

MESSAGE FROM THE PRESIDENT AND CEO: GOVERNMENT OF CANADA-ORDERED MANDATORY COVID-19 VACCINES

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Fellow railroaders,

From the first days of the COVID-19 pandemic, CP's priority has been protecting the health and safety of our employees and our communities. That focus prompted the creation of our Pandemic Committee, which led to the CP 7, our COVID-19 resource line and other workplace practices that have become industry-leading COVID-19 protocols aimed at minimizing viral exposure and transmission at our offices and in the field.

While keeping safety at the heart of everything we do, the CP family has worked diligently and successfully to keep the railway operating safely, without interruption, as we provide our essential services relied upon by the North American economy.

For months, CP has advised employees that vaccines reduce the risk of contracting COVID-19 and the risk of becoming seriously ill, but have maintained our belief that a vaccine mandate is not necessary.

As many of you may know, the Government of Canada previously announced its intention to require mandatory COVID-19 vaccination at federally regulated companies. Late Friday, Transport Canada (TC) issued a Ministerial Order requiring federally regulated railways, including CP, to implement a mandatory vaccination policy for all employees in Canada.

TC has ordered these policies to be in place as of today, only hours after issuing the Order.

As with any other law or regulation, CP takes its compliance with the TC order very seriously; therefore, today we established a new policy to adhere to the vaccine mandate. Further information on that policy and the implications for people with differing vaccination statuses will be posted on CP Station.

This mandate, and its unreasonably short compliance deadline, has been imposed on CP by the Government of Canada. **We have no choice but to fully comply with the law.** That means all employees in Canada must receive at least one dose of an approved COVID-19 vaccine by Nov. 15, 2021, and they must be fully vaccinated by Jan. 24, 2022, or they will face serious consequences, which may include administrative leave, discipline, financial penalties or dismissal. The policy applies to CP's Canada-based employees of Canadian Pacific Railway Company and CMQ Canada. Employees of other entities in the CP family, such as Soo Line or D&H, are not impacted.

If you have not been vaccinated against COVID-19, it is essential that you take the necessary steps to comply with our policy to become vaccinated by the government's prescribed deadlines, unless you receive an approved exemption from that requirement. If you have questions regarding the vaccines, please take the time to speak to your health care provider.

All COVID-19 safety measures and policies remain in place at CP facilities and we will continue to focus our attention on running our railroad safely and efficiently to provide our customers with service excellence during a fragile time for the North American economy. There is still much work ahead of us as we prepare to close out 2021, and we must take these steps to continue to stay safe.

Thank you for your ongoing commitment to each other, our company and our customers.

Respectfully,

Keith Creel