



ENVIRONMENTAL POLICY

1. Policy statement

CN is committed to building a sustainable future to conduct our operations with minimal environmental impact and to provide cleaner, more sustainable transportation services to our customers. We are focused on continual improvement, ensuring that environmental leadership and performance are firmly embedded in CN's culture and that we comply with applicable legal and regulatory requirements.

2. Scope

This Policy applies to all employees and contractors who perform services for, or on behalf of CN (collectively referred to as "CN personnel"). It is expected that CN personnel will act in accordance with the Policy when performing work for CN across the entirety of its rail network infrastructure, land holdings, facilities, and business operations.

3. Commitments

The following environmental commitments define how CN aims to protect and reduce the impact we may have on the environment in which we operate. In accordance with this Environmental Policy, we are committed to:

DRIVING ENVIRONMENTAL LEADERSHIP AND PERFORMANCE

- Leveraging CN's Environmental Management System (EMS) to structure process, deliver training and communicate results to our employees to promote environmental leadership and ensure compliance with regulations, internal policies, and best management practices.
- Pursuing continuous improvement by setting objectives and measurable targets, auditing performance, conducting annual environmental management reviews and implementing holistic programs to appropriately address, minimize or prevent environmental impacts of our operations and facilities.
- Endorsing and fostering a culture of leadership, collaboration and innovation to enable CN to become an industry leader in environmental performance and operations practices.
- Employing business processes to identify and mitigate potential environmental impacts related to all appropriate CN operations, business initiatives, long-term agreements, mergers, acquisitions, and partnership arrangements.

PROTECTING LAND AND BIODIVERSITY

- Conducting environmental and social impact assessments, before starting construction projects to understand potential ecosystem, biodiversity and community risks and needed mitigation measures.
- Designing capital and maintenance projects to minimize and/or avoid impacts on sensitive habitats and wildlife populations. Where impacts to these areas are unavoidable, implementing appropriate measures to promote no net loss of sensitive habitat areas.



- Focusing on preventative maintenance, spill prevention and emergency preparedness to ensure appropriate steps are taken in the event of a derailment, spill or other incident involving a release to the environment.
- Managing stormwater systems and ensuring the quality of our water discharge by implementing best operating practices and technology enhancements to safeguard and protect natural resources, aquatic species and surrounding ecosystems.

PROMOTING ENERGY EFFICIENCY, REDUCING EMISSIONS AND IMPROVING AIR QUALITY

- Optimizing energy consumption in all aspects of our business, including rail, non-rail operations, yards and buildings, through capital improvements, equipment upgrades, and energy savings technologies and best practices.
- Reducing air emissions and greenhouse gases through strategic initiatives, collaboration and partnerships, including the increasing use of renewable fuels and energy alternatives applicable to the rail sector.

ADVANCING THE CIRCULAR ECONOMY

- Limiting waste at the source by pursuing responsible procurement solutions and collaborating within the supply chain to operationalize supplier takeback and extended producer responsibility programs.
- Managing waste responsibly, including monitoring waste production and disposal practices and identifying opportunities for waste diversion from landfill through reduction, re-use, recycling, and energy recovery solutions.
- Designing, maintaining and investing in CN infrastructure and equipment to maximize its operating life and maintain the safety and integrity of the network.
- Minimizing water consumption by identifying and implementing diversion, reduction and recycling solutions, in addition to treating all impacted water in accordance with regulatory requirements and internal best management practices.

ENGAGING STAKEHOLDERS, GOVERNMENT AGENCIES, AND INDIGENOUS COMMUNITIES

- Engaging employees, communities, and customers with our EcoConnexions programs, which support CN achieving its Environmental, Social and Governance objectives.
- Building respectful and lasting relationships with communities, customers, governments, and Indigenous leaders and communities, by proactively engaging with those who affect or may be affected by the environmental impacts of our business. We strive to create and build mutually beneficial opportunities and solutions.
- Sharing our environmental commitment and efforts with CN stakeholders and Indigenous communities.



4. Monitoring and Reporting

- Compliance with this Policy will be monitored in accordance with the applicable internal assessment mechanisms and periodically reviewed by CN. CN may commission external audits by independent third parties where required.
- Anyone who becomes aware of a violation of this Policy is strongly encouraged to speak up. CN prohibits retaliation against any person for reporting, in good faith, contraventions of this Policy, or for filing a complaint or testifying, assisting, or participating in any manner in any investigation, proceeding, or hearing conducted by a government enforcement agency. Prohibited retaliation includes, but is not limited to, termination, demotion, suspension, failure to hire or consider for hire, failure to give equal consideration in making employment decisions, failure to make employment recommendations impartially, adversely affecting working conditions, or otherwise denying any employment benefit because an employee has reported alleged prohibited conduct or participated in an investigation.

CN's Hotline	Tel: 1-800-925-5974 or online at www.reportanissue.com
CN's Ombudsman	Tel : 1-866-226-8968 E-mail: ombudsman@cn.ca <i>The Office of the Ombudsman has a confidential voicemail available 24 hours a day on which you can leave a message.</i>
CN Law Department	Tel: 1-866-996-6627

- Results of environmental performance are communicated through CN's annual reports, sustainability reports, website, sustainability submissions and other public disclosures.

5. Related Policies and Further Information

CNs Environmental Policy is complemented by other policies, codes and commitments, e.g.

- [CN Code of Business Conduct](#)
- [CN Supplier Code of Conduct](#)
- [CN Human Rights Policy](#)
- [CN EcoConnexions Programs](#)
- [Delivering Responsibly website](#)

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