

# CNX ESG Performance Scorecard

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

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

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

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

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

<sup>4</sup>Overall diversity includes women, minorities, employees with disabilities, and veterans.

<sup>5</sup>CNX Political Action Committee (PAC) is an employee funded organization.

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

<sup>7</sup>Includes contributions to organizations engaged in public education.

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

	Units	2018	2019	2020	2021	2022
<b>SOCIAL</b>						
<b>Community and Charitable Investments</b>						
Total investments - CNX Resources <sup>9</sup>	Millions	\$0.4	\$1.1	\$1.1	\$3.0	\$2.9
Total investments - CNX Foundation	Millions	n/a	n/a	n/a	\$0.2	\$3.4
Volunteer hours - employees		n/a	n/a	n/a	n/a	1,181
<b>Local Small Business and DBE/MBE/WBE Spend<sup>10</sup></b>						
Local % of small business spend		n/a	n/a	n/a	45%	55%
DBE/MBE/WBE % of total spend		n/a	n/a	n/a	8%	10%
<b>Impact Fees and Taxes - Net Payments (Refunds)</b>						
Pennsylvania impact fee	Millions	\$7.0	\$9.5	\$8.4	\$6.7	\$10.1
Ad valorem taxes	Millions	\$13.7	\$12.4	\$12.5	\$12.1	\$10.7
Production and severance taxes	Millions	\$15.8	\$5.4	(\$6.9)	\$11.7	\$27.0
Sales and use taxes	Millions	\$2.0	\$1.3	\$0.5	\$1.1	\$2.5
State and local income taxes	Millions	(\$11.4)	\$0.3	\$0.3	\$0.3	\$0.3
<b>Employee Retention<sup>11</sup></b>						
Voluntary turnover		n/a	n/a	5%	7%	8%
Women		26%	21%	27%	45%	23%
Minorities <sup>12</sup>		n/a	n/a	9%	6%	0%
Total turnover		n/a	n/a	7%	10%	12%
Women		n/a	n/a	31%	33%	21%
Minorities <sup>12</sup>		n/a	n/a	9%	7%	2%
Average tenure of employees	Years	n/a	n/a	8.5	10.2	9.4
Median employee annual compensation		\$127,502	\$147,508	\$152,364	\$160,365	\$173,807
CEO to median employee pay ratio		80:1	93:1	72:1	53:1	38:1

<sup>9</sup>Includes philanthropic investments, donations, and road infrastructure investments made by CNX Resources.

<sup>10</sup>2021 Local Small Business data includes our northern operations only.

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

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

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

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

<sup>13</sup>Overall diversity includes women, minorities, employees with disabilities, and veterans.

	Units	2018	2019	2020	2021	2022
<b>HEALTH &amp; SAFETY</b>						
<b>Workhours</b>						
Total hours worked	Hours	6,715,084	7,378,197	4,524,760	3,740,579	4,144,148
Employee	Hours	1,109,622	1,168,110	1,045,820	839,126	854,370
Contractor	Hours	5,605,462	6,210,087	3,478,940	2,901,453	3,289,778
<b>Worker Safety<sup>14</sup></b>						
Fatalities from work related injuries - employees		—	—	—	—	—
Fatalities from work related injuries - contractors		—	—	—	—	—
Total recordable incidents - total		31	22	16	13	20
TRIR - total		0.92	0.60	0.71	0.70	0.97
Total recordable incidents - employee		2	1	-	3	3
TRIR - employee		0.36	0.17	-	0.72	0.70
Total recordable incidents - contractor		29	21	16	10	17
TRIR - contractor		1.03	0.68	0.92	0.69	1.03
Lost time incidents - total		6	2	3	5	7
LTIR - total		0.18	0.05	0.13	0.27	0.34
Lost time incidents - employee		1	—	—	1	2
LTIR - employee		0.18	—	—	0.24	0.47
Lost time incidents - contractor		5	2	3	4	5
LTIR - contractor		0.18	0.06	0.17	0.28	0.30
Days away, restricted or transfer - total		n/a	n/a	n/a	n/a	8
DART rate - total		n/a	n/a	n/a	n/a	0.39
Days away, restricted or transfer - employee		n/a	1	-	1	2
DART rate - employee		n/a	0.17	-	0.24	0.47
Days away, restricted or transfer - contractor		n/a	n/a	n/a	n/a	6
DART rate - contractor		n/a	n/a	n/a	n/a	0.36
Motor vehicle incident - employee <sup>15</sup>		—	—	—	—	1
Motor vehicle incident rate - employee		—	—	—	—	0.25
Safety and environmental investigations		n/a	n/a	22	11	13
Safety and environmental investigations rate		n/a	n/a	0.97	0.59	0.63
Health, safety and environmental training - employee	Hours	n/a	1,291	978	1,427	4,070
Health, safety and environmental training - contractor	Hours	n/a	389	6,872	4,895	6,697

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

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

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

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

<sup>17</sup>Greenhouse global warming potential for CO<sub>2</sub>e calculations based on IPCC Fourth Assessment (AR4-100 year). GHG and Methane intensities calculated using applicable emissions divided by throughput for Production and Gathering and Boosting segments, respectively.

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

<sup>19</sup>Flaring intensity based on total volume of natural gas produced.

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

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

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

<sup>22</sup>Includes third party produced water.

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

<sup>24</sup>Water recycling rate equals produced water recycled and reused divided by total water consumed.

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

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

	Units	2018	2019	2020	2021	2022
<b>ENVIRONMENT</b>						
<b>Environmental management</b>						
Notices of violation <sup>27</sup>		47	47	46	33	18
Environmental penalty payments	Millions	\$0.6	\$0.2	\$1.0	\$0.1	\$0.3
Reportable pipeline incidents <sup>28</sup>		—	—	—	—	—
<b>Spills<sup>29</sup></b>						
Hydrocarbon releases		n/a	n/a	—	—	—
Hydrocarbon releases	Barrels	n/a	n/a	—	—	—
Non-hydrocarbon releases		n/a	n/a	12	13	12
Non-hydrocarbon releases	Barrels	n/a	n/a	102	121	89
Spill intensity <sup>30</sup>		n/a	n/a	1.2	1.2	0.8
<b>Biodiversity and Land Use</b>						
Habitat areas <sup>31</sup>	Acres	670	670	670	670	670
Public co-op properties <sup>32</sup>	Acres	6,617	6,617	6,617	6,617	6,617

<sup>27</sup>Includes violations issued by state and federal safety and environmental regulatory agencies.

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

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

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

<sup>31</sup>Bat and wetland mitigation areas protected or restored by supported partnerships.

<sup>32</sup>Properties which allow for public recreational use.

#### General Notes:

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

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

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