

TANGIBLE IMPACTFUL LOCAL

- ✔ *Providing the energy to support quality of life since 1864*
- ✔ *Delivering family-sustaining wages since 1946*
- ✔ *Zero tolerance safety and environmental program since 2007*
- ✔ *Scope 1 & 2 net carbon negative since 2016*
- ✔ *Strengthening underserved communities in Appalachia through the CNX Foundation since 2021*
- ✔ *Targeting a 33% diverse employee workforce by 2024; increasing to 40% by 2026*



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Our 2020 Corporate Responsibility Report includes forward-looking statements about the company's business and the company's future business plans, initiatives, goals, and objectives. These forward-looking statements are based on concurrently available operating, financial, and competitive information and are subject to a number of significant risks and uncertainties. When we use the words "believe," "intend," "expect," "may," "should," "anticipate," "could," "estimate," "plan," "predict," "project," or their negatives, or other similar expressions, the statements which include those words are usually forward-looking statements. This Corporate Responsibility Report is not intended to be filed with or a supplement to any of our filings we make with the Securities and Exchange Commission. Additionally, the standards of measurement and performance contained in this report (other than audited financial information included with our public filings) have not been reviewed or audited by any third party and were developed and based on internal assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this Corporate Responsibility can or will be achieved. When we describe a strategy that involves risks or uncertainties, we are making forward-looking statements. Actual future results may differ materially depending on a variety of factors including, but not limited to, the risks detailed in the company's filings with the Securities and Exchange Commission, including the "Risk Factors" section of CNX's Annual Report on Form 10-K for the fiscal year ended December 31, 2020. Any forward-looking statements in the Corporate Responsibility Report speak only as of the date of the Corporate Responsibility Report and the company assumes no obligation to update any of these statements. Additionally, this report may contain or incorporate by reference public information not separately reviewed, approved, or endorsed by the company and no representation, warranty, or undertaking is made by the company as to the accuracy, reasonableness, or completeness of such information.



Being a cornerstone in the communities where we operate has been part of our DNA for over 155 years. This starts with driving the local economy by responsibly developing affordable energy, hiring local businesses, employing a local workforce, and providing family-sustaining wages.

INTRODUCTION



We are proud to announce that we are net carbon negative for Scope 1 and 2 emissions.

Nick Deluliis
President and Chief Executive Officer

A MESSAGE FROM THE CEO

Today, the capital markets are abuzz with the catchphrases of *ESG*, *stakeholder capitalism*, *net carbon zero*, *sustainability*, and *social purpose*. Like many popular trends that spread rapidly, everyone wants to stake their claim to being a leader, first adopter, and best in class with respect to these movements.

Yet the stampede of the herd creates inconsistent definitions, lack of transparency, and talk that does not match actions. Instead of the achievement of worthy goals, confusion is the rule of the day. Unfortunately, that appears to be the case when it comes to many businesses who promote their environmental, social, and governance (ESG) credibility.

Be assured that is not the case with CNX Resources. Our ESG philosophy is straightforward and can be summed up in three words: *Tangible*, *Impactful*, and *Local*. We value actions and measurable results. We have absolute conviction that the work we do on behalf of society is noble and that natural gas is the foundational fuel for today and tomorrow.

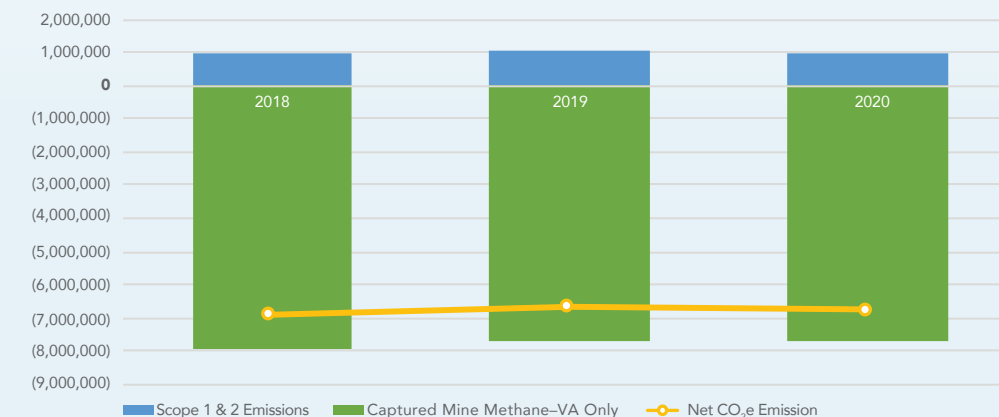
Many of our *tangible*, *impactful*, and *local* ESG accomplishments in 2020 were continuations from prior years. We were the first mover in the adoption of a long-term commitment for an all electric frac spread in the field and recycled over 90% of our produced water. Our employees worked the entire year accident-free, despite the operational challenges of the pandemic. CNX delivered family-sustaining median compensation levels that exceeded \$150,000/yr, top among Pittsburgh region public companies across all industries. Half of the direct reports to the CEO were diverse. We were a large, net provider of tax revenue to local communities and state

governments. Long-termism, optimizing intrinsic per-share value, being the low-cost producer of our product, and pay-for-performance culture were the guideposts of our Board of Directors and our corporate governance.

Two thousand twenty also brought three new, crucial ESG deliverables to our roster of *tangible*, *impactful*, and *local* accomplishments:

- We are proud to announce that we are net carbon negative for Scope 1 and 2 emissions. Yes, we are carbon negative, not carbon zero. Today and now, not a vague time in the distant future. We achieved this through embracing the twin pillars of the TCFD methodology: (a) reducing risk by strategically divesting and separating from coal and inefficient conventional gas assets over the past decade and (b) creating profitable opportunities by applying proprietary technologies and practices to eliminate CO₂ and methane emissions from our operations and to capture or abate coal mine methane emissions.

CNX Net Scope 1 & 2 Emissions (tons CO₂e)



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KEY PERFORMANCE INDICATOR THEMES

FINANCIAL

- Provide multi-year financial guidance
- Reduce debt
- Methodical return of capital to shareholders

SOCIAL

- \$30M pledged over the next 6 years targeted to regional underserved communities
- 40% diversity target by 2026

ENVIRONMENTAL

- Net negative Scope 1 & 2 carbon footprint
- 90% reduction in Scope 1 emissions since 2011
- Deployment of technology to reduce Scope 1 and 2 emissions

Our ESG philosophy is straightforward and can be summed up in three words: *Tangible, Impactful, and Local.*

- We published, and subsequently updated, a seven-year free cash flow plan that not only presents a compelling path of value creation for owners, but more importantly a long-term, low-risk, sustainable business model that strengthens the balance sheet, returns capital to shareholders, and insulates CNX from capital market volatility. We report and measure ourselves against this plan at least four times each year.
- We have prepared this report in accordance with, and are fully committed to, the Task Force on Climate-related Financial Disclosures (TCFD) framework. To be candid, we were initially quite skeptical of TCFD, concerned that it might be yet another gimmick or ESG veneer. But after analysis, we came to the realization that our company was fundamentally built around the principles contained within the TCFD framework: management of risk and pursuit of opportunity as they relate to our industry, financial markets, customers, and society. We hope you will come away with the same realization as you read about the *tangible, impactful, and local* aspects of CNX's approach to the TCFD framework.

We believe we are the only net carbon negative entity in the natural gas/midstream space. Additional opportunities exist to drive deeper levels of a net negative carbon footprint for Scope 1 and 2 emissions by continuing to reduce fugitive emissions from our operations, expanding our investments in coal mine methane abatement for third party, and developing our extensive surface acreage footprint for alternative energy and carbon abatement

projects. Each of these three avenues offers new opportunities for free cash flow generation and per-share value creation. Best yet, these tangible drivers of our net negative carbon footprint are practically non-replicable and unique to CNX; competitors will be hard pressed or unable to do the same.

While most continue to talk about setting future carbon targets, speak in the aspirational abstract, and apologize for their business purpose, CNX has established its primacy by demonstrating leadership and driving innovation. We celebrate our industry, advocate for it with facts and data, and ensure our ESG efforts ultimately aim to increase the per-share value of our company.

Tangible, impactful, and local is our ESG brand. We chart our course to do what is right over the long term for our employees, communities, and shareholders. CNX sits at the confluence of best-in-class ESG, low-cost operations, astute capital allocation, and profitability. My hope is that you will invest time to examine this report and the important ESG information contained within, so that you may come to the same conclusion.

Nick Deluliis
President and Chief Executive Officer



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CNX BY THE NUMBERS

4,400

Over 4,400 wells

200,000

Over 200,000 hp of compression

1,400

Over 1,400 miles of water pipelines

9.55

9.55 TCF of proved natural gas reserves

2,500

Approximately 2,500 miles of natural gas pipelines

48.6

48.6 Bcf coal mine methane captured/abated over last 3 years

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ABOUT THE REPORT

CNX focuses on creating long-term value for our stakeholders and enhancing our communities. This report aims to provide all stakeholders—shareholders, employees, regulators, communities, and customers—the opportunity to understand who we are as an organization and the objectives and goals that guide our decision making. As a natural gas exploration, production, and midstream company, CNX recognizes that a variety of topics including climate change, human rights, and corporate governance considerations are viewed as material topics by many of our stakeholders. As such, CNX has expanded its disclosure efforts in this year’s report to include additional frameworks established by the Task Force on Climate-related Financial Disclosures (TCFD) and Sustainability Accounting Standards Board (SASB), in addition to our traditional alignment with the Global Reporting Index (GRI) core option. The information provided in this report pertains to the calendar year 2020 unless otherwise noted.

For ease of access, this report has been organized to address topics outlined under the TCFD framework in its own section. Subsequent topics related to SASB and GRI are addressed throughout the report and have been further summarized within the standards appendix at the end of this report.

PROCESS FOR DEFINING REPORT CONTENT

The topics covered in this report were determined through a variety of methods, including a review of material topics outlined within the described TCFD, SASB, and GRI frameworks. Material topics as determined by such frameworks were based upon CNX’s industry profile as both a natural gas exploration and production company, and a midstream company. Additionally, CNX incorporated the results of an updated materiality assessment which is further defined on page five of this report.

REPORT SECTION	ESG TOPIC (TCFD/SASB/GRI)
Introduction	<ul style="list-style-type: none"> About the Report & About CNX
TCFD and Governance	<ul style="list-style-type: none"> Governance Ethics, Transparency, & Competitive Behavior Management of the Legal & Regulatory Environment Strategy & Risk Management Climate Change Scenario Analysis Emissions
Environmental	<ul style="list-style-type: none"> Air Quality Water Management Biodiversity & Ecological Impacts Environmental Compliance Supplier Environmental Assessment
Social Responsibility	<ul style="list-style-type: none"> Community Relations Workforce Health & Safety Diversity & Inclusion Training & Education Critical Incident Risk Management, Operational Safety, Emergency Preparedness & Response Public Policy Procurement Practices & Direct Economic Impact

Please refer to the content indices at the end of the report for additional information about CNX available outside of this report. This report was prepared by CNX representatives with review and approval by CNX’s Environmental, Safety, and Corporate Responsibility Committee of the Board of Directors. Reporting topics and the accompanying disclosures are based on CNX’s current operating structure and exclude any assets or holdings sold during the reporting period.

OPERATIONAL AREAS



UPSTREAM

CNX extracts natural gas from shale, coal bed methane, and coal mine methane wells.



MIDSTREAM

CNX Midstream and Cardinal States Gathering (CSG) own, operate, and develop natural gas gathering and processing systems throughout the Appalachian basin.



WATER OPERATIONS

CNX Water owns infrastructure capable of supplying turn-key solutions for water sourcing, delivery, reuse, and disposal for natural gas operations.

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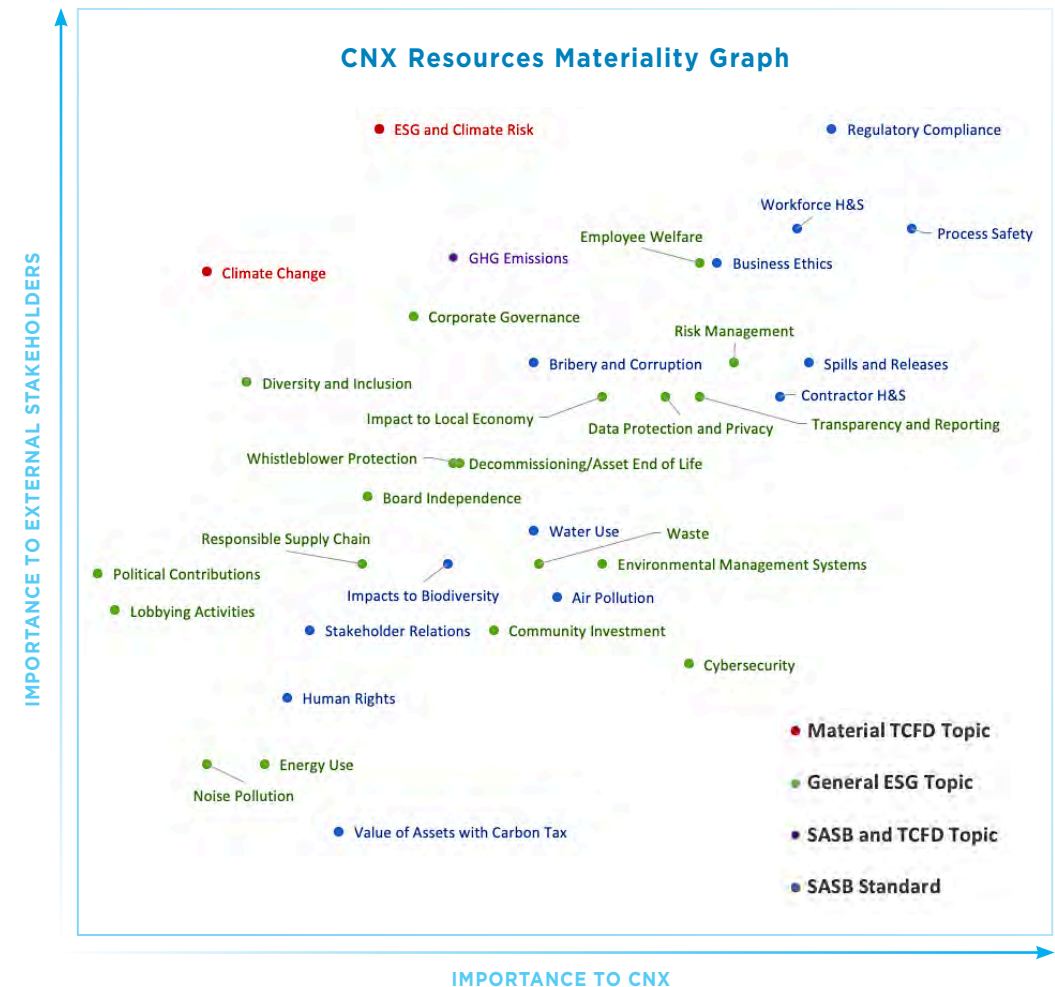
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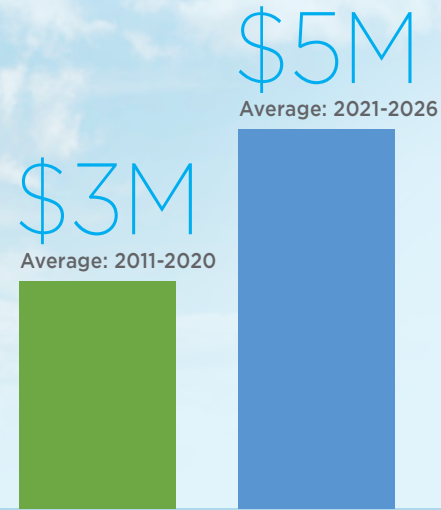
MATERIALITY ASSESSMENT

Throughout 2020, CNX proactively engaged with key external and internal stakeholders to identify and prioritize the environmental, social, and governance (ESG) topics most important or “material”, to our business. Stakeholders for this exercise included CNX employees, vendors, local community stakeholders, and members of the Board of Directors. The process involved a review of ESG and sustainability reporting frameworks (e.g., SASB, TCFD, and the recently drafted update to GRI’s Oil and Gas Sector Standard), benchmarking of oil and gas industry peers, discussions with shareholders, a stakeholder mapping workshop, distribution of an online ESG survey asking stakeholders to rank the relative importance of 36 ESG indicators, outreach to over 100 internal and external stakeholders, and analysis of the survey responses. Lastly, the results were evaluated for consistency with direct shareholder conversations held with executive management to ensure all material topics were appropriately considered. The process both validated the importance of CNX’s expected reporting topics and revealed “new” topics as material to our stakeholders. The results of CNX’s materiality assessment are presented in the matrix. While the topics highlighted in the matrix are those that ranked highest according to key stakeholders, CNX considers all of these topics important. The results of this assessment, as well as the ongoing conversation with our stakeholder community, will be used to inform the focus of CNX’s future ESG-related programs and disclosures.





SOCIAL INVESTMENT



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Our ESG goals and results are directly linked to driving efficiencies, safeguarding our license to operate, reducing risk, and growing the intrinsic per-share value of the company.

➤ **2017—Transitioned into a pureplay E&P**

➤ **2020—Acquired CNX Midstream**

ABOUT CNX RESOURCES

CNX Resources Corporation (NYSE: CNX) is the premier independent natural gas development, production, and midstream company, with operations centered in the major shale formations of the Appalachian basin. Our vertically integrated model includes transmission, gathering systems, processing facilities, and water infrastructure that support energy development from wellhead to end user. With the benefit of a more than 155-year old legacy and a substantial asset base amassed over many generations, the company deploys a strategy focused on responsibly developing its resources to create long-term per-share value for its shareholders, employees, and the communities where it operates. The company is a member of the Standard & Poor’s Midcap 400 Index. Additional information may be found at www.cnx.com.

SOCIAL COMMITMENT

CNX’s commitment to making a tangible, impactful contribution to society starts in our local communities. We are proud to announce a substantial, multi-year investment in the Appalachian region focused on greater socio-economic inclusion in urban and rural disadvantaged areas. This \$30 million commitment spans six years and reinforces the company’s focus on local, underserved communities and populations.

These investments represent a re-allocation of previously planned expenditures (away from NGOs, colleges, think-tanks, etc.) and are expected to generate long-term, sustainable economic returns for the region and the company by removing barriers to socio-economic diversity and inclusion across the natural gas industry and beyond.

The community investment pillars associated with CNX’s \$30 million commitment are intended to impact:

- Food Insecurity;
- Health and Wellness of Children, the Elderly, and Individuals with Disabilities;
- Broadband and Information Technology Access;
- Criminal Justice and Recidivism Reduction;
- Domestic Violence Awareness and Services;
- The Opioid Epidemic and Societal Impact;
- Career Awareness and Technical/Vocational Training; and
- Water Quality Safety and Awareness.

For more information on our initial signature project commitments, please refer to the Community Relations section on page 28.



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MISSION STATEMENT

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.

CORPORATE VALUES:

Our values serve as the compass for our road map and guide every aspect of our business as we strive to achieve our corporate mission.

▶ **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.

▶ **EXCELLENCE**

Be prudent capital allocators; be a lean, efficient, nimble organization; be a disciplined, reliable, performance-driven company.

TCFD

TASK FORCE ON
CLIMATE-RELATED
FINANCIAL
DISCLOSURES

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This year, CNX is aligning its climate change-related disclosures with the Task Force on Climate-related Financial Disclosures (TCFD). The TCFD framework allows investors to more easily link CNX's environmental and operating strategy with its financial performance. The TCFD organizes disclosure into four areas that represent core elements of how organizations operate: governance, strategy, risk management, and metrics and targets. ➡

Climate Risks & Opportunities

CNX 2020 TCFD Report

BOARD HIGHLIGHTS

- **6 directors on board**
- **Diversity of skills, professions, and gender**
- **Track record of strong insider ownership**
- **Full board member participation in ESCR Committee**

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ANOTHER METHOD OF **STAKEHOLDER ENGAGEMENT**

The following is a list of the organizations of which CNX was a participant in 2020:

- ▶ Board of Certified Safety Professionals
- ▶ American Society of Safety Professionals
- ▶ Veterans of Safety
- ▶ Center for Responsible Shale Development (CRSD)
- ▶ Ohio Oil and Gas Association (OOGA)
- ▶ Southwest PA Oil and Gas Emergency Management Alliance
- ▶ Virginia Oil and Gas Association (VOGA)
- ▶ West Virginia Oil and Natural Gas Association
- ▶ Women's Energy Network
- ▶ Washington Co. Chamber of Commerce
- ▶ Greene County Chamber of Commerce
- ▶ PA Chamber of Business and Industry
- ▶ Pittsburgh Works Together

TCFD and Governance

Governance Principles

CNX's Board of Directors (BOD) and management team strongly believe that good corporate governance goes hand-in-hand with strong performance. Sound principles of corporate governance are essential in making good decisions on behalf of our shareholders, employees, and stakeholders. As such, CNX Board of Directors provide oversight to the company's short- and long-term strategic planning and its corporate risk management of all risk scenarios including climate change impact scenarios. The Board evaluates, among other risks, climate risk and its potential impacts on local communities where we operate, operations, markets, financial health, and legal risk. A detailed view of CNX's governance principles, codes of conduct, and CNX's Board of Directors committees can be found here. [▶](#)

In 2020, CNX expanded the Health, Safety and Environmental Committee to include matters related to ESG. Currently, the Environmental, Safety, and Corporate Responsibility Committee (ESCR) is composed of all current Board members, and is tasked with providing risk oversight, strategy, and public policy and trend assessments that include ESG topics such as climate change. The charter for this committee is available here. [▶](#)

LEGACY ACCOMPLISHMENTS

- No poison pill
- Free cash flow per-share focus
- Small, focused board
- Capital allocation focus
- Minimum stock holding requirements for executives
- Coal divestment

TODAY

- Low-cost producer
- 7-year financial guidance in line with ESG core transparency principles
- Started capital return to shareholders
- CEO pay for performance; 90% at risk
- Insider ownership at 2.5%
- Vertically integrated natural gas company
- Environmental, Safety, and Corporate Responsibility Board Committee

LOOKING AHEAD

- Independence from capital markets
- Low debt
- Stepped up capital return to shareholders
- Exemplar of long term value creation and transparency
- More closely held ownership
- Management compensation tied to methane intensity
- Growth of business via methane and carbon abatement technologies

Climate Risks & Opportunities

CNX 2020 TCFD Report

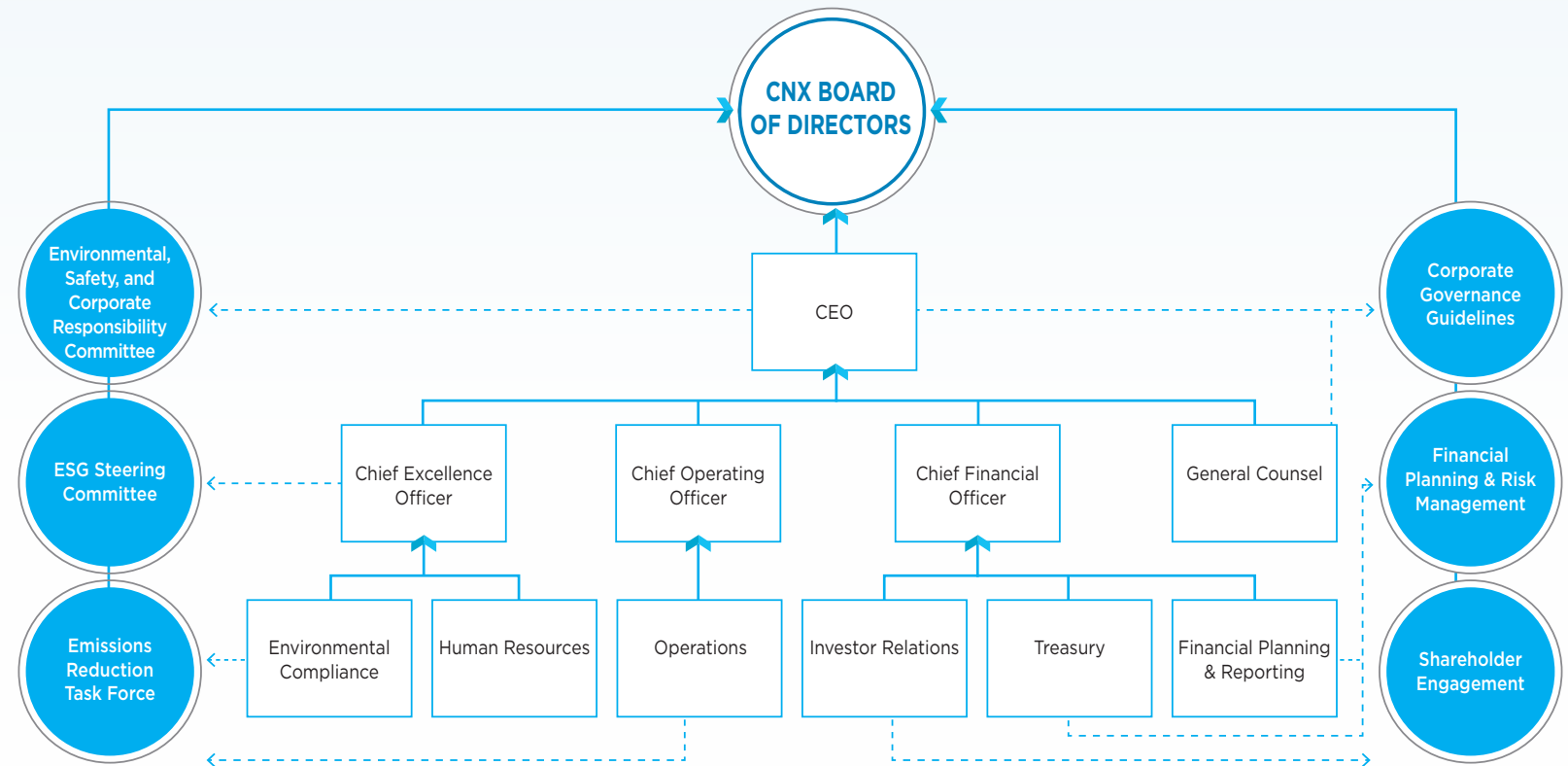
➤ **CNX has appointed a Regulatory Reporting Controller whose team (along with verification from our Internal Audit team) is responsible for expanded measurement and enhancing the regulatory and environmental compliance data management processes throughout the company to ensure CNX is the leader in providing accurate and reliable ESG data to all of its stakeholders.**



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Internally, ESG matters are overseen by CNX's Chief Excellence Officer, who reports directly to CNX's President and CEO. Performance is based on the evaluation of our stated targets across multiple objectives. Further, CNX's Chairman of the Environmental, Safety, and Corporate Responsibility Committee has formal oversight of ESG issues at the Board of Directors level. Matters relating to Corporate Responsibility, including material topics outlined throughout this report, are shared with this committee as deemed necessary; and executive management regularly hold review meetings with the committee chair to provide updates on progress between regular board meetings.

Additionally, ESG considerations and assessments expand well beyond the board room. Material issues are evaluated by subject matter experts, and have clear avenues of elevation to all levels of the company's management. Further, CNX is regularly engaged with a variety of industry and basin-specific trade associations that consider evolving environmental, regulatory, legal, and other material trends.



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➤ **Emissions-Free Operations: CNX employees are continually challenged to evaluate each area of operations in order to not only reduce, but eliminate emissions.**

INDUSTRY RISKS

- ▶ Carbon tax and demand destruction via government policy
- ▶ Access to capital markets reduced
- ▶ Operating cost increases due to increased regulation

CNX OPPORTUNITIES

- ▶ Irreplicable low-cost producer via integrated footprint and maintenance plan
- ▶ Generation of carbon credits and participation in carbon exchanges
- ▶ Development of technology to abate methane and carbon emissions
- ▶ Generation of FCF to create independence from capital markets

Strategy and Risk Management

The TCFD encourages companies to integrate climate change-related risks, divided into climate change transition risks and physical risks, and climate change-related opportunities into their financial planning process. CNX has performed its initial assessment of material climate change risks and opportunities along with developing its initial plans to manage those risks and pursue those opportunities to maintain a strong financial position. CNX expects to expand these descriptions in subsequent years as it reaps the benefit of integrating this form of risk management into its business strategy. Initial risks, opportunities, and responses are described below in accordance with the TCFD categories.

CNX believes affordable, clean natural gas will continue to remain a critical foundation of the energy mix in the long term. Our strategy is to lead the industry in the processes of responsibility, innovation, excellence, and sustainability as they relate to the extraction, processing, and transportation of natural gas. This is a continuation of CNX's achievements over the past years: for example, we pioneered the capture of methane emissions from coal seams and coal mines, we led by converting our completions fleet to be powered by more efficient/lower emissions electricity, and we invested in building a water delivery infrastructure to avoid truck hauling and optimize water reuse. CNX will continue to innovate, improve, and advance all aspects of our operations to increase efficiency, lower costs, and apply cleaner technology.

The CNX risk management framework includes operational risk, financial risk, legal risk, cyber risk, regulatory reporting risk, and climate risk. Each aspect for the profile is directly managed by our five named executive officers with clearly defined roles and responsibilities for each. The enterprise risk management oversight is provided directly by the CEO and our Board of Directors. Each listed risk is supported by one or multiple departments that are responsible for identification, analysis, and process adherence/recommendation in the management of each associated risk.

Many of our *Tangible, Impactful, and Local* ESG accomplishments were continuations from prior years.

Nick Deluliis
President and Chief Executive Officer

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POLICY, LEGAL, AND TECHNOLOGY TRANSITION RISKS

Despite the obvious value of and need for natural gas in society, increasing regulation and expanding reporting demands are a reality. CNX's approach to managing these risks is two-fold: (a) to establish processes that increase the rigor and accuracy of data quality and assurance and (b) to invest in, develop, and apply technology to reduce the complexity, response lags, and GHG emissions from our operations. Thereby, CNX will stay ahead of demands for increased control and measurement of GHG emissions from various aspects of its operations while not risking capital on unproven technology that may not net an emissions reduction payoff commensurate with its cost. As an added benefit, CNX's innovation and adoption of such technology also responds to its material technology risk: that other companies will seize a market, monetary, and/or regulatory advantage by implementing effective new GHG emissions control technologies first. CNX's approach to managing these risks is to target investment in innovative but proven technology to reduce the GHG emissions from its operations.

Although cyber risk is not directly related to climate change, CNX intends to use the TCFD framework to manage the associated risks and opportunities of this challenge.

At CNX we have a mosaic of initiatives organized using the National Institute of Standards and Technology (NIST) Cybersecurity framework, all focused on protecting our digital assets and keeping our business functioning at a high level. We recognize that our employees are our first line of defense to keep our systems safe. Regular awareness campaigns and simulated phishing attempts ensure our people maintain cybersecurity best practices that thwart would-be wrongdoers.

We are continuously enhancing our infrastructure and cybersecurity programs with a strong focus on risk mitigation and data protection. One mechanism to support this is an exhaustive inventory of all our systems, the data owners, and the security capability of each system. We regularly review the strategy for each of these systems with the leadership team.

Additionally, to help improve our cybersecurity effectiveness, we implemented Multi-Factor Authentication, Intrusion Detection and Prevention Systems, and other privacy access controls based on the Microsoft Threat Detection platform. A two-pronged approach is used for vulnerability scanning and mitigations, which are reviewed monthly. This gives us two views of our environment and ensures high-priority issues are resolved quickly.

CNX is also implementing innovative cybersecurity improvement projects from the well head to the off-premises data center that have been thoughtfully reviewed by our governance structure including periodic updates to the Board.

Climate Risks & Opportunities

CNX 2020 TCFD Report

CNX operates and manages one of the largest environmentally friendly natural gas fields in the country.

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MARKET RISKS

CNX's business structure, which includes water supply management and gas pipeline businesses in addition to its shale gas production business, insulates CNX against certain market risks because CNX is a vertically integrated operator. In addition, none of CNX's water business's withdrawal or consumption areas are in locations considered stressed, furthering the unlikelihood CNX will experience water shortages for its operations in the currently foreseeable future. See page 22 for a description of CNX's water activities in light of the World Resources Institute Waste Risk Atlas. CNX's most significant market risk is the lowering of demand for petroleum products over time as companies and governments commit to and work toward net zero carbon emission targets. However, as a shale-gas company primarily, CNX is well-positioned to compete in a tightening market because natural gas is significantly less carbon intensive than oil or coal. While some markets currently using natural gas may transition to alternative energy sources, it is expected that many markets currently using oil or coal will transition to natural gas. In its stated policies scenario, the International Energy Agency (IEA) World Energy Outlook 2020 predicts a 30% rise in global natural gas demand and slight decline in advanced economies' demand by 2040. The IEA also predicts that natural gas producers who focus on reducing GHG emissions along with their gas

supply chains while keeping costs in check during this time frame will continue to prosper compared to those who do not. GHG reduction in the natural gas supply chain, hedging revenue to lock in margins, and maintaining ample liquidity are the primary drivers of CNX's market risk response.

REPUTATIONAL RISKS

CNX has and continues to work actively to protect and enhance its corporate reputation and license to operate through tangible, impactful, and local ESG performance. See page 20 for a description of some of the activities CNX engages in on this front to raise awareness for prospective employees, contractors, investors, customers, suppliers, and regulators. The natural gas industry and the employees and families that make the modern world possible are frequently vilified by those who espouse a rigid ideology opposed to domestic energy development. We acknowledge that, like any industry, bad actors do exist which have the potential to harm the industry's collective reputation. At CNX, we strongly advocate for the responsible development of our clean, abundant natural gas resources and we regularly engage with ideological opponents of our industry. We have a conviction

that the work we do matters greatly for society and believe that it is our duty to aggressively protect and enhance our reputation and social license to operate. While many natural gas companies pursue hollow labels like Responsibly Sourced Gas, Certified Natural Gas, or Certified Sustainable Natural Gas, CNX continues to responsibly manage and produce one of the largest environmentally friendly natural gas fields in the country from our coal mine methane assets. This is methane that would have otherwise been vented into the atmosphere as a result of third-party mining activities. One of our primary objectives is to leverage these unique coal mine methane assets and our internally-developed innovative technologies for methane abatement to generate new value creation opportunities for CNX stakeholders.

Climate Risks & Opportunities

CNX 2020 TCFD Report

2020 ENVIRONMENTAL HIGHLIGHTS

228K

Renewable Energy Credits generated*

7.7M

tons of CO₂e emissions abated

308K

metric tons of methane abated

65K

water trucks removed from the road due to water pipelines

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PHYSICAL RISKS

Like reputational risk, the degree of physical risk posed by climate change varies dramatically based on location. The Appalachian basin where CNX operates exclusively does not include a coastline, so it is not vulnerable to climate hazards such as hurricanes or coastal flooding. It is in a temperate zone, so it does not experience extreme heat or cold with the frequency that other areas do; and it is in an area where water is not stressed (see Market Risks on page 13). Tornadoes are also less frequent than in some neighboring areas because of the topography. At most, the area is subject to severe thunderstorms, which can cause localized flooding. These risks are mitigated through strategic siting of locations outside of flood-prone areas, utilization of industry best management practices for erosion and sediment control, and comprehensive emergency response and preparedness planning. Other potential impacts are addressed on a periodic basis, with additional protections added as needed.

RESOURCE AND ENERGY EFFICIENCY OPPORTUNITIES; PRODUCTS AND SERVICES; MARKETS AND RESILIENCE OPPORTUNITIES

CNX's own products offer its best climate change-related opportunities. CNX has and continues to replace externally source liquid fuels used in its operations with its self-sourced natural gas, resulting not only in emissions reductions, but also long-term cost savings and enhanced security of supply. By managing its own water supply and recycling company, CNX ensures its own water access, while generating revenue from supplying water and water recycling services to its competitors. CNX is working on opportunities to develop some of its considerable land holdings into carbon sinks and/or wildlife preserves through targeted conservation and planting. Resulted carbon reductions could be used to offset other carbon sources. In addition, these developments could also support local climate change resilience efforts as floodwater retention basins. Depending upon the results of a geological survey, which has not yet been conducted, some of this land

could be viable as subsurface carbon sequestration locations for permanent injection of carbon captured by CNX or third parties, potentially yielding both new revenue streams and carbon credit opportunities. For added benefit, the development could be funded by investors through green bonds or regulators through grants at reduced or no cost to CNX.

*Credits generated are net Pennsylvania Tier 1 Renewable Energy Credits from the operation of Buchanan Generation, LLC, a 50% owned power plant in Virginia.

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➤ **Natural gas is expected to remain a critical energy source in the world’s energy portfolio.**

TCFD Climate Change Scenario Analysis

A core recommendation of the TCFD is that companies undertake a climate change scenario analysis. The TCFD acknowledges that while some organizations are affected by risks associated with climate change today, for many organizations the most significant effects of climate change are likely to emerge over the medium to longer term and their timing and magnitude are uncertain. The disclosure of a company’s response to forward-looking climate-related issues is important for investors and other stakeholders in identifying and benchmarking the company’s vulnerability to climate change transition and physical risks and how they would address or not address these vulnerabilities against the backdrop of a discrete set of regulatory and business conditions.

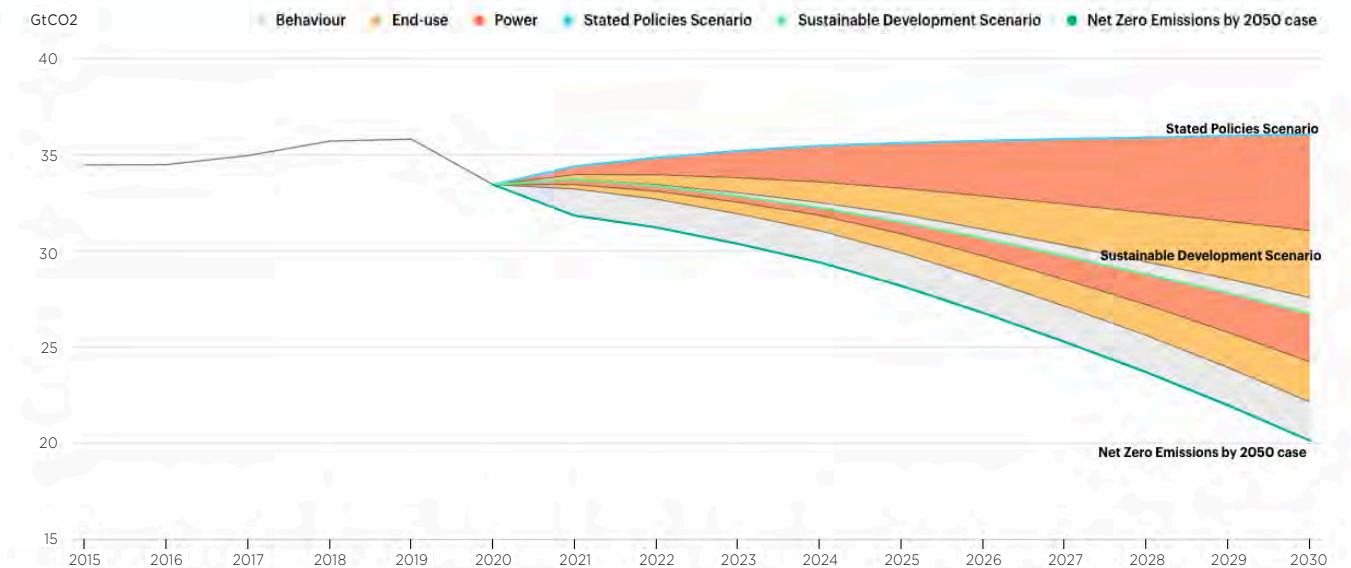
METHODOLOGY

In line with the TCFD recommendations, this scenario analysis identifies forward-looking emissions scenarios for use by CNX and very briefly explores CNX’s response to their associated challenges. It does not address the full development of the scenarios, which is a task that CNX is reviewing now in preparation for its next Corporate Responsibility Report to be published in 2022.

The emissions scenarios have been selected from the IEA World Energy Outlook (WEO) 2020. The IEA WEO 2020 offers four different future emissions scenarios to help planners and policymakers understand potential future climate impacts. It includes a “Stated Policies Scenario,” a “Delayed Recovery Scenario” (associated with COVID-19 impacts), a “Sustainable Development Scenario,” and a “Net Zero by 2050 Case,” each exhibiting decreasing overall GHG emissions. CNX plans to develop three of the four scenarios, omitting the “Delayed Recovery Scenario” as it is derivative of the “Stated Policies Scenario” and the added elements are not material to a company operating exclusively in the United States.

Key Fuel Trends in the Stated Policies Scenario, 2019-2030

IEA, *Energy and industrial process CO₂ emissions and reduction levers in WEO 2020 scenarios, 2015-2030*, IEA, Paris
www.iea.org/data-and-statistics/charts/energy-and-industrial-process-co2-emissions-and-reduction-levers-in-weo-2020-scenarios-2015-2030



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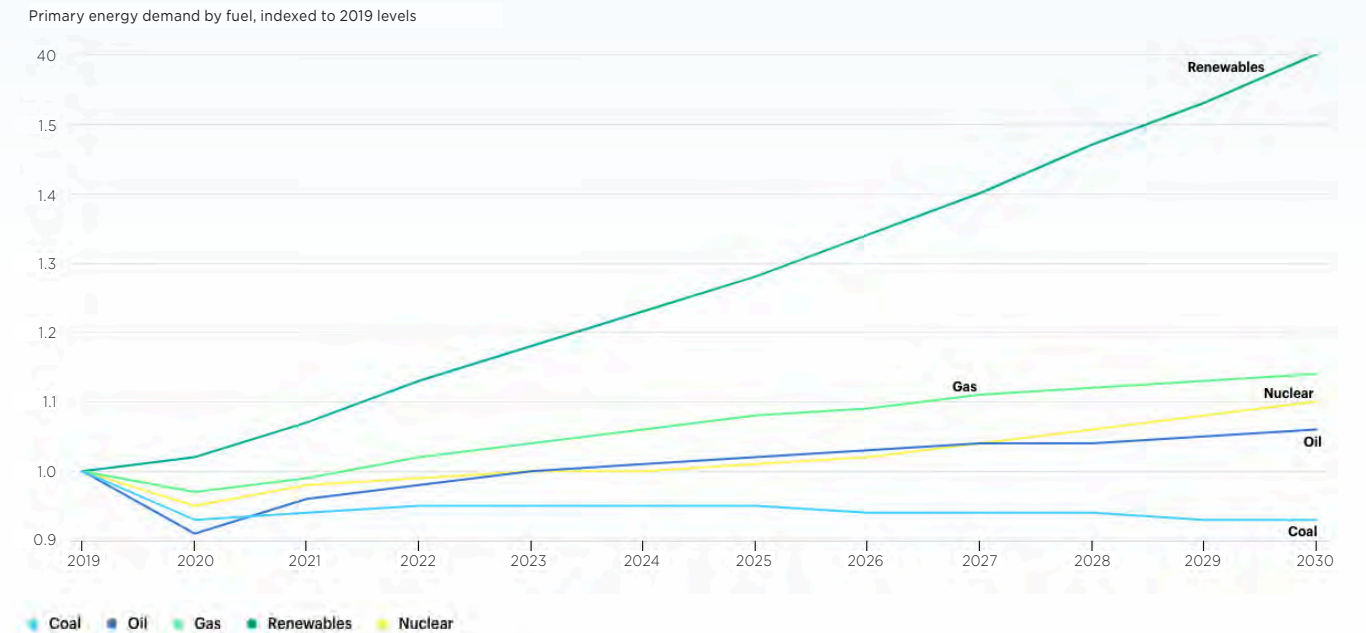
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STATED POLICIES SCENARIO

In the Stated Policies Scenario, COVID-19 is brought under control and the global economy returns to pre-COVID levels in 2021. However, the 12% energy demand growth anticipated between 2019 and 2030 is reduced to 9% and the slower growth puts pressure on oil and gas prices, creating market volatility. Electrification drives the biggest expansion in electricity network demand in a decade, but investment to construct it is tight. Renewable Portfolio Standards for electricity are projected to significantly increase. Coal use is projected to drop dramatically from the combined effect of stricter regulation and increased competition from natural gas. A 30% rise in global natural gas demand by 2040 occurs, but is concentrated in Asia, with the North American market declining slightly, but then stabilizing.

Key Fuel Trends in the Stated Policies Scenario, 2019-2030

IEA, Key fuel trends in the Stated Policies Scenario, 2019-2030, IEA, Paris
www.iea.org/data-and-statistics/charts/key-fuel-trends-in-the-stated-policies-scenario-2019-2030



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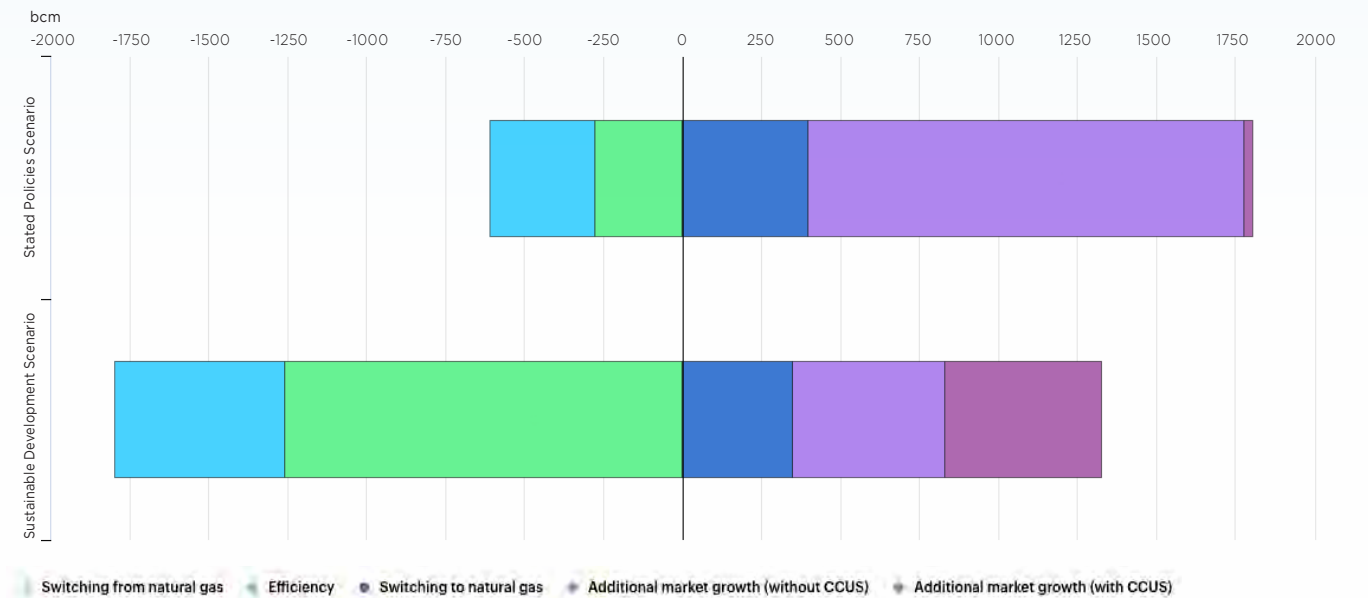
SUSTAINABLE DEVELOPMENT SCENARIO

In the Sustainable Development Scenario, COVID-19 is brought under control and the global economy returns to pre-COVID levels in 2021 as in the prior scenario.

However, a surge in clean energy policies and investment puts achieving the goals of the Paris Agreement, increased energy access, and improved air quality health goals in reach by 2030. Some states and companies commit to net zero GHG emissions by 2050. Fossil fuel subsidies are phased out by 2035. Carbon prices are introduced. Methane abatement in the supply chain and transparency in how and to what extent it is accomplished differentiate sources of natural gas. Investment in oil and gas in the United States falls to one third that of 2019, giving rise to volatile price cycles and concerns about energy security.

Changes in Natural Gas Demand by Driver in the Stated Policies and Sustainable Development Scenarios, 2019-2040

IEA, Changes in natural gas demand by driver in the Stated Policies and Sustainable Development Scenarios, 2019-2040, IEA, Paris
www.iea.org/data-and-statistics/charts/changes-in-natural-gas-demand-by-driver-in-the-stated-policies-and-sustainable-development-scenarios-2019-2040



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NET ZERO BY 2050 SCENARIO

Although this scenario is a derivative of the Sustainable Development Scenario, and CNX believes it is a bleak one, CNX will address it to adhere to the TCFD instruction to include a “2 Degree Scenario,” which this case most closely resembles. In the Net Zero by 2050 scenario, total CO₂ emissions will be reduced by 45% from 2010 levels in 2030. This means the energy and industrial process emissions would need to be around 20.1 Gt in 2030, which is 6.6 Gt lower than the Sustainable Development Scenario. Primary energy demand falls by 17% between 2019 and 2030 due to electrification, energy efficiency, and behavioral changes. Carbon pricing is well established and regulatory controls on GHG emissions are stronger than the Sustainable Development Scenario. Power sector investment triples from 2019, but more than one third of that is spent on expanding, modernizing, and digitalizing electricity networks. Virtually no critical coal plants without carbon capture and underground sequestration are still in operation.

COMPANY RESPONSE

To prepare for these three scenarios, CNX is positioning its business to be able to generate sustainable long-term per-share value for its shareholders even in the event of a material drop in natural gas demand and/or significant increase in carbon regulations and pricing. The core principles of this strategy, many of which are already in place or underway, are as follows:

- Maintaining flat to limited production growth and widening our position as the lowest-cost producer in our market;
- Prioritizing development of our existing multi-decade inventory of well locations over the acquisition of additional carbon assets from competitors;
- Maintaining a low leverage balance sheet and a transparent low-risk multi-year free cash flow profile that reduces any potential exposure to capital markets access;
- Accelerating return of capital to shareholders; and
- Developing carbon offset opportunities from our one-of-a-kind asset base for generating additional revenue streams and hedge exposure to any potential carbon pricing regulations.

As noted earlier, the full development of each of these scenarios is underway and planned for inclusion in the Corporate Responsibility Report to be published in 2022. However, we believe that the continued execution of these core strategic principles will allow us to create long-term value for our stakeholders in any of the three future scenarios described in this report.

Climate Risks & Opportunities

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CNX is
Net Carbon
Negative (Scope 1 & 2)

Each year, we prevent over 300,000 metric tons of methane emissions, an amount that exceeds direct emissions from our operations.

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At CNX, we have built our business around the capture and processing of methane gas that would otherwise be released into the atmosphere. Each year we prevent over 300,000 metric tons of methane emissions (7,500,000 metric tons of CO₂e), an amount that far exceeds direct (Scope 1 & 2) emissions from our operations.

CNX is proud to be net-negative today using this methodology, and we are working diligently to register and verify a significant number of CO₂e credits with national and international institution(s) recognized for their strong standards for environmental integrity. We expect these carbon credits to increase over time; and are pursuing additional emissions reductions in our core Appalachian shale-gas operations by reducing or eliminating emissions from blowdowns and pneumatic devices.

Metrics & Targets

GHG Emissions

2020 UPSTREAM ⁽²⁾ AND MIDSTREAM ⁽⁷⁾ GHG EMISSIONS	(Thousand Metric Tons CO ₂ e)
Scope 1⁽¹⁾	574
Upstream ⁽²⁾	212
Flared Hydrocarbons	0
Other Combustion ⁽³⁾	73
Process Emissions ⁽⁴⁾	10
Other Vented Emissions ⁽⁵⁾	102
Fugitive Emissions ⁽⁶⁾	17
Completions & Workovers	11
Midstream ⁽⁷⁾	363
Scope 2⁽⁸⁾	389
Scope 1 & 2 Total	963
Captured Mine Methane	-7,704
Net CO₂e	-6,741

Notes:

- ⁽¹⁾ Scope 1 emissions were reported under Subpart W of EPA Greenhouse Gas Reporting Program. Total GHG emissions reported consist of the following pollutants: CO₂, CH₄ and N₂O.
- ⁽²⁾ Upstream includes emission associated with upstream, well pad assets.
- ⁽³⁾ Other Combustion includes all stationary fuel combustion sources and corporate fleet fuel usage.
- ⁽⁴⁾ Process Emissions includes dehydrator emissions.
- ⁽⁵⁾ Other Vented Emissions includes: natural gas pneumatic devices, natural gas-driven pneumatic pumps, well venting for liquids unloading, atmospheric tanks, and reciprocating compressors.
- ⁽⁶⁾ Fugitive Emissions includes equipment leaks surveys and population counts.
- ⁽⁷⁾ Midstream typically refers to pipeline and compressor facilities.
- ⁽⁸⁾ Scope 2 emissions include both upstream and midstream emissions. Each category has been rounded to the nearest thousand metric ton.

Looking Forward

- ✓ CNX has formed an Emissions Reduction Task Force comprised of members from various operational, environmental, engineering, and data management teams. Focusing on continually reducing and improving our emissions footprint, the task force is evaluating innovative technologies and processes that target areas with the most significant CH₄ reduction potential.
- ✓ CNX has introduced internal methane intensity targets that are directly connected to executive compensation incentives. These “ESG Units” are outlined in more detail as part of CNX’s 2021 proxy filing, which can be found here. [👉](#)
- ✓ **Although CNX is currently net carbon negative, we plan to further reduce our annual Scope 1 emissions by 90K tons by the end of 2022 and 200K tons by the end of 2025.**

ENVIRONMENTAL

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We take great pride in where we are from. To us, the Appalachian basin is more than the place we do business, it has been our home for over 155 years. Our company leadership and workforce are comprised of home-grown talent, and our approach to ESG aligns with CNX’s 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.

At CNX, being a good neighbor and environmental steward is core to what we do and is a primary focus throughout all levels of decision-making. The Appalachian basin remains not only the largest, but the most efficient and environmentally friendly source of natural gas. We are committed to continuing to push the envelope—through technology and process improvements—to maintain the basin leadership position within the industry via reduced venting and flaring, vapor recover systems, improved leak detection, predictive and preventative maintenance of equipment, plugging of older wells, and a host of new and innovative technologies to efficiently produce natural gas at lower risk.

To learn more about evolving environmental initiatives and accomplishments beyond those described in this report—please visit the Environmental Stewardship section of our website. [➔](#)

LEGACY ACCOMPLISHMENTS

- CBM pioneer to capture methane emissions
- Coal mine methane capture and abatement
- Stacked pays to minimize surface disturbance of shale development
- Water line infrastructure to avoid trucking
- Scope 1 & 2 CO₂e 90% reduction since 2011
- Conservative reporting of emissions
- Divestiture of coal business

TODAY

- Cleaner electric frac fleets replaced diesel fleets
- 99% water recycle in core operating area
- Proprietary technology development
- Net carbon negative (Scope 1 & 2)
- Increased rigor/process for ESG and regulatory reporting

LOOKING AHEAD

- Management comp based on methane intensity
- Aligning with TCFD framework
- Zero planned pigging emissions
- No planned flare on flowback operations
- Real-time, automated reporting
- Quarterly emissions score card in 2022

Air Quality

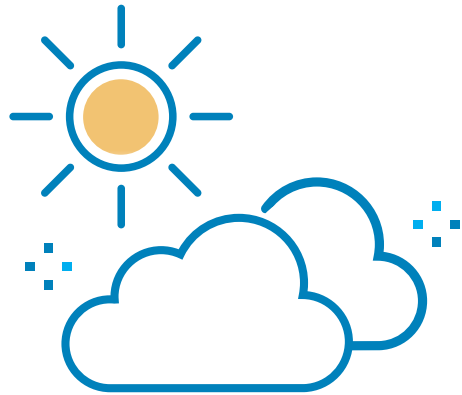


Amazing Innovations in Natural Gas Production

Natural gas production has existed for generations, but the last two decades have seen unprecedented innovations. Electric fracking, remote operations, artificial intelligence and high-speed data capture have catapulted this industry into one of the most efficient forms of energy available.

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Proactively reduced Scope 1 & 2 CO₂e emissions by over 90% since 2011

Innovative CBM capture has led to the mitigation of over 700 BCF of methane emissions that otherwise would have been vented to atmosphere

First mover in the Appalachian basin on all-electric frac spreads; phased out regular use of diesel frac fleets in early 2019

Recycling of 99.6% of the company's produced water in the core operating area in 2020, helping to reduce truck traffic and air emissions

CNX recognizes that controlling methane emissions from the natural gas value chain is an efficiency driver and business imperative for the natural gas industry. We proactively take steps to reduce methane emissions from our operations and have been a first mover in implementing a number of emissions reduction methodologies, technologies, and best practices ahead of regulatory requirements. Not only did the foundation of our business start with coal bed methane and coal mine methane capture, but in addition, CNX continues to improve on its long tradition of implementing practices to drive emissions improvements. It's not only good environmental stewardship, it impacts our bottom line. CNX was a first mover in emissions reduction by:

- ✓ Employing comprehensive leak detection and repair (LDAR) and directed inspection and maintenance (DIandM) programs that call for the deployment of state-of-the-art technologies, such as forward-looking infrared (FLIR) imaging to identify and repair leaks;
- ✓ Improving our environmental management information system (EMIS) by leveraging our existing supervisory-control and data acquisition systems (SCADA) to automate data collection;
- ✓ Using exclusively green completions, in which gas produced during flowback operations is captured, rather than being vented to the atmosphere or flared;
- ✓ Adding additional control systems at our facilities, such as enclosed or open flares to control methane and volatile organic compounds (VOCs) (at >98% efficiency) from various facility maintenance activities;
- ✓ Stack testing beyond regulatory frequency/requirements;

- ✓ Utilizing low-bleed pneumatic controllers;
- ✓ Deploying an electric hydraulic fracturing fleet with emissions well-below EPA's Tier 4 standards and higher efficiency than conventional diesel-powered equipment; and
- ✓ Utilizing natural gas when possible for rig fueling to decrease diesel fuel consumption, thereby lowering emissions.

Looking Forward

CNX is evaluating multiple emission reduction technologies that include:

- ✓ Artificial intelligence programs designed to reduce liquids unloading events on aging wells;
- ✓ Engineering development to eliminate pigging emissions by recirculating into nearby systems;
- ✓ Converting bi-fuel equipment to run on natural gas where feasible, reducing both diesel use costs and associated emissions;
- ✓ Reducing LDAR repair timing to exceed federal obligations;
- ✓ Laser spectrometry to enhance the regular LDAR program; and
- ✓ Aggressively targeting methane emission reductions from pneumatic devices by retrofitting devices and pursuing innovative technology solutions.

For the latest progress on our ESG efforts, including emissions reductions efforts and projects, please visit our website.

Water Management

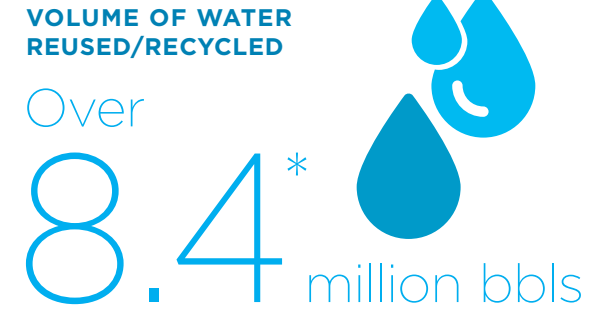
➤ **CNX sees opportunities to utilize its infrastructure and practices to reduce the industry’s water footprint across the Appalachian basin.**



Total Freshwater Withdrawn		
CNX's total freshwater withdrawal		
Surface Water	Groundwater	Municipal Purchases
6,831,300 <i>bbls</i>	900 <i>bbls</i>	922,200 <i>bbls</i>
1,086 <i>thousand cubic meters</i>	0 <i>thousand cubic meters</i>	147 <i>thousand cubic meters</i>

CNX's Total Freshwater Used	Volume of Produced Water
Freshwater is 100% consumed, then reused	Generated: 8,659,500 <i>bbls</i>
Total withdrawal consumption:	Disposal: 1,630,500 <i>bbls</i>
7,754,400 <i>bbls</i>	Recycled/Reused*: 7,232,900 <i>bbls</i>
1,233 <i>thousand cubic meters</i>	

Water that is not disposed of or reused is stored for future reuse or distributed to third parties for their reuse.

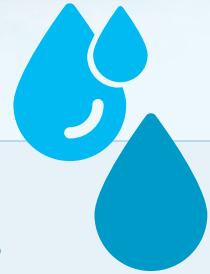


*The 8.4 million *bbls* includes water pulled from storage and water from 3rd parties used in our operations.
772,200 barrels of total freshwater withdrawal are from CNX-owned assets.
Generated-disposal may not equal recycled/reused due to changes in storage volumes.
All totals have been rounded to the nearest hundred barrels or thousand cubic meters.

CNX did not generate hazardous waste so there are no associated waste disposal volumes. In 2020, CNX did not adversely affect water bodies or related habitats by water discharges or runoff.

➤ **CNX discloses hydraulic fracturing ingredients for 100% of its wells via FracFocus.org**

➤ **99.6% reuse in core shale operating area**



**WATER RISKS/
WATER STRESS**

0%

0% of 2020 withdrawals were from areas with High or Extremely High Baseline water stress

Based on the World Resources Institute’s (WRI) Water Risk Atlas tool, Aqueduct, none of CNX’s activities withdraw or consume water in locations that are considered stressed. Stressed water sources are those that meet the High or Extremely High Baseline Water Stress level under the classification system designed by the WRI. Since CNX’s business relies on water availability, it is imperative that our sources of water remain viable.

With CNX’s current operational footprint, we should remain at the lowest two risk levels, Low and Low-Medium, of the WRI’s scale until at least 2040. CNX’s total current baseline water stress level for freshwater use was 97% Low and 3% Low-Medium, while it is projected to be 92% Low and 8% Low-Medium for 2030 and 2040 across pessimistic, business as usual, and optimistic scenarios. Thus, regardless of the scenarios described above, CNX expects to remain well below the WRI’s water risk level of High or Extremely High. Overall, CNX is confident that our operations can continue without risk to water availability into the future. Our confidence is supported by the effectiveness of our water reuse program, which posts a 99.6% reuse rate in our core operating area of southwestern Pennsylvania. As the company continues to reduce dependency on freshwater use through expanded reuse opportunities and water infrastructure, the risk of contributing to water stress will continue to decline.

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Cumulative view of recycling/reuse that includes produced water wastes

Reuse/Recycling	
Produced Water Reused in 2020	7,232,900 <i>bbls</i>
Produced Water Sent to 3rd Party for Reuse	1,181,100 <i>bbls</i>
Other Waste Recycling/Reuse	21,900 <i>bbls</i>
Total Recycling/Reuse	8,435,900 <i>bbls</i>
Disposal	
Produced Water Disposal	1,630,500 <i>bbls</i>
Other Waste Disposal	118,800 <i>bbls</i>
Total Fluid Disposal	1,749,300 <i>bbls</i>
Solid Waste	58,976 <i>tons</i>
Volume of produced water generated	
Discharged	0%
Disposal	18.8%
Recycled or Stored for Recycling	81.2%
Recycling in core shale operations of PA	99.6%



Zero

Produced hydrocarbon releases

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Biodiversity & Ecological Impacts

The Appalachian basin is home to regionally and federally threatened and, in some cases, endangered species. Some of these species are known to occur within CNX’s operational footprint. CNX recognizes these species as stakeholders in our operational activity and works to continuously coordinate with local and federal agencies to ensure our operations do not adversely impact these species and their habitat. The company deploys several proactive strategies to avoid impacts, such as:

- Species buffer recognition through agency coordination and GIS mapping reviews for threatened or endangered species, including the Indiana bat.
- Monitoring for threatened and endangered species existing within our project areas via continued agency project screening, past project experience, and publicly available data allowing for the avoidance and minimization of impacts.
- Comprehensive research assessments in conjunction with well and pipeline permitting processes to identify potential habitats in or around prospective project areas. This includes time-of-year planning to avoid species impacts, conservation components to equate or improve existing habitat, and focus on reducing the permitted limit of disturbance (LOD) near critical areas.
- Consultation with professional environmental consultants to ensure cooperation and proper planning with relevant federal and state agencies.

- Completion of wildlife presence/absence surveys, when appropriate, to develop customized avoidance plans that meet individual species’ needs.
- Mitigation of forested habitat loss by means of third-party offsets, funding towards conservation, establishment of permanent conservation lands, and additional species research/monitoring.
- Adjustment of project designs to co-locate infrastructure within existing facilities to maximize the use of existing roadways, access roads, utilities, and existing non-wooded areas.

SASB Biodiversity Metrics

CNX does not operate in the Arctic region, and therefore has no incidents or impacts to report in that region.

Hydrocarbon spills are defined as produced oil and/or condensate spills greater than 1 barrel that extend beyond secondary containment. CNX has no such incidents to report for 2020. Non-hydrocarbon spills are other fluids (excluding produced oil and/or condensate) greater than 1 barrel that extend beyond secondary containment.

# of hydrocarbon releases	0
Volume of hydrocarbon releases	0
# of non-hydrocarbon releases	12
Volume of non-hydrocarbon releases	4,292 gallons
All spill incidents from 2020 were fully remediated consistent with regulatory policies and clean-up standards.	

The 12 spill incidents from 2020 were fully remediated consistent with applicable regulatory policies. The largest of these incidents (resulting in approximately half of the total volume) was the result of an equipment failure which was initially contained to site secondary containment. The containment began to leak and a portion of the spilled fluids drained onto the well pad. None of the spills noted here reached waterways and there were no adverse offsite impacts.



CNX takes a proactive approach to reduce potential impacts to protected conservation areas and endangered species within our operating footprint. Tools and databases from state and federal government agencies allow CNX to select project locations that meet our operational efficiency goals while also mitigating impacts to known species habitat areas. While exact locations of species is conveyed in a more summarized format, and the data is constantly being updated, these environmental databases provide an important planning tool, prior to commencing our permitting process.

CNX has evaluated the publicly available protected conservation and endangered species habitat data and determined that 29% of our proved reserves and 43% of our probable reserves are located within five kilometers of these habitats. For midstream, 58% of our existing infrastructure is found within the five kilometer buffer areas, and 55% of future proposed projects are found in similar areas. 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 Sustainability Accounting Standards Boards' Oil & Gas—Exploration & Production Industry Standard: the 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). While the identified areas represent a potential for impact near our operating areas, our permitting and compliance groups proactively engage with state and federal agencies to preserve habitat areas while minimizing any direct impacts. By 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 that fall within a five kilometer zone of habitats are also areas where other human development is present (roads, housing developments, industrial complexes, etc.), we see an opportunity to partner with agencies and community stakeholders so they are better prepared to minimize their impact, and thus the cumulative impact, on habitats.



Save the Bats

- ✓ 120 bat houses installed by CNX since 2016
- ✓ Bat houses help prevent bats from living in human dwellings
- ✓ Hundreds of thousands of bats fall victim to White-nose Syndrome and human threats, such as wind turbines, each year
- ✓ Awareness and support are critical components to bat repopulation

Bat Conservation

Throughout our history, CNX has been a frequent friend and neighbor to many bat species in the area, including the Indiana Bat (*Myotis sodalis*). Once abundant in states like Pennsylvania and West Virginia, bat populations across North America have been decimated in recent decades due to the emergence of fungus *Pseudogymnoascus destructans* (Pd), a.k.a. “White-nose Syndrome.” The disease is characterized by a white fungus that grows on the bats and interferes with hibernation, which can cause the bats to starve during winter. Because of threats like White-nose Syndrome, cave disturbance, and wind turbines, which kill hundreds of thousands of bats each year, the Indiana Bat has been placed on the endangered species list.

The best defense for endangered bats is a habitat that protects them from outside threats and enable better hibernation. Over the last five years, CNX has developed conservation plans within our operations in areas where bats still exist. In 2017 we established a permanent bat conservation area of 1,535 acres in Greene County. We’ve also installed over 100 bat boxes around our well sites and pipelines.

In 2020, we expanded our bat conservation efforts by installing bat houses in several public parks throughout the region. The CNX permitting team collaborated with the Pennsylvania Game Commission (PGC) and the U.S. Fish and Wildlife Service (USFWS) on bat box and location selection as part of our community out reach initiative. CNX now builds the 7-chamber bat houses using aluminum shells and rot-resistance hemlock for longer life. The CNX permitting team and the PGC worked together to select sites where the bats would have the best chance for survival and installed them at no cost to the local townships.

Our work on this critical issue will continue with additional bat house installations in 2021, continual habitat monitoring, ongoing support for the PGC, and leveraging opportunities to build awareness. For example, did you know these bat facts?

- Bats are mammals;
- Bats help the ecosystem by consuming harmful insects and even pollinating plants;
- Bats are not blind. Their vision is enhanced by sonar rather than replaced by it; and
- Healthy bats avoid humans. They’re extremely agile, and their combination of sight and sonar enables them to detect tiny insects while staying out of your way.



SOCIAL Responsibility

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As the longest-standing public company in our region, being a cornerstone in the communities where we operate is part of our DNA. This starts with driving the local economy by hiring a local workforce and providing them well-paying, stable jobs. It's reinforced by spending locally on vendors and contractors from the areas where we operate whose employees are locally based as well. And it's extended by giving to our local communities nearly \$72 million since 2012 via Pennsylvania's Impact Fees in addition to the specific needs of our region that CNX takes on every year. Those needs are addressed through a \$30 million commitment to local communities, over the next six years—designed to pave the way to the middle class for those in underserved urban and rural communities in our region.

None of these efforts are new for CNX, however. What was new for 2020, of course, was a worldwide pandemic that threatened the foundations of communities everywhere. So CNX did what we've always done and mobilized our employees and resources to assist the most vulnerable members of our community, helping to ensure that the local foundation stayed strong.

LEGACY ACCOMPLISHMENTS

- Zero tolerance safety and environmental program safety revolution
- Median all-in compensation package above \$150,000
- Pioneer in industry for women and diverse candidates in executive positions
- Over the last 10 years \$30 million to various community causes

TODAY

- New \$30 million community effort (next 6 years)
- 100% local hires
- 90% local contractors
- 6% Disadvantaged Business Enterprise spend
- 50% diverse executives as direct reports to CEO
- No layoffs during COVID and front line workers bonus
- Impact fees and severance taxes
- Sales, property, and payroll taxes to local communities
- Net tax payer instead of subsidy-consumer to local communities

LOOKING AHEAD

- Mentor academy for young adults in underserved communities
- Criminal justice reform effort to place returning citizens into careers
- CNX targets a 33% diverse team by 2024; and 40% by 2026

AS PART OF OUR \$30 MILLION COMMUNITY INVESTMENT COMMITMENT, WE HAVE EARMARKED THE FOLLOWING INITIAL SIGNATURE PROJECTS:

- **\$1 million for expanded broadband access in rural Greene County, PA**
- **\$100,000 for House of Life Pittsburgh for returning citizen re-entry**
- **\$200,000 for the Jerome Bettis Cyber Bus Project for technology needs in disadvantaged school districts**



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Community Relations

COVID-19 Community Response

As the pandemic took hold in early 2020, CNX responded with multiple waves of support for our local community. The first was a donation to offset the immediate needs of the most vulnerable people in our region. The donation directly benefited groups including:

- Washington County Food Bank;
- Westmoreland County Food Bank;
- Corner Cupboard Food Bank;
- Washington County Community Foundation—Close to Home Disaster & Emergency Fund;
- The Salvation Army, Washington County;
- Domestic Violence Services of Southwestern PA; and
- Southwestern PA Area Agency on Aging.

With many of these organizations facing very high demand for supplies and services for their communities, many found themselves suddenly in need of additional volunteers to help fill the void. CNX responded with a wave of volunteers from our employee base, dedicating over 200 service hours to organizations. Ultimately this helped prepare and/or deliver roughly 10,000 aid packages to residents across southwestern Pennsylvania.

Technology Grant

The transition to virtual learning was a challenge for thousands of students in our area who did not have access to high-speed internet or a reliable computer, which put them at risk of falling behind. CNX responded in the fall of 2020 by establishing an educational technology grant benefiting six school districts across Greene, Washington, and Westmoreland counties. The grants were used to purchase laptops, Chromebooks, MiFis, and wireless hotspots to provide hardware and broadcast internet into homes where multiple family members need to be online during the day. The hardware will continue to add value after the pandemic and many years beyond.

CNX Community Garden

CNX continued our work with the Western Pennsylvania Conservancy maintaining the CNX Community Garden along a local highway. In addition to CNX's annual financial support, more than a dozen CNX volunteers persevered through a rainy spring to pull weeds, spread mulch, and dig a 100-foot-long flower bed. They planted rudbeckia, elderberry, bee balm, iris, tulips, and other perennials. The new species were selected specifically for their ability to withstand wet conditions. Apart from the day's rain, the Community Garden serves as a water run-off area for the highway and nearby hills, making it a useful stormwater management asset. The crew returned in the fall to plant three new trees and tend the flower beds, both new and old.



With a growing need for local family-sustaining jobs, CNX announced it will purchase all services and materials from providers that, in aggregate, maintain at least a 90% local resident employee base (southwestern PA, eastern OH, and northern WV) and will dedicate 40% of the total CNX small business spend to companies within the Appalachian region. CNX also committed to a 6% Diverse Business Enterprise (DBE) spend and 7% DBE representation on the CNX vendor roster in 2021.

UPMC Hillman Cancer Center Donation

CNX continued our support of the UPMC Hillman Cancer Center for the fifth year with \$50,000 in total donations. A portion of the funds were used to replenish the CNX Caring Carts, which provide snacks, games, puzzles, and comfort items like blankets and lozenges, to patients and their families during the many hours they might spend at the center for treatment. The carts benefit families throughout the year who may be experiencing the toughest time in their lives. They help improve the experience, especially for those who may need to visit the center multiple times each week. For 2020, alterations were made to provide individually wrapped items and to rotate the carts to find a safe balance between elevated sanitation practices and extended care. Including 2020, CNX has donated nearly \$300,000 to UPMC Hillman since 2015.

Blueprints Washington County

CNX employees supported Blueprints for the third consecutive year, donating to local families in need. With the funds, Blueprints purchased and wrapped toys, clothes, sneakers, boots, jackets, hats/mittens, art supplies, and more for children sponsored by CNX. The donation also provided groceries for the children's families as well as several other Blueprint families throughout Washington and Greene counties.

Corner Cupboard Food Bank Virtual Food Drive

Like many charitable nonprofit organizations, Corner Cupboard Food Bank in Greene County relies on events to raise funds. With the pandemic canceling its annual holiday fundraising drive, they turned to CNX to help them host their first-ever virtual fundraising drive. The CNX team helped

them develop the tools and digital materials to host the drive and advertise it via social media. Ultimately, Corner Cupboard surpassed its goal of \$20,000 thanks to donations from CNX and others. The funds will help sustain the food bank well into 2021 after one of the busiest years in its history.

Land/House Auction

While CNX makes financial donations to our charitable partners frequently, at times we find an opportunity to do something unique. That was the case with a 12-acre parcel of property CNX auctioned in 2020 to benefit the Washington County Community Foundation. The foundation, whose mission is to improve the quality of life in Washington County by promoting and facilitating philanthropy, used the proceeds from the auction to purchase web-based software to improve the processes by which nonprofits and students apply for grants and scholarships, and to increase services to donors by providing access to information. Much like the property, which came with a 3,600-square-foot home, the foundation's new program should provide value to the county far into the future.

Pittsburgh Works

CNX is a founding member of Pittsburgh Works Together, an advocacy group comprised of the building trades and the manufacturing, steel, and energy sectors to promote economic progress and sustainability across all industries in western Pennsylvania. Such a partnership is unprecedented in its diversity of members.

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0.0
CNX Employee
Total Recordable
Incident Rate (TRIR)

0.92
CNX Contractors TRIR

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Workforce Health & Safety

Health and Safety

We are proud to be known among our peers and service providers as one of the most dedicated to safety in the basin. No job or activity is considered a success if we compromise the safety of our employees or our service providers. Everyone working at CNX locations has an obligation to stop work if they feel their safety or that of a coworker is at risk. CNX's approach to employee stop work empowerment—while reactive when necessary—includes proactive measures such as procedural enhancements and communication. We promote empowerment through new employee on-boarding, CNX Hazard Training and reinforcement, safety meetings, and daily discussions. Our Operational Excellence (OE) team members provide support throughout all phases of operation with technical problem solving, process enhancements, risk assessments, management of change process (MOC), training, policy/recommended practice development, audits, and emergency preparedness and response. The evaluation of our health and safety performance is an ongoing, daily effort. Our key performance indicators are constantly monitored and analyzed for trends across operations. As trends are identified, CNX utilizes the information to amend policies and procedures, training, and company-wide communication.

The CNX safety effort is part of our innovative operational excellence focus. The OE department is not the typical corporate safety and compliance team found across most energy companies. The OE team is assembled with personnel that have operational, engineering, and safety backgrounds and skill sets. The Vice President of Operational Excellence briefs the Chief Excellence Officer on safety-related issues, policy updates, and performance trends regularly. Additionally, operations executive management is kept up-to-date on safety-related items during weekly scheduled meetings. The ESCR committee is kept apprised of safety-related matters as needed and with monthly updates and quarterly meetings. CNX employees maintain safety and health professional certifications related to their roles and responsibilities when appropriate, with a variety of safety certifications such as occupational health nurses, emergency medical technicians, and emergency medical responders.



➤ **We have continued to enforce a Zero tolerance safety and environmental program since 2007, which means that every day we work to eliminate risks to our people and our environment.**

➤ **Safety has no rank.**

CNX Safety Policy

CNX has an established safety policy that outlines expectations for all CNX employees, contractors, and service providers. All aspects of the company’s business will be conducted on the basis that “Safety is a condition of employment.” This condition is applicable to every company employee, contractor, and visitor regardless of job assignment. The conditions of workplace safety are as follows:

- Any employee, contractor, or visitor who is aware of any hazardous conditions shall correct such condition or, if unable to do so, shall promptly report the condition to his or her supervisor;
- Hazardous conditions must be mitigated before work in the affected area resumes. If a hazard cannot be removed immediately, arrangements for identifications such as signage must be put in place;
- All employees, contractors, or visitors are required to stop work or the normal course of operation if he or she believes that safety is being compromised or a hazardous condition is identified; and
- Every employee, contractor, or visitor is accountable for being a zero-accident employee.

Duty to Inform Conditions

Any employee, contractor, or visitor who believes that the company’s facilities or operations are not in compliance with this policy, or with applicable safety laws and regulations, is under a duty to inform his or her immediate supervisor of that belief. Additionally, the employee may bring the matter to the attention of the CEO/President; Chief Operating Officer; Chief Excellence Officer; any Vice President; or Operations Director/Manager. In all such cases, the management shall ascertain whether noncompliance has occurred, and if so, shall employ appropriate corrective action. Existing policies and procedures are reviewed periodically to ensure that they meet the expectations of employees, service providers, and regulatory requirements. These reviews range from individual policies such as personal protective equipment and management of change to operational procedures.

CNX Safety Training

CNX has a variety of programs dedicated to ensuring our employee and contractor workforce are appropriately trained and aligned on expectations regarding safety and environmental performance. These programs utilize behavior-based techniques that embrace a partnership among management, employees, and the service provider workforce to continually focus attention and actions on daily safety behavior. This is accomplished through an evergreen approach with constant evaluation and adaptation for employee, safety, and business needs. Fundamentally, the daily safety meetings, job safety analyses (JSA), heightened field presence focus, and empowerment to stop work foster a culture of awareness and accountability embraced at all levels of CNX—from individual contributors and service pro-



viders to management and executive leadership. In addition to our culture of continual assessment, CNX requires all employees and service providers to meet expectations and empowers our people to make adjustments or stop work as needed in order to correct, or prevent, adverse safety or environmental aspects. CNX expects all of our service providers to meet the training requirements outlined by OSHA and other governing agencies. In 2019, the company streamlined the delivery of safety training content by publishing it on the corporate website for use in 2020. This process allows service providers constant access to CNX's message of empowerment and accountability. Moving our CNX site hazard and PSM trainings to the corporate website has proven to be very effective. After a year of deployment, more than 18,000 CNX trainings have been completed.

Other training elements with a focus on safety and environmental (outside of required regulatory training related to DOT requirements, OSHA requirements, etc.) include:

Employee and Consultant On-boarding

This program is geared toward employees and consultants and outlines the expectations of our overarching programs. This is a detailed program introducing the specific elements and requirements of the safety and environmental management programs. Further, specialized industrial health/hygiene programs include training related to silica, NORM, and noise are offered.

Emergency Preparedness and Response

Emergency response plans are developed for all CNX locations and operations. These plans are reviewed for effectiveness biannually and communicated to affected employees through safety meetings and training. Drills and emergency exercises are conducted to ensure all employees understand their roles and responsibilities during an actual event. These conducted exercises range from tabletop exercises to internal drills, up to and including events involving external resources. In 2020, CNX rolled out its consolidated emergency response plan, which combined various area specific response plans and the Well Control Action Plan into an all-inclusive, efficient document. CNX works hand-in-hand with local municipalities and emergency responders to ensure they are fluent in our plan and procedures. CNX provided volunteer fire departments and county emergency management with guided walk-throughs of various facilities. This helps to familiarize emergency response resources with CNX personnel, facilities, and operations. This proactive approach gives emergency responders the opportunity to ask questions and understand CNX protocols, so they are prepared in the case of an emergency. CNX embraces our local emergency responders as integral parts of our response effort. For example, personnel participated in monthly meetings with the Tyler County West Virginia Local Emergency Planning Commission (LEPC). The organization includes local first responders, health department officials, county commissioners, and other stakeholders with the intent of ensuring adequate preparations are in place for emergency situations.

2020 SAFETY & ENVIRONMENTAL INVESTIGATIONS

38 Investigations

➤ **22-ACE Near Miss**

➤ **10-ACE Injury/Illness**

➤ **06-ECE* Spill**

Driver Training

In 2020, CNX employees drove over three million miles on company business. This is one of the highest-risk activities in which our employees regularly participate. Driver safety is critical and annual driver training, which focuses on defensive driving and avoiding distraction, is required. In 2020, special emphasis was placed on speeding and COVID-19 safe driving.

Field Visits and Root Cause Investigations

The Operational Excellence team conducts field visits and facilitates root cause or Accident Cause Elimination (ACE) investigations throughout the year, each serving a specific purpose. The team is field focused, visiting active projects and/or producing wellsites. These visits aid in the ability to identify operational strengths, weaknesses, and opportunities for improvement. Along with maintaining a safe, compliant workplace, the Operational Excellence team actively participates in Pre-Startup Safety Reviews and hazard hunts, among other onsite meetings. ACE investigations are held following OSHA recordable incidents, fires, and near misses. Stakeholders from multiple CNX departments—in addition to involved service providers and contractors—participate in the incident review. The investigations include an evaluation of causal factors using the “5 Whys” method. Investigation results are critical components of policy and procedure development. Positive and negative outcomes from these fact-finding meetings are shared within the organization, elevate awareness, and minimize potential future incidents.

CNX Contractor Management

CNX utilizes a third-party validation service to confirm service partner compliance with CNX standards. Compliance with safety elements including training and worker qualifications as well as supply chain-related criteria is required for vendors working on behalf of CNX. Each operational department holds regular service quality meetings with the contract workforce. These meetings provide a platform for collaborative discussion between the company and our partners about lessons learned, best practices, elevated awareness, and improvement initiatives.

Operational Excellence Forward Looking

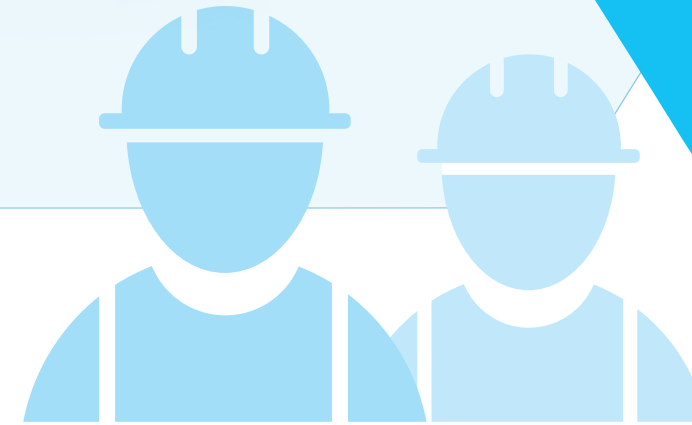
In the spirit of continuous improvement, the Operational Excellence team will continue to work with operations to innovate with the goal of improving safety and driving efficiencies across the company. Additionally, the team plans to continue working with operations to evaluate opportunities to further improve our automated processes across departments. The Operational Excellence team also places tremendous focus on opportunities for reducing air emissions throughout the company.

*Environmental Cause Elimination

Employee Health and Safety

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Health and Welfare Benefits

In 2020, CNX continued to offer a competitive, comprehensive suite of benefit programs to our employees. When the pandemic hit early in the year, we were able to respond with modifications to our programs to help our employees and their families deal with the unprecedented challenges we all faced. In our medical program through Aetna, we implemented COVID-19 testing with no employee cost sharing. We also waived employee cost sharing for all in-network telemedicine visits, including outpatient behavioral and mental health services, so employees could have easy and inexpensive access to expert care while regular in-person visits weren't always possible. We also utilized our partnership with Aetna to offer no-cost delivery for prescriptions filled through CVS pharmacy during the early months of the pandemic, and we waived early refill limits on 30-day prescription medications so members could obtain adequate advance supplies of medications as needed.

CNX also responded to the COVID-19 challenges our employees faced by implementing several key 401k-related provisions made available under the CARES Act. Under the Act, CNX made a new distribution type—Coronavirus-Related Distributions—available for eligible 401k Plan participants who were impacted by COVID because of their own COVID diagnosis, the diagnosis of a spouse or dependent, or because they experienced other adverse financial consequences as a result of COVID. These distributions were made available without early withdrawal penalties and received special tax treatment. These same eligible participants were also given the option to take loans from their 401k accounts at higher-than-standard levels, and to defer payments on new and existing loans for up to one year.

Finally, CNX also implemented the leave of absence provisions associated with the Families First Coronavirus Response Act, giving employees who had to miss time from work due to their own COVID-related sickness or quarantine or that of a family member, or because of childcare issues, the opportunity to continue to be paid while away from work.

Apart from COVID-related responses, CNX also continued its broader focus on employee health and well-being by increasing our preventive care incentive available to all employees who participated in our medical plan from \$500 to \$550. This incentive was deposited to employees' Health Savings or Health Reimbursement Accounts after they obtained an eligible preventive care service, including an annual physical, well woman visit, or one of several cancer screenings.

CNX continues to focus on offering a flexible and generous benefits package that meets the needs of our employees, whatever their personal situation might be.

- **Robust benefit package**
- **Top public company in region for median compensation package**
- **Zero layoffs during COVID**
- **Bonuses paid to front line workers**
- **No COVID-related government assistance**

Hire Local

Our recruiting efforts center exclusively within our Appalachian communities to help us maintain a 100% local employee workforce supporting our core operating area.

Our homegrown and diverse management team prioritizes the long-term sustainability of the communities where we live and work.

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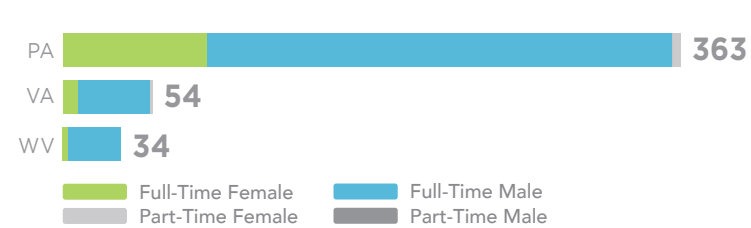
Total Number of CNX Employees: 451



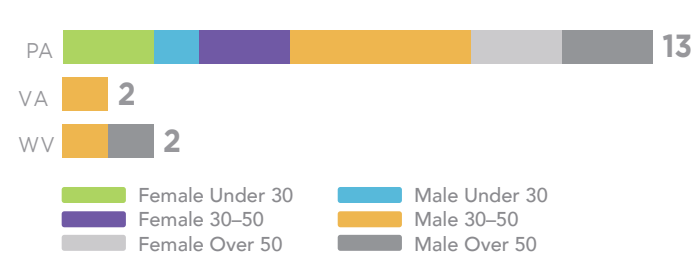
Leading on diversity and inclusion

- ✓ Pioneer in industry on women and diverse candidates in executive positions
- ✓ Cross-training rotation program for diverse candidates
- ✓ Comprehensive review of compensation programs with emphasis on pay equity
- ✓ Diversity and inclusion training for all employees

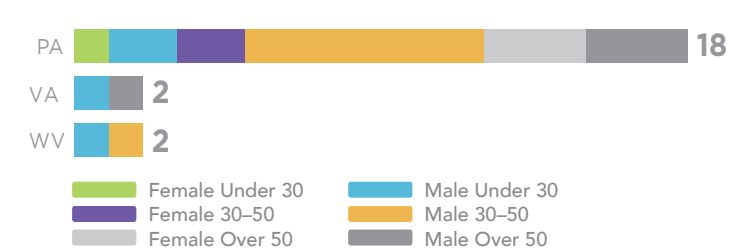
2020 Employee Counts



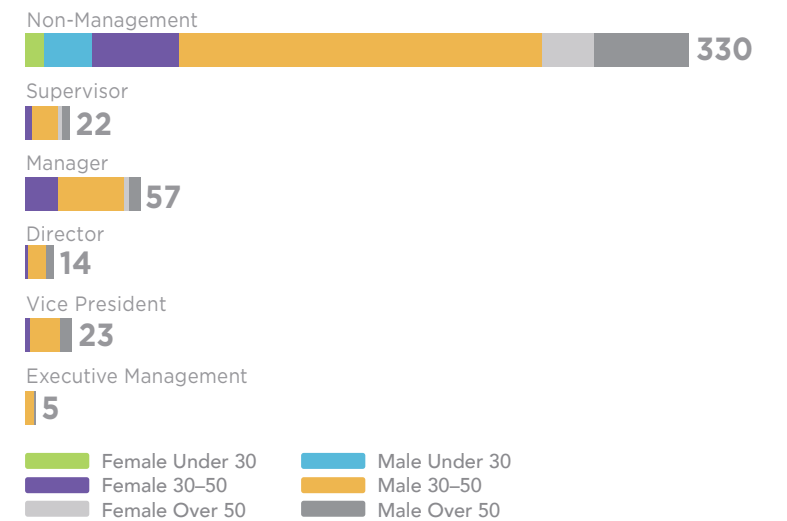
2020 New Hire Profile



2020 Turnover Profile



Management Profile



- **CNX believes in the value of diversity throughout the organization as it provides critical diversity of thought and perspective**
- **Aggressive internal diversity target of 40% by 2026**
- **Cross-training rotation program to provide exposure to all company disciplines for diverse employees**
- **Pay equity and equal opportunity focus**
- **Community investment commitment rooted in local underserved urban and rural communities**

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Diversity and Inclusion

A point of emphasis for the company is to continue to grow diversity within CNX. We recognize that a diverse, extensive talent pool provides the best opportunity to acquire unique perspectives, experiences, ideas, and solutions that help drive our business forward. We are continuing to focus on internal promotion opportunities for our diverse workforce by implementing a cross-training rotation program. The objective of the cross-training program is to develop, engage, and retain our diverse pool of talent. We will provide exposure to key organizational departments within CNX to cultivate an understanding of our strategy and critical path forward. These employees will develop expanded technical and professional knowledge needed to further their careers while gaining a deeper understanding and ability to execute on CNX’s core values of Responsibility, Ownership, and Excellence. We have also implemented a diversity and inclusion training program for all employees.

In addition, CNX has engaged in an effort to assure equity across our compensation programs and pay levels. While this has been a focus point of the company for some time, we believe engaging external assurance as well as internal evaluation will allow us to develop and maintain an even more competitive and equitable compensation package that allows us to recruit and retain the diverse employee base that is imperative for our company’s success.

Interns

Responding to a world impacted by COVID, CNX rallied to create an experience to develop new talent: the CNX Career Education Experience. The six-week program provided virtual job shadowing by having CNX employees from various departments share what they were working on with the interns. The sessions represented a broad cross-section of CNX functions from eight different company areas including drilling, marketing, completions, finance, reservoir, production, and midstream.

18 EEs used Educational Refund in 2020 457 Average number of employees

22 Voluntary turnover <5% attrition*

*Based on survey data from oil and gas peers, average voluntary turnover in the previous three years (2017-2019) has ranged from 8.2-8.5%”

Direct Economic Impact and Contractor Management

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DIRECT ECONOMIC IMPACT

STATE	GROSS WAGES ¹	PAYROLL TAX ²	OTHER TAX ³	TOTAL TAX
OH	1,137,500	287,800	5,642,700	5,930,500
PA	66,506,800	17,195,100	1,841,800	19,036,900
VA	6,001,000	1,468,000	5,191,500	6,659,500
WV	9,874,000	2,533,500	5,028,000	7,561,500
Other	65,400	17,700	393,600	411,300
Total	\$83,584,700	\$21,502,100	\$18,097,600	\$39,599,700

*All totals rounded to the nearest hundred \$.

⁽¹⁾ Gross wages include regular earnings, overtime, bonus pay, and equity compensation.

⁽²⁾ Payroll tax includes federal, state, social security, SUI, and local taxes.

⁽³⁾ Other taxes include sales, use, property, severance, and commercial activity tax but does not include PA Impact Fee or other fees.

Spend Local

- ✓ CNX dedicates 40% of our total small business spend to companies within the Appalachian region.
- ✓ CNX purchases all services and materials from providers that, in aggregate, maintain a 90% local resident employee base.

Invest Local

- ✓ In 2020, CNX donated \$70,000 to local food banks, schools, and other local community organizations and volunteered over 200 employee hours in response to COVID-19 support.
- ✓ In early 2021, CNX made a \$30 million commitment which spans six years and reinforces the company's focus on local, underserved communities and populations.

Commitment to Local Diversity

- ✓ CNX has committed to 6% Diverse Business Enterprise (DBE) spend and 7% DBE representation on the approved vendor list in 2021.
- ✓ Although hiring was limited in 2020, we included more diverse candidates in our hiring processes—achieving 42% of new hires being diverse for 2020.

APPENDIX

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Safety	2020
CNX Workforce Fatalities (Contractor & Employee)	0
CNX - Employee Total Recordable Incident Rate	0
CNX - Contractor Total Recordable Incident Rate	0.92
Spills	2020
Number of Hydrocarbon Releases > 1 bbl	0
Volume of Hydrocarbon Releases > 1 bbl	0
Number of Non-Hydrocarbon Releases > 1 bbl	12
Volume of Non-Hydrocarbon Releases > 1 bbl	4,292 gallons
Notices of Violation (Includes MSHA & Dept. Labor & Industry)	2020
Notices of Violation	46
Environmental Related Penalty Payments*	2020
Upstream Penalty Payments	\$663,303
Midstream Penalty Payments	\$348,000
*Penalties include historical compliance resolution for prior years in addition to 2020.	
Pipeline incidents	2020
Reportable Pipeline Incidents	0

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Board of Directors	
Male	5
Female	1
Employee	
Full-time Female	104
Full-time Male	347
Employee by Position	
Female Non-Management	78
Male Non-Management	252
Female Supervisor	5
Male Supervisor	17
Female Manager	18
Male Manager	39
Female Director	1
Male Director	13
Female Vice President	2
Male Vice President	21
Female Executive Management	0
Male Executive Management	5

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New Hire	CNX
Female Under 30	2
Male Under 30	1
Female 30 - 50	2
Male 30 - 50	7
Female 50+	2
Male 50+	3

Employee Turnover	CNX
Female Under 30	1
Male Under 30	4
Female 30 - 50	1
Male 30 - 50	8
Female 50+	4
Male 50+	4

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Political Contributions	CNX
CNX PAC Activity	
Funds Raised	\$ 63,100
Funds Disbursed	\$51,000
Cash on Hand (12/31/2020)	\$51,200
CNX Corporate Contributions	\$15,000

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TCFD

Topic(s)	Description	Reference
Corporate Governance	Role of the board in the organization in overseeing climate-related issues	Governance (pg. 9)
	Role of management in addressing and managing climate-related issues	Governance (pg. 10)
Strategy	Climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term	Strategy & Risk Management (pgs. 11-16)
	Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Strategy & Risk Management (pgs. 11-16)
	Resilience of the organization's strategy, taking into consideration different climate-related scenarios including a two-degree or lower scenario	Strategy & Risk Management (pgs. 11-16)
Risk Management	Organization's processes for identifying climate-related risks	Strategy & Risk Management (pgs. 11-16)
	Organization's processes for managing climate-related risks	Strategy & Risk Management (pgs. 11-16)
	Describe how the processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Strategy & Risk Management (pgs. 11-16)
Metrics & Targets	Metrics used by the organization to assess climate-related risks and opportunities in-line with its strategy and risk-management process	Metrics & Targets (pg. 19)
	Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	Metrics & Targets (pg. 19)
	Targets used by the organization to manage climate-related risks and opportunities and performance against targets	Metrics & Targets (pg. 19)

SASB Index

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SASB

SASB Oil & Gas Exploration & Production/Midstream

Topic(s)	Description	Code(s)	Reference
Emissions	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	EM-EP-110.a1 / EM-MD-110a.1 EM-MD-110a.2	Metrics & Targets (pg. 19)
	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	EM-EP-110.a2	Metrics & Targets (pg. 19)
	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	EM-EP-110.a3	Metrics & Targets (pg. 19)
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)"	EM-EP-120a.1 / EM-MD-120a.1	Air Quality (pg. 21)
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	EM-EP-140a.1	Water Management (pg. 22)
	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	EM-EP-140a.2	Water Management (pg. 22)
	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	EM-EP-140a.3	Water Management (pg. 22)
	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	EM-EP-140a.4	n/a



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SASB

SASB Oil & Gas Exploration & Production/Midstream

Topic(s)	Description	Code(s)	Reference
Biodiversity & Ecological Impacts	Description of environmental management policies and practices for active sites	EM-EP-160a.1 / EM-MD-160a.1	Environmental Stewardship (pgs. 18-24)
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, volume in Unusually Sensitive Areas (USAs), and volume recovered	EM-EP-160a.2 / EM-MD-160a.4	Biodiversity & Ecological Impacts (pg. 24)
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-EP-160a.3	Biodiversity & Ecological Impacts (pg. 24)
Security, Human Rights, & Rights of Indigenous Peoples	Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat	EM-MD-160a.2	Biodiversity & Ecological Impacts (pg. 24)
	Terrestrial acreage disturbed, percentage of impacted area restored	EM-MD-160a.3	Biodiversity & Ecological Impacts (pg. 24)
	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-EP-210a.1	0
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	EM-EP-210a.2	0
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-EP-210a.3	n/a



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SASB

SASB Oil & Gas Exploration & Production/Midstream

Topic(s)	Description	Code(s)	Reference
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-EP-210b.1	CEO message (pg. 2)
	Number and duration of non-technical delays	EM-EP-210b.2	0
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	EM-EP-320a.1	Workforce Health & Safety (pg. 30)
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	EM-EP-320a.2	Workforce Health & Safety (pgs. 30-33)
Reserves Valuation & Capital Expenditures	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	EM-EP-420a.1	Sustainable Development Scenario (pg. 17)
	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	EM-EP-420a.2	n/a
	Amount invested in renewable energy, revenue generated by renewable energy sales	EM-EP-420a.3	n/a
	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	EM-EP-420a.4	Sustainable Development Scenario (pg. 17)
Business Ethics & Transparency/ Competitive Behavior	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-EP-510a.1	0
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-EP-510a.2	Governance (pgs. 9-10)



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SASB

SASB Oil & Gas Exploration & Production/Midstream

Topic(s)	Description	Code(s)	Reference
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	EM-EP-530a.1	Governance (pg. 10)
Critical Incident Risk Management Operational Safety, Emergency Preparedness & Response	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	EM-EP-540a.1	Biodiversity & Ecological Impacts (p. 24)
	Description of management systems used to identify and mitigate catastrophic and tail-end risks / discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	EM-EP-540a.2 / EM-MD-540a.4	Workforce Health & Safety (pg. 30)
	Number of reportable pipeline incidents, percentage significant	EM-MD-540a.1	Data summary table (p. 39)
	Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected	EM-MD-540a.2	n/a
	Number of (1) accident releases and (2) nonaccident releases (NARs) from rail transportation	EM-MD-540a.3	n/a



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GRI

Disclosure	Description	Reference (PREVIOUS REPORT)
102-1	Name of organization	Introduction (pg. 6)
102-2	Activities, brand, products and services	Introduction (pgs. 5-6)
102-3	Location of headquarters	CNX Center
102-4	Location of operations	Introduction (pg. 6)
102-5	Ownership and legal form	Introduction (pg. 6), Proxy, CNX Corporate Governance website
102-6	Markets served	Introduction (pg. 6)
102-7	Scale of organization	Introduction (pgs. 5-6), Proxy
102-8	Information on employees and other workers	Social Responsibility (pg. 34)
102-9	Supply chain	Performance (pg. 37)
102-10	Significant changes to the organization and its supply chain	Introduction (pgs. 2-6), Proxy
102-11	Precautionary principle or approach	Proxy, CNX Corporate Governance website
102-12	External initiatives	Proxy, CNX Corporate Governance website



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Disclosure	Description	Reference (PREVIOUS REPORT)
102-13	Membership of association	Governance (pg. 9)
102-14	Statement from senior decision-maker	Introduction (pg. 2)
102-16	Values, principles, standards, and norms of behavior	Introduction (pgs. 2-6), Governance (pgs. 9-10), CNX Corporate Governance website
102-17	Mechanisms for advice and concerns about ethics	Governance (pgs. 9-10), Proxy, CNX Corporate Governance website
102-18	Governance structure	Governance (pgs. 9-10), Proxy
102-23	Chair of the highest governance body	Proxy
102-26	Role of highest governance body in setting purpose, values, and strategy	Proxy
102-29	Identifying and managing economic, environmental, and social impacts	Proxy
102-31	Review of economic, environmental, and social topics	Proxy
102-33	Communicating critical concerns	Governance (pgs. 9-10), Proxy
102-40	List of stakeholder groups	Introduction (pg. 5)
102-41	Collective bargaining agreements	None



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Disclosure	Description	Reference (PREVIOUS REPORT)
102-42	Identifying and selecting stakeholders	Introduction (pg. 5)
102-43	Approach to stakeholder engagement	Introduction (pg. 5), Proxy
102-44	Key topics and concerns raised	Introduction (pg. 5)
102-45	Entities included in the consolidated financial statements	Introduction (pg. 5), Proxy
102-46	Defining report content and topic boundaries	Introduction (pg. 5)
102-47	List of material topics	Introduction (pg. 5)
102-48	Restatements of information	None
102-49	Changes in reporting	Reporting frameworks expanded to include TCFD and SASB in addition to GRI Standards
102-50	Reporting period	2020
102-51	Date of most recent report	July 2019
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Brian Aiello, Vice President, External Relations and Human Resources (brianaiello@cnx.com)



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GRI

Disclosure	Description	Reference (PREVIOUS REPORT)
102-54	Claims of reporting in accordance with GRI Standards	Introduction (pg. 4)
102-55	GRI content index	GRI Index (pgs. 42-47)
102-56	External assurance	n/a
201-1	Direct economic value generated and distributed	Performance (pg. 26)
201-3	Defined benefit plan obligations and other retirement plans	Employee Health & Safety (pg. 33), Proxy
204-1	Proportion of spending on local suppliers	Social Responsibility (pg. 34)
303-3	Water withdrawal	Water Management (pg. 20-21)
304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity & Ecological Impacts (pg. 22)
304-3	Habitats protected or restored	Biodiversity & Ecological Impacts (pgs. 22-24)
305-1	Direct (Scope 1) GHG emissions	Metrics & Targets (pg. 17)
305-2	Energy indirect (Scope 2) GHG emissions	Metrics & Targets (pg. 17)
305-3	Other indirect (Scope 3) GHG emissions	Metrics & Targets (pg. 17)



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Disclosure	Description	Reference (PREVIOUS REPORT)
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Metrics & Targets (pg. 17)
306-2	Waste by type and disposal method	Environmental Stewardship (pg. 21)
306-3	Significant spills	Environmental Stewardship (pg. 22)
306-4	Transport of hazardous waste	Stewardship (pg. 23)
306-5	Water bodies affected by water discharges and/or runoff	Water Management (pg. 20)
307-1	Non-compliance with environmental laws and regulations	Stewardship (pg. 19), Summary Table (pg. 37)
308-1	New suppliers that were screened using environmental criteria	Performance (pg. 37, 38)
401-1	New employee hires and employee turnover	Social Responsibility (pg. 34)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Health & Safety (pg. 33)
401-3	Parental leave	Employee Health & Safety (pg. 33)
403-1	Occupational health and safety management system	Employee Health & Safety (pg. 28-31)
403-2	Hazard identification, risk assessment, and incident investigation	Employee Health & Safety (pg. 28-31)



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Disclosure	Description	Reference (PREVIOUS REPORT)
403-4	Worker participation, consultation, and communication on occupational health and safety	Employee Health & Safety (pgs. 28-31)
403-5	Worker training on occupational health and safety	Employee Health & Safety (pgs. 28-31)
403-6	Promotion of worker health	Employee Health & Safety (pg. 33)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health & Safety (pg. 33)
403-8	Workers covered by an occupational health and safety management system	Employee Health & Safety (pgs. 33-34)
403-9	Work-related injuries	Culture (pg. 16), Summary Table (pg. 37)
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Health & Safety (pgs. 34-35)
404-3	Percentage of employees receiving regular performance and career development reviews	100%
415-1	Political contributions	Community (pg. 35)





CONTACT DETAILS

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