

#AppalachiaFirst



Tangible. Impactful. Local.

2022 Corporate Sustainability Report

What's Inside This Report

What we do matters tremendously. We provide life, save lives, and improve lives. This report discusses our principles, our drive, and our actions related to that responsibility.

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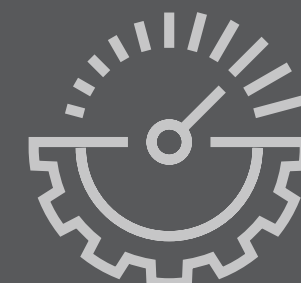
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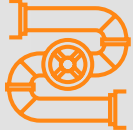


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About CNX

CNX Resources Corporation (NYSE: CNX) is unique. We are a premier natural gas development, production, and midstream company centered in Appalachia—one of the most energy abundant regions in the world. With the benefit of a 159-year regional legacy, substantial asset base, leading core operational competencies, technology development and innovation, and astute capital allocation methodologies, the company responsibly develops its resources and deploys its free cash flow to invest in our people, strengthen our balance sheet, support the communities where we operate, and create long-term per share value for our shareholders. Additional information is available at www.cnx.com.

9.8 
Trillion Cubic Feet of Proved
Gas Equivalent Reserves

580 
Billion Cubic Feet Equivalent
Total Net Gas Produced

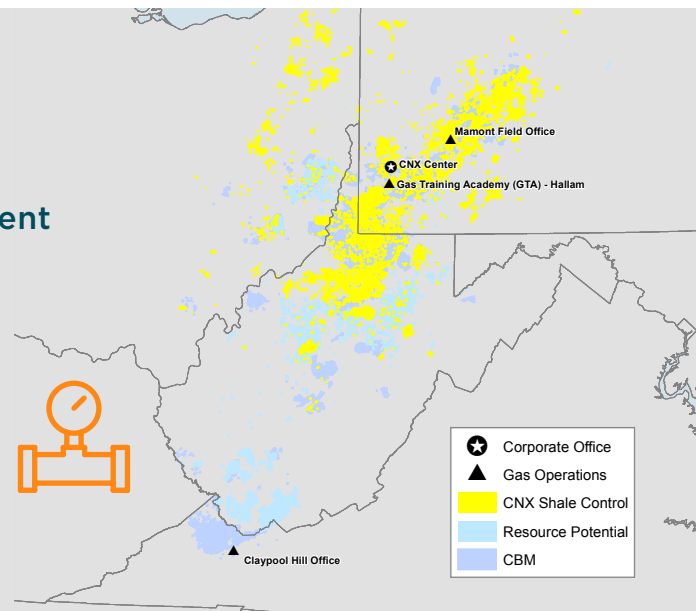
4,400 
Net Producing Gas Wells

2,600 
Miles of Gas Pipeline

1,400 
Miles of Water Pipeline

Where We Live, Work, and Play

For over 159 years, CNX has been a cornerstone of the communities where we operate. We bolster the local economy by responsibly developing affordable energy, hiring local businesses, employing a local workforce, and providing family sustaining wages.



Production

Operated assets primarily include the Marcellus and Utica shale in Pennsylvania, Ohio, and West Virginia, and coal mine waste methane capture and coal bed methane in Virginia, Pennsylvania, and West Virginia.



Midstream

CNX designs, builds and operates natural gas gathering systems to move gas from the wellhead to interstate pipelines or other local sales points. CNX owns or operates approximately 2,600 miles of natural gas gathering pipelines as well as a number of natural gas processing facilities.



Water

CNX Water is a vehicle to efficiently manage water transfer, evaluate emerging treatment technologies and strategically approach third-party water sales. CNX Water is uniquely positioned in the Appalachian Basin with multiple water sources, and water pipelines.



New Technologies

CNX New Technologies is developing unique, proprietary technology for vertical and horizontal business growth. The business unit also focuses on forging strategic partnerships for the use of low carbon intensity feedstocks and creation of derivative products.

Who We Are and What We Stand For

CNX produces the energy that is the catalyst to a sustainable future. Our work is critically important. The energy we develop drives technological advancements that fuel economic growth and improve the quality of life in our communities and beyond.

At CNX, our mission is to empower our team to embrace and drive innovative change that creates long-term per share value for our investors, enhances our communities, and delivers energy solutions for today and tomorrow.

Since our company's founding more than 159 years ago, we have lived by our values: putting the people of Appalachia first by prioritizing investments and utilizing home-grown resources that make a Tangible, Impactful, and Local difference.

CORPORATE VALUES

RESPONSIBILITY

Be a safe and compliant operator; be a trusted community partner and respected corporate citizen; act with pride and integrity.

OWNERSHIP

Be accountable for our actions and learn from our outcomes, both positive and negative; be calculated risk-takers and seek creative ways to solve problems; be prudent capital allocators.

EXCELLENCE

Be a lean, efficient, nimble organization; be a disciplined, reliable, performance-driven company; be an inclusive team treating each other with fairness and respect.

“Our ESG philosophy is straightforward and can be summed up in three words: Tangible, Impactful, and Local. We value actions and measurable results.”

Nick Deiuliis

Chief Executive Officer, CNX Resources Corporation

Message from the CEO

Public corporations have an affinity for grand mission statements, elegant wording, and grand virtue-signaling. Yet they struggle to act in impactful and consistent ways. This creates a credibility gap that can quickly turn political, with society defining and taking up sides: ESG virtue signalers, woke capitalism critics, stakeholder capitalism theorists, and so on. Sadly, public companies have largely failed to lead on this topic, which is central to their missions.

At CNX, we aim to lead. A prominent CEO of a well-known investment firm wrote that stakeholder capitalism shouldn't be political. Instead, it should be about establishing mutually beneficial relationships between a company and its employees, customers, and communities.

We wholeheartedly agree with such an assessment. But there is a wide gulf between the packaged messaging being promoted across the corporate community and the actions and results on the ground. Many in the environmental NGO community have appropriated the core concepts of stakeholder capitalism, leveraging ESG as a Trojan horse to pursue wider societal outcomes based on ideological beliefs. In turn, many easily intimidated corporate leaders seek to appease such groups in a futile effort to be spared their public ire at best, and at worst, to be canceled altogether. Such tactics—employed by those who would misuse the concepts of ESG—have triggered an epidemic of false choices and an outbreak of companies over-promising and under-delivering on ESG performance.

Much good can come from ESG principles, if applied correctly, for both company and stakeholders. CNX is determined to be the exemplar for such success.

As outlined in this report, we offer a unique value proposition across key, clearly defined stakeholder groups.

We have been busy building a Sustainable Business Model (SBM) and brand that is authentic, rooted in our Appalachia First strategic vision, and that sets the pace for tangible ESG performance. This report details our ambitions for our SBM and ESG efforts. But more importantly, it emphasizes our actions over our words. For us, tangible results achieved through meaningful action are much more important than impressive but hollow presentations.

Our SBM hinges on competitive moats of stacked shale pay horizons, integrated upstream and midstream assets, and innovative new technologies. These three non-replicable advantages allow us to be low-cost, low-capital intensity, and operationally flexible to generate regular and substantial free cash flow (FCF). We then prioritize injecting that FCF back into our business

through investments in human capital, optimization of our asset base, investments in our region, strengthening our balance sheet by paying down debt, and returning capital to our shareholders. We view success through the lens of generating, and growing, FCF per share to create an attractive long-term investment opportunity for our shareholders.

Late in 2022, we launched “Appalachia First,” our strategic vision for the future of the company, industry, and region we call home. Appalachia First envisions a socio-economic transformation built upon the foundation of lower carbon intensive natural gas and derivative products. We are proud that this vision, and our SBM, are the antithesis of the herd mentality—it's what we call a Tangible, Impactful, Local strategy for the company, industry, region, and ultimately, the world. We seek results, not platitudes and empty concepts lacking measurable return on investment. Our approach forms a virtuous circle, as our business helps sustain the Appalachian region and, in turn, the region continues to sustain CNX for the future generations.

False choices brought on by the abuse of ESG tenants have real consequences. In 2022, tech stocks fell more than 30% while the energy sector gained almost 60%. But because of climate pledges and other ESG criteria applied by fund managers, many investors were overweight in tech compared to energy.

Corporate ESG reports are often check-the-box exercises—published to appease the crowd and satisfy arbitrary, inconsistent scoring systems that lack a consistency that harken to proposed climate rules from the SEC. Our view of this document—as a labor of love in which our entire team is closely engaged—is a very different one. While we strive for perfection each day, we know it’s not attainable—but the act of striving for perfection makes all the difference. This exemplifies our entire approach to ESG performance.

We understand that in our quest for perfection we will, at times, fall short. But even in the act of falling short of lofty goals, we will have made Tangible, Impactful, and Local improvements across a wide range of metrics and stakeholders.

The unique CNX brand and approach was on full display on a cold evening in late 2022. While dignitaries from the corporate and political community were celebrating the holiday season at a historic, venerable social club in downtown Pittsburgh, the CNX team was literally across the street from the elite enclave with a local organization called Outreached Arms. Outreached Arms doesn’t attract the big dollars from the wealthy foundations. It quietly

does its work partnering with the First Presbyterian Church of Pittsburgh to serve meals to Pittsburgh’s homeless and working poor. There was no fanfare, no check presentation or photo op; just CNX employees and CNX Foundation Mentorship Academy high school students lending a helping hand (and outreached arms) to those across our region in need.

There are two paths as a company in today’s ESG environment: you can virtue-signal, talk, and strive to simply avoid criticism or you can roll up your sleeves and engage in the difficult issues that move the needle in local communities. Despite success being far from certain (and a certain level of failure almost assured), we will always choose the latter, playing the long game and doing what is right, not expedient, for our stakeholders.

My personal hope is that this report serves not as a static, check-the-box compliance document, but as an invitation to an open dialogue with our partners, shareholders, employees, and the communities about what effective ESG performance should be. If we are successful in establishing and maintaining this exchange of ideas and search for truly impactful ESG, we all will benefit.

Between the unique CNX approach and the popular but hollow approach, we believe the choice is clear. Yes, you can have it all when it comes to ESG performance—CNX Resources Corporation.

Nick Deiuliis

President and Chief Executive Officer



“While we strive for perfection each day, we know it’s not attainable—but the act of striving for perfection makes all the difference.”

Nick Deiuliis

President and Chief Executive Officer

Message from the ESCR Committee Chair

Integrity in our reporting and operations is fundamental to our business. For twelve years, CNX has demonstrated our commitment to transparency and actionable goals through our annual Corporate Sustainability Reports. CNX is not perfect, but our culture of success—that empowers the individual, encourages calculated risk-taking, and sparks innovation—puts us in the front of the pack amongst our peers.

Executing on our Sustainable Business Model (SBM) requires discipline and focus, and acknowledging and learning from our mistakes is not always easy. Some companies shy away from this challenge; choosing instead to chase superficial trends and set grandiose goals in hopes of gaining entry to certain funds. This approach might make for a good story, but too often fails to deliver on meaningful results.

We don't ascribe to that view. To do so would betray shareholder trust and the values driving our success. We generate shareholder and community returns with disciplined SBM execution rooted in focused operations, a culture of innovation, and a commitment to care for the communities we call home. We are fully committed to our SBM and know long-termism wins the day, every day.

Corporate responsibility is not new to us, it's something we've been transparently practicing for the near 160-year history of our company. When we announce environmental, social and governance goals, we execute against them, and rigorously track progress until achieved. Strong Board governance and oversight is fundamental to our success and we are proud to, once again, deliver on clearly defined governance goals. It's an intensive approach that delivers for all stakeholders.

Through our Appalachia First vision, CNX views natural gas as the catalyst for Tangible, Impactful, and Local progress. We have a personal commitment to do right by this region. Consider the results: A manufacturing plant has been announced to convert abated methane into a biodegradable plastic substitute. Pittsburgh International Airport is advancing sustainable aviation fuel development using CNX-produced natural gas. And we're catalyzing a hydrogen economy that will benefit our shared environment and grow jobs.

Because ESG integrity matters, we hold each other accountable to delivering on our promises—the results are evident in the pages that follow. While there's much to praise, our work is far from complete. CNX will always strive for excellence and place high expectations on our team—because we know when we empower each other, greatness can be achieved.

Palmer Clarkson

*Environmental, Safety and Corporate Responsibility (ESCR)
Committee Chair*

2022 Highlights

\$707M

Free Cash Flow (FCF)—
12 consecutive quarters
generating significant FCF

See Non-GAAP Measures in the Appendix.

\$107M

Adjusted Net Debt reduction—
\$360 million reduction since
Q3 2020¹

See Non-GAAP Measures in the Appendix.

33.5M

shares repurchased—24% reduction
in total shares outstanding since
Q3 2020¹

\$6.3M

community support from CNX and
the CNX Foundation

83%

diverse CEO direct reports

32%

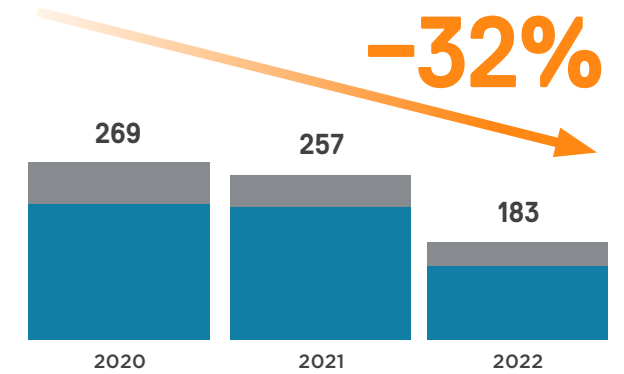
diverse workforce—goal of
33% by 2024 increasing to
40% by 2026.

5.7M

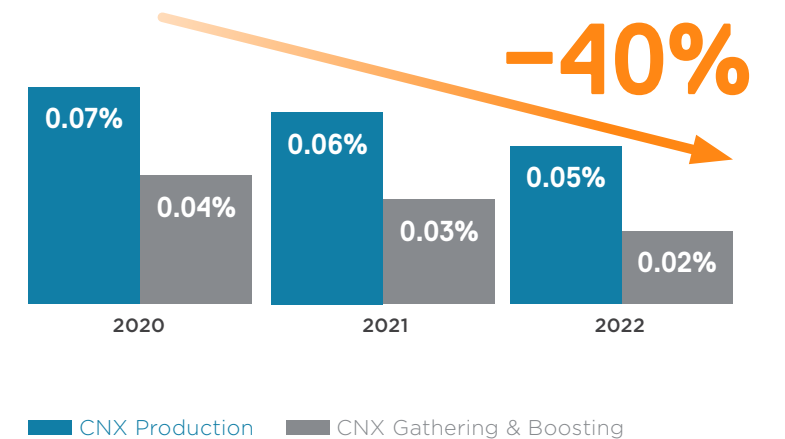
Captured 5.7 million metric
tons of methane CO₂e—far
more than we emit from our
gas activities

Methane Emission By Segment

(CO₂e '000 metric tons)



Methane Intensity By Segment



Note: Emissions calculated using EPA Subpart W methodology for Onshore Production and Gathering & Boosting industry segments. Intensity is calculated by dividing emissions by E&P production and Gathering and Boosting throughput.

¹Date of completion of the CNX Midstream Partners LP ("CNXM") take-in transaction in 2020

How We Produce Natural Gas

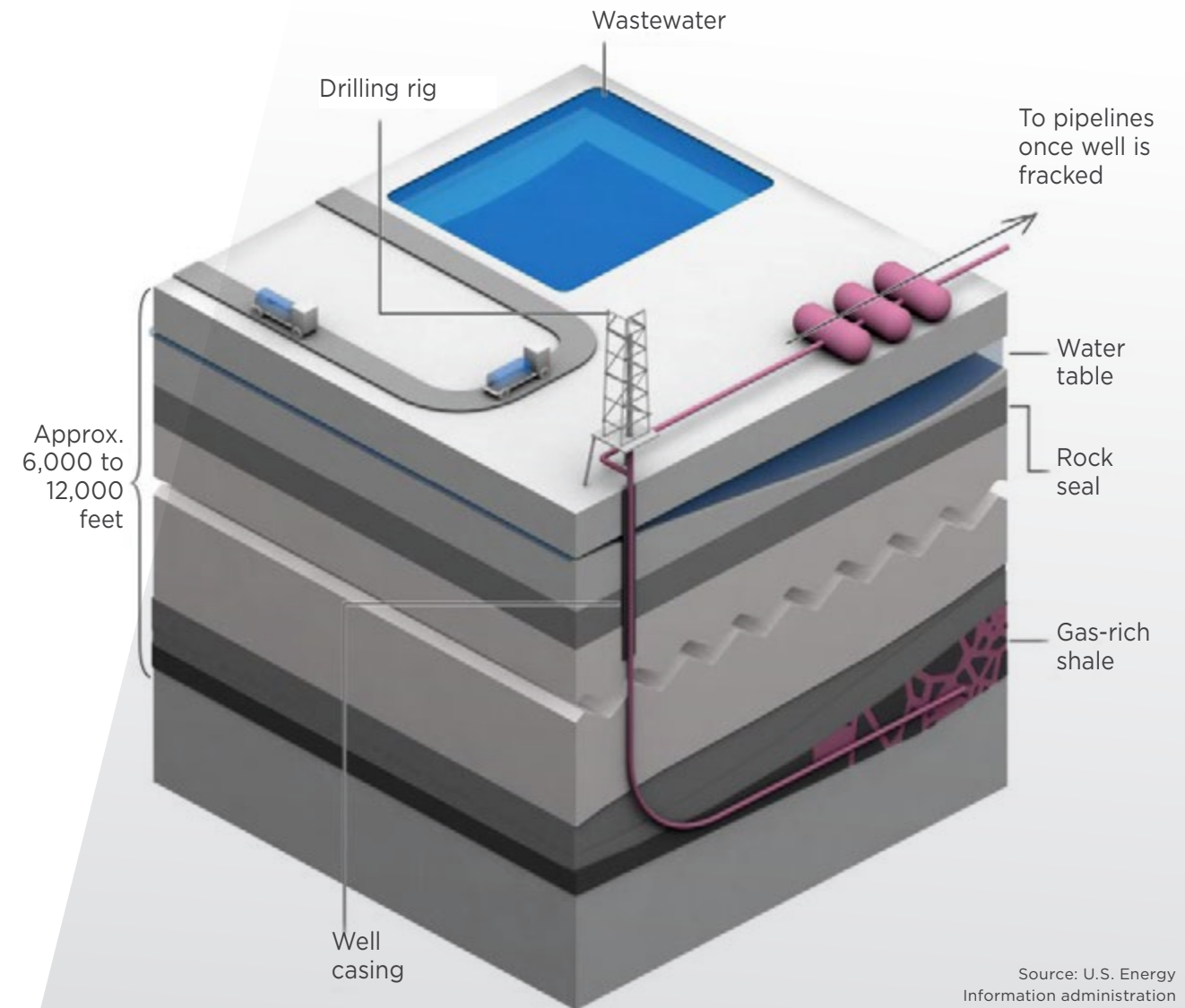
Extracting Shale Gas

CNX shale gas comes primarily from the Marcellus and Utica shale formations which underlie much of Appalachia. Shale gas is a form of natural gas (mostly methane) found underground in shale rock. Shale is a fine-grained sedimentary rock with small spaces containing gas that are relatively unconnected to each other—meaning that gas does not flow easily through shale.

To get to the gas, crews drill deep, vertical holes into the shale rock, followed by horizontal drilling to access more of the gas. Hydraulic stimulation is introduced utilizing powerful pumps to send water, sand and chemicals down the hole to break shale rock open and extract gas molecules.

Once the gas is flowing to the surface, gas and liquids are separated in a special vessel if needed. The gas is then sent to a processing plant before the gas is transported away via pipelines for commercial use.

Extracting Shale Gas



Source: U.S. Energy Information Administration

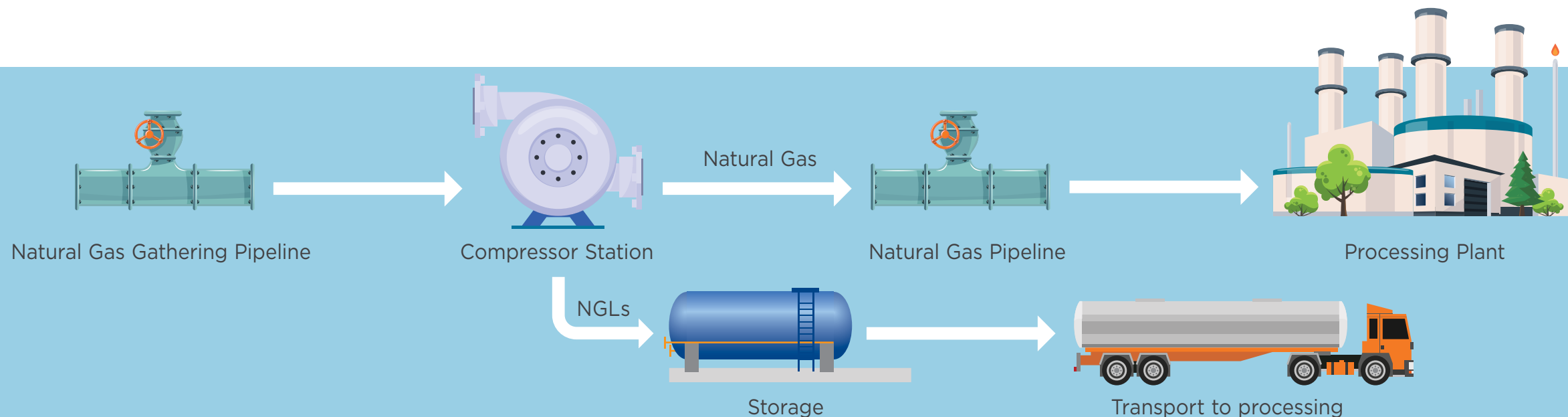
Gathering and Transporting Natural Gas and Water

Networks of gathering pipelines, compressor stations, and processing equipment are used to transport raw natural gas from the field to retail and utility markets. Produced natural gas is gathered, separated, and often, processed before it is used. Gathering pipeline systems collect gas from multiple wells to a central point—typically a gathering and boosting station, a processing plant, or a connection to a larger mainline transmission pipeline or shipping point. Gathering and boosting stations, also known as compressor stations help maximize well production and keep gas moving down the pipeline. This gas isn't always ready to be utilized by consumers and can be treated and processed at processing facilities

before it is retail “pipeline quality” gas. For gas to be “pipeline quality” water is removed by dehydration units, and other impurities like carbon dioxide and oxygen are removed at processing facilities. Natural gas liquids (NGLs) are separated out of the gas stream and broken down by a process known as fractionation before sale. The pipeline quality natural gas is then moved by transmission lines (interstate pipeline systems) which ultimately carry the gas to the final consumer, or local distribution company, which fuels your home.

CNX utilizes a similar infrastructure concept to manage water transportation to maximize our water reuse and recycling potential. Water pipelines are installed in tan-

dem with the gas gathering pipelines to gather water from producing natural gas wells which, in turn, deliver the water to central points for storage and reuse. These co-located pipelines reduce our environmental footprint by requiring only one right of way. Boosting stations along the water pipeline route keeps water moving down the pipeline and allows water to be transported and stored at strategically placed centralized storage facilities within our operational footprint. This water management system significantly reduces the demand on freshwater, and significantly reduces the need for trucks to transport the water, which eliminates safety and spill risks, emissions, and traffic nuisances on public roadways.



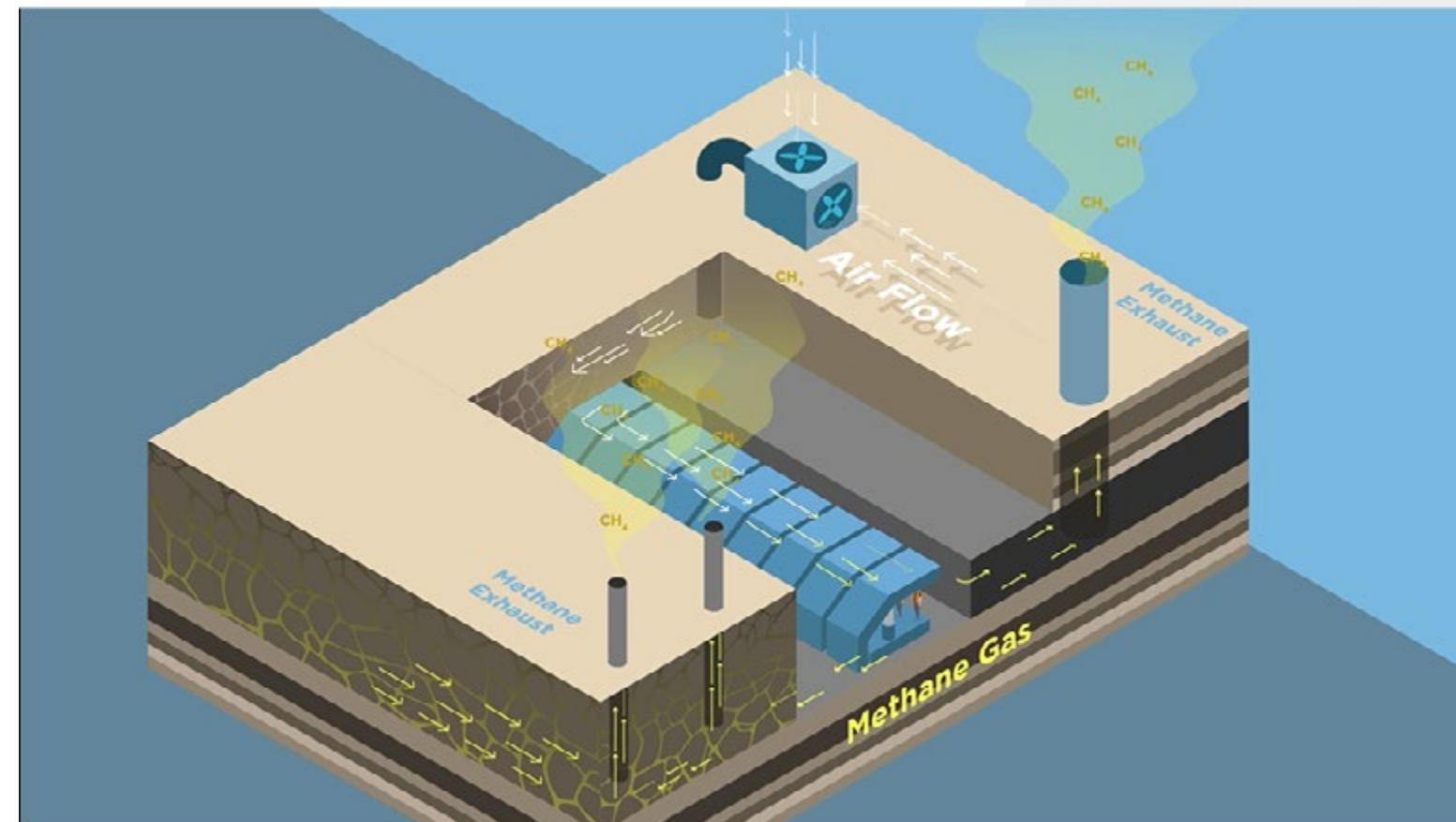
Capturing Waste Gas from Mining Operations

Coal Mine Methane (CMM) is a residual waste, which is necessarily released from coal mines for safety purposes and keeps the underground conditions below explosive limits. Coal mines are responsible for 8% of US Methane emissions (per EPA, in 2019). No regulatory requirements, incentives, or penalties exist in the US for the abatement of coal mine methane emissions, which are a potent greenhouse gas. Methane emissions from underground coal mines continue after mines are closed and abandoned and can produce significant emissions for decades. The overwhelming majority of coal mines ventilate methane to the atmosphere, with only 3 of the 550 active mines in the US injecting methane into pipelines for beneficial use as of 2022. Less than 10% of the highly gaseous mines in the US make any effort to capture and destruct these waste methane emissions through flares.

Rather than releasing methane to the atmosphere, recent landfill and agricultural projects are capturing this residual waste, processing it and delivering it to market as renewable natural gas (RNG). CNX's solution for CMM follows the same principles of residual waste methane

capture, processing, compression, and transportation of methane to market. The EPA has developed a federal Coalbed Methane Outreach Program, working collaboratively with the industry to “promote the profitable recovery, utilization, and mitigation of CMM” (<https://www.epa.gov/cmop/about-coal-mine-methane>). CMM has been recognized by EPA as a clean-burning

fuel. Because CMM is released through mining activities, the recovery and use of CMM is considered emissions avoidance. CMM projects—including natural gas pipeline sales—have been included in the major international carbon trading programs for over 15 years, such as the Kyoto Protocol's Clean Development Mechanism and Verra's Verified Carbon Standard.



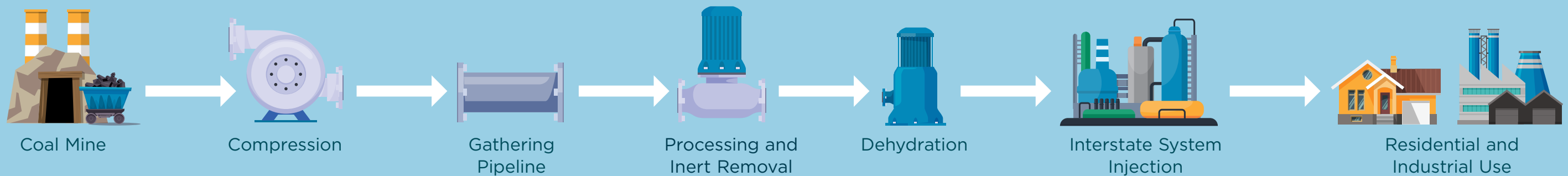
CMM is a targeted ultra-low carbon intensity energy source eligible to create alternative energy credits when used for electrical power generation in Pennsylvania, Ohio, Indiana, Colorado, and Utah. Additionally, the Climate Action Reserve, California Air Resource Board (“CARB”), and American Carbon Registry each have CMM protocols for CMM projects which include peer-reviewed, rigorous monitoring and quantification procedures that allow for a robust expression of CMM’s methane avoidance benefits.

The coal producing regions—where workers are challenged disproportionately by the energy transition—could lead our country in methane emissions reductions, while also driving economic value in their communities. Local governments will benefit from new tax revenue and income thanks to the utilization of low carbon attributes of CMM, which can be exported to various states, countries, and businesses striving to meet emissions reductions goals. A recent study by the California Natural Gas Vehicle Coalition, 2017 <https://cngvc.org/study-rng-can-create-130000-jobs-14-billion-economic-benefits-california/>,

showed that one state’s investment in renewable natural gas could lead to the creation of ~130,000 jobs and up to \$14 billion of added economic value. CNX alone is proposing to invest millions of dollars each year into new CMM capture facilities.

For more information visit
<http://www.wastegascapture.com/>

CMM CAPTURE & BENEFICIAL USE

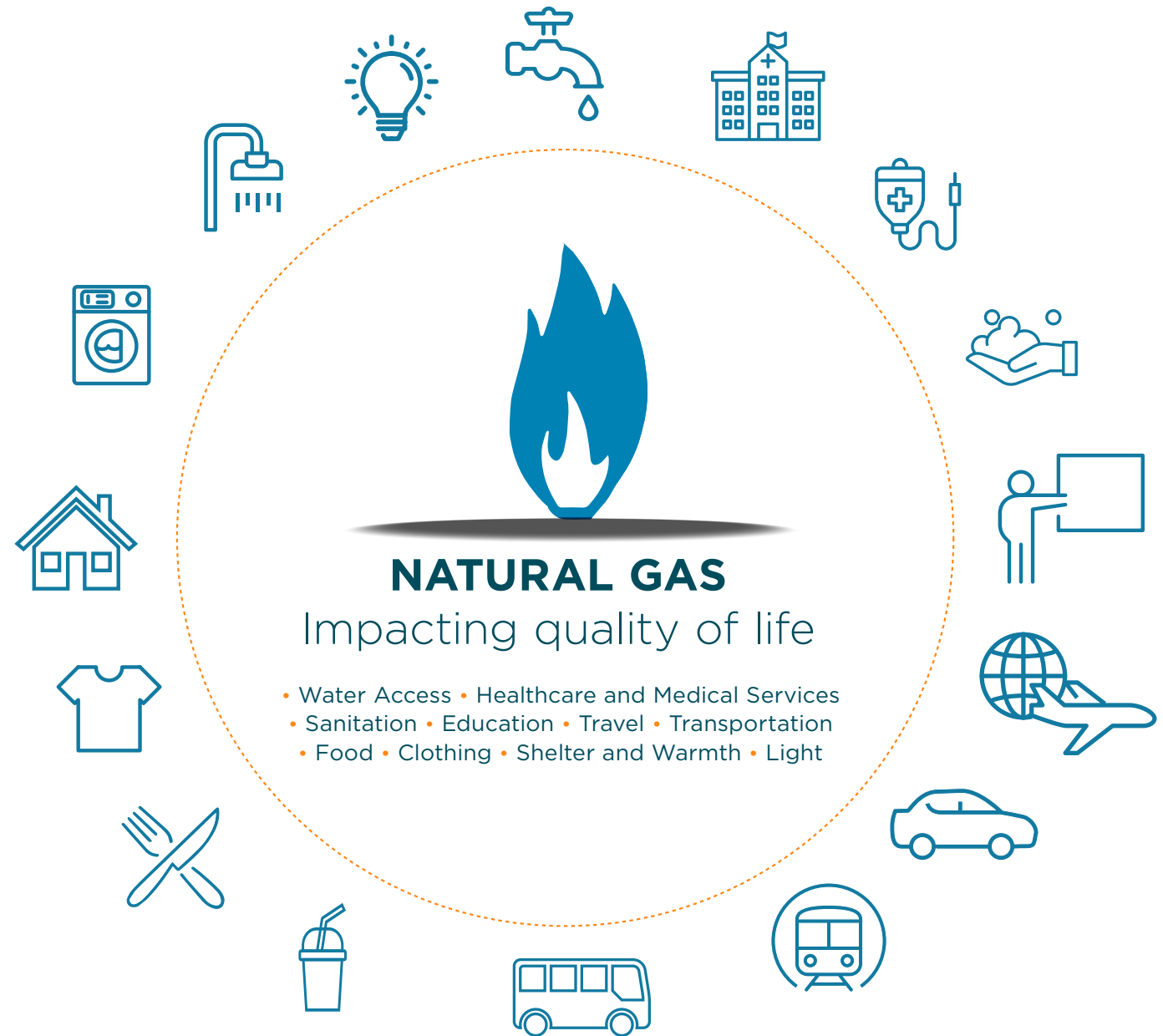


How Natural Gas Impacts Our Lives Every Day

Energy is a foundational building block of modern life and society. Natural gas is an abundant, affordable, and low-emissions energy source that can deliver reliable solutions for today and tomorrow.

Now more than ever, energy security, reliability, and affordability are critical to combating poverty, enhancing quality of life, and supporting geopolitical stability. CNX is a leader in delivering innovative solutions that leverage locally produced natural gas for the benefit of Appalachia’s communities first, and then far beyond.

Quality of life—reliable, affordable energy improves quality of life. Lack of reliable energy, or high energy costs disproportionately impact the most vulnerable people in society. Energy poverty is a significant issue around the world. Access to reliable energy enables healthcare and medical services, food, clothing, shelter, water access, light, warmth, education, travel, transportation, and much more.



Our Vision and Strategy Appalachia First

Produce it here. Use it here—first.

Our strategic vision embraces innovation and harnesses the talent, resources, and opportunities of Appalachia to transform our region, nation, and the world—all while lowering emissions and providing more affordable energy.

This vision is pro-growth, pro-market, and most importantly, pro-people of this great region. Appalachia First is focused on leveraging our local natural gas resources to generate broad socio-economic benefits for the residents of this region first and expanding outward. Our aim is to liberate downstream economic opportunities, create family sustaining jobs, and empower new vertical markets to truly make a Tangible, Impactful, and Local difference.

Some companies focus on using our resources to displace fuels overseas, and we agree that exporting low-cost, lower emissions Appalachian natural gas around the world can be a great thing if done in proper sequence. But priorities and timing matter—and the priorities of CNX have always been, and always will be, **Appalachia First**.

As one of the largest, most efficient, and environmentally sustainable sources of natural gas in the world, Appalachia has the tools to become the epicenter for skilled labor creation while lowering regional, national, and global carbon emissions. For nearly 160 years, CNX has been at the forefront of Appalachia's energy and economic evolution.

CNX is leading the industry in natural gas development and emerging low-emission ventures, and we have embraced our role as an innovator driving the region's socioeconomic revitalization through **local talent, homegrown energy, and breakthrough technologies.**

Drawing on the unique attributes of our region and our business, our Tangible, Impactful, and Local vision is actionable now, and can only happen in Appalachia.

159 
YEARS


as a community partner

\$174,000 

median annual compensation

99% 
LOCAL EMPLOYEES

90% local contractors, Mentorship Academy focused on underserved communities to fill CNX talent pipeline

\$30+ 
MILLION

invested in local communities in last decade; committed additional \$30 million in future investments

NEW 
TECHNOLOGY

CNX is developing unique, proprietary technology for vertical and horizontal business growth

Our Appalachia First vision for the future is built around the following objectives:

Bolster all economic sectors through lower cost, lower emission, and locally produced natural gas.

Natural gas is the catalyst for a more sustainable future. No other fuel source contributes more to our country's energy security and leadership in emission reductions than natural gas. Replacing higher emitting fuels with natural gas produced safely in the Appalachian Basin is the best option to meet growing energy demand while furthering environmental progress.

While the shale revolution dramatically reduced American energy imports and made our nation the most energy secure in modern history, the US still imported more than 21 quadrillion Btus of petroleum and natural gas products in 2021 (US Petroleum Natural Gas Imports). This amount of imported energy is enough to fly a 747 aircraft 1.4 million times around the world, power all passenger vehicles in the US for 16 months, power all US school buses for 157 years, or power all homes in the US for 4.1 years (US EIA). We have a massive opportunity and the production capacity to displace these foreign energy imports with homegrown natural gas.

Develop and deploy new innovative technologies to enhance natural gas and product derivatives for vertical market growth, while lowering GHG impacts.

Our strategy today will only be successful if we have an eye towards the future. At CNX, we are constantly developing and testing new technologies to improve processes and foster a truly sustainable future. CNX is leading the industry in abating methane and developing sustainable manufacturing processes for the production and delivery of everyday products through our proprietary technology.

21.1 QUADRILLION BTUs IS ENOUGH ENERGY TO ...



Fly a 747
1.4 million times
around the world



Power all passenger
vehicles in the US
for **16 months***

* US Driving Averages, 2022



Power all US
school buses
for **157 years****

** Avg. Miles Driven by US School Buses



Power all homes
in the US for
4.1 years***

*** Homes in the US 2021

Invest in these solutions right here in Appalachia.

CNX is fast-tracking new technologies that can help catalyze a hydrogen economy, vertically expanding our market growth and leadership position.



Transform hard-to-abate sectors by displacing higher emitting fuels with locally produced natural gas.

Natural gas is the most cost-effective and quickest solution to near-term greenhouse gas reductions while maintaining energy reliability. For example, in our home state of Pennsylvania, 40% of emission reductions from electric power generation was driven by low emission natural gas. The increased use of natural gas in our nation's electric power sector has reduced CO₂ emissions more than wind, solar, and nuclear combined since 2006.

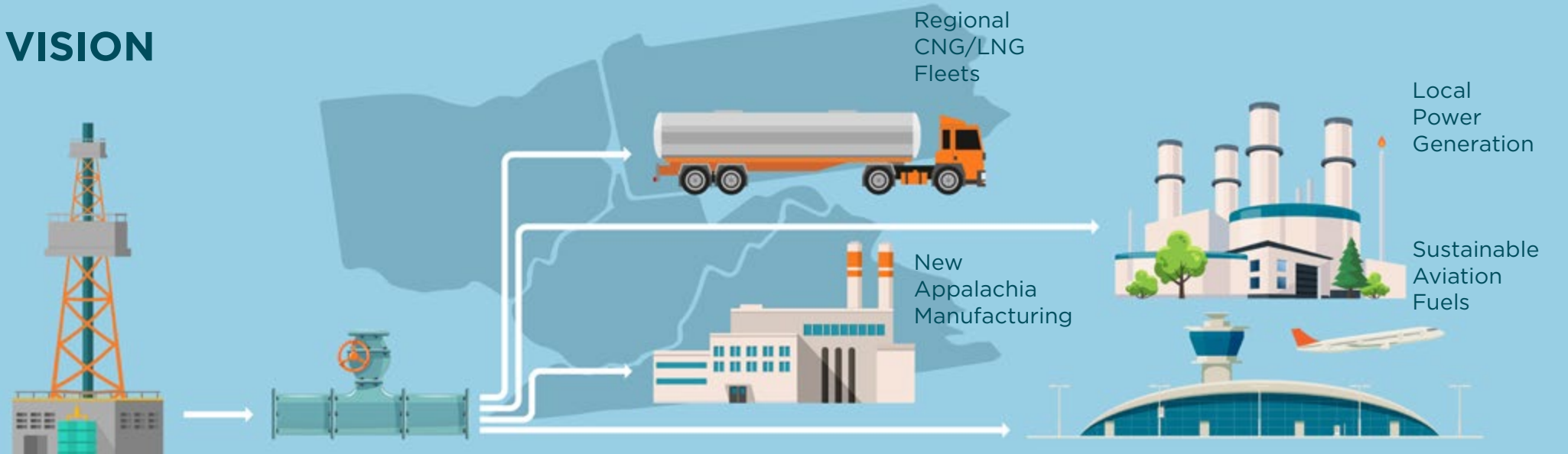
Sources: US power sector CO₂ emission reductions: <https://www.eia.gov/environment/emissions/carbon/> (Figure 7)

PA power sector CO₂ emission reductions: <https://www.eia.gov/environment/emissions/state/> (Fuel specific emission tables by state, electricity energy-related carbon dioxide emissions)

Using natural gas as a sustainable fuel source for high-emitting economic sectors like transportation, manufacturing, and other industrial processes will dramatically reduce their emissions footprint while creating new vertical markets for compressed natural gas (CNG), liquefied natural gas (LNG), and help fast-track the implementation of new technologies and sustainable energy sources.

A TRULY APPALACHIA FIRST VISION

The *CNX vision* includes a robust strategy of using local production to displace foreign oil, build new industries, and revitalize the Appalachian region.





CNX Sustainable Business Model

Grounded in our Appalachia First vision and supported by our Core Values, CNX’s Sustainable Business Model (SBM) and initiatives position us as a leader in the environmental, social and governance aspects of the energy industry. Our legacy of innovation and forward-thinking has kept us ahead of the curve on crucial issues in our sector, region, and world. Sustainability is central to our superior value creation strategy and our methodical focus on prudent capital allocation. Our strategy is to foster an SBM that applies the nonreplicable advantages of our stacked pay acreage development, integrated midstream assets, and innovative New Technologies business segment that lead to a business with low methane intensity, low cost operations, and the generation of regular and substantial free cash flow (FCF). We then prioritize injecting that FCF back into our business through investments in our people and our assets, investments in our communities, and returning capital to our shareholders and debtholders.

Competitive Moats

Our nonreplicable advantages provide a wide competitive moat that allows us to generate regular and continued substantial FCF.

Stacked Pay (Utica and Marcellus)

We have a significant inventory acreage position that was built over 150+ years, much of which is unique multi-formation acreage. This non-replicable asset base allows for stacked pay development of the Marcellus and Utica shales that drives superior financial returns

through economies of scale, greater flexibility, and a reduced footprint and disturbance from an environmental perspective. This type of development reduces capital investment by reusing pads and our midstream and water infrastructure. It also reduces cycle times and reduces gathering and processing fees as we blend our gas—as described in the Integrated Midstream section. Stacked pay development presents an unparalleled opportunity to lead the development of what we believe are one of the world’s top two most prolific natural gas basins.

Integrated Midstream

CNX owns or operates approximately 2,600 miles of natural gas gathering pipelines as well as a number of natural gas processing facilities. Our integrated upstream and midstream business provides a competitive cost advantage reflected in our low operating costs, allows us to provide natural gas gathering services to third parties, and affords us significant flexibility in our operations. We have developed a processing portfolio to support produced volumes from our wet gas production areas and have the operational and contractual flexibility to potentially convert a portion of currently processed wet gas volumes to be marketed as dry gas volumes, or vice-versa, as economically appropriate. We also have the advantage of natural gas production from lower Btu wells in close proximity to higher Btu wells. In the absence of an integrated midstream, low and high Btu natural gas may need additional processing to meet downstream pipeline specifications. This additional processing is often costly and routinely incurred by our competitors. The geographic proximity and interconnected gathering system servicing these wells allow CNX to blend this gas together and, in some cases, eliminate the need for the costly processing of natural gas that does not meet pipeline specification. This allows us more

flexibility in bringing wells online at qualities that meet interstate pipeline specifications. An integrated midstream operation also allows us the flexibility to free flow a significant portion of early production volume while utilizing the energy from the wellbore. The free flowing of this production can significantly reduce compression costs and emissions incurred during the early phase of well production.

We at CNX believe that natural gas will play a significant role in jumpstarting the carbon capture and sequestration (CCS) and hydrogen economy. The pipeline right of ways along with the expertise CNX has achieved in gathering, processing, compressing, and transporting natural gas sets CNX up with a solid foundation and a competitive advantage in pursuing CCS and/or hydrogen business development opportunities.

We continue to make substantial investments in water pipeline infrastructure and have a significant network of over 1,400 miles of water lines. Transporting water through pipelines, reduces the risks and carbon footprint associated with transportation by truck, and minimizes our impact on the community and environment in Appalachia. CNX works to develop solutions that coincide with our midstream operations to offer natural gas gathering and water delivery solutions in one package to third parties.

New Technologies

CNX's New Technologies business segment, rooted in the company's extensive legacy asset base and innovative tradition, represents a unique opportunity in the arena of waste methane capture and abatement, derivative product development, and technology deployment. These growth opportunities further differentiate CNX as the world focuses on lower emissions and lower risk energy solutions. [!\[\]\(2bae76de5ebbd5c4d7d47162f1673734_img.jpg\) See more about New Technologies in the Innovation section of this report.](#)

Results

Our non-replicable competitive moats lead to the following advantages.

Low Methane Intensity

The Appalachian Basin is the lowest methane emission intensity basin in the United States, and CNX is a leader in the basin in driving meaningful methane emission reductions. We have made significant reductions since 2020 and have aggressive goals to further reduce our intensity even as we expand our operational footprint. Our executive compensation is tied to methane reduction targets and has been since 2021. We are utilizing cutting-edge data management tools and technology to further these efforts and have established a collaborative Emission Reduction Task Force that includes members from operational, environmental, engineering, and data management teams. Furthermore, we capture waste methane from other industries—far more than we emit in our own operations—that we process, compress and transport to market. [See more here.](#)

Low Cost Operations

Our all-in operating cost structure is the lowest in the Appalachian basin, which allows the company to make long-term investments that generate high rates of return. [See more on operating costs here.](#) When compared to other energy sources, natural gas provides more affordable electricity than either solar photovoltaics (PV) or onshore wind in Pennsylvania. Subsidies, which force ratepayers to foot the bill in the form of higher taxes instead of higher energy bills—paying the government instead of the utility—are the only way wind and solar can compete with natural gas. Further, the flexibility and dispatchability of natural gas is unmatched compared to intermittent wind and solar.

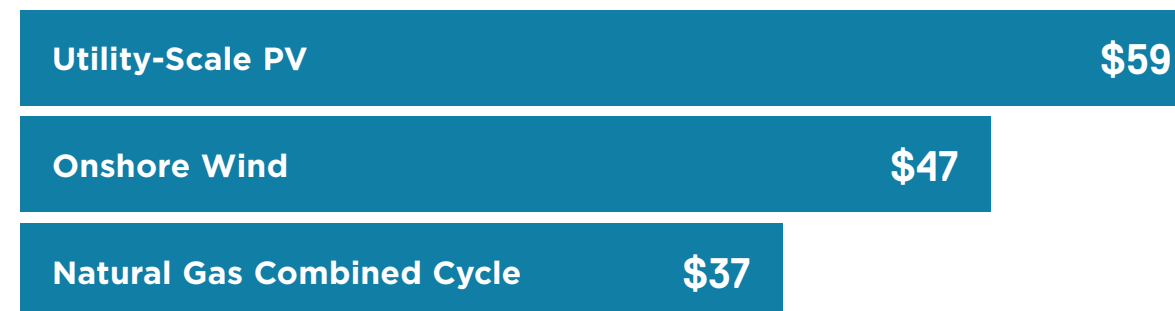
Consistent Free Cash Flow Generation

Our business continuously generates significant free cash flow (FCF) year-after-year, and we prioritize injecting that cash flow back into our business. For 2020-2022, CNX has generated \$3.0 billion of net cash provided by operating activities, which resulted in \$1.6 billion of FCF¹. In 2022 alone, the company generated \$1.2 billion of net cash provided by operating activities, which resulted in an annual record FCF of \$707 million. Through the fourth quarter of 2022, CNX has delivered 12 consecutive quarters of positive FCF which has enabled the company to invest in our people, reduce debt, invest in our communities, and retire shares.

1. See Non-GAAP Measures in the Appendix for a reconciliation of net cash provided by operating activities to free cash flow.

Unsubsidized Levelized Cost of Electricity

\$MWH



Without taxpayer subsidies, wind costs 27% more, and solar 60% more than natural gas.

Sources: National Renewable Energy Laboratory 2022 Annual Technology Baseline, EIA AEO

Capital Allocation Philosophy

We prioritize injecting free cash flow back into our business through investments in our people and assets, investments in our communities, and returning capital to our shareholders and debtholders.

Invest in our People and our Assets

We view investments in our team as high rate-of-return, value creation opportunities for our ownership. A key priority of free cash flow allocation under our Sustainable Business Model is to invest in our employees. We embrace meritocracy, which means we pay for performance and Excellence in our daily work. We pay well as we perform well, with 2022 median employee compensation, including all realized benefits and incentives, of approximately \$174,000 (excluding the CEO). CNX was previously recognized for having the highest median compensation level for all public companies in the region, and we will continue to invest in our talented workforce to improve on our region-leading compensation profile.

🔗 *See more here.* We make significant annual capital investments in our operational assets based on a detailed review of risk adjusted rates of return. Our philosophy is to always ‘follow the math’ and invest in the highest return projects first, which include our stacked pay Marcellus and Utica opportunities as well as our integrated upstream and midstream infrastructure. In 2022, we invested \$566 million of capital spending in our assets.

This capital program resulted in an increase in CNX’s proved development reserve base of 5%, representing a 1.54x replacement ratio, and bringing total proved developed reserves at year end 2022 to 6.22 Tcfe. Finding and development costs for this activity were \$0.36 per Mcfe. This ability to efficiently replace and grow our producing reserves year after year is core to the creation of long-term per share value.

Investing In Our Communities

CNX has a longstanding and special relationship with the communities and people in our region. We have called this region home for nearly 160 years and know that the people and families within our walls and living in our operational footprint are one and the same. Over the years, we have become increasingly concerned that many of our friends and neighbors are shut out from the many economic opportunities in energy and manufacturing that represent a realistic path to the middle class.

In 2022, the CNX Foundation invested \$3.4 million through the funding of 55 initiatives aligned with its Tangible, Impactful, Local focus on community support. In addition, CNX directly supported communities in its operating area with an additional \$2.9 million of community investments. At CNX, community investment is more than a financial commitment. We strive to enhance our communities by lending our time and talent to organizations across the region. These efforts are part of CNX’s pledge to invest \$30 million through 2026 in local initiatives supporting underserved causes within our operating footprint. 🔗 *See more here.*

Return Capital to Shareholders and Debtholders

The company has retired nearly 25% of its outstanding shares since they peaked following the completion of the CNX Midstream Partners merger in 2020, a feat matched or bested by only four other companies in the S&P 500. Furthermore, since 2017 and through December 31, 2022, CNX has repurchased over 101 million shares for \$1.5 billion at an average price of \$14.35 per share. We believe that our continuous clinical approach to capital allocation supports that these shares were repurchased at deeply discounted prices relative to their intrinsic value, thereby creating sustainable long-term per share value for our owners.

We have reduced net debt and extended our debt maturities to provide a long runway and strong liquidity position to be resilient through the ups and downs of the market and commodity cycles. In 2022, we completed a \$500 million private offering of 7.375% senior notes due January 2031. In conjunction with this offering, we repurchased \$350 million of outstanding 7.25% senior notes due March 2027. This opportunistic transaction removed future interest rate risk and resulted in a stronger balance sheet with the company’s weighted average debt maturity on the unsecured notes extending to 6.8 years. We have approximately \$500 million in prepayable debt that the company can opportunistically pay down over the next several years. We are uniquely positioned to take advantage of any deepening valuation disconnects that might occur in the debt or equity markets.

TCFD Reporting and Scenario Analysis

The Task Force on Climate-Related Financial Disclosures (TCFD) recommends the use of scenario analysis to better understand how businesses might perform under different climate-related conditions. CNX reviewed our strategy under the three most relevant climate scenarios provided by the International Energy Agency (IEA) and endorsed by TCFD.

The **Stated Policies Scenario** (STEPS) explores how the energy system evolves if the current policies are retained. These include the latest policy measures adopted by governments around the world, such as the Inflation Reduction Act in the United States, but do not assume that aspirational or economy-wide targets are met unless they are backed up with detail on how they are to be achieved.

The **Announced Pledges Scenario** (APS) assumes that government targets are achieved on time and in full, whether they relate to climate change, energy systems or national pledges in other areas such as energy access.

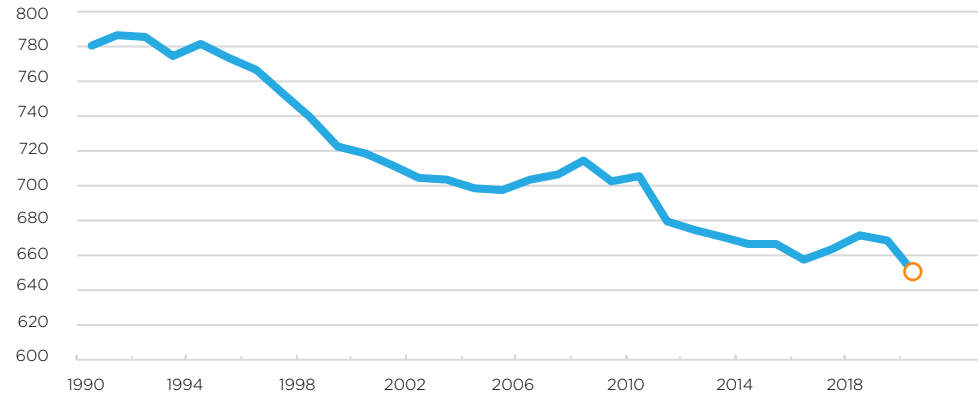
The **Net Zero Emissions by 2050 Scenario** (NZE) works back from specific goals—the main one being to cap global warming to 1.5 degrees Celsius—and inserts assumptions as to how they can be achieved.

Strategy—Sustainability/Resilience

Globally there is a growing concern over climate change with a key focus on greenhouse gas (GHG) emissions. At CNX we actively manage our business to reduce GHG emissions. [👉 See more in the GHG section.](#)

Methane Emissions

(million metric tons CO₂ equivalent)



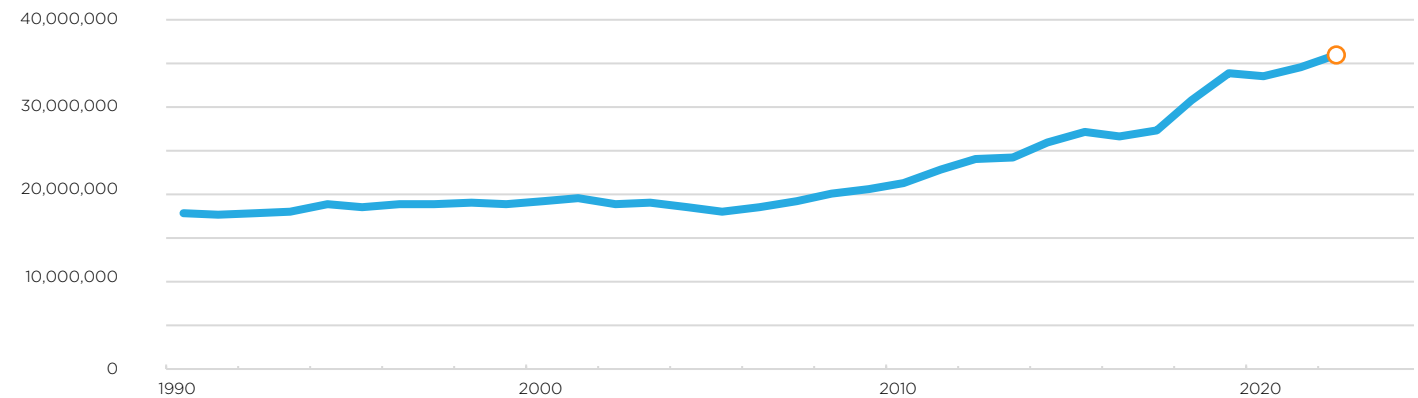
Source: US Environmental Protection Agency
www.epa.gov/climate-indicators/climate-change-indicators-us-greenhouse-gas-emissions

Natural gas is the most cost-effective and fastest solution to meaningful near-term GHG reductions while maintaining energy reliability. Over the last 30 years, methane emissions in the US have seen a significant decrease.

Over the same period of time, natural gas production has increased enormously. Natural gas has displaced oil and coal in the energy mix—and this has had a positive impact on emissions. This displacement trend is expected to continue.

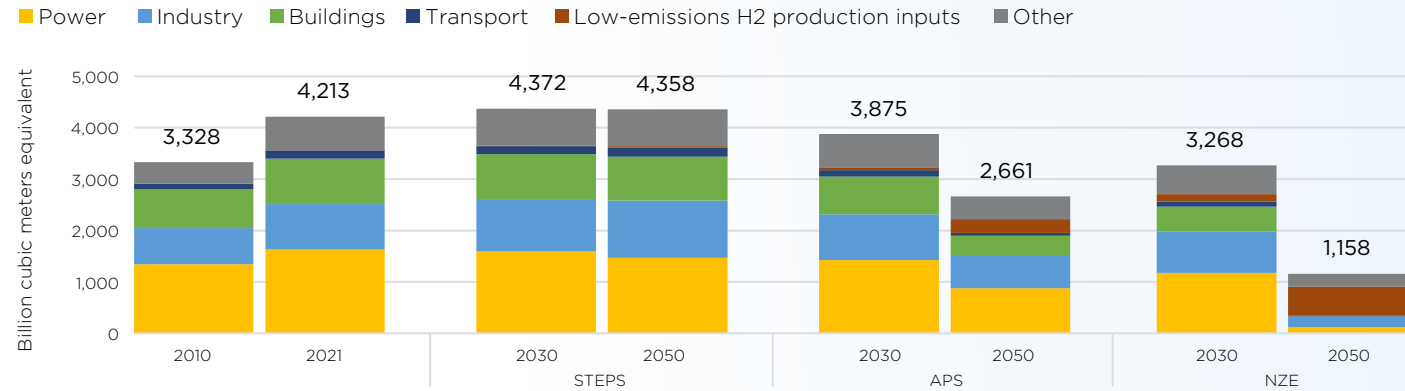
US Dry Natural Gas Production

Million Cubic Feet



Source: US Energy Information Administration

Global Natural Gas Demand

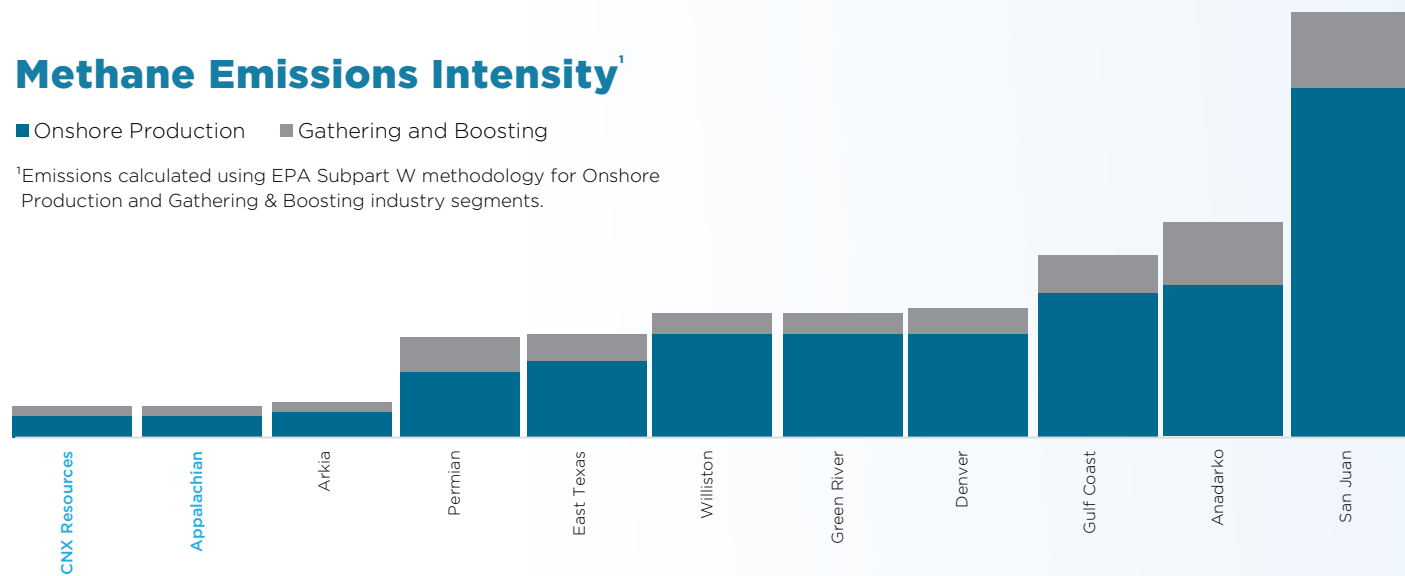


Demand for natural gas remains strong through 2050 in the IEA STEPS scenario, with less robust (although still sizeable) demand in the APS and NZE scenarios.

Methane Emissions Intensity¹

Legend: Onshore Production (Dark Blue), Gathering and Boosting (Grey)

¹Emissions calculated using EPA Subpart W methodology for Onshore Production and Gathering & Boosting industry segments.



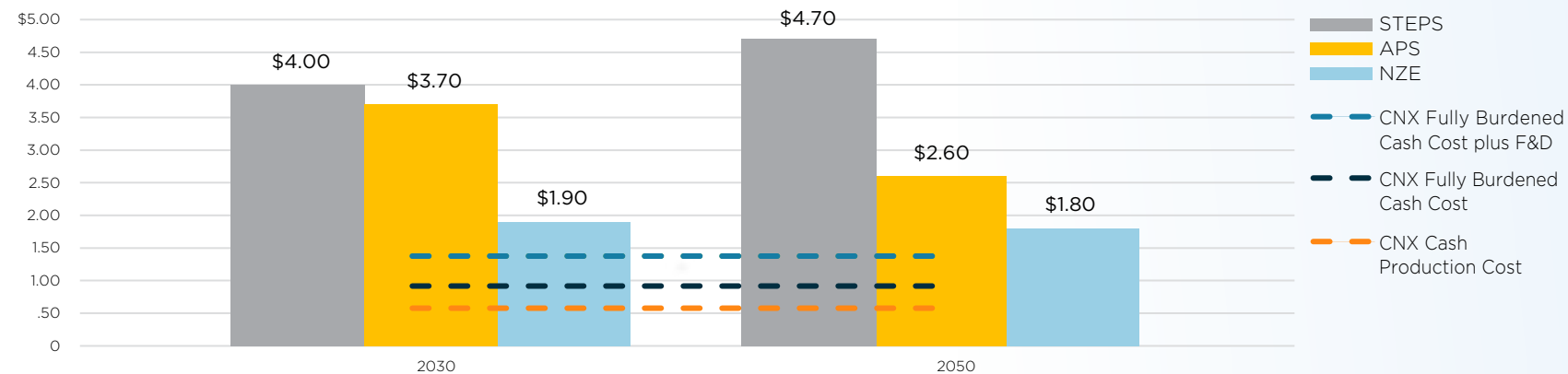
There is a stark difference between the environmental impacts of production in countries with high environmental standards and those which lack standards entirely. Considering the world's demand for oil, natural gas, and associated products, it is far better for the environment if that demand is met by production in countries with high environmental standards, like the US.

We produce natural gas in the lowest methane intensity region in the United States.

With the lowest GHG intensity, significant opportunity exists for Appalachian and CNX's low carbon-intensive natural gas to displace higher GHG intense fossil fuel products, to displace natural gas from higher GHG intense producers, and to utilize our natural gas for production of low-emission derivative products such as hydrogen.

Coupled with our low production costs, we are in a very resilient, advantageous position with regard to fulfillment of future projected demand. To review this strategic moat, we compared our low production costs with IEA's forecasted natural gas prices under the STEPS, APS, and NZE scenarios.

United States Natural Gas Prices



Holding our cash production cost constant—despite our expectation that costs will decrease as we adopt new technologies and implement efficiencies as have been experienced over the past 20+ years of shale development—we are below the IEAs forecasted natural gas prices in each scenario by a sizeable margin through 2050.

We further tested our sustainability by comparing our fully burdened cash costs (which include corporate costs such as general and administrative expenses and interest expense), as well as our fully burdened cash costs plus finding and development costs (including midstream and water).

In each of these scenarios, due to our ability to generate significant recurring free cash flow, we have the potential to repay all outstanding debt and drastically reduce share count or return cash to shareholders. As a result, our future dependence on capital markets declines and our intrinsic value per share grows even in these constrained gas demand scenarios.

Identifying potential climate-related risks and opportunities help inform our internal risk assessment, strategy development, and decision-making processes. The strategic responses outlined for the climate scenarios highlight management’s focus on a singular strategy that does not require abrupt shifts to respond to the differences in the scenario assumptions. Substantial demand for natural gas, and our track record of successfully adapting in response to new business opportunities, give us confidence in the effectiveness of our strategy.

Key climate-related risks and opportunities are the same for each of the scenarios but vary in terms of speed and severity of impact. They are summarized below.

Region/Market:

Risks:

- Climate policies delay and cancel a growing portfolio of natural gas pipeline projects, limiting natural gas demand growth and spiking prices.
- Demand destruction of natural gas via government policies may negatively impact cash flows and create risk of stranded assets.
- Financial institution efforts to reduce exposure to oil and gas entities may result in declining availability of debt instruments. Divestment of domestic energy holdings by large institutional investors may reduce industry access to capital.
- Increasing market concentration of foreign sources of minerals and supply chains for renewables increases geopolitical insecurity.

- Increased electrification of all sectors of the economy makes the grid more unstable and less reliable, as recently seen in California and Texas.
- Critical supply chain disruptions and energy/general inflation affect availability and costs for products such as steel tubing and casing.

Opportunities:

- Coal and oil use drop dramatically due to natural gas displacement and reduced investment flows, increasing baseload gas demand growth.
- The low-cost, efficient low-carbon intensive producers continue to profitably serve natural gas demand.
- Proprietary company technology offers opportunity to grow a new business segment focused on providing solutions to methane abatement for various industries.
- Unique carbon attributes of company methane capture and abatement assets and processes provide opportunity to improve financial performance and participate in growth markets.

- Demand grows for the use of our low carbon intensity feedstocks and innovative derivative products in transportation fuels and other markets created by our New Technologies business unit.
- Accurate and legitimate accounting of Scope 1-3 emissions for wind and solar energy production demonstrate that natural gas is a low-emission energy resource, particularly from Appalachia.
- Growing appreciation and market for US originated seaborne LNG as countries desire to quickly improve energy security and improve carbon footprint.
- Scalability and intermittency challenges of renewables improve prospects for natural gas within energy portfolios, economies, and grids, as baseload demand grows.

Technology

Risks:

- Reduction of hydrocarbon demand from renewable electric generation, energy storage and commercial electrification applications (e.g., electric vehicles), technological breakthroughs in those fields, and the interrelated economic impacts.
- Increasing electrification of key sectors of the economy.

Opportunities:

- Commercial opportunities developed to reduce fugitive emissions, abate methane, and capture and sequester carbon.
- Electrification of key sectors of the economy allows increased role for natural gas in powering the grid and development of shared infrastructure for potential hydrogen integration over the longer term.
- Demand grows for the use of our low-carbon intensive innovative products resulting in vertical market integration into transportation fuels.

Reputation

Risks:

- Negative perceptions and opinions impact social license to operate.
- Objective science and math assessing carbon emissions is subsumed by ideology which is translated into policy.
- Ill-informed policy creates energy scarcity and inflation, with blame falsely assigned to domestic energy.

Opportunities:

- Recent crises in Europe, and in Texas and California, coupled with inflation demonstrate the risks of getting energy policy wrong.
- These events provide an opportunity to highlight natural gas' reliability, security, domestic abundance, global mobility, high energy density, and critical role in energy future.
- Reinforcing the ethical and moral duty for industry leaders to advocate for domestic energy realities and to constructively engage in public discourse.

Physical Risks

Risks:

- Shifts in natural disturbance regimes from acute weather like heatwaves, cold waves, water stress, and wildfires.
- Grid failures impact manufacturing processes and reliability.

Opportunities:

- Limited impacts in Appalachia with moderate uncertainty around the cascading impacts to biodiversity across future horizons.

CNX believes that the climate scenario response strategies outlined are appropriately crafted to help mitigate the risks related to energy security in energy transitions that are outlined by the IEA in the World Energy Outlook 2022. More importantly, these risks highlight the opportunity for CNX and the natural gas industry to play a leading role in preventing disorderly change by providing low-carbon intensity energy to displace more carbon intensive fuels and through infrastructure and technology investments that can address these future risks that threaten our common goals.

CNX has taken steps to reshape itself to meet ever changing market conditions and will continue to do so. Our efforts not only reduce GHG emissions, but also use our unique asset base and core competencies to develop new low-carbon intensity business opportunities, ensuring that this resilience and sustainability will continue to expand in the years to come.

Stakeholder Engagement

Successful engagement starts with understanding how we can better collaborate with our stakeholders through transparency, dialogue, and active listening. Through this process, we work together to solve community issues, promote economic opportunities, and build relationships to help our region thrive.



PICTURED: Virginia Governor Glenn Youngkin tours a mine in Buchanan County, southwest Virginia, where CNX is capturing waste methane to be put to commercial use while abating atmospheric methane emissions.



Stakeholder Audience	Type of Engagement	Frequency	
Employees	<ul style="list-style-type: none"> Positive Energy Hub news platform Electronic communications—CNX Pulse app, email updates Town hall meetings Department meetings Training sessions 	<ul style="list-style-type: none"> Lunch and learn events Volunteer activities Employee resource groups Ethics hotline 	CONTINUOUS
Business Partners (Contractors & Suppliers)	<ul style="list-style-type: none"> Site orientations Supplier and Partner Summits—with a focus on QHSE 	<ul style="list-style-type: none"> Training and performance management Advocacy and political engagement 	ONGOING
Landowners/ Royalty Owners	<ul style="list-style-type: none"> Landowner relations team Website portal and dedicated email address 		ONGOING
Local Communities (Residents, Emergency Services, NGOs, charities)	<ul style="list-style-type: none"> Operating area Community Relations team Meetings to discuss Emergency Response Plans Town halls and public meetings 	<ul style="list-style-type: none"> CNX Foundation management Events and conferences Project partnerships 	ONGOING
Elected Officials/ Regulators	<ul style="list-style-type: none"> Engagement with federal and state regulators Policy discussions at all levels Meetings with municipal and township leaders 		ONGOING
Investors/ Capital Providers	<ul style="list-style-type: none"> Investor Relations website and contact information Investor conferences, meetings and calls Financial presentations, SEC filings, annual report, Corporate Sustainability Report, presentations and press releases Quarterly Earnings call and annual meeting of shareholders 		ONGOING
Industry/ Trade Associations	<ul style="list-style-type: none"> Meetings and networking events Trade association participation 		AS NEEDED
News Media/ Industry Analysts	<ul style="list-style-type: none"> Positive Energy Hub news platform Social media postings News releases and media statements Phone and email correspondence Interviews and speaking engagements 		CONTINUOUS
Academic	<ul style="list-style-type: none"> Marietta College West Virginia University Waynesburg University 	<ul style="list-style-type: none"> Community College of Allegheny County Slippery Rock University Texas A&M University 	ONGOING

Verification and Audit

The CNX Internal Audit & Advisory Services team performed a review of certain data presented in our 2022 Corporate Sustainability Report (CSR). The team has provided limited assurance related to the 2022 data reviewed, which includes greenhouse gas emissions, waste, water, safety metrics, environmental incident data, human resources data, and financial metrics including political contributions, charitable investments, and vendor spend. We have engaged with an independent third party who will review and provide assurance over the data in next year's report.

Material Topics

CNX evaluates the materiality of ESG matters against two criteria—potential impact to our business and importance to our stakeholders. Our ESG assessment helps shape our ESG strategy, Enterprise Risk Management process, and reporting focus. This assessment will be updated as new developments arise that have the potential to impact our assessment of ESG materiality.

Environmental	Social	Governance
Emissions and Climate Change	Process Safety	Regulatory Compliance
Air Quality	Workforce Health & Safety	Risk Management
Biodiversity	Diversity, Equity, & Inclusion	Business Ethics
Spills and Releases	Employee Wellness	Transparency and Reporting
Water Stewardship	Impact to Local Economy	Innovation and Technology
Environmental Management System	Community Investment	Data Protection and Cybersecurity

About This Report

This report was prepared following the recommendations from the Task Force on Climate-Related Financial Disclosures (TCFD), Oil and Gas metrics from the Sustainability Accounting Standards Board (SASB), and the Global Reporting Initiative (GRI) Standards. We also reference the Ipieca Sustainability Reporting Guidance for the Oil and Gas Industry to inform our reporting, and other key external governance, social, and environmental metrics/topics important to our stakeholders and community. Additionally, we disclose through the CDP Climate Change and Water Security Questionnaires. Transparency is vital to CNX, our Sustainable Business Model, and our stakeholders. CNX has consistently increased our participation in voluntary disclosures in recent years and continue to share key metrics in this report and other public disclosures. [See our CDP Scores.](#)



Innovation

There is no limit to the possibilities that we see ahead of us and the benefits to the Appalachian region as we unlock the potential of natural gas as a catalyst fuel to a better future.



Innovation

In 2022, we launched our Appalachia First Vision, which includes a strategy to drive further reductions in carbon intensity from natural gas—an already low-carbon intense energy source—through process innovation; through product innovation in vertically expanding markets; and by partnering on new products for the future. There is no limit to the possibilities that we see ahead of us and the benefits to the Appalachia region as we unlock the potential of natural gas as a catalyst fuel to a better future.

We established a New Technologies business unit that has unique opportunities as it develops proprietary technology for vertical and horizontal business growth that are rooted in the company’s extensive legacy asset base, intellectual assets, and innovative tradition. The business unit is focused in the arena of waste methane capture and abatement, as well as forging strategic partnerships for the use of low carbon intensity feedstocks and the creation of derivative products in transportation fuels and other markets.

HISTORY OF INNOVATION

CNX has a rich history of using technology and innovation to continually transform itself into the clean energy supplier of choice in the Appalachian Basin.



Process Innovation

Electric Frac

CNX was a leader in bringing electric frac (e-frac) fleets to the region. The e-frac fleet helped reduce GHG and NO_x emissions, and improved CNX's operational performance and costs. CNX has a long track record of sustainability investments that achieve environmental and community benefits while reducing costs and improving operational efficiencies.



HydroPurge

Pipeline pigging is a routine activity undertaken by upstream and midstream operators to optimize their day-to-day operations. However, every time

pigging operations are conducted there is a potential for natural gas to be vented into the atmosphere. HydroPurge is a patent pending CNX technology that can eliminate all emissions from pigging operations. The prototype has been in operation for several months and has been successful at eliminating emissions resulting from pigging activity. CNX continues to refine the design of the HydroPurge prototype from lessons learned during field trials.

Product Innovation

VERTICAL MARKET GROWTH

Combined with new technologies and derivative products, natural gas is the catalyst to a more sustainable future.

CNX and Appalachia fuel new industrial and manufacturing businesses through local natural gas derivatives. Natural gas helps fast-track the implementation of new technologies.

- Use proprietary technology to change manufacturing processes for the extraction and delivery of natural gas.
- Capture and convert GHG into sustainable products and applications.
- Supplant foreign oil and disrupt industry via CNG and LNG to transform hard-to-abate-sectors.
- Jump-start the local hydrogen economy.



“This strategy, one with the power to create new jobs and economic activity across regional disadvantaged communities, embodies the very definition of our Tangible, Impactful, Local philosophy.

At CNX, we have always been, and always will be, Appalachia first.”

Nick Deiuliis

CNX President and CEO

NEWLIGHT

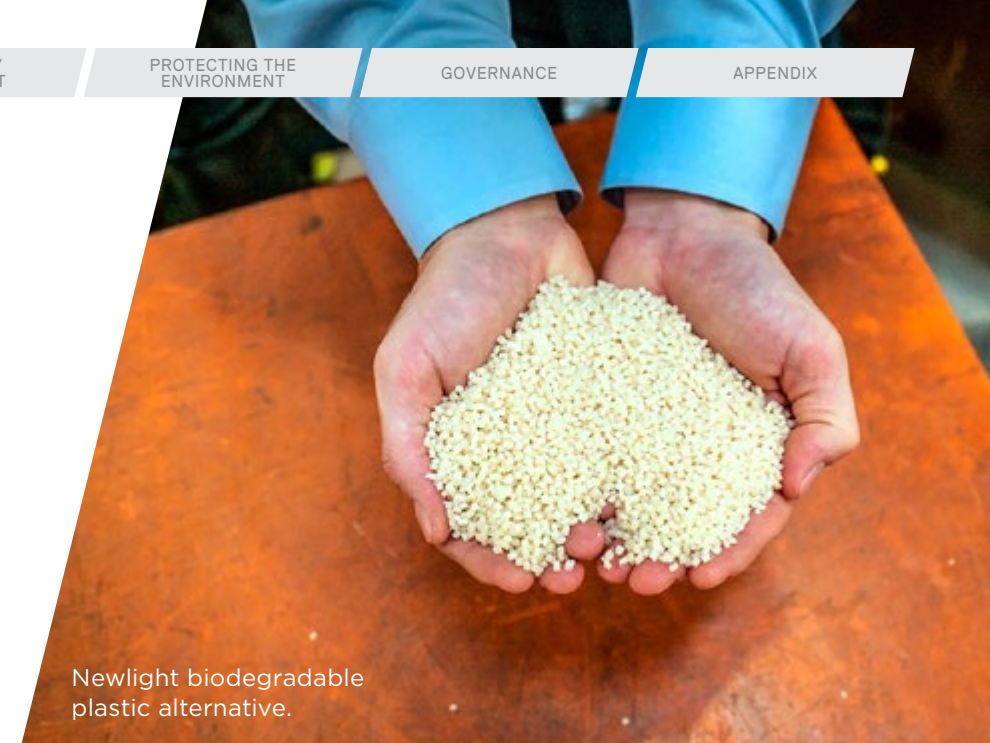
Newlight biodegradable plastic alternative

CNX and Newlight will work together to capture waste methane from third-party industrial activity that would typically be vented to the atmosphere. CNX will gather, process, and deliver the methane through new and existing natural gas pipeline infrastructure, and Newlight will acquire contractual rights to a portion of the captured methane to support the production of Aircarbon, similar to how solar, wind, and renewable natural gas are delivered contractually through new and existing grid infrastructure. The agreement will enable the large-scale reduction of both carbon emissions and plastic pollution by using a captured greenhouse gas to make a naturally occurring material that replaces plastic. The strategic partnership, with CNX capturing methane gas to support Newlight’s manufacturing needs, is expected to result in several manufacturing facilities in the Appalachian region and advance critical decarbonization goals while boosting area economic activity, capital investment, and job growth. The initial 15-year contract aligns with CNX’s commercial and capital allocation strategies in the decarbonization space and further solidifies Newlight’s position as a leader in carbon capture technology.



New Frontier Aerospace

CNX’s carbon negative methane will be sold to New Frontier Aerospace (NFA) at a premium to conventional natural gas reflecting its low carbon intensity value. Proceeds from this program will help expand CNX’s methane capture program and create more climate benefits in the future. The methane captured by CNX has a carbon intensity comparable to the environmental attributes from dairy manure-derived renewable natural gas—one of the lowest negative carbon intensity gas resources available. This agreement is a first step in moving from slow, subsonic jets that dump a billion tonnes of CO₂ into the atmosphere annually to a fleet of aircraft that are ten times faster with a net carbon negative fuel source. NFA’s advanced propulsion, materials, aerothermal, and autonomous flight technologies will enable safe and affordable high-speed travel for everyone while reducing the airline industry’s carbon impact to zero.



Newlight biodegradable plastic alternative.



New Frontier Aerospace

Partnering on Products for the Future

CNX has announced a strategic partnership in a **large-scale clean ammonia project in West Virginia.**

The project falls within the Justice40 Initiative area targeted by the Department of Energy for investments to bring the benefits of the Bipartisan Infrastructure Law and Inflation Reduction Act to underserved communities. The project could bring approximately 2,000 well-paying construction jobs and revenues to the region. When completed, this project is expected to be the largest and lowest-cost clean ammonia project in the world, with the lowest carbon intensity of any ammonia project globally. Clean ammonia is a critical component to sustainable food production as it is used in fertilizers and pesticides. Ammonia is also used in heating and power generation and manufacturing of a number of products, including plastics.

Department of Energy Justice40 Areas:

- *Significant federal and state funding being channeled to Disadvantaged Communities.*
- *Multiple CNX surface lands are complimentary to established Justice40 areas.*



As an active participant in West Virginia’s pursuit of a regional hydrogen energy hub, CNX joined the **Appalachian Regional Clean Hydrogen Hub (ARCH2)** coalition in 2022. CNX brings local expertise, low-carbon technology capabilities, infrastructure, and carbon capture and storage (CCS) skill sets to the coalition, which is composed of energy producers, end-users, infrastructure developers and technological experts. CNX is prioritizing delivery of long-term energy and technology solutions for our region, and is already leading the tri-state area to a more sustainable future. We are excited about the opportunities a clean hydrogen hub will bring to Appalachia and are committed to creating Tangible and Impactful value for all stakeholders involved.

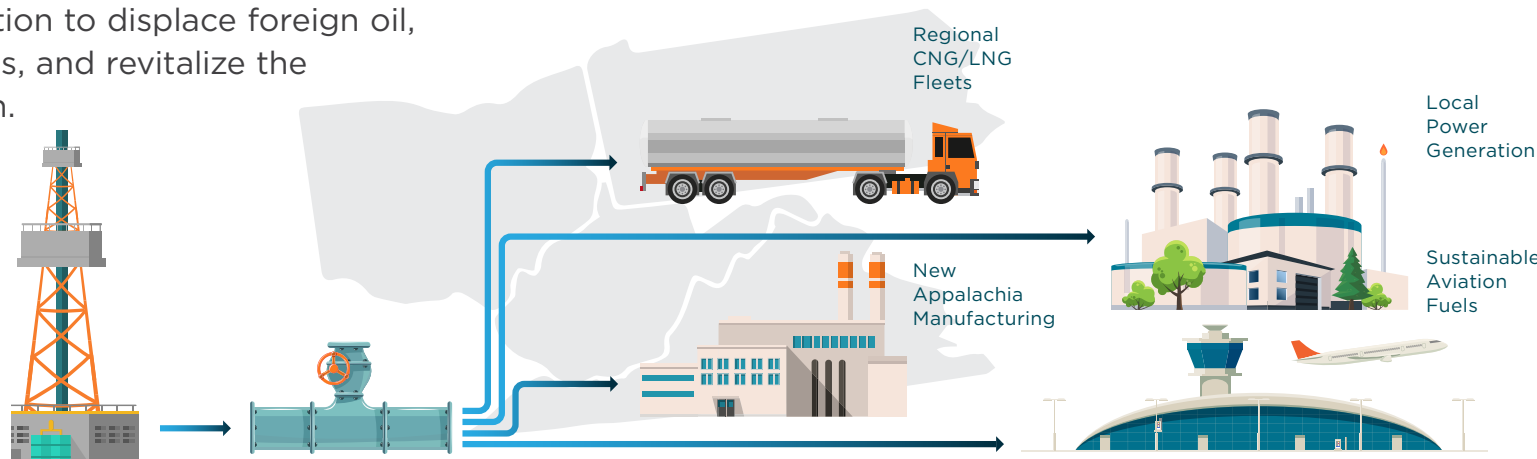
CASE STUDY: CNX AND PITTSBURGH INT’L AIRPORT

Next Chapter of Historic Partnership: Create a sustainable fuel hub utilizing locally sourced, lower-cost, lower-carbon intensity natural gas. CNX has developed technology to convert on-site dry natural gas into liquified natural gas, compressed natural gas & electricity, fueling depots for transit, cargo, military, and other business purposes.

POWERING OUR COMMUNITY WITH OUR LOCAL RESOURCES

- *CNX partnered with the PIT on a project that will provide 100% of the airport’s electricity needs via an innovative, on-site microgrid.*
- *The project centers around the construction of a five-generator, 20-MW facility with fuel sourced by on-site natural gas and solar power.*
- *The project provides enough energy to power the airfield, the terminal, and the public areas of the airport.*

The **CNX vision** includes a robust strategy of using local production to displace foreign oil, build new industries, and revitalize the Appalachian region.



If all PIT jet fuel demand were converted to LNG, total net CNX PIT acreage could power operations at PIT for nearly 20 years

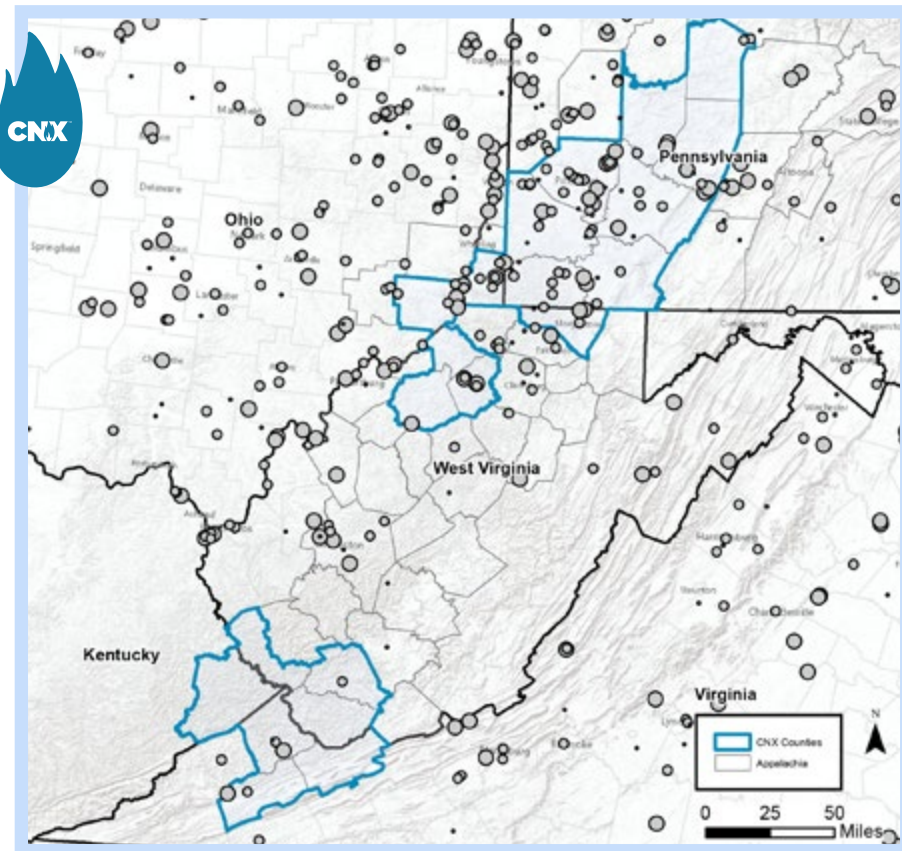
May 28, 2022 **Forbes**
 Airport and Gas Producer Partner in Near-term Aviation Carbon Reduction Solutions

May 27, 2022 **NGI**
 CNX, Pittsburgh Airport to Showcase Natural Gas Aviation Potential with Utica Project

July 15, 2022 **AirlineGeeks**
 Pittsburgh Airport Sees Great Benefits Just One Year Going Live With Microgrid

Carbon Capture, Utilization, and Sequestration (CCUS)

With its extensive surface holdings, technical capabilities, and substantial asset base in Appalachia, CNX is well positioned to lead the region in CCUS development. Thanks to billions of dollars in federal funding, and an increased tax credit for injected carbon, a large volume of domestic projects are in the preliminary stages of development—with the vast majority proposing some level of carbon sequestration. As a large surface and mineral rights owner, CNX can quickly and efficiently meet the sequestration needs for a host of clean energy projects across multiple states.



Carbon sources near CNX operations

Many of the CCUS efforts have previously been focused on Texas, Illinois, and California. With only a few Class VI injection permits currently approved by the EPA to date, CNX intends to be a first mover on Appalachian CCUS.

The influx of funds and heightened domestic awareness of CO₂ impacts are clear indicators of a market set to quickly expand. CNX's acreage is positioned next to a large volume of existing CO₂ emitters—approximately 72 million metric tons CO₂ equivalent currently exists within a 5-mile radius of CNX lands. CNX is ready to support the sequestration of these CO₂ volumes. In addition to the high-level of technical oil and gas knowledge, CNX also has experience drilling and operating multiple class II injection wells, and can easily transition to class VI CO₂ injection, while maintaining the assets and skills to effectively develop CO₂ sequestration fields.

CNX will continue to aggressively locate and apply for federal funding opportunities, refine geologic characterizations and work with partners to provide support with CCUS as a service. We look forward to working collaboratively with multiple industries and academia on sequestration solutions.

Empowering People



Creating “quality of life energy” is what we do by empowering the people we work with every day to expand our positive impacts. This includes our employees and business partners, and the residents and communities where we live and work. We are committed to safe and compliant worksites, honest and transparent engagements with all our stakeholders, and to making sustainable investments that strengthen our communities and have a positive social impact in the areas that need our help the most.



Workplace Health & Safety



Board members Bernie Lanigan, Palmer Clarkson, Maureen Lally-Green, and Bob Agbede tour a CNX drilling location accompanied by CNX team members Ravi Srivastava, Joe Fink, and Navneet Behl.

Safety First

Our number one core value is the protection of the health and safety of our employees, contractors, visitors, and the surrounding communities. We do not compromise safety in pursuit of business objectives. We believe that all occupational workplace injuries and illnesses are preventable. If something can't be done safely, then it won't be done on a CNX site.

The Board of Directors, executive officers, and management of CNX expects everyone to conduct themselves in a manner conducive to an injury and incident-free workplace and have established safety as a condition of employment. Our Board of Directors, led by the ESCR Committee and members of our senior operational team participate in site visits of our operations to understand and observe our application of safety processes first-hand.

Safety Management System

In addition to Board oversight and engaged executive management, our Quality Management System (QMS) ensures safety performance and formalizes our processes, procedures, and responsibilities for achieving our health, safety, and environmental objectives. This system ensures we meet our regulatory requirements and improve operational effectiveness and efficiency on a continuous basis.

Our Safety Policy underpins our overarching management approach, and outlines expectations for all employees, contractors, and service providers and details our approach to worker health and safety, process safety management, and emergency preparedness and response. Our commitment begins at the top and is reinforced at every level.

CNX's HSE representatives are on-site 24/7 during significant operations—including drilling, completions, and production flowback—monitoring safety performance and encouraging safe actions.

Safety Management System Components



Employee Training and Recognition

CNX maintains strict training standards to ensure that every person working on CNX properties and projects understands their responsibility for their personal safety and are given the tools and process to identify and mitigate risks and respond in an emergency. CNX training programs use behavior-based techniques that embrace a partnership among management, employees, and service providers to continually focus attention and actions on daily safe behavior. Our culture of awareness and accountability is embraced at all levels of CNX, and is reinforced by daily safety meetings, job safety analyses, heightened field presence focus, and empowerment to stop work. Safety has no rank.

In 2022, we celebrated the Majorsville team passing 1,000 days (and counting) of safe operation at the Majorsville Station, an OSHA PSM facility!



Contractor Safety Management

In addition to complying with CNX safety training requirements, CNX expects all service providers to meet the training requirements outlined by OSHA and other governing agencies. Safety trainings are published on the CNX website and give service providers easy access to our message of empowerment and accountability. Hazard training and Project Safety Management training modules are updated annually.

Our contractor safety management program helps ensure that work performed at CNX sites meets our high standards. We use a third-party validation firm to collect and evaluate health and safety information from our contractors. Contractors must pass a thorough review of their safety and training programs, safety metrics, worker qualifications, and supply chain-related criteria before qualifying to work on-site at CNX. Once approved, the contractor's on-site performance is monitored and reviewed against CNX expectations. Additionally, suppliers are required to follow our [Supplier Policy \(Code of Conduct\)](#) which further details our HSE expectations. We will take prompt action against any supplier that violates this Code, including termination of supplier contracts. Our quarterly Supplier Summit has a strong focus on HSE and provides a platform for collaborative discussions between CNX and its contractors to share lessons learned, best practices, and to elevate awareness and improvement initiatives.

Motor Vehicle and Driver Safety

Motor vehicle incidents are the leading cause of injury and death in the oil and gas industry. Every CNX vehicle operator must undergo annual training for safe vehicle operation and comply with our safe driving practices which prohibit the use of cell phones while driving. In 2022, CNX employees drove over 4 million miles on company business.

Drug-Free Workplace

To further reduce the likelihood of incidents, we must keep our workplace free of alcohol and illegal drugs—including the inappropriate use of prescription drugs. CNX screens safety-sensitive employees before their first day of employment, after an incident, or upon reasonable suspicion. Additionally, CNX assesses contractor drug and alcohol programs to ensure they are compliant with our standards.

Creating a “Speak Up” Culture—Behavior Based Safety Program

Increasing employee safety awareness is only part of the solution for maintaining a safe workplace. CNX emphasizes a culture of ownership by empowering employees and contractors with the responsibility and obligation to identify and respond to safety issues.



All employees, contractors, or visitors are obligated to STOP the normal course of operation for conditions that may endanger individuals, equipment, or our work environment. We expect everyone to exhibit active caring for others by speaking up and acting when they see a situation that may cause harm.

Risk Assessment and Hazard Recognition

CNX has daily safety meetings and undertakes Job Safety Analyses (JSAs) or Permit to Work (PTW) before beginning a job to identify, mitigate and eliminate HSE risks. Hazard identification tools and processes, checklists and standard steps break a job down into tasks, identify potential risks and mitigations for each element of the job, and build in pauses at appropriate times to ensure the job proceeds according to plan.

All JSAs and PTWs include all relevant employees and contractors, and they are led by specially trained employees who help ensure the process is followed. Using open-ended questions and other interactive methods help to engage team members in the process and reinforces our collective commitment to safety.

Leaders provide direct support and real-time coaching in the field, with a focus on higher risk activities. Identifying and mitigating critical hazards—especially those that can result in a serious injury or fatality—is a top priority.

Lifesaving Rules



Incident Reporting, Analysis, and Operational Improvement

In addition to the key performance indicators, we also track each deviation from our norm of Excellence. For qualifying deviations, we perform an open and transparent root-cause investigation to understand the cause of an exception and prevent reoccurrence. These investigations include our Operational Excellence personnel, operations team, any other event stakeholders including contractors, and executive management. Any corrective actions are assigned an owner, a completion date, and follow up to minimize potential future incidents. Positive and negative outcomes from these investigations are shared within the organization to elevate awareness. The Operational Excellence team is field focused and actively participates in pre-startup safety reviews and hazard hunts, among other on-site activities.

Emergency Preparedness

Incident prevention is always our first goal, but we also prepare for potential emergencies. Our comprehensive Emergency Response Plan (ERP) covers all CNX locations and operations, and is designed to provide a rapid, flexible, and efficient response to emergencies. Comprehensive drills and emergency exercises are conducted to ensure all employees understand their roles and responsibilities during an actual event. Our comprehensive notification system allows mass communication with both employees and external stakeholders. This third-party, web-based

system offers immediate and simultaneous communication using both wired and wireless communication devices.

We work hand-in-hand with emergency response organizations at the local and regional level.

Measuring Performance

Our strong safety performance reflects the premium we place on protecting our employees, contractors, suppliers, and the communities where we operate. Together we work toward making every year our safest on record and look for new and innovative ways to drive progress.

CNX measures safety performance using a range of leading and lagging indicators. Leading indicators include metrics for training, leadership commitment, employee involvement, and quality of incident investigations. Lagging indicators include incidents, near misses, Total Recordable Incident Rate (TRIR), Days Away, Restricted or Transferred Incident Rate (DART), and Lost Time Incident Rate (LTIR). Leading indicators help drive continuous improvement in our safety performance, while lagging indicators help us assess the success of our safety management efforts. We are committed to continuous improvement and hold all employees, including senior management, accountable for this goal with year-over-year safety performance metrics.

0 Fatalities

0.97

Total Recordable Incident Rate

(employee and contractor per 200,000 hours worked)

0.34

Lost Time Incident Rate

(employee and contractor per 200,000 hours worked)

0.25

Motor Vehicle Incident Frequency

(per million miles driven)

0.63

Safety and Environmental Investigations Rate

(employee and contractor per 200,000 hours worked)

10,767

HSE Training Hours

(employee and contractor)

Mentorship Academy



The CNX Mentorship Academy

focuses on local high school students who desire a family-sustaining, well-compensated career that does not require a four-year degree. Given

the Appalachian region's unique attributes of low-cost energy, manufacturing prowess, and a deeply ingrained work ethic, these careers and opportunities to build and sustain the middle class in our region are abundant. Our Mentorship Academy introduces students from local underserved communities to career opportunities, helps them build the basic skills necessary for gainful employment, and provides pathways and opens doors to further their career goals.

The Mentorship Academy uniquely connects the region's premier employers, organized labor, and building trades, and community-focused nonprofits with local, young emerging talent seeking family-sustaining jobs to address the workforce challenges of the region. Academy students—high school juniors and seniors from rural and urban underprivileged communities—learn from local leaders and industry experts about the numerous career options available to them through hands-on activities, tours, and personal and professional coaching from the Academy's mentors. A key part of our Appalachia First vision, the program meets students where they are and helps facilitate growth through exposure, experience, and mentorship.

To become involved in The Mentorship Academy or to nominate a student please visit

https://www.cnx.com/about-us/the_mentorship-academy.



Success of the inaugural 2022 graduating class:

- 28 graduates, of which 16 were seniors.
- Nine students chose career paths and began their careers directly out of high school. Six of these students became full-time employees at CNX with roles in various groups, such as External Relations Operations, and Information Systems and Technology.
- Five students chose to further their career path opportunities at a four-year academic institution.
- Two remained undecided upon graduation, but are still connected to the Academy evaluating career opportunities.
- 10 of the juniors returned for year two at the Academy.

Students

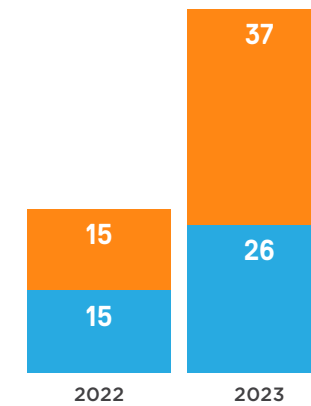
In just its second year of existence, the Mentorship Academy expanded from 30 to 63 student participants representing 17 different area high schools across six counties.

Mentorship

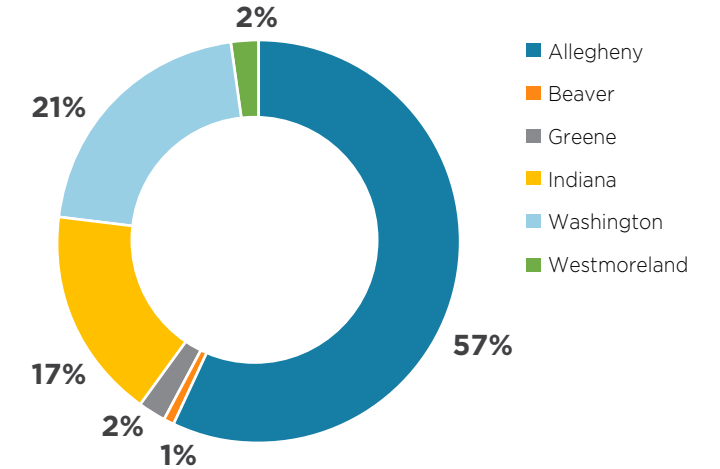
The volunteer mentor ranks have also grown five-fold over the past year with many mentors coming from other companies in the community. Mentors work closely with students to identify which career tracks to explore through hands-on site visits with Academy partner companies.

Student Participation

■ Young Women ■ Young Men



Student Participation by County



Partners

The number of Mentorship Academy partner companies continues to expand while returning partners deepen their connection with mentees as potential employees and strengthen their commitment to the Academy. Learn more about these partnerships and dedication here:

[RH87 Path Forward Article](#)

During 2022, the Academy established a partnership with the Community College of Allegheny County (CCAC) to further support students' career growth and understanding during and after Mentorship Academy participation. Click here to learn more about the CCAC Partnership—

[CCAC Mentorship Academy Partnership](#)

“This partnership between the CCAC Educational Foundation and the CNX Foundation provides an exciting new opportunity for the college to engage with an innovative and forward-thinking partner in the community.”

Jamie McMahon

CEO of the CCAC Educational Foundation

In late 2022, CNX and the University of Pittsburgh Medical Center (UPMC) announced the **UPMC/CNX M.O.V.E.S, (Motivation, Opportunity, Value, Experience, Success)** program which is a collaboration with UPMC to identify career opportunities for Mentorship Academy students in the healthcare sector. The program will launch with UPMC Orthopedics and UPMC Hillman Cancer Center. The goal of the program is to help Mentorship Academy students identify entry points in the healthcare field, exposing them to the wide variety of paths that their careers could take, whether it's radiation technology, nursing, pharmacy or, someday, practicing medicine or conducting cancer research.

“We are committed to placing Mentorship Academy students on a secure path to long-term financial sustainability and helping to open doors to the middle class for young adults in underserved communities throughout the Pittsburgh region. When we created the CNX Foundation, we wanted to target community investments that are Tangible, Impactful, and Local. The Mentorship Academy is the embodiment of this vision, and it’s incredibly exciting to have this partnership open up new career paths specifically in healthcare for the students.”

Nick Deiuliis

CNX President and CEO

MENTORSHIP ACADEMY PARTNER COMPANIES:



Alex Paris Construction
alexparis.com



Chemstream
chemstream.com



DRESS FOR SUCCESS®
Dress for Success Pittsburgh
pittsburgh.dressforsuccess.org



Evolution Well Services
evolutionws.com



Oberg Industries
Oberg Industries
oberg.com



Pittsburgh Penguins
nhl.com/penguins



Black Rock Resources
blackrockres.com



CCAC
Community College of Allegheny County
ccac.edu



E.A.T.
eatinitiative.org



Howard Hanna
howardhanna.com



Operators Union—Local 66
iuoe66.org



Steamfitters Local 449
ua449.com



Blueprints
myblueprints.org



CCBC
Community College of Beaver County
ccbc.edu



EATON
eaton.com/us/en-us.html



The Bus Stops Here Foundation
thebusstopsherefoundation.org/



Outreached Arms
outreachedarms.org



mentoring partnership
The Mentoring Partnership of Southwest PA
mentoringpittsburgh.org



Builders Guild of Southwestern Pennsylvania
buildersguild.org



DEEP WELL
Deep Well Services
deepwellservices.com



Energy Innovation Center
eicpittsburgh.org



KML Carpenters Union Local 432
kmltf.org



Pittsburgh International Airport
flypittsburgh.com



UPMC
upmc.com

CNX On-the-job training (OJT)

Six graduates of the Mentorship Academy joined CNX as full-time employees. These young adults work in various roles in our operational departments and in administrative office roles. Through the OJT, these young CNX employees have formal mentors from their strategically selected departments and dedicated HR representation to ensure their growth and the departments' success. Learn more about these employees here: [📄 Signing Day](#)

Mike Yoho on the importance of being a mentor:

Q: What is the importance of being a mentor?



Mike Yoho pictured with Bryan Kargbo

A: I look at this question from two different views that intersect at a confluence. Why is it important for me personally? From my personal stance, I mentor because I find being in the service of others emotionally rewarding. I am from a small Appalachian town with limited resources and not much to offer. I wasn't made aware of the options available to me for a longer-term career. Thankfully, I found some great personal and professional mentors along my journey. I believe in reciprocity, I needed to give back. Why is it important to CNX? Let me put my professional hard hat on, day in and day out CNX is working towards a larger goal to impact Appalachia and in turn positively impacting the world. The confluence for me comes when my desire to give back intersects directly with my employer's initiative to provide local and real opportunities to make a difference. That is why being a mentor is important. You have the power and ability to directly influence and craft a path to travel that was once hidden to them. A mentor also has the unique ability to find the path and the skills to navigate the path while enriching their lives along the way. You can directly lead your mentees to a means to self-sustain financially with enough left over to take care of their families, and when you extrapolate that out year-over-year you have gone from impacting tens of families to thousands of families. I don't know many opportunities as impactful or as important as that.



Trenton Gerkey, graduate of the Academy 2021-22 is living proof of the vision and program. Prior to joining the Academy, Trenton had anxiety about his future after high school. He shared,

“I struggled in school until my counselor signed me up for the Academy. Over time, I realized how great of an opportunity it was.”

After learning about various job opportunities that did not require a four-year degree, Trenton spoke with CNX Mentors about his interest in energy. Today, Trenton continues to grow within his role as a full-time Associate Lease Operator at CNX, a role he began two months after high school graduation.

Diversity, Equity, & Inclusion

Diversity, equity, and inclusion is a key element of our Sustainable Business Model and a crucial feature of how we pursue the value of Excellence. We believe that a diverse, talented team working together with trust, respect, and professionalism across the entire organization providing varied perspectives is critical for innovation, robust problem solving, and the promotion of a positive culture in which CNX can achieve its goals and thrive in an ever-changing world. Embracing the strengths and unique differences that each of us brings to work, we respect and learn from each other, foster a high-performance environment, and encourage every employee to reach their full potential.

CNX applies a differentiated definition when considering diversity. It is our belief that in addition to traditional diversity metrics such as gender, race, ethnicity, age, physical ability, and veteran status, it is important that less traditional metrics such as socio-economic background and educational background are incorporated into our understanding of diversity. The end goal of diversity initiatives is to achieve diversity of thought, skill, and experience that creates value for employees, the region of Appalachia, and our owners.

We are committed to ensuring that everyone is welcome and has the same opportunities. We ensure employees have equitable access to career-advancing training, mentorship, and development so that everyone at CNX has a genuine opportunity to advance.

While we are proud of our achievements to date, we remain focused on continuous improvement. Gender diversity remains an area of focus and we are seeing results in management roles. At the end of 2022, we had 35 women in management roles compared to 25 at the end of 2021, an increase of 40%. Ethnic, racial, and age diversity across all levels of our business is another area of focus. Our inclusive culture welcomes employees of all backgrounds and experiences and enables everyone to succeed both personally and professionally.

In 2021 we announced an aggressive target for a diverse employee workforce of 34% by 2024 and 40% by 2026. CNX recognizes there is a need for increased awareness of industry opportunities within the local diverse talent pool to be able to support this ambitious target. We invest time and resources in the following initiatives in support of our diversity targets:

- Mentorship opportunities and financial support for local underserved high school and college students in support of career opportunities within CNX
- Cross-functional and management training opportunities for high-potential, diverse employees
- Leverage the CNX Mentorship Academy talent pipeline from our underserved rural and urban regional communities

In 2022, our approach to diversity, equity, and inclusion yielded the following results:

- The total diversity (gender and racial/ethnic) of our CEO direct reports has increased to 83%
- Our overall employee diversity increased to 32% in 2022
- WE@CNX, an Employee Resource Group was established
- Supported a Diversity & Inclusion Advisory Council to provide grassroots feedback to management
- Provided diversity, equity and inclusion training, including unconscious bias and empathy training, to the CNX employee population
- Provided leadership training for high-potential female employees through opportunities offered by the Women's Energy Network
- Surpassed supply chain goals of at least 6% Diverse Business Enterprise (DBE) spend and 7% DBE representation on the CNX-approved vendor list

Echoing the historic make up of our Appalachian region and the immigration story that it was built on, four members of the seven-member executive management team are first-generation immigrants with mother countries of India, Nigeria, and England; another member is a second-generation with parents who emigrated from the Philippines; and the remaining two members have long multi-generational roots in this region.

CNX named Women's Energy Network Greater Pittsburgh Best Supporting Company

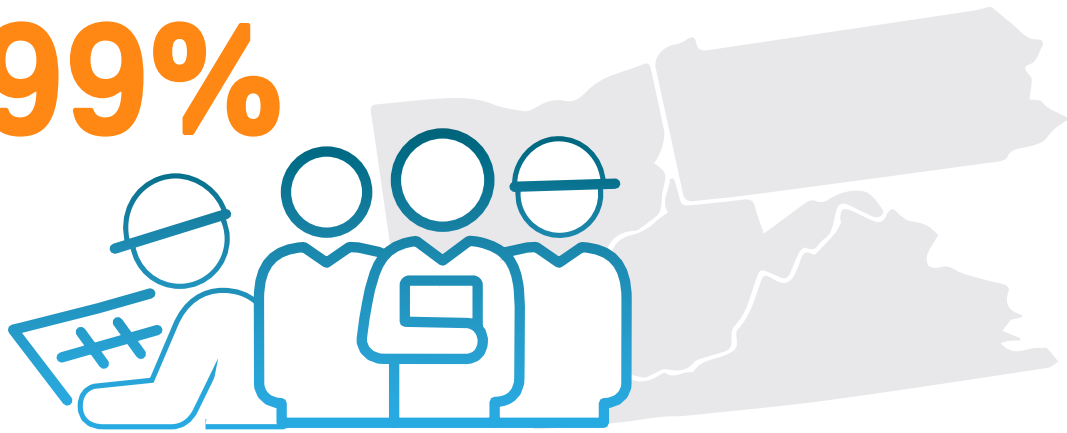


CNX
Diversity
& Inclusion
Celebrating our full spectrum of togetherness.

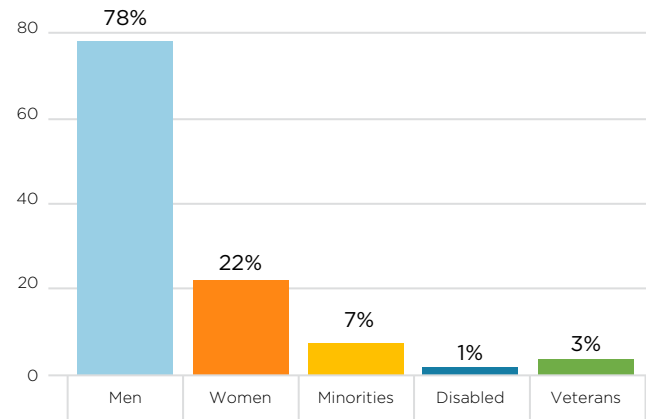


Employees Living In Operating Region

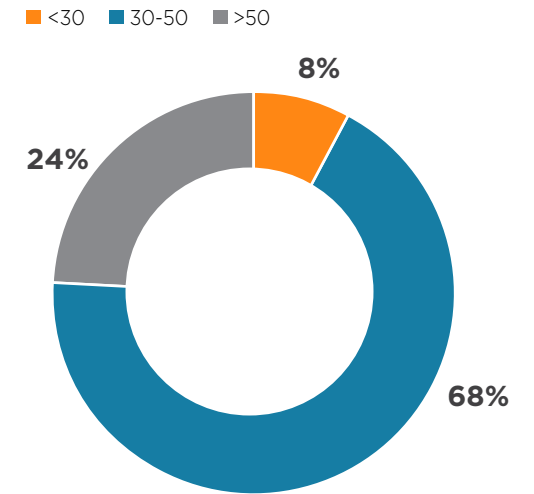
99%



Diversity



AGE



WE@CNX™

WE@CNX (Women Engaged @ CNX) is an Employee Resource Group that is open to all CNX employees. Employee resource groups (also known as ERGs, affinity groups, or business network groups) are voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace aligned with the organization’s overarching mission, values, and goals.

WE@CNX’s overarching objectives are to Care, Cultivate, and Coach and are achieved by:

- Supporting global diversity and inclusion and serving as a resource when needed
- Sharing knowledge, raising cultural awareness (especially as it relates to gender aspects), and acting as a bridge across cultural issues—improving cultural awareness and competence at CNX
- Working as an employee support system providing education, information, and idea sharing
- Helping with recruitment and retention efforts when possible
- Supporting managerial effectiveness, leadership development, and communication with employees
- Bringing new ideas to management
- Working to enhance civic engagement and strengthening CNX’s links to, and image in, the community
- Advocating for our female employee population, employee population at large, company, industry, and region
- Providing mentorship and educational/professional development opportunities for employees

Careers and Employee Wellness

CNX employees embody our values—Responsibility, Ownership, and Excellence—and are advocates for our company and industry.

To recruit, retain, and motivate the very best talent, we must do more than compensate well. We are fully committed to investing in and developing our talented team. Our employees understand that they are part of a region, industry, company, and team that does great things both socially and economically. Now more than ever, domestic low-carbon intensity energy (particularly natural gas) is a matter of national security and global health. CNX—and the broader natural gas industry—play a critical role in the global energy landscape. The value and importance of this critical resource, and industry, gives CNX employees a unique sense of purpose in their work.

Thanks to our values, Appalachian asset base, Sustainable Business Model, and best-in-class team, CNX—and our employees—are poised to thrive in a competitive market.

Team Culture

We strive to create an environment where all employees feel valued and empowered.



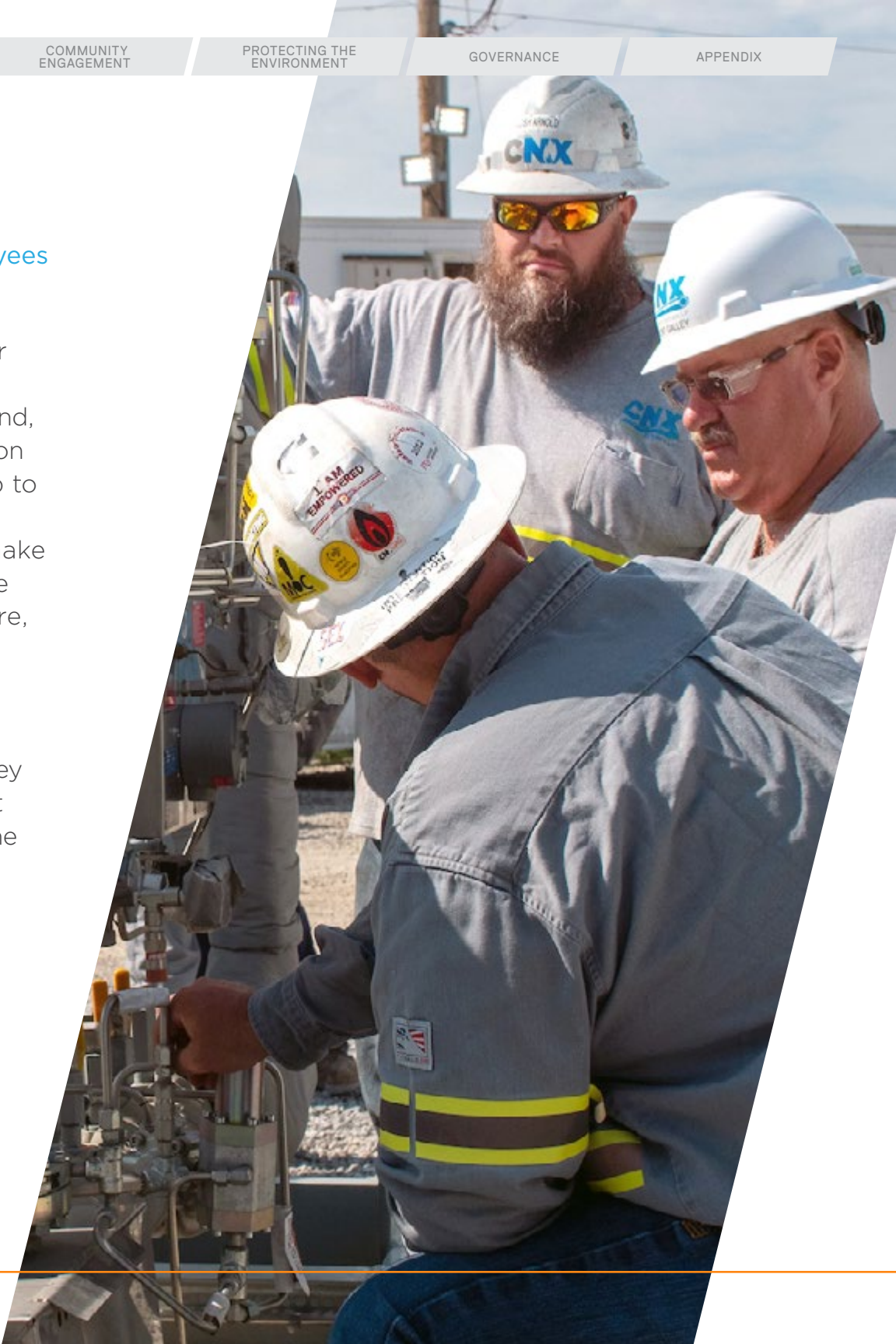
Employee Engagement—Achieving our strategic goals requires high levels of employee engagement. With this in mind, CNX has created a Diversity and Inclusion Council and Employee Resource Group to enable employees to network, discuss important engagement topics, and make recommendations to leadership in the areas of diversity and inclusion, culture, and engagement.



Community Engagement—The CNX Foundation empowers employees to support the communities and causes they care about through volunteering, grant opportunities, and mentoring through the CNX Mentorship Academy.



CNX Pulse—Our virtual news and information platform keeps team members connected to each other and the latest news from around the company.



Total Rewards

CNX is committed to giving employees the time, flexibility and independence to do the best work they can.



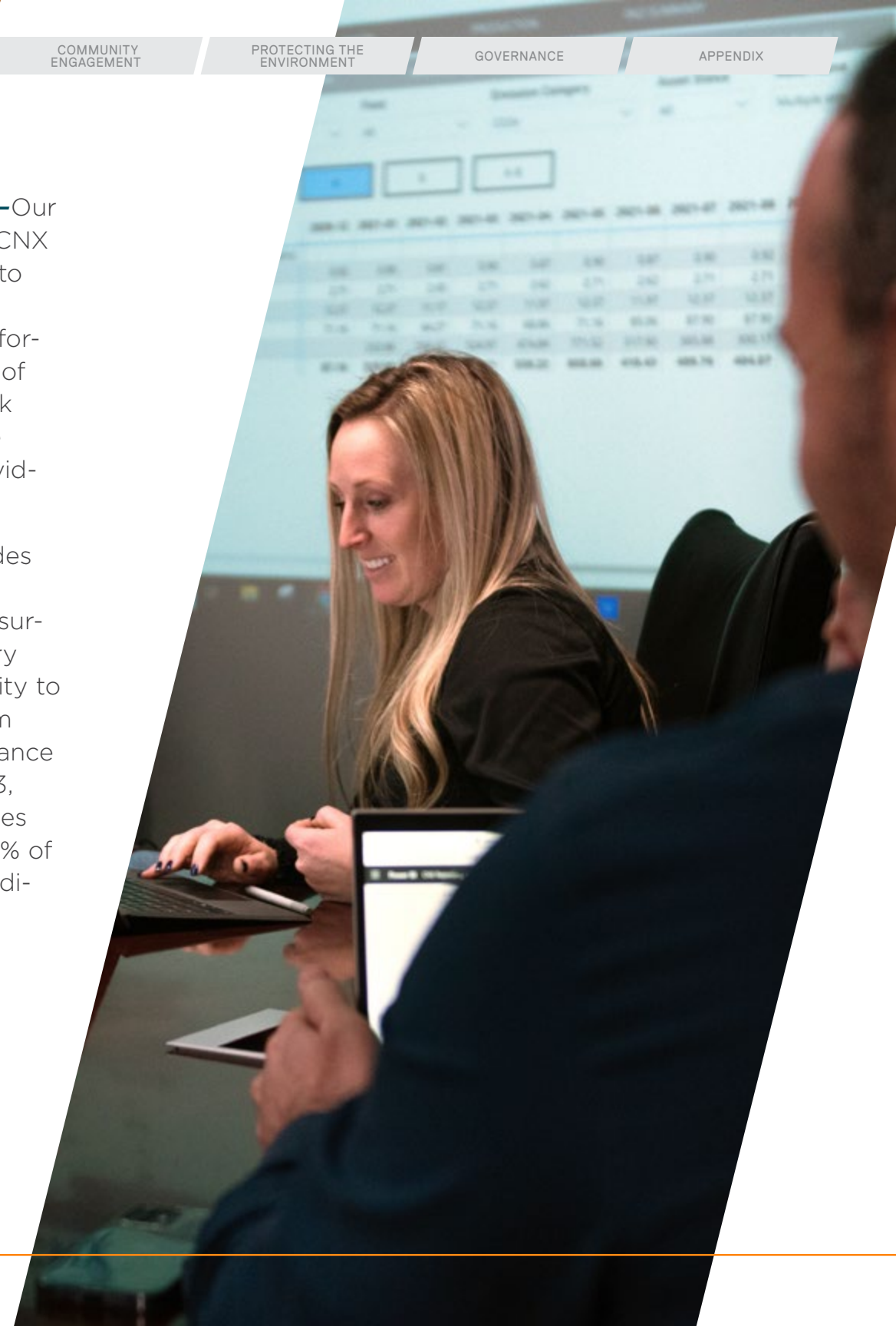
Competitive Pay—We embrace meritocracy. This means we pay for performance and Excellence in our daily work. We pay well, as we perform well, with 2022 median employee compensation, when considering all realized benefits and incentives, of approximately \$174,000 (excluding the CEO). **CNX was previously recognized for having the highest median compensation level for all public companies in the region, and we will continue to invest in our talented workforce to improve on our region-leading compensation profile.**



Short-Term Incentive Compensation—Our “pay for performance” philosophy at CNX links a portion of total compensation to the achievement of specific business goals. CNX sets annual goals and performance is measured at the conclusion of the year. The plan promotes teamwork and employee involvement to achieve financial targets and encourages individual accountability for results.



Supplemental Insurance—CNX provides company-paid Basic Life, Short-Term Disability, and Long-Term Disability insurance coverages. We also provide every full-time employee with the opportunity to purchase supplemental life, Long-Term Disability, accident, and hospital insurance policies. As an added benefit for 2023, CNX is providing all full-time employees Short-Term Disability coverage at 100% of base pay for up to 26 weeks at no additional cost.



Investments in our Team

We view investments in our team as high rate-of-return value creation opportunities for our ownership. A key priority of free cash flow allocation under our Sustainable Business Model is to invest in our employees. We prioritize the health of our employees and families with a comprehensive benefit package that encompasses emotional, social, physical, and financial well-being.



Career Development Plans—We build individual, unique career development plans for every member of our team. These plans are tailored to each employee’s specific talents and goals. We partner with our employees for their career journey and provide the tools and resources they need to achieve their career goals.



Professional Development Reimbursement—CNX reimburses trainings, seminars, classes, and workshops that enable employees to stay well-informed of best practices in their respective fields. CNX allows for reimbursement of up to \$3,500 in a rolling 12-month period for trainings, seminars, and certifications.



Educational Reimbursement—We provide financial assistance to full-time employees to enhance professional development, job effectiveness, and their skills and knowledge in their field of interest.



Retirement Funds—Employee financial wellness is important to us. We match up to 6% in contributions to our 401(K) Plan with contributions vesting immediately.



Health Savings Account—For employees enrolled in our medical plan, we contribute \$1,000 or \$500 annually based upon coverage tier to employee Health Savings Accounts. Employees can earn an additional \$650 by completing annual preventive care activities.



Paid Parental Leave—Family is important to us, and new parents are encouraged to take time off when welcoming a new member to their family.



Well-being—Good health is essential to employee well-being. Our headquarters has an on-site gym and to encourage healthy lifestyles, CNX enhanced the 2023 preventive care program by adding company-paid bloodwork to the list of eligible activities.



Flexible Paid Time Off—We all need time away from work to recharge. CNX full-time employees are eligible for vacation and individual holiday time... and we want them to use it!



Employee Assistance Program (EAP)—Our EAP supports employees in times of need with free confidential expert counseling, referral assistance, and more.

Employee Learning and Development

Recruiting, developing, and retaining our workforce is vital to our success and our Sustainable Business Model. We provide opportunities for our employees to grow with us, including professional development and training programs.

Employee growth at CNX includes growth vertically, horizontally, or diagonally—complementing our individualized career plans, our nimble business, and the changing and evolving demands of our business.

While technical capabilities are role specific, business and leadership skills span the organization.



CNX sponsored six women to participate in the Women's Energy Network (WEN) Global Leadership Cohort in 2022. The Cohort is a yearlong leadership program supported by world-class leadership consultant (Yielded). The program is designed to improve individual leadership skills and enhance organizational culture.

We support the development of those skills through on-the-job work experience, networking, mentoring, and collaboration and formal training, and we encourage employees to take an active role in their professional development.

Our learning management system hosts more than 17,000 courses, and offers training content through a single, easy-to-use platform. CNX employees completed more than 1,097 courses since the program's inception in October 2022 through December 2022.

Human Rights

CNX operates in accordance with the principles of the United Nations Universal Declaration of Human Rights and Global Compact, and conducts business in a manner that respects and protects human rights throughout our sphere of influence. [🔗 Human Rights Statement](#)

The CNX [🔗 Code of Employee Business Conduct and Ethics](#) provides ethical standards and guidelines for how we do business, establish accountability, and set forth our expectations for our employees—including human rights, working conditions, labor rights, employment practices, and workplace conduct.

Protection of the Rights of Employees

CNX provides a safe and healthy working environment for all employees, and supports the elimination of all forms of forced, bonded, or compulsory labor, and the freedom of association.

We support and uphold the elimination of discriminatory practices with respect to employment and occupation and embrace diversity in all aspects of our business operations.

CNX is an equal opportunity employer and does not discriminate against employees or prospective employees based on race, color, religion, sex, gender identity, sexual preference/orientation, citizenship, marital status, military/veteran status, national origin, age, or physical or mental disability, or against any other protection established by applicable law or regulation.

CNX condemns all forms of exploitation of children and does not recruit child labor and supports the elimination of exploitive child labor.



Community Engagement



CNX has a longstanding and special relationship with the communities and people in our region. We have called this region home for nearly 160 years and know that the people and families, within our walls and living in our operational footprint, are one and the same. Over the years, we have become increasingly concerned that many of our friends and neighbors are shut out from the many economic opportunities in energy and manufacturing that represent a realistic path to the middle class.



Community Engagement & Investment

The CNX Foundation is committed to grassroots and community projects or organizations that may struggle to compete for funding with more established entities.

The CNX Foundation philosophy aligns with our Tangible, Impactful, and Local focus, and seeks to help those who need it most. We are not interested in simply donating money. Our aim is to facilitate creative problem solving by bringing together a diverse range of partners and resources to invest in challenges that are often overlooked or ignored.

Understanding our philosophy starts with understanding the meaning of the Tangible, Impactful, and Local initiatives we support:

TANGIBLE

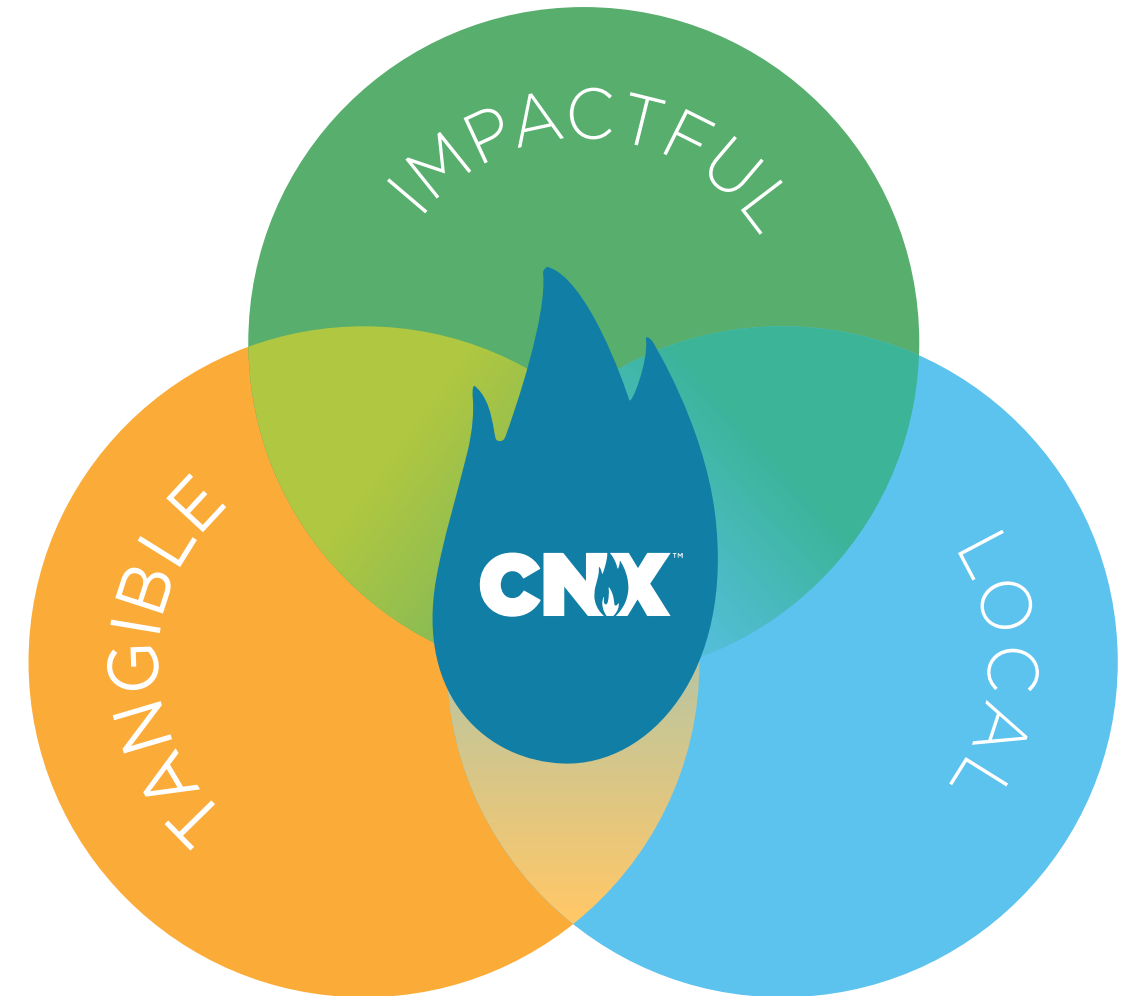
We are focused on making a real, and measurable difference in the communities we serve.

IMPACTFUL

We seek to identify true needs within our community so our support will have an immediate and long-lasting impact in helping specific programs within the region meet their goals.

LOCAL

Our efforts are rooted in supporting communities in our operational footprint so we can foster more opportunities for growth, close to home.



CNXTM FOUNDATION

CNX Foundation is dedicated to supporting organizations that focus their efforts on addressing community initiatives in the following key areas:

- Food Insecurity
- Children’s Health and Wellness
- Broadband and Information Technology Access
- Recidivism and Re-entry
- Domestic Abuse Awareness
- Opioid Epidemic and Societal Impact
- Career Awareness/Technical and Vocational Training
- Water Quality Safety and Awareness

In 2022, the CNX Foundation invested \$3.4 million dollars in 55 initiatives aligned with its Tangible, Impactful, Local community focus. Funded initiatives included support for townships and first responders across the Appalachian basin. Community investment is more than a financial commitment. We strive to enhance our communities by lending our time and talent to organizations across the region. These efforts are part of our pledge to invest \$30 million through 2026 in local initiatives supporting underserved causes within CNX’s operating footprint.

The CNX Foundation—with significant commitment and involvement from our CEO—makes tangible investments in our community and its most valuable asset: its people. At the request of the CEO, our Board of Directors approved a \$1.5 million reduction in annual CEO compensation for 2023, with funds to be directed to support the CNX Foundation—specifically a new initiative of the Mentorship Academy. [👉 \[UPMC/CNX M.O.V.E.S program\]](#) This follows a similar \$1 million reduction in CEO compensation in 2022.

“CNX’s continued support has uplifted me and my family through a rather difficult time,” said Jarrett Jones. “When presented with the generous offer from the Foundation, The Shack felt like the right charity of choice as it supports my daughter, benefits the local community, and empowers future generations.”



Support through adversity

When adversity strikes one of our own, CNX Foundation steps up. When Jarrett Jones, CNX Resources Completions team

member, was injured in an accident, our team was prepared to support him and his family on the road to recovery.

Matching funds raised toward Jarrett’s recovery and medical expenses, CNX Foundation donated \$45,000 to The Shack Neighborhood House, a local nonprofit organization close to the Joneses’ hearts. Seen on his commute home every day, Jarrett is reminded of the positive impact The Shack creates for children across the community in Morgantown, WV. Now with a family of his own, Jarrett and his wife Maggie enrolled their daughter in a play group at The Shack, experiencing the knowledge, development, and social skills gained first hand.

CNX Impact Initiative

The CNX Impact initiative helps advance our community initiatives through employee volunteerism. Over the course of the November/December giving season, CNX Impact resulted in the following direct contributions from CNX employees, which we look forward to growing in 2023:

- Volunteered more than 650 hours;
- Packed 36,000 pounds (1,650 boxes) of food, 800 holiday bags and 600 children's bags for Washington Food Helpers;
- Packed 326 boxes of dry goods for Corner Cupboard Food;
- Distributed food among 1,209 vehicles across five distributions;
- Participated in food drives for Corner Cupboard Food Bank and Good Samaritan Food Bank, collecting 1,131 pounds of canned food;
- Donated 50 meals to Family Pines Retirement Home;
- Fed over 225 people at the Faithbridge Community Church, of which CNX HQ™—based K&J Cafe provided the food and space to prepare the meals and were delivered by CNX employees;
- Sponsored 90 children during the Christmas season, ensuring they would receive gifts under the tree;
- Donated over 600 toys for Toys for Tots, the LeMoyne Center and Blueprints families;
- Donated \$9,000 in CNX employee contributions, including a CNX Foundation match.



Partnering to Prevent Domestic Violence

CNX Foundation partnered with Domestic Violence Services of Southwestern Pennsylvania (DVSSP) to provide \$75,000 in grant support for prevention programming in high schools throughout Washington, Greene, and Fayette counties. The comprehensive program, called BringLove365, is designed to help teens develop goal setting, communication, and creative skills in addition to cultivating healthy and safe relationships.



Supporting Local Fire Departments

Over 100 golfers and 26 sponsors participated in the 2022 CNX Golf Outing, raising more than \$13,000 for the Bell Township Fire Department. Those funds were then matched by the CNX Foundation, bringing the total raised in excess of \$28,000 including onsite raffles.

Learn more about CNX Foundation here

[CNX Foundation](#)

Supporting Local Businesses and Communities

CNX contributes to society through the direct economic value we generate, the energy we produce, and our commitment to operate responsibly.

\$674 
MILLION

Total Invoice Spend
(excludes non-PO)

\$273 
MILLION

Local Small Business

\$51 
MILLION

Taxes and Impact Fees

\$6.3 
MILLION

Community Investment

Community Investments

Engaging with a diverse, local supplier base not only brings innovation and collaboration to our business, but it also creates opportunities in the communities where we live and work. CNX is actively working with suppliers on innovative technologies that will help advance a multitude of efficiency and environmental goals.

CNX suppliers and contractors are critical members of our community and play a significant role in our operations. We hold these partners to high environmental, safety, and health standards—together we can mitigate risk. In 2022, we purchased approximately \$674 million in commercial goods and services from approximately 1,233 suppliers. Our pre-qualification and selection program helps to ensure we work with qualified and safe companies.

CNX sets direct targets designed to promote the success of our local vendors and prioritizes purchasing of all services and materials from providers that, in the aggregate, maintain a 90% local resident employee base. CNX has committed 55% of our total small business spend to companies within our operating area.

“Our industry is the lifeblood of the regional economy and the foundation of our social fabric. Growing and supporting the businesses that power our communities and targeting local disadvantaged urban and rural areas in our region with our vendor spend is a big part of what sustainability and ESG means to CNX.”

Nick Deiuliis

President and Chief Executive Officer

7% 

Diverse Business
Enterprise Proportion of
Approved Vendor List

10% 

Diverse Business
Enterprise Spend

55% 

of Small Business
Spend is Local

“CNX Gave Our Company a Chance”

JOE KNOWSTM

Joe Knows Energy, is a staffing company focused on providing recruiting, consulting, and training services for energy sector jobs. Dan Lorenz, and his wife Melissa, who is the majority owner of Joe Knows Energy, have been proudly partnering with CNX for over eight years thoughtfully matching workers with the right culture and skill set with opportunities at the company. According to Lorenz, CNX is unique because despite being a large company able to take advantage of scale, it has an entrepreneurial feel where leaders and employees put safety and innovation above all else.

“CNX gave our company a chance,” Lorenz said. “We had struggled to get a foot in the door before CNX and because of their focus on working with veteran, minority, women, and diversity-owned businesses, we were able to have that opportunity. CNX came along when it was critical to get an anchor client and opportunity.”

Helping Local Small Businesses Thrive

RiP, which stands for remembrance, innovation, and progression, is a veteran-owned safety training and security services company built around the goal to push all partners to grow and succeed. This, RiP President Dustin Watson says, is a primary reason he is excited to partner with CNX.



“We are not always the cheapest provider, in fact we are usually not,” Watson said. “CNX with all its responsibility, employees, and everything it has going on, between managing costs, being profitable, and helping the community, they saw value in us, and they were willing to give us a chance.”

Sharing similar community visions allows RiP and CNX to create a partnership that goes beyond surface level, expanding upon the culture in both companies to empower the local Pennsylvania community. The two companies are excited to, in military fashion, “Charlie Mike” or “continue mission” of putting an emphasis on local vendors and serving the communities where the two companies operate first.

Landowner Interaction

Prior to the development of any facility, pipeline, or well site, CNX engages with surface owners to review opportunities for development on their property and the impacts to their use. We value our owners being part of the development process from day one. Sustainable development starts with an open-minded and flexible, collaborative approach.

Landowner input is considered from the first meeting and included in our designs. When possible, we strive to enter voluntary easement agreements for land development. Our aim is to align development projects with the long-term property goals of the surface owners.

Our relationships with landowners do not end with a lease or easement. Our Owner Relations team includes professionals spanning multiple disciplines who help to resolve concerns and answer questions throughout the entire lifecycle of development. Landowners can

access answers to more routine questions and situations via the CNX website and the frequently asked questions page. [📞 Land Resources](#)

Our owners are an important stakeholder in our projects, but not the only ones. Quite often, their neighbors are our neighbors too. Not only do most of our employees live, work, and play within our operating region, but with our expansive footprint of CNX-owned surface properties, we are invested in the community where we develop.



Cory and Cheyanne Thomas purchased a parcel of property that is surrounded by a CNX-owned parcel that shares a private lane. CNX upgraded the lane and maintains it throughout our operations. During clearing operations on the CNX parcel, Mrs. Thomas contacted CNX about the timber being removed from the property. She and her husband heat their house with an outdoor wood burner and could utilize the wood from the clearing operations. Our land manager of the area reached out to the superintendent and foreman on the job and were able to cut and stack a large portion of the logs so that the couple could use it for heating in their home.

“CNX was more than happy to cut and stack several large piles of cut trees, so much so, that we heated our house last winter with plenty to spare. They’ve also upgraded our shared lane and continue to maintain it throughout the operations. This has saved time and money that we can now spend with our family!” —Cheyanne Thomas

Community Outreach

CNX strives to make our communities more resilient through investments, proactive engagement, and direct support when adversity hits an area we call home. In addition to providing the local energy essential to quality of life in Appalachia and around the world, we aim to be a trusted community partner that's part of the foundational fabric of the areas where we work and live.

Our approach to prioritizing the needs and opportunities of our region's stakeholders—in the communities where we're privileged to live, work, and invest—improves the quality of life across Appalachian communities which have been neglected for too long.

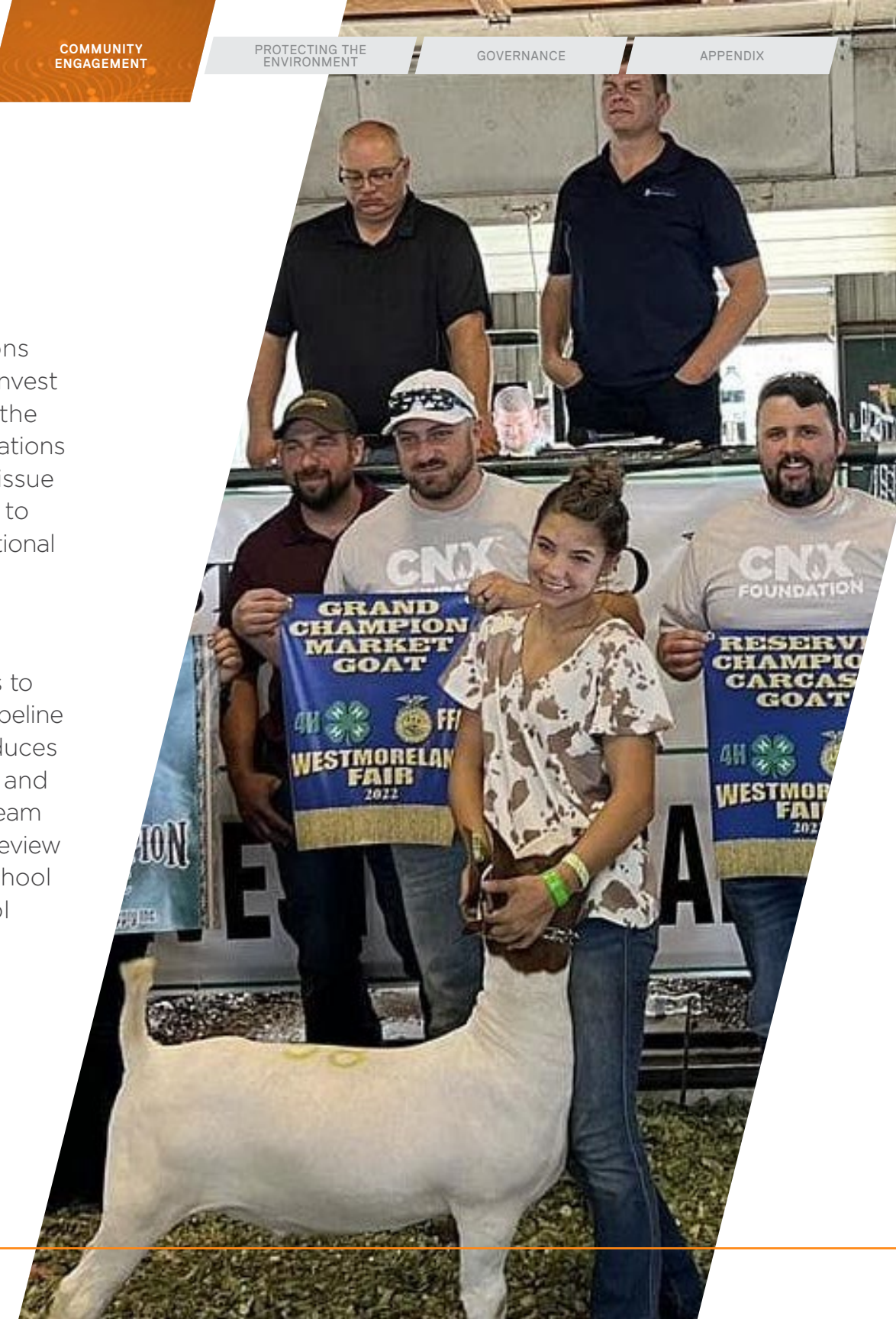
Our Community Relations team—expanded in 2022—engages directly with residents, elected officials, and other stakeholders to share updates on our operational plans and address community concerns. We are committed to engaging with communities in advance of new operations.

Addressing Concerns

In support of our operations and landowner relations teams, the CNX Community relations team works to invest in local communities and be a frontline resource to the community to address concerns. Our Community Relations Hotline, telephone, and email systems, and our KPA issue tracking software are essential tools which allow us to address concerns related to activities within our operational footprint in an efficient and uniform manner.

Reducing Community Impact

CNX seeks to minimize disruptions and inconveniences to the local community. For example, our robust water pipeline infrastructure mitigates CNX traffic on roadways, reduces the potential for spills, vehicle emissions, dust, noise, and wear on local roadways. Additionally, our Operations team works with local municipalities and school districts to review school bus traffic patterns. Routes that encounter school bus stops undergo a blackout period during school pickup and dropoff to eliminate potential risks.



Responding to Community Needs

CNX's 160-year presence in Appalachia and our largely homegrown workforce fosters positive relationships in the community. Our close bonds and continuous dialogue with local elected officials, township, and community leaders keeps us informed of issues affecting our communities and reduces our response times. Our understanding of the region heightens our ability to identify solutions and the best path to get resources to those in need.



Buchanan County Flood

Severe flooding in parts of Southwest Virginia impacted hundreds of homes and businesses this past July. As the region's largest employer, CNX led the charge of recovery efforts in Buchanan County by providing a trailer with \$33,000 worth of supplies, a \$40,000 flood relief donation, and partnering with the Virginia Oil & Gas Association, United Way of Southwest Virginia, and the American Red Cross Virginia Region to bolster aid. Because of CNX's long-standing history and presence in the region, the team was committed to offering relief to help with restoration efforts for residents of the area.

“It was an honor to be involved with the donation of the much-needed supplies to the community! As one gentleman told me, after he was supplied with a generator, ‘We will get through this together.’ ”

—Donna Hellas,
CNX Virginia Operations

Providing Clean Water to Bell Township, Westmoreland County

The CNX Foundation funded \$250,000 in upgrades and extensions to municipal waterlines in Westmoreland County's rural Bell Township, enhancing access to clean drinking water for the 55 properties across the community.





Stepping up for East Palestine, Ohio

A train derailment in eastern Ohio displaced thousands of local residents and contaminated millions of gallons of water supplies. In partnership with the Ohio Oil and Gas Association and Producers Supply Company, CNX sent a truckload of gallon water jugs for citizens awaiting the results of water quality testing.

“Safety and access to resources continue to be my number one priority as remediation efforts are underway, which is why I was elated with the outpouring of support from CNX... We need more companies like CNX and Producers Supply Co. who—in collaboration with OOGA—are making a big difference to these families in need, even if their operational footprint doesn’t directly touch this community.”

**—Ohio State Representative
Monica Robb Blasdel
(R-Columbiana County)**

Having A Strong Community Presence

In 2022, CNX significantly increased its participation in local community events and fairs and festivals, sponsoring events in local communities and maintaining a strong presence at community gatherings. Participating in these large community events strengthens connections between our CNX associates and local community members, and affords us with opportunities to receive feedback from the community about our presence and operations.

www.positiveenergyhub.com/cnx-foundation-delivers-summer-fun-and-food-security-to-local-communities

From the Rain Day Festival to Westmoreland Fair, the CNX Foundation Recharge Lounge welcomed attendees of all ages to escape from the sun and relax. With participation in livestock auctions at the Greene County Fair, Washington County Agricultural Fair, West Alexander



Fair, and Westmoreland County Fair, CNX Foundation purchased more than 5,000 pounds of protein to benefit Washington County Food Helpers, Westmoreland Food Bank, and Corner Cupboard Food Bank. While summer tans fade, our commitment to supporting local communities and tackling food insecurity remains intact.

THE HQ AT CNX

The HQ™ at CNX provides space for nonprofits and minority and women-owned business enterprises to work while collaborating and networking with similarly minded companies. The HQ™ helps organizations expand their reach by offering exposure to additional counties. In many ways, the HQ™ is the physical embodiment of Appalachia First, bringing together groups dedicated to improving lives across the region and building on their natural synergy and drive. Tenants go through a competitive process to join and must be nonprofits or charities, small educational institutions, or small women- or minority-owned businesses that need space but lack the resources. Resident organizations have access to the CNX auditorium, classroom, and its rooftop garden that can be reserved for events. The CNX Foundation covers the first year of rent, and also provides initial marketing efforts from another HQ at CNX tenant, True Fit Marketing.

In 2022, eight tenants moved into the HQ, including:

Big Brothers Big Sisters of Greater Pittsburgh

“It all comes down to presence. Southpointe is a prime location. Being able to connect with more businesses will be really helpful for us to expand the knowledge of the program... and hopefully get more people on board.”

—Zandra McDonald, Director of Programs

Dress for Success Pittsburgh

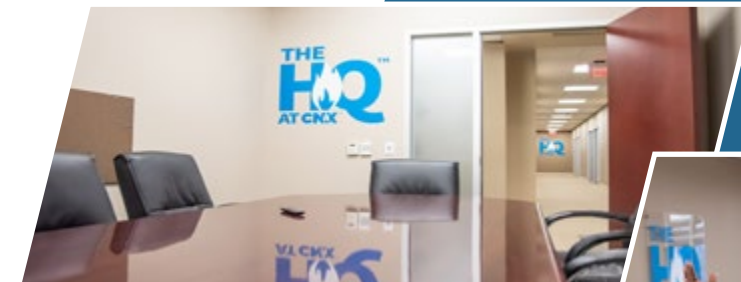
“The use of this incredible new space will allow us to build and strengthen partnerships with area nonprofits and local companies, allowing us the opportunity to provide clothing and employment readiness support to more women across the region via our mobile services delivery model than ever before!”

—Tanya Vokes, CEO

K&J Cafe and Catering

“As one of the first to join the HQ, we have had the opportunity to network with and build relationships the CNX team and the other HQ tenants. It has been a delight to provide the building with quality food made with love while supporting the community initiatives that are delivered by the businesses in the HQ.”

—Kendra Misisis, Owner



Leadership Washington County

“The spirit of community and the commitment to business growth at CNX Foundation complements our goal of strengthening and empowering regional leadership through our programming. The synergy between our organizations is fantastic.”

—Katie Unger-Chipps, Executive Director

The Language and Behavior Center

“We are so grateful for the opportunity to be a part of The HQ at CNX to have a space for our clinicians to gather and collaborate on cases, as well as streamline our onboarding and training processes. This allows us to maximize our potential to serve families in Washington and Allegheny Counties.”

—Elizabeth Hughes, MA, BCBA, LBA, LBS, Clinical Director—PA Region

Transitional Paths to Independent Living (TRPIL)

“We believe this satellite workspace facility will be a good spot for our human resources department to interview potential direct care workers that support our consumers, as well as other staff members because of its proximity to Allegheny County.”

—Shona Eakin, CEO

True Fit Marketing

“It has meant the world to us to also see growth in our own small business as we continue to be able to support the community with marketing services with our own space within The HQ. It gives us an incredible creative space to brainstorm, meet with clients, produce video and photography, and provide a fun working environment for our team.”

—Arlea Hoffman, Owner/Chief Business Advocate

Waynesburg University

“By having a continued presence in the heart of Southpointe, alongside many key businesses and nonprofits, we will be able to maintain and even develop new strategic relationships that will be a win-win for all.”

—Dave Mariner, Dean of Graduate and Professional Studies

To learn more about The HQ at CNX, please visit [The HQ at CNX](#)



Protecting the Environment



The Appalachian basin is more than the place we do business, it is our home. Our approach to environmental stewardship aligns with our long-standing presence in the communities across Appalachia. Like many stakeholders throughout the region, our employees are passionate about protecting and preserving the quality of the region's air and water for future generations.

Our passion and our business is to produce the affordable, reliable and safe energy that our world needs. We recognize that energy production comes with impacts and, as a leading operator, we have a responsibility to reduce our footprint and set a powerful example within our industry. We will continue to push the envelope through technological advancements, process improvements, water and waste management, air quality initiatives, and driving regional GHG emissions lower.



Chris Laporte

Environmental Management System

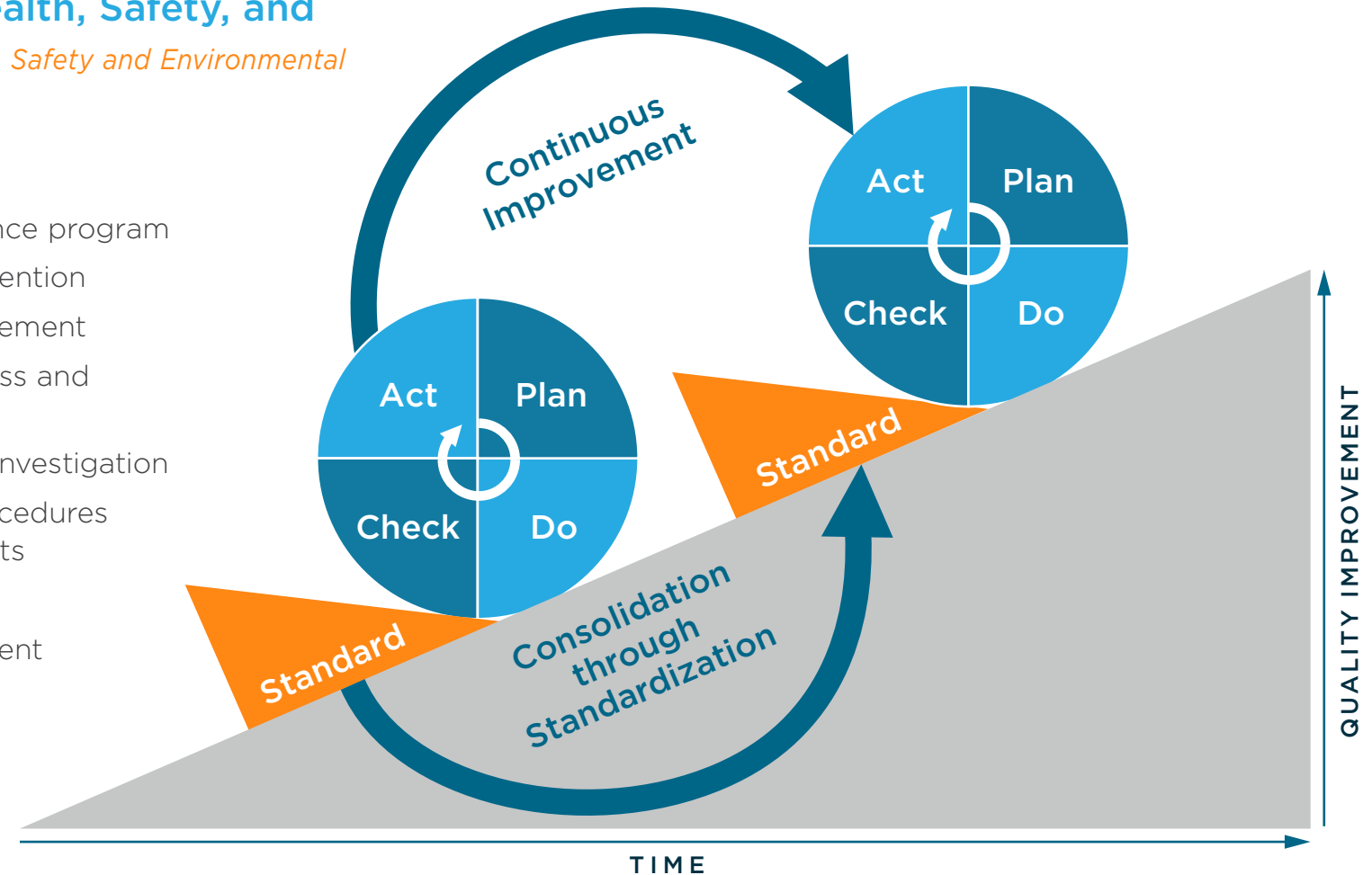
Our Environmental Management System (EMS) is integrated in our overarching Quality Management System (QMS) and managed by a skilled team of environmental compliance experts from our Operational Excellence and our Environmental Strategy teams. This system provides a robust, ISO 14001 aligned framework to help us track performance and maintain compliance with our overarching Health, Safety, and Environmental Policy and applicable laws and regulations. 🌱 *Health, Safety and Environmental*

Our environmental compliance team is dedicated to our environmental stewardship efforts and ensures compliance with environmental laws, regulations, and proactive improvement efforts. CNX tracks several key metrics to drive performance and assist with improvement initiatives. Performance against these metrics is factored into incentive compensation and helps to ensure progress on environmental objectives.

CNX's EMS system employs the Plan, Do, Check, Act (PDCA) framework that demonstrates an iterative process to achieve continual improvement to the management system, operational best management practices, and environmental performance. EMS elements include

- Environmental Leadership, compliance, and commitment
- Roles and responsibilities
- Environmental aspects & significance

- Training plan
- Communication plan
- Environmental compliance program
- Document control & retention
- Risk and hazard management
- Emergency preparedness and response plan
- Incident reporting and investigation
- Standard operating procedures and guidance documents
- Management of change
- Performance management & evaluation



Risk and Hazard Management

We identify risks throughout our organization and use a risk matrix to prioritize our focus and resources on the highest risk areas of our operations. Our risk matrix quantifies the potential impact of an identified risk based on the assessed probability of occurrence and the severity of the consequence. This assessment, alongside the annual update of our ESG materiality assessment, helps to increase the visibility of risks and assists management in proactive decision-making.

One recent project CNX undertook utilizing this risk-based approach focused on waterline infrastructure where an uptick in small accidental spills was observed in an asset subset. CNX reviewed these spills holistically and systematically evaluated the infrastructure for age, location, and alternative waste handling attributes and has begun to decommission approximately 75% of this evaluated infrastructure to eliminate potential spill/leak sources that could have been a risk to the environment.

Emergency Preparedness and Response Plan

As with safety management, environmental incident prevention is always a top priority, however, we also incorporate environmental emergencies into our planning and response strategy. We follow the same rigorous protocols for environmental aspects as we do for safety-related Emergency Response. These comprehensive ERPs are designed to provide rapid, flexible, and efficient response to emergencies. Comprehensive drills and emergency exercises are conducted to ensure all employees understand their roles and responsibilities during an actual event that has potential for adverse impact to the environment. These include exercises related to Pollution Prevention Countermeasure and federal Spill Prevention Control and Countermeasure Plans. We rely on a comprehensive notification system that allows mass communication with both employees and external stakeholders. This third-party, web-based system offers immediate and simultaneous communication using both wired and wireless communication devices and our emergency response service providers stand ready to assist us with any mitigation/response activities needed.

Spill Prevention


CNX's Operational Excellence team takes a targeted approach to preventing accidental spills and releases. We utilize extensive spill prevention controls to mitigate the impacts of accidental spills that may occur during operations, including the use of permanent containment systems, temporary catch basins, and strategic shut-off valves. Spill response plans are in place throughout our operations to mitigate impacts. Potential spill events, including those to containment, which do not result in an impact to the environment, are tracked and analyzed through the company's environmental data management system. These potential exceptions are treated with the same scrutiny as an agency reportable spill to ensure best management practices are employed for preventative measures. Spills that occur are tracked by volume and material and are reported when applicable to the appropriate regulatory agencies. Leading and lagging indicators are used to monitor performance. A number of programs are focused on spill prevention, including enhanced inspection and surveillance programs, corrosion and integrity programs, and remote monitoring systems to ensure proper water management. CNX also continues to focus on minimizing environmental impact by planning for and deploying rapid response protocols and thorough remediation efforts.

Incident Reporting and Investigation

CNX's incident/environmental data management system captures relevant data and begins a process to report and correct the incident—including spills or non-compliant conditions. This systematic approach captures knowledge from these events which is analyzed by key stakeholders, including our service providers, to better understand the incident, identify root cause, communicate risk, discuss expectations, and propose changes to best practices, where identified. Investigations and corrective actions are tracked through our QMS process. Incident reviews lead to improved communication, reduction of incidents (spills and violations), and benefit the industry at large by sharing significant findings with business partners and peers.



Transparency and Reporting

We believe that companies, regulators, and the media have an obligation to communicate to stakeholders in an accurate, straightforward, and transparent manner. To that end, we have established the  Positive Energy Hub to serve as a platform to spotlight our employees, share CNX perspectives on trending topics, company news updates, and insights into everyday life at CNX.

CNX's Regulatory Reporting Group is responsible for enhancing CNX's regulatory and environmental compliance data management processes. Given the importance of environmental data integrity and requests for transparency and validation of emissions data, we created this new team devoted to non-financial regulatory data gathering, validation, and reporting. This function brings an elevated level of rigor to the governance of regulatory reporting that mirrors financial reporting and auditing practices of public companies and Sarbanes-Oxley ("SOX") controls. This effort has improved reporting and the timeliness, reliability, and accuracy of our reports, and it is also helping to improve environmental performance. We intend to share best practices with peer companies developing similar processes to help lead the domestic energy industry in this important arena.

Mirroring the data collection rigor, use of integrated systems, and internal control processes that we apply to our financial reporting, we have transformed the way we manage our non-financial regulatory data. We began by designing and developing a proprietary, cloud-based technology platform: the Environmental Data Hub (EDH). The EDH digitally connects all disparate source data systems within CNX and allows for automated population of non-financial regulatory reports from original raw data elements. It uses an extract-load-transformation process to bring source data into the application and from there the data is processed, validated, and prepared for visualization and reporting.

Complementing our automated data management process has been the establishment of a robust data quality framework designed to encompass the entire data supply chain from data acquisition through reporting. The CNX Board and executive management team has set the foundation of our control environment, mandating clearly defined responsibilities, accountability, and ownership.

Layered upon that are a series of systematic (IT) controls, data analytics, and internal audit programs all designed to report accurate, reliable data with traceability required for independent attestation.

This process allows us to publish a timely quarterly report of our results. This reinforces CNX's commitment to accurate, timely, and transparent reporting of environmental performance and also reinforces CNX's commitment to providing accurate, transparent information to its stakeholders, regulators, and community.

Emissions and Climate Change

Commitment to Methane Emissions Reduction

Natural gas is the catalyst for a more sustainable future. No fuel has contributed more to our country’s leadership in emission reductions than natural gas. Replacing higher emitting fuels with this resource produced safely in the Appalachian Basin is the best option to meet growing energy demand while furthering environmental progress.

The Appalachian Basin is the lowest methane emission intensity basin in the United States, and CNX is a leader in the basin in driving meaningful methane emission reductions.

Since 2021, executive compensation has been tied to annual methane intensity reduction targets through our Long-Term Incentive program, thereby explicitly linking pay to ESG performance. For the second straight year, CNX has outperformed against these targets and—due to the strength of our team and their commitment to innovation and continuous improvement—we are confident that we can achieve our future milestone reduction goals by focusing on efficiency and utilizing new technology.

We have established an Emission Reduction Task Force (ERTF) consisting of members from various operational, environmental, engineering, and data management teams to focus on reduction of CNX’s methane emissions. The ERTF meets regularly to prioritize opportunities with the greatest potential to impact CNX’s overall emission footprint.

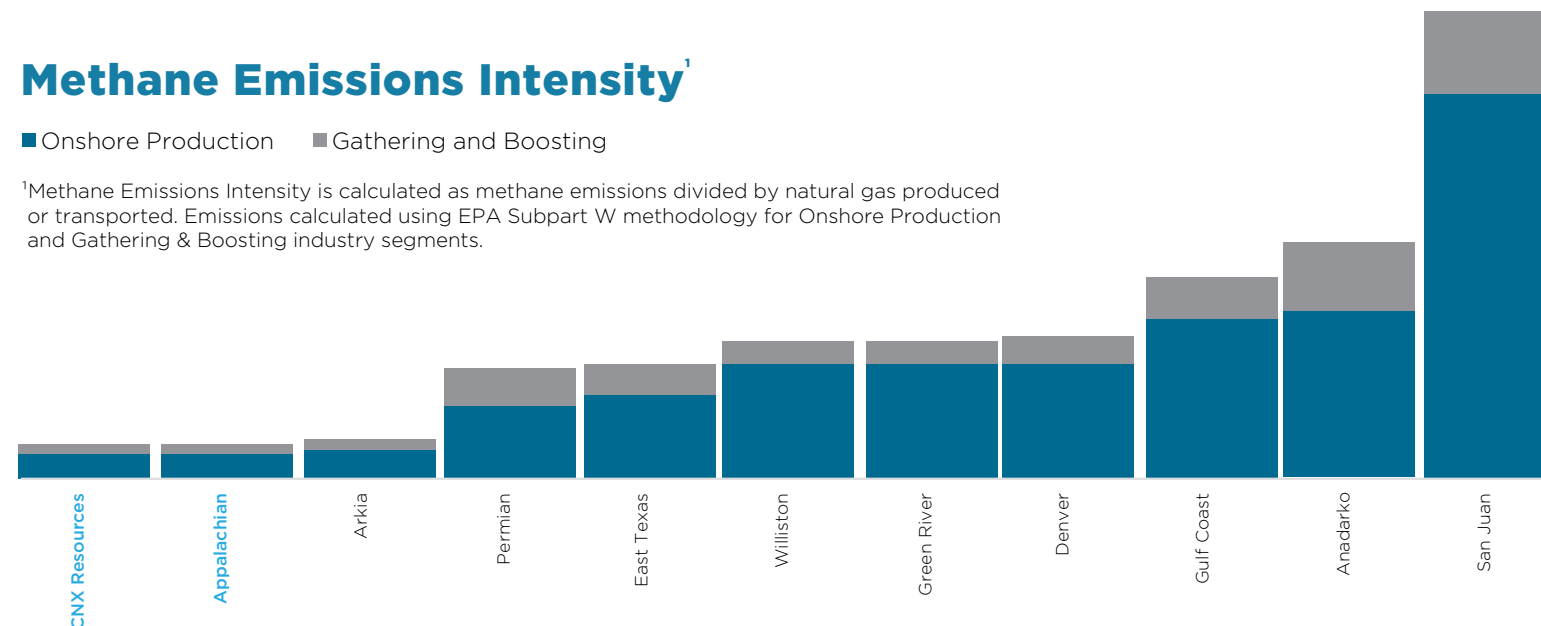
Since 2020, through the end of 2022, we have produced 2 quadrillion BTUs of life-sustaining energy—enough equivalent energy to power 8 million homes per year²—while reducing our operational methane intensity by 32% in our production segment and by 52% in our gathering and boosting segment. These improvements were primarily achieved by controlling vented emissions from our dehydration units and pneumatic devices by rerouting the vented gas to ground flares and other process uses. We also focused on managing the emissions related to water handling during well completions and well liquid unloading events, which led to significant reductions.

²US EIA and [2021 Housing Units in the United States](#)

Methane Emissions Intensity¹

■ Onshore Production ■ Gathering and Boosting

¹Methane Emissions Intensity is calculated as methane emissions divided by natural gas produced or transported. Emissions calculated using EPA Subpart W methodology for Onshore Production and Gathering & Boosting industry segments.

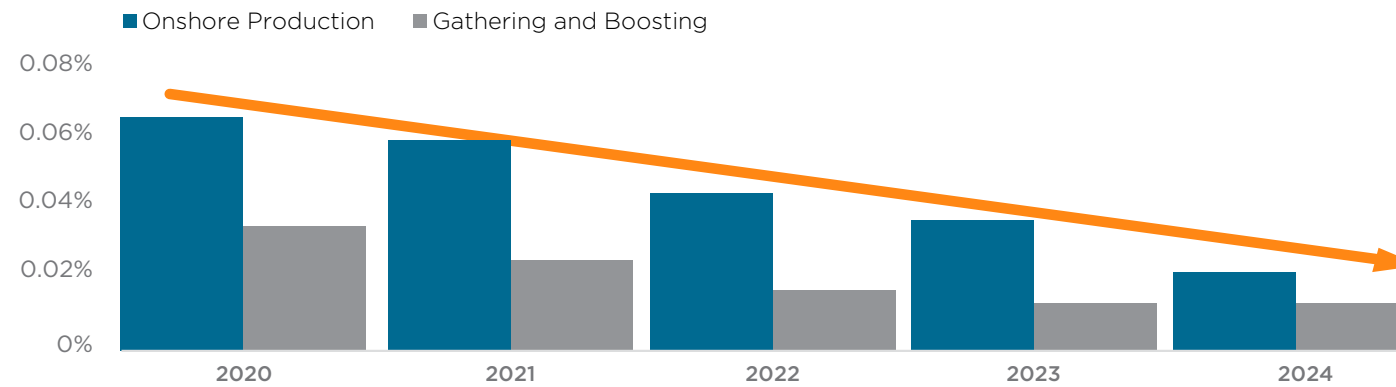


VentHawk, Pneumatic Vent Gas Capture & Control Technology

CNX has implemented innovative pneumatic vent gas capture and control technology to significantly reduce fugitive methane emissions. Known as the VentHawk system (patent pending) this technology controls and captures vent gas from pneumatic controllers on gas processing equipment to use as a fuel source. We are anticipating reductions in fugitive methane emissions to be nearly 1,000 metric tons (25,000 metric tons of CO₂e) per year.

In 2023, we have committed to allocate \$7 million of capital investment to methane reduction efforts. This capital will be used to make changes to our pneumatic devices and our liquids unloading procedures that we expect to result in an annualized methane reduction of 70,000 tons CO₂e by the end of the year. The resulting projected methane intensities maintain our position as a leader in the lowest emission basin in the United States.

Methane Intensity By Segment¹



¹Methane Emissions Intensity is calculated as methane emissions divided by natural gas produced or transported. Emissions calculated using EPA Subpart W methodology for Onshore Production and Gathering & Boosting industry segments.

Future goals through 2024 are to reduce both our production and our gathering and boosting segment methane intensities to approximately 0.02% or lower. This would result in approximately 67% and 59% reductions, respectively, since 2020.

In addition to our operating methane emission reductions, CNX actively reduces methane emissions from other industries through our waste methane abatement initiatives. We capture waste methane totaling approximately 5.7 million tons CO₂e, which is significantly more methane than we emit from our operating activities. This is residual waste methane that is otherwise vented to the atmosphere during the mining process. Methane emissions from mining activities represent nearly 10% of all U.S. methane emissions. Instead of releasing this methane to the atmosphere, CNX captures, processes, compresses, and transports this waste methane to market for beneficial use—one of only a handful such projects in the nation.

CNX continues to drive improvements to our operating workflows, practices, and procedures in production and midstream operations to go beyond regulatory requirements. For example, our leak detection and repair (LDAR) process utilizes software applications that we have developed to provide automated repair work order notification and tracking upon any leak detection. This process allows for timely repair of leaks well within regulatory requirements. We also seek to achieve much earlier and more effective detection of fugitive emissions and mitigate leaks at the source, expeditiously. We utilize multiple early detection devices, such as drone technology and OGI camera surveys, and are piloting new technologies such as satellites and passive ground detection systems.

CNX's Regulatory Reporting Group is responsible for enhancing our regulatory and environmental compliance data management processes. Given the importance of environmental data integrity and transparency and validation of emissions data, we created this new team devoted to non-financial regulatory data gathering, validation, and reporting. As evidenced by our first-of-its-kind quarterly emissions report, this has improved the timeliness, reliability, and accuracy of our reports, providing emissions data to stakeholders and improving our environmental performance as we utilize the data in our operations. We intend to share best practices with peer companies developing similar processes to help lead the domestic energy industry in this important arena.

“Appalachia can be the launchpad to a more efficient and sustainable future catalyzed by lower carbon intensity natural gas. This proud region and its people should be the solution to deliver reliable and affordable energy—our region’s abundant energy resources can and must be used more effectively to prioritize the improvement of the human condition, the environment, the nation, and the world.”

—Yemi Akinkugbe

CNX Chief Excellence Officer

Commitment to GHG Emissions Reduction

CNX's GHG emission reduction efforts also include:

- Adopting green completions across all of our operations, in which gas produced during flowback operations is captured, rather than being vented to the atmosphere.
- Improving our environmental management information system by leveraging existing supervisory-control and data acquisition systems to further automate data collection.
- Installing emissions controls on tanks and storage vessels located at unconventional well pads.
- Reducing fugitive methane emissions from pipeline pigging activities via predictive maintenance, redesigned work procedures, and state-of-the-art methane capture technology.

Electric Frac Fleet

CNX was a first mover in the Appalachian basin on all-electric frac spreads, phasing out the use of diesel frac fleets in early 2019. We are now at 100% electric frac fleet usage in our shale completion operations. This not only reduces CO₂ emissions from our operations, but also has the added benefit of helping CNX achieve its safety, cost savings, and operational efficiency targets, and reduces noise pollution.

Innovative Technology Partnership Seeks to Eliminate Emissions While Enhancing Power Reliability

CNX and ICE Thermal Harvesting, LLC (ICE) have partnered on a pilot project to generate 100% emission-free, locally sourced power for use in CNX's operations.

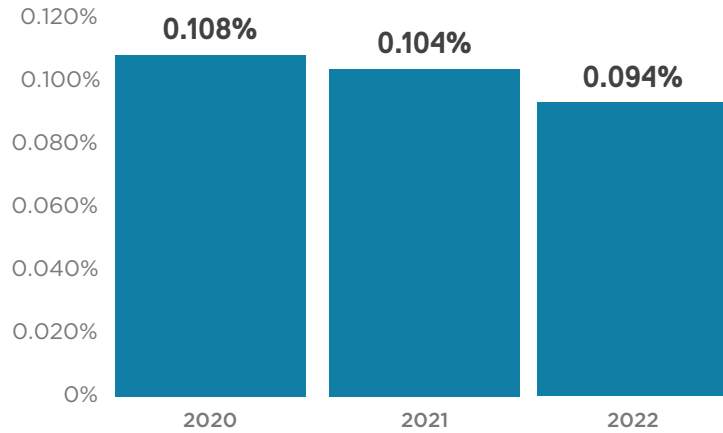
Underway at CNX's Dry Ridge compressor station in West Virginia, Phase One of the project captures and converts engine exhaust heat produced at the compression site to supply ICE's patented heat-to-power systems. Once fully implemented, the innovative technology project will produce approximately half a megawatt of clean and sustainable electricity to power CNX's operations. The project will reduce 1,325 metric tons of CO₂ annually during Phase One, scaling up to a reduction of nearly 4,000 metric tons of CO₂ annually throughout later phases.

DID YOU KNOW?

Utilizing more natural gas in the power sector, Pennsylvania has reduced electricity-related carbon emissions by 40% since 2005.

Sources: [State Energy-Related Carbon Emissions by Sector](#), US EIA, 2022; [Pennsylvania State Energy Profile -Electricity](#), 2022

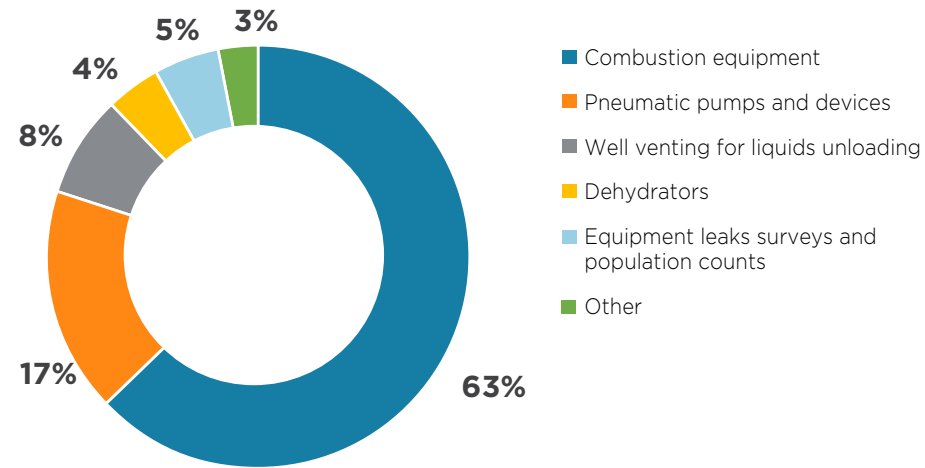
CNX Resources Consolidated Scope 1 CO₂e Intensity



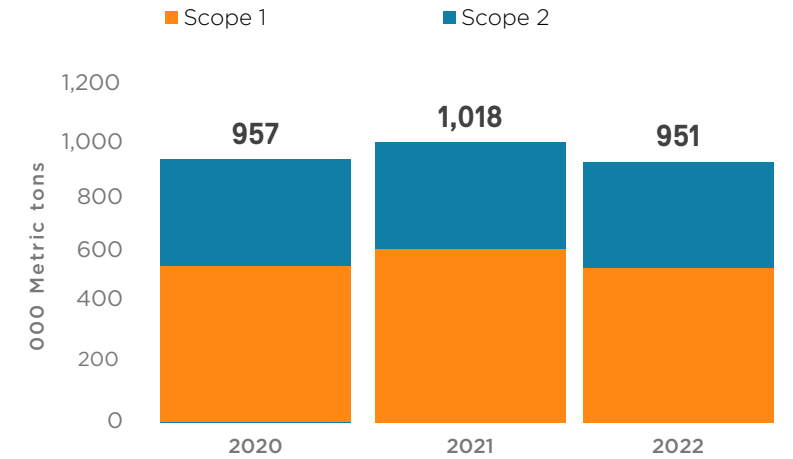
¹CNX Consolidated Scope 1 Intensity derived from combined EPA Subpart W filings for Onshore Production and Gathering & Boosting segments.

²CO₂e Intensity calculated as tons of CO₂e emissions/ (tons CO₂e production + throughput).

2022 Consolidated Scope 1 Emissions (CO₂e) by Source



Consolidated CO₂e Scope 1 & 2 Emissions



¹Scope 1 emissions were reported under Subpart W of EPA Greenhouse Gas Reporting Program, which is consistent with the GHG Protocol's standards. Total GHG emissions reported consist of the following pollutants: CO₂, CH₄, and N₂O. Certain categories under the Subpart W regulations provide for exclusions for de minimis emission sources, of which the emissions from such sources are also excluded from the above table.

²Scope 2 emissions were derived from the EPA's Greenhouse Gas Inventory Guidance for the Indirect Emissions from Purchased Electricity.

³Scope 1 and 2 emissions include both Production and Gathering & Boosting activities.

Since the end of 2020, CNX has achieved 86,000 tons of targeted reduction in CO₂e through its methane mitigation strategies. We intend to reach our targeted 200,000 tons CO₂e reduction by the end of 2025 by continuing these efforts. These reductions have led to a 13% decrease in our Scope 1 CO₂e intensity over the last two years.

Alternative Energy Certificates

CNX owns a 50% stake in a renewable power generation facility in Buchanan County, VA. This facility currently utilizes coal mine methane (CMM) captured by CNX. Policy makers have recognized the environmental value of CMM by awarding Alternative Energy Certificates for the PJM market. Coal mine methane is typically released into the atmosphere. By virtue of utilizing this captured CMM for power generation and delivering that power into the PJM market, the facility generates Pennsylvania Public Utility Commission Tier 1 alternative energy certificates (AEC). In 2022, the facility delivered 331,661 MWH of electricity to the grid and generated equivalent AECs in the process.

Responsibly Sourced Gas (RSG)

Producers and buyers of RSG, a differentiated gas commodity, want to understand the environmental footprint of the molecules they sell or purchase. This requires documentation, tracking, and book-and-claim capabilities.

CNX is engaged with Project Canary, who delivers auditable and verifiable environmental attributes for RSG and publishes those results to a registry that offers transparency to stakeholders. We conduct monitoring at our production facilities that represent nearly one-third of the gas we sell to market and have received Project Canary's highest rating (Platinum) for some sites. Obtaining the platinum level rating entails undergoing an environmental assessment, utilizing continuous monitoring technology, and quantification of methane emissions intensity.

CNX is also pursuing to engage with a blockchain-based emissions accounting provider that transforms verified environmental attributes into digital tokens, making the buying and selling of these assets significantly easier and more trustworthy.

PROJECT
CANARY



Air Quality

Our overall GHG emissions reduction strategy also provides a co-benefit reduction of non-GHG emissions including volatile organic compounds (VOC), nitrogen oxides, particulate matter, and sulfur oxides. We have adopted control technologies that specifically limit these emissions and the ground-level ozone that has been attributed to them. The sources of the emissions where these technologies are applied include natural gas-driven continuous bleed pneumatic controllers, natural gas-driven diaphragm pumps, reciprocating compres-

sors, centrifugal compressors, fugitive emissions components and storage vessels installed at unconventional well sites, and gathering and boosting stations. In most situations, our techniques are more stringent than those recommended by the U.S. EPA to attain and maintain the ground-level ozone National Ambient Air Quality Standards (NAAQS).

Air emission (Metric tons)	2020	2021	2022
Nitrogen oxides (NOx)	589	680	586
Sulfur oxide (SO2)	3	4	3
Volatile organic compounds (VOC)	913	982	633
Hazardous air pollutants (HAP)	84	106	163
Particulate matter (PM)	29	38	35
Carbon monoxide (CO)	236	271	247
Formaldehyde	15	17	23



Water Stewardship

According to the World Resources Institute Aqueduct Water Risk Assessment of oil and gas, CNX operations currently have an overall low to medium water risk. In the Appalachian basin, water is an abundant resource, but not one that CNX takes for granted. While CNX does not operate in any high baseline water stress areas, we understand our responsibility to manage water in an efficient and compliant manner for the betterment of the environment, and all stakeholders. CNX optimizes operations to minimize the potential impact on water resources.

Water Management Process

Large volumes of water are injected as the primary medium during hydraulic fracturing. The industry has traditionally used freshwater for these activities, which created both a sourcing and water resource allocation challenge. Produced water is a by-product of natural gas production. Historically, disposal of this produced water has been a challenge for the industry. CNX led the industry towards a solution to reuse of produced water through significant capital investments and a thorough review of the science and engineering of hydraulic fracturing.

CNX continues to invest in water pipeline infrastructure, with a significant network of over 1,400 miles. Transporting water through pipelines reduces the risks and carbon footprint associated with transportation by truck, while minimizing our impact on our community and the environment in Appalachia.

We have an established water team as part of our midstream operations that oversees our water needs, infrastructure, logistics, and third-party business. This leads to more effective decision-making and management of this resource, one that is central to CNX's business and processes. Our waterline system has the potential to serve other nearby operators, creating additional economic benefit to CNX. We embrace our water Responsibility, take Ownership, and strive for Excellence as we seek to maximize the value of this critical resource. We continue to employ a risk-based, lifecycle approach to managing water through which we carefully assess and work to mitigate any potential impacts on water resources.

In 2022 CNX installed its first fiber optic monitoring system for waterline leak detection. This waterline is monitored around the clock in our Real Time Operations Center and any unusual readings are immediately investigated so that potential water leaks can be quickly and effectively resolved. Pending continued favorable results, CNX plans to continue to install fiber-optic monitoring on waterlines in the future.

Reducing Fresh Water Use

CNX reuses produced and other wastewater to minimize the need for freshwater. We now **reuse or recycle more produced water than we produce ourselves**, by consuming produced water from our peers and reducing the environmental impact of our activities beyond our own footprint. CNX blends, treats, and recycles water at a variety of locations providing recycled produced water to our operations for use in drilling and completions. These recycling efforts reduce freshwater use, and they also limit the amount of water disposed via injection wells, turning what has traditionally been a liability into an asset.

By managing water as a valuable asset, CNX fully deploys its values of Responsibility, Ownership, and Excellence in daily water operations.

- 47% reduction in fresh water use since 2018
- 72% water recycling rate
- 0.06 fresh water intensity rate
(fresh water consumed/annual production)
- Produced water recycled and reused 102%
(includes 3rd parties)

Water Quality and Protection

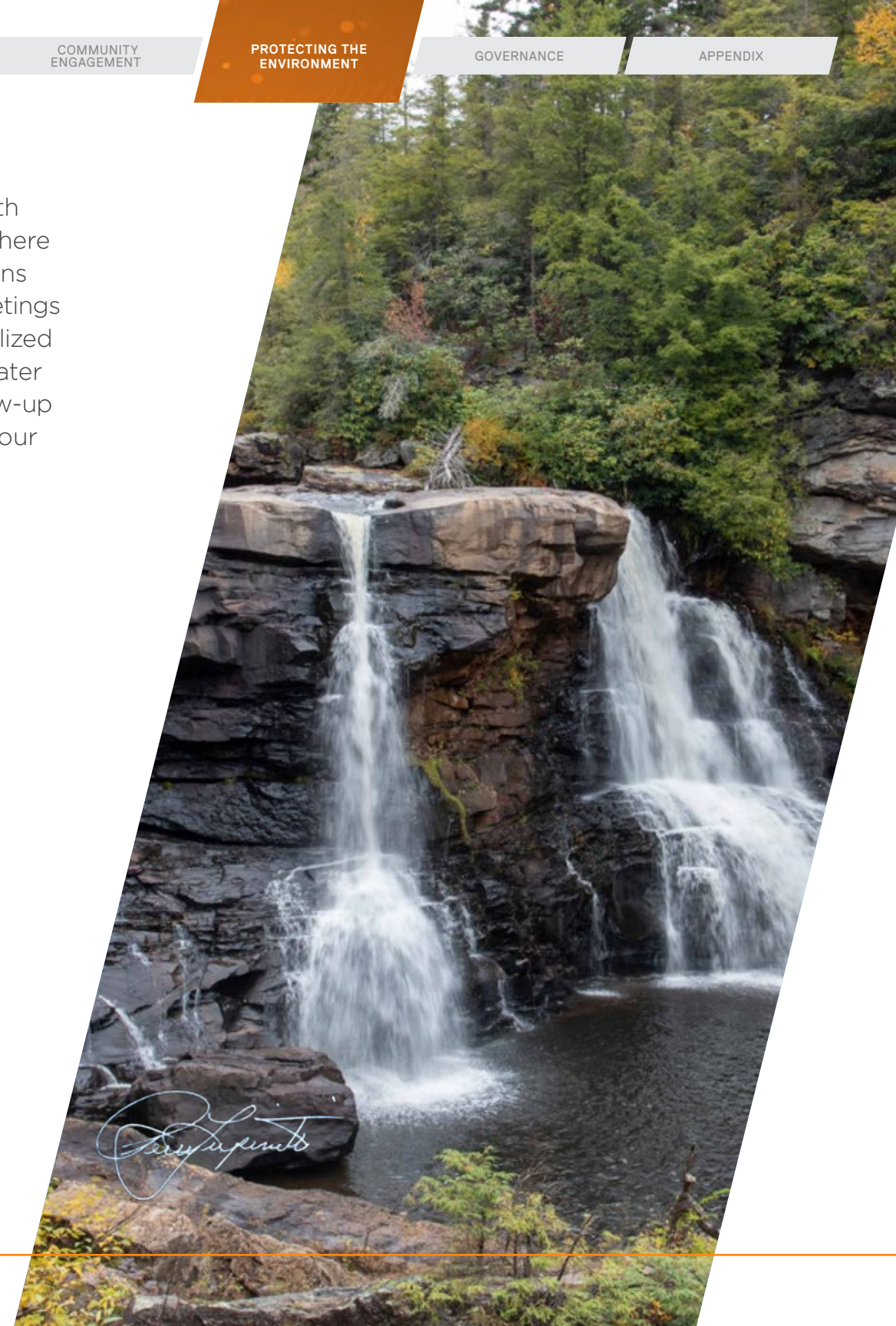
The protection of water quality within all areas of operation is of the utmost importance and CNX is committed to its protection. CNX has been conducting both baseline water testing ahead of activity, and follow-up testing on nearby sources throughout the lifecycle of well development for more than a decade. CNX uses third-party environmental consultants to collect water samples and the samples are analyzed at state-certified laboratories against a list of parameters that go beyond regulatory requirements. In addition to maintaining these records, CNX shares the results with the landowners and state regulatory agencies.

CNX strives to ensure every landowner understands their water quality results, works with our consultants to provide opportunities to review and inform water purveyors of our findings before activity begins, and educates the public on the steps we take to ensure groundwater quality is preserved throughout the well development process. This begins with designing, constructing, and operating our wells utilizing advanced technology, leading industry practices, and stringent product specifications to exceed the requirements for wellbore integrity and groundwater protection. Every well that is developed utilizes an impermeable steel casing system to prevent impacts to shallow drinking water zones and integrity is monitored throughout development by inspections and wellbore logging. Multiple pressure tests performed throughout well development also ensures integrity.

We take each and every concern expressed by a landowner seriously and have a team of individuals, comprised of internal and external environmental scientists and hydrogeologists dedicated to quickly respond to any concerns. We initiate an investigation within 24 hours of any suspicion of groundwater contamination reported to us within our operational area. This includes notifying regulatory agencies, initiating additional sampling to assess the nature of water quality complaints, and taking appropriate steps to ensure concerned stakeholders have access to safe drinking water while an assessment is made. Additionally, we work closely with the regulatory agencies to report known water concerns outside of the window of our operational responsibility, to ensure all stakeholders have their concerns addressed and know

their drinking water source is safe. CNX engages with external stakeholders in a variety of ways to ensure there is an open line of communication for voicing concerns related to our activity. This includes face-to-face meetings with our team of professional Land Agents, individualized mailings from our permitting team explaining our water baseline and lifecycle well testing procedure and follow-up with contact information, and the ability to contact our Community Relations team by email

CommunityRelations@cnx.com
or phone, 724-485-4998.



Waste Management

CNX is committed to the effective management of waste materials—including recycling and reuse.

For materials that can't be recycled, we follow individual waste management plans, and have processes for transportation, treatment, and disposal in compliance with regulatory requirements. This ensures a consistent compliant approach to waste management. Our service providers must also abide by our standards and comply with all regulations. Service providers supporting waste management activities and approved final waste disposal locations are subject to rigorous oversight by CNX's QHSE team and are routinely audited to ensure compliance with CNX's strict standards and expectations on this front.

CNX's primary waste streams are solid waste, from drilling residuals, also known as rock cuttings, and produced water. CNX utilizes industry best management practices, such as closed-loop systems to manage and allow for reuse of drilling mud which gets separated from the drill cuttings during this process. CNX continues to research beneficial reuse opportunities for drill cuttings to reduce demand on landfill capacity. We also handle sensitive materials that require specialized disposal for the health and safety of our employees, service providers, and the community. Naturally occurring radioactive material (NORM) can occur in small concentrations in the rock formations we encounter. Our program—including site specific Radiation Protection Plans, where required—specifies procedures for proper detection, handling, and disposal of these materials.

Elements of our waste management program include:

- Waste characterization
- Data collection and reporting
- Proper storage, handling, and transporting of waste (manifest tracking)
- Tracking for reuse or disposal
- Identifying recycling opportunities
- Maintaining regulatory
- Audit and oversight

Impacts to Biodiversity

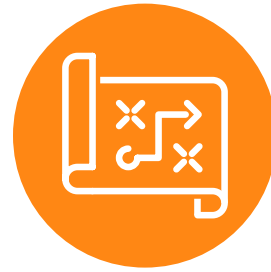
The Appalachian basin is home to regionally and federally threatened and, in some cases, endangered species. Some of these species are known to occur in CNX's operational footprint. CNX recognizes these species as stakeholders in our operational activity and works to ensure our operations do not adversely impact these species and their habitat. Our overarching goal is to minimize operational impact and leave the land where we operate in a better condition than we found it.





Identify

During site planning and development, we identify wildlife, habitats, and areas with high biodiversity or conservation value and take a proactive approach to reducing potential impacts to environmentally sensitive areas and endangered species. Our first priority is gaining awareness of these locations. CNX has evaluated the publicly available protected conservation and endangered species habitat data and determined that approximately 30% of CNX proved reserves and 43% of CNX's probable reserves are located within five kilometers of these habitats.*



Assess

CNX conducts thorough assessments consulting with internal and external resources, including U.S. Fish and Wildlife Service, other state land management agencies, and professional consultants, and ecological subject matter-experts as part of our pre-operational planning process. This allows us to identify potential issues up front. CNX's current operating footprint does not overlap with any globally or internationally recognized areas of importance. We continue to assess these aspects and are committed to taking appropriate action if we determine our operations overlap with these or other areas with biodiverse significance. We evaluate new sites utilizing available habitat tools and are aware of the areas of proposed development in our core operating area that will occur near habitats of rare, endangered, protected flora and fauna species. Coordination to avoid, minimize, or mitigate these habitats begins long before operations are put into motion. The following table represents a few of the known species of concern we anticipate encountering and protect in our core operating area:

Species of Concern	1st Tier of Protection	2nd Tier of Protection
Running Buffalo Clover	Avoidance	Approved Relocation Plan with monitoring
Tricolored Bat, Little Brown Bat, Northern Long Eared Bat & Indiana Bat	Avoidance	Seasonal tree clearing restrictions, and/or other approved monitoring plan
Bald Eagle	Avoidance	Approved Eagle Protection Plan mitigating impacts to nests, roosting, foraging, wintering areas
Any protected mussel or clam (Rayed Bean Mussel, Long-solid Mussel, Pink Mucket Mussel, Sheepnose Mussel, Snuffbox Mussel, etc.)	Avoidance	Approved Relocation Plan with Monitoring

*These percentages were developed using regional publicly available species habitat and conservation data related to CNX's specific operational acreage areas while also including recommended datasets from the SASB, International Union for Conservation of Nature (IUCN) Protected Areas (categories I-VI), Ramsar Wetlands of International Importance, UNESCO World Heritage Sites, Biosphere Reserves recognized within the framework of UNESCO's Man and the Biosphere (MAB) Programme, Natura 2000 sites, and sites that meet the IUCN's definition of a protected area. In generating our analysis of potential impacted areas, we used the data available and overlapped it with our proved and probable reserves using Geographic Information Systems (GIS).



Manage

For areas with significant importance from a biodiversity standpoint, including wetlands, wildlife habitat, old growth forests, and areas that are potentially home to threatened and endangered species, CNX develops management plans that prioritize avoidance of these locations. Our team proactively engages with state and federal agencies to preserve habitat areas while minimizing any direct impacts. Working directly with agencies and environmental scientists, CNX ensures that protected conservation areas and endangered species are identified early during project development, while also taking steps to reduce the likelihood of habitat or operational impacts. Since most of our future project areas are also areas where other human development—in the form of roads, housing, and other commercial or industrial activity—is present, we see an opportunity to partner

with agencies and other community stakeholders to minimize cumulative impact on habitats. This land management approach paired with our focus on spill prevention and robust monitoring and protection programs are the primary ways we safeguard biodiversity. Failure to manage these aspects can result in non-compliances and potentially Notices of Violation from regulatory agencies. We closely evaluate our potential for non-compliance and carefully investigate each violation to ensure corrective actions are put in place to protect biodiversity, and public health and safety.



Mitigate

If avoidance is not a possibility, agency approved mitigation activities are developed and tailored to the environmental needs for specific sites and species. This includes decreasing our activities during certain times of the year or planning activity at a further distance from water sources. Additionally, we adjust project designs to co-locate infrastructure within existing facilities to maximize the use of existing roadways, access roads, utilities, and existing non-wooded areas.



Perry Lupinetti

On any given day, Perry Lupinetti can be found getting up close and photographic with Pennsylvania wildlife. A Corrosion Control Specialist with the CNX Midstream group, Perry inspects and tests natural gas pipelines both above and below ground to guard against everything from organic deterioration to lightning strikes. His keen eye and precise equipment ensure the safe, continuous operation of our pipelines. It's the same approach he takes to nature photography, which is a passion he's been pursuing for the last 40 years.



Buck beside the access road to DeArmitt well pad



Fox alongside the Gaut well pad

Perry's work around CNX's reclaimed production and gathering assets takes him into proximity with lots of beautiful wildlife - hawks, eagles, minks, turtles, foxes, bears, and countless deer—many of which he has captured on camera. "I've seen more than 50 bears during my time on the pipelines," he said. "I see eight, ten, and twelve-point bucks every year."

As Perry traverses rural access roads and rights-of-way, he does so with his camera in tow in case he has an opportune encounter. "I love working outside," he said. "In this job, typically I'm in a vehicle so I can keep the camera right there with me."



Fawn by the Kuhns pipeline



Buck beside a compressor station

As Perry crosses ten years-of-service with CNX, he has a significant portfolio of photos and an outstanding track record of helping to provide energy for the Appalachian region and beyond.

“Importing energy [to the US] has never made sense to me,” Perry said. “We have the best environmental regulations here. We do it better than anyone in the world and we can actually take care of the environment. Why not make it here?”

Want to see more of Perry’s photos? Google Perry Lupinetti or find him on Facebook.

Governance



Strong corporate governance and a culture of compliance are the foundation of our Sustainable Business Model, which drives innovation to pursue emerging opportunities while managing risk, operating responsibly across the enterprise, and creating sustainable long-term value for our shareholders. CNX's rigorous corporate governance structure ensures that we uphold our values of Responsibility, Ownership, and Excellence in all aspects of our business.



CNX's corporate governance structure starts with our Board of Directors (Board), which delegates responsibility for various governance topics to its four committees. Comprised of the Audit Committee, Compensation Committee, Nominating and Corporate Governance (NCG) Committee and Environmental, Safety and Corporate Responsibility (ESCR) Committee, the Board's committee structure helps ensure sound governance in all aspects of our business.

The ESCR Committee addresses various topics associated with environmental, safety, and corporate responsibility matters. This committee reviews (i) any material compliance issues with health, safety, and environmental laws, (ii) any material pending or threatened administrative, regulatory, or judicial proceedings regarding health, safety or environmental matters, (iii) management's response to the foregoing matters and (iv) issues of corporate responsibility and security (including cybersecurity). Each member of the Board also serves as a

member of the ESCR committee, ensuring a comprehensive view of the issues facing the company on these matters. Further details on this and other committees can be found in CNX 2022 Proxy Statement here

[!\[\]\(0d5ec72f61334709c3fc9450209b754f_img.jpg\) *Proxy Statement*](#)

CNX's executive leadership team sets clear, measurable goals regarding operational conduct and help drive the strategy, innovation, and performance that underscores our company culture and values. The executive leadership team is also responsible for assessing and managing day-to-day risk and communicating those risks to our Board.

At CNX we believe that strong corporate governance goes hand in hand with fostering long-term operational and financial performance. Maintaining focus on these principles helps promote long-term, sustainable success for our business, and in turn, our shareholders.

Board of Directors

CNX's Board of Directors (Board) sets the tone for CNX's corporate governance policies and oversees our risk management policies and practices. The Board regularly reviews our governance policies to ensure that we follow applicable laws and regulations and encourages applying best practices across CNX's business. Examples of our Board's strict adherence to a strong corporate governance model include:

- Declassified Board with all directors subject to individual election (no slate voting) on an annual basis
- Independent Board Chair
- Committee chairs and committee members are all independent (except for the ESCR Committee, which includes all of our directors)
- Majority voting for directors in uncontested elections
- Executive sessions held by independent directors at regular Board and Committee meetings
- Continuous Board education via regular engagement with experts on emerging practices, technologies, and trends
- Direct engagement between independent directors and shareholders
- Annual self-evaluation of Board, committee, and director performance
- Regular risk assessments and review of risk management policies and procedures
- No dual-class shares
- Executive incentive compensation clawback policy
- Business Code of Conduct and comprehensive ethics and compliance program applicable to both directors and all employees
- Stock ownership guidelines for executives and directors
- Prohibition on hedging or pledging of company securities
- Rooney Rule for director search process (ensures consideration of candidates of gender and racial/ethnic diversity)

Board of Directors Experience and Skill Set

Our directors bring diverse talents, experience, and sound judgment in areas that drive long-term per share value creation. Below is a summary table encapsulating a few of the skills our directors possess and a brief description of the importance of each.

	Senior Officer/ Leadership	Finance/ Accounting	Industry/ Technical	Business Strategy	Legal	Risk Management
Robert O. Agbede	●		●	●		●
J. Palmer Clarkson	●	●	●	●		●
Nicholas J. Deiuliis	●	●	●	●	●	●
Maureen E. Lally-Green	●				●	●
Bernard Lanigan, Jr.	●	●		●		●
Ian McGuire	●	●		●		●
William N. Thorndike, Jr.	●	●		●		●

*The lack of a mark in a specific category is not indicative of a director lacking that particular skill. Indeed, we rely on the unique knowledge and experience of all our directors in each of these categories (and others). To the contrary, the above table is merely meant to illustrate areas of expertise in which certain directors are particularly prominent and qualified to provide guidance to CNX.

Senior Officer/Leadership Experience: CNX values directors with senior leadership experience that can provide valuable insights about and practical solutions to common issues facing the Corporation and the natural gas industry at large.

Finance/Accounting Expertise: Directors with backgrounds in financial services and accounting bring tremendous value to our Board when advising on strategic capital allocation decisions and in analyzing public company reporting requirements.

Industry/Technical Expertise: We believe that technical expertise, including those directors with a background in engineering, and in particular experience in the natural gas industry, is particularly beneficial to our Board as it considers operational performance and other issues specific to our business.

Business Strategy Expertise: Many of our directors possess decades of experience successfully guiding businesses through strategic decision-making processes. CNX leverages this breadth of experience to assist in developing strategies to help it achieve its long-term goal of creating shareholder value while simultaneously enhancing our communities and delivering energy solutions for today and tomorrow.

Legal Expertise: We value directors with legal skills and a history of promoting compliance with all aspects of internal policies and external regulations and laws applicable to our business.

Risk Management Expertise: Identifying, assessing, and mitigating risk is a core principle of any successful business. This is why CNX seeks out directors with a deep understanding of the existing risks that our business faces and the ability to quickly identify and address new risks that may arise.

Board and Executive Management Diversity

As set forth in our NCG Committee Charter, the NCG Committee expressly considers an individual’s diversity of background, including specifically diversity of gender and race or ethnicity in connection with its review of potential candidates for Board membership. To the right is a matrix demonstrating the current composition of our Board, 29% of which consists of directors self-identifying as diverse in either gender or race/ethnicity. CNX maintains a small, tight-knit Board that fosters nimble decision-making, and we strive to preserve that dynamic while constantly evaluating ways to ensure that our Board remains inclusive of diverse backgrounds and viewpoints.

Total Number of Directors (7)

	Female	Male	Non-Binary	Did Not
PART I: GENDER IDENTITY				
Directors	1	6	—	—
PART II: DEMOGRAPHIC BACKGROUND				
African American or Black	—	1	—	—
Alaskan Native or Native American	—	—	—	—
Asian	—	—	—	—
Hispanic or Latinx	—	—	—	—
Native Hawaiian or Pacific Islander	—	—	—	—
White	1	5	—	—
Two or More Races or Ethnicities	—	—	—	—
Did Not Disclose Demographic Background	—	—	—	—



CNX increased the diversity of its Board in January of 2022 with the addition of Mr. Robert Agbede. Mr. Agbede’s adds to the Board an extensive wealth of business management and executive leadership experience across a career spanning 40 years. His unique blend of energy industry experience and experience developing new technologies makes him the epitome of an energy entrepreneur and an invaluable asset to our Board.

Executive Management Diversity

Additionally, 83% of our CEO direct reports self-identify as either gender or racially/ethnically diverse. Consistent with its commitment to increasing diversity on its Board, CNX has added three diverse members to its executive management ranks since late 2021.



Nick Deiuliis

*Chief Executive Officer
and President*



Navneet Behl

Chief Operating Officer



Alan Shepard

Chief Financial Officer



Hayley Scott

Chief Risk Officer



Ravi Srivastava

*President,
New Technologies*



Olayemi Akinkugbe

*Chief Excellence
Officer*



Alexander Reyes

*General Counsel and
Corporate Secretary*

Echoing the historic makeup of our Appalachian region and the immigration story that it was built on, four members of the seven-member executive management team are first-generation immigrants with mother countries of India, Nigeria, and England; another member is a second-generation immigrant with parents emigrating from the Philippines; and the remaining two have long multi-generational roots in the region.

**“Truth be told, the journey was never easy, and still isn’t.
I am a first-generation immigrant and to see how far I have
come in the company is a testament to the team around me.”**

—Olayemi Akinkugbe, Chief Excellence Officer

Pay for Performance and ESG Metrics

CNX’s commitment to strong corporate governance is embedded in our employee compensation program, which closely aligns pay with performance and extends across the entire company. Our compensation philosophy provides for a competitive base salary to attract strong talent, an annual bonus (STIC) to align and motivate all employees around near-term company targets, plus a long-term incentive plan (LTIC) that focuses management on strategic multi-year delivery and long-term value creation through share-based awards, including restricted stock units (RSUs) and performance share units (PSUs) as illustrated here:

Compensation Structure



Annual bonus metrics are rigorously vetted and reflect the building blocks that support long-term value creation. Our corporate scorecard incorporates ESG metrics, which ensures alignment between the Board’s priorities and our performance. Strong safety and environmental performance are critical to CNX leadership, management, and—as our ongoing stakeholder dialogue reveals—to our investors and other stakeholders as well.

Annual methane intensity reduction goals have been included in the LTIC program since 2021, explicitly linking pay to ESG performance. Details of our compensation structure, including performance-based “ESG Units” are outlined in more detail in CNX’s proxy filing [Proxy Statement](#). The strength of our team and their commitment to innovation and continuous improvement gives us confidence that we can achieve ESG milestones by focusing on efficiency and utilizing new technology.

Risk Management

Risk management is a central part of our overarching strategic management process.

Our risk management culture starts at the top. Regular presentations from subject-matter experts keep the Board and its committees apprised of material risks affecting the Company, including economic, environmental, and social issues. The risk management strategies adopted by the Board are translated into corresponding policies and operational procedures which ensure effective management and accountability. Employees throughout the organization are trained and incentivized to mitigate risk and put compliance into practice. Our Chief Risk Officer (CRO)—a new position in 2022—reports to the CEO and works closely with the operational, financial, and legal teams to identify, assess, and mitigate strategic, operational, compliance, and reputational risks to CNX. The CRO provides centralized oversight of risk and works closely with the various disciplines in the company to develop risk management and compliance programs at the levels where day-to-day risk management is paramount.

ESG Oversight

ESG matters are embedded in our Enterprise Risk Management, with oversight from the CRO and support from our Sustainability Committee. This cross-functional leadership team evaluates our ESG performance against our stated targets and drives continuous action and initiatives within their corresponding departments to ensure progress against our goals. CNX's Emission Reduction Task Force (ERTF) includes members from various operational, environmental, engineering, and data management teams, and focuses on continually reducing and improving our emissions footprint. The task force is evaluating innovative technologies and processes that target areas with the most significant methane reduction potential. Both the Sustainability Committee and the ERTF report up through executive management.

The Chairman of our Environmental, Safety, and Corporate Responsibility Committee—whose membership includes all CNX board members—has formal oversight of ESG issues at the Board of Directors level. Executive management provides regular updates to this committee on matters relating to corporate responsibility, including material topics outlined throughout this report. CNX's consideration and assessment of ESG matters extends well beyond the board room and includes all experts at all levels of the company with clear avenues of elevation to company management.

Data Protection and Cybersecurity

During 2022, CNX made substantial investments in talent, tools, and service partners which helped expand and mature our cybersecurity program. The Cybersecurity team meets regularly with senior management to discuss program governance and provides periodic updates to the Board. Cybersecurity reports through the Chief Information Officer who reports to the Chief Risk Officer.

A risk-based cybersecurity program is essential to protect all categories of data, information systems, operational technology, and critical infrastructure from theft and damage. Cybersecurity threats can target any level of our organization and come from different sources including individuals, adversarial organizations, organized crime, and state-sponsored threat actors. Cyberattacks may also try to compromise data integrity—destroying or changing data—to create confusion and disrupt operations. CNX works closely with cybersecurity experts, government agencies, and law enforcement to evaluate threats and follow the guidelines from the National Institute of Standards and Technology (NIST) Cybersecurity Framework.

CNX's cybersecurity program includes awareness training and testing to educate employees and contractors about common threats including social engineering, phishing, ransomware, and other methods used to infiltrate systems, steal sensitive information, and damage critical infrastructure. In addition to awareness training and testing, we operate continuous monitoring systems and teams that include a security operations center staffed around the clock, continuous vulnerability scanning, and regular penetration testing.

Our incident response team regularly conducts simulated cyber incidents to practice identification, containment, eradication, and recovery procedures. In the coming year CNX will be enhancing its endpoint detection and response capabilities and upgrading its identity and access management platforms.

CNX works closely with cybersecurity experts, government agencies, and law enforcement to evaluate threats and follow the guidelines contained within the National Institute of Standards and Technology (NIST) Cybersecurity Framework.

Industry Advocacy and Trade Associations

CNX is an active and engaged advocate for our industry and strongly encourages employees to be outspoken about their passions and interests. In 2022, we launched the Positive Energy Hub to serve as a platform to spotlight our employees, share CNX perspectives on trending topics, company news updates, and insights into everyday life at CNX.

In addition to the Positive Energy Hub, CNX advocates through robust community engagement, political action committees, trade association memberships, and direct engagement by management. We invest resources into these efforts to ensure policymakers, regulators, media, communities, and the public understand the crucial, positive impacts low emission energy has on families, businesses, and underserved communities across the region, nation, and world.

Similar to the “local first” strategy for community investment, CNX’s political contributions and lobbying efforts are also guided by transparency and prioritize unlocking economic and environmental value for the company’s owners and stakeholders across Appalachia. CNX remains committed to its unique brand of community and government relations and transparent disclosure of these efforts. CNX does not engage with national trade

associations for the purposes of influencing public policy. Nor does the company engage with associations focused on issues outside of the Appalachian region.

From a governance perspective, pursuant to its charter CNX’s Environmental, Social, Corporate Responsibility (ESCR) Committee has oversight over “any significant environmental, corporate responsibility, public policy, and social issues that may materially affect the business operations, financial performance, or public image of the Company or industry, and management’s response to such matters.”

In response to a recent shareholder proposal, CNX issued the following report highlighting its strong commitment to its Appalachia First strategic vision and related public policy advocacy efforts.

ORGANIZATIONS (2022)	REGISTERED FEDERAL LOBBYIST (2022)	FEDERAL LOBBYING ACTIVITY (2022)	LOBBYING AGAINST PARIS CLIMATE ACCORD AND CLIMATE MATTERS
Appalachian Natural Gas Operators —a group of upstream Appalachian-based natural gas producers advocating for responsible natural gas development across the tri-state region.	YES	Energy infrastructure, proposed taxes and fees related to energy production, permitting.	NO
Gas and Oil Association of WV Inc. (GO-WV) —a non-profit corporation working to promote and protect all aspects of the oil and natural gas industry in West Virginia.	NO	—	NO
Pennsylvania Independent Oil & Gas Association (PIOGA) —advocates for the responsible growth of Pennsylvania’s oil and natural gas industry by promoting an environment favorable to the success of the exploration and production, the transportation, and the downstream end users of these energy resources.	NO	—	NO
Institute for Energy Research (IER) —a not-for-profit organization that conducts intensive research and analysis on the functions, operations, and government regulation of global energy markets.	NO	—	NO
Marcellus Shale Coalition (MSC) —works with exploration and production, midstream, and supply chain partners in the Appalachian Basin and across the country to address issues regarding the production of clean, job-creating, American natural gas from the Marcellus and Utica Shale plays.	Not registered since 2016—No recent climate matters	—	NO
NGVAmerica —works to create a profitable, sustainable, and growing market for compressed natural gas (CNG) and liquefied natural gas (LNG)-powered vehicles.	YES	Issues related to the use and development of natural gas and renewable natural gas. Build Back Better Act and Inflation Reduction Act of 2022. Infrastructure Investment and Jobs Act.	NO
Ohio Oil & Gas Association (OOGA) —mission is to protect, promote, foster, and advance the common interest of those engaged in all aspects of the Ohio crude oil and natural gas producing industry.	Not registered since 2015—No recent climate matters	—	NO
Pennsylvania Chamber of Business & Industry —mission is to advocate for job creation and lead Pennsylvania to greater prosperity for its residents.	NO	—	NO
Pittsburgh Works Together —committed to creating an inclusive vision of economic progress that embraces and respects both traditional legacy industries and emerging ones, while honoring the diversity of cultures and traditions inherent to each, while ensuring a sustainable environment.	NO	—	NO
Virginia Oil and Gas Association (VOGA) —a non-profit trade association representing the interests of companies, partnerships, individuals, or other entities having an interest in the oil and gas industry and who are primarily engaged in the exploration, production, development, transportation, and distribution J106 of natural gas and oil in Virginia.	NO	—	NO
LOBBYISTS			
Two (2) CNX Employees	YES	—	NO
2022 Two (2) Registered Contract Lobbying Firms	YES	—	NO

Additionally, CNX is a proud member or supporter of:

Women's Energy Network

Pittsburgh Technology Council

Pennsylvania Environmental Council (PEC)

West Virginia Manufacturers' Association

Ohio Manufacturers' Association



The CNX Resources Corporation Political Action Committee (CNX PAC) serves as the political voice of our eligible employees and acts in full compliance with federal and state campaign finance and applicable laws. The CNX PAC promotes the interests of CNX Resources Corporation, its employees and their families, the region, and the domestic energy industry. CNX PAC had operating expenses and made distributions totaling \$70,260 to support candidates and candidate committees.

We intend to increase our PAC investments in the coming years. Specifically, the CNX PAC will continue to expand support for candidates who proudly champion and advocate for our industry and our region, regardless of party affiliation.

We view our PAC as a critical tool in our mission to ensure that public policy issues around energy and the environment are openly debated based on sound math, science, and transparent data.

Furthermore, CNX made corporate political contributions totaling \$219,000 in states where we have operational or end-user interests. CNX invested \$76,000 directly supporting candidates or PACs in states where corporate political contributions are permissible, namely Virginia. The balance was allocated toward other activities and initiatives that are permissible and consistent with the philosophy governing our public advocacy and community investment strategy.

Business Ethics & Compliance

Our Code of Employee Business Conduct and Ethics  and our Supplier Policy (Code of Conduct)  set clear expectations for our employees and our business partners. Our codes outline how we do business and engage with each other and the community. They also affirm our commitment to our values of Responsibility, Ownership, and Excellence through our integrity, ethical business practices, sustainable operations, and regulatory compliance.

Integrity and ethical conduct are fundamental to our core values and vital to our mission. We owe it to each other, to our business partners, our community and our shareholders to act with integrity and transparency. Our comprehensive ethics and compliance program helps guide and assist CNX employees in acting with integrity in everything we do.

Annually, employees formally commit to follow our Code, and acknowledge their understanding of and compliance with key policies. The Code summarizes CNX's requirements and expectations for employee behavior and communicates important values that should govern all activities undertaken on behalf of CNX.



Protecting Organizations
and Their People

Employees are encouraged to speak up if they see something concerning or suspect unethical or illegal conduct. Retaliation against anyone that raises concerns in good faith is strictly prohibited. Our whistleblower fraud and ethics hotline is managed by an independent third party, Red Flag Reporting, and allows for anonymous reporting of potential violations. All reports are reviewed by the Director Internal Audit, Chief Risk Officer, General Counsel, or other such persons as determined to be appropriate under the circumstances, with the oversight of the Audit Committee. Internal Audit regularly provides a report on hotline activities and compliance investigations to the Board.

“I am proud of the way that CNX employees conduct themselves and demonstrate their commitment to our values at all times. The Company’s continued success depends on our hard work and continued focus on operating with the highest ethical standards.”

—Nick Deuliis

President and
Chief Executive Officer

APPENDIX



**Non-GAAP Measures, SASB Index,
GRI Content Index, CNX ESG
Performance Scorecard**



Non-GAAP Measures

(Definitions, Purpose, and Reconciliations)

CNX's management uses certain non-GAAP financial measures for planning, forecasting, and evaluating the business and financial performance, and believes that they are useful for investors in analyzing the company. Although these are not measures of performance calculated in accordance with generally accepted accounting principles (GAAP), management believes that these financial measures are useful to an investor in evaluating CNX because (i) analyses utilize these metrics when evaluating company performance and have requested this information as of a recent practicable date, (ii) these metrics are widely used to evaluate a company's operating performance, and (iii) we want to provide updated information to investors. Investors should not view these metrics as a substitute for measures of performance that are calculated in accordance with GAAP. In addition, because all companies do not calculate these measures identically, these measures may not be comparable to similarly titled measures of other companies.

Free Cash Flow

Free cash flow is defined as operating cash flow minus capex plus proceeds from asset sales.

(Dollars in millions)	December 31, 2022	December 31, 2021	December 31, 2020
Net Cash Provided by Operating Activities	\$1,235	\$ 927	\$795
Capital Expenditures	(566)	(466)	(487)
Proceeds from Asset Sales	38	45	48
Free Cash Flow	\$ 707	\$506	\$356

Net Debt

Net Debt is defined as total long-term debt minus cash and cash equivalents.

(Dollars in millions)	December 31, 2022	September 30, 2022	December 31, 2021	December 31, 2020	September 30, 2020
Total Long-Term Debt (GAAP) ¹	\$ 2,206	\$ 2,244	\$ 2,214	\$ 2,424	\$ 2,600
Less: Cash and Cash Equivalents	21	2	4	22	156
Net Debt	\$ 2,185	\$ 2,242	\$ 2,210	\$ 2,402	\$ 2,444

¹ Includes current portion

Adjusted Net Debt

Adjusted Net Debt is defined as total long-term debt, plus the historical impact of recent accounting pronouncement, minus cash and cash equivalents.

(Dollars in millions)	December 31, 2022	September 30, 2022	December 31, 2021	December 31, 2020	September 30, 2020
Total Long-Term Debt (GAAP) ¹	\$ 2,206	\$ 2,244	\$ 2,214	\$ 2,424	\$ 2,600
Plus: Impact of Recent Accounting Pronouncement ²	—	—	82	98	101
Less: Cash and Cash Equivalents	21	2	4	22	156
Adjusted Net Debt	\$ 2,185	\$ 2,242	\$ 2,292	\$ 2,500	\$ 2,545

¹ Includes current portion

² On January 1, 2022, the Company adopted Accounting Standards Update (ASU) 2020-06 - Accounting for Convertible Instruments and Contracts in an Entity's Own Equity and upon adoption long-term debt increased by \$82MM (See Note 12—Long-Term Debt in the Notes to the Audited Consolidated Financial Statements in CNX's Annual Report on Form 10-K for the year ended December 31, 2022). As this adjustment was recorded on a prospective basis, Management believes that presenting investors with the net debt on a historical basis would be beneficial.

SASB Index

SASB		SASB Oil & Gas Exploration & Production / Midstream			
TOPIC(S)	DESCRIPTION	CATEGORY	UNIT OF MEASURE	CODE(S)	REFERENCE
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Quantitative	Metric tons CO ₂ -e (t), Percentage (%)	EM-EP-110a.1; EM-MD-110a.1	CNX ESG Performance Scorecard p. 118
	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	Quantitative	Metric tons CO ₂ -e	EM-EP-110a.2	Emissions and Climate Change p. 76
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	EM-EP-110a.3; EM-MD-110a.2	Emissions and Climate Change p. 72
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM ₁₀)	Quantitative	Metric tons (t)	EM-EP-120a.1; EM-MD-120a.1	Air Quality p. 78 ; CNX ESG Performance Scorecard p. 118
Water Management	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³), Percentage (%)	EM-EP-140a.1	CNX ESG Performance Scorecard p. 119
	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	Quantitative	Thousand cubic meters (m ³), Percentage (%), Metric tons (t)	EM-EP-140a.2	CNX ESG Performance Scorecard p. 119
Biodiversity and Ecological Impacts	Description of environmental management policies and practices for active sites/operations	Discussion and Analysis	n/a	EM-EP-160a.1; EM-MD-160a.1	Biodiversity p. 83
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	Quantitative	Number, Barrels (bbls)	EM-EP-160a.2; EM-ED-160a.4	CNX ESG Performance Scorecard p. 120
	Percentage of (1) proved and (2) probable reserves or land owned, leased, and/or operated in or near sites/areas with protected conservation status or endangered species habitat	Quantitative	Percentage (%)	EM-EP-160a.3; EM-MD-160a.2	Biodiversity p. 83
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	EM-EP-210a.1	None
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	Percentage (%)	EM-EP-210a.2	None
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	n/a	EM-EP-210a.3	Human Rights Statement
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	n/a	EM-EP-210b.1	Community Engagement p. 53 ; Stakeholder Engagement p. 26
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Quantitative	Rate, Hours (h)	EM-EP-320a.1	CNX ESG Performance Scorecard p. 117
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Discussion and Analysis	n/a	EM-EP-320a.2	Workplace Health & Safety p. 36 ; Code of Employee Business Conduct and Ethics ; Supplier Policy (Code of Conduct)

SASB		SASB Oil & Gas Exploration & Production / Midstream			
TOPIC(S)	DESCRIPTION	CATEGORY	UNIT OF MEASURE	CODE(S)	REFERENCE
Operational Safety, Emergency Preparedness & Response	Number of reportable pipeline incidents, percentage significant	Quantitative	Number, Percentage (%)	EM-MD-540a.1	None
	Number of (1) accident releases and (2) nonaccident releases (NARs) from rail transportation	Quantitative	Number	EM-MD-540a.3	n/a
	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	Discussion and Analysis	n/a	EM-MD-540a.4	Workplace Health & Safety p. 36 ; Environmental Management System p. 68 ; Code of Employee Business Conduct and Ethics ; Supplier Policy (Code of Conduct)
Reserves Valuation & Capital Expenditures	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	Quantitative	Million barrels (MMbbls), Million standard cubic feet (MMscf)	EM-EP-420a.1	TCFD Reporting and Scenario Analysis p. 20
	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	Discussion and Analysis	n/a	EM-EP-420a.4	TCFD Reporting and Scenario Analysis p. 20
Business Ethics & Transparency	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Percentage (%)	EM-EP-510a.1	None; About CNX p. 1
	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	n/a	EM-EP-510a.2	Business Ethics & Compliance p. 100 ; Code of Employee Business Conduct and Ethics ; Supplier Policy (Code of Conduct)
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	Quantitative	Reporting currency	EM-MD-520a.1	None
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	n/a	EM-EP-530a.1	Industry Advocacy & Trade Associations p. 97
Critical Incident Risk Management	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Quantitative	Rate	EM-EP-540a.1	CNX ESG Performance Scorecard p. 120
	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Discussion and Analysis	n/a	EM-EP-540a.2	Environmental Management System p. 68
Activity Metric	Total metric ton-kilometers of: (1) natural gas, (2) crude oil, and (3) refined petroleum products transported, by mode of transport	Quantitative	Metric ton (t) kilometers	EM-MD-000.A	2022 Highlights p. 6 ; Gathering and Transporting Natural Gas p. 8 ; 2022 Form 10-K
	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Quantitative	Thousand barrels per day (Mbbbl/day); Million standard cubic feet per day (MMscf/day)	EM-EP-000.A	2022 Highlights p. 6 ; 2022 Form 10-K
	Number of offshore sites	Quantitative	Number	EM-EP-000.B	n/a
	Number of terrestrial sites	Quantitative	Number	EM-EP-000.C	About CNX p. 1

GRI Content Index

Statement of use	CNX Resources Corporation has reported in accordance with the GRI Standards for the period January 1 through December 31, 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	GRI 11: Oil and Gas Sector 2021

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-1 Organizational details	About CNX (p.01). 2022 Form 10-K				
	2-2 Entities included in the organization's sustainability reporting	About CNX (p.01)				
	2-3 Reporting period, frequency and contact point	Reporting period is January 1 – December 31, 2022, and is reported on an annual basis. Publication Date May 31, 2023. Contact point p. 121				
	2-4 Restatements of information	None material				
	2-5 External assurance	Verification and Audit p. 27				
	2-6 Activities, value chain and other business relationships	About CNX p. 1 ; How We Produce Natural Gas p. 7 ; How Natural Gas Impacts Our Lives Every Day p. 11 ; Our Vision and Strategy p. 12 ; Production Volumes—CNX ESG Performance Scorecard p. 113 ; Partnering on Products for the Future p. 32 ; Supporting Local Businesses and Communities p. 57 ; 2022 Form 10-K				
	2-7 Employees	Diversity, Equity, And Inclusion p. 45 ; CNX ESG Performance Scorecard p. 113	Temporary and part-time employees breakdown by gender	Immaterial	The number of part-time or temporary employees is immaterial for disclosure by gender.	
	2-8 Workers who are not employees	As is common in our industry, CNX used contractors at our field sites. CNX ESG Performance Scorecard p. 113				
	2-9 Governance Structure and composition	2023 Proxy Statement; Governance p. 88 ; CNX ESG Performance Scorecard p. 114				
	2-10 Nomination and selection of the highest governance body	2023 Proxy Statement				
	2-11 Chair of the highest governance body	2023 Proxy Statement; Board of Directors p. 88				
	2-12 Role of the highest governance body in overseeing the management of impacts	2023 Proxy Statement; Corporate Governance Guidelines; Charter of the Environmental, Safety and Corporate Responsibility Committee of the Board; Governance p. 88				
	2-13 Delegation of responsibility for managing impacts	Governance p. 88 ; 2023 Proxy Statement				
	2-14 Role of the highest governance body in sustainability reporting	Message from the ESCR Committee Chair p. 5 ; Risk Management p. 95				
	2-15 Conflicts of interest	Code of Director Business Conduct and Ethics				

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Compliance Reporting Policy ; Code of Employee Business Conduct and Ethics ; Code of Director Business Conduct and Ethics ; 2023 Internal Audit & Advisory Services Charter & Mission Statement	Number and nature of critical concerns that were communicated to the highest governance body during the reporting period.	Immaterial	The number and nature of critical concerns reported to the Board of Directors is immaterial for disclosure.	
	2-17 Collective knowledge of the highest governance body	2023 Proxy Statement ; ESG Highlights, Corporate Governance, Continuous Board Education p. 9				
	2-18 Evaluation of the performance of the highest governance body	2023 Proxy Statement ; Charter of the Nominating and Corporate Governance Committee of the Board of Directors ; Corporate Governance Guidelines				
	2-19 Remuneration policies	2023 Proxy Statement				
	2-20 Process to determine remuneration	2023 Proxy Statement				
	2-21 Annual total compensation ratio	CNX ESG Performance Scorecard p. 115 ; 2023 Proxy Statement ; The CEO total compensation declined by 24% in 2022 while the median total compensation for all employees increased by 8%				
	2-22 Statement on sustainable development strategy	Message from the ESCR Committee Chair p. 5 ; Our Vision and Strategy—Appalachia First p. 12 ; Sustainable Business Model p. 16				
	2-23 Policy commitments	Code of Employee Business Conduct and Ethics ; Human Rights p. 52 ; Human Rights Statement ; Supplier Policy (Code of Conduct) . The Code of Employee Business Conduct and Ethics is reviewed and approved by the Board of Directors.				
	2-24 Embedding policy commitments	2023 Internal Audit & Advisory Services Charter & Mission Statement ; Code of Employee Business Conduct and Ethics ; Supplier Policy (Code of Conduct) ; Governance p. 88 ; Risk Management p. 95 . Training is provided annually on the Employee Code of Business Conduct and Ethics with required certification by all employees.				
	2-25 Processes to remediate negative impacts	Stakeholder Engagement p. 26 ; Landowner Interaction p. 61 ; Community Outreach p. 62 ; Code of Employee Business Conduct and Ethics ; 2023 Internal Audit & Advisory Services Charter & Missions Statement .				
	2-26 Mechanisms for seeking advice and raising concerns	Code of Employee Business Conduct and Ethics ; 2023 Internal Audit & Advisory Services Charter & Missions Statement				
	2-27 Compliance with laws and regulations	2022 Form 10-K ; CNX ESG Performance Scorecard p. 113				
	2-28 Membership associations	Industry Advocacy and Trade Associations p. 97				
	2-29 Approach to stakeholder engagement	Stakeholder Engagement p. 26 ; Community Engagement p. 53				
2-30 Collective bargaining agreements	Human Rights p. 52 , Human Rights Statement . CNX Resources does not have any employees covered by a collective bargaining agreement.					

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1 Process to determine material topics.	Stakeholder Engagement p. 26 ; Material Topics p. 27				
	3-2 List of material topics	Material Topics p. 27				
EMISSIONS AND CLIMATE CHANGE						
GRI 3: Material Topics 2021	3-3 Management of material topics	Emissions and Climate Change p. 72 ; Our Vision and Strategy p. 12 ; TCFD Reporting and Scenario Analysis p. 20				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Emissions and Climate Change p. 72 , CNX ESG Performance Scorecard p. 118				
	302-2 Energy consumption outside the organization	CNX ESG Performance Scorecard p. 118				
	302-3 Energy intensity		Energy consumed intensity	Immaterial	Energy consumed intensity is not considered material to our stakeholders.	GRI Sector Standard 11.1
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions and Climate Change p. 72 , CNX ESG Performance Scorecard p. 118				
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions and Climate Change p. 72 , CNX ESG Performance Scorecard p. 118				
	305-3 Other indirect (Scope 3) GHG emissions	CNX ESG Performance Scorecard p. 118				
	305-4 GHG emissions intensity	Emissions and Climate Change p. 72 , CNX ESG Performance Scorecard p. 118				
	305-5 Reduction of GHG emissions	Emissions and Climate Change p. 72 , CNX ESG Performance Scorecard p. 118				
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	TCFD Reporting and Scenario Analysis p. 20				
AIR QUALITY						
GRI 3: Material Topics 2021	3-3 Management of material topics	Air Quality p. 78 ; Environmental Management System p. 68				
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Quality p. 78 ; CNX ESG Performance Scorecard p. 118				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Air Quality p. 78				

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
BIODIVERSITY						
GRI 3: Material Topics 2021	3-3 Management of material topics	Impacts to Biodiversity p. 83 ; Environmental Management System p. 68				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Impacts to Biodiversity p. 83				
	304-2 Significant impacts of activities, products and services on biodiversity	Impacts to Biodiversity p. 83				
	304-3 Habitats protected or restored	Impacts to Biodiversity p. 83 ; CNX ESG Performance Scorecard p. 120				
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Impacts to Biodiversity p. 83				
WASTE						
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management p. 82 ; Environmental Management System p. 68				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management p. 82 ; CNX ESG Performance Scorecard p. 119				
	306-2 Management of significant waste-related impacts	Waste Management p. 82				
	306-3 Waste generated	Waste Management p. 82 ; CNX ESG Performance Scorecard p. 119				
	306-4 Waste diverted from disposal	Waste Management p. 82				
	306-5 Waste directed to disposal	CNX ESG Performance Scorecard p. 119				
WATER AND EFFLUENTS						
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Stewardship p. 79 ; Environmental Management System p. 68				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Stewardship p. 79				
	303-2 Management of water discharge-related impacts	Water Stewardship p. 79				
	303-3 Water withdrawal	Water Stewardship p. 79 ; CNX ESG Performance Scorecard p. 119				
	303-4 Water discharge	Water Stewardship p. 79 ; CNX ESG Performance Scorecard p. 119				
	303-5 Water consumption	Water Stewardship p. 79 ; CNX ESG Performance Scorecard p. 119				

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
ASSET INTEGRITY AND CRITICAL INCIDENT MANAGEMENT						
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Management System p. 68 ; Workplace Health and Safety p. 36				
GRI 306: Effluents and Waste 2016	306-3 Significant spills	Environmental Management System p. 68 ; CNX ESG Performance Scorecard p. 120				
OCCUPATIONAL HEALTH AND SAFETY						
GRI 3: Material Topics 2021	3-3 Management of material topics	Workplace Health & Safety p. 36 ; Health Safety & Environmental Policy ; Supplier Policy (Code of Conduct) ; Code of Employee Business Conduct and Ethics				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Workplace Health & Safety p. 36				
	403-2 Hazard identification, risk assessment, and incident investigation	Workplace Health & Safety p. 36				
	403-3 Occupational health services	Workplace Health & Safety p. 36 ; Careers and Employee Wellness p. 48				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Workplace Health & Safety p. 36				
	403-5 Worker training on occupational health and safety	Workplace Health & Safety p. 36 ; CNX ESG Performance Scorecard p. 117				
	403-6 Promotion of worker health	Careers and Employee Wellness p. 48				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Supplier Policy (Code of Conduct)				
	403-8 Workers covered by an occupational health and safety management system	Workplace Health & Safety p. 36 ; CNX ESG Performance Scorecard p. 117 ; Supplier Policy (Code of Conduct)				
	403-9 Work-related injuries	CNX ESG Performance Scorecard p. 117				
	403-10 Work-related ill health		Work-related ill health	Immaterial	Work-related ill health is not common and there has been no material work related ill health matters to report.	GRI Sector Standard 11.1

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
EMPLOYMENT PRACTICES						
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity, Equity & Inclusion p. 45 ; Careers and Employee Wellness p. 48 ; Supplier Policy (Code of conduct); Employee Learning and Development p. 51 ; Mentorship Academy p. 41				
GRI 401: Employment 2016	401-1 New employee hires and turnover	CNX ESG Performance Scorecard p. 115				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Benefits not provided to temporary or part-time employees	Immaterial	Number of part-time employees is immaterial	GRI Sector Standard 11.10
	401-3 Parental leave	Careers and Employee Wellness p. 48	Number of employees taking parental leave	Immaterial	Number of employees taking parental leave is immaterial	GRI Sector Standard 11.10
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes		Minimum notice periods regarding operational changes	Immaterial	Significant operational changes are not common	GRI Sector Standard 11.10
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	CNX ESG Performance Scorecard p. 117 ; Employee Learning and Development p. 51				
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Learning and Development p. 51 ; Mentorship Academy p. 41				
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Supplier Policy (Code of Conduct)				
	414-2 Negative social impacts in the supply chain and actions taken	All suppliers are assessed for social impacts—see Supplier Policy (Code of Conduct) —no suppliers were identified as having significant actual and potential negative social impacts.				
NON-DISCRIMINATION AND EQUAL OPPORTUNITY						
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity, Equity and Inclusion p. 45 , Employee Code of Business Conduct and Ethics , Director Code of Business Conduct and Ethics ; Human Rights Statement				
GRI 202: Market Presence 2016	202-2 Proportion of Senior Management hired from the local community	Diversity, Equity and Inclusion p. 45 ; CNX ESG Performance Scorecard p. 116				
GRI 401: Employment 2016	401-3 Parental leave	Careers and Employee Wellness p. 48	Number of employees taking parental leave	Immaterial	Number of employees taking parental leave is immaterial	GRI Sector Standard 11.11
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	CNX ESG Performance Scorecard p. 113 ; Employee Learning and Development p. 51				

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
NON-DISCRIMINATION AND EQUAL OPPORTUNITY (CONTINUED)						
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	CNX ESG Performance Scorecard p. 116 , 2023 Proxy Statement				
	405-2 Ratio of basic salary and remuneration		Ratio of basic salary and remuneration of women to men	Not currently captured	Data to be obtained and considered for future disclosures	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	None				
ECONOMIC IMPACTS						
GRI 3: Material Topics 2021	3-3 Management of material topics	Supporting Local Businesses and Communities p. 57 ; CNX Foundation p. 55 ; Community Outreach p. 62 ; The HQ at CNX p. 65				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	CNX ESG Performance Scorecard p. 113 ; 2022 Highlights p. 6 ; 2022 Form 10-K				
GRI 202: Market Presence 2016	202-2 Proportion of Senior Management hired from the local community	Diversity, Equity and Inclusion p. 45 ; CNX ESG Performance Scorecard p. 116				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	CNX ESG Performance Scorecard p. 115				
	203-2 Significant indirect economic impacts	Our Vision and Strategy—Appalachia First p. 12				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supporting Local Businesses and Communities p. 57 ; CNX ESG Performance Scorecard p. 115				
LOCAL COMMUNITIES						
GRI 3: Material Topics 2021	3-3 Management of material topics	Community Investment p. 57 ; Stakeholder Engagement p. 26 ; Our Vision and Strategy—Appalachia First p. 12 ; CNX Foundation p. 55 ; The Mentorship Academy p. 41 ; The HQ at CNX p. 65				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Investment p. 57 ; Stakeholder Engagement p. 26 ; Our Vision and Strategy—Appalachia First p. 12 ; CNX Foundation p. 55 ; The Mentorship Academy p. 41 ; The HQ at CNX p. 65 ; Community Outreach p. 62				
	413-2 Operations with significant actual and potential negative impacts on local communities		Significant actual and potential negative impacts on local communities	None noted	No negatively impacted local communities noted.	GRI Sector Standard 11.11

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
LAND AND RESOURCE RIGHTS						
GRI 3: Material Topics 2021	3-3 Management of material topics	Landowner Interaction p. 61				
PUBLIC POLICY						
GRI 3: Material Topics 2021	3-3 Management of material topics	Industry Advocacy and Trade Associations p. 97				
GRI 415: Public Policy 2016	415-1 Political contributions	CNX ESG Performance Scorecard p. 114				

Topics in the applicable GRI Sector Standards determined as not material

Topic	Explanation
GRI 11: Oil and Gas Sector 2021	
Topic 11.7 Closure and rehabilitation	Not considered a material topic to our stakeholders
Topic 11.12 Forced labor and modern slavery	Due to our operations in the US and our primarily local supply chain, this topic is not a material topic to our stakeholders
Topic 11.13 Freedom of Association and collective bargaining	Human Rights p. 52 , Human Rights Statement . This topic is not a material topic to our stakeholders
Topic 11.17 Rights of indigenous peoples	Due to our operations not be in areas with indigenous peoples, this topic is not a material topic to our stakeholders
Topic 11.18 Conflict and security	As our operations are not in locations with situations of conflict or political or social instability, this topic is not a material topic to our stakeholders
Topic 11.19 Anti-competitive behavior	Due to the relative size of our company, anti-competitive behavior is not a material topic to our stakeholders
Topic 11.20 Anti-corruption	Due to the location of our operations in the US, anti-corruption is not a material topic to our stakeholders
Topic 11.21 Payments to governments	This topic is not a material topic to our stakeholders

CNX ESG Performance Scorecard

	Units	2018	2019	2020	2021	2022
COMPANY INFORMATION						
Workforce¹						
Total employees		564	467	451	441	466
Full-time employees		552	460	444	438	463
Part-time employees		12	7	7	3	3
Contractors	FTE	2,695	2,986	1,673	1,395	1,582
Revenue						
Natural gas, NGL, and oil revenue	Billions	\$1.58	\$1.36	\$0.90	\$2.18	\$3.65
Production Volumes						
Total production	Bcfe	507	539	511	590	580
Natural gas	Bcf	468	505	481	552	541
Liquids ²	Bcfe	39	34	30	38	39
Share Buybacks						
Purchases of common stock	Millions	\$383.8	\$115.5	\$43.2	\$241.2	\$568.1
Purchases of common stock	Shares	25,894,324	12,929,487	4,138,527	18,284,598	33,526,226

¹Employee count based on active employment status as of year-end. Contractor FTE based on 2,080 workhours per year.

²NGLs, oil and condensate are converted to Mcfe at the rate of one barrel equals six Mcf based upon the approximate relative energy content of oil and natural gas.

	Units	2018	2019	2020	2021	2022
GOVERNANCE						
Board of Directors Composition						
Number of board members		6	7	6	6	7
Independent members		5	6	5	5	6
Women		1	1	1	1	1
Men		5	6	5	5	6
Minorities ³		—	—	—	—	1
Non-minority		6	7	6	6	6
Age - under 30		—	—	—	—	—
Age - 30-50		1	1	1	1	1
Age - over 50		5	6	5	5	6
Average tenure of board members	Years	5.0	5.1	4.5	5.5	5.6
Executive Management Composition						
Number of executive management		4	4	5	5	7
Women		—	—	—	—	1
Men		4	4	5	5	6
Minorities ³		—	1	2	2	4
Overall diversity ⁴		0%	25%	40%	40%	71%
Political Contributions						
PAC ⁵ (Raised)	Thousands	\$62	\$59	\$63	\$58	\$61
PAC ⁵ (Funds dispersed)	Thousands	\$49	\$82	\$51	\$54	\$70
Political contributions ⁶	Thousands	\$618	\$47	\$15	\$71	\$219
Membership Association Dues						
Membership association dues ⁷	Thousands	\$335	\$317	\$187	\$339	\$441
Dues allocated to federal lobbying ⁸	Thousands	\$14	\$0	\$0	\$35	\$65

³Minorities include American Indian or Alaskan Native, Asian or Pacific Islander, Black or African American, Hispanic or Latino, or anyone disclosing two or more ethnicities.

⁴Overall diversity includes women, minorities, employees with disabilities, and veterans.

⁵CNX Political Action Committee (PAC) is an employee funded organization.

⁶Includes corporate contributions in states where corporate political contributions to candidates are permissible, namely Virginia.

⁷Includes contributions to organizations engaged in public education.

⁸Reference section on Industry Advocacy and Trade Associations for additional details regarding federal lobbying issues.

	Units	2018	2019	2020	2021	2022
SOCIAL						
Community and Charitable Investments						
Total investments - CNX Resources ⁹	Millions	\$0.4	\$1.1	\$1.1	\$3.0	\$2.9
Total investments - CNX Foundation	Millions	n/a	n/a	n/a	\$0.2	\$3.4
Volunteer hours - employees		n/a	n/a	n/a	n/a	1,181
Local Small Business and DBE/MBE/WBE Spend¹⁰						
Local % of small business spend		n/a	n/a	n/a	45%	55%
DBE/MBE/WBE % of total spend		n/a	n/a	n/a	8%	10%
Impact Fees and Taxes - Net Payments (Refunds)						
Pennsylvania impact fee	Millions	\$7.0	\$9.5	\$8.4	\$6.7	\$10.1
Ad valorem taxes	Millions	\$13.7	\$12.4	\$12.5	\$12.1	\$10.7
Production and severance taxes	Millions	\$15.8	\$5.4	(\$6.9)	\$11.7	\$27.0
Sales and use taxes	Millions	\$2.0	\$1.3	\$0.5	\$1.1	\$2.5
State and local income taxes	Millions	(\$11.4)	\$0.3	\$0.3	\$0.3	\$0.3
Employee Retention¹¹						
Voluntary turnover		n/a	n/a	5%	7%	8%
Women		26%	21%	27%	45%	23%
Minorities ¹²		n/a	n/a	9%	6%	0%
Total turnover		n/a	n/a	7%	10%	12%
Women		n/a	n/a	31%	33%	21%
Minorities ¹²		n/a	n/a	9%	7%	2%
Average tenure of employees	Years	n/a	n/a	8.5	10.2	9.4
Median employee annual compensation		\$127,502	\$147,508	\$152,364	\$160,365	\$173,807
CEO to median employee pay ratio		80:1	93:1	72:1	53:1	38:1

⁹Includes philanthropic investments, donations, and road infrastructure investments made by CNX Resources.

¹⁰2021 Local Small Business data includes our northern operations only.

¹¹Voluntary and Total turnover rates are based on average employee count during the year. Women and Minority turnover rates are based on employee turnover counts for the respective Voluntary and Total categories.

¹²Minorities include American Indian or Alaskan Native, Asian or Pacific Islander, Black or African American, Hispanic or Latino, or anyone disclosing two or more ethnicities.

Units	2018	2019	2020	2021	2022
SOCIAL					
Employee Diversity					
Women	24%	23%	23%	22%	22%
Men	76%	77%	77%	78%	78%
Minorities ¹²	n/a	n/a	5%	5%	7%
Employees with disabilities	n/a	n/a	1%	1%	1%
Veterans	n/a	n/a	4%	4%	3%
Overall diversity ¹³	n/a	n/a	31%	31%	32%
Age - under 30	12%	11%	7%	6%	8%
Age - 30-50	64%	68%	71%	70%	68%
Age - over 50	24%	21%	22%	24%	24%
Women in leadership	26%	22%	21%	17%	22%
Minorities in leadership	n/a	n/a	5%	4%	7%
Employees living in our operating region	100%	100%	100%	100%	99%

¹²Minorities include American Indian or Alaskan Native, Asian or Pacific Islander, Black or African American, Hispanic or Latino, or anyone disclosing two or more ethnicities.

¹³Overall diversity includes women, minorities, employees with disabilities, and veterans.

	Units	2018	2019	2020	2021	2022
HEALTH & SAFETY						
Workhours						
Total hours worked	Hours	6,715,084	7,378,197	4,524,760	3,740,579	4,144,148
Employee	Hours	1,109,622	1,168,110	1,045,820	839,126	854,370
Contractor	Hours	5,605,462	6,210,087	3,478,940	2,901,453	3,289,778
Worker Safety¹⁴						
Fatalities from work related injuries - employees		—	—	—	—	—
Fatalities from work related injuries - contractors		—	—	—	—	—
Total recordable incidents - total		31	22	16	13	20
TRIR - total		0.92	0.60	0.71	0.70	0.97
Total recordable incidents - employee		2	1	-	3	3
TRIR - employee		0.36	0.17	-	0.72	0.70
Total recordable incidents - contractor		29	21	16	10	17
TRIR - contractor		1.03	0.68	0.92	0.69	1.03
Lost time incidents - total		6	2	3	5	7
LTIR - total		0.18	0.05	0.13	0.27	0.34
Lost time incidents - employee		1	—	—	1	2
LTIR - employee		0.18	—	—	0.24	0.47
Lost time incidents - contractor		5	2	3	4	5
LTIR - contractor		0.18	0.06	0.17	0.28	0.30
Days away, restricted or transfer - total		n/a	n/a	n/a	n/a	8
DART rate - total		n/a	n/a	n/a	n/a	0.39
Days away, restricted or transfer - employee		n/a	1	-	1	2
DART rate - employee		n/a	0.17	-	0.24	0.47
Days away, restricted or transfer - contractor		n/a	n/a	n/a	n/a	6
DART rate - contractor		n/a	n/a	n/a	n/a	0.36
Motor vehicle incident - employee ¹⁵		—	—	—	—	1
Motor vehicle incident rate - employee		—	—	—	—	0.25
Safety and environmental investigations		n/a	n/a	22	11	13
Safety and environmental investigations rate		n/a	n/a	0.97	0.59	0.63
Health, safety and environmental training - employee	Hours	n/a	1,291	978	1,427	4,070
Health, safety and environmental training - contractor	Hours	n/a	389	6,872	4,895	6,697

¹⁴Total recordable incident rate (TRIR), lost time incident rate (LTIR), days away, restricted or transfer (DART) rate, and safety and environmental investigations rate are based off 200,000 hours worked. Reportable motor vehicle incident rate is based off 1,000,000 miles driven.

¹⁵Motor vehicle incident is any incident involving a licensed motor vehicle, which results in an OSHA recordable injury.

	Units	2018	2019	2020	2021	2022
EMISSIONS						
Air Emissions¹⁶						
Nitrogen oxides (NO _x)	Metric tons	1,571	1,095	589	680	586
Sulfur oxides (SO _x)	Metric tons	3	2	3	4	3
Volatile organic compounds (VOCs)	Metric tons	585	650	913	982	633
Hazardous air pollutants (HAPs)	Metric tons	n/a	n/a	84	106	163
Particulate matter (PM ₁₀)	Metric tons	51	46	29	38	35
Carbon monoxide (CO)	Metric tons	362	371	236	271	247
Formaldehyde	Metric tons	n/a	n/a	15	17	23
GHG Emissions^{16, 17}						
Scope 1 GHG emissions	Metric tons CO ₂ e	478,751	576,662	568,507	626,653	559,355
Production segment	Metric tons CO ₂ e	216,807	232,428	238,053	260,738	205,269
GHG emissions intensity		0.10%	0.10%	0.10%	0.09%	0.07%
Gathering & Boosting (G&B) segment	Metric tons CO ₂ e	261,944	344,234	330,454	365,915	354,086
GHG emissions intensity		0.14%	0.16%	0.12%	0.11%	0.11%
Carbon dioxide (CO ₂)	Metric tons	295,398	305,009	299,674	368,968	376,000
Methane (CH ₄)	Metric tons	7,328	10,853	10,745	10,296	7,323
Production segment methane intensity		0.06%	0.06%	0.07%	0.06%	0.05%
G & B segment methane intensity		0.03%	0.06%	0.04%	0.03%	0.02%
Scope 2 GHG emissions	Metric tons CO ₂ e	501,650	448,063	388,459	391,320	391,944
Production segment	Metric tons CO ₂ e	n/a	n/a	n/a	n/a	26,775
G & B segment	Metric tons CO ₂ e	n/a	n/a	n/a	n/a	365,169
Scope 3 GHG emissions ¹⁸	Metric tons CO ₂ e	27,106,290	28,911,430	27,445,185	31,646,141	31,068,873
Flaring intensity ¹⁹		0.07%	0.06%	0.07%	0.06%	0.06%
LDAR program surveys ²⁰		n/a	n/a	n/a	400	549

¹⁶Includes total emissions from CNX Production and Gathering and Boosting segments based on EPA's Subpart W methodology, consolidated and reported under the operational control approach.

¹⁷Greenhouse global warming potential for CO₂e calculations based on IPCC Fourth Assessment (AR4-100 year). GHG and Methane intensities calculated using applicable emissions divided by throughput for Production and Gathering and Boosting segments, respectively.

¹⁸Scope 3 emissions are indirect emissions from the use of our sold product and are calculated utilizing natural gas combustion emission factors from Subpart C of EPA's Greenhouse Gas Reporting Program. In order to provide more transparency and with the goal of aiding more standard and consistent GHG emission disclosures that enable true full lifecycle emissions profile comparisons across industries, CNX is committed to providing additional disclosures on downstream as well as upstream Scope 3 emissions in future performance scorecards.

¹⁹Flaring intensity based on total volume of natural gas produced.

²⁰Leak detection and repair (LDAR) surveys that meet minimum federal and state regulations.

	Units	2018	2019	2020	2021	2022
ENVIRONMENT						
Water						
Total fresh water withdrawn	Thousand barrels	12,394	13,618	7,754	5,849	6,507
Surface water	Thousand barrels	10,932	10,052	6,831	5,497	5,882
Groundwater	Thousand barrels	—	353	1	—	218
Municipal water	Thousand barrels	1,462	3,213	922	352	407
Total volume of produced water	Thousand barrels	6,741	14,207	8,659	10,030	10,816
Produced water injected	Thousand barrels	3,089	2,422	1,673	1,993	1,978
Injection rate ²¹		45.8%	17.0%	19.3%	19.9%	18.3%
Produced water disposed offsite	Thousand barrels	1,039	391	76	653	109
Disposal rate ²¹		15.4%	2.8%	0.9%	6.5%	1.0%
Produced water recycled and reused ²²	Thousand barrels	2,618	11,393	8,414	11,574	11,062
Recycled and reused rate ²¹		38.8%	80.2%	97.2%	115.4%	102.3%
Total water consumed ²³	Thousand barrels	14,355	23,754	13,483	16,271	15,390
Water recycling rate ²⁴		18.2%	48.0%	62.4%	71.1%	71.9%
Fresh water consumed intensity ²⁵		0.15	0.16	0.08	0.05	0.06
Total water consumed intensity ²⁶		0.17	0.27	0.14	0.15	0.15
Waste Management						
Hazardous waste - solids	Tons	—	—	—	—	—
Hazardous waste - liquids	Barrels	—	—	—	—	—
Non-hazardous waste - solids	Tons	150,478	84,180	58,976	82,468	77,612
Non-hazardous waste - liquids	Barrels	574	14,691	118,800	3,003	6,574
Solid waste sent to landfill	Tons	149,904	83,839	58,976	82,468	77,612

²¹Produced water injection, disposal, and recycled and reused rates are all based on total volume of produced water generated by the company.

²²Includes third party produced water.

²³Total water consumed equals total fresh water withdrawn plus total produced water (less water sent to disposal and/or third-parties).

²⁴Water recycling rate equals produced water recycled and reused divided by total water consumed.

²⁵Fresh water consumed intensity equals total fresh water withdrawn divided by total company gross operated production (Mboe).

²⁶Total water consumed intensity equals total water consumed divided by total company gross operated production (Mboe).

	Units	2018	2019	2020	2021	2022
ENVIRONMENT						
Environmental management						
Notices of violation ²⁷		47	47	46	33	18
Environmental penalty payments	Millions	\$0.6	\$0.2	\$1.0	\$0.1	\$0.3
Reportable pipeline incidents ²⁸		—	—	—	—	—
Spills²⁹						
Hydrocarbon releases		n/a	n/a	—	—	—
Hydrocarbon releases	Barrels	n/a	n/a	—	—	—
Non-hydrocarbon releases		n/a	n/a	12	13	12
Non-hydrocarbon releases	Barrels	n/a	n/a	102	121	89
Spill intensity ³⁰		n/a	n/a	1.2	1.2	0.8
Biodiversity and Land Use						
Habitat areas ³¹	Acres	670	670	670	670	670
Public co-op properties ³²	Acres	6,617	6,617	6,617	6,617	6,617

²⁷Includes violations issued by state and federal safety and environmental regulatory agencies.

²⁸Reportable pipeline incidents are those that are reportable under US DOT PHMSA's pipeline safety regulations.

²⁹Spills include releases off containment to the environment greater than or equal to 42 gallons.

³⁰Spill intensity equals barrels of liquid (hydrocarbon and non-hydrocarbon) releases divided by 100,000 barrels of total produced liquids (hydrocarbon and non-hydrocarbon).

³¹Bat and wetland mitigation areas protected or restored by supported partnerships.

³²Properties which allow for public recreational use.

General Notes:

1 In September 2020, the merger with CNX Midstream Partners LP was completed. To enable benchmarking of data for this and future reports, all years shown include data from these assets.

2 These metrics have been calculated using the best available data at the time of publication. Historic metrics are subject to change as we continuously seek to improve data management processes and methodologies as CNX strives to provide a high level of transparency, consistency, and accuracy.

3 Data denoted with "n/a" was either not collected in prior years or is no longer readily available.



Contact Details

For any questions regarding CNX's Corporate Responsibility program, this report or its contents, please contact Brian Aiello, Vice President— External Relations at brianaiello@cnx.com or Hayley Scott, Chief Risk Officer at hayleyscott@cnx.com

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