



CNX ESG Performance Scorecard

CNX ESG PERFORMANCE SCORECARD

	Units	2019	2020	2021	2022	2023
COMPANY INFORMATION						
Workforce¹						
Total employees		467	451	441	466	470
Full-time employees		460	444	438	463	467
Part-time employees		7	7	3	3	3
Contractors	FTE	2,986	1,673	1,395	1,582	1,948
Revenue						
Natural gas, NGL, and oil revenue	Billions	\$1.36	\$0.90	\$2.18	\$3.65	\$1.30
Production Volumes						
Total production	Bcfe	539	511	590	580	560
Natural gas	Bcf	505	481	552	541	515
Liquids ²	Bcfe	34	30	38	39	46
Share Buybacks						
Purchases of common stock	Millions	\$115.5	\$43.2	\$241.2	\$568.1	\$321.9
Purchases of common stock	Shares	12,929,487	4,138,527	18,284,598	33,526,226	17,564,524

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

²NGLs, 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	2019	2020	2021	2022	2023
GOVERNANCE						
Board of Directors Composition						
Number of board members		7	6	6	7	7
Independent members		6	5	5	6	6
Women		1	1	1	1	1
Men		6	5	5	6	6
Minorities ³		—	—	—	1	1
Non-minority		7	6	6	6	6
Board Diversity ⁴		14%	17%	17%	29%	29%
Age—under 55		2	2	2	2	1
Age—55-70		3	2	2	3	4
Age—over 70		2	2	2	2	2
Average tenure of board members ⁵	Years	5.8	5.1	6.1	6.2	7.2
Executive Management Composition						
Number of executive management		4	5	5	7	6
Women		—	—	—	1	1
Men		4	5	5	6	5
Minorities ³		1	2	2	4	2
Veterans		—	—	—	—	1
Overall diversity ⁴		25%	40%	40%	71%	67%
Political Contributions						
PAC ⁶ (Raised)	Thousands	\$59	\$63	\$58	\$61	\$61
PAC ⁶ (Funds dispersed)	Thousands	\$82	\$51	\$54	\$70	\$50
Political contributions ⁷	Thousands	\$47	\$15	\$71	\$219	\$272
Membership Association Dues						
Membership association dues ⁸	Thousands	\$317	\$187	\$339	\$441	\$411
Dues allocated to federal lobbying ⁹	Thousands	\$0	\$0	\$35	\$65	\$71

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

⁴Board diversity includes women and minorities. Overall diversity includes women, minorities, employees with disabilities, and veterans.

⁵Director tenure was calculated based on the month and year of a director commencing service and through December 31, 2023.

⁶CNX Political Action Committee (PAC) is an employee funded organization.

⁷Includes corporate contributions in states where corporate political contributions to candidates are permissible, namely Virginia.

⁸Includes contributions to organizations engaged in public education.

⁹Reference section on Industry Advocacy and Trade Associations for additional details regarding federal lobbying issues.

	Units	2019	2020	2021	2022	2023
SOCIAL						
Community and Charitable Investments						
Total investments—CNX Resources ¹⁰	Millions	\$1.1	\$1.1	\$3.0	\$2.9	\$2.5
Total investments—CNX Foundation	Millions	n/a	n/a	\$0.2	\$3.4	\$3.1
Volunteer hours—employees		n/a	n/a	n/a	1,181	3,052
Local Small Business and DBE/MBE/WBE Spend						
Local % of small business spend ¹¹		n/a	n/a	45%	55%	58%
DBE/MBE/WBE % of total spend		n/a	n/a	8%	10%	9%
Impact Fees and Taxes—Net Payments (Refunds)						
Pennsylvania impact fee	Millions	\$9.5	\$8.4	\$6.7	\$10.1	\$11.7
Ad valorem taxes	Millions	\$12.4	\$12.5	\$12.1	\$10.7	\$10.5
Production and severance taxes	Millions	\$5.4	(\$6.9)	\$11.7	\$27.0	\$13.3
Sales and use taxes	Millions	\$1.3	\$0.5	\$1.1	\$2.5	\$2.2
State and local income taxes	Millions	\$0.3	\$0.3	\$0.3	\$0.3	\$7.6
Employee Retention¹²						
Voluntary turnover		n/a	5%	7%	8%	10%
Women		21%	27%	45%	23%	31%
Minorities ¹³		n/a	9%	6%	0%	18%
Total turnover		n/a	7%	10%	12%	15%
Women		n/a	31%	33%	21%	29%
Minorities ¹³		n/a	9%	7%	2%	19%
Average tenure of employees	Years	n/a	8.5	10.2	9.4	8.4
Median employee annual compensation		\$147,508	\$152,364	\$160,365	\$173,807	\$175,782
CEO to median employee pay ratio		93:1	72:1	53:1	38:1	37:1

¹⁰Includes philanthropic investments, donations, and road infrastructure investments made by CNX Resources.

¹¹Local spend in 2022 and 2023 includes the entirety of our operational footprint. Prior to 2022 the amount is for the tri-state area of Pennsylvania, West Virginia, and Ohio.

¹²Voluntary 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.

¹³Minorities 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	2019	2020	2021	2022	2023
SOCIAL						
Employee Diversity						
Women		23%	23%	22%	22%	20%
Men		77%	77%	78%	78%	80%
Minorities ¹³		n/a	5%	5%	7%	7%
Employees with disabilities		n/a	1%	1%	1%	1%
Veterans		n/a	4%	4%	3%	5%
Overall diversity ¹⁴		n/a	31%	31%	32%	30%
Age—under 30		11%	7%	6%	8%	8%
Age—30-50		68%	71%	70%	68%	68%
Age—over 50		21%	22%	24%	24%	24%
Women in leadership		22%	21%	17%	22%	23%
Minorities in leadership		n/a	5%	4%	7%	7%
Employees with disabilities in leadership		n/a	n/a	n/a	n/a	1%
Veterans in leadership		n/a	n/a	n/a	n/a	6%
Overall diversity in leadership ¹⁴		n/a	n/a	n/a	n/a	35%
Employees living in our operating region		100%	100%	100%	99%	99%

¹³Minorities include American Indian or Alaskan Native, Asian or Pacific Islander, Black or African American, Hispanic or Latino, or anyone disclosing two or more ethnicities.

¹⁴Overall diversity includes women, minorities, employees with disabilities, and veterans.

	Units	2019	2020	2021	2022	2023
HEALTH & SAFETY						
Workhours						
Total hours worked	Hours	7,378,197	4,524,760	3,740,579	4,144,148	4,946,500
Employee	Hours	1,168,110	1,045,820	839,126	854,370	895,664
Contractor	Hours	6,210,087	3,478,940	2,901,453	3,289,778	4,050,836
Worker Safety¹⁵						
Fatalities from work related injuries—employees		—	—	—	—	—
Fatalities from work related injuries—contractors		—	—	—	—	—
Total recordable incidents—total		22	16	13	20	17
TRIR—total		0.60	0.71	0.70	0.97	0.69
Total recordable incidents—employee		1	—	3	3	2
TRIR—employee		0.17	—	0.72	0.70	0.45
Total recordable incidents—contractor		21	16	10	17	15
TRIR—contractor		0.68	0.92	0.69	1.03	0.74
Lost time incidents—total		2	3	5	7	5
LTIR—total		0.05	0.13	0.27	0.34	0.20
Lost time incidents—employee		—	—	1	2	1
LTIR—employee		—	—	0.24	0.47	0.22
Lost time incidents—contractor		2	3	4	5	4
LTIR—contractor		0.06	0.17	0.28	0.30	0.20
Days away, restricted or transfer—total		n/a	n/a	n/a	8	5
DART rate—total		n/a	n/a	n/a	0.39	0.20
Days away, restricted or transfer—employee		1	—	1	2	1
DART rate—employee		0.17	—	0.24	0.47	0.22
Days away, restricted or transfer—contractor		n/a	n/a	n/a	6	4
DART rate—contractor		n/a	n/a	n/a	0.36	0.20
Motor vehicle incident—employee ¹⁶		—	—	—	1	—
Motor vehicle incident rate—employee		—	—	—	0.25	—
Safety and environmental investigations		n/a	22	11	13	13
Safety and environmental investigations rate		n/a	0.97	0.59	0.63	0.53
Health, safety and environmental training—employee	Hours	1,291	978	1,427	4,070	7,970
Health, safety and environmental training—contractor	Hours	389	6,872	4,895	6,697	n/a

¹⁵Total 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.

¹⁶Motor vehicle incident is any incident involving a licensed motor vehicle, which results in an OSHA recordable injury.

Yellow highlight indicates independent verification by Keramida

	Units	2019	2020	2021	2022	2023
EMISSIONS						
Air Emissions¹⁷						
Nitrogen oxides (NO _x)	Metric tons	1,095	590	677	590	550
Sulfur oxides (SO _x)	Metric tons	2	3	4	3	3
Volatile organic compounds (VOCs)	Metric tons	650	919	1,076	988	744
Hazardous air pollutants (HAPs)	Metric tons	n/a	88	105	108	100
Particulate matter (PM ₁₀)	Metric tons	46	29	37	36	39
Carbon monoxide (CO)	Metric tons	371	231	268	250	240
Formaldehyde	Metric tons	n/a	15	17	23	21
GHG Emissions^{17,18}						
Scope 1 GHG emissions	Metric tons CO ₂ e	576,662	562,825	653,250	580,013	559,769
Production segment	Metric tons CO ₂ e	232,428	238,250	278,398	206,550	159,940
GHG emissions intensity		0.10%	0.10%	0.10%	0.08%	0.06%
Gathering & Boosting (G&B) segment	Metric tons CO ₂ e	344,234	324,575	374,852	373,463	399,829
GHG emissions intensity		0.16%	0.11%	0.12%	0.12%	0.13%
Carbon dioxide (CO ₂)	Metric tons	305,009	269,371	367,508	374,875	399,038
Methane (CH ₄)	Metric tons	10,853	10,650	11,419	8,194	6,418
Production segment methane intensity		0.06%	0.07%	0.07%	0.05%	0.03%
G & B segment methane intensity		0.06%	0.04%	0.03%	0.02%	0.02%
Scope 2 GHG emissions	Metric tons CO ₂ e	448,063	388,459	391,320	391,944	310,903
Production segment	Metric tons CO ₂ e	n/a	n/a	n/a	26,775	15,091
G & B segment	Metric tons CO ₂ e	n/a	n/a	n/a	365,169	295,812
Scope 3 GHG emissions ¹⁹	Metric tons CO ₂ e	28,911,430	27,445,185	31,646,141	31,068,873	29,897,866
Flaring intensity ²⁰		0.06%	0.07%	0.05%	0.06%	0.06%
LDAR program surveys ²¹		n/a	n/a	400	549	878

¹⁷Includes 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.

¹⁸Greenhouse global warming potential for CO₂e 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.

¹⁹Scope 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.

²⁰Flaring intensity based on total volume of natural gas produced.

²¹Leak detection and repair (LDAR) surveys that meet minimum federal and state regulations.

Yellow highlight indicates independent verification by Keramida

	Units	2019	2020	2021	2022	2023
ENVIRONMENT						
Water						
Total fresh water withdrawn	Thousand barrels	13,618	7,754	5,849	6,507	8,882
Surface water	Thousand barrels	10,052	6,831	5,497	5,882	5,819
Groundwater	Thousand barrels	353	1	—	218	842
Municipal water	Thousand barrels	3,213	922	352	407	2,220
Total volume of produced water	Thousand barrels	14,207	8,659	10,030	10,816	9,281
Produced water injected	Thousand barrels	2,422	1,673	1,993	1,978	1,369
Injection rate ²²		17.0%	19.3%	19.9%	18.3%	14.8%
Produced water disposed offsite	Thousand barrels	391	76	653	109	97
Disposal rate ²²		2.8%	0.9%	6.5%	1.0%	1.0%
Produced water recycled and reused ²³	Thousand barrels	11,393	8,414	11,574	11,062	9,784
Recycled and reused rate ²²		80.2%	97.2%	115.4%	102.3%	105.4%
Total water consumed ²⁴	Thousand barrels	23,754	13,483	16,271	15,390	16,820
Water recycling rate ²⁵		48.0%	62.4%	71.1%	71.9%	58.2%
Fresh water consumed intensity ²⁶		0.16	0.08	0.05	0.06	0.09
Total water consumed intensity ²⁷		0.27	0.14	0.15	0.15	0.17
Waste Management						
Hazardous waste—solids	Tons	—	—	—	—	—
Hazardous waste—liquids	Barrels	—	—	—	—	—
Non-hazardous waste—solids	Tons	84,180	58,976	82,468	77,612	97,638
Non-hazardous waste—liquids	Barrels	14,691	118,800	3,003	6,574	13,606
Solid waste sent to landfill	Tons	83,839	58,976	82,468	77,612	97,638

²²Produced water injection, disposal, and recycled and reused rates are all based on total volume of produced water generated by the company.

²³Includes third party produced water.

²⁴Total water consumed equals total fresh water withdrawn plus total produced water (less water sent to disposal and/or third-parties).

²⁵Water recycling rate equals produced water recycled and reused divided by total water consumed.

²⁶Fresh water consumed intensity equals total fresh water withdrawn divided by total company gross operated production (Mboe).

²⁷Total water consumed intensity equals total water consumed divided by total company gross operated production (Mboe).

	Units	2019	2020	2021	2022	2023
ENVIRONMENT						
Environmental management						
Notices of violation ²⁸		47	46	33	18	44
Environmental penalty payments	Millions	\$0.2	\$1.0	\$0.1	\$0.3	\$0.4
Reportable pipeline incidents ²⁹		—	—	—	—	—
Spills³⁰						
Hydrocarbon releases		n/a	—	—	—	—
Hydrocarbon releases	Barrels	n/a	—	—	—	—
Non-hydrocarbon releases		n/a	12	13	12	10
Non-hydrocarbon releases	Barrels	n/a	102	121	89	1,945
Spill intensity ³¹		n/a	1.2	1.2	0.8	20.5
Biodiversity and Land Use						
Habitat areas ³²	Acres	670	670	670	670	670
Public co-op properties ³³	Acres	6,617	6,617	6,617	6,617	4,126

²⁸Includes violations issued by state and federal safety and environmental regulatory agencies.

²⁹Reportable pipeline incidents are those that are reportable under US DOT PHMSA's pipeline safety regulations.

³⁰Spills include releases off containment to the environment greater than or equal to 42 gallons.

³¹Spill intensity equals barrels of liquid (hydrocarbon and non-hydrocarbon) releases divided by 100,000 barrels of total produced liquids (hydrocarbon and non-hydrocarbon).

³²Bat and wetland mitigation areas protected or restored by supported partnerships.

³³Properties 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.



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May 1, 2024

KERAMIDA Inc. (KERAMIDA) was engaged by CNX Gas Corporation to provide limited assurance of their 2023 Scope 1 and 2 GHG emissions inventory, water, waste, and select non-GHG air emissions.

The disclosure of assured data is the sole responsibility of CNX Gas Corporation using guidance per US Environmental Protection Agency, GHG Protocol standards, and other applicable guidance documents.

Statement of Independence

KERAMIDA affirms our independence from CNX and is free from bias and conflicts of interest related to the assurance of the environmental data.

Verification Assurance Opinion

Based on the process and procedures conducted, there is no evidence that the verified data are not a fair representation of the actual environmental information.

KERAMIDA'S APPROACH

Verification was conducted in accordance with ISO 14064-3: 2019 *Specification with guidance for the validation and verification of greenhouse gas assertion*, and the parameters of the assurance are below. KERAMIDA is an approved gold accredited service provider in verification services to the CDP platform, and this audit was led by Kindal Keen, a registered Lead GHG Verifier for California, with oil and gas sector accreditation, and Dr. Albert Chung, also a registered Lead GHG Verifier for California, Oregon, and Washington.

Validation scope of the reporting company,

- Organizational boundaries: Operational Control Approach for Assets subject to EPA Subpart W Reporting
- Scope 1 and 2 GHG Emissions
- Water data (total fresh water withdrawn, total volume of produced water, and total water consumed)
- Waste data (hazardous solid/liquid waste, non-hazardous solid/liquid waste, and total solid waste sent to the landfill)
- Air emissions of nitrogen oxides (NO_x), sulfur oxides (SO_x), volatile organic compounds (VOCs), hazardous air pollutants (HAPs), particulate matter less than 10 micrometers (PM₁₀), carbon monoxide (CO), and formaldehyde (HCHO).

Time Period

- Calendar Year (CY): January 1, 2023 – December 31, 2023

Level of Assurance

- Limited
- Materiality Threshold: 5% as suggested by ISO 14064-3 (2019).

KERAMIDA'S METHODOLOGY AND PROCEDURE

Procedure performed during the verification

- Interviews with key personnel involved in the process of compiling, calculating, and preparing the environmental data report;
- Review of evidence and data in support of disclosures being verified;
- Review of a variety of data analytics to check the reasonableness of the data and calculations;
- A variety of re-calculation procedures to confirm stated quantities;
- Evaluated the reasonableness of any assumptions used in support of disclosures;
- Reviewed how disclosures were presented and determine if they were representative of data and operations.

DATA VERIFIED BY KERAMIDA IS PROVIDED IN ATTACHMENT A, 2024 VERIFIED DATA

This verification statement, including the opinion expressed herein, is provided to CNX Gas Corporation and is solely for their benefit in accordance with the terms of our agreement. We consent to the release of this statement but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this statement.

KERAMIDA, INC.



Kindal Keen
Senior Sustainability Analyst
Lead GHG Verifier, Oil and Gas Sector Accreditation (CA)



Albert Chung, PhD, PE
Senior Vice President
Lead GHG Verifier (CA/OR/WA)

ATTACHMENT A, 2024 VERIFIED DATA

	Units	2023
Emissions		
Air Emissions¹⁶		
1 Nitrogen oxides (NO _x)	Metric tons	550
2 Sulfur oxides (SO _x)	Metric tons	3
3 Volatile organic compounds (VOCs)	Metric tons	744
4 Hazardous air pollutants (HAPs)	Metric tons	100
5 Particulate matter (PM ₁₀)	Metric tons	39
6 Carbon monoxide (CO)	Metric tons	240
7 Formaldehyde	Metric tons	21
GHG Emissions^{16, 17}		
8 Scope 1 GHG emissions	Metric tons CO ₂ e	559,769
9 Production segment	Metric tons CO ₂ e	159,940
10 GHG emissions intensity		0.06%
11 Gathering & Boosting (G&B) segment	Metric tons CO ₂ e	399,829
12 GHG emissions intensity		0.13%
13 Carbon dioxide (CO ₂)	Metric tons	399,038
14 Methane (CH ₄)	Metric tons	6,418
15 Production segment methane intensity		0.03%
16 G & B segment methane intensity		0.02%
17 Scope 2 GHG emissions	Metric tons CO ₂ e	310,903
18 Production segment	Metric tons CO ₂ e	15,091
19 G & B segment	Metric tons CO ₂ e	295,812

¹⁶Includes 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.

¹⁷Greenhouse global warming potential for CO₂e 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.

	Units	2023
Environment		
Water		
20 Total fresh water withdrawn	Thousand barrels	8,882
21 Surface water	Thousand barrels	5,819
22 Groundwater	Thousand barrels	842
23 Municipal water	Thousand barrels	2,220
24 Total volume of produced water	Thousand barrels	9,281
25 Produced water injected	Thousand barrels	1,369
26 Injection rate ²¹		14.8%
27 Produced water disposed offsite	Thousand barrels	97
28 Disposal rate ²¹		1.0%
29 Produced water recycled and reused ²²	Thousand barrels	9,784
30 Recycled and reused rate ²¹		105.4%
31 Total water consumed ²³	Thousand barrels	16,820
32 Water recycling rate ²⁴		58.2%
33 Fresh water consumed intensity ²⁵		0.09
34 Total water consumed intensity ²⁶		0.17
Waste Management		
35 Hazardous waste—solids	Tons	—
36 Hazardous waste—liquids	Barrels	—
37 Non-hazardous waste—solids	Tons	97,638
38 Non-hazardous waste—liquids	Barrels	13,606
39 Solid waste sent to landfill	Tons	97,638

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

²²Includes third party produced water.

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

²⁴Water recycling rate equals produced water recycled and reused divided by total water consumed.

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

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

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 Greenhouse global warming potential for CO₂e 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.

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