

2024 Internal Audit & Advisory Services Charter & Mission Statement

Mission Statement

The purpose of CNX Resources Corporation's Internal Audit & Advisory Services department is to provide independent, objective assurance and consulting services designed to add value and improve CNX Resources Corporation's operations. The mission of Internal Audit & Advisory Services is to enhance and protect organizational value by providing risk-based and objective assurance, advice and insight. The Internal Audit & Advisory Services department helps the organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness and efficiency of risk management, control, and governance processes.

A Message from Nicholas J. Deluliis

"This information describes the role of CNX Resources Corporation's Internal Audit & Advisory Services function. Briefly stated, Internal Audit & Advisory Services' purpose is to provide independent, objective assurance and consulting services designed to add value and improve CNX Resources Corporation's operations. The mission of Internal Audit & Advisory Services is to enhance and protect organizational value by providing risk-based and objective assurance, advice and insight. The Internal Audit & Advisory Services department helps the organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes.

The company's success depends to a great extent on the effectiveness of internal controls to safeguard assets and to assure reliable records and data for internal business usage and other internal/external reporting requirements. Internal Audit & Advisory Services activities help ensure that our controls are designed properly and operating effectively.

In fulfilling its role, Internal Audit & Advisory Services has the full support of the Board of Directors, the Audit Committee, and CNX Resources Corporation management. Internal Audit & Advisory Services reports administratively to the Chief Financial Officer, and functionally to the Audit Committee of the Board of Directors. It has unrestricted access to all records, information and personnel necessary to perform audits; and all employees are expected to cooperate fully with our professional audit staff in this regard."

*Nicholas J. Deluliis
President and Chief Executive Officer*

Charter

Forward

CNX Resources Corporation must maintain a system of internal controls that provide reasonable assurance that reported operating data is accurate and reliable, that assets are properly protected, and that the company complies with all applicable laws and regulations. Corporate business ethics standards and procedures, including the annual employee survey, are an integral part of the internal control environment.

CNX Resources meets this obligation through a comprehensive system of internal controls. This system of internal controls is designed to provide for the protection of assets against loss from unauthorized use or disposition, and for the reliability of financial records for preparing financial statements and maintaining accountability for assets.

The cornerstone of the system is a Code of Employee Business Conduct and Ethics that requires employees to maintain the highest ethical standards in their conduct of business affairs. The system is also based on a requirement that all accounts and records be documented in a manner that clearly describes the true nature of business transactions, assets, liabilities, or equity; and properly and timely classifies and records entries in the financial records in conformity with generally accepted accounting principles.

The systems of internal control are monitored by an extensive program of internal auditing which reviews business activities on behalf of CNX Resources Corporation Management and the Board of Directors.

Objective & Scope

The scope of Internal Audit & Advisory Services' activities encompasses, but is not limited to, objective examinations of evidence for the purpose of providing independent assessments on the adequacy and effectiveness of governance, risk management and control processes. Internal Audit & Advisory Services undertakes a comprehensive risk-based analysis and appraisal of business activities throughout the organization and provides management with appropriate recommendations and pertinent comments concerning the activities reviewed. The Chief Audit Executive (CAE) will report periodically to senior management and the Audit Committee on the results of work performed. All work performed is predicated on the relative risk of the business activities and potential exposure to the company. This exposure may be in areas such as processing errors, inefficiencies, non-compliance with policy or legal requirements, and fraud. The scope of this work includes, but is not limited to the following:

- Reviewing and appraising the soundness and adequacy of accounting, financial and operating controls and procedures, and promoting their cost-effective use.
- Reviewing the extent of compliance with established policies and procedures.
- Determining that resources are used efficiently and effectively and are adequately protected.
- Determining that risks are appropriately identified and managed.

- Reviewing compliance with the Code of Employee Business Conduct and Ethics and in coordination with appropriate legal, safety, controllers & human resources, or outside security personnel, conducting investigations regarding potential frauds, conflicts of interest, and other improprieties.
- Providing advisory assistance to operating management as may be requested from time to time.
- Evaluating the reliability and timeliness of financial and operating data developed within the organization and the means used to measure, classify, and report such data.

Authority & Responsibility

The CAE will report functionally to the Audit Committee and administratively to the Chief Financial Officer. To establish, maintain, and assure that CNX Resources' Internal Audit & Advisory Services department has sufficient authority to fulfill its duties, the Audit Committee will:

- Approve the Internal Audit Charter.
- Approve the risk-based Internal Audit plan.
- Approve the Internal Audit & Advisory Services budget and resource plan.
- Receive communications from the CAE on the Internal Audit & Advisory Services Department's performance relative to its plan and other matters, as well as updates on identified corrective actions.
- Approve decisions regarding the appointment and removal of the CAE.
- Approve the remuneration of the CAE.
- Make appropriate inquiries of management and the CAE to determine whether there is inappropriate scope or resource limitations.

Internal Audit & Advisory Services has full and unrestricted access to any company activities, records, physical properties, and personnel relevant to subjects under review. The CAE will have unrestricted access to, and communicate and interact directly with the Audit Committee, including in private meetings without management present.

Independence & Objectivity

Independence and objectivity are essential to the effectiveness of Internal Audit & Advisory Services. In performing their functions, internal auditors shall have no direct responsibilities for, nor authority over any of the activities audited or reviewed. Therefore, the review and appraisal by Internal Audit & Advisory Services does not in any way relieve other persons throughout the company of the responsibilities assigned to them.

In order not to compromise the objectivity of the internal auditors, they will not be responsible for the development or installation of accounting or control procedures, nor will they prepare accounting records, install systems or engage in any other activity, which they would normally review and appraise. Objectivity is not adversely affected, however, by recommending standards of control to be applied in the development of new systems or policies and procedures under review. In addition, this objectivity is

not adversely affected by the evaluation of existing systems and recommendations for modifications and improvements thereto in order to improve control and/or enhance operational effectiveness.

The CAE will ensure that the internal audit activity remains free from conditions that threaten the ability of Internal Audit & Advisory Services to carry out its activities in an unbiased manner. If independence or objectivity are impaired in fact or appearance, the CAE will disclose the details of the impairment to the appropriate parties. Where the CAE has or is expected to have roles and/or responsibilities that fall outside of internal auditing, safeguards will be established to limit impairments to independence or objectivity.

Professional Standards

In meeting its responsibility to provide appropriate service to all levels of CNX management, Internal Audit & Advisory Services will maintain the highest professional and ethical standards and develop administrative policies and procedures that are cost-effective. Accordingly, Internal Audit & Advisory Service's policies and procedures are designed to be consistent with the International Standards for the Professional Practice of Internal Auditing and the Code of Ethics as published by The Institute of Internal Auditors. Such standards require high ethical and professional conduct from internal auditors, as follows:

- Integrity: The integrity of internal auditors establishes trust and thus provides the basis for reliance on their judgment. The Rules of Conduct state that internal auditors:
 - Shall perform their work with honesty, diligence, and responsibility.
 - Shall observe the law and make disclosures expected by the law and the profession.
 - Shall not knowingly be a party to any illegal activity or engage in acts that are discreditable to the profession of internal auditing or to the organization.
 - Shall respect and contribute to the legitimate and ethical objectives of the organization.
- Objectivity: Internal auditors exhibit the highest level of professional objectivity in gathering, evaluating, and communicating information about the activity or process being examined. Internal auditors make a balanced assessment of all the relevant circumstances and are not unduly influenced by their own interests or by others in forming judgments. The Rules of Conduct state that internal auditors:
 - Shall not participate in any activity or relationship that may impair or be presumed to impair their unbiased assessment. This participation includes those activities or relationships that may be in conflict with the interests of the organization.
 - Shall not accept anything that may impair or be presumed to impair their professional judgment.
 - Shall disclose all material facts known to them that, if not disclosed, may distort the reporting of activities under review.
- Confidentiality: Internal auditors respect the value and ownership of information they receive and do not disclose information without appropriate authority unless there is a legal or professional obligation to do so. The Rules of Conduct state that internal auditors:

- Shall be prudent in the use and protection of information acquired in the course of their duties.
- Shall not use information for any personal gain or in any manner that would be contrary to the law or detrimental to the legitimate and ethical objectives of the organization.
- Competency: Internal auditors apply the knowledge, skills, and experience needed in the performance of internal audit services. The Rules of Conduct state that internal auditors:
 - Shall engage only in those services for which they have the necessary knowledge, skills, and experience.
 - Shall perform internal audit services in accordance with *the International Standards for the Professional Practice of Internal Auditing*.
 - Shall continually improve their proficiency and the effectiveness and quality of their services.

In an effort to monitor compliance with the Institute of Internal Auditors Professional Practices Framework, which includes the International Standards for the Professional Practice of Internal Auditing and Code of Ethics (Standards), CNX Resources' CAE is required to develop and maintain a quality assurance and improvement program that covers all aspects of the Internal Audit & Advisory Services activity and continuously monitor its effectiveness. A periodic independent external validation of this assurance and improvement program is required to enable the Internal Audit & Advisory Services department to assert conformance with the Institute of Internal Auditors Standards.

External Audit Coordination

The CAE is responsible for establishing and maintaining a program of optimizing audit coordination and cooperation with the external auditors. The program of coordination should include but not be limited to:

- A system of joint planning to assure adequate and proficient total audit coverage without unnecessary duplication.
- Provision for Internal Audit & Advisory Services review and follow-up of the adequacy of management attention given to the external auditor's management letters and audit recommendations.