



Statement

CNX acknowledges, respects and through its business principles, commits to operating its business in a manner consistent with the principles contained in the United Nations Universal Declaration of Human Rights and Global Compact. CNX's view on human rights reflects the Company's commitment to conduct its business in a manner consistent with these principles and to protect human rights within the Company's sphere of influence. In addition, the Company's mission and values as enumerated work to further develop its culture as one committed to ethical business practices and good corporate citizenship.

CNX's mission and values:

Mission:

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 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.*

CNX's Mission and Corporate Values require that its business be conducted with trust, integrity, fairness, and respect, and in full compliance with all applicable laws. The CNX Code of Employee Business Conduct and Ethics (the Code) is organized around these values, provides ethical standards and guidelines for how the Company does business, establishes accountability and sets forth our expectations for our company and our employees, including with respect to human rights, working conditions, labor rights, employment practices, and workplace conduct.

Protection of the Rights of Employees

CNX acknowledges the human rights of its employees and endeavors to provide a safe and healthy working environment for all its employees. CNX supports the elimination of all forms of forced, bonded or compulsory labor, and the freedom of association.

CNX supports and upholds the elimination of discriminatory practices with respect to employment and occupation and promotes and embraces diversity in all aspects of its business operations. CNX is an equal opportunity employer and does not discriminate against employees or prospective employees based on race, color, religion, sex, gender identity, sexual preference/orientation, citizenship, marital status, military/veteran status, national origin, age, or physical or mental disability, or against any other protection established by applicable law or regulation. CNX condemns all forms of exploitation of children and does not recruit child labor and supports the elimination of exploitive child labor.

CNX is dedicated to creating a workplace that values and respects people from diverse backgrounds and enables its employees to do their best work. The Company embraces the unique combination of talents, experience and perspective of each employee.