

CNX ESG Performance Scorecard

Verification and Audit

Certain previously reported and verified metrics are presented using updated benchmarking methodologies. Underlying data for reporting years 2023 and 2024 was assured by Keramida, Inc. in 2024 and 2025, respectively, with no changes to previously assured data; updates relate solely to presentation and disaggregation and do not affect prior assurance conclusions.

CNX obtained limited assurance from Keramida, Inc., a WBE-certified global sustainability and EHS services firm, for certain 2023, 2024, and 2025 ESG data presented on this ESG Performance Scorecard—specifically Scope 1 and Scope 2 greenhouse gas emissions, air emissions, water, and waste data. CNX's Internal Audit & Advisory Services team performed a review and provided limited assurance for all other 2023, 2024, and 2025 data presented. Note that certain financial data included in the scorecard is also subject to internal control procedures that are required for the Sarbanes-Oxley Act Section 302 certifications included in our SEC filings.

Blue highlight indicates independent verification by Keramida.

	Units	2021	2022	2023	2024	2025
Company Information						
Workforce¹						
Total employees	Count	441	466	470	458	395
Full-time employees	Count	438	463	467	454	390
Part-time employees	Count	3	3	3	4	5
Contractors	Full-Time Equivalent (FTE)	1,395	1,582	1,948	1,703	1,543
Revenue						
Natural gas, NGL and oil revenue	Billions	\$2.18	\$3.65	\$1.30	\$1.19	\$1.91
Production Volumes						
Total production	Bcfe	590	580	561	551	629
Natural gas	Bcf	552	541	515	497	581
Liquids ²	Bcfe	38	39	46	54	48
Share Buybacks						
Purchases of common stock	Millions	\$241.2	\$568.1	\$321.9	\$178.6	\$528.1
Purchases of common stock	Shares	18,284,598	33,526,226	17,564,524	7,175,674	16,869,709

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

² NGLs, 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	2021	2022	2023	2024	2025
Governance						
Board of Directors Composition						
Number of board members	Count	6	7	7	7	7
Independent members	Count	5	6	6	6	6
Women	Count	1	1	1	1	1
Men	Count	5	6	6	6	6
Minorities ³	Count	-	1	1	1	1
Non-minority	Count	6	6	6	6	6
Board diversity ⁴		17%	29%	29%	29%	29%
Age - under 55	Count	2	2	1	1	1
Age - 55-70	Count	2	3	4	4	4
Age - over 70	Count	2	2	2	2	2
Average tenure of board members ⁵	Years	6	6	7	8	9
Political Contributions						
PAC ⁶ (Raised)	Thousands	\$58	\$61	\$61	\$67	\$60
PAC ⁶ (Funds dispersed)	Thousands	\$54	\$70	\$50	\$57	\$64
Political contributions ⁷	Thousands	\$71	\$219	\$272	\$431	\$409
Membership Association Dues						
Membership association dues ⁸	Thousands	\$339	\$441	\$411	\$495	\$574
Dues allocated to federal lobbying ⁹	Thousands	\$35	\$65	\$71	\$56	\$87

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

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

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

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

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

⁸ Includes contributions to organizations engaged in public education.

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

	Units	2021	2022	2023	2024	2025
Social						
<u>Community and Charitable Investments</u>						
Total investments - CNX Resources ¹⁰	Millions	\$3.0	\$2.9	\$2.5	\$3.4	\$2.8
<u>Total investments - CNX Foundation</u>	Millions	\$0.2	\$3.4	\$3.1	\$3.7	\$4.0
Volunteer hours - employees	Count	n/a	1,200	3,000	3,800	2,200
<u>Local Small Business Spend</u>						
Local % of small business spend ¹¹	Local SBS / Total SBS	45%	55%	58%	61%	64%
<u>Impact Fees and Taxes - Net Payments (Refunds)</u>						
Pennsylvania impact fee	Millions	\$6.7	\$10.1	\$11.7	\$8.2	\$8.3
Ad valorem taxes	Millions	\$12.1	\$10.7	\$10.5	\$14.2	\$12.7
Production and severance taxes	Millions	\$11.7	\$27.0	\$13.3	\$7.6	\$16.4
Sales and use taxes	Millions	\$1.1	\$2.5	\$2.2	\$3.6	\$2.3
State and local taxes	Millions	\$0.3	\$0.3	\$7.6	\$5.7	\$5.2
Federal income and excise taxes	Millions	n/a	n/a	n/a	\$3.6	\$3.9
<u>Employee Retention¹²</u>						
Voluntary turnover	Voluntary terminations / Total employees	7%	8%	10%	5%	6%
Total turnover	Voluntary and involuntary terminations / Total employees	10%	12%	15%	7%	22%
Average tenure of employees	Years	10	9	8	9	9
Median employee annual compensation		\$160,365	\$173,807	\$175,782	\$161,542	\$174,876
<u>CEO to median employee compensation ratio</u>	CEO comp/median employee comp	53:1	38:1	37:1	38:1	42:1
<u>Employee Diversity</u>						
Women		22%	22%	20%	20%	18%
Men		78%	78%	80%	80%	82%
Minorities ¹³		5%	7%	7%	7%	6%
Employees with disabilities		1%	1%	1%	2%	2%
Veterans		4%	3%	5%	5%	6%
Overall diversity ¹⁴		31%	32%	30%	30%	29%
Employees living in our operating region		100%	99%	99%	99%	99%

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

¹¹ Starting in 2022 Local spend includes the entirety of our operational footprint. In 2021 the amount is for the tri-state area of Pennsylvania, West Virginia, and Ohio. A small business is defined as a vendor with 1 to 500 employees.

¹² Voluntary and Total turnover rates are based on employee count at the end of the reporting period.

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

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

	Units	2021	2022	2023	2024	2025
Health & Safety						
Workhours						
Total hours worked	Hours	3,740,579	4,144,148	4,946,500	4,430,610	3,968,939
Employee	Hours	839,126	854,370	895,664	887,708	758,750
Contractor	Hours	2,901,453	3,289,778	4,050,836	3,542,902	3,210,189
Worker Safety¹⁵						
Fatalities from work related injuries - employees	Count	-	-	-	-	-
Fatalities from work related injuries - contractors	Count	-	-	-	-	-
Total recordable incidents - total	Count	13	20	17	12	22
Total recordable incident rate (TRIR) - total	Count / (Hours worked/200,000)	0.70	0.97	0.69	0.54	1.11
Total recordable incidents - employee	Count	3	3	2	-	-
Total recordable incident rate (TRIR) - employee	Count / (Hours worked/200,000)	0.72	0.70	0.45	-	-
Total recordable incidents - contractor	Count	10	17	15	12	22
Total recordable incident rate (TRIR) - contractor	Count / (Hours worked/200,000)	0.69	1.03	0.74	0.68	1.37
Lost time incidents - total	Count	5	7	5	1	4
Lost time incident rate (LTIR) - total	Count / (Hours worked/200,000)	0.27	0.34	0.20	0.05	0.20
Lost time incidents - employee	Count	1	2	1	-	-
Lost time incident rate (LTIR) - employee	Count / (Hours worked/200,000)	0.24	0.47	0.22	-	-
Lost time incidents - contractor	Count	4	5	4	1	4
Lost time incident rate (LTIR) - contractor	Count / (Hours worked/200,000)	0.28	0.30	0.20	0.06	0.25
Days away, restricted or transfer (DART) - total	Count	n/a	8	5	4	10
DART rate - total	Count / (Hours worked/200,000)	n/a	0.39	0.20	0.18	0.50
Days away, restricted or transfer - employee	Count	1	2	1	-	-
DART rate - employee	Count / (Hours worked/200,000)	0.24	0.47	0.22	-	-
Days away, restricted or transfer - contractor	Count	n/a	6	4	4	10
DART rate - contractor	Count / (Hours worked/200,000)	n/a	0.36	0.20	0.23	0.62
Motor vehicle incident - employee ¹⁶	Count	-	1	-	-	-
Motor vehicle incident rate - employee	Count / (Miles driven / 1,000,000)	-	0.25	-	-	-

¹⁵ Total recordable incident rate (TRIR), lost time incident rate (LTIR), and days away, restricted or transfer (DART) rate, are calculated per 200,000 hours worked. The reportable motor vehicle incident rate is calculated per 1,000,000 miles driven.

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

	Units	2021	2022	2023	2024	2025
Emissions						
Air Emissions¹⁷						
Nitrogen oxides (NO _x)	Metric tons	677	590	550	492	508
Sulfur oxides (SO _x)	Metric tons	4	3	3	3	2
Volatile organic compounds (VOCs)	Metric tons	1,076	988	744	484	612
Hazardous air pollutants (HAPs)	Metric tons	105	108	100	120	94
Particulate matter (PM ₁₀)	Metric tons	37	36	39	37	37
Carbon monoxide (CO)	Metric tons	268	250	240	218	225
Formaldehyde	Metric tons	17	23	21	19	19
GHG Emissions^{17,18,19}						
Scope 1 GHG emissions (CO ₂ e)	Metric tons CO ₂ e	653,250	580,013	559,769	484,380	867,817
Production segment	Metric tons CO ₂ e	278,398	206,550	159,940	110,009	275,617
Gathering & Boosting (G&B) segment	Metric tons CO ₂ e	374,852	373,463	399,829	374,372	592,200
CO₂e intensity - Production segment						
Shale	Emissions / Production	0.10%	0.07%	0.06%	0.04%	0.04%
CBM	Emissions / Production	0.08%	0.09%	0.09%	0.08%	0.58%
Other	Emissions / Production	0.01%	0.01%	0.01%	0.01%	0.34%
Total Production segment	Emissions / Production	0.10%	0.08%	0.06%	0.04%	0.08%
CO₂e intensity - G&B segment						
Shale	Emissions / Throughput	0.11%	0.11%	0.13%	0.11%	0.10%
CBM	Emissions / Throughput	0.22%	0.17%	0.15%	0.10%	0.67%
Total G&B segment	Emissions / Throughput	0.12%	0.12%	0.13%	0.11%	0.13%
Scope 1 GHG emissions (Methane)	Metric tons CH ₄	11,419	8,194	6,418	3,303	17,717
Production segment	Metric tons CH ₄	7,520	5,118	3,412	1,527	6,920
G&B segment	Metric tons CH ₄	3,899	3,076	3,006	1,776	10,797
Methane intensity - Production segment						
Shale	Emissions / Production	0.07%	0.05%	0.03%	0.01%	0.02%
CBM	Emissions / Production	0.06%	0.07%	0.06%	0.07%	0.57%
Other	Emissions / Production	0.01%	0.01%	0.01%	0.01%	0.34%
Total Production segment	Emissions / Production	0.07%	0.05%	0.03%	0.01%	0.05%
Methane intensity - G&B segment						
Shale	Emissions / Throughput	0.02%	0.01%	0.02%	0.01%	0.03%
CBM	Emissions / Throughput	0.19%	0.15%	0.13%	0.09%	0.66%
Total G&B segment	Emissions / Throughput	0.03%	0.02%	0.02%	0.01%	0.07%
Scope 2 GHG emissions	Metric tons CO ₂ e	391,320	391,944	310,903	277,533	294,204
Production segment	Metric tons CO ₂ e	n/a	26,775	15,091	5,470	4,532
G&B segment	Metric tons CO ₂ e	n/a	365,169	295,812	272,064	289,672
Scope 3 GHG emissions ²⁰	Metric tons CO ₂ e	31,646,141	31,068,873	29,897,866	29,164,996	33,512,022
Flaring intensity ²¹	Volume sent to flare / Production	0.05%	0.06%	0.06%	0.06%	0.05%
LDAR program surveys ²²	Count	400	549	878	1,264	1,534

17 Includes 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.

18 Greenhouse global warming potential for CO₂e calculations are based on IPCC Fourth Assessment (AR4-100 year) through 2023. Greenhouse global warming potential for CO₂e calculations are based on IPCC Fifth Assessment (AR5-100 year) for 2024 and forward. GHG and Methane intensities are calculated using applicable emissions divided by throughput for Production and Gathering and Boosting segments, respectively.

19 All emissions metrics, including intensity calculations follow the applicable EPA Greenhouse Gas Reporting Program methodologies under Subpart W - Petroleum and Natural Gas Systems, then in effect for each respective reporting year. 2025 reflects Subpart W revisions mandated by Section 136(h) of the Inflation Reduction Act. *2024 Total G&B CO₂e intensity metric was adjusted from 0.10% to 0.11% to reflect a correction to the total gathering and boosting throughput.

20 Scope 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.

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

22 Leak detection and repair (LDAR) surveys that meet minimum federal

	Units	2021	2022	2023	2024	2025
Environment						
Water²³						
Total water brought into CNX system	Thousand barrels	19,353	18,592	19,601	20,625	19,235
CNX produced water	Thousand barrels	10,030	10,816	9,281	8,217	8,816
Third-party produced water	Thousand barrels	3,474	2,206	1,969	6,236	1,436
Fresh water withdrawn	Thousand barrels	5,849	5,570	8,351	6,172	8,983
Water consumed in operations²⁴	Thousand barrels	16,272	14,454	16,289	14,225	11,886
Total water managed and removed from CNX system	Thousand barrels	3,081	4,138	3,312	6,400	7,349
Reused in third-party operations	Thousand barrels	172	1,545	1,634	4,912	5,851
Disposed offsite ²⁵	Thousand barrels	2,909	2,593	1,678	1,489	1,499
Fresh water withdrawn intensity ²⁶	Fresh water withdrawn / Total production	0.05	0.05	0.08	0.06	0.08
Total water consumed intensity ²⁷	Water consumed / Total production	0.15	0.14	0.16	0.14	0.10
Water reuse rate ²⁸	Produced water reused / Total produced brought in	78%	80%	85%	90%	85%
Water disposed offsite rate ²⁹	Produced water disposed offsite / Total water brought in	15%	14%	9%	7%	8%
Waste Management						
Hazardous waste - solids	Tons	-	-	-	-	-
Hazardous waste - liquids	Barrels	-	-	-	-	-
Non-hazardous waste - solids	Tons	82,468	77,612	97,638	67,976	55,358
Non-hazardous waste - liquids	Barrels	3,003	6,574	13,606	9,314	4,115
Solid waste sent to landfill	Tons	82,468	77,612	97,638	67,976	55,358
Environmental management						
Notices of violation ^{30,31}	Count	33	18	44	22	17
Environmental penalty payments	Millions	\$0.1	\$0.3	\$0.4	\$0.2	\$0.0
Reportable pipeline incidents ³²	Count	-	-	-	-	1
Spills^{33, 34}						
Hydrocarbon releases	Count	-	-	-	3	1
Hydrocarbon releases	Barrels	-	-	-	6	6
Non-hydrocarbon releases	Count	13	12	10	7	4
Non-hydrocarbon releases	Barrels	121	89	1,945	2,209	88
Spill intensity ³⁵	Releases / (CNX and Third Party Produced Water) *100,000	0.9	0.7	17.0	14.4	0.6

23 Amounts include water that has been brought into the CNX system and consumed by gas operations; excludes amounts based on engineering estimates that were transported across but not consumed within the system. Prior year amounts have been adjusted to reflect this methodology.

24 Water consumed in operations primarily relates to hydraulic fracturing, adjusted for minor changes to storage.

25 Includes produced water and flowback fluids sent to injection wells and other disposal facilities.

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

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

28 Water recycled/reused rate equals the sum of produced water consumed in operations plus produced water sent to third-parties for reuse divided by total produced water brought into the CNX system.

29 Water disposed offsite rate equals the amount sent to offsite disposal divided by total water brought into the CNX system.

30 Includes violations issued by state and federal safety and environmental regulatory agencies, based on date violation was received.

31 NOVs and Penalty Payments received during the reporting period are excluded if the violation stemmed from conditions that existed prior to the acquisition of Apex, as the company did not have operational control at the time of the incident. In RY2025, 13 NOVs were inherited from Apex.

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

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

34 Spills discovered during the reporting period are excluded if the incident resulted from conditions that existed prior to the acquisition of Apex, as the company did not have operational control at the time of the spill.

35 Spill intensity is calculated as total barrels of liquid released (hydrocarbon and non-hydrocarbon) divided by total barrels of produced liquids (CNX and third party produced water and CNX condensate), with results expressed per 100,000 barrels.

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.
- 4 Data shown as "-" represent the value of zero. Data shown as "0" represent a value less than one, rounded to zero.
- 5 In some instances, amounts reported on the quarterly CNX ESG Performance Scorecard may not foot to the reported annual amounts, and subtotals may not foot to totals, due to rounding.