

# CODE OF EMPLOYEE BUSINESS CONDUCT AND ETHICS



# Application

CNX Resources' Code of Employee Business Conduct and Ethics (Code) applies to all of us—executives and other officers, employees, and agents, and to any consultants and independent contractors who perform work for CNX Resources and its subsidiaries and affiliates (collectively CNX or the Company). In addition to this Code, we are required to comply with applicable CNX policies and procedures and all applicable laws, rules, and regulations. Failure to follow them subjects us to disciplinary action, up to and including termination and possible legal prosecution. CNX forbids retaliation against anyone who reports a suspected ethics or compliance violation in good faith. Only the Board of Directors or an authorized Committee of the Board may grant waivers of this Code for executive officers.



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## A Message from our CEO

**Alan Shepard**  
*President and Chief Executive Officer*

Our core mission is to empower our team to embrace and drive innovative change that creates long-term value per share for our shareholders, enhances our communities, and delivers energy solutions for today and tomorrow.

Integrity and ethical conduct are fundamental to our core values and vital to the achievement of our mission. We owe it to each other, our business partners, our community, and our shareholders to act with integrity and Transparency. The right thing to do is not always clear-cut, and situations arise that raise questions and cause us to seek guidance, which is why we have established a comprehensive ethics and compliance program to help guide us and assist us in incorporating acting with integrity in everything we do.

Our Code summarizes the Company's requirements and expectations for our behavior and communicates important values that should govern all activities undertaken on behalf of CNX. The Code applies to all of us and provides principles and guidance for our everyday actions. Take the time to read the Code and consult it regularly. The Code can't cover every situation that may arise, so if you have questions or concerns or you need guidance, please ask, our team is here to help. All employees should speak up if they see something concerning or suspect unethical or illegal conduct. When in doubt, always err on the

side of disclosure. It is our obligation to raise our voices so that we can resolve issues and fix problems before they grow into bigger problems. Retaliation against anyone that raises concerns in good faith is strictly prohibited.

Situations that cause us to choose between what is easy and what is right is where the real test for all of us comes. It is at such times that we must remain committed to our values and act with integrity in whatever situations that we face. I am proud of the way that CNX employees conduct themselves and demonstrate their commitment to our values at all times. The Company's continued success depends on our hard work and continued focus on operating with the highest ethical standards.

**Alan Shepard**  
*President and Chief Executive Officer*

# Our Values

## **Integrity and ethical conduct are fundamental to our core values and vital to the achievement of our mission.**

CNX is committed to doing business in an ethical and law-abiding manner. We each have a personal responsibility to maintain and enhance our reputation by always doing the right thing, guided by our corporate Values. Our Values are essential to the sound governance practices and good corporate citizenship that are essential to our continued success.

## Responsibility

- Be a safe and compliant operator.
- Be a 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.

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Questions regarding acceptable conduct or the interpretation of this Code, or about the best course of action in a particular situation, should be directed to line management or, if necessary, CNX's Legal or HR Departments or Internal Audit & Advisory Services.

# Acting With Integrity

The Code cannot specifically address every conceivable situation we may encounter in our business activities, but that does not relieve us of responsibility to always act with integrity. The Code sets forth expectations for our behavior, consistent with the legal and ethical standards that keep the Company competitive and, ultimately, help us to protect our lives and livelihoods. When we are uncertain of what action to take, the Code provides guidance and resources to help us in choosing the proper course. Certain conduct clearly steps over the line between right and wrong, violates Company policy, and is prohibited by our Code. Sometimes situations are more subtle or complex and the proper choices are not clear. If we ignore such situations and make a wrong decision, both the Company and we, as individuals, may face serious consequences.

The responsibility lies with every employee to act ethically and honestly, to be familiar with the Code and complete the annual Code certification, and to promptly report any concerns about possible violations of this Code.

This Code applies to everyone conducting business on behalf of CNX, including all executives and other officers, employees, agents, and any consultants and independent contractors who perform work for the Company. This Code reflects the commitment of our Board of Directors and executive officers to create and maintain a culture that encourages ethical conduct and compliance with the law.

## To help us determine the right thing to do, we should ask ourselves the following questions before acting:

- Are my actions consistent with our corporate Values?
- Do my actions meet the letter and spirit of applicable laws?
- Are my actions in compliance with the Company's policies and procedures?
- Am I treating others with fairness and respect?
- Are my actions in the Company's best interests?
- What would my family, friends, supervisors, and co-workers think of my actions?



### SITUATIONAL ASSESSMENT

#### I'm a supervisor. If I observe misconduct in an area not under my supervision, am I still required to report the issue?

**Yes.** All employees are required to report any misconduct that they become aware of or observe. You can report the misconduct to the HR or Legal department, Internal Audit & Advisory Services, or in situations where you do not feel comfortable approaching management directly or when you are not sure who to contact, you can file a report with our ethics hotline Red Flag Reporting.

You have the ability to ask questions and an obligation to report possible unethical behavior or violations of this Code by talking to your supervisor, the HR or Legal department, Internal Audit & Advisory Services, or in situations where you do not feel comfortable approaching management directly or when you are not sure who to contact, you can file a report with our ethics hotline Red Flag Reporting.

We do not tolerate any form of retaliation against anyone who makes a good faith report of an alleged violation of this Code.

All claims of retaliation are thoroughly investigated and, if substantiated, individuals who retaliate are disciplined up to and including termination. If you believe you have been retaliated against, you should report such action to a member of the Legal department or Internal Audit & Advisory Services.

# Red Flag Reporting

Protecting Organizations and Their People

## Protect Your Co-Workers and Your Organization

The intent of the hotline is to protect our co-workers, stakeholders, assets, and reputation. It is important to know that our doors remain open, and we continue to encourage you to speak directly with a supervisor when you identify concerns; however, you will also have an additional option via Red Flag Reporting.

**To file a report, provide client code “CNX” and simply do one of the following:**

- Visit [www.RedFlagReporting.com](http://www.RedFlagReporting.com) and click on “File a Report”
- Call 1-877-647-3335

The website and live operators are available 24/7, and you can choose whether to remain anonymous. If you ask questions or make a report anonymously, a reference code will be given to you that will allow you to check the status of your report.

If you file a report, you will be informed as to whom within our organization the report will be routed for resolution. You will be able to prevent access by any of those people if they are part of the concern. If you do prevent access, that person will not be notified that the report was filed. In all instances, someone at our organization will be notified, and our organization, not Red Flag Reporting, will be responsible for responding to your concern.

# Responsibility



# Safety and Health

Our number one core value is the protection of the health and safety of our employees, contractors, and visitors. We do not compromise safety in pursuit of business objectives.

We operate our business in compliance with all applicable state and federal health and safety laws and regulations. These laws and regulations govern work practices at all CNX sites. Employees must be scrupulous in the observance of applicable laws and regulations to avoid risks to the health and safety of employees, contractors, and visitors, and of non-compliance.

The Board of Directors, executive officers, and management of CNX expect that everyone conducts themselves in a manner to work injury- and incident-free and have established that safety is a condition of employment. The Company’s Occupational Safety and Health System defines the methods through which we continuously improve our processes to assess, reduce, and eliminate workplace risks and hazards. We all must do our part—the ultimate success of our health and safety program rests with each and every one of us.

To further reduce the likelihood of incidents, we must keep our workplace free of alcohol and illegal drugs (including the inappropriate use of prescription drugs)<sup>1</sup>, wear required personal protective equipment at all times, and complete all required trainings.

The advice of our Operational Excellence department safety specialists and our Legal department should be utilized as needed. The ethics hotline can also be utilized for any safety-related concerns.



All employees, contractors, or visitors are obligated to **STOP** the normal course of operation for conditions that may endanger individuals, equipment, or our work environment. We expect that everyone exhibits active caring for others by speaking up and/or acting when they see a situation that may cause harm.

Alan Shepard  
President and Chief Executive Officer



## SITUATIONAL ASSESSMENT

**I was hit in the leg when a piece of equipment fell from a ledge that it had been placed on. I don’t require any medical attention and can go right back to work—do I have to go through the administrative burden and time required to report it?**

**Yes.** All injuries, incidents, and potentially unsafe conditions must be reported promptly no matter how minor they may seem to be. Your supervisor is responsible for promptly investigating the matter and remedying any unsafe condition. Your timely report may prevent someone else from sustaining a more serious injury.

<sup>1</sup> For more information, please review the CNX Drug & Alcohol Policy.

# Environmental Stewardship

Just like safety, the protection of the environment is also a core value. We take great pride in where we are from and operate our facilities in an environmentally responsible manner, taking steps to protect and preserve our shared natural resources and the environment in which our families live, work, and play.

We operate our business in compliance with all applicable state and federal environmental laws and regulations. These laws and regulations govern work practices at all CNX sites and the impact of our operations in the air, on land, and in the water. Employees must be scrupulous in the observance of applicable laws and regulations to avoid risks to the environment and of non-compliance.

Failure to comply with environmental laws and regulations may result in criminal and civil penalties, as well as employee disciplinary action.

At CNX, being a good neighbor and environmental steward is core to what we do and a primary focus through all levels of decision-making. We are committed to innovation to continuously improve the environmental performance of our operational facilities and practices—and ultimately those of the Appalachian basin, which is already the most efficient and environmentally friendly source of natural gas. We are committed to being environmental stewards in the communities in which we live and operate.

Each employee has a personal responsibility to act in an environmentally responsible manner. This means considering how our actions could impact the environment and taking appropriate steps to minimize any adverse effects, as well as immediately reporting any actual or potential violations of environmental laws, regulations, practices, procedures, or policies to our supervisors and the Operational Excellence team. You may also contact the Legal department or the ethics hotline with any environment-related concerns.



## SITUATIONAL ASSESSMENT

**I saw a significant amount of water spill to the ground during a tank unloading and notified my supervisor. He told me that we don't need to report it, but I really don't agree. What should I do?**

If you are instructed or pressured by your supervisor or anyone else to violate any law, regulation, or company policy, you must report this to your supervisor's direct supervisor, the Operational Excellence department, the Legal department, or the CNX ethics hotline.



## Government Officials

When representing CNX, our contacts with government officials and personnel must comply with applicable laws and regulations to avoid even the appearance of impropriety or improper influence. Supporting, assisting, or giving anything of value, such as gifts or entertainment, directly or indirectly to government officials or personnel must at all times be consistent with legal and ethical business practices. Any direct or indirect payment, transfer, offer, or promise of transfer of anything of value (whether cash or non-cash) to a government official for the purpose of improperly influencing government acts or decisions in order to obtain or retain business or to secure a business advantage is prohibited. Government officials include a wide range of individuals or entities and any person acting on behalf of a governmental entity, political party, or government-owned or controlled company (e.g., state-owned energy companies or public utilities), as well as candidates for political office.

In addition, CNX is subject to the Honest Leadership and Open Government Act of 2007 ("HLOGA"), which significantly limits the offering of gifts and travel to members, officers, and employees of either House of Congress by organizations such as CNX that employ federal lobbyists. Similar restrictions apply to the giving of gifts to federal executive branch officials under the Ethics in Government Act of 1978.

To comply with these federal requirements, no gift, meal, or anything else of value may be provided to the individuals enumerated above unless it is clearly allowed under federal gift/travel rules. Any questions or concerns about this topic should be brought to the attention of our Legal department.

## Political Contributions

We are committed to compliance with all applicable campaign finance and election laws, which strictly regulate whether and to what extent the Company can support political causes. The Company's support for political parties, candidates, and other political causes may be provided only through CNX's Political Action Committee (CNX PAC) or through limited corporate contributions at the state and local level, where permitted by law and approved by appropriate Company personnel.

CNX employees may engage in personal political activities, if they wish, and no employee's job will be affected by their political views or political contributions. Participation in personal political activities must be on your own time, at your own expense, and not on Company premises, during Company work hours, or while otherwise engaged in Company business. Similarly, we must not use Company resources (e.g., computers, copy machines, etc.) for personal political activities, and CNX cannot reimburse personal contributions to the CNX PAC or to political parties, candidates, or other political causes. In addition, we must not create the appearance that our personal political activities are sponsored by or being undertaken on behalf of CNX. This is true even if we are supporting the same candidates that the CNX PAC supports.

For more information on this topic, please consult with our Legal department.



### SITUATIONAL ASSESSMENT

**My manager has encouraged me to attend a \$500 per person campaign fundraiser for a local politician, who has been very supportive on issues important to CNX. Is it okay for me to attend this event and put it on my expense report?**

**No.** The company may only support political candidates through the CNX PAC, or on a limited basis through corporate contributions. If you decide to attend this fundraiser, it is a personal choice that is voluntary and must be done on your own time and expense. You may not ask CNX to reimburse you.

## Antitrust, Trade, and Fair Competition

CNX must not engage in activities that are potentially anticompetitive in nature. We must not enter into any agreements, take any actions, hold discussions, or have understandings or agreements with competitors that may restrain trade or reduce competition. In addition, many laws govern the conduct of international trade, including those relating to international boycotts, money laundering, and the regulation of exports. Violations include agreements among competitors to fix or control prices; to boycott specified suppliers or customers; to allocate products, territories, or markets; or to limit the production or sale of products. We must exercise care to ensure that any activities with representatives of other companies are not viewed as a violation of any antitrust law. Actions taken by CNX without the cooperation of competitors may also be illegal if they are intended to or tend to create monopoly power. Because of the complexity of these laws, the advice of CNX's Legal department should be sought on all questions regarding these subjects.



## Gifts from Business Providers

You (or your immediate family members, which means your spouse, parent, step parent, child, stepchild, sibling, mother or father-in-law, son or daughter-in-law, brother or sister-in-law, and anyone who shares your home) shall not accept or provide gifts or entertainment (or seek them for others) that could influence a decision regarding the Company's business or interfere with your ability to be objective when performing your duties. This includes any gifts, favors, entertainment, or consideration of any kind to or from any person or business organization that does or seeks to do business with, or is a competitor of, CNX. Under no circumstances may you accept a gift from a business provider that could be construed as a kickback, gratuity, or cash payment, regardless of value. We impose a strict standard with regard to accepting or providing gifts to business providers because we want to preserve our ability to make impartial business decisions and to avoid any improper incentives for business providers.

Gifts or entertainment that are consistent with customary business practices, do not have more than nominal value (determination is situation-dependent but \$250 is a good rule-of-thumb), and occur infrequently—once or twice per year—may be accepted.

Examples of permissible gifts because they are consistent with customary business practices include, but are not limited to, the following:

- Attendance at educational programs sponsored by a vendor;
- Meals at which business matters are discussed;
- Cultural, charitable, or sporting events (including golf outings) that the vendor will attend;
- Promotional items of nominal value associated with a party's commercial and marketing efforts (e.g., clothing items, cups, pens, or golf balls); and
- Items won as part of games of chance or broadly disseminated to attendees at an industry-related event, provided that such item is not valued at greater than a nominal value.

Any gift that may be inconsistent with the criteria outlined above should be reported to your supervisor and CNX's Legal department. They will then make a determination as to whether the gift may be accepted, returned, donated, or handled in a different manner.

Questions regarding this section of the Code should be directed to CNX's Legal department.



### SITUATIONAL ASSESSMENT

**My spouse and I have been invited to a sporting event by a vendor in their company's private box. The invitation includes tickets to the game, food and drinks, and a parking pass. Other employees and their spouses have also been invited, including my supervisor. May I accept the invitation?**

The value of this event would exceed the nominal value (generally \$250) set forth in our company policy; therefore, you must get pre-approval before accepting the invitation. You are responsible for obtaining approval even if other CNX employees have been invited.

# Conflicts of Interest

A conflict of interest is when our personal interests, or those of our families, could interfere or influence the way that we conduct our job responsibilities or how we make decisions objectively and in the best interest of the Company. We should avoid situations that involve actual as well as perceived conflicts of interest. Even perceived conflicts of interest can undermine the trust others place in us and damage our reputation. Acting in the best interest of the Company without consideration of our own personal preference or advantage is of the utmost importance when dealing with customers, suppliers, contractors, competitors, or anyone else doing business with the Company.

It is very important to make prompt and full written disclosure to your supervisor when any actual or perceived conflicts of interest arise. It is not possible to list or describe every potential conflict of interest, so it is important to ask questions—if you have any doubt, err on the side of caution and make the disclosure. The following situations should be disclosed:

- You or a family member have a significant financial interest in any outside enterprise which does or seeks to do business with or is a competitor of CNX.

- You serve as a director, officer, partner, consultant, or employee to any outside enterprise which does or is seeking to do business with or is a competitor CNX.
- You are acting as broker, finder, go-between, or otherwise for the benefit of a third party in transactions involving or potentially involving CNX.
- Any other arrangement or circumstance involving you, your family, or other personal relationships which could keep you from acting in the best interest of CNX.

Conflicts of interest that involve real estate, leases, and land interests are particularly sensitive. Employees are prohibited from competing with CNX in its real estate acquisition or exploration activities or using Company information or equipment to enable them to profit, either directly or indirectly, through the acquisition of mineral leases, royalty or mineral interests, or real property for the purpose of obtaining royalty or mineral interests.

<sup>2</sup>As a minimum standard, a "significant" financial interest exists with respect to a company where (i) there is greater than two percent ownership of the company (5% in the case of a public company), (ii) a family member is associated with the company, or (iii) there is any other interest in the company in excess of five percent of the company's assets or annual revenue.



## SITUATIONAL ASSESSMENT

**My son-in-law just took a job with a company that provides engineering services to CNX, but his job is administrative in nature and does not involve any direct contact with our company. Do I need to report this as a conflict of interest?**

**Yes.** This situation should be reported promptly as a potential conflict of interest. Our HR department, Legal, and/or Internal Audit & Advisory Services will determine whether an actual conflict exists based on your particular circumstances and provide you with the appropriate guidance.

**I am hiring a company that provides engineering services to CNX to perform some work for a not-for-profit entity that I am involved with. Do I need to disclose this?**

**Yes.** This situation should be reported for review as a potential conflict of interest. You may engage the services of CNX vendors for personal or other use, but these transactions must be at fair value and should not create an actual or apparent conflict of interest. Our HR department, Legal, and/or Internal Audit & Advisory Services will determine whether an actual conflict exists based on your particular circumstances and provide you with the appropriate guidance.

## Service in Outside Organizations

We encourage you to be active in our local communities through charitable work, service organizations, and the like. However, it is possible for your outside activities to materially detract from or interfere with your work responsibilities at CNX or to create possible or perceived conflicts of interest, which should be avoided. As such, you must disclose your involvement in outside activities to your supervisor and HR representatives. And specifically, you should not accept a directorship with any for-profit corporation without the prior specific approval of CNX's General Counsel.

**Outside employment, including self-employment and consulting activities, must be approved by your C-level executive, Human Resources, and the Legal department prior to commencing such activities. Unpaid professional activities are considered outside employment for purposes of this Policy.**

## Fair Dealing

We must deal honestly and fairly with our customers, suppliers, and other current or potential business partners. We operate in an honest and ethical matter and do not take unfair advantage of others through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or other unfair dealing practices. We are accountable for providing only honest and accurate information to others, avoiding any misleading statements to gain a competitive advantage, and refrain from making disparaging or untrue remarks about competitors.



## Anti-Bribery and Anti-Corruption

We must be careful to avoid any appearance of illegal or unethical payments or creating an environment where these may inadvertently be made. Our internal accounting controls must be maintained in order to accurately reflect the Company's transactions. False and misleading accounting entries and business records to facilitate improper payments are prohibited.

Commissions, rebates, discounts, credits, and allowances associated with Company sales should be paid or granted only by the Company on whose books the related sale is recorded, bear a reasonable relationship to the value of goods delivered or services rendered, be given to the specific business entity involved and not to individuals or to a related business entity, and be supported by appropriate documentation. Agreements to pay commissions, rebates, credits, discounts, or allowances should be in writing; however, when this is not feasible, an explanatory memorandum for the file prepared by the approving department and reviewed by CNX's Legal department should be created.

Any potential deviation from these provisions should be reviewed in advance with the Treasury and Legal departments, and Internal Audit & Advisory Services should also be informed. There must be no falsification, misrepresentation, or deliberate overbilling reflected in any document (including invoices, consular documents, letters of credit, etc.) involved in the transaction. This includes suppression or omission of documents or of information in the documents or deliberate misdirection of documents.

Payments for goods and services purchased by CNX are otherwise subject to the same considerations noted.



### Corruption and Bribery Red Flags

- Requests for payments to be made to a third party or in cash.
- Requests for extra commissions or fees without written documentation.
- Requests that arrangements not be in writing.
- Ties between an agent or a third party and a government official.
- A small fee paid to a low-level public official to accomplish or expedite a process that is their regular job to perform.

# Ownership



## Safeguarding Our Assets

We all have a responsibility to protect the Company's assets and ensure that our information and property is not stolen, lost, misused, damaged, or wasted. Although we recognize that nominal personal use of Company assets may be appropriate at times, CNX's intellectual and proprietary information, software applications, product plans, documentation of business systems, and other business data are only to be used for authorized business purposes. The Company may, in its discretion, request reimbursement for the direct costs associated with misuse or loss.

## Protecting Confidential Information

Each one of us must ensure the proper handling, protection, and disposal of Company information. Business information is a valuable resource, and improperly handled or disclosed business information may result in financial damage to the Company and have other negative consequences. We must safeguard confidential information in our possession, or which we have access to, such as financial, operating, personnel, legal, technical, or customer information, as well as any information provided to CNX in confidence by others.

### We must not:

- Disclose any confidential, nonpublic, or proprietary data or information, including (but not limited to) materials relating to customers, customer lists, development programs, costs, marketing, trading, investment, sales activities, promotion, credit and financial data, manufacturing processes, other proprietary technical information, know-how and trade secrets, financing methods, plans, other information which by its nature would normally be considered confidential, or the business and affairs of the Company ("Company Confidential Information"), to any individual, company, other entity, or organization outside of the Company ("Third Party") unless such Third Party has a need to know such information for purposes of furthering the Company's business and such Third Party has first entered into a Company-approved non-disclosure agreement.

- Disclose any Company Confidential Information to a Third Party in any document unless such document is labeled confidential.
- Disclose any Company Confidential Information to any Third Party orally without documenting the disclosure with a written communication specifically identifying the information disclosed as confidential information of the Company.
- Use Company Confidential Information obtained while in the Company's employment for any use other than furthering the Company's business objectives, including any use for the purposes of (1) trading or providing information for others to trade in securities, (2) acquiring a real estate interest of any kind, (3) acquiring (or acquiring options to obtain) interests in fossil fuel leases, royalties, minerals, or (4) retaining Company documents or using for any purpose or revealing to anyone else Company business practices, Company Confidential Information, or trade secrets after leaving the Company's employment.

We should refrain from discussing Company Confidential Information in public areas (for example, when using a cell phone in public or on a plane), and we should take precautions, such as encrypting data, when transmitting confidential information electronically. If you are uncertain whether a particular piece of information is confidential, presume that it is and safeguard it appropriately.

Upon termination of their employment, employees must return all tangible items and electronic files (including copies) that relate to the business of CNX, that contain any Company Confidential Information, or that were created within the scope of their employment with CNX, and employees must certify their compliance with this provision. Under no circumstances shall an employee retain or use any tangible or intangible property of CNX or any documents or materials containing Company Confidential Information when they are no longer employed by the Company.

In addition, CNX takes its obligation to safeguard all personal information that it receives, generates, processes, and maintains. We must protect the privacy and confidentiality of Social Security numbers, protected health information, and other protected personally identifiable information contained in employment-related documents and other paper and electronic records in the workplace.

Our obligation to protect confidential information continues throughout our employment at CNX and even after it ends.



#### SITUATIONAL ASSESSMENT

**A coworker told me that he has information from a competitor that would be helpful for us as we are making some decisions on land and pricing information—his in-law works there and gave it to him to review. I'd like to look at it to help our company's position, should I?**

**No.** Unless there is an appropriate confidentiality agreement in place with the third party, you should never accept information that appears to be confidential.

Notwithstanding the foregoing, nothing in this Code is intended to restrict, limit, or prohibit employees from reporting possible violations of law or regulation to any governmental agency or entity, including but not limited to, the Department of Justice or the Securities and Exchange Commission, or from making other disclosures that are protected under state or federal law or regulation, including, without limitation, good faith disclosure on a confidential basis of confidential information constituting "Trade Secrets" as defined in 18 U.S.C. §1839, so long as such disclosures are consistent with 18 U.S.C. §1833. Employees do not need the prior authorization of the Company to make such reports or disclosures. Employees are not required to notify the Company that they have made any such reports or disclosures.

## Records and Information Management

The Company must create and maintain appropriate, accurate and, complete business records and information. These corporate records are critical to meet our business needs. All business information maintained in any medium, including paper and electronic, is the property of CNX. We must retain business records and information for the period required by the Company. This includes retaining records and information in accordance with hold notices issued by the Company for litigation matters. We must also comply with applicable laws and Company procedures governing the destruction of business records and documents after the required retention period has expired.

## Protecting Intellectual Property

Intellectual Property (IP) is a valuable asset of the Company and, therefore, must be protected. All intellectual property, including all inventions (whether patentable or not), any copyrightable subject matter, trade secrets, works of art, technical information, discoveries, inventions, writings, or other creations developed resulting from exposure to Company Confidential Information or from work, research, or investigation conducted by the Company's employees relating to the Company's current or anticipated business activities, is the property of CNX and shall be assigned (and deemed immediately assigned upon creation) to the Company. Employees should review and familiarize themselves with the Company's Intellectual Property Policy, which is incorporated into this Code by reference. In addition to protecting our own IP, we respect the valid IP rights of others.



## Insider Trading

If you have material nonpublic information relating to the Company (or other companies, including the Company's customers, suppliers or competitors) obtained during the course of your employment, you or anyone related to you may not buy or sell securities of the Company (or such other company) or do anything else to take advantage (directly or indirectly or for another person's benefit) of that information. There are no exceptions to this provision, including the need to raise money for an emergency expenditure. Please refer to the CNX Insider Trading Policy for further information.



### SITUATIONAL ASSESSMENT

**My friend told me that he is planning to sell his CNX stock in a few days because he needs money to pay for his daughter's wedding. I know that our earnings report is going to exceed expectations when it is released. Can I tell my friend that he shouldn't sell his stock for a few more weeks?**

**No.** Under the CNX Insider Trading Policy, you are strictly prohibited from making any recommendations or expressing any opinions with respect to the trading of our stock on the basis of material, non-public information. Making a buy or sell suggestion while in possession of such information is a violation of our policy and the law.

## Electronic Information

The Company's computer information systems and the Company data transmitted and/or stored electronically are assets requiring unique protection. Standards for Electronic Cyber Security have been adopted and are available through CNX Connect, your supervisor, or CNX's Cyber Security Department. Each employee is responsible for compliance with these standards and related procedures. Additionally, employees are required by law to read and comply with the license agreements associated with the computer software they utilize.

Safeguarding user IDs and passwords is a key element of information and network security, and we must always protect our login credentials from being used by unauthorized parties to access a Company computer or network. Computers should be secured and locked when not in use. In addition, we must guard against other malicious attempts to access our network, such as through phishing emails or ransomware attacks. Company information should be sent only through authorized CNX email accounts to

the business email accounts of those with a need to know the information. In the event any confidential Company information needs to be communicated outside of the organization for a legitimate business reason, that transmission must have prior written authorization from CNX's Legal department and be encrypted to prevent loss or theft.

CNX's assets, systems, and networks, whether physical or virtual, are considered to be vital to the United States, and their incapacitation or destruction would have a debilitating effect on security, national economic security, national public health or safety, or any combination thereof. Without a stable energy supply, health and welfare are threatened, and the U.S. economy cannot function. It is for these reasons that we have unique challenges with regard to cybersecurity threats both foreign and domestic. It is the responsibility of each employee to protect CNX's digital assets. Strict adherence to CNX's Cyber Security policies and procedures is mandatory and fundamental to each employee's role.

# Disclosure of Information Outside of CNX

You are expected to use sound judgment and conduct yourself professionally when posting and interacting on social media platforms or participating in online forums, blogs, chat rooms, or comment boards. While we encourage you to share positive Company and industry news, you should not act or post in a way that would give the impression that you are speaking or posting on behalf of CNX unless you are specifically authorized to do so. When speaking to investors, investment analysts, news media, or government agencies, it is important that authorized persons speak on behalf of CNX. If you are contacted by any of these parties, you should not respond and should refer the request to the appropriate party (Investor Relations, External Relations, or the Legal department).



## SITUATIONAL ASSESSMENT

**I received a call from someone who claimed to be from the help desk and asked for my user ID and password to help me with my computer issue. I did just have a computer issue. Is it okay to provide this information in order to get my issue fixed?**

**No.** These types of calls are common social engineering schemes and should be reported to the CNX Help Desk as a potential cybersecurity incident. CNX IS&T personnel will never ask for your password and would be able to refer specifically to any HEAT ticket that you entered to identify your computer issue.



# Excellence



## Trust and Respect

We believe that a diverse, talented team working together with trust, respect, and professionalism across the entire organization providing varied perspectives is critical for innovation, robust problem-solving, and the promotion of a positive culture to enable CNX to achieve its goals and thrive in an ever-changing world. By embracing the strengths and unique differences that each of us bring to our work, we respect and learn from each other, foster a high-performance environment, and encourage every employee to reach their full potential.

## Diversity, Equity, & Inclusion

We are committed to providing equal employment opportunities to all qualified individuals without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, genetic information, protected veteran status, or any other status or characteristic protected by applicable law or this Code. All employment decisions are made on the basis of performance and contribution to the Company, including hiring, promotion, transfer, layoff, termination, compensation, benefits, training (including apprenticeship), classification, certification, testing, retention, referral, and all other aspects of employment, except where a bona fide occupational qualification applies.



# Harassment and Violence-Free Workplace

We value a workplace environment free of offensive, insulting, hostile or intimidating behavior of any type, including that related to words, actions, documents, or pictures. We must conduct ourselves in the workplace without regard to race, color, religion, sex, gender identity, sexual orientation, national origin, citizenship, age, genetic information, physical or mental disability, military/veteran status, or any other protected status. Sexual and discriminatory harassment undermines our efforts to maintain an inclusive and diverse high-performing culture, can negatively affect employee morale, and is unlawful. We will not tolerate such harassment, whether committed by our employees or by employees of suppliers or contractors. Just as harassment is inappropriate in the workplace, it is equally unacceptable when interacting with co-workers or representing CNX outside of the office, such as on social media or at outside meetings or networking events.

If you experience any form of harassment or discrimination or if you believe a co-worker is experiencing such behavior, you have a right to and are strongly encouraged to report it promptly to management. You can report such harassment to your supervisor, your HR representative, the Legal department, or the CNX hotline.

We will not tolerate violence of any kind at CNX. We should all be able to work in an environment free from violence and threats of violence. If you are aware of a workplace violence incident or a potential threat, you are strongly encouraged to report it promptly to management. You should report the matter to your Operational Excellence representative, your supervisor, your HR representative, the Legal department, or the CNX hotline.

Please refer to CNX's Equal Employment Opportunity and Workplace Harassment Policy for more information.



## SITUATIONAL ASSESSMENT

**While attending a company social event, my supervisor commented on my clothing and my physical attractiveness. It made me very uncomfortable, but I don't want to make a big deal about it. It has started to affect my work—what should I do?**

You should report the behavior to your supervisor's direct supervisor, or if you are not comfortable doing that, you should report it to your HR representative or the CNX hotline. Unwelcome advances of this kind are unacceptable and may be a form of sexual harassment.

# Financial Reporting and Internal Controls

We are committed to making full, fair, accurate, and timely disclosures regarding our financial condition and the results of our operations. We are required to comply with all applicable financial reporting and accounting regulations. We must document our accounts and records in a manner that clearly describes and identifies the true nature of business transactions, assets, liabilities, or equity, and properly and timely classifies and records entries on the books of account in conformity with generally accepted accounting principles. No record, entry, or document shall be false, distorted, misleading, misdirected, deliberately incomplete, or suppressed.

We have established internal control standards and procedures to ensure that assets are protected and properly used and that financial reports are accurate and reliable. Employees, especially those involved in accounting or

financial reporting activities, share the responsibility for maintaining and complying with required internal controls.

If you have any concerns or complaints regarding accounting, internal accounting controls, or auditing matters of CNX, if you are aware of or suspect any situation involving the disclosure or recording of false, misleading, or confidential information, then you must submit those concerns or complaints promptly via the CNX hotline or to Internal Audit & Advisory Services, the Legal department, or the Chair of the Audit Committee of the Board of Directors via mail at: CNX Resources Corporation, 1000 Horizon Vue Drive, Canonsburg, PA 15317-650, Attention: Board of Directors (c/o Corporate Secretary), or via email at [directors@cnx.com](mailto:directors@cnx.com).



## SITUATIONAL ASSESSMENT

**I have already spent my budgeted amounts for this year. Can I contact my vendor and ask them to delay invoicing me until January so that I can push this expense to next year?**

**No.** Excluding known liabilities during a month results in inaccurate and improper financial reporting. If you have any questions on how to account for transactions, please contact an Accounting department representative.

## Travel and Entertainment

We expect you to exercise good judgment related to travel and entertainment and only incur travel or other expenses when necessary for the business needs of CNX. You should be cost-efficient, adhere to normal safety requirements, and promptly report any expenditures incurred. Our intent is that an employee neither loses nor gains financially as a result of business travel. Detailed instructions related to business travel are documented in the Travel, Entertainment, and Other Business Expense Policy.

Employees who approve travel and entertainment expense reports are responsible for the propriety and reasonableness of expenditures, and for ensuring that their team's expense reports are submitted promptly, and that receipts and explanations properly support reported expenses.

## Compliance and Reporting

We expect you to comply with this Code and its underlying policies and procedures to protect the Company and its employees from criticism, litigation, or embarrassment that might result from alleged, perceived, or real conflicts of interest, or unethical practices. Violations of this Code are grounds for disciplinary action up to and including discharge and possible legal prosecution.

Each report of apparent violations of this Code is treated in a confidential manner, to the extent permitted by applicable law. Confidentiality, to the extent permitted by applicable law, is important to avoid damaging the reputations of persons suspected, but subsequently found innocent, of wrongful conduct and to protect the Company from potential civil liability.

Employees should not attempt to personally conduct investigations or interviews/interrogations related to any suspected illegal or unethical behavior or activity.

Employees should report apparent or potential violations of this Code through their supervisor, CNX's Legal Department, Internal Audit & Advisory Services or, if they prefer, to the CNX Resources Ethics and Compliance Hotline by visiting [www.RedFlagReporting.com](http://www.RedFlagReporting.com) and clicking on "File a Report" (use client code "CNX") or by calling 1-877-647-3335.

This is an anonymous, toll-free service that is available 24 hours a day, 365 days of the year and, though not intended as a substitute for speaking directly to management, is an option that allows you to report illegal or unethical behavior or activity confidentially and anonymously. Reports made in any regard, including the CNX Resources Ethics and Compliance Hotline, shall not be subject to any retaliation, including 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.

The Company conducts an annual review of employee compliance with the Code by surveying management personnel and other employees who have significant influence or approval authorization over the areas included in the Code, or who have access to significant confidential or proprietary information. Further, CNX's Internal Audit & Advisory Services department conducts an annual independent review of the Company's survey process. The results of this review are presented annually to CNX's Audit Committee.

## Corporate Opportunities

All employees owe a duty to the Company to advance the Company's legitimate interests when the opportunity to do so arises. An employee shall not: (a) receive or seek to receive a benefit from opportunities that are discovered or developed through his or her involvement or employment with the Company (including, without limitation, his or her use of the Company's property or information, or his or her position); (b) use corporate property or information, or his or her position for personal gain; or (c) compete with the Company, directly or indirectly, for business opportunities.

## Waivers and Exceptions

Waivers or exceptions to this Code must conform with applicable laws and regulations and be approved by the Chief Financial Officer or the General Counsel, or in the case of executive officers, by CNX's Board of Directors, or an authorized Committee of the Board. Exceptions or waivers will be granted only after full disclosure of all material facts and, in the case of executive officers, will be promptly disclosed to the extent required by law or regulation.

## Other Policies

Nothing in this Code is intended to alter other legal rights and obligations of the Company or its employees (such as "at will" employment arrangements). This Code is not intended to be a comprehensive policy addressing every situation an employee of the Company might encounter. Further, the Company maintains a number of additional corporate policies, procedures, and guidelines, many of which are referenced in this Code, that outline more specific requirements applicable to certain situations. If an employee encounters a situation that is not addressed by this Code and is uncertain whether it would be in compliance with this Code and the Company's policies, that employee should seek guidance from line management or, if necessary, from CNX's Legal or HR Departments or Internal Audit & Advisory Services to CNX's Audit Committee.

