

TANGIBLE IMPACTFUL LOCAL



2021
Corporate
Responsibility
Report





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This Corporate Responsibility Report (CRR) contains forward-looking statements, estimates and projections within the meaning of the federal securities laws. Statements that are not historical are forward-looking and may include our operational and strategic plans; estimates of gas reserves and resources; projected timing and rates of return of future investments; and projections and estimates of future production, revenues, income, and capital spending. These forward-looking statements involve risks and uncertainties that could cause actual results to differ materially from those statements, estimates and projections. Investors should not place undue reliance on forward-looking statements as a prediction of future actual results. The forward-looking statements in this CRR speak only as of the date hereof; we disclaim any obligation to update the statements, and we caution you not to rely on them unduly. Specific factors that could cause future actual results to differ materially from the forward-looking statements are described in detail under the captions "Forward-Looking Statements" and "Risk Factors" in our Annual Report on Form 10-K for the year ended December 31, 2021, filed with the Securities and Exchange Commission (SEC) and any subsequent reports filed with the SEC. Those risk factors discuss, among other matters, pricing volatility or pricing decline for natural gas and NGLs; the failure to realize the anticipated costs savings, synergies and other benefits of CNX's purchase of the outstanding interests in CNXM not already owned by CNX; local, regional and national economic conditions and the impact they may have on our customers; the impact of outbreaks of communicable diseases such as COVID-19 on business activity, our operations and national and global economic conditions, generally; conditions in the oil and gas industry, including a sustained decrease in the level of supply or demand for oil or natural gas or a sustained decrease in the price of oil or natural gas; the financial condition of our customers; any non-performance by customers of their contractual obligations; changes in customer, employee or supplier relationships resulting from the proposed transaction; and changes in safety, health, environmental and other regulations.



Message from the President and CEO

Reflecting on 2021 elicits excitement about all that we have accomplished and great hope in what lies ahead for this 158-year-old company.

Excitement

Just over two years ago, CNX laid out a long-term vision for a Sustainable Business Model (SBM) in action. The components of the CNX SBM are simple, sequential, and repeatable:

- Having a compelling ‘why?’: CNX produces a product that is essential to life; without us today or tomorrow, the human condition frays and society ceases to function. What we do matters, enormously.
- Building and maintaining a resilient competitive advantage: CNX enjoys a nonreplicable, safe, compliant, low-cost position that generates high margins and returns; it took years to develop this advantage and it will last for decades.
- Generating free cash flow (FCF): CNX is a regular, significant generator of FCF.
- Allocating FCF to human capital: CNX offers region-leading total compensation packages that motivate and reward performance consistent with our meritocratic values and owners’ interests.
- Allocating FCF to investments in our regional communities: The CNX Foundation partners with entities that are too often overlooked by the regional establishment, and we immerse into challenging issues and opportunities that, when successful, will be Tangible, Impactful, and Local.
- Reducing debt: CNX looks to reduce absolute debt methodically and consistently to continually improve balance sheet strength.
- Returning capital to owners: The final step of the SBM cycle is to return a portion of FCF to shareholders in a way that delivers the best long-term per share value.

The SBM works in all phases of the business and commodity cycles and is value congruent with environmental, social, and governance metrics. Many corporate sustainability reports tend to focus primarily on the ‘E’, principally to curry favor and fall in with the herd. At CNX, we believe that sound governance is the foundation of the SBM and enables strong performance and success in the social and environmental arenas.

The governance achievements in 2021 and where we are heading are exciting. Good governance demands advocacy, and CNX does so for natural gas, domestic energy, Appalachia, America, and quality of life. We apply heightened rigor for quality assurance and quality control of emissions reporting to regulatory agencies. We created a Chief Risk Officer position to exercise best-in-class enterprise risk management. With four diverse direct reports to the CEO out of six, CNX boasts one of the most diverse C-suite teams in the industry and beyond. The Board’s diversity of thought, skill, and background has improved with the recent addition of Bob Agbede, while not forfeiting important Board attributes of small size and a hyper-focus on the drivers of per share value and owners’ interests.



Things are even more exciting on the social front. In 2021, we introduced a \$30 million investment: a multi-year community commitment through the CNX Foundation. Its flagship program, The Mentorship Academy, kicked off its inaugural class with thirty young women and men from local underserved communities exploring family-sustaining, middle class career options that do not require a college degree. These young adults will be the next generation of leadership for our region.

Likewise, efforts in the environmental arena did not disappoint. We drove the methane intensity from our gas lower, continuing to forge deeper into our methane abatement program. We also continued to develop and deploy proprietary technology to provide solutions for industry challenges. These represent a unique business opportunity and the next step in the evolution of our company.

The excitement over the cumulative accomplishments of CNX the past year is best understood in the context of how we balance the competing interests of cost, speed, and quality when going about our business. The energy industry, like many others, has a history of emphasizing cost and speed more than quality, and that often leads to undesirable results sooner or later. At CNX, our SBM allows us to weigh quality much more heavily when making decisions and performing work.

While we are proud of what we have accomplished, we believe there is much more work to do, and we place great emphasis on our unique ESG approach which we believe sets CNX apart not only within our industry but far beyond.

CNX's brand of ESG will lower emissions, improve quality of life, and grow economies to the benefit of all. Our SBM is the foundation which supports and enables our vision for the future.

Hope for the Future

The CNX vision for the future is an expanded and improved version of the current reality: a regional and national economy predicated on Appalachian-based energy and natural gas derivative products. A region, nation, and world where all sectors of the economy are bolstered with lower cost, lower emissions, abundant, and efficient Appalachian natural gas and derivative products.

Since the genesis of the Industrial Revolution, technology has harnessed energy to improve the human condition. The same has been true for CNX over 158 years. The shale revolution was

catalyzed by disruptive and innovative technology developed by American entrepreneurship. CNX and Appalachia are poised to deploy a new wave of technology to improve economies and societies further through these improved techniques and enhanced product derivatives.

I believe the CNX vision will transform the sectors of aviation, plastics, rail, cargo, mass transit, trucking, and fleet and passenger vehicles by the displacement of petroleum-based, higher carbon fuels and products leading to 80% cost savings and 30% less emissions of CO₂ and other GHG emissions. When coupled with our technology, Appalachia is also poised to jump-start the hydrogen economy.

We will produce, process, and consume these natural gas-based products locally first, and, in doing so, liberate countless downstream economic opportunities, leverage the region's unrivalled work ethic, create family-sustaining jobs, better the region's underserved communities, and revitalize Appalachia's middle class in a new, lower carbon economic ecosystem. This is the vision for a new CNX. But more importantly, for a new energy and socio-economic paradigm with its epicenter right here in Appalachia.

Because of the region's and CNX's unique attributes, this Tangible, Impactful, and Local vision is actionable now, not in a distant, uncertain future. And it can only happen in Appalachia, creating a nonreplicable opportunity.

At CNX we offer a functional solution—lower carbon intensity natural gas that will assist in creating family-sustaining jobs for the region, energy security by increasing the utilization of natural gas and natural gas derivative products, and meaningful methane reductions to support the world's growing energy needs.

Today, the stark truth is that a majority of the positioning and activity around the topics of ESG and sustainability ring hollow and lack measurable, near-term substance. But a subset of ESG actions create results that can fundamentally change the region, nation, and world for the better. CNX is focused on the portion of ESG that will lower emissions, improve quality of life, and grow economies to the benefit of all. I invite you to read on and learn more about how CNX is poised to help transform our region and the world through Tangible and Impactful ESG performance.

Nick Deuliis

President and Chief Executive Office



Message from the Chairman of the Environmental, Safety and Corporate Responsibility (ESCR) Committee of the Board of Directors

CNX Resources embraces a unique, overarching philosophy when executing its Sustainable Business Model (SBM). We embrace long-termism in our decision making and in attracting similarly minded owners. Quality trumps cost and time when running the business, with a high weighting assigned to safety and compliance. We astutely allocate free cash flow by clinically following risk-adjusted, rate-of-return math. Our “true north” metric that we seek to optimize is the intrinsic per share value of the enterprise.

We do not “give”; instead, we “invest”. This report captures a portfolio of high rate-of-return per share value creators for our ownership. We have total conviction in that belief.

In many ways, this report is a celebratory summation of the tactics we employ to deliver the above. We proudly advocate for our industry and region. We continually pursue perfection in the arenas of safety, GHG emissions reductions, and environmental compliance, recognizing continuous improvement and best-in-class are achieved in that endless pursuit.

We nurture a meritocracy within our workforce and strive not only to post the highest median employee compensation of any public company in our region, but to refine compensation programs and performance targets where median compensation can increase even further, with all of it wired to the metrics that drive owner per share returns.

CNX does not simply strive to be accepted by the region where we operate. We do not just

aspire to be well thought of in the communities where we operate. CNX demands of itself to be part of the essential fabric of the communities where we live and work. That requires taking on some of the most pressing and challenging issues facing Appalachia today, and doing so with an unconventional playbook of the Tangible, Impactful, and Local.

When reviewing the report, please note that the Board of Directors takes the efforts contained within very seriously. We demand measurement of the quantifiable, pursuit of the real, and achievement in the current and near term. That requires substantive rigor and processes that ensure confidence and credibility on how we view performance. It also requires that we communicate in the most transparent of ways; you will see our definitions and formulas and we will show you the math.

Do not expect 100% success with the efforts and targets set in this report, for that would indicate a betrayal of pursuing and achieving the truly exceptional. We may fall short in some endeavors. Yet rest assured we will not waiver in our overarching philosophy and strategy.

Nothing truly good is ever easy or free.

Palmer Clarkson

ESCR Committee Chair



About CNX

CNX Resources Corporation (NYSE: CNX) is unique. We are a premier natural gas development, production, and midstream company centered in Appalachia, one of the most energy abundant regions in the world. With the benefit of a 158-year regional legacy, substantial asset base, leading core operational competencies, technology development and innovation, and astute capital allocation methodologies, the company responsibly develops its resources and deploys its free cash flow to create long-term per share value for our shareholders, employees, and the communities where we operate. Additional information is available at www.cnx.com.

9.6

Trillion Cubic Feet of Proved Gas Equivalent Reserves

590

Billion Cubic Feet Equivalent Total Net Gas Produced

4,400

Operated Gas Wells

2,600

Miles of Gas Pipeline

1,400

Miles of Water Pipeline





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 Sustainable Business Model 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; be prudent capital allocators.

Excellence

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



2021 SBM Highlights

FREE CASH FLOW*

\$506MM

42% increase from 2020

CAPITAL EXPENDITURES

\$466MM

\$2.1 billion cumulatively past 3 years

COMMUNITY EXPENDITURES/ COMMITMENTS

\$2MM/ \$30MM

Spanning 54 organizations

TAXES AND IMPACT FEES PAID

\$38MM

Across all levels of government;
\$96 million cumulatively since 2019

NET DEBT REDUCTION*

\$192MM

\$528 million cumulatively since 2019

RETURN OF CAPITAL TO OWNERS

\$245MM

Through the repurchase of 19 million shares;
\$438 million since Q3 2020



PRODUCTION

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



MIDSTREAM

Assets operated by CNX Midstream Operating Company and Cardinal States Gathering Company include natural gas pipelines, compression stations, and processing plants throughout the CNX operational footprint.

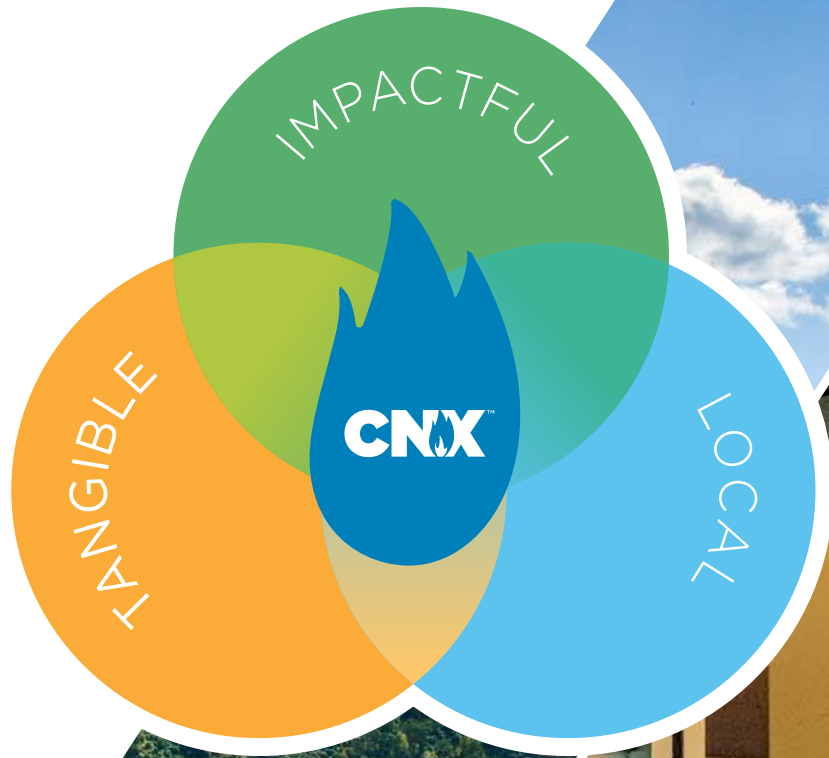


WATER

Operated assets include approximately 1,400 miles of water pipeline infrastructure, mostly in Pennsylvania and West Virginia.

Creating Value

Being a cornerstone in the communities where we operate has been part of our DNA for over 158 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.





The following are the key stakeholders who CNX has partnered with to build our Sustainable Business Model.



Shareholders

We strive to deliver returns for our owners in a safe, compliant, and responsible manner. We do so by focusing on quality, low-cost, high capital efficiency, and technology deployment. CNX manufactures consistent and substantial free cash flow. We clinically follow risk-adjusted, rate-of-return math in our free cash flow capital allocation decisions. The key metric when making decisions is our long-term intrinsic per share value. The culmination of this approach is reflected in our Sustainable Business Model (SBM).

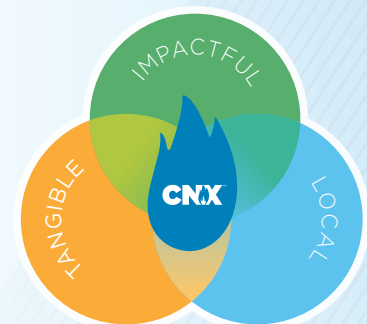
- 8 consecutive quarters of FCF generation, \$862 million cumulatively
- Net debt reduction since 4th quarter 2019 of \$528 million
- 42% growth in FCF from 2020
- Technology development to lower industry methane intensity and boost CNX per share value



Employees

Our employees are motivated to provide a product that society and economies rely on, both today and tomorrow. Safe and compliant performance are conditions of employment because we care about our employees and where we work. We embrace a meritocracy culture, and we tie pay to performance, with particular attention on linking management compensation to owner returns. Our median employee compensation exceeds \$160,000, increased in 2021, and is expected to drive toward \$200,000 in the next three years. We build our team to be Appalachian-rooted and inclusive of all levels of the socio-economic spectrum within our region.

- 441 employees
- 2021 median employee compensation of \$160,000*
- Average company tenure of 10 years
- 99% of employees and their families live within our operational footprint, including the entire executive management team
- 15% of new hires in next three years to be from underserved urban and rural regional communities



*Median employee compensation as defined in this report is base salary, short- and long-term incentive compensation at target, and 401k match.



Region

Our focus is on Tangible, Impactful, Local community investment. We strive to be a leader in developing middle-class opportunities in our region to support low CO₂e intensity domestic energy and its supply chain. We view these efforts as rate-of-return investments for our owners. We desire to partner with those overlooked by the established institutions, efforts under the public radar, and causes seeking to tackle the most challenging of problems. Success is far from guaranteed, by design. By investing in selective socio-economic causes in our footprint, we intend to make a positive, lasting impact in the region we call home. For more information on the funding pillars we support, see www.cnx.com/about-us/cnx-foundation.

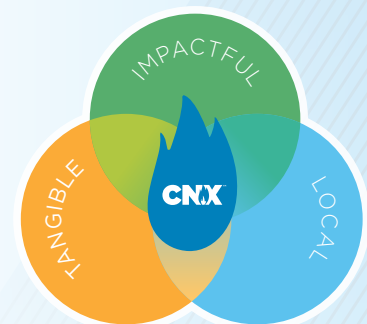
- Creation of the CNX Foundation, which leads our community effort
- \$30 million commitment for community investments through 2026
- Creation of the Mentorship Academy for young adults in rural and urban underserved communities
- 40% business spend committed to small businesses in our region



Public/Regulatory Authorities

We strive to create industry-leading levels of transparency, accuracy, and confidence in our regulatory reported emissions data. This objective assumes we embrace not just the letter of the law, but also the spirit of it. Success in this effort requires a combination of disciplined rigor, management focus, applied data technology, and efficient process flow. Our attainment of best-in-class in this arena presents the opportunity to assist peers in reporting efforts to advance the state-of-the-art in the industry and to better inform regulators on the optimal design of evolving standards.

- Development of a fully integrated quality management system (QMS) across all operational and reporting disciplines
- Creation of the Controller of Regulatory Reporting position that manages the agency reporting process
- Development and deployment of bar-code scanning technology to provide an accurate and current inventory of equipment and field events that impact emissions reporting
- Implementation of SQL database system combined with environmental data management software platforms to increase quality assurance and timeliness

















Approach to Reporting

In this report, we provide CNX Resource Corporation's (CNX's) strategy and approach to our unique Sustainable Business Model and detail key performance initiatives that position us as a leader in the governance, social, and environmental aspects of the energy industry. Our 158-year history establishes us as a leader in innovation and our forward-thinking decision making has allowed us to evolve to stay ahead of the curve on crucial issues in our sector, region, and world. CNX pioneered advancements in the areas of governance, social, and environmental before external pressures and before trendy word-of-the-week initiatives. Why? Because it makes good business sense, it is the right thing to do, and it allows us to execute our Sustainable Business Model.

This report was prepared following recommendations from the Task Force on Climate-related Financial Disclosures (TCFD), Oil and Gas metrics from the Sustainability Accounting Standards Board (SASB), the Global Reporting Initiative (GRI) Standards (core option), and other key external governance, social, and environmental metrics/topics important to our stakeholders and community.

The content for this report is presented in the context of our core values (Responsibility, Ownership, and Excellence) and our resolute belief that what we do matters tremendously for societies and economies spanning the globe. We provide a product that promotes quality of life to improve the human condition, reduces regional greenhouse gas (GHG) emissions, and believe it is our ethical duty to preserve, promote, and advocate for the important work we do. We achieve this by consistently delivering Tangible, Impactful, and Local contributions to further strengthen our community, solidify our license to operate, and bring increased transparency to the work we do.

In our 2020 Corporate Responsibility Report, CNX introduced several key initiatives and targets. How did we do over the past year?

Category	Stakeholder	Goals for 2021	End 2021 Status	Discussion (Page #)
Governance	 	Balance Sheet & Shareholder Return <ul style="list-style-type: none"> Return capital to shareholders Develop responses for the TCFD recommended scenarios Provide multi-year guidance and transparent capital allocation methodology Reduce debt Reduce dependence on capital markets 		p. 7
Governance		Executive Compensation <ul style="list-style-type: none"> Management compensation and long-term incentive compensation tied to methane intensity of gas produced. CEO-to-median employee pay ratio improved 		p. 25, 42
Social	 	Regional Lineage—Geographically Non-Diverse, Generational <ul style="list-style-type: none"> Our recruiting efforts center exclusively within our Appalachian communities to help us achieve a 99% local employee workforce supporting our core operating area. 		p. 26
Social	  	Mentorship Academy <ul style="list-style-type: none"> Launch the Mentorship Academy for young adults in underserved rural and urban communities 		p. 36



Shareholders



Employees



Region



Public/Regulatory Authorities



Category	Stakeholder	Goals for 2021	End 2021 Status	Discussion (Page #)
Social	 	CNX Foundation IRR/Tangible, Impactful, Local <ul style="list-style-type: none"> Strengthen underserved communities in Appalachia through the CNX Foundation Launch our criminal justice reform effort to place returning citizens into careers 		p. 33
Social	  	Diversity <ul style="list-style-type: none"> Targeting a 33% diverse employee workforce by 2024; increasing to 40% by 2026 		p. 31
Social	 	Diversity <ul style="list-style-type: none"> Committed to 6% Diverse Business Enterprise (DBE) spend and 7% DBE representation on the approved vendor list in 2021 		p. 31
Social		Tangible, Impactful, Local <ul style="list-style-type: none"> Purchase services and materials from providers that, in aggregate, maintain a 90% regional resident employee base 		p. 39
Social		Tangible, Impactful, Local <ul style="list-style-type: none"> Dedicate 40% of total small business spend to companies in tri-state area 		p. 39
Social	   	Quality Management System/Safety Targets <ul style="list-style-type: none"> Zero Total Recordable Incident Rate Zero OSHA recordable incidents Zero spill volume 		p. 29
Environmental	   	Scope 1 & 2 <ul style="list-style-type: none"> Reduce our annual Scope 1 emissions by 90K metric tons by the end of 2022 and 200K metric tons by the end of 2025 (as compared to 2020) Zero methane emissions from planned pigging operations No planned flares on flowback operations 		p. 46
Environmental	   	Management of Change/Standard Operating Procedures/Technology <ul style="list-style-type: none"> Reduce liquids unloading events on wells by utilizing artificial intelligence Test and deploy innovative technologies and processes on activities with the best methane reduction potential 		p. 45
Environmental	   	Technology and Process Improvements <ul style="list-style-type: none"> Reduce or eliminate methane emissions from blowdowns and pneumatic devices 		p. 45



Shareholders



Employees



Region



Public/Regulatory Authorities



Materiality Assessment

CNX proactively engages with key external and internal stakeholders to identify and prioritize the governance, social, and environmental (ESG) topics most important, or “material,” to our business. Stakeholders include CNX employees, vendors, local community leaders, and members of the Board of Directors. The tables below highlight the topics that have been identified as the most material to our business and as such are addressed with the most detail in this report.

Governance	Social	Environmental
Regulatory Compliance	Process Safety	Spills and Releases
Risk Management	Workforce Health & Safety	Environmental Management System
Business Ethics	Diversity and Inclusion	Air Quality
Transparency and Reporting	Employee Welfare	Water Management
Cybersecurity	Impact to Local Economy	CO ₂ and other GHG Emission Reductions
Data Protection and Privacy	Community Investment	Impacts to Biodiversity

Additionally, CNX considered the following other ESG topics as part of its materiality assessment:

Governance	Social	Environmental
Bribery and Corruption	Human Rights	Decommissioning/Asset End of Life
Whistleblower Protection	Lobbying Activities	Value of Carbon Tax
Board Independence	Political Contributions	Energy Use
Responsible Supply Chain		Noise Pollution

While each of the above ESG topics is important, in the context of CNX, the items listed in the second table were determined to be less material relative to those listed in the first table and, as such, are featured less prominently throughout the report. Even though they were deemed less material, some of the topics provide an opportunity to highlight uniquely positive sustainability attributes of CNX and the natural gas industry. For example, with respect to responsible supply chains and human rights; CNX’s use of contractors and material sourced directly from our region and other transparent supply chains supports local economies and ensures fair labor practices. With respect to decommissioning assets at the end of their life, CNX and the natural gas industry have straightforward and environmentally friendly practices to permanently plug and reclaim disturbed areas. Lastly, with respect to noise pollution, CNX works to mitigate local noise disturbance during its operations through various existing technologies to avoid negative impacts to nearby communities and noise sensitive wildlife.

Governance

Introduction

Governance

Social Responsibility

Environmental

Appendix



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CNX 2021 Corporate Responsibility Report



2021 Governance Highlights:

- Increased Board of Directors' diversity
- Reinforced our commitment to risk management by adding the role of Chief Risk Officer (CRO)
- Strengthened ESG reporting and disclosure with the adoption of reporting standards from the Task Force on Climate-related Financial Disclosure (TCFD) and the Sustainability Accounting Standards Board (SASB)
- Enhanced regulatory and environmental compliance data management through the formation of CNX's Regulatory Reporting Group, led by our Regulatory Reporting Controller



How We Operate

CNX meets domestic and global energy demand in a way that protects the health and safety of our employees, improves the environment, lowers regional GHG emissions, grows the communities where we operate, and delivers value to our owners. The CNX values of Responsibility, Ownership, and Excellence, along with our [Code of Employee Business Conduct and Ethics](#), and Health, Safety and Environmental (HSE) Policy are cornerstones of our Sustainable Business Model.

CNX's Board of Directors maintains governance oversight and, along with our management team, believes that corporate governance goes hand-in-hand with strong long-term operational and financial performance. Additionally, we believe that sound corporate governance is essential in making good decisions on behalf of our shareholders, employees, and other stakeholders and is a prerequisite to success in the social and environmental arenas.

The Board of Directors regularly reviews our governance policies to ensure that we follow applicable laws and regulations as well as best practices.

Under our Corporate Governance Guidelines, the Board is charged with assessing major risks and reviewing options for their mitigation with the assistance of the various Board committees. Even when a risk has been delegated to a particular committee, the Board continues to monitor such risk through its receipt and review of reports by the respective committees at each regularly scheduled Board meeting. To assist in the identification and management of risk, the Board and senior management regularly consult with shareholders and other stakeholders to identify issues and opportunities.

The Audit Committee assists the Board in its general oversight of, among other things, CNX's policies, guidelines, and related practices regarding risk assessment and risk management, including the risk of fraud. As part of this endeavor, the Audit Committee reviews and assesses the Company's major financial, legal, and similar risk exposures and the steps that management has taken to monitor and control such exposures. The Audit Committee also reviews and assesses the quality and integrity of CNX's public reporting, the Company's compliance with legal and regulatory requirements, the performance and independence of the company's independent auditors, the performance of the internal audit department, the effectiveness of CNX's disclosure controls and procedures, and the adequacy and effectiveness of the Company's risk management policies and related practices.

Our directors bring diverse talents, experience, and sound judgment in areas that drive long-term per share value creation.

Our Nominating and Corporate Governance Committee addresses risks associated with our management structure by reviewing, among other matters, the qualifications, and backgrounds of our directors on an annual basis to ensure that our Board is composed of individuals who can provide appropriate oversight to our executive management team. Further, the Nominating and Corporate Governance Committee oversees the Board candidate consideration process to ensure that Board membership includes directors who have diverse personal and professional backgrounds, skills, experiences, and perspectives, including diversity of race, ethnicity, gender, and age, that, when combined, provide a varied portfolio of experience and knowledge that will serve CNX's governance and strategic needs.



The Compensation Committee reviews and assists in our succession planning and assesses whether our compensation policies and practices adversely incentivize excessive risk-taking. The Compensation Committee additionally is responsible for evaluating human capital management programs.

Finally, and central to this report, our Environmental, Safety and Corporate Responsibility Committee addresses various topics associated with environmental, safety, and corporate responsibility matters. This committee reviews (i) any material compliance issues with health, safety, and environmental laws, (ii) any material pending or threatened administrative, regulatory, or judicial proceedings regarding health, safety or environmental matters, (iii) management's response to the foregoing matters and (iv) issues of corporate responsibility and security (including cybersecurity).

Our executive leadership team is responsible for the management and assessment of risk at CNX and communicating those risks to our Board.

Risk management is a central part of our strategic management, increasing the probability of success and reducing the probability of failure and the uncertainty of achieving our goals.

Through regular presentations to the Board and the appropriate committees (as determined by the subject matter of the particular risk), which occur at least quarterly, management identifies and discusses material risks affecting the Company and our business, including reviewing economic, environmental, and social matters. CNX believes that risk management is a central part of its strategic management, increasing the probability of success and reducing the probability of failure and the uncertainty of achieving our goals. The key to mitigating risks and operating a sustainable business is found at the convergence of proper and continuous risk identification and management.





This culture starts with the tone at the top and is aided by effective policies and translating strategy into tactical and operational objectives with assigned responsibility throughout the organization. In other words, we mitigate risk by raising awareness and promoting accountability among employees, promoting them, and rewarding them for risk management and compliant behaviors to help mitigate even the smallest risks.

Raising awareness and accountability among employees, training them, and rewarding them for risk management and compliant behaviors to help mitigate even the smallest risks.

This philosophy is embodied in the collaborative decision between our Board and management in early 2022 to create a Chief Risk Officer (CRO) position. The CRO reports to the CEO and works closely with the operational, financial, and legal teams to identify, assess, and mitigate strategic, operational, compliance, and reputational risks to CNX. The CRO provides centralized oversight of risk and works closely with the various disciplines in the company to develop risk management and compliance programs at the levels where day-to-day risk management is paramount.

Internally, ESG matters are overseen by CNX's Chief Excellence Officer, who reports to the 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, of which all director's are a member, 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 holds review meetings with the committee chair to provide updates on progress between regular board meetings. Additionally, ESG considerations and assessments expand well beyond the boardroom. Material issues are evaluated by subject matter experts and have clear avenues of elevation to all levels of the company's management. More information about our Quality Management System (QMS) and regulatory reporting team can be found in the social and environmental sections. 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.





CNX made great strides toward increasing the diversity of leadership in 2021 and early 2022. The following appointments underscore our commitment to including diverse thought, skill, and background among those setting the strategy of and managing our business:



COMMITMENT TO MERITOCRACY, AND DIVERSITY OF THOUGHT, SKILL, AND BACKGROUND

Robert O. Agbede joined the Board in January 2022. Mr. Agbede has a wide range of experience in the fields of engineering, technology development, and environmental science. He is also a well-respected and accomplished business and community leader in western Pennsylvania.

Ravi Srivastava was elevated to President, New Technologies and will lead the development and commercialization of CNX's emerging technology opportunities. Particular focus will be applied to deploying solutions for mitigating industry GHG emissions and in developing new market opportunities for natural gas utilization.

Hayley Scott was appointed to the role of CNX's Chief Risk Officer. In this newly created role, Ms. Scott is responsible for the management and governance necessary to identify, evaluate, mitigate, and manage CNX's strategic, operational, financial, compliance, and reputational risks.

TCFD and SASB Adoption

In 2021, CNX continued its journey toward implementation of the recommendations made by the Task Force on Climate-related Financial Disclosure (TCFD) and Sustainability Accounting Standards Board (SASB) disclosure standards. We remain committed to utilizing TCFD and SASB standards to improve our operational efficiency and financial performance.

Formation of Regulatory Reporting Group

CNX's Regulatory Reporting Group, headed by its Controller, is responsible for enhancing CNX's regulatory and environmental compliance data management processes. This new function brings an elevated level of rigor to the governance of regulatory reporting that mirrors financial reporting and auditing practices of public companies and Sarbanes-Oxley ("SOX") controls. This effort will improve reporting and the timeliness and accuracy of our reports, and we expect it will also improve environmental performance. We intend to share best practices with peer companies developing similar processes to help lead the domestic energy industry in this important arena. For more on this topic see page 44.



An Advocate for Our Industry and Region

Consistent with our governance strategy, CNX is an active advocate for our industry and strongly encourages our employees to be active advocates for their passions and interests. You will read about some of these interests and what advocacy means to some of our employees throughout this report. CNX advocates through robust community engagement, political action committees, trade association memberships, and direct engagement by management. We invest resources into these efforts to ensure policymakers, regulators, media, communities, and the public understand the crucial, positive impacts low carbon intensity domestic energy has on families, businesses, and underserved communities across the region, nation, and world.

“In my eyes, advocacy is to support others through providing information and guidance during challenging times. I am an advocate for students to gain access to conversations and education on financial literacy and career opportunities through serving on a local non-profit’s young professional board. Through the board, I volunteer within school districts and programs to educate on financial principles, demonstrate critical life skills, inspire innovation, and empower students to succeed. I share a passion in how CNX advocates for the next generation through career Awareness in our local area. I am proud of CNX’s dedication to provide opportunities to learn about potential careers and create connections for local students.”



Pauline Clarchick
Engineer II, CNX

CNX IS A PROUD MEMBER OR SUPPORTER OF:



CNX recognizes that our positions do not always completely align with those adopted by these associations, organizations, and work groups. Our membership should not be considered a direct endorsement of all individualized activities of these organizations.



The CNX PAC promotes the interests of CNX Resources Corporation, its employees and their families, the region, and the low carbon intensity domestic energy industry.

The CNX Resources Corporation Political Action Committee (CNX PAC) serves as the political voice of our eligible employees and acts in full compliance with federal and state campaign finance and applicable laws. The CNX PAC promotes the interests of CNX Resources Corporation, its employees and their families, the region, and the domestic energy industry. CNX PAC had operating expenses and made distributions totaling \$54,000 to support candidates and candidate committees.

We intend to increase our PAC investments in the coming years. Specifically, the CNX PAC will continue to expand support for candidates who proudly champion and advocate for our industry and our region, regardless of party affiliation. We view our PAC as a critical tool in our mission to ensure that public policy issues around energy and the environment are openly debated based on sound math, science, and transparent data.

Furthermore, CNX made corporate political contributions totaling \$70,500 in states where we have operational or end-user interests. CNX invested \$45,500 directly supporting candidates or PACs in states where corporate political contributions are permissible, namely Virginia. The balance was allocated toward other activities and initiatives that are permissible and consistent with the philosophy governing our public advocacy and community investment strategy.



Cybersecurity

During the last year, CNX formed a dedicated cybersecurity team whose mission is to combat these ever-growing threats and protect the organization's digital assets. The Director of Cybersecurity reports to the Chief Excellence Officer (CXO).

Sound cybersecurity is essential to protect all categories of data from theft and damage. This includes sensitive data, personally identifiable information, intellectual property, and industry information systems. Cyber threats can come from any level of an organization. The cybersecurity effort involves awareness training to educate our employees and contractors about common cyber threats like social engineering scams, phishing, ransomware attacks, and other malware designed to steal intellectual property or personal data. Industrial controls and other infrastructure can be disrupted or destroyed by cyberattack. Cyberattacks may aim to compromise data integrity (destroy or change data) to breed confusion in an organization.

We work in cooperation with various government agencies and employ multiple practices from 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 continuously enhance infrastructure and cybersecurity programs with a focus on risk mitigation and data protection.

We continuously enhance infrastructure and cybersecurity programs with a 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.

A two-pronged approach is used for vulnerability scanning and mitigations, which are reviewed monthly. This helps resolve high-priority issues quickly. CNX is also implementing innovative cybersecurity improvement projects from the wellhead to the off-site data center that have been reviewed by our governance structure which includes periodic updates to the Board.





Governance Timeline

- 1864** Company is founded and begins providing energy to support quality of life
- 1988** Company initiates natural gas extraction
- 1999** Company initiates Initial Public Offering (IPO)
- 2005** CNX Gas IPO
- 2008** CNX drills its first Marcellus horizontal well in Greene County, PA
- 2010** Acquires Dominion Resources and 100% of CNX Gas, becoming one of the largest natural gas production companies in Appalachia
- 2012** First among Appalachian peers to publish a Corporate Responsibility Report
- 2017** Completes divestiture of coal assets with corporate spin
- 2020** Announces Sustainable Business Model
Expands Board committees to include ESG matters (ESCR Committee)
Acquires all outstanding shares of CNX Midstream Partners
- 2021** Establishes position for Regulatory Reporting Controller and establishes Regulatory Reporting Department
- 2022** Expands C-Suite management and BOD

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 Please see our 2021 Annual Report on Form 10-K and the 2022 Proxy Statement, available at cnx.com under the Investors-Financials tab.





Directors and Executive Management

Name and Title	Thorndike Chair	Deiullis Pres., CEO	Agbede	Clarkson	Lally-Green	Lanigan	McGuire	Akinkugbe CXO	Griffith COO	Reyes EVP Legal	Rush CFO	Scott CRO	Srivastava Pres., New Tech	
Skill and Experience	Board of Directors							Executive Management						
Senior Officer/Leadership CNX values directors with senior leadership experience that can provide valuable insights about and practical solutions to common issues facing our company and the natural gas industry at large.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Finance/Accounting Directors with backgrounds in financial services and accounting bring tremendous value to our Board when advising on strategic capital allocation decisions and in complying with public company reporting requirements.	✓	✓	–	✓	–	✓	✓	✓	✓	✓	✓	✓	✓	
Industry/Technical We believe that technical expertise, including those directors with a background in engineering, and experience in the natural gas industry, is particularly beneficial to our Board as it considers operational performance and other issues specific to our business.	–	✓	✓	✓	–	–	–	✓	✓	–	✓	–	✓	
Business Strategy Our directors possess decades of experience successfully guiding businesses through strategic decision-making processes. CNX leverages this breadth of experience to assist in developing strategies to help achieve its long-term goal of creating shareholder value while simultaneously enhancing our communities and delivering energy solutions for today and tomorrow.	✓	✓	✓	✓	–	✓	✓	✓	✓	✓	✓	✓	✓	
Corporate Governance/Legal An unwavering commitment to its comprehensive corporate governance program is at the core of CNX's success. Thus, we value directors with legal skills and a history of promoting compliance with all aspects of internal policies and external regulations and laws applicable to our business.	–	✓	–	–	✓	–	–	–	✓	✓	–	✓	–	
Risk Management Identifying, assessing, and mitigating risk is a core principle of any successful business. This is why CNX seeks directors with a deep understanding of the existing risks that our business faces and the ability to quickly identify and address new risks that may arise.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Attributes	Board of Directors							Executive Management						
Gender Diversity	–	–	–	–	✓	–	–	–	–	–	–	–	✓	–
Ethnic/Racial Diversity	–	–	✓	–	–	–	–	–	✓	–	✓	–	–	✓

The absence of a mark in a specific category is not indicative of an individual not possessing that particular experience. Indeed, we rely on unique knowledge and skills of each person in each of these categories. To the contrary, the above table is merely meant to illustrate areas of expertise in which certain individuals are particularly prominent and qualified to provide guidance to CNX.

Social Responsibility



2021 Social Responsibility Highlights:

- Pledged to invest \$30 million over six years through the CNX Foundation
- Launched the CNX Mentorship Academy to expand learning and leadership opportunities for students from underserved communities in our region
- Demonstrated our commitment to diversity of thought, skill, and background by adding two diverse leaders to our executive management team, forming a Diversity and Inclusion Advisory Council, and announcing an internal diversity target of 40% by 2026
- Supported local businesses by purchasing all materials and services and committing 40% of CNX's total small business spend to companies within the tri-state area (PA, OH, and WV)
- Protected employee health & safety with specialized COVID-19 response protocols and reduced the number of field employees and contractors in high-risk situations through process automation enhancements



Social Approach

A key avenue for exercising our core values of Responsibility, Ownership, and Excellence is continuous engagement with and commitment to the communities where we live and work. We apply best-in-class standards of ethics and conduct while delivering economic opportunity and providing lower carbon intensity energy solutions to the local communities, the wider region, and the world. Of course, this requires protecting the health and safety of our workforce, acting as a good steward of the environment, and ensuring our efforts are Tangible, Impactful, and Local.

Our approach emphasizes stakeholder engagement at every level and is designed to generate opportunities, strengthen partnerships, and maximize value.

We are proud of our regional heritage. Many of our current employees have family members who have worked for our company in the past. Some families have CNX lineage that stretches across several generations. We are geographically non-diverse, meaning we have a local workforce and seek to attract, train, and retain employees from the communities where we live and work.

We appreciate the unique position we hold and feel an obligation to assist our neighbors in rural and urban disadvantaged areas close to our

operational footprint. One of the most effective ways to do so is by recruiting young adults in these regional underserved communities to join our workforce.

We strive to assist our neighbors in rural and urban disadvantaged areas close to our operational footprint.

We view investments that we make in human capital as being high rate-of-return value creation opportunities for our ownership. To that end, a key priority of free cash flow allocation under our Sustainable Business Model is to invest in our employees. We embrace meritocracy. This means we pay for performance and Excellence in our daily work. We pay well, as we perform well, with 2021 median employee compensation exceeding \$160,000. CNX was previously recognized for having the highest median compensation level for all public companies in the region. We prioritize the health of our employees and families, by offering a comprehensive benefit package that encompasses emotional, social, physical, and financial wellbeing.

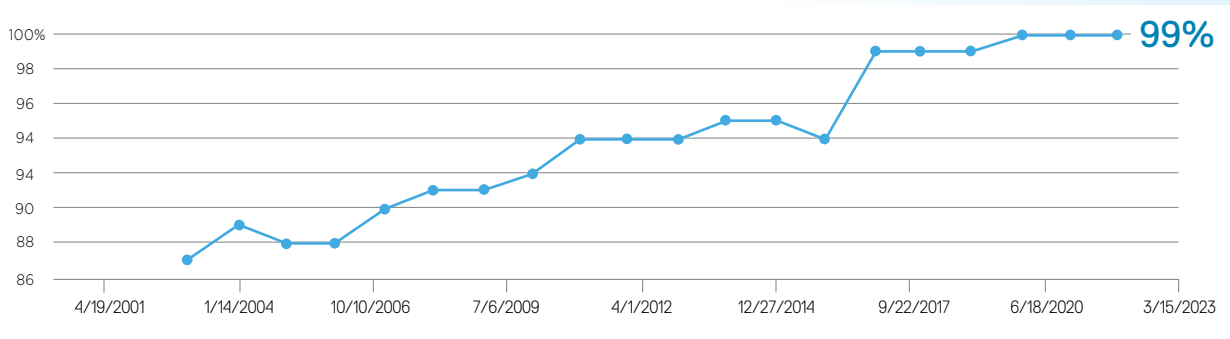
ANNUAL TOTAL COMPENSATION

CNX will continue to invest in our talented workforce to improve on its region-leading compensation profile. In 2021 our average employee compensation was over \$180,000 (excluding the CEO) when considering all realized benefits and incentives. The ratio of the 2021 average employee compensation to the CEO is below 43:1 – another region leading metric.

While many other public companies report ratios that exceed 300:1, CNX will continue to prioritize its most important asset in accordance with its SBM, its employees, and will continue to invest in a high rate of return opportunities by driving to deliver an average annual compensation goal of \$200,000 in the near future.



Percent of Employees Living in our Regional Footprint



Hiring and spending local has been a hallmark of CNX for generations. Nearly 100% of the company's workforce lives within the Appalachian region where we operate.

As the pandemic altered the human capital philosophy of many industries and companies, CNX remained steadfast in its conviction of hiring and developing our region's homegrown talent. Our Mentorship Academy is the living embodiment of this philosophy as we seek to expose our region's urban and rural disadvantaged youth to the well-paying, family-sustaining careers in the local energy and manufacturing industries. This creates a pipeline of local talent not only for CNX,

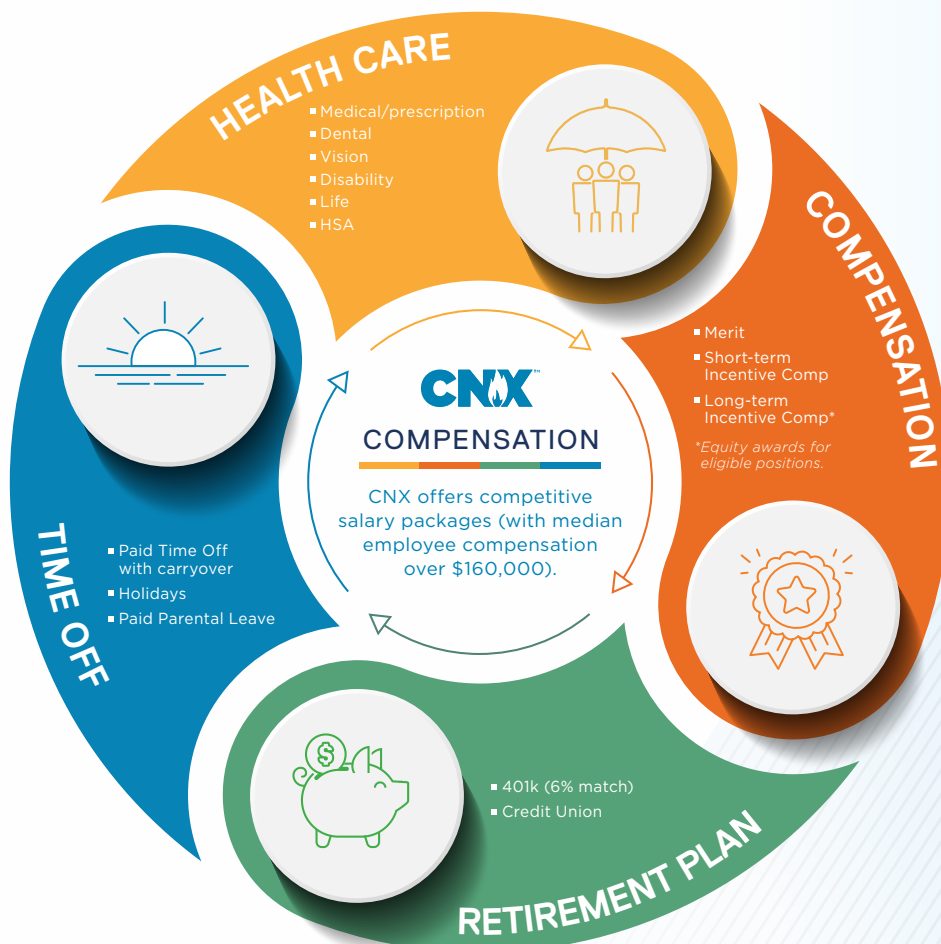
but for the broader industry and region as well. Over the past two years, CNX executed and refined its multi-year business plan to drive long-term per share value under the tactics of our Sustainable Business Model. The refined plan focuses on high quality performance by a talented team of employees operating within familiar and tight geographic zones.





To recruit, retain, and motivate the very best talent, the company must do more than compensate well. That is why in 2021 we initiated, and in 2022, we are deploying an approach to human capital that is unique and displays the following attributes:

- Employees understand our purpose, or “why?”: because they are part of a region, industry, company, and team that does great things both socially and economically. Now more than ever, domestic low carbon intensity energy/natural gas is a matter of national security and global health. CNX and the natural gas industry play a critical role in the current global energy landscape. The value and importance of this critical resource, and industry, will only expand in the future. As a result, CNX employees enjoy a unique sense of purpose in their work.
- CNX, through its values (Responsibility, Ownership, and Excellence), Appalachian asset base, Sustainable Business Model, and best-in-class team is poised to thrive in a competitive market. Employees at CNX are positioned to win more often than elsewhere.
- We have the highest median compensation of any local public company in the region, and we strive to continue to push our merit-based compensation packages even higher. We utilize individualized work plans and tailor performance goals, compensation packages, work environments/schedules, and career advancement paths accordingly. Employees at CNX enjoy a customized experience tailor-made to their individual situations.
- We bring all these factors to bear so that the team is able to write new history for the region, industry, and our company while enjoying fulfillment in doing so.





When Beverly Webb started at CNX 22 years ago, she represented the second generation of her family to work for the company. Now that her daughter Stephanie (Webb) Blevins has joined CNX, that lineage stretches to three generations.



VIRGINIA OPERATIONS MOTHER/DAUGHTER DUO

Stephanie and Beverly

They both feel working with family has advantages. “You know what their work ethic is. You know what they’re capable of doing,” says Beverly. “We’re comfortable with each other. We can speak our mind when we need to. I think it makes us more efficient.” During busy seasons, familiarity enables them to work faster, and that has been especially true recently.

Although Stephanie is new to her CNX role, she is not new to CNX. She has worked as a contractor since 2013—first helping convert VA Operations to a paperless system and later working with the Land department. Following in her mother’s footsteps was not planned. She studied architecture and civil engineering before taking a break from school. That led her to CNX. “Family was a big factor,” she admits, but the job itself has caused her to stay. “Civil engineering plays a big part in operations, which works closely with permitting,” she says. “Permitting wells, road layouts, and pipe designs keep me pointed in that direction.” While she still plans to finish her degree, she also sees a lifelong career path at CNX.

Both women have a heritage of hard work and a love of learning. Beverly recalls joining the Permitting team despite knowing little about the process. “I had a lot of mentors within CNX, the VA Division of Gas and Oil, and other regulatory bodies. I have built a great working relationship with the state inspectors over the years.” She says she was fascinated by the process of extracting methane from coal mines, and she still is. “I learn something new every day,” she says.

That trait has helped her stay on top of a regulatory environment that continues to grow in complexity. Now it will help her mentor Stephanie on the job. “My siblings and I had a work ethic instilled in us our entire lives,” Stephanie says. “We’ve been taught to learn as much as we can so we can be self-sufficient and versatile.”



“CNX has been a vital part of my life, my family for three generations, my neighbors’ lives, and this region for more than 150 years. What other company or industry has delivered a generational socio-economic impact on this scale? The energy rich land we live and work on has been the catalyst for the greatest civilization the world has known. How could anyone argue with that?”



Rodney Wilson

*Vice President, Business Development
3rd Generation*

Employee Health & Safety

Protecting the health and safety of our employees and contractors is a top priority at CNX. Safety is embedded into each of our core values. Our Health, Safety and Environmental (HSE) Policy details our approach to worker health and safety, process safety management, and emergency preparedness and response, and underpins our overarching management approach. CNX has maintained a better than industry safety scorecard for years, and we will continue to prioritize this critical area.

Supporting Employees During COVID-19

As the world faced significant challenges related to COVID-19, CNX took additional steps to prioritize the safety of its workforce. In 2021, CNX continued to modify safety measures related to travel restrictions, health screenings at job locations, social distancing, remote work opportunities, and mask recommendations/requirements. CNX continues to provide robust well-being resources, and offers support for remote work, offsite cybersecurity, and work-life balance while navigating the pandemic.

Our safety and compliance program aims to maintain a culture of Ownership to ensure everyone returns home safely every day. Our

commitment begins at the top and is reinforced at every level. We encourage all employees to consider safety and compliance metrics in individualized annual SMART goals.

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

Additional advantages of QMS include:

- Defining, improving, and controlling processes
- Reducing risk
- Reducing waste
- Preventing exceptions
- Lowering costs
- Facilitating and identifying training opportunities
- Engaging staff
- Setting organization-wide direction

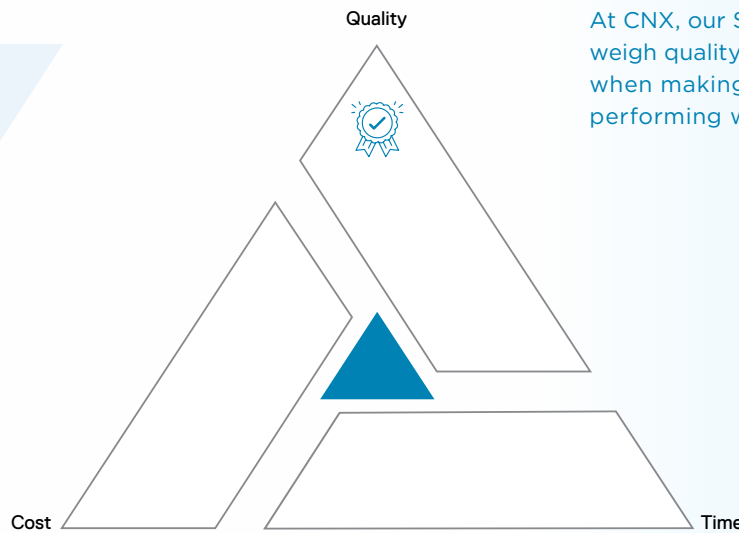
CNX emphasizes a culture of Ownership by empowering workers (both company and contractor) and giving them the Responsibility



and the obligation to identify and respond to safety issues. CNX also maintains strict training standards to ensure that every person working on CNX properties/projects understands they are responsible for their personal safety, are given the tools (process) to identify and mitigate risks and are prepared to respond in an emergency. We maintain close relationships with emergency response organizations at the local and regional level.

In addition to the key performance indicators (KPIs) we track for regulatory reporting, CNX

further separates itself by internally tracking each deviation to our norm of Excellence. For qualifying deviations, we perform an open and transparent root cause investigation to understand the cause of an exception and prevent reoccurrence. These investigations can include our Operational Excellence personnel, operations team, any other event stakeholders including contractors, and executive management.



At CNX, our SBM allows us to weigh quality much more heavily when making decisions and performing work.

CNX's QMS sets standards for quality across our operations and compliance processes, prioritizing quality above cost and time.

0.72
TRIR—CNX

0.69
TRIR—Contractor

Over 140
Root Cause Analysis and
Process Safety MOCs Completed



Diversity & Inclusion

The prerequisite to diversity and inclusion is a culture that embodies trust, respect, and professionalism across the entire organization. By embracing the strengths and unique differences that each of us brings to our work, we respect and learn from each other, foster a high-performance environment, and encourage every employee to reach their full potential.

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

Our approach to diversity and inclusion is a key element of our Sustainable Business Model and a crucial feature of how we pursue the value of Excellence.

In 2021/early 2022, our approach to diversity and inclusion yielded the following results:

- Added two diverse leaders to our executive management team, bringing the total diversity (gender and racial/ethnic) of our CEO direct reports to 67%
- Surpassed both external diversity goals in 2021 of at least 6% Diverse Business Enterprise (DBE) spend and 7% DBE representation on the CNX-approved vendor list
- Implemented a Diversity & Inclusion Advisory Council
- Launched a cross-training rotational program
- Provided diversity & inclusion training to the CNX employee population
- Initiated leadership training for high-potential female employees through opportunities offered by the Women's Energy Network

COMMITMENT TO MERITOCRACY, AND DIVERSITY OF THOUGHT, SKILL, AND BACKGROUND

We recognize that a diverse talent pool provides CNX with unique perspectives, experiences, ideas and solutions in achieving our strategic goals. Thus, in 2021, we took the following steps, among others, to foster diversity and inclusion:

- Added two diverse leaders to our executive management team, bringing the total gender and racial/ethnic diversity of our CEO direct reports to 67%
- Set an aggressive internal diversity target of 40% by 2026
- Surpassed external diversity goals in 2021 of at least 6% Diverse Business Enterprise (DBE) spend and 7% DBE representation on the CNX approved vendor list
- Implemented a cross-training rotational program
- Provided diversity and inclusion training to the CNX employee population

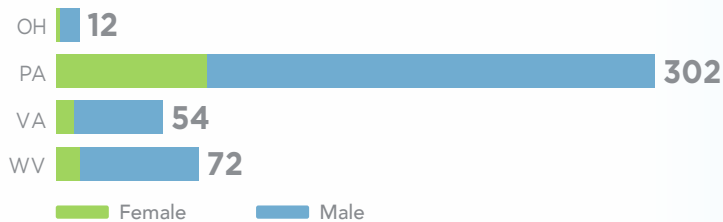


Employee Representation

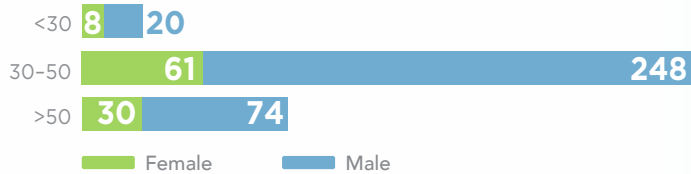
In 2021 we announced an aggressive internal diversity target of 40% by 2026. CNX recognizes there is a need for increased awareness of industry opportunities within the local diverse talent pool to be able to support this ambitious target. We invest time and resources in the following initiatives in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

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

Region



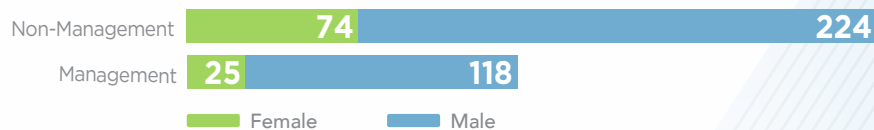
Age



Race and Ethnicity



Management Profile





Community Investment



“While everyone is talking about sustainability and Environmental, Social, and Governance (ESG) these days, too few are delivering tangible and measurable results. We are on a mission to change the trajectory of our region and to improve the lives of our neighbors in communities left behind by a system focused on talk and abstract concepts rather than real outcomes. This commitment is not about words; it’s about the people who make the broader Appalachian region such a special place to live, work, and raise a family.”



Nick Deiliis
President and Chief Executive Officer

CNX has a longstanding and special relationship with the communities and people in our region. We have called this region home for nearly 160 years and know that the people and families, both within our walls and in our operational footprint, are one and the same. Over the years, we have become increasingly concerned that many of our friends and neighbors are shut out from the many opportunities in energy and manufacturing that represent a realistic and actionable path to the middle class. The CNX Foundation’s community commitment sets a new target; the grassroots community project or organization that may struggle to compete for funding with establishment entities. The CNX Foundation is fashioned in our corporate philosophy of being Tangible, Impactful, and Local and is targeted towards helping those that need it most. We are not interested in simply donating money; our aim is to facilitate creative problem-solving by bringing together a diverse range of partners and resources to invest in challenges that are often overlooked or ignored.

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

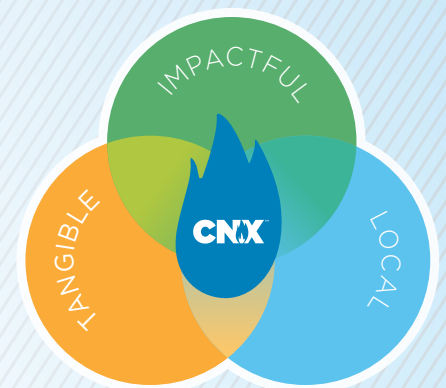
TANGIBLE We are focused on making a real, and measurable difference in the communities we serve.

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

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

CNX Foundation’s community investment pillars:

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





Crossing the Digital Divide

CNX worked with the Community Foundation of Greene County to provide fifty (50) 7th grade students from the West Greene School District the equipment they needed to further their education amidst the pandemic.

Powering Our Community with Our Local Resources

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



Tackling Food Insecurity in Our Region

Washington County Food Helpers is a local organization that is tangibly impacting the community. Food Helpers identified a path to assist those in need who cannot be reached by traditional food assistance programs. The organization is an ideal partner in our efforts to reach the underserved segments of our region. CNX Foundation found synergy with other local organizations, including our local 4-H program, to secure over 400 pounds of fresh protein, which CNX then processed and packed to assist Food Helpers in distributing to the community. This partnership is a great example of the type of full engagements CNX Foundation is seeking for efficient Tangible, Impactful, and Local community investments.



CNX Foundation Continues Partnership with The Bus Stops Here Foundation

CNX Foundation has partnered with The Bus Stops Here Foundation to bring greater awareness and access to opportunities within the natural gas industry to disadvantaged urban and rural communities throughout the region.



Jerome Bettis and Nick Deiuiliis visit Sto-Rox High School to deliver needed technology solutions and speak with students regarding career opportunities in the natural gas industry. This follows recent CNX-led classroom technology efforts with West Greene School District and other community partners in the region.

“Our hope and expectation is that this partnership will advance the conversation and bear tangible results when it comes to opening doors to opportunities that exist in the natural gas industry to the communities that need these opportunities the most. We’re proud to help lead this effort within the region we love.”

John Bettis
Chief Operating Officer of Bettis Brothers



CNX Career Education Experience

Designed to aid those students unable to find an internship during the summer, CNX implemented a six-week virtual shadowing program that connects CNX employees with college students throughout the region. This program was led by CNX’s subject matter experts where students learned about a different discipline each week. The disciplines included: drilling, marketing, completions, finance, reservoir, production, and midstream.



Mentorship Academy



The company's community commitment and philosophy spawned a Mentorship Academy in 2021, designed to focus on local high school students who desire a family-sustaining, well-compensated career that does not require a four-year degree. Given the Appalachian region's unique attributes of low-cost energy, manufacturing prowess, and a deeply ingrained work ethic, these careers, and opportunities to build and sustain the middle class in our region are abundant. Our Mentorship Academy seeks to introduce students from local underserved communities to these opportunities, help them build the basic skills necessary to obtain gainful employment, and provide pathways and open doors necessary to execute on their career goals.

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



Pennsylvania Counties

- Greene
- Washington
- Allegheny
- Beaver
- Butler



Schools



Rigging Specialist Pipefitter Roughneck
 Millwrights Pile Driver Electronic Technician
 Floor Coverer Welder Project Estimator Electrician
 Laborer Ironworker
 CDL Driver GIS Analyst Field Mechanic
 Equipment Operator Crane Operator Accountant
 HVAC-R Service Pipefitter Carpenter

“I’ve always had the motivation that if you help one person, you help the whole world,” she says. “When I heard there was going to be a young women’s [class], I thought if I can help just one girl take her family to the middle class, that means the world will be a better place.” Perhaps most surprising to her, she stated, is how much she has enjoyed being a part of it. “To be able to touch somebody’s life... it’s so rewarding. You can’t pay for that.”

Joan Siewe
 CNX, Senior Production Engineer, Academy Mentor



Teyron Wofford

Zion Bufford

Reiss Coole

“What I like about the CNX program is that you get an opportunity to learn from people who have been doing this their whole life. [I also appreciate] the fact that you get to be around people that you can grow with for a long time. My plan after high school is to find somewhere to work and do something I love....and also be able to not only help myself, but help my family as well.... College isn’t my thing [and] I know I can go at any time. I don’t want to rush my future. I want it to come on its own.”

Teyron Wofford, *Obama Academy*

“My eyes have also really been opened to all of the opportunities there are out there to walk out of high school or a trade school with little to no debt and be able to get a job where I could comfortably support myself.”

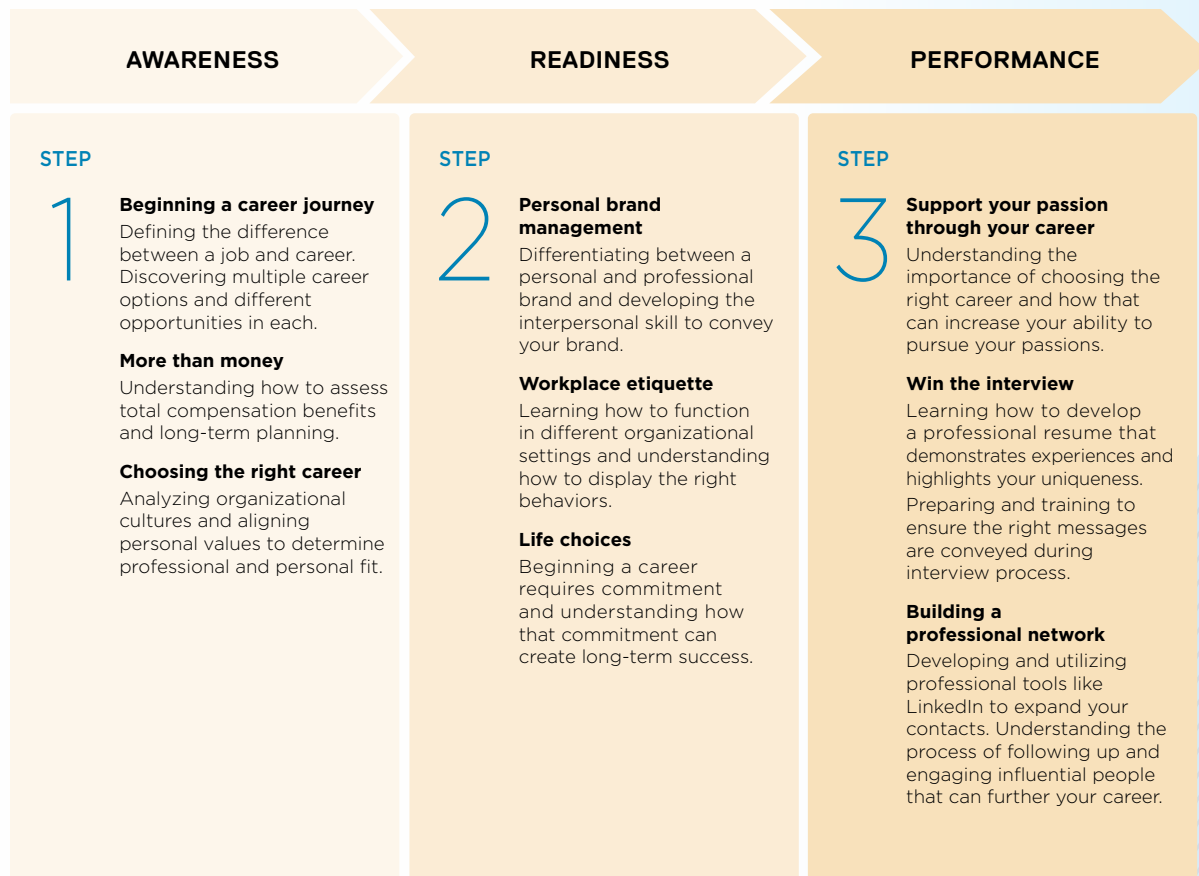
Zion Bufford, *Moon Area High School*

“When I first started with the academy I really didn’t know what I wanted to do after high school and this really opened up my options. I felt like school after high school isn’t for me and really wanted to do something with my hands. I think this is a really helpful program for people like me. I especially liked the tours I’ve been on, the guys I met were straight-forward and real.”

Reiss Coole, *Chartiers—Houston High School*



The Academy's Formula for Creating a Pathway to Family-Sustaining Wages



- Thirty high school juniors or seniors, drawn from disadvantaged rural and urban communities in western Pennsylvania meet for one day each month during the program, including a field visit or a site visit as well as guest speakers. Topics discussed include leadership, career paths, life choices, resume creation and interviewing, among other topics.
- To become involved in the The Mentorship Academy or to nominate a student please visit https://www.cnx.com/about-us/the_mentorship-academy.



Local Spend and DBE/MBE/WBE

CNX contributes to society through the direct economic value we generate, the energy we produce, and our commitment to operate responsibly. We do this by prioritizing and dedicating spend to local small businesses and disadvantaged/minority/woman owned business enterprises (DBE). The below graphic represents the success we achieved with respect to our targets* for the tri-state area.

\$466MM

Capital expenditures

\$39MM/\$159MM

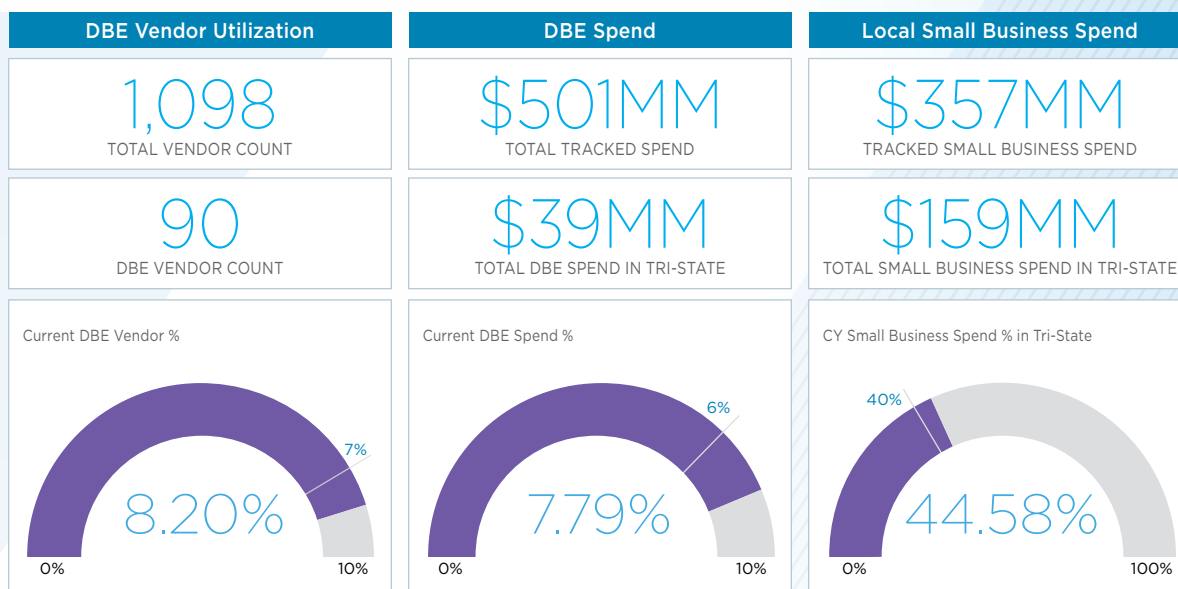
DBE/Local Small Business Spend (PA, OH, WV)

\$38MM

Taxes and impact fees

\$2MM/\$30MM

Community investments and commitments



*CNX is expanding these targets in 2022 to include Virginia and the entirety of our operational footprint.



We recognize that our suppliers and contractors are critical members of our community and play a significant role in our operations. Efficiencies we achieve through these partners, who are expected to maintain a high environmental, safety, and health standard, ultimately mitigate risk. In 2021, we purchased approximately \$500 MM in commercial goods and services from approximately 1,100 suppliers. Our pre-qualification and selection program helps to ensure we work with qualified and safe companies.

CNX has succeeded in delivering on several initiatives launched last year, including success in increasing our Disadvantaged Business Enterprise,

Minority Owned Business Enterprise, and Local Small Business Spend—all in keeping with our focus on delivering Tangible, Impactful, Local results. As is the case with employees, CNX recognizes the value of engaging with a diverse, local supplier base. This not only brings innovation and collaboration to our business, it reflects our commitment to creating opportunities in the communities where we live and work. In addition to these successes, CNX is actively working with suppliers on innovative technologies that will help deliver a multitude of efficiency and environmental goals.

FOCUS LOCAL

A pillar of the CNX approach is to focus on Local initiatives that directly impact our communities. In addition to the creation of the CNX Foundation and Mentorship Academy, CNX also set direct targets designed to promote the success of our local vendors. In 2021, CNX prioritized purchases all services and materials from providers that, in the aggregate, maintain a 90% local resident employee base (southwestern PA, eastern OH, and northern WV). And we dedicated over 40% of CNX's total small business spend to companies within the tri-state area (PA, OH, and WV).

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

Nick Deulliis

President and Chief Executive Officer



Environmental

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Delivering best-in-class performance on Governance and Social matters positions CNX to be an industry and regional leader on Environmental matters. Leadership on GHG reduction, water management, and other environmental initiatives requires prioritization, rigor, investment, and transparency in our data collection and quality assurance processes, efforts which create high confidence in, and timeliness to, our regulatory reporting.



2021 Environmental Highlights

- Invested in methane emissions reduction technologies to achieve further reductions in Scope 1 and 2 CO₂e emissions beyond the 90% reduction achieved since 2011
- Tied executive compensation to methane intensity reduction targets
- Strengthened environmental reporting and disclosure with the establishment of the Regulatory Reporting Group
- Committed to publishing a quarterly environmental scorecard
- Formed a New Technologies team, focused on leveraging existing assets and exploring leading technology to drive carbon capture and methane abatement while creating additional shareholder value
- Managed field operations so that our recycled-to-produced water ratio exceeded 100%
- Electric frac fleet for shale completions operations

Commitment to GHG Emissions Reduction

CNX continues to drive GHG emissions lower year-over-year. We are investing capital in emissions reduction technologies that we expect to further reduce Scope 1 and 2 CO₂e emissions (in addition to the 90% reduction achieved since 2011) and we are developing continuous monitoring options designed to further mitigate fugitive methane emissions. Additionally, CNX's average annual greenhouse gas abatement through its methane capture program far exceeds combined Scope 1 and 2 CO₂e emissions.

Executive Compensation Tied to Reducing GHG Emissions

CNX directly links its executive compensation program to specific environmental performance metrics. In 2021, we set objective targets to reduce methane intensity and our executives were compensated with equity awards for meeting results. We intend to continue to link executive compensation to lowering methane intensity.



Transparent Environmental Reporting

In 2021, CNX established the Regulatory Reporting Group to enhance reporting of environmental compliance data. This allows us to publish a quarterly scorecard. The first report will be for first quarter 2022. This reinforces CNX's commitment to accurate, timely, and transparent reporting of environmental performance and also reinforces CNX's commitment to providing accurate, transparent information to its stakeholders, regulators, and community.



Water Recycling Program Reduces Environmental Impact

In 2021, CNX recycled more water than produced due to innovative water management and cooperative sharing agreements, thereby preventing unnecessary water withdrawals or disposal.

Electric Frac Fleet

In 2021, CNX continued to use an electric frac fleet to conduct its shale completions operations. This not only reduces CO₂ emissions from our operations, but also has the added benefit of helping CNX achieve its safety, cost savings, and operational efficiency targets.



BUSINESS UNIT FOCUSED ON LOWERING GHG EMISSIONS, METHANE AND CARBON CAPTURE, AND RELATED TECHNOLOGIES

The recently formed New Technologies team is focused on how best to utilize our existing assets to drive results in methane abatement and other similar carbon capture opportunities while deploying innovative new technologies designed to have similar benefits. We are excited about these investable ESG opportunities as we seek to define ourselves in contradistinction to traditional oil and gas producers.



Environmental Stewardship

Environmental stewardship is embedded in each of our core values and is a central part of our work each day. 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 158 years. Our company leadership and workforce are composed 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.

We will continue to push the envelope—through investments in technology and process improvement—to maintain our position as a leader, in the basin and the industry, on technological advancements, water and waste management, air quality initiatives, and driving regional GHG emissions lower.

We remain steadfast in our commitment to maximizing efficiency, and capitalizing on opportunities for process improvement, as we have for decades. We continue to reduce our footprint across the broad range of potential environmental impacts, including air emissions, waste, and accidental spills. Our Operational Excellence team is dedicated to these efforts and ensures compliance with environmental laws, regulations, and proactive improvement efforts. CNX tracks several key metrics to drive performance and assist with improvement initiatives. Performance against these metrics is factored into incentive compensation and helps to ensure progress on environmental objectives.

As mentioned in our Governance Highlights, our Regulatory Reporting team is key to our ongoing success on this front. Given the importance of environmental data integrity and requests for transparency and validation of emissions data, we created a new team devoted to non-financial regulatory data

gathering, validation, and reporting. CNX has embraced the opportunity to take the lead in addressing a key risk area within our industry by establishing a “SOX-like” framework to provide reliable and accurate emissions data to stakeholders. The Regulatory Reporting Team is led by our Regulatory Reporting Controller and is responsible for expanded measurement and enhancing the regulatory compliance and voluntary environmental data management processes throughout the company. This ensures CNX will continue to be a leader in providing accurate and reliable ESG data to all stakeholders. This will improve the transparency, verifiability, and continuous monitoring of GHG emissions inventory, prepare for third-party assurance over GHG emissions data, and to de-risk reporting processes through an improved data control environment. We identified and implemented leading data management practices and established a set of guiding principles as a framework to meet our objectives.

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

Complementing our automated data management process has been the establishment of a robust data quality framework designed to encompass the entire data supply chain from data acquisition through reporting. The CNX Board and executive management team has set the foundation of our control environment, mandating clearly defined responsibilities, accountability, and ownership. Layered upon that are a series of systematic (IT) controls, data analytics, and internal audit programs all designed to report accurate, reliable data with traceability required for independent attestation.



Air Quality

CNX is focused on a variety of ways to reduce GHG emissions year-over-year. We are investing capital in methane emissions reduction technologies that we expect to further reduce Scope 1 and 2 CO₂e emissions (in addition to the 90% reduction achieved since 2011) and continue to explore continuous monitoring efforts designed to further mitigate fugitive methane emissions. Additionally, CNX's average annual greenhouse gas abatement through its methane capture program and generation of renewable energy credits far exceed combined Scope 1 and 2 CO₂e emissions. These investments and results underscore CNX's commitment to reducing emissions.

CNX's GHG emission reduction efforts include:

- Employing comprehensive leak detection and repair and directed inspection and maintenance programs that deploy state-of-the-art technologies, such as forward-looking infrared imaging to identify and repair leaks
- Adopting green completions across all of our operations, in which gas produced during flowback operations is captured, rather than being vented to the atmosphere
- Improving our environmental management information system by leveraging existing supervisory-control and data acquisition systems to further automate data collection
- Installing emissions controls on tanks and storage vessels located at unconventional well pads
- Reducing fugitive methane emissions from pipeline pigging activities via predictive maintenance, redesigned work procedures, and state-of-the-art methane capture technology
- Utilizing our extensive surface land acreage and initiating methane reduction/destruction projects in our region to further reduce emissions on a CO₂e basis



VENTHAWK, PNEUMATIC VENT GAS CAPTURE & CONTROL TECHNOLOGY

We target an annual reduction in fugitive methane emissions of nearly 800 metric tons (20,000 metric tons of CO₂e).

In 2021 CNX completed a trial of innovative pneumatic vent gas capture and control technology, and is implementing this technology to realize fugitive methane emission reduction targets. Known as the VentHawk system (patent pending) this technology will control and capture vent gas from pneumatic controllers on gas and oil processing equipment and prevent methane emissions from these controllers. Once CNX's initial implementation plan is complete, we are anticipating reductions in fugitive methane emissions to be nearly 800 metric tons (20,000 metric tons of CO₂e) per year.



AMBYINT

CNX was experiencing under-optimized gas production and a significant number of liquid loading events for plunger lift wells. As a result, wells vented to remediate liquids loading, leading to the release of natural gas GHG emissions, a decrease in gas production, and reduced workforce efficiency. The solution to this challenge is Ambyint InfinityPL™, which utilizes an enterprise-class cloud environment to deploy its plunger lift optimization technology across our plunger lift wells. Working with Ambyint allows for enhanced analytics, improved physics-based insights, and autonomous management of plunger open/close triggers and setpoints. The results were a 48% decrease in GHG emissions from well venting events and a 4% increase in production from these wells. This translates to a 54 metric ton CO₂e emission reduction per well/year.

Reducing Pigging Methane Emissions

In 2021, CNX launched a pilot program to enhance methane emissions reduction efforts associated with pipeline pigging procedures by incorporating the use of an emission-less alternative to venting or flaring. Zevac® is a vapor recovery system that uses compressed air to depressurize the vessel and discharge trapped gas back into the associated pipeline, eliminating the release of any greenhouse gases from pigging operations.

2021 CNX GHG Emissions	CO ₂ e Metric Tons (000s)
Scope 1	629
Combustion equipment	349
Pneumatic pumps and devices	105
Well venting for liquids unloading	77
Dehydrators	40
Equipment leaks surveys and population counts	34
Controlled blowdowns	11
Other	13
Scope 2	391
Scope 1 and 2 Total	1,020
Consolidated methane (CH ₄) Intensity	0.04%
Consolidated CO ₂ e Intensity	0.10%

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

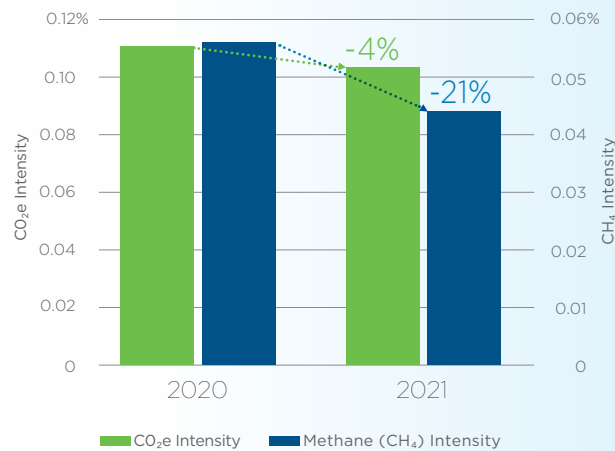
Scope 2 emissions were derived from the EPA's Greenhouse Gas Inventory Guidance for the Indirect Emissions from Purchased Electricity. Scope 1 and 2 emissions include both upstream and midstream activities.



As expected, in 2021, CNX saw a modest year-over-year increase in Scope 1 GHG emissions, primarily from the increased combustion emissions from our midstream compression facilities. These facilities have recently been expanded with additional engines to handle the growth in our production and throughput volumes. Despite the increase in Scope 1 emissions, we achieved a reduction in the CO₂e intensity ratio (defined in the chart to the right) because the percentage growth of our volumes outweighed the rate of increase in CO₂e emissions.

In addition to the reduction in the CO₂e intensity ratio, we also show the more pronounced improvement that we achieved in the methane intensity ratio. As previously mentioned, we have been taking significant steps to meet emission reduction goals, especially as it relates to vented and fugitive GHG emissions. Those efforts are leading to tangible results, and we expect to continue to see improvements in the future.

Consolidated CO₂e and Methane Intensity



*Consolidated intensity for CO₂e and for methane (CH₄) is calculated by dividing the combined emissions from CNX's Onshore Natural Gas Production and Onshore Natural Gas Gathering & Boosting industry segments by CNX's combined production (from Production segment) and throughput (from Gathering & Boosting segment) volumes for CO₂e and CH₄, respectively.

Methane Intensity

Methane emission and resulting methane intensity reductions in 2021 were driven by two major factors:

- During the year, CNX began implementing enhanced completions operations to minimize or eliminate gas venting during the initial phase of flowback. Newly developed operational procedures have reduced flowback emissions that typically occur during the initial phase of flowback.
- The implementation of companywide emission control projects that have led to voluntarily measures to reduce GHG emissions from dehydrator vent stacks. These voluntary emission reduction projects will continue into 2022.

ENERGY CREDIT GENERATION

CNX owns a 50% stake in a renewable power generation facility in Buchanan County, VA. This facility currently utilizes coal mine methane (CMM) captured by CNX from a mine near Mavisdale, VA. Coal mine methane is typically released into the atmosphere. By virtue of utilizing this captured CMM for power generation and delivering that power into the PJM market, the facility generates Pennsylvania Public Utility Commission Tier 1 renewable energy certificates (REC). In 2021, the facility was able to deliver 396,502 MWH of electricity to the grid and generated equivalent RECs in the process.



Water Resources

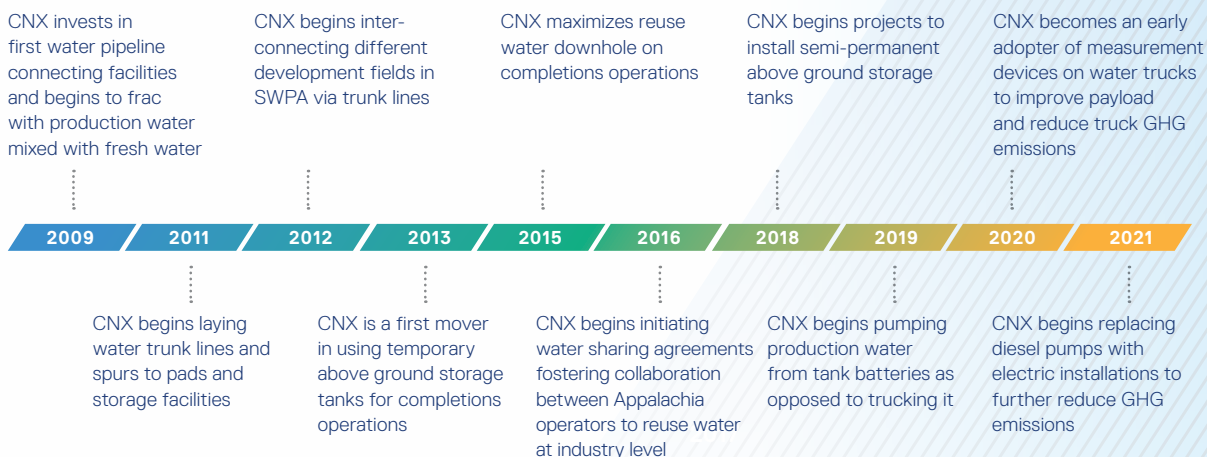
CNX optimizes operations to minimize the potential impact on water resources. CNX continues to be a leader in the basin, primarily through our strategic reuse of produced and other wastewater to minimize the need for freshwater. But this strategy goes beyond water reuse. Water is central to our safe and compliant resource development. It is another example of our Sustainable Business Model. Water is produced as a by-product of producing natural gas, which has historically been a disposal challenge for the industry. Separately, large volumes of water are injected as the primary medium during hydraulic fracturing. The industry has traditionally used freshwater for these activities, which created both a sourcing challenge and water resource allocation challenge. We led the industry in reviewing the science and engineering and made significant capital investments towards a solution to reuse produced water for hydraulic fracturing. We now reuse or recycle more produced water than we produce ourselves, allowing us to consume produced water from our peers and reducing the environmental impact of our activities even beyond our own footprint. This turns what has traditionally been a liability into an asset.

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

We invest in pipeline infrastructure to reduce the risks and carbon footprint associated with transportation by truck, while minimizing our impact on our community and the environment in Appalachia. This leads to more effective decision making and management of this resource, one that is central to CNX's business and processes. Our approach stands in stark contrast to the traditional mindset in the industry, one which views water as a nuisance, underinvests in water management, and undervalues the necessary role of water during development and production. We embrace our water Responsibility, take Ownership, and strive for Excellence as we seek to maximize the value of this critical resource.

We continue to employ a risk-based, lifecycle approach to managing water through which we carefully assess and work to mitigate any potential impacts on water resources. While CNX does not operate in any high baseline water stress areas, we understand the important Responsibility we have to manage our water in an efficient and compliant manner for the betterment of the environment, and all stakeholders.

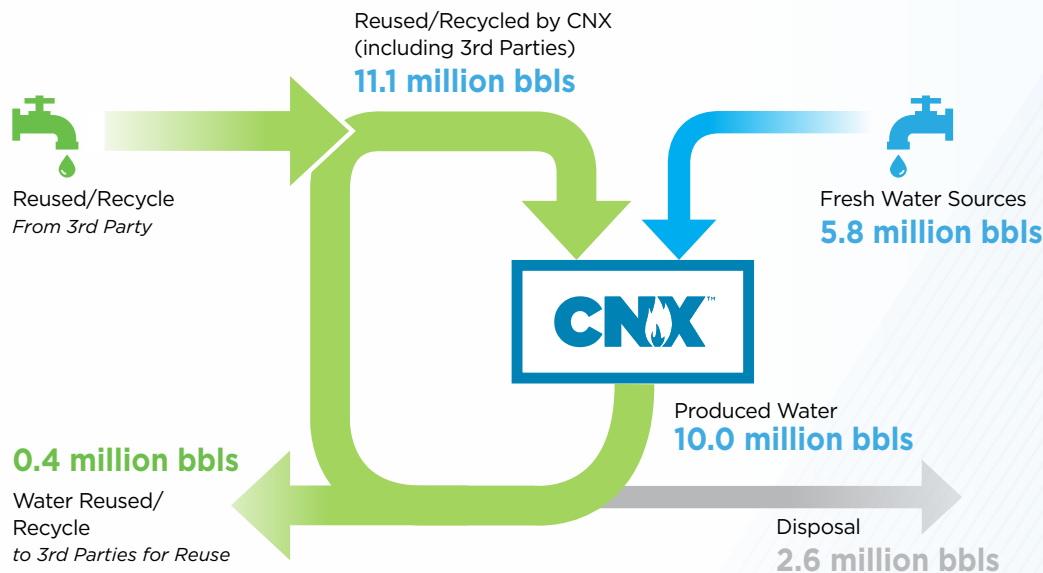
WATER TIMELINE





Source (volumes are thousand BBLs)	2021
Freshwater	
Surface Water	5,497
Groundwater	-
Municipal Water	352
Total Fresh Water	5,849
Produced Water	
Water Reused/Recycled (including 3rd party accepted) by CNX	11,139
Water Reused/Recycled Sent to 3rd Party	435
Total Reused/Recycled	11,574
Total Water Disposal (includes Class II UIC disposal)	2,646

Recycled-to-Produced Water Ratio Exceeds 100%



Waste Disposal and Recycling

CNX manages a variety of waste streams specific to drilling, production, and midstream activities. We manage these waste streams through specific control and disposal plans designed to comply with state regulatory requirements and minimize community and environmental disturbances from commercial truck traffic. These plans further protect human health and the environment. Our water management approach illustrates our waste management philosophy, one which is replicated throughout our operations and other waste types. Whenever possible we strive to reduce, reuse, and recycle before we dispose.



Biodiversity

Just as we strategically manage our water assets, we take a proactive approach to reducing other potential impacts to environmentally sensitive areas and endangered species. Our first priority is gaining awareness of these locations. As we discussed in greater detail in last year's report, CNX has evaluated the publicly available protected conservation and endangered species habitat data and determined that approximately 30% of CNX proved reserves and 43% of CNX probable reserves are located within five kilometers of these habitats. For our midstream development, 58% of existing infrastructure is found within the five-kilometer buffer areas, and 55% of future proposed projects are found in similar areas.*

While the identified areas represent a potential for impact near our operating areas, our team proactively engages 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 are also areas where other human development—in the form of roads, housing, and other commercial or industrial activity—is present, we see an opportunity to partner with agencies and other community stakeholders to minimize cumulative impact on habitats.

With over 150,000 acres of surface property, CNX has a long history of cooperatively managing its land assets with local and regional stakeholders through permanent land conservation, brown field redevelopment, and surface donations to state agencies, environmental and species stewardship groups, and a plethora of local landowners and businesses. As CNX continues to advance its use of existing lands, our approach is one of environmental focus and localized needs.

CNX surface lands span Pennsylvania, West Virginia, Ohio, and Virginia. Across these areas, there are a variety of localized priorities and needs.

We are actively engaging with multiple local stakeholders to support their individualized future plans through investments, project planning support, and use of existing CNX resources.

Active and planned projects include support of local parks, public recreation, and public learning. Beyond these support efforts, CNX is actively working to identify intrinsic environmental, recreational, and developmental opportunities on CNX surface acreage. Whether it is a new stream and wetland mitigation bank, or a residential development project, CNX is actively engaging with local entities to identify important community priorities and needs—actions which are consistent with our commitment to the region.



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



“The moment I became a mother, I started advocating for my daughter and everything she was involved in. I have always been passionate about sports and the impact they can have on today’s youth. I believe it’s extremely important to have a strong support system behind you as you strive to reach your goals. This is why I am beyond excited and grateful that the CNX Foundation is partnering with Greene County on a state-of-the-art recreational complex that I’ve been working on and advocating for over the past few years. This complex will benefit all the children and residents of one of the most critical areas within our operational footprint. CNX has proven time and time again that they are committed to giving back to our community, and I am proud to be a part of it.”



Danielle Kerr
CNX, Manager Land Operations

A significant part of CNX’s success can be attributed to our multi-use approach to natural gas development. We consistently apply heavy focus on utilizing existing infrastructure. This strategy has resulted in reduced environmental impacts and additional value created for our stakeholders—benefits that we will seek to replicate in future environmental and energy focused projects. By more closely evaluating prior detrimental land-uses, CNX is actively engaging in projects that correct some of the negative impacts of our regions’ past. Whether through remediating the impacts of agricultural use and timbering of the 19th century, or coal and gas extraction from the early to mid-20th century, CNX will continue to expand its stewardship missions to the region in which our company’s employees live and work.





This land management approach paired with our focus on spill prevention are primary ways we safeguard biodiversity. CNX's Operational Excellence team takes a targeted approach to preventing accidental spills and releases. Potential spill events, including those to containment, which do not result in an impact to the environment, are tracked and analyzed through the company's environmental data management system. These potential exceptions are treated with the same scrutiny as an agency reportable spill to ensure best management practices are employed for preventative measures.

Spills that occur are tracked by volume and material and are reported when applicable to the appropriate regulatory agencies. Leading

and lagging indicators are used to monitor performance.

The total number of spills one barrel or greater was up by one in 2021. A number of programs focused on spill prevention in 2021, including enhanced inspection and surveillance programs, corrosion and integrity programs, and remote monitoring systems to ensure proper water management. CNX also continues to focus on minimizing environmental impact by planning for and deploying rapid response protocols and thorough remediation efforts.

CNX continues to lead biodiversity efforts in the region through enhancing habitat for threatened and endangered species.





Bitz on Bats!

“A critical part of being an advocate is first being an educator. CNX continues to concentrate extensive time and effort into positive public outreach, focused on resources that truly need support.”



Daniel Bitz

Director Surface Asset Strategy

CNX has been working with state regulatory stakeholders over the last few years to help bats where it matters most, in the caves. Bats are critical parts of all terrestrial and biotic communities. Bats promote biodiversity and support the health of their ecosystem. They are important pest controllers and pollinators and are important contributors to ecology and the economy. In this role, their value to US agriculture is in the billions of dollars. CNX recognizes this significance to the community and has taken an active role in leading local conservation efforts.

State biologists and academic researchers are on the leading edge, using innovative technology to help prevent the extinction of multiple bat species. In ongoing research projects and analysis, researchers have found that lower temperatures in bat hibernation sites yield less mortality and impact from white-nose syndrome which threatens the majority of bat species. Agencies and others have been working systematically to improve known bat hibernacula throughout the region, both man-made and natural. The hope is that these mitigations will be a major tool to combat white-nose syndrome and that our efforts can be replicated in other states affected by white-nose syndrome and to help rebuild bat populations.

Given CNX's history of drilling wells and our familiarity with mining, CNX was a prime candidate to assist with these efforts. We were asked a few years ago to assist with several projects in our region, and the projects have continually evolved, with extensive progress made in 2021. The projects are primarily funded by the Indiana Bat Conservation Fund (IBCF) managed by the

United States Fish and Wildlife Service and led by partners within state government. Projects are identified based on their potential to positively impact the species. CNX has provided technical, project management, and financial support for three of these cave manipulation projects. The two primary projects for which CNX provided assistance and support were located within abandoned limestone mines in Fayette County, PA, the Casparis mine, and Dunbar mines, where vents were installed to cool the mines.

Both mines hold multiple species of hibernating bats. The aim of these projects is to reduce the temperature in the caves, give the hibernating populations a better chance to survive white-nose syndrome, and attract other bats to use the mine. CNX continues to be a leader among all industries in the basin, and arguably within the US, in education and the development of innovative solutions to help combat white-nose syndrome. Great opportunities exist in our own backyard for agencies, individuals, and CNX, to collaborate on initiatives that provide Tangible and Impactful solutions where needed the most.





Opportunities in Innovation and Technology

Scenario Analysis Introduction

TCFD recommends the use of Scenario Analysis to better understand how businesses might perform under different conditions. CNX has taken a proactive analysis of the three most relevant climate scenarios provided by the International Energy Agency (IEA) and endorsed by TCFD:

1. The Stated Policies Scenario (STEPS)
2. The Sustainable Development Scenario (SDS)
3. Net Zero Emissions by 2050 Scenario (NZ50)

Our analysis identifies potential climate-related risks and opportunities, which help inform our internal risk assessment, strategy development, and decision-making processes. The strategic responses outlined for each of the climate scenarios highlight management's focus on having a singular strategy that does not require abrupt shifts to respond to the differences in the scenario assumptions. This ability to have a consistent and resilient strategy is reflective of both the fundamental continuation of substantial natural gas demand under each scenario and the company's ability to continually adapt by developing new business opportunities within its core competencies. The full details of our scenario analysis are provided in the Appendix starting on page 61.

In addition to analyzing risk and opportunities under these climate scenarios, CNX evaluated its strategy in the context of the energy transition risks described in the "Energy security and the risk of disorderly change" section of the IEA's World Energy Outlook 2021. The report identifies various factors that may materially disrupt the underlying assumptions in the IEA's climate scenarios and create the potential for a significant mismatch of energy supply and demand that would have far reaching consequences. This creates additional risks and opportunities beyond what have been outlined under the three referenced scenarios.

The first risk noted by our assessment of the report is that a lack of appropriate investment signals sent to the market may result in significant market tightness due to underinvestment in traditional energy sources. The result of this

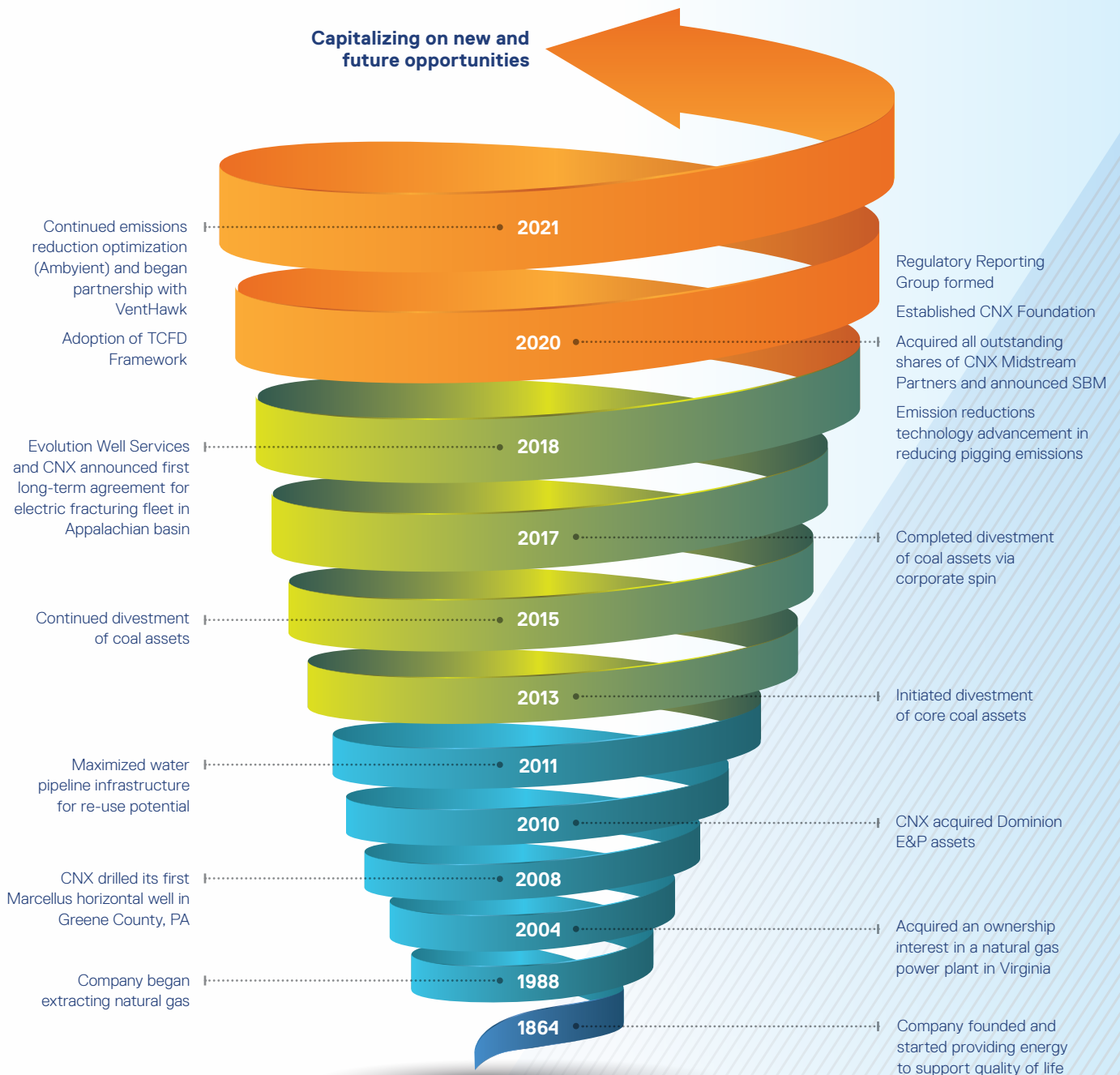
signaling error would manifest in the form of higher energy prices and the need to reduce overall energy usage until clearer signals were received on future investments. Next, the report identifies risks associated with the pace of technological progress needed to develop utility scale battery storage, identifying a dispatchable low emission energy source for peak demand periods, and fully transitioning seasonal heating and cooling demands to the electric grid. Also considered are geopolitical risks associated with the lack of geophysical diversity of critical mineral extraction and processing needed for the transition scenarios. The risk of critical mineral supply concentration in relatively few countries creates supply chains subject to quick shifts in regulations, trade restrictions and potential political instability. Lastly, our assessment of the report noted the concerns outlined regarding infrastructure bottlenecks due to the need to significantly ramp critical minerals production and the significant global coordination needed among energy exporters and importers to install infrastructure and manufacturing capacity.

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

To further illustrate CNX's ability to adapt to changing conditions under any future climate scenario, the graphic on the next page represents CNX's spiral of competency expanding over time as the company has taken steps to reshape itself to meet ever changing market conditions. Our efforts not only reduce Scope 1 and 2 GHG emissions, but also use our unique asset base and core competencies to develop new low-carbon intensity business opportunities, ensuring that this spiral will continue to ascend and expand in the years to come.



SPIRAL OF COMPETENCY



Appendix

Summary of Performance Data TCFD Scenario Analysis Content Indices

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Summary of Performance Data

2021 CRR Summary Table

Safety	2021	2020
CNX Workforce Fatalities (Contractor & Employee)	0	0
CNX - Employee Total Recordable Incident Rate (TRIR)	0.72	0.00
CNX - Contractor Total Recordable Incident Rate (TRIR)	0.69	0.92

Employee by Gender	2021	2020
Female	99	104
Male	342	347
Total by Gender	441	451

Employee by Race and Ethnicity	2021	2020
Minority	24	23
Non-minority	417	428
Total by Race and Ethnicity	441	451

Employee by Position	2021	2020
Female Non-management	74	76
Male Non-management	224	246
Female Management	25	27
Male Management	118	102
Total by Position	441	451

Employee by Age	2021	2020
Under 30	28	33
30-50	309	318
>50	104	100
Total by Age	441	451

New Hires	2021	2020
Female Under 30	1	2
Male Under 30	4	1
Female 30 - 50	4	2
Male 30 - 50	12	7
Female 50+	1	2
Male 50+	4	3
Total New Hires	26	17



Summary of Performance Data—continued

Employee Voluntary Turnover	2021	2020
Female Under 30	3	1
Male Under 30	2	4
Female 30 - 50	9	1
Male 30 - 50	13	8
Female 50+	2	4
Male 50+	2	4
Total Voluntary Turnover	31	22

Employee by Region	2021	2020
Ohio	12	8
Pennsylvania	302	324
Virginia	54	51
West Virginia	72	68

Political Contributions (\$ in thousands)	2021	2020
CNX PAC Activity		
Funds Raised	\$58	\$63
Funds Disbursed	\$54	\$51
Cash on Hand (12/31)	\$56	\$51
CNX Corporate Contributions	\$71	\$15

CNX is committed to expanded reporting on EEO self-disclosure categories in future reports.

**Some numbers have been reclassified to conform to current classifications for comparison purposes.*

***This data was not captured in the calendar year reported.*



Summary of Performance Data—continued

Spills (in bbls)	2021	2020
Number of Hydrocarbon Releases > 1 bbl	0	0
Volume of Hydrocarbon Releases > 1 bbl	0	0
Number of Non-Hydrocarbon Releases > 1 bbl	13	12
Volume of Non-Hydrocarbon Releases > 1 bbl	121	102
Notices of Violation (includes violations issued by state and federal safety and environmental regulatory agencies)	2021	2020
CNX Notices of Violation	33	46
Environmental-Related Penalty Payments (\$ in thousands)	2021	2020
CNX Penalty Payments	\$79	\$1,011
<i>Penalties denote totals paid in respective year and include resolution for NOV's issued in prior years.</i>		
Reportable Pipeline Incidents	2021	2020
Reportable Pipeline Incidents	0	0
Air Quality	2021	2020
Scope 1 (thousand metric tons of CO ₂ e)	629	574
Scope 2 (thousand metric tons of CO ₂ e)	391	389
Consolidated CH ₄ Intensity	0.04	0.05
Consolidated CO ₂ e Intensity	0.10	0.11
<i>See footnotes on pages 46 & 47</i>		
Water Management (thousand bbls)	2021	2020
Water Withdrawals (Freshwater, Groundwater, Municipal sources)	5,849	7,754
Water Reused or Recycled by CNX and 3rd parties	11,574	8,414
<i>See footnotes on page 49</i>		



Non-GAAP Measures (Definitions, Purpose, and Reconciliations)

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

Free Cash Flow: defined as operating cash flow minus capex plus proceeds from asset sales.

2021 Free Cash Flow (Dollars in millions)	12/31/21
Net Cash Provided by Operating Activities	\$927
Capital Expenditures	-466
Proceeds from Asset Sales	45
Free Cash Flow	\$506

2020 Free Cash Flow (Dollars in millions)	12/31/20
Net Cash Provided by Operating Activities	\$795
Capital Expenditures	-487
Proceeds from Asset Sales	48
Free Cash Flow	\$356

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

Net Debt (Dollars in millions)	12/31/21	12/31/20	12/31/19
Total Long-Term Debt (GAAP) ⁽¹⁾	\$2,214	\$2,424	\$2,754
Less: Cash and Cash Equivalents	4	22	16
Net Debt	\$2,210	\$2,402	\$2,738

⁽¹⁾Includes current portion



STEPS Scenario Analysis

STEPS	Risks	Opportunities
Region/Market	<ul style="list-style-type: none"> Climate policies delay, and cancel a growing portfolio of natural gas pipeline projects, limiting natural gas demand growth. Demand destruction of natural gas via government policies such as carbon taxes may negatively impact cash flows and create risk of stranded assets. Divestment of domestic energy holdings by large institutional investors may reduce industry access to capital. Increasing market concentration of foreign sources of minerals and supply chains for renewables increases geopolitical insecurity. Gradually increasing electrification of all sectors of the economy makes baseload generation capability even more critical to energy security. Critical supply chain disruptions and inflation affect availability and costs for products such as steel tubing and casing. 	<ul style="list-style-type: none"> Coal and oil use projected to drop dramatically due to natural gas displacement and reduced investment flows, increasing baseload gas demand growth. The low-cost, efficient low carbon intensive producers continue to profitably serve natural gas demand. Proprietary company technology offers opportunity to grow a new business segment focused on providing solutions to methane abatement for various industries. Unique carbon attributes of company methane capture and abatement assets and processes provide opportunity to improve financial performance and participate in growth markets. Growing appreciation and market for US originated seaborne LNG as countries desire to quickly improve energy security, and improve carbon footprint. Scalability and intermittency challenges of renewables improve prospects for natural gas within energy portfolios, economies, and grids, as baseload demand grows.
Tech	<ul style="list-style-type: none"> Shifting of hydrocarbon demand from renewable electric generation, energy storage and commercial electrification applications (e.g. electric vehicles) and the interrelated economic impacts. Increasing electrification of key sectors of the economy. 	<ul style="list-style-type: none"> Commercial opportunities developed to reduce fugitive emissions, abate methane, and capture and sequester carbon. Electrification of key sectors of the economy allows increased role for natural gas in powering the grid and development of shared infrastructure for potential hydrogen integration over the longer term.
Reputation	<ul style="list-style-type: none"> Negative perceptions and opinions impact social license to operate. 	<ul style="list-style-type: none"> Recent crises in Texas, California, and Europe coupled with inflation demonstrate the risks of getting energy policy wrong. These events provide an opportunity to highlight natural gas' reliability, security, domestic abundance, global mobility, high energy density, and critical role in energy future. Reinforcing the ethical and moral duty for industry leaders to advocate for domestic energy realities and to constructively engage in public discourse.
Physical	<ul style="list-style-type: none"> Shifts in natural disturbance regimes from acute weather like heatwaves, cold waves, water stress, and wildfires. 	<ul style="list-style-type: none"> Limited impacts in Appalachia with moderate uncertainty around the cascading impacts to biodiversity across future horizons.



SDS Scenario Analysis

SDS	Risks	Opportunities
Region/Market	<ul style="list-style-type: none"> High uncertainty of impacts from carbon pricing (includes tax) and GHG controls on price, tax structure, and allowances for all sectors. Increased demand destruction via government policies that punitively impact traditional hydro-carbon markets. Time-bound divestment in large GHG emitters by large institutional investors fulfilling their capital restriction commitments. New and expanding increase in geo-political security risks related to market concentration and foreign sources of critical minerals and other supply chain inputs for renewables. Increased electrification of all sectors of the economy making baseload electric generation capability even more critical to energy security. Critical supply chain disruptions. 	<ul style="list-style-type: none"> Time-bound decline of coal and oil use due to regulation, natural gas displacement, and reduced investment flows, increasing baseload gas demand growth. The low-cost, efficient low carbon intensive producers continue to profitably serve natural gas demand. Proprietary company technology offers opportunity to grow a new business segment focused on providing solutions to methane abatement for various industries. Unique carbon attributes of company methane capture and abatement assets and processes provide opportunity to improve financial performance and participate in growth markets. Growing appreciation and market for US originated seaborne LNG as countries desire to quickly improve energy security, and improve carbon footprint. Scalability and intermittency challenges of renewables improve prospects for natural gas within energy portfolios, economies, and grids as baseload demand grows.
Tech	<ul style="list-style-type: none"> Rapid reduction of hydrocarbon demand due to technological breakthroughs in the field of renewable electric generation, energy storage, and commercial electrification applications (e.g. electric vehicles) and the interrelated economic impacts. 	<ul style="list-style-type: none"> Commercial opportunities developed to reduce fugitive emissions, abate methane, and capture and sequester carbon. Increased electrification of key sectors of the economy allows increased role for natural gas in powering the grid and development of shared infrastructure for potential hydrogen integration over the longer term.
Reputation	<ul style="list-style-type: none"> Negative perceptions and opinions impact social license to operate. 	<ul style="list-style-type: none"> Recent crises in Texas, California, and Europe coupled with inflation demonstrate the risks of getting energy policy wrong. These events provide an opportunity to highlight natural gas' reliability, security, domestic abundance, global mobility, high energy density, and critical role in energy future. Reinforcing the ethical and moral duty for industry leaders to advocate for domestic energy realities and to constructively engage in public discourse.
Physical	<ul style="list-style-type: none"> Shifts in natural disturbance regimes from acute weather like heatwaves, cold waves, water stress, and wildfires. 	<ul style="list-style-type: none"> Limited impacts in Appalachia with moderate uncertainty around the cascading impacts to biodiversity across future horizons.



NZ50 Scenario Analysis

NZ50	Risks	Opportunities
Region/Market	<ul style="list-style-type: none"> High uncertainty of impacts from carbon pricing (includes tax) and GHG controls on price, tax structure, and allowances for all sectors. Swift divestment in large GHG emitters by investing community who are not advanced in their strategies for long-term carbon transition. Rapid increase in geo-political security risks related to market concentration and foreign sources of critical minerals and other supply chain inputs for renewables. Rapid electrification of all sectors of the economy making baseload electric generation capability even more critical to energy security. 	<ul style="list-style-type: none"> A rapid time-bound elimination of coal and oil use due to regulation, natural gas displacement, and restricted investment flows, increasing baseload low carbon intensity gas demand growth. The low-cost, efficient, low carbon intensive producers continue to profitably serve natural gas demand. Proprietary company technology offers opportunity to grow a new business segment focused on providing solutions to methane abatement for various industries. Unique carbon attributes of company methane capture and abatement assets and processes provide opportunity to improve financial performance and participate in growth markets. Growing appreciation and market for US originated seaborne LNG as countries desire to quickly improve energy security and improve carbon footprint. Scalability and intermittency challenges of renewables improve prospects for natural gas as baseload demand grows.
Tech	<ul style="list-style-type: none"> Very rapid reduction of hydrocarbon demand due to technological breakthroughs in the field of electric vehicles, appliances, or renewables and interrelated economic impacts. 	<ul style="list-style-type: none"> Commercial opportunities developed to reduce fugitive emissions, abate methane, and capture and sequester carbon. Rapid electrification of key sectors of the economy allows increased role for natural gas in powering the grid and development of shared infrastructure for potential hydrogen integration over the longer term..
Reputation	<ul style="list-style-type: none"> Negative perceptions and opinions impact social license to operate. 	<ul style="list-style-type: none"> Recent crises in Texas, California, and Europe coupled with inflation demonstrate the risks of getting energy policy wrong. These events provide an opportunity to highlight natural gas' reliability, security, domestic abundance, global mobility, high energy density, and critical role in energy future. Reinforcing the ethical and moral duty for industry leaders to advocate for domestic energy realities and to constructively engage in public discourse.
Physical	<ul style="list-style-type: none"> Shifts in natural disturbance regimes from acute weather like heatwaves, cold waves, water stress, and wildfires. 	<ul style="list-style-type: none"> Limited impacts in Appalachia with moderate uncertainty around the cascading impacts to biodiversity across future horizons.



Scenario Analysis Summary

STEPS	SDS	NZ50
<p>Advocate for our “WHY”:</p> <ul style="list-style-type: none"> Turn reputational risk into an opportunity through unabashed advocacy and education on the value of low carbon intensive natural gas as a leading source of socially and environmentally responsible, reliable baseload energy that enables our quality of life. 	<p>Advocate for our “WHY”:</p> <ul style="list-style-type: none"> Turn reputational risk into an opportunity through unabashed advocacy and education on the value of low carbon intensive natural gas as a leading source of socially and environmentally responsible, reliable baseload energy that enables our quality of life. 	<p>Advocate for our “WHY”:</p> <ul style="list-style-type: none"> Turn reputational risk into an opportunity through unabashed advocacy and education on the value of low carbon intensive natural gas as a leading source of socially and environmentally responsible, reliable baseload energy that enables our quality of life.
<p>Principles of Execution:</p> <ul style="list-style-type: none"> Maintain leading competitive position to ensure our assets are at the front of the supply curve in our market by focusing on operational safety, compliance, low cost, low capital intensity, and operational flexibility. This results in sustainable, consistent long-term FCF to allocate under all future natural gas demand scenarios. Maintain a resilient, transparent and accountable supply chain with a focus on utilizing regional suppliers that share our core values. Further reduce Scope 1 and 2 emissions into neutral territory through internal monitoring practices and deployment of internally developed emission reduction and capture technologies. Provide methane capture and reduction solutions to market. 	<p>Principles of Execution:</p> <ul style="list-style-type: none"> Maintain leading competitive position to ensure our assets are at the front of the supply curve in our market by focusing on operational safety, compliance, low cost, low capital intensity, and operational flexibility. This results in sustainable, consistent long-term FCF to allocate under all future natural gas demand scenarios. Maintain a resilient, transparent and accountable supply chain with a focus on utilizing regional suppliers that share our core values. Further reduce Scope 1 and 2 emissions into neutral territory through internal monitoring practices and deployment of internally developed emission reduction and capture technologies. Provide methane capture and reduction solutions to market. 	<p>Principles of Execution:</p> <ul style="list-style-type: none"> Maintain leading competitive position to ensure our assets are at the front of the supply curve in our market by focusing on operational safety, compliance, low cost, low capital intensity, and operational flexibility. This results in sustainable, consistent long-term FCF to allocate under all future natural gas demand scenarios. Maintain a resilient, transparent and accountable supply chain with a focus on utilizing regional suppliers that share our core values. Further reduce Scope 1 and 2 emissions into neutral territory through internal monitoring practices and deployment of internally developed emission reduction and capture technologies. Provide methane capture and reduction solutions to market.
<p>Capital Allocation Priorities:</p> <ul style="list-style-type: none"> Invest in our human capital: lead the region with the highest average pay per employee for a public company; with a focus on meritocracy and inclusiveness. Invest in developing our assets consistent with following the math of IRR's and projected market trends: <ul style="list-style-type: none"> <i>-Maintain flat to modestly growing low carbon intensity gas production profile</i> <i>-Invest in the continued development of New Technologies business segment that leverages our existing assets and core competencies to deliver solutions to the energy markets.</i> Invest in our region's economic development through partnerships with non-profit entities via CNX Foundation that focus on Tangible, Impactful, and Local projects and missions. Reduce our exposure to capital market uncertainty resulting from emissions-related pressures on traditional bank and debt markets by reducing absolute debt levels and extending maturities. Position to organically de-couple from those markets if needed by having capacity to eliminate all debt using internally generated cash flows. Sustainably return capital to shareholders on a consistent basis year after year. 	<p>Capital Allocation Priorities:</p> <ul style="list-style-type: none"> Invest in our human capital: lead the region with the highest average pay per employee for a public company; with a focus on meritocracy and inclusiveness. Invest in developing our assets consistent with following the math of IRR's and projected market trends: <ul style="list-style-type: none"> <i>-Maintain flat low carbon intensity production profile.</i> <i>-Increase investment in New Technologies business segment with added focus on areas such as carbon capture and storage, hydrogen, and other similar technologies that become more economic in this scenario.</i> Invest in our region's economic development through partnerships with non-profit entities via CNX Foundation that focus on Tangible, Impactful, and Local projects and missions. Increase the pace of reduction in exposure to traditional bank and debt markets. Increased FCF allocation towards New Technologies business segment and debt reduction. 	<p>Capital Allocation Priorities:</p> <ul style="list-style-type: none"> Invest in our human capital: lead the region with the highest average pay per employee for a public company; with a focus on meritocracy and inclusiveness. Invest in developing our assets consistent with following the math of IRR's and projected market trends: <ul style="list-style-type: none"> <i>-Maintain flat low carbon intensity production profile with heightened awareness of potential for stranded assets.</i> <i>-Rapidly increase investment in New Technologies business segment with added focus on areas such as carbon capture and storage, hydrogen, and other similar technologies that become more economic in this scenario.</i> Invest in our region's economic development through partnerships with non-profit entities via CNX Foundation that focus on Tangible, Impactful, and Local projects and missions. Rapid acceleration in the pace of reduction in exposure to traditional bank and debt markets. Significantly increase FCF allocation towards New Technologies business segment and debt reduction.



TCFD Index

TCFD

Topic(s)	Description	Reference
Corporate Governance	Role of the board in the organization in overseeing climate-related issues	Governance (pg. 15-18); Environmental (pg. 54); Appendix (pg. 61)
	Role of management in addressing and managing climate-related issues	Governance (pg. 15-18); Environmental (pg. 54); Appendix (pg. 61)
Strategy	Climate-related risks and opportunities the organization has identified over the short, medium, and long term	Environmental (pg. 54); Appendix (pg. 61)
	Climate-related risks and opportunities the organization has identified over the short, medium, and long term	Environmental (pg. 54); Appendix (pg. 61)
	Resilience of the organization's strategy, taking into consideration different climate-related scenarios including a two-degree or lower scenario	Environmental (pg. 54); Appendix (pg. 61)
Risk Management	Organization's processes for identifying climate-related risks	Introduction (pg. 13); Governance (pg. 15-18); Environmental (pg. 54); Appendix (pg. 61)
	Organization's processes for managing climate-related risks	Introduction (pg. 13); Governance (pg. 15-18); Environmental (pg. 54); Appendix (pg. 61)
	Describe how the processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	Introduction (pg. 14); Governance (pg. 15-18); Environmental (pg. 54); Appendix (pg. 61)
Metrics & Targets	Metrics used by the organization to assess climate-related risks and opportunities in-line with its strategy and risk-management process	Environmental (pg. 54); Appendix (pg. 61)
	Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions and the related risks	Introduction (pg. 13); Air Quality (pg. 45)
	Targets used by the organization to manage climate-related risks and opportunities and performance against targets	Introduction (pg. 13); Air Quality (pg. 45)



SASB Index

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	Environmental (pg. 45-47)
	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	Environmental (pg. 45-47)
	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	Introduction (pg. 11-13); Environmental (pg. 45-47)
Water Management	(1) Total fresh water withdrawn, and (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-EP-140a.1	Environmental (pg. 49)
	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, and (3) recycled; hydrocarbon content in discharged water	EM-EP-140a.2	Environmental (pg. 49)
Biodiversity & Ecological Impacts	Description of environmental management policies and practices for active sites	EM-EP-160a.1 / EM-MD-160a.1	Social Responsibility (pg. 29-30); Environmental (pg. 42, 44, and 50)
	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	Environmental (pg. 52)
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-EP-160a.3	Environmental (pg. 50)
	Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat	EM-MD-160a.2	Environmental (pg. 50)





SASB Index

SASB

SASB Oil & Gas Exploration & Production / Midstream

Topic(s)	Description	Code(s)	Reference
Security, Human Rights, & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-EP-210a.1	Introduction (pg. 5, 7, and 13)
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-EP-210b.1	Introduction (pg. 2, and 10); Social Responsibility (pg. 24-40)
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	Social Responsibility (pg. 24-40);
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	EM-EP-320a.2	Social Responsibility (pg. 24-40)
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	Appendix (pg. 61)
	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	EM-EP-420a.2	Introduction (pg. 5)
	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	Appendix (pg. 61)
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	Introduction (pg. 5, 7, and 13)
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-EP-510a.2	Introduction (p. 13); Governance (p. 15)
	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	EM-MD-520a.1	N/A





SASB Index

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 (p. 15-20)
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	Environmental (p. 52)
	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	Social Responsibility (pg. 29-30)
	Number of reportable pipeline incidents, percentage significant	EM-MD-540a.1	Appendix (pg. 59)
	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





GRI Index

GRI

Disclosure	Description	Reference
102-1	Name of organization	Introduction (p. 5)
102-2	Activities, brand, products and services	Introduction (p. 5-7)
102-3	Location of headquarters	Introduction (p. 5)
102-4	Location of operations	Introduction (p. 5)
102-5	Ownership and legal form	Introduction (p. 5)
102-6	Markets served	Introduction (p.5-7)
102-7	Scale of organization	Introduction (p. 5)
102-8	Information on employees and other workers	Governance (p. 23); Social Responsibility (pg. 24-40)
102-9	Supply chain	Social Responsibility (pg. 39-40)
102-10	Significant changes to the organization and its supply chain	Appendix (pg. 61)
102-11	Precautionary principle or approach	Introduction (p. 11)
102-12	External initiatives	Governance (pg. 19-20); Community Investment (pg. 33-40)
102-13	Membership of association	Governance (pg. 19)
102-14	Statement from senior decision-maker	Introduction (pg. 2-4)
102-16	Values, principles, standards, and norms of behavior	Introduction (pg. 6)
102-17	Mechanisms for advice and concerns about ethics	Governance (pg. 15)
102-18	Governance structure	Governance (pg. 15-18)
102-23	Chair of the highest governance body	Governance (pg. 15-18)
102-26	Role of highest governance body in setting purpose, values, and strategy	Governance (pg. 15-18)
102-29	Identifying and managing economic, environmental, and social impacts	Governance (pg. 15-18)
102-31	Review of economic, environmental, and social topics	Introduction (pg. 13)





GRI Index

GRI

Disclosure	Description	Reference
102-33	Communicating critical concerns	
102-40	List of stakeholder groups	Introduction (pg. 9-10)
102-41	Collective bargaining agreements	
102-42	Identifying and selecting stakeholders	Introduction (pg. 9-10)
102-43	Approach to stakeholder engagement	Governance (pg. 19)
102-44	Key topics and concerns raised	Introduction (pg. 13)
102-45	Entities included in the consolidated financial statements	Introduction (pg. 7)
102-46	Defining report content and topic boundaries	Introduction (pg. 11)
102-47	List of material topics	Introduction (pg. 13)
102-48	Restatements of information	
102-49	Changes in reporting	
102-50	Reporting period	Introduction (pg. 11)
102-51	Date of most recent report	
102-52	Reporting cycle	
102-53	Contact point for questions regarding the report	Back Cover
102-54	Claims of reporting in accordance with GRI Standards	Introduction (pg. 11)
102-55	GRI content index	Appendix (pg. 69)
102-56	External assurance	
201-1	Direct economic value generated and distributed	Social Responsibility (pg. 39)
201-3	Defined benefit plan obligations and other retirement plans	Social Responsibility (pg. 27)
204-1	Proportion of spending on local suppliers	Social Responsibility (pg. 39-40)





GRI Index

GRI

Disclosure	Description	Reference
303-3	Water withdrawal	Environmental (pg. 49)
304-2	Significant impacts of activities, products, and services on biodiversity	Environmental (pg. 50)
304-3	Habitats protected or restored	Environmental (pg. 50-52)
305-1	Direct (Scope 1) GHG emissions	Environmental (pg. 46)
305-2	Energy indirect (Scope 2) GHG emissions	Environmental (pg. 46)
305-3	Other indirect (Scope 3) GHG emissions	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOx), and other significant air emissions	
306-2	Waste by type and disposal method	Environmental (pg. 49)
306-3	Significant spills	Environmental (pg. 52)
306-4	Transport of hazardous waste	Environmental (pg. 49)
306-5	Water bodies affected by water discharges and/or runoff	
307-1	Non-compliance with environmental laws and regulations	Appendix (pg. 59)
308-1	New suppliers that were screened using environmental criteria	





GRI Index

GRI

Disclosure	Description	Reference
401-1	New employee hires and employee turnover	Appendix (pg. 57-58)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Responsibility (pg. 27)
401-3	Parental leave	Social Responsibility (pg. 27)
403-1	Occupational health and safety management system	Social Responsibility (pg. 29-30)
403-2	Hazard identification, risk assessment, and incident investigation	Social Responsibility (pg. 29-30)
403-4	Worker participation, consultation, and communication on occupational health and safety	Social Responsibility (pg. 29-30)
403-5	Worker training on occupational health and safety	Social Responsibility (pg. 29-30)
403-6	Promotion of worker health	Social Responsibility (pg. 29-30)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social Responsibility (pg. 29-30)
403-8	Workers covered by an occupational health and safety management system	Social Responsibility (pg. 29-30)
403-9	Work-related injuries	Social Responsibility (pg. 29-30)
404-2	Programs for upgrading employee skills and transition assistance programs	Social Responsibility (pg. 31)
404-3	Percentage of employees receiving regular performance and career development reviews	
415-1	Political contributions	Governance (pg. 20)





CONTACT DETAILS

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