

A red CPKC locomotive is pulling a freight train. The locomotive is the primary focus, with the CPKC logo and the number 9375 visible on its side. The train consists of several yellow and black freight cars. The background shows a clear blue sky with some light clouds. The overall scene is brightly lit, suggesting a sunny day.

CPKC

SUSTAINABLY DRIVEN

**2023 SUSTAINABILITY
DATA REPORT**

TABLE OF CONTENTS

About This Report **3**

About CPKC **4**

CPKC's 2023 Sustainability
Performance Highlights **5**

**2023 Sustainability
Metrics** **6**

2023 GRI Index **27**

**Forward-Looking
Information** **30**





ABOUT THIS REPORT

This report provides a summary of sustainability data for Canadian Pacific Kansas City Limited (CPKC) and its wholly owned subsidiaries from Jan. 1 to Dec. 31, 2023. It is not intended to serve as a comprehensive report of all sustainability initiatives by CPKC. On April 14, 2023, we assumed control of Kansas City Southern (KCS). The results from the acquired KCS operations are included in this report from the date of acquisition unless otherwise stated.

In this report, we use “CPKC” to mean CPKC and its subsidiaries as they exist after April 14, 2023. We use “CP” and “legacy CP” to mean the historical company and its subsidiaries as they existed prior to April 14, 2023. The methodologies, greenhouse gas (GHG) emissions data and assumptions underlying our sustainability strategy approach, analysis and other information included in this report (including those used to estimate GHG emissions and other climate-related data) continue to develop and remain subject to change. In addition, this report includes and relies upon sustainability information prepared by or on behalf of KCS, which may have been prepared using methodologies, data and assumptions different from those used by CPKC. As we continue to integrate our sustainability programs, including enhancing our ability to assess GHG emissions along the historical KCS rail network, we may update the methodologies, data and assumptions used to gather, verify, analyze and report sustainability information related to the historical KCS rail network.

Other information in this report also incorporates or otherwise relies upon data from third parties, which may have been prepared in ways that are not consistent with our methodologies or practices. Except as required by law, we do not independently verify such third-party information.

As a result of these and other factors, including our ongoing sustainability integration and factors described elsewhere in this report, information disclosed in this report might differ from that contained in prior disclosures (including prior KCS disclosures). In future disclosures, we may change, or update information contained in this report or include disclosures that otherwise differ from those contained in or implied by this report. We undertake no obligation to update the information in this report or prior disclosures, except to the extent required by law.

In this report, the terms “materiality” and “materiality assessment” are used specifically to refer to the process we use to identify the sustainability topics that we believe may be relevant or important to our business or our stakeholders. The specific meaning of the term “materiality” in this context may differ from the meaning of the terms “material” or “materiality” when used for the purposes of complying with applicable securities law and regulations or other reporting frameworks in financial filings with securities regulators. Words used in this document should not be read to have the meanings ascribed to them under any securities laws or regulations or any other applicable legal requirements in any jurisdiction.

Disclosure Standards

Our disclosures have been developed with reference to the Global Reporting Initiative (GRI) Universal Standards and Sustainability Accounting Standards Board (SASB) Rail Transportation Standard. Currency-related values are reported in Canadian dollars (\$) unless otherwise stated. For more information regarding this report or sustainability at CPKC, visit our [website](#) or contact sustainability@cpkcr.com.

Assurance

CPKC is committed to providing high-quality information to our stakeholders. As part of this commitment, we engage an independent third party to provide a reasonable level of assurance on our estimated GHG emissions that we have identified as relevant to CPKC’s operations. Assurance statements for our GHG emissions reporting can be found on our website at cpkcr.com/en/sustainability.

Forward-Looking Information

This report contains certain forward-looking information and forward-looking statements (collectively, “forward-looking information”) within the meaning of applicable securities laws, including with respect to the sustainability priorities, policies, practices, programs, goals and objectives of CPKC. For our complete statement on forward-looking information, please see [page 30](#) in this report. All references to websites, reports or other documents in this report are for your information only. The content of such websites, reports or other documents (or any other information they refer to) is not incorporated by reference into this report.

Additional Resources

CPKC sustainability information is also available in the following documents, including more information about our climate progress and integration efforts:

[CPKC 2024 Management Proxy Circular](#)

[CPKC 2023 Annual Report](#)

[CPKC 2023 Commitment to Climate Action](#)

[CP 2021 Climate Strategy](#)

ABOUT CPKC

With global headquarters in Calgary, Alta., Canada, CPKC delivers transportation solutions across the only single-line transnational railway linking Canada, the United States and Mexico. Stretching approximately 20,000 route miles, and employing approximately 20,000 railroaders, CPKC provides our North American customers freight transportation services, logistics solutions and supply chain expertise. Our industry-leading transportation services and supply chain solutions offer our customers unparalleled rail service and network reach to key markets across the continent, providing an essential service to the North American economy. Visit cpkcr.com to learn more about the rail advantages of CPKC.

OUR VALUES

CPKC has established a culture that is grounded in our values.

Accountability

We are accountable for our commitments and our actions. Together, we provide exceptional service to our customers and communities while never sacrificing safety.

Diversity

We embrace our cross-cultural heritage and work to strengthen our diversity. We respect and value the unique skills and abilities of everyone.

Pride

We honour our history and the railroaders who came before. We lead with integrity, doing what's right even when it's not easy. We are grateful for our CPKC family – past, present and future.

Respect is our bedrock. It is non-negotiable. Respect fuels our success and is expected in everything we do.



CPKC'S 2023 SUSTAINABILITY PERFORMANCE HIGHLIGHTS¹

3

Diesel locomotives retrofitted to operate on hydrogen fuel cells

10

Locomotives operating on 20% biodiesel as part of biofuel pilot project

518

Average distance in miles that CPKC transported a ton of revenue freight using a single gallon of diesel fuel²

0.99

Lowest FRA-reportable train accident frequency (per million train-miles) among North American Class 1 railroads

>80

Community awareness and emergency response training events³ to enhance communication and emergency response capacity along our network

>\$11

Million in corporate giving⁴ to charitable organizations and community initiatives

>160,000

Pounds of food collected for local food banks across our network through the Holiday Train Program

Awards and Recognition

- Named to the Dow Jones Sustainability World Index and the North America Index in our first year as CPKC
- Recognized as one of Canada's Top 100 Employers for 2024
- Awarded an A- 2023 CDP Climate Score, attaining the Leadership Level category
- Received SEAL Sustainable Innovation Award in 2023 SEAL Business Sustainability Awards
- Received SBTi validation for 2030 GHG emissions reduction target for CPKC's combined locomotive operations
- Ranked among Canada's Best 50 Corporate Citizens by Corporate Knights
- Recognized as the Most Sustainable Company in the Transportation Sector by *World Finance* magazine

¹ Combined financial and operating information for the period of January 1 to December 31, 2023.

² The freight efficiency value is calculated as Total Revenue Ton-Miles divided by Total Locomotive Fuel.

³ Events CPKC conducted or participated in across our network.

⁴ Total donations and funds raised.

2023 SUSTAINABILITY METRICS

Information in this section of the report includes data for the combined CPKC unless otherwise stated. Following the combination of CP and KCS on April 14, 2023, we initiated a comprehensive review of our sustainability data management and disclosure practices with the aim of presenting consolidated metrics data for CPKC. This work is ongoing and we look forward to presenting integrated sustainability data in future CPKC sustainability disclosures. See “About This Report” on [page 3](#) for more information about our approach to sustainability disclosure.

GOVERNANCE AND BUSINESS ETHICS

CPKC Board of Directors Composition ¹	Units	2023	GRI	SASB
Number of Directors	# Directors	13	2-9	–
Board Independence ²	% Directors	92.3	2-9	–
Average Tenure	Years	5.3	2-9	–
Visible Minorities ³	% Directors	23.1	405-1	–
Region⁴				
Canada	% Directors	39.0	2-9	–
U.S.	% Directors	46.0	2-9	–
Mexico	% Directors	15.0	2-9	–
Gender				
Women	% Directors	38.5	405-1	–
Men	% Directors	61.5	405-1	–

¹ Data is representative of the CPKC Board as of December 31, 2023. Current Board composition is available at cpkcr.com.

² The Board has adopted standards for director independence based on criteria of the New York Stock Exchange (NYSE), SEC, and Canadian Securities Administrators (CSA). The Board reviews director independence at least annually using director questionnaires as well as by reviewing updated biographical information, meeting with directors individually, and conducting a comprehensive assessment of all business and other relationships and interests of each director with respect to CPKC and our subsidiaries.

³ For Board of Directors Composition, “Visible Minorities” refers to persons who self-identify as a “Visible Minority” (Canada), or a “Minority” (U.S.). A Visible Minority is defined as “persons, other than Indigenous, who are non-Caucasian in race or non-white in colour.” Minorities are persons who self-identify as African American, Hispanic, Native American, Asian Pacific, or Asian Indian, or one or more minorities.

⁴ Canada, U.S. and Mexico metrics are calculated based on each director’s country of residence.



CPKC Board of Directors Composition	Units	2023	GRI	SASB
Age				
Average Age	Years	63	2-9	–
< 30 Years Old	% Directors	0.0	2-9	–
30–50 Years Old	% Directors	0.0	2-9	–
Over 50 Years Old	% Directors	100.0	2-9	–

Business Ethics	Units	2023	GRI	SASB
Code of Business Ethics Training ¹	# Employees	7,701	205-2	–
Ethics Line Calls ²	# Calls	270	205-2	–

CEO to Employee Pay Ratio ³	Units	2023	GRI	SASB
CEO to Employee Pay Ratio	Ratio	159:1	2-21	–
Excluding Employees Located in Mexico	Ratio	149:1	2-21	–

¹ This data represents training completed by legacy CP non-unionized employees. For the 2022-2023 survey year, 100 percent of CP non-union employees completed this training. In addition, legacy CP unionized employees in the Teamsters Canada Rail Conference (Train and Engine) were also required to complete scenario-based training and 100 percent of those employees completed the scenario-based training. All legacy KCS and KCSM employees completed the legacy KCS and KCSM conflict-of-interest survey questionnaire. The survey was launched prior to integration with legacy CP and the process was completed shortly after the combination of CPKC. 100 percent of legacy KCS and KCSM employees in management completed this survey.

² This data represents calls to the CPKC Ethics Line in 2023. Following the 2023 acquisition of KCS, the legacy CP Alert Line was renamed CPKC Ethics Line. All employees are obligated to report any known or suspected violations of the Code of Business Ethics, or any instance that may violate CPKC's commitments to ethics and integrity. The Ethics Line is available 24/7 by phone or online to all employees and stakeholders. Translation services are available as well if required. All reports to the Ethics Line are handled confidentially and investigated in accordance with CPKC's Business Ethics Reporting Policy.

³ To identify our median employee, we conducted an analysis of the total compensation of our employee population in Canada, the U.S. and Mexico, other than our CEO, who were employed by the Company as at December 31, 2023. We have determined that using the taxable income reported on the T4 box 14 employment income and W-2 box 1 income for employees in Canada and the U.S. provides a reasonable and consistent estimate for evaluating annual total compensation. We used aggregate payroll data to provide a reasonable estimate of the annual total compensation in Mexico. The median employee annual total compensation for 2023 of employees located in Canada, the U.S. and Mexico is \$126,086, while the median annual total compensation of employees located in Canada and the U.S. is \$134,435. The pay ratio is a reasonable estimate calculated in a manner consistent with SEC rules based on our payroll and employment records and the methodology described above. The SEC rules for identifying the median compensated employee and calculating the pay ratio based on that employee's annual total compensation allow companies to adopt a variety of methodologies, to apply certain exclusions and to make reasonable estimates and assumptions that reflect their compensation practices. As such, the pay ratio reported by other companies may not be comparable to the pay ratio reported above, as other companies may have different employment and compensation practices and may utilize different methodologies, exclusions, estimates and assumptions in calculating their own pay ratios.

ECONOMIC IMPACT

Operational Performance Metrics ¹	Units	2023	GRI	SASB
Revenue Ton-Miles ²	Millions	204,672	201-1	TR-RA-000.D
Gross Ton-Miles ³	Millions	378,539	201-1	–
Carloads Transported	Thousands	4,535	201-1	TR-RA-000.A
Train Miles Travelled	Thousands	45,748	201-1	TR-RA-000.C

Economic Value Generated	Units	2023 ⁴	GRI	SASB
Total Revenues ⁵	\$ Millions	12,555	201-1	–
Canada	\$ Millions	6,651	201-1	–
U.S.	\$ Millions	4,257	201-1	–
Mexico	\$ Millions	1,647	201-1	–

¹ These Combined Operations Performance Metrics have been determined by combining operations performance data of CP and KCS. This summary includes and relies upon data and information that existed in KCS's systems prior to our acquisition of control of KCS, and some of this data and information may have been prepared using methodologies, assumptions and processes that are different than those that CPKC's systems would have otherwise applied or may apply in the future, following integration of our systems. These Combined Operating Performance Metrics are presented to illustrate the estimated effects of combining CP and KCS operating performance for the period ended December 31, 2023, as if CP and KCS formed a combined company for this period. These Combined Operating Performance Metrics are not prepared in accordance with Regulation S-X Article 11 (Article 11) as Article 11 does not encompass the presentation of non-financial information. This information is being presented for illustrative purposes only and does not purport to represent what the actual consolidated results of operations, revenue performance or operating performance would have been had CP had control of KCS and consolidation actually had occurred on January 1, 2023.

² Revenue Ton-Mile (RTM) refers to the movement of one revenue-producing ton of freight over a distance of one mile. RTMs measure the relative weight and distance of rail freight moved by the Company.

³ Gross Ton-Mile (GTM) refers to the movement of one ton of train weight over one mile. GTMs are calculated by multiplying total train weight by the distance the train moved. Total train weight comprises the weight of the freight cars, their contents and any inactive locomotives. An increase in GTMs indicates additional workload.

⁴ This data has been prepared in accordance with accounting principles generally accepted in the U.S. ("U.S. GAAP").

⁵ Total Revenues include all freight and non-freight revenues. Freight revenues are generated from goods or property transported. Non-freight revenues are generated from leasing of certain assets, interline switching and other arrangements, including contracts with passenger service operators, fibre optic agreements and logistical services.

Economic Value Distributed	Units	2023 ¹	GRI	SASB
Total Operating Expenses ²	\$ Millions	8,167	201-1	–
Canada	\$ Millions	3,950	201-1	–
U.S.	\$ Millions	3,150	201-1	–
Mexico	\$ Millions	1,067	201-1	–
Compensation & Benefits ³	\$ Millions	2,332	201-1	–
Capital Expenditures ⁴	\$ Millions	2,468	201-2	–

Payments to Entities	Units	2023 ¹	GRI	SASB
Payments to Providers of Capital ⁵	\$ Millions	1,463	201-1	–
Payments to Government ⁶	\$ Millions	1,045	201-1	–

Supply Chain ⁷	Units	2023	GRI	SASB
Total Supplier Spend ⁸	\$ Millions	4,698	204-1	–
Total Spend on Local Suppliers ⁹	\$ Millions	4,652		
Total Critical Tier 1 Suppliers ¹⁰	Total Number	93	204-1	–

¹ Economic Value Distributed data and Payments to Entities data for 2023 have been prepared in accordance with U.S. GAAP.

² Changes in freight volumes generally contribute to corresponding changes in freight revenues and certain variable expenses, such as fuel, equipment rents and crew costs.

³ Compensation & Benefits include employee wages, salaries, fringe benefits and stock-based compensation.

⁴ Capital Expenditures are additions to properties. Capital Expenditures include expenditures to expand and enhance the rail network, rolling stock and other infrastructure. These expenditures are aimed at improving efficiency and safety of CPKC's operations. Such investments are also an integral part of the Company's multi-year capital program and support growth initiatives.

⁵ Payments to Providers of Capital include dividends paid to shareholders, interest paid and payments for share repurchases less issuance of shares. CPKC did not have any payments for share repurchases in 2023.

⁶ Payments to Government include income tax paid and property tax.

⁷ This data represents supply chain spend and Total Critical Tier 1 Suppliers for legacy CP only. KCS supply chain data is not included as our supply chain systems were not fully integrated for the reporting period.

⁸ Total Supplier Spend refers to "sourceable" (or "addressable") spend. It includes direct and indirect materials, goods and services. It excludes non-addressable categories like health & dental, insurance, Interline payments, equipment pool costs, taxes and utilities. The value reflects invoiced amounts, in Canadian dollars, posted in 2023 for legacy CP purchases.

⁹ Total Spend on Local Suppliers refers to all legacy CP addressable spend, in Canadian dollars, expended with suppliers based in Canada and the U.S. It excludes non-addressable categories like health & dental, insurance, Interline payments, equipment pool costs, taxes and utilities.

¹⁰ Critical Tier 1 Suppliers include vendors whose goods or services (G&S) have significant impact on our operations or performance, who are a primary provider of specific G&S, or whose G&S are difficult to replace or substitute. These suppliers typically have a high level of spend, high profitability impact and account for a large portion of overall supplier spend. An example of a typical Critical Tier 1 Supplier would be a vendor who supplies locomotive fuel.

SAFETY¹

Work-Related Incidents	Units	2023	GRI	SASB
Hours Worked	Thousands	46,035	403-9	–
Reportable Injuries				
Total Recordable Injury Rate ²	Injury Rate	1.85	403-9	TR-RA-320a.1
FRA Personal Injury Rate Frequency ³	Injury Rate	1.14	403-9	TR-RA-320a.1
Women	Injury Rate	0.61	403-9	TR-RA-320a.1
Men	Injury Rate	1.20	403-9	TR-RA-320a.1
Contractor Injuries ⁴	# FRA Injuries	13	403-9	TR-RA-320a.1
Lost Time Injury Frequency Rate (per 200k employee hours worked)	Injury Rate	0.93	403-9	TR-RA-320a.1
Canada	Injury Rate	0.69	403-9	TR-RA-320a.1
U.S.	Injury Rate	0.93	403-9	TR-RA-320a.1
Mexico	Injury Rate	1.46	403-9	TR-RA-320a.1
Women	Injury Rate	0.56	403-9	TR-RA-320a.1
Men	Injury Rate	0.96	403-9	TR-RA-320a.1
Fatalities				
Employee Fatalities	# Fatalities	2	403-9	TR-RA-320a.1
Contractor Fatalities	# Fatalities	0	403-9	TR-RA-320a.1

¹ All Safety metrics have been determined by combining data of CP and KCS. This summary includes and relies upon data and information that existed in KCS's systems prior to our acquisition of control of KCS, and some of this data and information may have been prepared using methodologies, assumptions and processes that are different than those that CPKC's systems would have otherwise applied or may apply in the future, following integration of our systems. These Safety metrics are presented to illustrate the estimated effects of combining CP and KCS operating performance for the period ended December 31, 2023, as if CP and KCS formed a combined company for this period. This information is being presented for illustrative purposes only and does not purport to represent what the actual consolidated results of operating performance would have been had CP had control of KCS and consolidation actually had occurred on January 1, 2023. Additionally, Federal Railroad Administration (FRA) statistics in this report may be restated in future reports to reflect new information available within specified periods stipulated by the FRA but that exceed our reporting timelines.

² Total Recordable Injury Rate (TRIR) is a measure of recordable injuries resulting from a discernible work-related event to an on-duty employee and is a physical injury in nature (not incident stress or psychological in nature), including fatalities. TRIR is calculated as total number of recordable cases multiplied by 200,000, divided by total employee hours worked during the reporting period. Recordable incidents include all safety-related events reported by employees regardless of incident severity.

³ The FRA Personal Injury Rate Frequency reflects the frequency of personal injuries, multiplied by 200,000, divided by total employee hours. FRA Personal Injuries are limited to personal injuries that require employees to lose time away from work, modify their normal duties or obtain medical treatment beyond minor first aid. FRA Personal Injury employee hours are the total hours worked, excluding vacation and sick time, by all employees, excluding contractors.

⁴ Contractor Injuries reflect only injuries categorized as FRA Injuries, which are limited to personal injuries that require employees to lose time away from work, modify their normal duties or obtain medical treatment beyond minor first aid. CPKC does not track contractor hours worked. Subsequently, CPKC cannot calculate a total recordable work-related injuries rate.

Train Incidents	Units	2023 ¹	GRI	SASB
Train Accidents ²	# Accidents	1,126	–	TR-RA-540a.1
FRA Train Accidents ³	# Accidents	51	–	TR-RA-540a.1
FRA Train Accident Rate ⁴	# Accidents/Million Train Miles	0.99	–	TR-RA-540a.1
Train Accidents Involving the Release of Hazardous Materials ⁵	# Accidents	4	–	TR-RA-540a.2
Non-Accident Release of Hazardous Materials ⁶	# Accidents	26	–	TR-RA-540a.2

Asset and Network Resiliency	Units	2023	GRI	SASB
Main Track Inspections ⁷	Total Number	437,587	–	TR-RA-540a.4
Main Track Miles Inspected ⁸	Total Number	5,602,159	–	TR-RA-540a.4
Total Main Track Miles	Total Number	19,178	–	TR-RA-540a.4
Frequency of Internal Railway Integrity Inspections ⁹	Ratio	5.62	–	TR-RA-540a.4

¹ Train Incidents & Asset and Network Resiliency metrics have been determined by combining data of CP and KCS. This summary includes and relies upon data and information that existed in KCS's systems prior to our acquisition of control of KCS, and some of this data and information may have been prepared using methodologies, assumptions and processes that are different than those that CPKC's systems would have otherwise applied or may apply in the future, following integration of our systems. These Train Incidents & Asset and Network Resiliency metrics are presented to illustrate the estimated effects of combining CP and KCS operating performance for the period ended December 31, 2023, as if CP and KCS formed a combined company for this period. This information is being presented for illustrative purposes only and does not purport to represent what the actual consolidated results of operating performance would have been had CP had control of KCS and consolidation actually had occurred on January 1, 2023.

² Train Accidents refer to any event that causes damage to mobile on-track equipment during the course of railway operations and exclude crossing accidents.

³ FRA Train Accidents refer to a subset of reported train-related incidents and include only those events involving damage exceeding a specific monetary value set by the FRA.

⁴ FRA Train Accident Rate reflects the number of train accidents resulting in damage exceeding a specific monetary threshold (set by FRA), multiplied by 1,000,000, divided by total train miles travelled during the reporting period.

⁵ Train-Related Accidents Involving the Release of Hazardous Materials refer to incidents involving the release of hazardous materials (U.S.) or dangerous goods (Canada) from a means of containment during transportation by rail. Operations in Mexico have not been included in this metric.

⁶ Non-Accident Release of Hazardous Materials refers to an unintentional release of hazardous materials (U.S.) or dangerous goods (Canada) from a means of containment during transportation. These events do not involve a train-related accident and can result from equipment failure or improperly secured materials. Operations in Mexico have not been included in this metric.

⁷ Main Track Inspections include both regulatory and special track inspections.

⁸ Main Track Miles Inspected includes both regulatory and special track inspections. Inspections that take place at a single identifiable location, such as a turnout, do not have a cumulative mileage associated with the inspection, and are therefore excluded from the total inspection mileage.

⁹ Frequency of Internal Railway Integrity Inspections is calculated as the number of inspections per week, weighted for the number of main track miles on which those inspections took place; these values are calculated as (weekly inspections × miles of track on which they took place) / (total main track miles).

ENVIRONMENT

Energy	Units	2023 ¹	GRI	SASB
Fuel				
Total Locomotive Fuel	Million U.S. Gallons	395	–	–
	Million Litres	1,496	–	–
Locomotive Fuel Efficiency ²	U.S. Gallons/1,000 GTMs	1.043	–	–
Freight Efficiency ³	RTMs/U.S. Gallons	518	305-4	–

Energy Consumption	Units	2023	GRI	SASB
Total Energy Consumption ⁴	1,000 MWh	17,017	302-1	–
Locomotive Diesel	1,000 MWh	15,680	302-1	TR-RA-110a.3
Locomotive – Renewable Fuel ⁵	1,000 MWh	320	302-1	TR-RA-110a.3
Other Liquid Fuel ⁶	1,000 MWh	549	302-1	TR-RA-110a.3
Natural Gas and Propane	1,000 MWh	229	302-1	TR-RA-110a.3
Electricity	1,000 MWh	236	302-1	–
Self-Generated Renewable Electricity ⁷	1,000 MWh	4	302-4	–
Energy Costs	\$ Millions	1,809	–	–
Energy Intensity – Total Company	kWh/1,000 GTMs	45.0	302-3	–
Energy Intensity – Locomotive Fuel	kWh/1,000 GTMs	42.3	302-3	–

¹ Energy & Energy Consumption metrics have been determined by combining data of CP and KCS. This summary includes and relies upon data and information that existed in KCS's systems prior to our acquisition of control of KCS, and some of this data and information may have been prepared using methodologies, assumptions and processes that are different than those that CPKC's systems would have otherwise applied or may apply in the future, following integration of our systems. These Energy & Energy Consumption metrics are presented to illustrate the estimated effects of combining CP and KCS operating performance for the period ended December 31, 2023, as if CP and KCS formed a combined company for this period. This information is being presented for illustrative purposes only and does not purport to represent what the actual consolidated results of operating performance would have been had CP had control of KCS and consolidation actually had occurred on January 1, 2023.

² Locomotive Fuel Efficiency is defined as U.S. gallons of locomotive fuel consumed per 1,000 GTMs. Fuel consumed includes gallons of locomotive diesel consumed during freight, yard and commuter service but excludes fuel used in capital projects and other non-freight activities.

³ Freight Efficiency represents the number of route miles one ton of revenue-generating freight can be transported by a CPKC train on a single U.S. gallon of fuel.

⁴ Total Energy Consumption includes all gas, liquefied gas, fuel and electricity consumed inside the organization during the reporting year.

⁵ All diesel fuel supplied to the Canadian marketplace must contain an annual average of 2 percent renewable content. Locomotive – Renewable Fuel is estimated to be equivalent to 2 percent of all locomotive diesel fuel consumed in Canada during the reporting year.

⁶ Other Liquid Fuel includes all liquid fuel, excluding locomotive diesel, consumed by the organization during the reporting period. Common fuel reported here includes gasoline, diesel, heating oil and liquid biofuels.

⁷ CPKC began generating renewable electricity in April 2021 from CPKC's solar energy farm at the E. Hunter Harrison campus. In 2023, CPKC generated a total of 4961.5 MWh of renewable electricity with a portion returned to the grid. Self-Generated Renewable Electricity consumption reflects the total self-generated renewable electricity generated less the amount of electricity returned to the grid.

GHG Emissions ¹	Units	2023	GRI	SASB
Total Direct & Indirect GHG Emissions: Scope 1 & 2 ²	1,000 Metric Tonnes CO ₂ e	4,699.5	–	–
Direct (Scope 1) GHG Emissions ³	1,000 Metric Tonnes CO ₂ e	4,635.7	305-1	TR-RA-110a.1
Locomotive	1,000 Metric Tonnes CO ₂ e	4,450.1	305-1	TR-RA-110a.1
Other Scope 1 Emissions ⁴	1,000 Metric Tonnes CO ₂ e	185.6	305-1	TR-RA-110a.1
Direct (Scope 1) GHG Emissions⁵				
CO ₂	1,000 Metric Tonnes CO ₂ e	4,213.7	305-1	TR-RA-110a.1
CH ₄	1,000 Metric Tonnes CO ₂ e	7.96	305-1	TR-RA-110a.1
N ₂ O	1,000 Metric Tonnes CO ₂ e	412.05	305-1	TR-RA-110a.1
HFC	1,000 Metric Tonnes CO ₂ e	1.97	305-1	TR-RA-110a.1

¹ The 2023 GHG emissions data includes combined CP and KCS emissions from January 1 to December 31, 2023. See “About This Report” on [page 3](#) for more information, including ongoing efforts to integrate GHG emissions data collection.

² Values reflect a combined total of Direct (Scope 1) GHG emissions from CPKC-owned or controlled sources (primarily locomotives for CPKC) and Indirect (Scope 2) GHG emissions from the generation of purchased energy (CPKC’s electricity consumption).

³ Direct (Scope 1) GHG Emissions are calculated following *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard* (Revised Edition). Total emissions are presented in 1,000 Metric Tonnes CO₂e and have been converted following global warming potentials from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5). Scope 1 emissions exclude 3,549 Metric Tonnes of direct CO₂ emissions from the use of biofuels.

⁴ Other Scope 1 GHG emissions include GHG emissions related to off-road vehicles, vehicle fleet, work equipment and stationary sources such as propane and natural gas for heating facilities.

⁵ Direct (Scope 1) GHG Emissions are calculated following *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard* (Revised Edition). Total emissions are presented in 1,000 Metric Tonnes CO₂e and have been converted following global warming potentials from the IPCC Fifth Assessment Report (AR5). Scope 1 emissions exclude 3,549 Metric Tonnes of direct CO₂ emissions from the use of biofuels.

GHG Emissions ¹	Units	2023	GRI	SASB
Indirect (Scope 2 & 3) GHG Emissions				
Total Indirect (Scope 2) GHG Emissions ²	1,000 Metric Tonnes CO ₂ e	63.8	305-2	–
Total Other Indirect (Scope 3) GHG Emissions ³	1,000 Metric Tonnes CO ₂ e	1,502.9	305-3	–
Purchased Goods & Services and Capital Goods ⁴	1,000 Metric Tonnes CO ₂ e	103.3	305-3	–
Fuel and Energy-Related Activities ⁵	1,000 Metric Tonnes CO ₂ e	1,132.9	305-3	–
Upstream Transportation and Distribution ⁶	1,000 Metric Tonnes CO ₂ e	121.1	305-3	–
Waste Generated in Operations ⁷	1,000 Metric Tonnes CO ₂ e	40.9	305-3	–
Business Travel ⁸	1,000 Metric Tonnes CO ₂ e	33.6	305-3	–
Employee Commuting ⁹	1,000 Metric Tonnes CO ₂ e	71.1	305-3	–
Upstream Leased Assets ¹⁰	1,000 Metric Tonnes CO ₂ e	0	305-3	–
Downstream Transportation and Distribution ¹⁰	1,000 Metric Tonnes CO ₂ e	0	305-3	–
Processing of Sold Products ¹⁰	1,000 Metric Tonnes CO ₂ e	0	305-3	–
Use of Sold Products ¹⁰	1,000 Metric Tonnes CO ₂ e	0	305-3	–
End-of-Life Treatment of Sold Products ¹⁰	1,000 Metric Tonnes CO ₂ e	0	305-3	–
Downstream Leased Assets ¹⁰	1,000 Metric Tonnes CO ₂ e	0	305-3	–
Franchises ¹⁰	1,000 Metric Tonnes CO ₂ e	0	305-3	–
Investments ¹⁰	1,000 Metric Tonnes CO ₂ e	0	305-3	–

¹ The 2023 GHG emissions data includes combined CP and KCS emissions from January 1 to December 31, 2023. See “About This Report” on page 3 for more information, including ongoing efforts to integrate GHG emissions data collection.

² Indirect (Scope 2) GHG Emissions consist of emissions from the generation of electricity purchased by CPKC. Canadian emissions are based on emissions factors used for *Canada's National Inventory Report*. U.S. emissions are based on the U.S. Environmental Protection Agency (EPA) Emissions & Generated Resource Integrated Database (eGRID) emissions factors. Mexico emissions factors obtained from Gobierno de México Registro Nacional de Emisiones RENE 2023 (released February 29, 2024). Electricity usage is based on electric utility billing data.

³ Scope 3 GHG Emissions are all other indirect emissions that occur within a company's value chain. For example, Scope 3 includes GHG emissions associated with the production, transportation and use of the goods and services a company purchases.

⁴ An estimate of GHG emissions related to Purchased Goods & Services and Capital Goods in 2023 was derived using the latest U.S. EPA Environmentally Extended Input-Output (USEEIO) emission factors mapped to supplier spend categories. It is not currently possible for CPKC to separate the procurement data for Purchased Goods & Services and Capital Goods. Consequently, emissions from purchased capital goods are included in Category 1 – Purchased Goods & Services.

⁵ Fuel and Energy-Related Activities include upstream emissions associated with the fuel that CPKC uses to operate, from fuel combusted for generation of electricity purchased by CPKC and transmission and distribution losses from electricity consumed.

⁶ Upstream Transportation and Distribution refers to GHG emissions related to the transport of purchased material, truck transport of intermodal containers, and postage and couriers. Emissions from transport of purchased material were calculated using each order's weight and transport distance with tonne-mileage emissions factors for trucks.

⁷ Waste Generated in Operations refers to GHG emissions associated with annual waste generated by CPKC, which are derived using factors from the U.S. EPA.

⁸ Business Travel refers to GHG emissions associated with business travel, including hotel stays, vehicle rentals and flights. Emissions factors for vehicle rentals, hotel stays and passenger flights from the U.S. EPA Center for Corporate Climate Leadership were used to calculate GHG emissions.

⁹ Employee Commuting emissions were estimated using the direct line distance between the centre of employee work and home zip codes. GHG emissions were calculated following emissions factors from the U.S. EPA Center for Corporate Climate Leadership.

¹⁰ Scope 3 emissions categories with a reported value of “0” have been determined as not relevant to CPKC.



GHG Emissions Intensity ¹	Units	2023	GRI	SASB
Company (Scope 1 and 2)	kg CO ₂ e/1,000 GTMs	12.4	305-4	–
Locomotive (Scope 1)	kg CO ₂ e/1,000 GTMs	11.8	305-4	–
Company (Scope 1 and 2)	kg CO ₂ e/1,000 RTMs	23.0	305-4	–
Locomotive (Scope 1)	kg CO ₂ e/1,000 RTMs	21.7	305-4	–
Employee (Scope 1 and 2)	kg CO ₂ e/Employee	234,531.8	305-4	–

¹ The 2023 GHG emissions data includes combined CP and KCS emissions from January 1 to December 31, 2023. See “About This Report” on [page 3](#) for more information, including ongoing efforts to integrate GHG emissions data collection. GHG Emissions Intensity values represent those most commonly presented or publicly requested within the freight rail sector. Company GHG Emissions Intensity includes total Scope 1 and 2 emissions divided by gross ton-miles (GTM) or revenue ton-miles (RTM) during the reporting period. Intensity metrics are also provided specific to locomotive GHG emissions.

Science-Based Emissions “Target Progress”	Units	2020	2023	GRI	SASB
Locomotive Well-to-Wheel GHG Intensity (Scope 1, 2 and 3) ¹	SBTi-Approved 2030 Target		CPKC is committed to reduce our well-to-wheel GHG emissions intensity (grams per gross ton-mile) of locomotive operations by 36.9% by 2030 from a 2020 base year. CPKC’s 2030 emissions intensity target for locomotive operations is 9.00 gCO ₂ e/GTM.	305-5	TR-RA-110a.2
	gCO ₂ e/GTM	14.27	14.60	305-5	TR-RA-110a.2
Locomotive GHG Science-Based Target Progress ²	% of 2030 Target Achieved	–	(6)	305-5	TR-RA-110a.2

Locomotive Air Emissions ^{3,4}	Units	2023	GRI	SASB
Nitrous Oxide (NO _x)	1,000 Metric Tonnes	31.88	305-7	TR-RA-120a.1
Sulfur Oxide (SO _x)	1,000 Metric Tonnes	0.02	305-7	–
Particulate Matter (PM)	1,000 Metric Tonnes	0.61	305-7	TR-RA-120a.1
Hydrocarbons	1,000 Metric Tonnes	1.20	305-7	–
Carbon Monoxide (CO)	1,000 Metric Tonnes	6.99	305-7	–

¹ Well-to-wheel emissions include all emissions related to fuel production, processing, distribution and use including (where applicable) Scope 1, 2 and 3 emissions. This metric effectively captures the entire energy process, from mining of the fuel source to powering our locomotives.

² CPKC’s science-based locomotive GHG emissions target is critically dependent on the fuel-efficiency at which trains are able to operate over our network. In 2023, a variety of factors contributed to the Company’s fuel efficiency. CPKC is working to address these factors and improve this metric. We remain committed to making progress toward our 2030 target and are implementing initiatives with the goal of reversing this trend.

³ Presented Locomotive Air Emissions data is limited to legacy CP operations only.

⁴ Locomotive Air Emissions refer to common contaminants associated with the combustion of fuel by CP’s locomotive’s corresponding EPA emissions tier class. Air emissions are derived by combining CP active fleet data with EPA tier class emissions factors, total fuel consumed and nature of locomotive use (line haul or switching). This methodology is consistent with practices of the Canadian rail sector and Railway Association of Canada – Locomotive Emissions Monitoring Program.

Environmental Management ¹	Units	2023	GRI	SASB
Annual Spend on Remediation	\$ Millions	9	2-25	–
Provision for Environmental Remediation Programs ²	\$ Millions	85	2-25	–
Environmental Audits Completed	# Audits	8	2-25	–
Number of Environmental Fines	# Fines	0	2-27	–
Environmental Fines	\$ Total Spent	0	2-27	–
Environmental Liability for Fines Accrued at Year-End ³	\$ Total Accrued	0	2-27	–
Spill Events ⁴	# Events	49	–	–

Water ⁵	Units	2023	GRI	SASB
Water Consumption ⁶	ML	567	303-5	–
Canada	ML	391	303-5	–
U.S.	ML	176	303-5	–
Water Discharge ⁷	ML	118	303-4	–

¹ Presented Environmental Management data is limited to legacy CP operations only.

² Provision for Environmental Remediation Programs refers to an estimate of probable future obligations and includes both asserted and unasserted claims, without reduction for anticipated recoveries from third parties. Although the recorded accruals include CP's best estimate of all probable costs, CP's total environmental remediation costs cannot be predicted with certainty. Accruals for environmental remediation may change periodically as new information about previously untested sites becomes known, environmental laws and regulations evolve, and advances are made in environmental remediation technology.

³ Environmental Liability for Fines Accrued at Year-End includes the dollar amount of any outstanding or expected environmental fines or penalties not paid by legacy CP by the end of the annual reporting period.

⁴ Spill Events include all reported incidents involving legacy CP employees or contractors, which result in the unintentional release of hazardous materials or materials that may adversely impact the environment. Spills include events involving an accidental release, spill or leak, or result from the failure of means of containment. Reported values are limited to significant releases where a material has been released in excess of local regulatory reporting thresholds.

⁵ Presented Water data is limited to legacy CP operations only.

⁶ Water Consumption volumes are based on metered service connections to municipal water treatment and distribution systems supplied to CP facilities across the network. These values do not reflect a small amount of unmetered water supplied by local wells at remote operating locations.

⁷ CP discharges industrial wastewater in a responsible manner according to local regulations and permits. All wastewater discharges are planned. Where applicable, CP processes industrial wastewater through treatment plants, including oil water separators, dissolved air flotation, chemical injection and activated carbon systems. Treated effluent is typically discharged to publicly owned sewage treatment works for further treatment. Currently, treated effluent from CP wastewater treatment plants is not reused for other purposes. CP does not currently report on water discharge quality.

Waste ¹	Units	2023	GRI	SASB
Total Waste Generated ²	Metric Tonnes	92,524	306-3	–
Hazardous Waste	Metric Tonnes	4,053	306-3	–
Non-Hazardous Waste Generated	Metric Tonnes	88,471	306-3	–
Hazardous Waste Diversion				
Total Hazardous Waste Diverted	Metric Tonnes	2,960	306-4	–
Offsite Recycled	Metric Tonnes	476	306-4	–
Other Offsite Recovery Operations ³	Metric Tonnes	2,484	306-4	–
Hazardous Waste Disposal				
Total Hazardous Waste Disposed	Metric Tonnes	1,093	306-5	–
Offsite Incineration (with energy recovery)	Metric Tonnes	2	306-5	–
Offsite Landfilling	Metric Tonnes	1,091	306-5	–
Non-Hazardous Waste Diversion				
Total Non-Hazardous Waste Diverted	Metric Tonnes	2,663	306-4	–
Offsite Recycled	Metric Tonnes	2,219	306-4	–
Offsite Compost	Metric Tonnes	350	306-4	–
Other Offsite Recovery Operations	Metric Tonnes	94	306-4	–

¹ Presented Waste data is limited to legacy CP operations only.

² Definitions of hazardous and non-hazardous waste are based on the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal. Waste disposal methods and associated quantities for the reporting period were provided by third-party waste disposal contractors and tracked by a third-party consultant.

³ Offsite recovery operations include deep-well injection, fuel-blending, on-site storage and other recovery methods.

Waste ¹	Units	2023	GRI	SASB
Non-Hazardous Waste Disposal				
Total Non-Hazardous Waste Disposed	Metric Tonnes	85,808	306-5	–
Offsite Incineration (with energy recovery)	Metric Tonnes	78,316	306-5	–
Offsite Landfilling	Metric Tonnes	7,492	306-5	–
Other Waste				
Rail Ties Sent to Cogeneration Facility	# Ties	948,661	306-5	–
Rail Ties Sent to Cogeneration Facility ²	Metric Tonnes	78,316	306-5	–
Resource Consumption				
Total Steel Products Purchased ³	Metric Tonnes	82,630	301-1	–
New Rail Purchased ⁴	Metric Tonnes	63,140	301-1	–
Other Track Materials ⁵	Metric Tonnes	19,440	301-1	–
Total Crossties Installed	1,000s Crossties	1,617	301-1	–

¹ Presented Waste data is limited to legacy CP operations only.

² Annual volumes of rail ties sent to cogeneration facilities are also included in the non-hazardous waste disposal table, reported as Offsite Incineration (with energy recovery).

³ Presented Total Steel Products Purchased data is limited to legacy CP operations only.

⁴ Presented New Rail Purchased data is limited to legacy CP operations only.

⁵ Other Track Materials include anchors, spikes, screw spikes, rail clip fasteners, tie plates and track bolts. Presented Other Track Materials data is limited to legacy CP operations only.

SOCIAL IMPACT

Workforce Composition	Units	2023	GRI	SASB
Total Workforce ¹	Total Number	20,038	2-7	–
Total Employees ²	Total Number	19,927	2-7	TR-RA-000.E
Employee Representation by Region				
Canada	% Employees	50.2	2-7	–
U.S.	% Employees	28.9	2-7	–
Mexico	% Employees	20.9	2-7	–
Employee Representation by Gender				
Women	% Employees	8.1	2-7	–
Men	% Employees	91.9	2-7	–
Employee Representation by Age³				
< 30 Years Old	% Employees	16.8	405-1	–
30–50 Years Old	% Employees	57.3	405-1	–
Over 50 Years Old	% Employees	25.9	405-1	–

¹ Total Workforce refers to all CPKC employees, contractors and consultants as of December 31, 2023.

² Total Employees refers to individuals currently engaged in full-time, part-time or seasonal employment with CPKC as of December 31, 2023.

³ Positions in Mexico have not been included in this metric.

Workforce Composition	Units	2023	GRI	SASB
Contract Type				
Unionized	% Employees	73.9	2-7	–
Non-Unionized	% Employees	26.1	2-7	–
Total Full-Time Employees ¹	# Employees	19,855	2-7	–
Women	% Full-Time Employees	8.1	2-7	–
Men	% Full-Time Employees	91.9	2-7	–
Total Temporary Employees ²	# Employees	72	2-7	–
Women	% Temporary Employees	13.9	2-7	–
Men	% Temporary Employees	86.1	2-7	–
Total Part-Time Employees ³	# Employees	1	2-7	–
Women	% Part-Time Employees	0	2-7	–
Men	% Part-Time Employees	100	2-7	–
Total Contractors ⁴	Total Number	111	2-8	–
Employee Level				
Sr. Management⁵				
	# Employees	145		
Women	% Sr. Management	20.0	405-1	–
Men	% Sr. Management	80.0	405-1	–
< 30 Years Old	% Sr. Management	0.0	405-1	–
30–50 Years Old	% Sr. Management	50.3	405-1	–
Over 50 Years Old	% Sr. Management	49.7	405-1	–

¹ Total Full-Time Employees refers to individuals paid through CPKC payroll and who have an active working relationship with CPKC as of December 31, 2023. Employees could be engaged in a full-time capacity (80 hours or more biweekly).

² Total Temporary Employees refers to individuals paid through CPKC payroll and who have a set duration of temporary employment with CPKC as of December 31, 2023.

³ Total Part-Time Employees refers to individuals paid through CPKC payroll and who have an active working relationship with CPKC as of December 31, 2023. Employees could be engaged in a part-time capacity (less than 80 hours biweekly).

⁴ CPKC only tracks total number of contractors and does not currently track detailed workforce-related breakdown for contractors. The count is based on total number of contractors as of December 31, 2023.

⁵ Sr. Management at CPKC includes all Chief, Executive Vice President, Senior Vice President, Vice President, Assistant Vice President, General Counsel, General Manager and Managing Director positions as of December 31, 2023. Positions in Mexico have not been included in this metric as they were not yet mapped to the CPKC employee structure as of the reporting date.

Employee Level	Units	2023	GRI	SASB
Management – Non-Union¹	# of Employees	2,709		
Women	% Management – Non-Union	21.2	405-1	–
Men	% Management – Non-Union	78.8	405-1	–
< 30 Years Old	% Management – Non-Union	5.0	405-1	–
30–50 Years Old	% Management – Non-Union	62.8	405-1	–
Over 50 Years Old	% Management – Non-Union	32.2	405-1	–
Non-Management – Non-Union²	# of Employees	1,397		
Women	% Non-Management Non-Union	21.1	405-1	–
Men	% Non-Management Non-Union	78.9	405-1	–
< 30 Years Old	% Non-Management Non-Union	19.1	405-1	–
30–50 Years Old	% Non-Management Non-Union	57.5	405-1	–
Over 50 Years Old	% Non-Management Non-Union	23.4	405-1	–
Non-Management – Union³	# of Employees	11,519		
Women	% Non-Management – Union	4.5	405-1	–
Men	% Non-Management – Union	95.5	405-1	–
< 30 Years Old	% Non-Management – Union	19.5	405-1	–
30–50 Years Old	% Non-Management – Union	56.1	405-1	–
Over 50 Years Old	% Non-Management – Union	24.4	405-1	–
Other Metrics				
Women in STEM Positions ⁴	% Employees	24.5	405-1	–
Women in Revenue-Generating Functions ⁵	% Employees	32.1	405-1	–

¹ Management at CPKC includes Director, Superintendent, Assistant Chief, General Superintendent, Manager, Assistant Superintendent, Trainmaster, Roadmaster, Assistant Trainmaster and Specialist positions as of December 31, 2023. Positions in Mexico have not been included in this metric.

² Positions in Mexico have not been included in this metric as they were not yet mapped into the CPKC employee structure as of the reporting date.

³ Positions in Mexico have not been included in this metric as they were not yet mapped into the CPKC employee structure as of the reporting date.

⁴ Women in STEM Positions is defined as women in non-union positions in Information Services, Railway Technology, Operations (Engineering, Mechanical and Support) and Corporate Risk (Regulatory & Environmental) teams that have roles that require a background and/or education in Science, Technology, Engineering or Mathematics (STEM) as a percentage of all such positions as of December 31, 2023. Positions in Mexico have not been included in this metric as they were not yet mapped into the CPKC employee structure as of the reporting date.

⁵ Women in management positions in Revenue-Generating Functions (i.e., sales and marketing) as a percentage of all such positions as of December 31, 2023. Positions in Mexico have not been included in this metric as they were not yet mapped into the CPKC employee structure as of the reporting date.

Other Diversity Metrics ¹	Units	2023	GRI	SASB
Canada				
Women	% Canada Employees	11.0	405-1	–
Indigenous ²	% Canada Employees	4.4	405-1	–
Persons with Disabilities ³	% Canada Employees	3.2	405-1	–
Visible Minorities ⁴	% Canada Employees	16.7	405-1	–
U.S.				
Women	% U.S. Employees	5.4	405-1	–
Persons with Disabilities	% U.S. Employees	1.4	405-1	–
Minorities ⁵	% U.S. Employees	25.3	405-1	–
American Indian or Alaskan Native	% U.S. Employees	1.0	405-1	–
Asian	% U.S. Employees	1.4	405-1	–
Black or African American	% U.S. Employees	13.6	405-1	–
Hispanic or Latino	% U.S. Employees	7.5	405-1	–
Native Hawaiian or Other Pacific Islander	% U.S. Employees	0.2	405-1	–
Two or More Races	% U.S. Employees	1.6	405-1	–
White	% U.S. Employees	74.5	405-1	–

¹ Other Diversity Metrics are reported as of December 31, 2023.

² Indigenous is defined as all First Nations, Inuit, Métis and North American Indian peoples as of December 31, 2023. This metric is not tracked in the U.S. and Mexico due to requirements defined in *Canada's Employment Equity Act*.

³ Persons with Disabilities is defined as individuals who have self-identified as having a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who (a) consider themselves to be disadvantaged in employment by reason of that impairment, or (b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment, and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. The count is based on the total number of persons with disabilities as of December 31, 2023.

⁴ Visible Minorities are persons other than Indigenous, who self-identify as non-white in colour as of December 31, 2023.

⁵ Minorities are persons who self-identify as African American, Hispanic, Native American, Asian Pacific, or Asian Indian, or minorities not included elsewhere, including one or more minorities as of December 31, 2023.

Other Diversity Metrics	Units	2023	GRI	SASB
Mexico				
Women	% Mexico Employees	4.9	405-1	–
New Hires				
Total Positions Hired	# Positions	4,807	401-1	–
Total New Hires	# Employees	2,995	401-1	–
Internal Hires ²	# Employees	1,812	401-1	–
Rate of Internal Hires	% Total Positions Hired	37.7	401-1	–
Gender				
Women	% New Hires	10.4	401-1	–
Men	% New Hires	89.6	401-1	–
Age				
< 30 Years Old	% New Hires	41.0	401-1	–
30–50 Years Old	% New Hires	50.1	401-1	–
Over 50 Years Old	% New Hires	8.9	401-1	–
Region				
Canada	% New Hires	59.8	401-1	–
U.S.	% New Hires	29.3	401-1	–
Mexico	% New Hires	10.9	401-1	–

¹ New Hire metrics have been determined by combining data of CP and KCS. This summary includes and relies upon data and information that existed in KCS's systems prior to our acquisition of control of KCS, and some of this data and information may have been prepared using methodologies, assumptions and processes that are different than those that CPKC's systems would have otherwise applied or may apply in the future, following integration of our systems. These New Hire metrics are presented to illustrate the estimated effects of combining CP and KCS operating performance for the period ended December 31, 2023, as if CP and KCS formed a combined company for this period.

² Internal Hires is defined as an existing employee moving to a new position, including all promotions and lateral moves within CP and KCS within the reporting period.

Employee Turnover ¹	Units	2023	GRI	SASB
Total Employee Turnover ²	# Employees	3,002	401-1	–
Employee Turnover Rate ³	% Total Employees	15.1	401-1	–
Voluntary Employee Turnover Rate ⁴	% Total Employees	9.3	401-1	–
Gender⁵				
Women	% Women Employees	17.9	401-1	–
Men	% Men Employees	14.8	401-1	–
Age⁶				
< 30 Years Old	% Age Class	27.3	401-1	–
30–50 Years Old	% Age Class	16.4	401-1	–
Over 50 Years Old	% Age Class	19.6	401-1	–
Region⁷				
Canada	% Region	18.3	401-1	–
U.S.	% Region	16.1	401-1	–
Mexico	% Region	5.9	401-1	–

¹ Employee Turnover metrics have been determined by combining data of CP and KCS. This summary includes and relies upon data and information that existed in KCS's systems prior to our acquisition of control of KCS, and some of this data and information may have been prepared using methodologies, assumptions and processes that are different than those that CPKC's systems would have otherwise applied or may apply in the future, following integration of our systems. These Employee Turnover metrics are presented to illustrate the estimated effects of combining CP and KCS operating performance for the period ended December 31, 2023, as if CP and KCS formed a combined company for this period.

² Total Employee Turnover refers to the number of workers who left CP and KCS during the reporting period. This includes retirements and voluntary and involuntary attrition.

³ Employee Turnover Rate is calculated as total employee turnover divided by the total number of employees as of December 31, 2023.

⁴ Voluntary Employee Turnover Rate refers to employees who leave the Company of their own volition and does not include departures due to retirement. This value is calculated as total voluntary turnover divided by total number of employees as of December 31, 2023.

⁵ Values are calculated as total turnover by employee category divided by the total number of employees in each category as of December 31, 2023.

⁶ Values are calculated as total turnover by employee category divided by the total number of employees in each category as of December 31, 2023.

⁷ Values are calculated as total turnover by employee category divided by the total number of employees in each category as of December 31, 2023.

Employee Training and Development ¹	Units	2023	GRI	SASB
Union Employees	Avg. Hours / Employee	63.9	404-1	–
Non-Union Employees	Avg. Hours / Employee	37.7	404-1	–
Women ²	Avg. Hours / Employee	17.7	404-1	–
Men	Avg. Hours / Employee	43.9	404-1	–
Total Training Cost ³	\$ Millions	96.3	–	–
Average Spend on Training per Full-Time Employee	\$	7,592	–	–

Investments and Donations ⁴	Units	2023	GRI	SASB
Community Investments	\$	7,370,198	–	–
Monetary Donations	\$	6,996,195	–	–
In-kind Donations	\$	374,003	–	–
Community & Employee Donations – company-led	\$	3,800,025	–	–

¹ Data is for legacy CP only. Training Hours include training related to in-class training provided by internal trainers, CP's web-based learning management system, and external consultants. Hours do not include on-the-job employee training.

² Lower average training hours for non-union female employees may be reflective of the higher representation of males in operations, where training for front-line personnel is more frequent.

³ Training Costs include expenses related to the management of CP's Training and Learning and Development departments, costs for internal trainers, CP's web-based learning management system, external consultants, online learning platforms such as Harvard ManageMentor, and compensation for employee time while training. Costs do not include field based or on-the-job employee training.

⁴ Data represents combined Community Investments and Donations for CP and KCS from January 1 to December 31, 2023.

2023 GRI INDEX

Statement of use: CPKC has reported the information cited in this GRI content index for the period January 1 to December 31, 2023, with reference to the GRI Standards in the 2023 Sustainability Data Report and in other corporate disclosures, including the 2023 Annual Report and 2024 Management Proxy Circular.

GRI 2: General Disclosures 2021

GRI Disclosure Number	GRI Disclosure Title	2023 Disclosure Response
The Organization and Its Reporting Practices		
2-1	Organizational details	2023 Annual Report (page 29) 2023 Sustainability Data Report (page 3) CPKC website: About CPKC
2-2	Entities included in the organization's sustainability reporting	2023 Annual Report (page 29) 2023 Sustainability Data Report (page 3) CPKC website: About CPKC
2-3	Reporting period, frequency and contact point	2023 Annual Report (page 29) 2023 Sustainability Data Report (pages 3, 31)
2-4	Restatements of information	No restatements of information have been made in the Sustainability Data Report for the reporting period.
2-5	External assurance	2023 Sustainability Data Report (page 3) CPKC website: Sustainability
Activities and Workers		
2-6	Activities, value chain and other business relationships	2023 Annual Report (pages 29–35)
2-7	Employees	2023 Annual Report (pages 39–40) 2023 Sustainability Data Report (pages 20–21)
2-8	Workers who are not employees	2023 Annual Report (page 39) 2023 Sustainability Data Report (page 21)



GRI Disclosure Number	GRI Disclosure Title	2023 Disclosure Response
Governance		
2-9	Governance structure and composition	2024 Management Proxy Circular (pages 73–74) 2023 Sustainability Data Report (pages 6–7)
2-10	Nomination and selection of the highest governance body	2024 Management Proxy Circular (pages 74–81)
2-11	Chair of the highest governance body	2024 Management Proxy Circular (pages 6, 19, 75)
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Management Proxy Circular (page 73)
2-13	Delegation of responsibility for managing impacts	2024 Management Proxy Circular (pages 78–79)
2-14	Role of the highest governance body in sustainability reporting	2024 Management Proxy Circular (pages 30, 73, 79)
2-15	Conflicts of interest	2024 Management Proxy Circular (pages 83–84) Corporate Governance Principles and Guidelines Code of Business Ethics Code of Ethics for Chief Executive Officer and Senior Financial Officers
2-16	Communication of critical concerns	2024 Management Proxy Circular (pages 87–88) Business Ethics Reporting Policy
2-17	Collective knowledge of the highest governance body	2024 Management Proxy Circular (pages 86–87) Corporate Governance Principles and Guidelines
2-18	Evaluation of the performance of the highest governance body	2024 Management Proxy Circular (pages 52–56) Corporate Governance Principles and Guidelines
2-19	Remuneration policies	2024 Management Proxy Circular (pages 31–35)
2-20	Process to determine remuneration	2024 Management Proxy Circular (pages 31–35, 80)
2-21	Annual total compensation ratio	2024 Management Proxy Circular (page 70) 2023 Sustainability Data Report (page 7)
2-22	Statement on sustainable development strategy	2024 Management Proxy Circular (pages 90–96) Joint Forced Labour and Child Labour Report CP Climate Strategy (pages 3–4)

GRI Disclosure Number	GRI Disclosure Title	2023 Disclosure Response
Strategy, Policies and Practices		
2-23	Policy commitments	Code of Business Ethics Global Anti-Corruption Policy CPKC Supplier Code of Conduct CP Human Rights Policy
2-24	Embedding policy commitments	Code of Business Ethics CPKC website: Corporate Governance
2-25	Processes to remediate negative impacts	2024 Management Proxy Circular (pages 83–84) Code of Business Ethics Business Ethics Reporting Policy
2-26	Mechanisms for seeking advice and raising concerns	2024 Management Proxy Circular (pages 83–84) Business Ethics Reporting Policy
2-27	Compliance with laws and regulations	2023 Annual Report (pages 35–38)
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	2024 Management Proxy Circular (pages 52, 77)
2-30	Collective bargaining agreements	2023 Annual Report (pages 39–40)

GRI 3: Material Topics 2021

GRI Disclosure Number	GRI Disclosure Title	2023 Disclosure Response
3-1	Process to determine material topics	2024 Management Proxy Circular (page 92)
3-2	List of material topics	2024 Management Proxy Circular (page 92)

FORWARD-LOOKING INFORMATION

This report contains certain forward-looking information and forward-looking statements (collectively, “forward-looking information”) within the meaning of applicable securities laws, including with respect to the environmental, social, governance and sustainability priorities, policies, practices, programs, goals, targets and objectives of CPKC. Any statements about our expectations, beliefs, plans, goals, targets, strategies, predictions, forecasts, objectives, assumptions, information and statements about possible future events, conditions and results of operations or performance are not historical facts and may be forward-looking. Forward-looking information in this report includes, but is not limited to, CPKC’s 2023 GHG emissions reduction target for CPKC’s combined locomotive operations and assumptions underlying or relating to any of the foregoing. Forward-looking information is often, but not always, made through the use of words or phrases such as “anticipates”, “aims”, “believes”, “strives,” “seeks,” “can”, “could”, “may”, “predicts”, “potential”, “should”, “will”, “estimates”, “plans”, “projects”, “continuing”, “ongoing”, “expects”, “intends” and similar words or phrases suggesting future outcomes.

Forward-looking information is based on current assumptions about our business and our strategy as well as economic, political, regulatory, market and environmental conditions affecting them. Although we believe the assumptions reflected in the forward-looking information presented in this report are reasonable as of the date hereof, there can be no assurance that they may prove to be correct. Readers should not put undue reliance on forward-looking information, as it is not a guarantee of future performance. Forward-looking information involves many inherent risks and uncertainties that could cause actual results to differ materially from the forward-looking information. This includes risks such as: change in business strategies, general North American and global economic, credit and business conditions, changes in the availability and price of commodities and energy; the effects of competition; industry capacity; shifts in demand; changes in laws and regulations; natural or other disasters, including earthquakes, wildfires, pandemics or acts of terrorism affecting the markets in which we operate; the adverse effects of climate change on our business, investors, customers, suppliers and counterparts; our ability to successfully execute on initiatives relating to sustainability; cost increases;

claims and litigation; labour disputes; liabilities arising from derailments and the outbreak of a pandemic or contagious disease and the resulting effects on economic conditions, and the successful integration of KCS into the Company, among other things. The foregoing list of risks is not exhaustive.

These and other factors are detailed from time to time in reports we file with the securities regulators in Canada and with the SEC in the United States. Readers should refer to Item 1A – Risk Factors, Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations and Forward-Looking Statements in our 2023 Annual Report on Form 10-K and to our risk factor and forward-looking information disclosure in our quarterly reports on Form 10-Q filed on SEDAR+ (www.sedarplus.ca) and EDGAR (www.sec.gov). In addition, our environmental, social, governance and sustainability priorities, policies, practices, programs, goals and objectives (including CPKC’s climate strategy and our Commitment to Climate Action) remain under development as we continue to refine our analysis of and response to potential future climate and other risks and opportunities, and as the science, data and methodology underlying our analysis and strategy continue to evolve over time. Further, as we continue to

integrate the operations of KCS into ours, we are conducting additional data-gathering and intend to further assess the climate and other environmental, social, governance and sustainability strategies and initiatives for the combined company, and may make changes to our existing strategies and initiatives as a result. For these reasons, in future disclosures, we may include information that differs from information contained in this report. Unless indicated otherwise or the context otherwise requires, forward-looking information in this report speaks only as of the date hereof. We undertake no obligation to update or otherwise revise any information in this report, including any forward-looking information, unless we are required to by applicable law.



cpkcr.com/en-ca/sustainability

CPKC GLOBAL HEADQUARTERS

7550 Ogden Dale Road S.E. Calgary, AB
Canada T2C 4X9

OTHER CPKC CONTACTS

sustainability@cpkcr.com

COMMUNITY CONNECT

Have a question or concern? Want to know what it's like living near the railway? Visit [Community Connect](#).

