , p. 64
102-52	Reporting cycle	2018 Data Supplement / GRI Index , p. 1; 2018 Sustainability Report , p. 64
102-53	Contact point for questions regarding the report	2018 Sustainability Report , p. 65
102-54	Claims of reporting in accordance with the GRI Standards	2018 Data Supplement / GRI Index , p. 1
102-55	GRI content index	2018 Data Supplement / GRI Index , p. 11
102-56	External assurance	2018 Data Supplement / GRI Index , p. 1
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	2018 Data Supplement / GRI Index , p. 1
103-2	The management approach and its components	2018 Sustainability Report , pp. 13, 29, 39, 47, 57
103-3	Evaluation of the management approach	2018 Sustainability Report , pp. 13, 29, 39, 47, 57

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GRI 101:

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GRI 102:

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GRI 103:

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GRI 200:

Economic Standard Series

GRI 300:

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GRI 400:

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GRI Disclosure		Location, Page and URL
GRI 200: ECONOMIC STANDARD SERIES 2016		
ECONOMIC PERFORMANCE		
103	Management approach	2018 Sustainability Report , pp. 47–50
201-1	Direct economic value generated and distributed	2018 Data Supplement / GRI Index , p. 10
201-2	Financial implications and other risks and opportunities due to climate change	2019 Carbon Disclosure Project Response , Risks and Opportunities, pp. 9–19
201-3	Defined benefit plan obligations and other retirement plans	2018 Annual Report , Pensions and Other Postretirement Benefits, pp. 80–86
201-4	Financial assistance received from government	CN does not obtain financial assistance from governments.
PROCUREMENT PRACTICES		
103	Management approach	2018 Sustainability Report , pp. 47–50, 59
204-1	Proportion of spending on local suppliers	2018 Sustainability Report , pp. 6, 49
GRI 300: ENVIRONMENTAL STANDARD SERIES 2016		
ENERGY		
103	Management approach	2018 Sustainability Report , pp. 13–18
302-1	Energy consumption within the organization	2018 Data Supplement / GRI Index , p. 2
302-3	Energy intensity	2018 Data Supplement / GRI Index , p. 3
BIODIVERSITY		
103	Management approach	2018 Sustainability Report , pp. 13, 24
304-2	Significant impacts of activities, products, and services on biodiversity	2018 Sustainability Report , pp. 24–27
EMISSIONS		
103	Management approach	2018 Sustainability Report , pp. 13–18
305-1	Direct (Scope 1) GHG emissions	2018 Data Supplement / GRI Index , p. 2
305-2	Energy indirect (Scope 2) GHG emissions	2018 Data Supplement / GRI Index , p. 2
305-3	Other indirect (Scope 3) GHG emissions	2018 Data Supplement / GRI Index , p. 2
305-4	GHG emission intensity	2018 Data Supplement / GRI Index , p. 2
305-7	Nitrous oxides (NO _x), sulphur oxides (SO _x) and other significant air emissions	2018 Data Supplement / GRI Index , p. 3
EFFLUENTS AND WASTE		
103	Management approach	2018 Sustainability Report , pp. 13, 20–23
306-2	Waste by type and disposal method	2018 Data Supplement / GRI Index , pp. 3–4
SUPPLIER ENVIRONMENTAL ASSESSMENTS		
103	Management approach	2018 Sustainability Report , pp. 13, 20
308-1	New suppliers screened using environmental criteria	2018 Data Supplement / GRI Index , p. 10

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GRI 101:
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Standard Series

GRI 300:
Environmental
Standard Series

**GRI 400:
Social Standard Series**

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GRI Disclosure		Location, Page and URL
GRI 400: SOCIAL STANDARD SERIES 2016		
EMPLOYMENT		
103	Management approach	2018 Sustainability Report , p. 39
401-1	New employee hires and employee turnover	2018 Data Supplement / GRI Index , pp. 6–7
LABOUR–MANAGEMENT RELATIONS		
103	Management approach	2018 Sustainability Report , pp. 44, 59
402-1	Minimum notice periods regarding operational changes	In compliance with laws and regulations.
OCCUPATIONAL HEALTH AND SAFETY		
103	Management approach	2018 Sustainability Report , pp. 29–30
403-1	Workers’ representation in formal joint management–worker health and safety committees	2018 Data Supplement / GRI Index , p. 5
403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	2018 Data Supplement / GRI Index , p. 5
TRAINING AND EDUCATION		
103	Management approach	2018 Sustainability Report , pp. 39, 42–43
404-1	Average hours of training per year per employee	2018 Data Supplement / GRI Index , p. 8
404-2	Programs for upgrading employee skills and transition assistance program	2018 Sustainability Report , ppp. 39, 42–43
404-3	Percentage of employees receiving regular performance and career development reviews	2018 Data Supplement / GRI Index , p. 8
DIVERSITY AND EQUAL OPPORTUNITY		
103	Management approach	2018 Sustainability Report , pp. 39–41
405-1	Diversity of governance bodies and employees	2018 Data Supplement / GRI Index , pp. 8–9
405-2	Ratio of basic salary and remuneration of women to men	2018 Data Supplement / GRI Index , p. 9
SUPPLIER SOCIAL ASSESSMENT		
103	Management approach	2018 Sustainability Report , pp. 58–59
414-1	New suppliers screened using social criteria	2018 Data Supplement / GRI Index , p. 10
PUBLIC POLICY		
103	Management approach	CN Website , Political Contributions and Activities
415-1	Political contributions	CN Website , Political Contributions and Activities



We welcome comments, questions
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