

Policy Title:	Health, Safety and Environmental Policy
Department Owner:	Operational Excellence
Effective Date:	February 14, 2023
Effective Until:	Superseded
Dept. Head Signature:	Chris Church
Legal Review:	Alex Reyes
Internal Audit Review:	Sara Schulz



## Purpose

The primary purpose of the HSE Policy (the “Policy”) is to set CNX Resources Corporation’s (“CNX”) expectation and responsibility of all employees with respect to environmental, safety and health.

## Scope

In order to facilitate the responsible management of HSE aspects, this Policy outlines the minimum requirements employees and other company stakeholders are expected to adhere to mitigate impacts and risks to people, safety, health and the environment.

## Policy Statement

CNX is committed to conducting business in ways that mitigate impacts and risks to people, safety, health, and the environment. This is embedded in each of the Company’s foundational Core Values: Responsibility, Ownership, and Excellence.

It is the policy of CNX to conduct business in compliance with all applicable state and federal health, safety and environmental laws and regulations, including permit conditions. In addition to compliance with these requirements, CNX is committed to being a steward of the environment in all communities in which we operate. All CNX employees, regardless of their role, are expected to perform their assigned duties within the scope of the law and in compliance with health, safety, and environmental laws and regulations. All CNX employees are required to immediately report any actual or potential violations of environmental laws, regulations, practices or policies to their supervisors and the Operational Excellence (OE) Department.

At CNX, the Operational Excellence (OE) Department supports this policy. Basic functions of the OE Department include guiding and advising the operating functions of the business, inspecting regulated activities, and auditing compliance with laws, rules, and policies. Additional support for this policy is provided by the Regulatory Reporting Department which oversees ESG data management, regulatory reporting, and other transparent external reporting efforts. The Quality, Health, Safety, and Environmental (“QHSE”) Management System houses the plans, procedures, field guides, and several other types of materials that are generated and maintained by the OE Department and are available for reference for CNX employees and contractors. Employees are encouraged to utilize these resources and to seek assistance from any member of the OE or Legal staff as often as necessary to ensure continued compliance with applicable laws and regulations.

Implementation of this policy and accountability for it is the responsibility of management and every employee. It is CNX’s policy to:

- Comply with applicable health, safety and environmental laws, regulations, and applicable permits

- Incorporate health, safety, and environmental considerations into planning and operational activities and its compensation programs
- Communicate expectations and objectives throughout the company via the Quality, Health, Safety, and Environmental (“QHSE”) Management System so that all employees understand their responsibilities
- Manage operations in a responsible manner and ensure all levels are prepared to respond effectively to adverse conditions to avoid and/or mitigate potential health, safety, and environmental impacts; and respond to public questions/concerns
- Plan and manage operations to reduce process emissions, conserve energy, promote biodiversity, maximize water recycling/reuse, and reduce waste
- Conduct periodic assessments of the QHSE Management System to evaluate, measure, and assure health, safety and environmental performance and compliance
- Be an active participant in the formulation of prudent and responsible health, safety and environmental laws and regulations that may impact our operations
- Commit the resources needed to implement this policy