



CNX Foundation Joins UPMC to Launch Healthcare-Focused Career Pathway Initiative

The UPMC/CNX M.O.V.E.S. initiative will add healthcare-focused job opportunities for CNX Mentorship Academy students

PITTSBURGH, PA – December 22, 2022 – CNX Foundation today announced a collaboration with UPMC to expand career opportunities for students from the CNX Mentorship Academy into the healthcare sector. The program, UPMC/CNX M.O.V.E.S. (Motivation, Opportunity, Value, Experience, Success), will launch with UPMC Orthopaedics and UPMC Hillman Cancer Center.

Watch a video about the initiative here:

<https://vimeo.com/781866753>

UPMC/CNX M.O.V.E.S. will assist students with entry-level positions available in the healthcare sector. As students are exposed to these positions, they will have the opportunity to better define available career paths in oncology and orthopaedics, such as radiologic technician, patient transporter and navigator, medical and nursing assistant, and other entry-level jobs.

"We are excited to work with CNX on the M.O.V.E.S. initiative," said MaCalus V. Hogan, M.D., chair of Orthopaedic Surgery, UPMC, David Silver Professor and Chair, Department of Orthopaedic Surgery, University of Pittsburgh School of Medicine. "We look forward to providing valuable mentorship and career development opportunities through UPMC Orthopaedics and UPMC Hillman Cancer Center that set students up for successful careers across the spectrum of healthcare."

As a signature initiative of the CNX Foundation, the Mentorship Academy targets career development for high school seniors from underserved rural and urban western Pennsylvania communities who do not intend to immediately pursue a college degree. Now in its second year, the 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 graduates accepting full-time positions at CNX Resources.

"The healthcare industry has many job opportunities starting at entry levels that can quickly advance to more technical positions as the student becomes immersed in this environment," said Stanley M. Marks, M.D., chairman of UPMC Hillman Cancer Center. "Having a partner to train young adults who may have an interest in healthcare will be immensely helpful in filling these positions."

"We are committed to placing Mentorship Academy students on a secure path to long-term financial sustainability and helping to open doors to the middle class for young adults in underserved communities throughout the Pittsburgh region," said Nick DeLuliis, CNX president and CEO. "When we created the CNX Foundation, we wanted to target community investments that are tangible, impactful, and local."

The Mentorship Academy is the embodiment of this vision, and it's incredibly exciting to have this partnership open new career paths specifically in healthcare for the students."

The initial funding for the program will come from a \$1 million donation to the CNX Foundation funded through a reduction in Mr. DeIuliis' 2023 compensation. Intended to further enhance programming at the Mentorship Academy, the contribution follows a salary reduction of the same amount in 2022, which launched the Mentorship Academy program.

The program will create defined pathways for Mentorship Academy students to pursue careers at UPMC and across the healthcare spectrum. It will jumpstart immediate career opportunities for young adults right out of high school and post-secondary tracks. The program will align Mentorship Academy students with investments UPMC has made to bolster its workforce, allow for career development, and support the community.

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

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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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