



Delivering Responsibly

2017 DATA SUPPLEMENT / GRI INDEX



Our Reporting

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

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 and GRI Index 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., in the 2017 calendar year, unless otherwise noted.

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, with the exception of 2017

currently undergoing verification, 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 Standards: Core option reporting requirements and references to other relevant information sources can be found at: www.cn.ca/delivering-responsibly.



FURTHER READING ONLINE

- + [2016 Full Sustainability Report](#)
- + [2016 Highlights Report](#)
- + [2017 Carbon Disclosure Project Report](#)
- + [Delivering Responsibly section of our website](#)



Our Sustainability Pillars

People

BECOMING A TOP EMPLOYER AND
DEVELOPING THE BEST RAILROADERS

Environment

TAKING ACTION TO PROTECT
THE ENVIRONMENT

Community

INVESTING IN STRONGER,
SAFER COMMUNITIES

Safety

REINFORCING SAFETY AS
A DEEPLY HELD CORE VALUE

Governance

DOING THE RIGHT THING

Data Tables

The following data covered in this report applies to CN and its subsidiaries. CN subsidiaries are listed in the 2017 Annual Information Form on page 2.

Data	Measurement	2017	2016	2015	2014	GRI Disclosure
ENVIRONMENT						
EMISSIONS						
Total GHG emissions (Scope 1 and 2)^(a)	Metric tonnes of CO ₂ e	5,671,982	5,221,152	5,532,786	5,707,122	–
Direct GHG emissions (Scope 1) ^(b)	Metric tonnes of CO ₂ e	5,499,641	5,032,309	5,339,172	5,513,056	305-1
Rail locomotives	Metric tonnes of CO ₂ e	4,865,352	4,405,606	4,692,974	4,858,403	305-1
Intermodal trucks	Metric tonnes of CO ₂ e	149,669	140,804	136,837	137,318	305-1
Shipping vessel fleet	Metric tonnes of CO ₂ e	187,093	204,067	199,721	212,573	305-1
On Company Service fleet	Metric tonnes of CO ₂ e	90,211	86,273	97,464	101,828	305-1
Intermodal equipment ^(c)	Metric tonnes of CO ₂ e	57,185	45,581	46,127	51,074	305-1
Miscellaneous fuel emissions ^(c)	Metric tonnes of CO ₂ e	150,130	149,978	166,050	151,860	305-1
Indirect GHG emissions (Scope 2) ^(d)	Metric tonnes of CO ₂ e	172,341	188,843	193,613	194,065	305-2
Other indirect GHG emissions (Scope 3)^(e)	Metric tonnes of CO ₂ e	2,768,395	2,740,942	2,578,190	1,626,867	305-3
GHG emission intensity^(f)						
Total GHG emissions (by rail freight revenue)	Metric tonnes of CO ₂ e per thousand dollars of rail freight revenue	0.46	0.46	0.47	0.50	305-4
Total GHG emissions (by employee)	Metric tonnes of CO ₂ e per full-time employee	246	234	227	233	305-4
Impact of service						
Rail emission intensity ^(g)	Metric tonnes of CO ₂ e per million GTMs	10.37	10.40	10.62	10.83	–
Truck emission intensity	Metric tonnes of CO ₂ e per thousand kilometres travelled	1.23	1.22	1.24	1.24	–
Shipping vessel emission intensity	Metric tonnes of CO ₂ e per million net ton miles	16.37	16.90	17.66	17.83	–
Target						
Measure (GHG emission intensity) ^(h)	Metric tonnes of CO ₂ e per million tonne kilometres	15.56	15.71	15.98	16.00	–
GHG science-based target progress ⁽ⁱ⁾	% of progress towards target	9%	6%			–
ENERGY						
Total direct and indirect energy consumed within the organization^(j)	Megawatt hours	20,972,206	19,242,556	20,430,064	21,012,467	302-1
Total direct energy consumed	Megawatt hours	20,427,005	18,685,836	19,835,704	20,440,038	302-1
Diesel (used for locomotives)	Megawatt hours	17,754,169	16,045,338	17,097,281	17,716,213	302-1
Diesel (other)	Megawatt hours	1,796,043	1,768,728	1,763,403	1,822,241	302-1
Natural gas	Megawatt hours	532,195	527,157	582,988	512,393	302-1
Other fuels (propane, gasoline, kerosene, stove oil, furnace oil)	Megawatt hours	344,599	344,614	392,032	389,191	302-1
Total indirect energy consumed – electricity	Megawatt hours	545,201	556,720	594,360	572,429	302-1

Data	Measurement	2017	2016	2015	2014	GRI Disclosure
ENVIRONMENT						
Total renewable energy consumed ^(k)	Megawatt hours	466,293	404,102	423,508	458,549	302-1
Energy intensity ^(l)	Megawatt hours per million CDN dollars of rail freight revenue	1.71	1.70	1.72	1.83	302-3
Fuel efficiency ^(m)	GTMs per U.S. gallon of fuel consumed	1,063	1,061	1,040	1,019	302-3
Fuel efficiency savings ⁽ⁿ⁾	\$ million	2	19	24	40	–
NO_x, SO_x, AND OTHER SIGNIFICANT RAIL EMISSIONS IN CANADA^(o)						
Nitrous oxide (NO _x)	Kilotonnes	48.04	44.27	47.23	51.10	305-7
Sulphur dioxide (SO _x)	Kilotonnes	0.02	0.02	0.02	0.02	305-7
Particulate matter	Kilotonnes	0.99	0.91	0.97	1.11	305-7
Hydrocarbons	Kilotonnes	2.07	1.91	2.04	2.27	305-7
Carbon monoxide	Kilotonnes	8.53	7.84	8.37	8.58	305-7
NO_x, SO_x, AND OTHER SIGNIFICANT RAIL EMISSIONS IN THE U.S.^(o)						
Nitrous oxide (NO _x)	Kilotonnes	19.24	16.99	18.00	19.71	305-7
Sulphur dioxide (SO _x)	Kilotonnes	0.01	0.01	0.01	0.01	305-7
Particulate matter	Kilotonnes	0.40	0.35	0.37	0.43	305-7
Hydrocarbons	Kilotonnes	0.84	0.75	0.79	0.89	305-7
Carbon monoxide	Kilotonnes	3.39	2.94	3.11	3.23	305-7
EFFLUENTS AND WASTE						
Total weight of waste generated ^(p)	Metric tonnes	313,251	400,744	395,292	370,185	306-2
Total hazardous waste generated	Metric tonnes	789	770	927	857	306-2
Disposal methods ^(q)						
Recycled	Metric tonnes	725	655	609	654	306-2
Recovery for energy	Metric tonnes	23	88	263	133	306-2
Incinerated	Metric tonnes	19	1	15	31	306-2
Deep-well injected	Metric tonnes	0	0	2	3	306-2
Sent to landfill	Metric tonnes	20	24	34	36	306-2
Treatment	Metric tonnes	2	2	4	0	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

Data	Measurement	2017	2016	2015	2014	GRI Disclosure
ENVIRONMENT						
Total non-hazardous waste generated	Metric tonnes	312,462	399,974	394,288	369,328	306-2
Disposal methods ^(a)						
Recycled	Metric tonnes	135,008	223,202	192,622	175,180	306-2
Recovery for energy	Metric tonnes	141,552	140,485	162,249	155,098	306-2
Incinerated	Metric tonnes	25	90	43	102	306-2
Deep-well injected	Metric tonnes	279	244	314	641	306-2
Sent to landfill	Metric tonnes	26,855	25,886	27,352	26,286	306-2
Treatment	Metric tonnes	8,743	10,067	11,785	12,021	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 ^(b)	Million litres	1,659	1,776	1,725	1,652	303-1
BIODIVERSITY AND LAND MANAGEMENT						
Spend on site assessments and remediation	\$ million	23	29	91	19	—

(a) Our Scope 1 and 2 GHG emissions are consolidated based on an operational control approach. Scope 1 emissions for 2014 to 2016 were restated to reflect a more detailed data source.

(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 Fifth Assessment reports, respectively.

(c) Emissions related to Intermodal equipment and Miscellaneous fuels for 2014 to 2016 were restated to reflect a more detailed data source.

(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. 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.

(e) We have been increasing the robustness of our Scope 3 inventory reporting. In 2015 and 2016, in addition to emissions from diesel fuel production and business travel, we calculated emissions from purchased goods and services, capital goods, 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. In June 2018, we updated our Scope 3 number for 2017 to reflect revised emission factors.

(f) Calculations for GHG emission intensity covers Scope 1 and 2 emissions only.

(g) Rail emission intensity is a measure of the tonnes of CO₂e generated by locomotives per million Gross Ton Mile (GTM).

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

(i) 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 2017, CN completed Year 2 of the new 15-year target.

(j) 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. Total direct energy consumed for 2014 to 2016 was restated to reflect a more detailed data source.

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

(l) 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.

(m) Fuel consumed is locomotive diesel fuel only. Our target for 2018 fuel efficiency is 1% improvement.

(n) 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.

(o) 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 2015 emission factors were used to calculate 2015 (restated), 2016 (restated), and 2017 emissions.

(p) 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 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.

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

(r) 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.

Data	Measurement	2017	2016	2015	2014	GRI Disclosure
SAFETY						
JOINT MANAGEMENT: WORKER HEALTH AND SAFETY (H&S) COMMITTEES^(a)						
Number of joint union-management H&S committees	Number	103	103	107	106	403-1
% of workforce represented in joint union-management H&S committees ^(b)	%	95	96	95	95	403-1
OCCUPATIONAL H&S INCIDENTS (EMPLOYEES)^(c)						
Injury frequency rate – Federal Railroad Administration (FRA)	Ratio	1.83	1.70	1.63	1.81	403-2
Canada	Ratio	1.61	1.54	1.49	1.70	403-2
U.S.	Ratio	2.30	2.05	1.97	2.09	403-2
Female	Ratio	0.57	0.97	1.21	1.13	403-2
Male	Ratio	1.96	1.78	1.68	1.88	403-2
Lost-time injury frequency rate – FRA	Ratio	1.35	1.19	1.21	1.29	403-2
Canada	Ratio	1.06	0.95	0.98	1.09	403-2
U.S.	Ratio	1.99	1.74	1.77	1.75	403-2
Female	Ratio	0.43	0.97	1.03	0.63	403-2
Male	Ratio	1.44	1.25	1.23	1.35	403-2
ACCIDENTS						
Accidents – FRA	Per million train miles	1.83	1.42	2.06	2.73	403-2
Accidents – Transportation Safety Board of Canada (TSB) ^(d)	Per million train miles	6.95	7.11	7.69	7.32	403-2
Crossing accidents	Number	199	194	193	225	403-2
Trespassing accidents	Number	74	59	52	56	403-2
FATALITIES – ON-DUTY EMPLOYEES						
Canada	Number	1	1	1	2	403-2
U.S.	Number	1	0	1	0	403-2
Female	Number	1	0	0	0	403-2
Male	Number	1	1	2	2	403-2

(a) The joint union-management health and safety committee 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 and or loss of consciousness. In 2017, 80% of our reportable injuries represented: sprain or strain (50%), cut/laceration/abrasion (10%), fracture (8%), bruise or contusion (7%), and rupture/tear (5%). The remaining 20% is represented by over 18 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 2014 to 2016 ratios have been restated due to this change.

Data	Measurement	2017	2016	2015	2014	GRI Disclosure
PEOPLE						
TOTAL EMPLOYEES						
Total number of full-time employees (end of year)^(a)	Total number	23,945	22,249	23,066	25,288	102-7
CN employees ^(b)	Total number	22,800	21,173	21,971	24,131	102-7
CN employees with fixed-term contract	Total number	98	66	82	86	102-8
CN wholly-owned subsidiary employees	Total number	1,047	1,010	1,013	1,071	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	15,800	14,692	15,303	16,957	102-8
U.S.	Total number	7,000	6,481	6,668	7,174	102-8
Female	Total number	2,071	1,904	1,939	2,110	102-8
Male	Total number	20,729	19,269	20,032	22,021	102-8
EMPLOYEES BY CONTRACT^(c)						
Permanent contract	Total number	22,702	21,107	21,889	24,045	102-8
Female	Total number	1,978	1,876	1,903	2,072	102-8
Male	Total number	20,724	19,231	19,986	21,973	102-8
Fixed-term contract	Total number	98	66	82	86	102-8
Female	Total number	93	28	36	38	102-8
Male	Total number	5	38	46	48	102-8
COLLECTIVE BARGAINING AGREEMENTS						
% of CN employees covered by collective bargaining agreements	% of total employees	79%	79%	79%	81%	102-41
NEW EMPLOYEE HIRES						
Application pool (via CN website)	Total number	156,668	80,893	98,898	185,370	–
Total new employee hires	Total number	3,404	735	1,511	3,786	401-1
New employee hire rate	% of total employees	14%	3%	7%	15%	401-1
Age group						
New employee hires below 30 years old	Total number of new employee hires	1,605	352	671	1,998	401-1
% of new employee hires below 30 years old	% of total new employee hires	47%	48%	44%	53%	401-1
New employee hires 30–50 years old	Total number of new employee hires	1,616	349	763	1,676	401-1
% of new employee hires 30–50 years old	% of total new employee hires	47%	47%	50%	44%	401-1
New employee hires above 50 years old	Total number of new employee hires	183	34	77	112	401-1
% of new employee hires above 50 years old	% of total new employee hires	5%	5%	5%	3%	401-1

Data	Measurement	2017	2016	2015	2014	GRI Disclosure
PEOPLE						
Gender						
Female	Total number of new employee hires	307	130	145	281	401-1
% of new employee hires – female	% of total new employee hires	9%	18%	10%	7%	401-1
Male	Total number of new employee hires	3,097	605	1,366	3,505	401-1
% of new employee hires – male	% of total new employee hires	91%	82%	90%	93%	401-1
Region						
Canada	Total number of new employee hires	2,472	552	1,032	2,741	401-1
% of new employee hires in Canada	% of total new employee hires	73%	75%	68%	72%	401-1
U.S.	Total number of new employee hires	932	183	479	1,045	401-1
% of new employee hires in the U.S.	% of total new employee hires	27%	25%	32%	28%	401-1
EMPLOYEE TURNOVER^(d)						
Total employee turnover number	Total number	2,031	1,903	2,211	2,458	401-1
% of total employee turnover rate	% of total employee turnover number	8.9%	9.0%	10.1%	10.2%	401-1
Total voluntary employee turnover number	Total number	749	623	706	852	401-1
% of voluntary employee turnover rate	% of total employee voluntary turnover number	3.3%	2.9%	3.2%	3.5%	401-1
% of employee pride	% of new hires proud to be at CN	95	93	92	96	–
Age group						
Employee turnover below 30 years old	Total number	420	309	448	497	401-1
% of employee turnover below 30 years old	% of total employee turnover number	1.8%	1.5%	2.0%	2.1%	401-1
Employee turnover 30–50 years old	Total number	713	589	699	794	401-1
% of employee turnover 30–50 years old	% of total employee turnover number	3.1%	2.8%	3.2%	3.3%	401-1
Employee turnover above 50 years old	Total number	898	1,005	1,064	1,167	401-1
% of employee turnover above 50 years old	% of total employee turnover number	3.9%	4.7%	4.8%	4.8%	401-1
Gender						
Employee turnover – women	Total number	178	165	203	187	401-1
% of employee turnover – women	% of total employee turnover number	0.8%	0.8%	0.9%	0.8%	401-1
Employee turnover – men	Total number	1,853	1,738	2,008	2,271	401-1
% of employee turnover – men	% of total employee turnover number	8.1%	8.2%	9.1%	9.4%	401-1
Region						
Employee turnover – Canada	Total number	1,561	1,401	1,650	1,882	401-1
% of employee turnover in Canada	% of total employee turnover number	6.8%	6.6%	7.5%	7.8%	401-1
Employee turnover – U.S.	Total number	470	502	561	576	401-1
% of employee turnover in the U.S.	% of total employee turnover number	2.1%	2.4%	2.6%	2.4%	401-1

Data	Measurement	2017	2016	2015	2014	GRI Disclosure
PEOPLE						
ABSENTEEISM RATES^(e)						
Female	% of absentee hours on actual hours of service	2.36	2.43	2.26	2.27	403-2
Male	% of absentee hours on actual hours of service	1.60	1.51	1.23	1.38	403-2
Canada	% of absentee hours on actual hours of service	2.00	1.86	1.51	1.52	403-2
U.S.	% of absentee hours on actual hours of service	1.03	1.05	0.87	1.26	403-2
TRAINING AND EDUCATION^(f)						
Total hours of training	Total number of hours	1,333,406	711,396	1,256,962	1,627,391	–
Average training hours						
Employee	Average hours	58.5	33.6	57.2	67.4	404-1
Female	Average hours	34.3	21.2	35.4	43.1	404-1
Male	Average hours	60.3	34.8	59.3	69.8	404-1
Management	Average hours	25.9	36.9	42.6	42.9	404-1
Unionized	Average hours	66.6	32.7	61.2	73.3	404-1
REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEW						
% of total management receiving reviews	% of management	95	96	98	98	404-3
DIVERSITY AND EQUAL OPPORTUNITY						
Females	% of total employees	9%	9%	9%	9%	405-1
Diversity in Canada ^(g)	% of total employees	16%	15%	14%	13%	405-1
Diversity in the U.S. ^(h)	% of total employees	18%	17%	17%	17%	405-1
Age group						
% over 50 years old	% of total employees	26%	30%	33%	30%	405-1
% 30–50 years old	% of total employees	54%	55%	51%	48%	405-1
% below 30 years old	% of total employees	20%	15%	16%	22%	405-1
Governance bodies						
Board of Directors	Total number	13	11	11	11	405-1
% of females	% of total Board	38%	27%	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	208	193	199	200	405-1
% of females	% of senior management	16%	15%	15%	15%	405-1
% over 50 years old	% of senior management	57%	60%	68%	60%	405-1
% 30–50 years old	% of senior management	43%	40%	32%	41%	405-1
% diversity in Canada ^(g)	% of senior management	5%	6%	6%	5%	405-1
% diversity in the U.S. ^(h)	% of senior management	4%	7%	8%	8%	405-1

Data	Measurement	2017	2016	2015	2014	GRI Disclosure
PEOPLE						
Management	Total number of management	4,618	4,351	4,477	4,452	405-1
% of females	% of management	24%	24%	23%	23%	405-1
% over 50 years old	% of management	30%	31%	35%	35%	405-1
% 30–50 years old	% of management	61%	62%	58%	55%	405-1
% below 30 years old	% of management	9%	7%	7%	10%	405-1
% diversity in Canada ^(g)	% of management	19%	18%	17%	15%	405-1
% diversity in the U.S. ^(h)	% of management	20%	17%	16%	16%	405-1
Non-management	Total number of non-management	17,974	16,629	17,295	19,479	405-1
% of females	% of non-management	5%	5%	5%	5%	405-1
% over 50 years old	% of non-management	24%	30%	32%	29%	405-1
% 30–50 years old	% of non-management	53%	52%	49%	46%	405-1
% below 30 years old	% of non-management	23%	18%	19%	25%	405-1
% diversity in Canada ^(g)	% of non-management	15%	14%	13%	13%	405-1
% diversity in the U.S. ^(h)	% of non-management	18%	17%	18%	17%	405-1
EQUAL REMUNERATION FOR WOMEN AND MEN⁽ⁱ⁾						
Senior management	Ratio of women to men	0.958	0.925	0.932	0.988	405-2
Management	Ratio of women to men	1.007	1.021	1.009	1.013	405-2
Non-management	Ratio of women to men	0.940	0.923	0.911	0.972	405-2

(a) The total number of employees (end of year) is as reported in the 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 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 increase of training hours in 2017 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) The diversity % for Canada includes the following designated groups: visible minorities, persons with disabilities and Aboriginals.

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

(i) The numbers from 2014 to 2016 were restated due to a modification in the methodology to better reflect salary ratio within each employee category. The ratio is based on basic salary in North America. Significant location represents our operations in Canada and the U.S.

Data	Measurement	2017	2016	2015	2014	GRI Disclosure
COMMUNITY AND ECONOMY						
ECONOMIC PERFORMANCE						
Direct economic value generated (revenue)	\$ million	13,041	12,037	12,611	12,134	201-1
Economic value distributed^(a)	\$ million	9,765	8,835	9,195	9,194	201-1
Operating costs ^(a)	\$ million	7,798	7,005	7,456	7,636	201-1
Labor and fringe benefits ^(a)	\$ million	2,536	2,399	2,517	2,445	201-1
Purchased services, materials and fuel	\$ million	3,131	2,643	3,014	3,444	201-1
Other ^(b)	\$ million	2,131	1,963	1,925	1,747	201-1
Payments to providers of capital – dividends	\$ million	1,239	1,159	996	818	201-1
Payments to governments	\$ million	712	653	725	722	201-1
Payments to Canadian tax authorities	\$ million	657	728	620	427	201-1
Payments to U.S. tax authorities	\$ million	55	(75)	105	295	201-1
Community investment	\$ million	15.5	18.2	18.2	18.3	201-1
Economic value retained^(a)	\$ million	3,276	3,202	3,416	2,940	201-1
Cost of employee volunteering during paid work hours^(c)	\$ million	0.2	N/A	N/A	N/A	–
Cost of management overheads for community investment programs^(d)	\$ million	1.05	N/A	N/A	N/A	–

(a) The Company adopted Accounting Standards Update 2017-07: Improving the Presentation of Net Periodic Pension Cost and Net Periodic Postretirement Benefit Cost in the first quarter of 2018 on a retrospective basis. Prior years' figures have been adjusted to conform to the current presentation. See Note 2 – Recent accounting pronouncements to CN's 2018 unaudited Interim Consolidated Financial Statements for additional information.

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

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

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

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 2016 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 2016		Does not include any disclosures.
GRI 102: GENERAL DISCLOSURES 2016		
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	2016 Sustainability Report , p. 65
102-2	Activities, brands, products, and services	2016 Sustainability Report , p. 4
102-3	Location of headquarters	2016 Sustainability Report , p. 65
102-4	Location of operations	2016 Sustainability Report , p. 4 2017 Investor Fact Book , Operations, pp. 76–85
102-5	Ownership and legal form	2016 Sustainability Report , p. 65
102-6	Markets served	2016 Sustainability Report , p. 4 2017 Investor Fact Book , Markets, pp. 21–75
102-7	Scale of the organization	2016 Sustainability Report , p. 4 2017 Investor Fact Book , Our Business at a Glance, pp. 2–3
102-8	Information on employees and other workers	2017 Data Supplement / GRI Index , p. 7
102-9	Supply chain	2016 Sustainability Report , p. 4
102-10	Significant changes to the organization and its supply chain	2017 Annual Information Form , General Development of the Business, pp. 3–12
102-11	Precautionary principle or approach	2018 Management Information Circular , Risk Management Oversight, pp. 23–24
102-12	External initiatives	2016 Sustainability Report , p. 59
102-13	Membership of associations	2016 Sustainability Report , Awards and Recognitions, p. 2 2017 Carbon Disclosure Project Response , pp. 8–9
STRATEGY		
102-14	Statement from senior decision-maker	2016 Sustainability Report , p. 1, 3
ETHICS AND INTEGRITY		
102-16	Values, principles, standards and norms of behaviour	2016 Sustainability Report , p. 56
102-17	Mechanisms for advice and concerns about ethics	2016 Sustainability Report , p. 56
GOVERNANCE		
102-18	Governance structure	2016 Sustainability Report , p. 55
102-19	Delegating authority	2016 Sustainability Report , p. 55
102-20	Executive-level responsibility for economic, environmental and social topics	2016 Sustainability Report , p. 55

GRI Disclosure		Location, Page and URL
102-21	Consulting stakeholders on economic, environmental and social topics	2016 Sustainability Report , p. 55, 59
102-22	Composition of the highest governance body and its committees	2016 Sustainability Report , p. 55, 58 2018 Management Information Circular , pp. 22–23
102-23	Chair of the highest governance body	2018 Management Information Circular , p. 22
102-24	Nominating and selecting the highest governance body	2018 Management Information Circular , pp. 26–28
102-25	Conflicts of interest	2018 Management Information Circular , Common Directorships, p. 29
102-28	Evaluating the highest governance body's performance	2018 Management Information Circular , Common Directorships, pp. 30–31, 48–51
102-30	Effectiveness of risk management processes	2018 Management Information Circular , Risk Management Oversight, pp. 23–24
102-33	Communicating critical concerns	2016 Sustainability Report , p. 56 CN Code of Conduct , pp. 79–83
102-35	Remuneration policies	2018 Management Information Circular , Board of Directors Compensation, pp. 17–20 and Statement of Executive Compensation, pp. 33–37
102-36	Process for determining remuneration	2018 Management Information Circular , Board of Directors Compensation, pp. 17–20 and Statement of Executive Compensation, pp. 33–37
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	2016 Sustainability Report , p. 59
102-41	Collective bargaining agreements	2017 Data Supplement / GRI Index , p. 7
102-42	Identifying and selecting stakeholders	2016 Sustainability Report , p. 59, 64
102-43	Approach to stakeholder engagement	2016 Sustainability Report , p. 59, 64
102-44	Key topics and concerns raised	2018 CN in Your Community , p. 58–59
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	2017 Annual Information Form , Subsidiaries, p. 2
102-46	Defining report content and topic boundaries	2016 Sustainability Report , p. 64
102-47	List of material topics	2016 Sustainability Report , p. 64
102-48	Restatements of information	There are no material restatements within the report.
102-49	Changes in reporting	2016 Sustainability Report , p. 64
102-50	Reporting period	2016 Sustainability Report , p. 64
102-51	Date of most recent report	2016 Sustainability Report , p. 64
102-52	Reporting cycle	2016 Sustainability Report , p. 64
102-53	Contact point for questions regarding the report	2016 Sustainability Report , p. 65
102-54	Claims of reporting in accordance with the GRI Standards	2016 Sustainability Report , p. 64
102-55	GRI content index	2017 Data Supplement / GRI Index , p. 12
102-56	External assurance	2016 Sustainability Report , p. 64

GRI Disclosure		Location, Page and URL
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	2016 Sustainability Report , p. 64
103-2	The management approach and its components	2016 Sustainability Report , p. 13, 27, 37, 47, 55
103-3	Evaluation of the management approach	2016 Sustainability Report , p. 13, 27, 37, 47, 55
GRI 200: ECONOMIC STANDARD SERIES 2016		
ECONOMIC PERFORMANCE		
103	Management approach	2016 Sustainability Report , p. 47, 49, 50
201-1	Direct economic value generated and distributed	2017 Data Supplement / GRI Index , p. 11
201-2	Financial implications and other risks and opportunities due to climate change	2017 Carbon Disclosure Project Response , Risks and Opportunities, pp. 15–26
201-3	Defined benefit plan obligations and other retirement plans	2017 Annual Report , Pensions and Other Postretirement Benefits, pp. 75–82
201-4	Financial assistance received from government	CN does not obtain financial assistance from governments.
PROCUREMENT PRACTICES		
103	Management approach	2016 Sustainability Report , p. 47, 49, 50
204-1	Proportion of spending on local suppliers	2016 Sustainability Report , p. 4
GRI 300: ENVIRONMENTAL STANDARD SERIES 2016		
ENERGY		
103	Management approach	2016 Sustainability Report , p. 16, 18, 19, 20, 21
302-1	Energy consumption within the organization	2017 Data Supplement / GRI Index , p. 3
302-3	Energy intensity	2017 Data Supplement / GRI Index , p. 4
BIODIVERSITY		
103	Management approach	2016 Sustainability Report , p. 13, 24
304-2	Significant impacts of activities, products, and services on biodiversity	2016 Sustainability Report , p. 24
EMISSIONS		
103	Management approach	2016 Sustainability Report , p. 13, 16, 18, 19, 20, 21
305-1	Direct (Scope 1) GHG emissions	2017 Data Supplement / GRI Index , p. 3
305-2	Energy indirect (Scope 2) GHG emissions	2017 Data Supplement / GRI Index , p. 3
305-3	Other indirect (Scope 3) GHG emissions	2017 Data Supplement / GRI Index , p. 3
305-4	GHG emission intensity	2017 Data Supplement / GRI Index , p. 3
305-7	Nitrous oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	2017 Data Supplement / GRI Index , p. 4
EFFLUENTS AND WASTE		
103	Management approach	2016 Sustainability Report , p. 13, 22
306-2	Waste by type and disposal method	2017 Data Supplement / GRI Index , pp. 4–5

GRI Disclosure		Location, Page and URL
SUPPLIER ENVIRONMENTAL ASSESSMENTS		
103	Management approach	2016 Sustainability Report , p. 13, 22
GRI 400: SOCIAL STANDARD SERIES 2016		
EMPLOYMENT		
103	Management approach	2016 Sustainability Report , p. 37
401-1	New employee hires and employee turnover	2017 Data Supplement / GRI Index , p. 8
LABOR/MANAGEMENT RELATIONS		
103	Management approach	2016 Sustainability Report , p. 44
402-1	Minimum notice periods regarding operational changes	In compliance with laws and regulations.
OCCUPATIONAL HEALTH AND SAFETY		
103	Management approach	2016 Sustainability Report , p. 27
403-1	Workers' representation in formal joint management-worker health and safety committees	2017 Data Supplement / GRI Index , p. 6
403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	2017 Data Supplement / GRI Index , p. 6
TRAINING AND EDUCATION		
103	Management approach	2016 Sustainability Report , p. 37, 38, 40
404-1	Average hours of training per year per employee	2017 Data Supplement / GRI Index , p. 9
404-2	Programs for upgrading employee skills and transition assistance program	2016 Sustainability Report , p. 38, 40
404-3	Percentage of employees receiving regular performance and career development reviews	2017 Data Supplement / GRI Index , p. 9
DIVERSITY AND EQUAL OPPORTUNITY		
103	Management approach	2016 Sustainability Report , p. 37, 41, 43
405-1	Diversity of governance bodies and employees	2017 Data Supplement / GRI Index , pp. 9–10
405-2	Ratio of basic salary and remuneration of women to men	2017 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

Contact

We welcome comments, questions and feedback on this report.

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PICTURED (ABOVE):
Distributed power train, Northern Quebec

PICTURED (COVER):
Intermodal train, Jasper, AB
Photo by CN employee, Tim Stevens



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.



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