

Policy Title:	Compliance Reporting Policy
Department Owner:	Board of Directors
Effective Date:	February 16, 2022
Effective Until:	Superseded
Dept. Head Signature:	Board of Directors
Legal Review:	Alex Reyes
Senior Vice President Compliance and Reporting:	Hayley Scott



COMPLIANCE REPORTING POLICY CNX RESOURCES CORPORATION

Introduction

In accordance with our Core Values, the Company’s Code of Employee Business Conduct and Ethics and Code of Director Business Conduct and Ethics (together, the “Codes”), and the rules and regulations of the Securities and Exchange Commission and the New York Stock Exchange, CNX Resources Corporation (the “Company”) has established this Compliance Reporting Policy (this “Policy”) to define formal procedures for all employees and directors of the Company and its subsidiaries and other interested parties to bring to the attention of the Audit Committee of the Board of Directors of the Company (i) complaints received by the Company regarding accounting, internal accounting controls, or auditing matters; (ii) the submission by employees, directors and interested parties of concerns regarding the Codes (together with (i), “Matters”); and (iii) all investor and related correspondence (except generic solicitations) directed to the Audit Committee Chair, the Audit Committee and/or the Board of Directors of CNX Resources Corporation (“General Correspondence”).

1. Scope of the Policy

- 1.1 In order to facilitate the reporting of such concerns and complaints, this Policy outlines procedures for the receipt, retention, and treatment of the same. Allegations of impropriety outside the scope of this Policy should still be reviewed with the Legal Department or such other person as otherwise identified in the Codes to determine an appropriate course of action.
- 1.2 The procedures set forth in this Policy apply to all employees, directors and other interested parties, and relate to concerns or complaints regarding any questionable or suspect Matters including, without limitation, the following:
 - Fraud: A false representation of a matter of fact – whether by words or conduct, by false or misleading allegations, or by concealment of what should have been disclosed – that deceives and is intended to deceive another. This includes, by way of example and not limitation, an intentional act that results in a material misstatement in financial statements; deliberate error in the preparation, evaluation, review or audit of any financial record or financial statement of the Company; or, falsification, alteration or substitution of Company records;
 - Deficiencies in, or noncompliance with, the Company’s internal accounting controls; or
 - Violations of law or the Codes by an employee, executive officer or director.

2. Statement of Policy

- 2.1 Employees, directors and interested parties may submit a concern or complaint regarding the Matters or other concerns to the Board of Directors or the Audit Committee by using one of the following reporting mechanisms:

Ethics and Compliance Hotline:	File a report with Red Flag Reporting by visiting www.RedFlagReporting.com and clicking on “File a Report” or by calling 1-877-647-3335. The website and live operators are available 24 hours a day, 365 days of the year and is intended as an option that allows the anonymous reporting of illegal or unethical activity.
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Mail: CNX Resources Corporation
CNX Center
1000 CONSOL Energy Drive
Canonsburg, PA 15317-650
Attention: Board of Directors (c/o Corporate Secretary)

Email the Board: directors@cnx.com

- 2.2 Individuals may submit their concerns on an anonymous and confidential basis if they so choose. For individuals who choose to identify themselves, the Matter will be handled as confidentially as is practicable under the circumstances and consistent with conducting a fair investigation, but while efforts will be made to preserve confidentiality, absolute confidentiality cannot be guaranteed.
- 2.3 Concerns or complaints relating to Matters will be reviewed, under Audit Committee direction and oversight, by the Director – Internal Audit and Advisory Services, the Senior Vice President Compliance and Reporting, the Chief Financial Officer, the General Counsel, or such other persons as determined to be appropriate under the circumstances and with the oversight of the Audit Committee. All complaints relating to the Codes (including those related to any of the Company’s subsidiaries) will be tracked on a separate Audit Committee complaints docket, which will be maintained by the Company’s Internal Audit Department, except as the Audit Committee may request. The status of these docketed complaints will be reported regularly to the Chair of the Audit Committee, on a quarterly basis to the Audit Committee and, if the Audit Committee so directs, to the full Board of Directors.
- 2.4 Copies of all complaints regarding Matters relating to (i) accounting, internal accounting controls or auditing matters, or (ii) allegations of violations of the Codes, will be directed to the Audit Committee Chair promptly, but in any case within two (2) business days of receipt.
- 2.5 The Audit Committee Chair will be provided copies of all General Correspondence directed to the Audit Committee Chair, the Audit Committee and/or the Board of Directors.
- 2.6 The Audit Committee (or the Chair of the Audit Committee with the concurrence of the Audit Committee) may request the retention by the Company of outside counsel or other advisors to report to the Audit Committee, to address any Matter.

3. Statement of Non-Retaliation

- 3.1 Employees and directors have a duty to report any suspected violations described in Section 1 of this Policy.
- 3.2 The Company will not allow retaliation for reports made in good faith, including, without limitation, any adverse action or threat of adverse action taken or made because a person has exercised or attempted to exercise any rights under applicable laws or under the Company’s policies such as threats of or actual withholding or withdrawal of pay, promotion, demotion, discipline, firing, salary reduction, negative evaluation, change in job assignment, lack of training or other employment opportunities, hostile behavior or attitudes toward a person who submits a complaint or violation in good faith. Any violation of the anti-retaliation provisions of this Policy shall subject such person to discipline, up to an including termination of employment.

4. Government-Administered Whistleblower Programs

- 4.1 The Company recognizes that certain government agencies, including the Securities and Exchange Commission (the “SEC”) and other regulatory bodies, have established whistleblower programs that provide monetary incentives for individuals to come forward and report possible legal violations. Nothing in the Company’s and its subsidiaries’ policies, procedures and/or agreements with current or former employees, directors or otherwise applicable to interested parties shall be construed to prevent, restrict, or otherwise interfere with such person’s right to initiate communications directly with, cooperate with, provide information or testimony to, respond to any

inquiry from, or otherwise assist in an investigation by the SEC or any other governmental or regulatory body or official(s) regarding a possible violation of any applicable law, rule or regulation. Further, nothing in the Company's and its subsidiaries' policies, procedures and and/or agreements with current or former employees, directors or otherwise applicable to interested parties was intended to be construed, nor should it be construed as requiring such persons to notify the Company or its subsidiaries of any activity described in this Section. The Company expressly prohibits retaliation against current or former employees, directors and other interested parties who, in good faith, provide government agencies or other regulatory bodies with information about possible legal violations.

- 4.2 It is the policy of the Company and its subsidiaries that nothing set forth in their respective policies, procedures and/or agreements with current or former employees, directors and other interested parties are intended to, or shall prevent, impede or interfere with such person's right to receive and fully retain a monetary award from a government-administered whistleblower award program for providing information directly to a government agency, including, without limitation that no severance or other payments and benefits owed to a current or former employee pursuant to arrangements with the Company and its subsidiaries shall be conditioned upon any release of an employee's right to seek and retain a monetary award from a government-administered whistleblower award program for providing information directly to a government agency.
5. **Miscellaneous.** This policy will be posted on the Company's intranet and will be available to any investor who requests a copy.