



CNX Board Approves 2023 CEO Compensation Reduction to Fund \$1.5 Million to Advance Initiatives of the Mentorship Academy

Endowment will support new UPMC partnership, adding healthcare-focused opportunities for regional Mentorship Academy students

PITTSBURGH, PA – December 15, 2022 – CNX Resources Corporation’s (NYSE: CNX) Board of Directors (“CNX Board”) and Nick DeJuliis, President and Chief Executive Officer of the Company, today announced that the CNX Board approved Mr. DeJuliis’ request to make a \$1.5 million donation to the CNX Foundation and commensurately reduce his 2023 compensation. This donation is intended to further enhance programming at the Mentorship Academy, CNX’s community workforce development and job training initiative that prepares regional underserved youth for family-sustaining careers. This follows a \$1 million contribution to the CNX Foundation funded through a reduction in Mr. DeJuliis’ 2022 compensation.

As part of a unique educational- and workforce development-focused agreement, it is intended that \$1 million will launch the program’s expansion into the healthcare space through a proposed partnership with the UPMC Orthopedics and UPMC Hillman Cancer Center as well as UPMC’s School of Nursing and Health Sciences. The remaining \$500,000 will support ongoing operations and programming at the Mentorship Academy.

CNX President and CEO Nick DeJuliis said, “These commitments continue to place the Mentorship Academy on a secure path to long-term financial sustainability and help open doors to the middle class for young adults in underserved urban and rural communities throughout the Pittsburgh region.” Mr. DeJuliis continued, “We said when we created the CNX Foundation that the approach would target community investments that are tangible, impactful, and local. I can’t think of anything that is more tangible, impactful, and local than the Mentorship Academy. So, I am happy to help fund the effort in a way where it is most beneficial to the region and to the shareholder owners of CNX.”

This investment is consistent with CNX Foundation's core efforts aimed at youth in underserved communities, career readiness, and connecting high school seniors in those communities with family-sustaining employment opportunities across the region. Now in its second year, the Mentorship Academy program is attracting a larger talent pool with a diverse range of focus areas. The inaugural Mentorship Academy class officially graduated in May of this year, with six standout students accepting full-time positions at CNX Resources.

The CNX Foundation is a key element of CNX’s *Appalachia First* strategic vision for the region. To learn more about the *Appalachia First* plan, visit <https://www.positiveenergyhub.com/appalachia-first>

To learn more about the Mentorship Academy and apply to enroll in the program, visit [CNX.com/Mentorship-Academy](https://www.cnx.com/Mentorship-Academy).

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About CNX Resources

CNX Resources Corporation (NYSE: CNX) is unique. We are a premier, ultra-low carbon intensive natural gas development, production, midstream, and technology company centered in Appalachia, one of the most energy abundant regions in the world. With the benefit of a 158-year regional legacy, substantial asset base, leading core operational competencies, technology development and innovation, and astute capital allocation methodologies, we responsibly develop our resources and deploy free cash flow to create long-term per share value for our shareholders, employees, and the communities where we operate. As of December 31, 2021, CNX had 9.63 trillion cubic feet equivalent of proved natural gas reserves. The company is a member of the Standard & Poor's Midcap 400 Index. Additional information is available at www.cnx.com.

About CNX Foundation

The CNX Foundation is a registered 501c(3) philanthropic organization that invests tangibly, impactfully, and locally, targeting urban and rural communities within the Appalachian Basin that face socio-economic challenges. With a commitment of \$30 million over six years and a focus on underserved populations, the CNX Foundation seeks to set a new standard for how corporations engage with their communities. Additional information, including funding criteria and grant application details can be found at cnx.com/foundation.

Cautionary Statements

We are including the following cautionary statement in this press release to make applicable and take advantage of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995 and any other protections afforded under applicable federal securities laws for any forward-looking statements made by, or on behalf of us. With the exception of historical matters, the matters discussed in this press release are forward-looking statements (as defined in 21E of the Securities Exchange Act of 1934 (the "Exchange Act")) that involve risks and uncertainties that could cause actual results to differ materially from projected results. Accordingly, investors should not place undue reliance on forward-looking statements as a prediction of actual results. These forward-looking statements may include projections and estimates concerning the timing and success of specific projects and our future production, revenues, income, and capital spending. When we use the words "believe," "intend," "expect," "may," "should," "anticipate," "could," "estimate," "plan," "predict," "project," "will," or their negatives, or other similar expressions, the statements which include those words are usually forward-looking statements. When we describe a strategy that involves risks or uncertainties, we are making forward-looking statements. The forward-looking statements in this press release speak only as of the date of this press release; we disclaim any obligation to update these statements. We have based these forward-looking statements on our current expectations and assumptions about future events. While our management considers these expectations and assumptions to be reasonable, they are inherently subject to significant business, economic, competitive, regulatory and other risks, contingencies, and uncertainties, most of which are difficult to predict and many of which are beyond our control. Specific factors that could cause future actual results to differ materially from the forward-looking statements are described in detail under the captions "Forward-Looking Statements" and "Risk Factors" in our Annual Report on Form 10-K for the year ended December 31, 2021 filed with the Securities and Exchange Commission (SEC) and any subsequent reports filed with the SEC. Those risk factors discuss, among other matters, pricing volatility or pricing decline for natural gas and NGLs; local, regional and national economic conditions and the impact they may have on our customers; the impact of events beyond our control, including a global or domestic health crisis; dependence on gathering, processing and transportation facilities and other midstream facilities owned by others; conditions in the oil and gas industry; our current long-term debt obligations, and the terms of the agreements that govern that debt; strategic determinations, including the allocation of capital and other resources to strategic opportunities; cyber-incidents targeting our systems, oil and natural gas industry systems and infrastructure, or the systems of our third-party service providers; and changes in safety, health, environmental and other regulations.

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