



ESG-i

INNOVATING FOR
TOMORROW



2021
CORPORATE
SUSTAINABILITY
REPORT



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A MESSAGE FROM OUR CEO



Dear Stakeholders,

On behalf of the CONSOL Energy team, it is my pleasure to share our 2021 Corporate Sustainability Report: ESG-i – Innovating for Tomorrow. This is our 5th report since becoming an independent, publicly listed company in 2017.

We've prioritized "ESG" (environmental, social, governance) as we aspire to become the safest, most responsible coal operator in the world. We recognize that achieving our goals will require a commitment to always strive to do better – in the interest of our employees, customers, stockholders, and the communities where we live and work. As our ESG endeavors continue to evolve, we've named our initiative "Forward Progress" because the phrase embodies the core values that built CONSOL Energy's legacy: Safety, Compliance, and Continuous Improvement. Accordingly, we've outlined sustainability goals to enhance workforce health and safety, to reduce the environmental impact of our operations, and to foster prosperity in our communities. Further, we believe that achievement of these goals will be synergistic with our stated financial objectives- that is, to prioritize a strong balance sheet, to grow opportunistically, and to create shareholder value.

I am incredibly proud of our team's continued execution against these priorities. In 2021, we took advantage of improving market conditions and resurgent domestic and global economies to achieve strong operational and financial results while continuing to position ourselves for the future. While managing inflationary pressures and the continued impacts of the COVID-19 pandemic on our workforce, supply chain, and logistics partners, we exported a record setting 11 million tons from the Pennsylvania Mining Complex ("PAMC"), generated \$306 million of net cash provided by our operating activities, and saw our share price appreciate more than 200% throughout the year. In parallel, we continued to advance our growth and diversification efforts, including reaccelerating our Itmann mine project, investing in the development of a fifth longwall at PAMC, reducing the share of our revenue coming from power generation-focused customers, and building a portfolio of new technologies, such as our efforts related to advanced carbon materials and waste coal utilization.

In the same spirit of investing for our future, in 2021, we were excited to be among the first pure play coal companies globally to announce greenhouse gas ("GHG") emission reduction targets. These goals include seeking to achieve a 50% reduction in direct operating emissions of greenhouse gases in a 5-year period (or by the end of 2026), with an ambition to achieve net zero direct operating emissions by 2040 or sooner if feasible. This announcement reflects the dedication of our Board of Directors and management team to continuous improvement, aligns with our strategic goals, and underscores CONSOL's commitment to an industry leading sustainability profile.

Globally, coal remains the largest source of electricity and the second largest source of primary energy and continues to catalyze economic and social progress, while providing energy security worldwide. As a responsible energy transition plays out for years to come, coal will continue to be an essential part of the worldwide energy mix. While coal demand is projected to decline over time, even the most ambitious scenarios acknowledge that coal will continue to be used in both the power, metallurgical, and industrial sectors, and in order to achieve aspirational net zero targets, broad deployment of Carbon Capture Utilization and Storage ("CCUS") technology is required. To that end, we continue to investigate advanced technologies, including CCUS and Bio-Energy with Carbon Capture and Storage ("BECCS"), that are needed to support achievement of the most pressing global environmental aspirations.

In an evolving energy, economic, and social landscape, innovation will be paramount to realizing our financial, growth, diversification, and ESG goals. With this in mind, we've extended "ESG" to "ESG-i." As we continue to execute our strategy, ESG-i not only represents ESG metrics, but emphasizes the need for innovative solutions to achieve Forward Progress.

I invite you to learn more about our pursuit of ESG-i as we carry out our strategy and seek to create sustainable value in 2022 and beyond.

A handwritten signature in black ink that reads "Jimmy A. Brock". The signature is fluid and cursive, written in a professional style.

JIMMY A. BROCK
PRESIDENT and CHIEF EXECUTIVE OFFICER

2021 HIGHLIGHTS

In 2021, coal remained the largest source of electricity and the second largest source of primary energy globally.¹ In the midst of geopolitical, environmental, and social disruption, coal continues to catalyze economic and social progress while providing secure and reliable energy. With accelerated global economic recovery following the unprecedented disruption and decline due to the COVID-19 pandemic, the congruence between economic prosperity and energy has become more evident than ever. The world is witnessing the challenges and consequences of a rapid energy transition, and recognizing the benefits of secure, stable, reliable, and affordable energy for all, while acknowledging the crucial technological advancements that are needed to close the gap between aspirational "ESG goals" and reality. As a responsible energy transition plays out for years to come, coal will continue to be an essential part of the worldwide energy mix. We believe our world class asset base, differentiated approach, and continued performance against our stated financial priorities will create opportunities for CONSOL, as we seek to carry out our role sustainably and responsibly. **In our 5th sustainability report since becoming an independent company and with our continued emphasis on innovation, we highlight our performance in pursuit of ESG-innovation, or "ESG-i":**



GLOBAL BACKDROP

Coal Remains the Largest Share of Electricity, Globally

amidst global geopolitical issues, coupled with inflationary pressures, supply shortages, and continued economic recovery from the COVID-19 pandemic



STATED FINANCIAL PRIORITIES

Share Price Appreciated More Than 200%

throughout the year, and we generated \$306 million of net cash from our operating activities



PAMC EXPORT RECORD

Exported a Record 11 Million Tons of PAMC Product

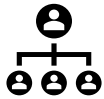
through the CONSOL Marine Terminal, with CMT continuing to maintain its 100% compliance record



PORTFOLIO OPTIMIZATION

~37% of Tons Sold to Non-Power Generation Customers

with ~47% of tons sold in the export market, demonstrating our flexible and diverse marketing strategy



DIVERSITY²

Executive Management Team is 40% Diverse

from a racial, gender, or ethnicity standpoint. Board commitment to elect an ethnically or racially diverse Director at the 2023 Annual Meeting or sooner



WELLNESS

82% Participation in Wellness Program Biometric Screening

and we continued to implement teleworking for our corporate employees, with an option to participate in our flexible work schedule



EMPLOYEE ENGAGEMENT

93% Average Voluntary Retention Rate

with 48% of our employees having more than 10 years experience. Proud to be named a Top Workplace by the Pittsburgh Post Gazette



SAFETY

PAMC Employee TRIR 2.25

is 53% lower than MSHA national average, with the Bailey Prep Plant, CONSOL Marine Terminal, and Legacy Operations employees achieving ZERO employee recordable incidents



ENVIRONMENTAL COMPLIANCE

Compliance Record Exceeding 99.9%, for the 9th Consecutive Year

and achieved record water reuse volumes, with 721 million gallons recycled



EMISSIONS and CLIMATE

Announced GHG Emission Reduction Targets

seeking to achieve a 50% reduction in Scope 1 and 2 emissions in a 5 Year Period, and net zero Scope 1 and 2 emissions by 2040



GROWTH AND DIVERSIFICATION

Reaccelerated the Itmann Metallurgical Project

and commenced construction of the Itmann Preparation Plant, which is expected to be complete in the second half of 2022.



TECHNOLOGY

Advanced U.S. Dept. of Energy Projects Striving to Develop Alternative Uses for Coal

and advance the state of GHG control technologies, including carbon capture utilization and storage ("CCUS") and methane mitigation

ABOUT CONSOL ENERGY

We are focused on sustainably leading the transformation of a mature industry that still holds high potential to benefit society going forward. Headquartered in Canonsburg, Pennsylvania, CONSOL Energy Inc. (“CONSOL”) is an independent, U.S. based producer and exporter of high-quality bituminous coal for industrial, metallurgical, and power generation applications. We and our predecessors have been mining coal, primarily in the Appalachian Basin, since 1864. Our corporate culture continues to be based upon the three core values that successfully guided the Company throughout its history: Safety, Compliance, and Continuous Improvement.

The Company (NYSE, "CEIX") was incorporated in Delaware on June 21, 2017, and became an independent, publicly traded company on November 28, 2017, when our former parent separated its coal business and natural gas business into two independently traded public companies. The Company owns and operates some of the most productive longwall mining operations in the Northern Appalachian Basin and is developing a new metallurgical coal mine (the Itmann project) in the Central Appalachian Basin.

CONSOL’s flagship operation is the Pennsylvania Mining Complex (“PAMC”), which has the capacity to produce approximately 28.5 million tons of coal per year and is comprised of 3 large-scale underground mines (Bailey, Enlow Fork, and Harvey) and the Bailey Central Preparation Plant, the largest coal preparation facility in the United States. The company also owns and operates the CONSOL Marine Terminal (“CMT”), which is located in the port of Baltimore and has a throughput capacity of approximately 15 million tons per year. In addition to the approximately 612 million reserve tons associated with the Pennsylvania Mining Complex and the approximately 21 million reserve tons associated with the Itmann project, the company also controls approximately 1.4 billion tons of green-field thermal and metallurgical coal reserves and resources located in the major coal-producing basins of the eastern United States. Additional information regarding CONSOL Energy may be found at www.consolenergy.com.



REPORT SCOPE

This is CONSOL’s fifth corporate sustainability report since becoming an independent, standalone company in 2017. We most recently released our 2020 corporate sustainability report in the second quarter of 2021. Consistent with our financial reporting, this report covers the Company’s entire asset base, for the period January 1 through December 31, 2021, unless otherwise referenced.

This report was prepared by CONSOL representatives and was reviewed and approved by the Health, Safety, and Environment Committee of the Board of Directors, as well as the full Board. The data presented herein have not been subject to external verification or third-party assurance. We intend to seek external verification of our data beginning with the 2022 reporting year.

In alignment with our previous reports, we continue to report on those Environmental, Social, and Governance (“ESG”) aspects of interest to our stakeholders and to CONSOL. Specific metrics throughout the report have been informed by and reference certain Global Reporting Initiative (“GRI”) Standards from the Consolida-

ted Set of GRI Sustainability Reporting Standards (2020) and the GRI 12: Coal Sector (2022). In addition, we consulted the Sustainability Accounting Standards Board (“SASB”) Coal Operations Sustainability Accounting Standard (Version 2021-12). A cross reference between the material presented in this report and the relevant standards that were consulted is provided in the Index.

Consistent with our core values and combined with our desire to advance and evolve, we regularly evaluate ESG aspects of greatest impact to CONSOL, our stakeholders and the environment.



Employee and Community Health and Safety



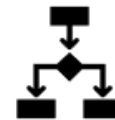
Portfolio Optimization and Revenue Diversification



Environmental Compliance



Water Management



Ethical Business Practices



Social License to Operate



Emissions and Climate



Waste Management

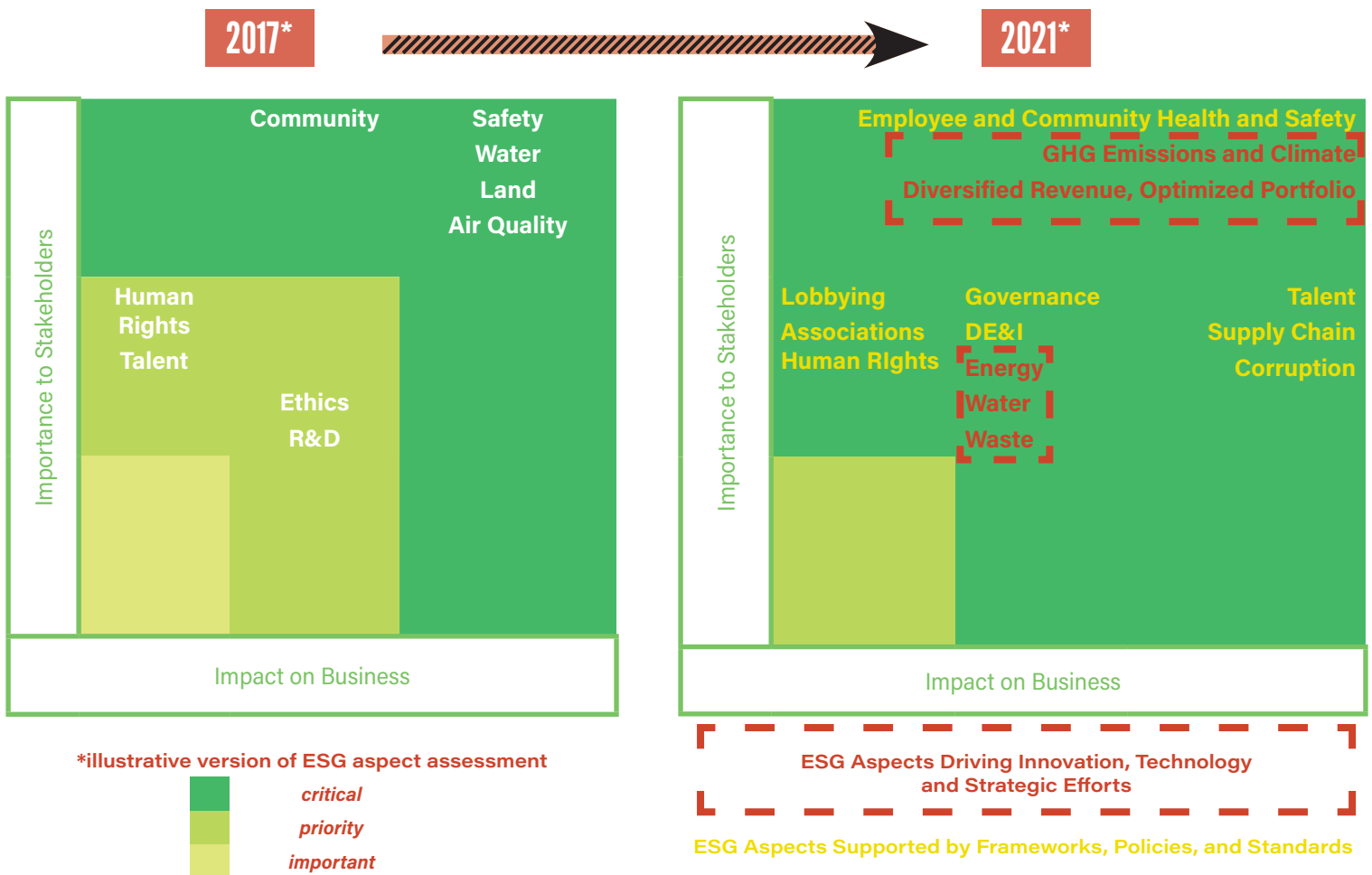


Talent and Diversity

THE INTERSECTION BETWEEN “ESG GOALS” AND REALITY: INNOVATION

With accelerated global economic recovery following the unprecedented disruption and decline due to the COVID-19 pandemic, the congruence between economic prosperity and energy has become more evident than ever. The world is witnessing the challenges and consequences of a rapid energy transition, and recognizing the benefits of secure, stable, reliable, and affordable energy for all.

Through these rapid changes, nearly all sectors and stakeholders accelerated adoption of ESG principles, priorities, and practices. Since the release of our first sustainability report for 2017, many ESG aspects have grown in both importance to stakeholders and impact on business, economywide – creating a positive “ESG materiality” shift.



While certain ESG aspects can be addressed through deployment of frameworks, policies, and standards, other aspects require innovation, technology, and strategic efforts in order to promote Forward Progress, and ultimately, to achieve global economic, social, and environmental goals. **Innovation is the intersection of “ESG goals” and reality.**

Innovation is part of CONSOL's rich history. In the late 1940's, CONSOL opened its own Research and Development facility and for many years was the only U.S. coal company operating a privately funded R&D center. Upon becoming an independent, standalone coal company in 2017, CONSOL reinvigorated efforts to innovate and develop advanced mining technologies, to pursue alternate non-combustion uses of coal, and to advance emissions control technologies. This focus continues today, as innovation is critical to achieving our ESG goals and is also a key component of our corporate strategy. **With this in mind – we've extended "ESG" to "ESG-i" as we continue to seek sustainability throughout the coal lifecycle – from planning to utilization.**

Our Pursuit of ESG-i will continue to be guided by our commitment to corporate governance, ethics, and compliance, while being supported by the strong operational and financial performance that ultimately facilitate our sustainability, growth, and diversification initiatives.



FORWARD PROGRESS IN PURSUIT of ESG-i

2017

- Completed the separation from our former parent and established Board level oversight of policies, programs, and strategies regarding significant corporate sustainability issues and ESG matters.
- Initiated methane destruction pilot program at the PAMC.

2018

- Formed cross functional ESG committee to provide input to management related to ESG issues, trends, and strategies, and established the CONSOL Cares Foundation.

2019

- Announced commencement of the Itmann Metallurgical Project, our first major growth initiative since completing the separation.
- Received full certification under the NMA CORESafety® Framework.
- Adopted policy on Board Diversity and Sophie Bergeron joined our Board of Directors.
- Launched our coal to products initiative and announced our partnership with Ohio University aiming to develop engineered composite decking boards from coal.
- Selected by the U.S. Department of Energy ("DOE") for phase 1 conceptual and phase 2 pre-FEED (preliminary front end engineering and design) funding to pursue our 21st Century Power Plant Project.

2020

- Announced our acquisition of a 25% equity interest in CFOAM Corp.
- Completed the merger with CONSOL Coal Resources, LLC ("CCR").
- OMNIS Bailey, LLC continued construction of its first commercial scale module to refine waste coal slurry at the PAMC.

2021

- Announced GHG emission reduction targets and expansion of our voluntary methane destruction program.
- Reaccelerated the Itmann Metallurgical Project and commenced construction of the Itmann Preparation Plant.
- Progressed the Advanced PFBC Power Plant Project with award of phase 3 FEED (front end engineering and design) funding from U.S. DOE.
- Expanded coal to products initiatives, with U.S. DOE awarding funding to our project partners to improve manufacturing efficiency and to investigate the use of coal as a feedstock for construction materials, such as siding and piping.

2022

- Excited to release our 5th Corporate Sustainability Report, outlining our Forward Progress in pursuit of ESG-i.
- With partners Johnson Matthey and Oak Ridge National Lab, selected by U.S. DOE Advanced Research Projects Agency-Energy ("ARPA-e") REMEDY project, to research and advance catalytic ventilation air methane emissions control technology at the PAMC.

FORWARD PROGRESS SUSTAINABILITY INITIATIVE: A NATURAL PROGRESSION

1. Core Value Based Corporate Culture

Safety, Compliance, and Continuous Improvement are at the core of our Business.



2. Strong Corporate Governance

Our Board of Directors is responsible for oversight of the Company's policies, strategies, and initiatives related to ESG and sustainability matters.



3. Stated Financial Priorities

We seek to prioritize a strong balance sheet, adhere to a responsible capital allocation process, fund opportunistic and value creating growth investments, and support local economic prosperity.

4. Alignment with Corporate Strategy

Our ESG initiatives inform our growth opportunities, in parallel with our diversified marketing strategy. We strive to target top-performing domestic customers, to increase our exposure to industrial, metallurgical, and non-power generation customers, and to leverage the CONSOL Marine Terminal for access to the export market.



5. Innovation and Technology

We pursue strategic partnerships seeking to reduce waste, increase efficiency, develop marketable products with lower emissions profiles, and advance the technologies required to achieve global aspirational greenhouse gas reduction goals.



6. Stakeholder Engagement

We strive to regularly engage with stakeholders to promote alignment of company and stakeholder priorities. We seek to create opportunities for local communities through the CONSOL Cares Foundation.

7. Deployment of ESG Frameworks

Our ethical, social, and environmental practices have been verified against internationally recognized operating practices, including the NMA CORESafety® framework.



8. Transparency and Disclosure

We've committed to release annual corporate sustainability reports, with consultation of GRI and SASB standards. We continue to participate in third party disclosures, such as [CDP](#), a not-for-profit global environmental impact disclosure system. Future sustainability reports will include an assessment of our progress against our stated GHG emission reduction targets.



9. Goals, Targets, and Ambition

Our goals surround ESG aspects of greatest impact to CONSOL, our stakeholders, and the environment. We are proud to be among the first pure play coal companies to announce direct operating GHG reduction targets that align with and support our corporate strategic goals.

GOVERNANCE, ETHICS, AND COMPLIANCE

We believe that corporate governance goes hand in hand with strong financial performance. Sound principles of corporate governance are essential in making good decisions on behalf of our stockholders, employees, and other stakeholders.

CONSOL Energy Inc. Board of Directors

Name	Age	Director Since	Occupation	Independent
William P. Powell	66	2017	Managing Partner of 535 Partners LLC	Yes
Sophie Bergeron	44	2019	Managing Director of Diamonds, Technical and HSEC of Rio Tinto Minerals	Yes
Jimmy A. Brock	65	2017	President and Chief Executive Officer of CEIX	No
John T. Mills	74	2017	Former Chief Financial Officer of Marathon Oil Corporation	Yes
Joseph P. Platt	74	2017	General Partner of Thorn Partners LP	Yes
Edwin S. Roberson	77	2017	Former Chief Executive Officer of Christ Community Health Services	Yes

The Company is governed by a Board of Directors of six members, all of whom are elected for an annual term of 1 year beginning in 2022. All of our Directors are independent under New York Stock Exchange rules, other than Mr. Brock, our President and Chief Executive Officer. William Powell, one of our independent directors, serves as the Chair of our Board. By selecting an independent director as the Chair of the Board, our Board's leadership structure fosters clear accountability and enhances the Company's ability to communicate a clear, consistent message and strategy to stockholders, employees, customers and suppliers.



To learn more about our Board, and Corporate Governance best practices, please see our [Proxy Statement](#) for the April 2022 annual meeting.

Compliance Program, Codes of Conduct and Avoiding Conflicts of Interest

CONSOL maintains a formal Compliance Program which codifies our Core Values and certain policies and procedures related to compliance measures. The Compliance Program incorporates industry best practices with respect to the receipt and provision of gifts and entertainment, along with a statement of methodology when CONSOL uses non-GAAP financial measures.

Foundational components of the Compliance Program are the Code of Employee Business Conduct and Ethics and Code of Director Business Conduct. The essence of our codes of conduct are that CONSOL's directors and employees will conduct our business with integrity, in compliance with applicable laws, and in a manner that excludes considerations of personal advantage. Each code addresses topics relating to encouraging ethical behavior.

These include: avoiding conflicts of interest, placing restrictions upon the receipt of gifts and the making of payments, protecting CONSOL's assets and complying with laws. Each year the Board assesses the adequacy of our codes and approves additions or revisions as necessary to keep our codes current with applicable laws.

CONSOL utilizes the services of an independent third party to facilitate anonymous reporting of any concerns surrounding the Company—whether it be business, financial, employment, or operational in nature. The CONSOL Ethics and Compliance Hotline number is included within the Employee Code of Conduct, is strategically posted at all company locations, and is available on our website.

We believe that regular training on our Code of Employee Business Conduct and Ethics and the CONSOL Ethics and Compliance Hotline increases awareness, supports our culture, and drives our compliance performance. As a result, effective January 1, 2019, we updated the Code to include more specificity about the hotline and implemented an annual training program in which 100% of our salaried workforce continues to participate. We continue to emphasize the importance of Code compliance and the hotline availability in our annual letter to vendors.

It is our policy to require compliance with all applicable laws and adhere to the highest level of ethical conduct, including anti-bribery laws, such as the U.S. Foreign Corrupt Practices Act ("FCPA") and similar laws in other jurisdictions. In that regard, in 2018 we adopted an updated Foreign Corrupt Practices Act Policy. Employees, directors, and officers to whom the policy applies participate in annual continuing education conducted by outside advisors and are required to certify annual compliance with the FCPA and our policy. It is important that all our business activities reflect our commitment to the highest standards of integrity and accountability.



To anonymously report any violations of the Code of Employee Business Conduct and Ethics, suspected illegal or unethical behavior, or other complaints or grievances, please call the confidential Ethics and Compliance Hotline at **1-800-544-8024**.

Critical concerns can be communicated to the Board, through written communication directed to the Corporate Secretary at 275 Technology Drive, Suite 101, Canonsburg, PA 15317, or by sending an email to **directors@consolenergy.com**.



Corporate Governance Best Practices

Board Commitment to Nomination of a Racially or Ethnically Diverse² Board Member at 2023 Annual Meeting or Sooner. Planning for board succession at our Company is an ongoing and iterative process and one which we take very seriously. As stated in our Corporate Governance Guidelines, the Company seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds, and in 2018, our Board adopted a policy regarding diversity of its members. We believe diversity promotes the inclusion of different perspectives and ideas, mitigates against groupthink, and ensures that the Company has the opportunity to benefit from all available talent. Further, the skills and backgrounds collectively represented on the Board should reflect the diverse nature of the business environment in which the Company operates and are needed to measurably move the Company forward. Our Board has committed to nominating a racially or ethnically diverse nominee for election at the 2023 Annual Meeting of Stockholders or sooner, by appointing such a diverse individual to our Board.

Our Board likewise continues to promote diversity throughout our workforce by, among other things, ensuring that we have a diverse executive management team. In the short 4+ years since our Company was formed, we filled the vacancy created by a retiring director in 2019 with a female director. In 2020, we also filled the vacancy created by our departing Chief Financial Officer with a racially diverse Chief Financial Officer. Indeed, our General Counsel is also a female, such that 2 of our 5 NEOs at the current time are diverse either in gender or race.

Company Commitment to Inclusion and Diversity. In 2021, CONSOL adopted a company Commitment to Inclusion and Diversity which aligns with our core values. We've committed to a deliberate focus on: continuing to make our workplace trusting environments for open exchange and complex conversations about inclusion and diversity; implementing and expanding education on inclusion and diversity in the workplace; and discussing inclusion and diversity practices with other companies, with the goal of continuous improvement. CONSOL believes that collaborating with each other and giving all opinions equal value and consideration can contribute to our culture of safety, compliance, and continuous improvement.

Robust Strategy and Oversight by Board and Committees. Our Board and committees have implemented a robust framework to actively oversee the strategy and risks relating to the operation and management of a publicly traded coal company. To learn more, please refer to our Proxy Statement for the [April 2022 Annual Meeting](#). Please also refer to the "Risk Factors" discussed in our public filings with the Securities and Exchange Commission. All six Directors are members of the Health, Safety, and Environmental (HSE) Committee of the Board. The committee oversees the Company's procedures for identifying, assessing, monitoring, and managing risks associated with health, safety, protection of the environment, and security matters. On a quarterly basis, the HSE Committee meets to review the Company's HSE performance, ESG Strategy, and material pending or threatened administrative, regulatory, or judicial procedures regarding HSE matters and management's response to the foregoing.

Human Rights. In 2019, CONSOL adopted a [human rights policy](#) at the recommendation of the ESG Committee. This policy references international standards, such as the UN Guiding Principles, and reinforces our commitment and responsibility to respect all human rights, including those of our employees, suppliers, vendors, subcontractors and other partners, and individuals in communities where we operate. Our policy addresses promoting health and safety, eliminating compulsory labor and human trafficking, abolishing child labor, eliminating harassment and unlawful discrimination in the workplace and providing competitive compensation. In support of our commitment, we have incorporated this policy into our annual training required for all salaried employees.



SUSTAINABILITY RISK MANAGEMENT APPROACH

CONSOL's Board of Directors is responsible for oversight of the Company's policies, programs and strategies regarding significant corporate sustainability issues, including matters related to environmental, social, and governance concerns. The Board periodically (but no less than annually) receives sustainability updates from management and its committees, reviews sustainability policies, programs, and strategies, and provides guidance to management with respect to such matters. Board meetings regularly include briefings on external policy developments, engagement with stakeholders on ESG topics, and corporate strategy. In 2021, the Board reviewed and approved the Company's GHG emission reduction targets.

Additionally, CONSOL formed an ESG Committee consisting of employees representing various departments within the company in 2018. The Committee provided input to management on the Company's policies, strategies and projects related to sustainability matters. Soon after forming the ESG Committee, the group engaged various stakeholders to discuss ESG issues, trends, and strategies.

Incorporating ESG Performance Into Compensation. In 2021, consistent with our approach to environmental stewardship and emphasis on minimizing environmental risk, our Short-Term Incentive Compensation program incorporated an environmental incident severity factor, weighted at 10%. Environmental Incident Severity means a weighted average of all of the Company's environmental incidents, which represents the sum of all of the Company's environmental incidents after a rating of "1 to 5" is assigned (with a "1" rating representing little to no environmental impact and a "5" rating representing an incident that has a severe or persisting environmental or public health impact) divided by the total number of environmental incidents. In 2022, our Short-Term Incentive Compensation program will include a permit effluent limit compliance metric, as we continually strive toward achieving a 100% compliance record, as measured by the rate of water discharge compliance. Additionally, our GHG reduction targets will be reflected in the design of our Long-Term incentive compensation plan beginning in 2022. More information related to the 2022 compensation plan will be provided in our Proxy Statement published ahead of our 2023 Annual Meeting.

To review our governance policies and best practices, please see:

- [Corporate Governance Guidelines](#)
- [Code of Business Conduct and Ethics](#)
- [Related Person Transaction Policy and Procedure](#)
- [Charter of Compensation Committee of the Board of Directors](#)
- [Charter of Health, Safety, and Environmental Committee of the Board of Directors](#)
- [Charter of Nominating and Corporate Governance Committee of the Board of Directors](#)
- [Charter of Audit Committee of the Board of Directors](#)
- [Human Rights Policy](#)

We regularly update and communicate material operational, financial and regulatory risks, including those related to sustainability and the environment, in our financial disclosures. For more information, please see the "Risk Factors" section of our [Annual Report on Form 10-K](#), for the year ended December 31, 2021, as well as any additional or updated risk factors included in subsequent quarterly reports on Form 10-Q.

CREATING STAKEHOLDER VALUE

As a coal producer, our activities impact a broad range of stakeholders, including our employees, communities, business partners and more. Building and maintaining relationships with these stakeholders is important to CONSOL and our business.

COMMUNITY BASED APPROACH TO STAKEHOLDER ENGAGEMENT

Project Planning. Part of being a good neighbor is keeping our communities informed of our operational plans during project development. Before a permit can be obtained, modified, or renewed, public comment is solicited and considered by CONSOL and the appropriate regulatory authorities. When a comment period draws a significant number of inquiries, CONSOL hosts public meetings to provide stakeholders with an opportunity to learn about the project, express their concerns, and interact with CONSOL employees. Additionally, these outreach events provide the Company with an opportunity to solicit feedback from local organizations, landowners, and governments on mine reclamation and post-closure plans, to determine if closure can be completed in a way that is beneficial to the community. Our direct form of community engagement inspired formation of the CONSOL Cares Foundation in 2018.

Our community based approach ensures helps us to identify and manage risks and opportunities for both our operations and the surrounding communities. As a result, we are able to avoid delays to our operations for reasons such as pending regulatory permits, political delays, or community objections. In 2021, we did not experience any non-technical delays throughout our operations.



The **CONSOL Cares Foundation** aims to improve and strengthen the communities in which we operate to make them better places to live, work, and prosper by creating access to opportunities, and to strengthen their resilience and cohesion through focused giving to promote the health and safety of these communities.

To learn more about the CONSOL Cares Foundation or to apply for sponsorship, please visit our [website](#).

Under the Bylaws of the Foundation, the Foundation’s Board is required to have various representative directors from cross functional areas of our organization, including operations, accounting, and human resources. Additionally, the Foundation requires a community representative to serve on its Board, to promote the benefit of the communities where CONSOL operates.



Houston, PA Pumpkin Festival Sponsorship.

CONSOL Cares was proud to be both a parade and gold sponsor at the Houston Pumpkin Festival in Houston, PA, located near our corporate headquarters and PA operations.



Richhill Township Municipal Building Construction. Part of the PAMC is located in Richhill Township in Greene County, PA, CONSOL Cares was happy to donate in support of construction of Richhill’s new municipal building.



During Operations. A vital part of our community engagement process is having boots on the ground in our operational areas. Our land department employees function as a first line of communication with our neighbors on a day-to-day basis and are empowered to address and resolve issues on the spot. These employees represent different areas of our operations, and can answer questions related to property issues, water supplies, road impacts, and overall project development.

A primary component of our landowner engagement surrounds our subsidence management program. CONSOL’s land department manages this program in accordance with applicable legal requirements and good practices in the areas of community engagement, communication, mitigation of risks and impacts, and compensation. We endeavor to communicate with our stakeholders regarding potential risks associated with our operations early in the facility planning process. This communication continues during and after mining, and in all, these relationships could span in the range of 5 to 10 years.

After Mining is Complete - Post Mining Land Use Planning and Responsible Closure

The Surface Mining Control and Reclamation Act (“SMCRA”) and various state laws establish operational, reclamation and closure standards for our coal mining operations and require us, under certain circumstances, to plug natural gas wells. Accordingly, we accrue for the costs of current mine disturbance, gas well plugging and final mine closure, including the cost of perpetual mine water discharge treatment where necessary. Our estimate of asset retirement obligations, which are based on our experience and permit requirements, totaled \$238 million as of December 31, 2021. In 2021, our Legacy Operations group managed reclamation and mine water treatment obligations at 36 facilities associated with our (and our predecessors’) former mining operations in Pennsylvania, West Virginia, Ohio, Virginia, and Tennessee.

Our community based approach extends to management of these obligations, long after mining operations are complete. As part of the permitting process, mine site restoration plans are developed to achieve a desired post mining land use. These plans are reviewed and approved by the applicable regulatory authorities and are also subject to the same public engagement and review opportunities that are available to the community during the facility planning stages. We regularly engage with state and local organizations responsible for community and economic development to pursue opportunities for former mine lands that could lead to economic growth opportunities in regions that have otherwise been impacted by industrial downturns. In 2020, we partnered with the the Pennsylvania Department of Community and Economic Development and Greene County to market former mine property located in Greene County, PA for industrial redevelopment. In 2021, we expanded upon that partnership to become a founding stakeholder in the Pennsylvania Energy Horizons stakeholder group, a public-private partnership sponsored by the Team Pennsylvania Foundation that seeks to maintain and grow Pennsylvania’s industrial and energy leadership position as a responsible energy transition plays out in the decades to come.



Reclamation underway at the former Meigs (Ohio) coal refuse disposal area (above). Conceptual renderings of post mining industrial opportunities at the former Robena (Pennsylvania) coal refuse disposal including energy supported manufacturing and logistics opportunities (below).



Indigenous Peoples. Our operations and reserve base (encompassing both proved and probable reserves) are not located in or near areas that are considered to be indigenous peoples' land. Accordingly, we do not employ specific due diligence or engagement processes with respect to management of indigenous rights.

Public Policy, Memberships, and Engagement

Public policy decisions at the local, state, and federal levels can affect the long-term success of CONSOL and its subsidiaries. CONSOL believes that we have a responsibility to participate in the public policy process to protect and enhance the Company's interests and create value for our stockholders. We track policy and regulatory developments at both the federal and state levels, with respect to our operations and our customers' operations. We actively participate in public policy development, either directly or indirectly through our membership in trade organizations. In 2021, CONSOL was an active participant in the National Mining Association, the Pennsylvania Chamber of Business and Industry, the Pennsylvania Coal Alliance, the West Virginia Coal Association, the National Coal Council, the American Coal Council, the Carbon Utilization Research Council and America's Power.

Political Contributions. One way we participate in the political process is through political contributions. CONSOL sponsors a federal PAC that is funded solely by voluntary contributions from our employees and the Board. "CONSOL Energy Inc. PAC" is a federally registered PAC that may make contributions in accordance with applicable federal, state, and local regulations. Detailed information on the PAC's political contributions at both the federal and state level is publicly disclosed in regular reports to the Federal Election Commission and may be accessed at www.fec.gov.

Separately, the Company may make corporate political contributions where permitted by law and supportive of and consistent with CONSOL's business strategy. CONSOL Energy and its subsidiaries may use corporate funds to contribute to state or local candidates and committees, entities organized pursuant to Section 527 of the Internal Revenue Code, and to other federal political committees where permitted. Contributions from corporations to federal candidate committees and certain other federal political committees are prohibited by law. In certain states, CONSOL Energy and its subsidiaries are permitted to make corporate political contributions to state-level candidates or committees, in compliance with state contribution limits and registration or reporting requirements, where applicable.

For example, we actively support policies that seek to:

1. Ensure energy security for America and its allies, and to equitably advance a balanced energy mix of fuels for electricity generation, transportation, and industrial uses;
2. Support fiscal incentives and public private partnerships that promote the commercialization and deployment of low emissions technologies, such as CCUS, that are essential to meeting aspirational environmental goals;
3. Adopt appropriate measures to allow energy intensive sectors most vulnerable to cost increases from unilateral domestic policy changes to maintain global competitive positioning.



2021 Stakeholder Engagement Summary

Stakeholder	Type of Engagement	Areas of Interest	Frequency
Community Members	Direct contact with our Land Department; Public notices; Public meetings; CONSOL Cares Foundation; Social media	Land management; Environmental impacts; Charitable giving; Employment opportunities; Post mining land use	As needed
Employees	Ramp meetings; Quarterly Executive Management update meetings; Intranet postings; 24-Hour compliance hotline	Safety performance; Safety training; Wages and benefits; Professional opportunities; Company financial performance	Continuous
Business Partners and Suppliers	Scheduled safety meetings; HSE reviews	Project opportunities; Safety performance; Safety training; Company financial performance; Ethics and business conduct	Continuous
Customers	Communications through our marketing department	Coal quality; Coal pricing; Logistics and transportation; ESG and sustainability	Continuous
Financial Community, Investors, Insurers, Surety Providers, Relationship Banks	Annual stockholder meeting; Conferences; Quarterly earnings calls; Individual and group calls and meetings	Business performance and outlook; Financial strategy and metrics; Commodity market trends; Capital allocation process; Corporate strategy; Technology & innovation endeavors; Risk management processes; Liability reduction strategy; ESG performance	Continuous
Elected Officials	Public meetings; Political action committee engagement; Communications through our government affairs department	Economic contribution; Legislation and regulation impacting our and our customers' businesses; Employment opportunities; Land management; Post mining land use; Technology, innovation, and growth endeavors	Ongoing
Regulators	Project planning and permit pre-application meetings; Required regulatory reporting; Routine compliance inspections	Regulatory compliance; Operational permitting; Land management	Ongoing
Non-governmental Organizations	Publicly available reports; In-person meetings	Environmental impacts; Environmental performance; Technology and innovation endeavors	As requested

OUR TEAM

CONSOL Energy's core values of Safety, Compliance, and Continuous Improvement are the basis for how we manage and conduct our business activities. Our team's commitment to these three values, coupled with two strategic priorities of production and cost, demonstrate our commitment to best-in-class performance that directly translates to strong operational and financial performance.

Key Workforce Statistics as of December 31, 2021

Total Number of Employees	1575
Hourly Employees	1027
Salary Employees	548
% Non-represented Hourly	97.6%
% Represented Hourly	2.4%
% Salary	35%
Full Time Male Employees ⁴	1499
Full Time Female Employees (40% of Corporate Employees)	76
Women in Management Positions (34% of Corporate Supervisors or Managers)	21



Participation in Ethics and Compliance Training



Salaried Employees Receiving Performance Appraisals



Participation in Safety Training



Employees With At Least 10 Years of Service



Average Voluntary Retention Rate



As of December 31, 2021, we had 1,575 employees, of which 37 CONSOL Marine Terminal employees (2.35%) were represented by a collective bargaining agreement, with 0 strikes or lockouts during 2021.



We seek to create a work environment where all employees can realize their greatest potential, manage a healthy work-life balance, and actively manage their health.

We believe diversity, which includes business experience, geography, age, gender, and ethnicity, invites different perspectives that benefit our team as a whole. According to the U.S. Census Bureau, diversity² in the coal mining sector lags behind other industries, with women comprising 7.4% of the workforce. Although approximately 4% of CONSOL employees are women, 34% supervisory or management capacities in the corporate office are held by women. We will continue to foster growth and development opportunities for all members of our team, as we strive to attract and retain a diverse and inclusive workforce.

Through our long operating history, we appreciate the importance of retention, growth and development of our employees. Our approach to talent is to both develop talent from within and to supplement with external hires. We believe this method has yielded loyalty and commitment in our employee base, which in turn grows our business. At the same time, adding new employees and external ideas supports a continuous improvement mindset and contributes to our goals of having a di-

CONSOL Energy was proud to be named a **Top Work Place 2021**, by the Pittsburgh Post Gazette

verse and inclusive workforce. We believe that having approximately 48% of the Company's workforce with at least 10 years of company service, coupled with our average voluntary retention rate of 93% as of the end of fiscal year 2021, reflects the engagement of our employees. Further the vast majority of our employees live in the states where we operate, including our executive management team. All 5 Named Executive Officers ("NEO's") reside within our operating region and were promoted from within the Company.

As part of our compensation philosophy, we believe that we must offer and maintain competitive total rewards programs for our employees in order to attract and retain superior talent. In addition to competitive base wages, the Company has additional programs, which include bonus opportunities, a Company-matched 401(k) plan, healthcare and insurance benefits, health savings spending accounts, paid time off, family leave, flexible work schedules, and employee assistance programs.

We are dedicated to ensuring a harassment free workplace environment for all employees. As a U.S. based company, we strive to conduct our operations in accordance with all applicable U.S. federal, state, and local laws, including those associated with freedom of association and right to collective bargaining. For more information, please refer to our [EEO Policy](#) and our [Policy on Harassment in the Workplace](#).

SAFETY and WELLNESS

CONSOL's safety management system ("SMS") applies equally to all employees, service partners, and visitors. In 2019, CONSOL's SMS was fully certified under the National Mining Association's (NMA) CORESafety® framework. The core principles of our program are employee empowerment, industrial health and wellness, and training. We empower our employees to positively and safely influence their own actions, as well as the actions of their teammates. At our operations, anyone on location, regardless of position or employer, is empowered and expected to stop the normal course of operations if he or she believes that safety or compliance is being compromised. This empowerment is routinely emphasized during regular safety meetings.

We underscore communication and delivering effective feedback at all levels of the organization, with respect to all areas of responsibility. These tenets drive our safety management approach. In 2021, PAMC employees achieved a total recordable incident rate (TRIR)⁵ of 2.25, which is approximately 54% below the national average for underground bituminous coal mines (based on preliminary MSHA data). Over the past five years, our Mine Safety and Health Administration ("MSHA") total reportable incident rate was approximately 46% lower than the national average underground bituminous coal mine incident rate. Furthermore, our MSHA significant and substantial ("S&S") citation rate per 100 inspection hours was approximately 68% lower than the industry's average MSHA S&S citation rate, over the twelve-month period ended December 31, 2021. Notably, our Bailey Preparation Plant, CONSOL Marine Terminal, and Legacy Operations each had ZERO employee recordable incidents in 2021.

Safety is at the core of everything we do, and our goal remains ZERO life altering accidents.⁶

2021 Safety Highlights

1. PAMC 2021 Total Recordable Incident Rate ("TRIR") of 2.25 is approximately 53% below national average
2. Bailey Preparation Plant, CONSOL Marine Terminal, and Legacy Operations Employees achieved 0 recordable incidents
3. PAMC Mine Safety and Health Administration ("MSHA") significant and substantial ("S&S") citation rate per 100 inspection hours was approximately 68% lower than the industry average



Contractor Management. Approximately 70% of our total workforce is comprised of Company employees, with the remaining being comprised of contractors who are assigned specific job functions, such as construction of infrastructure that is needed ahead of mining. Additionally, we utilize contractors on a project basis, to perform a variety of functions including reclamation, construction of surface facilities, or gas well plugging activities. In addition, contract security guards are stationed at the entrances to our operations.

Our safety standards apply to all people working on CONSOL property. We continuously focus on improving the safety performance of our contractors, who are held to the same standards of performance and training as our employees and must adhere to our safety and environmental policies. In addition, our Master Services Agreements (“MSA’s”) include requirements related to business ethics and safety.

Our Supply Chain Management, Safety, and Internal Audit (IA) departments work together to select contractors who we believe will uphold our core values. Facility management regularly interfaces with contractors in open and cooperative discussion regarding safety performance, challenges, and risks. In addition, IA conducts regular audits of vendors and contractors covering a range of issues, including labor practices.

The Company has established minimum health, safety, and environmental (HSE) standards that must be met by our service partners to be eligible to perform work at any of our operations. We employ a third party HSE validation service, ISNetWorld®, to assist in this capacity. We’ve also engaged TEAM Alert, an additional third-party administrator, to support our commitment to a safe, healthy, and productive work environment free from the adverse effects of drugs and alcohol. TEAM’s full integration with ISNetworld® certifies that all contractors comply with the Company’s non-DOT drug and alcohol testing requirements.

Training. The key to transforming Company protocol into our safety and compliance-based culture has been the engagement of our employees, contractors, and service providers at all levels through regular training and communication. Every CONSOL employee participates in mandatory annual safety training. Depending on an employee’s work location and job function, training may consist of annual safety training required by law, task specific training, or accident & illness prevention training. All annual training courses include a module that introduces environmental regulations and reviews Company environmental policies. In addition, we offer in-house technical trainings, such as electrical training and mine foreman certification preparation courses, which provide our employees with opportunities to advance their careers.

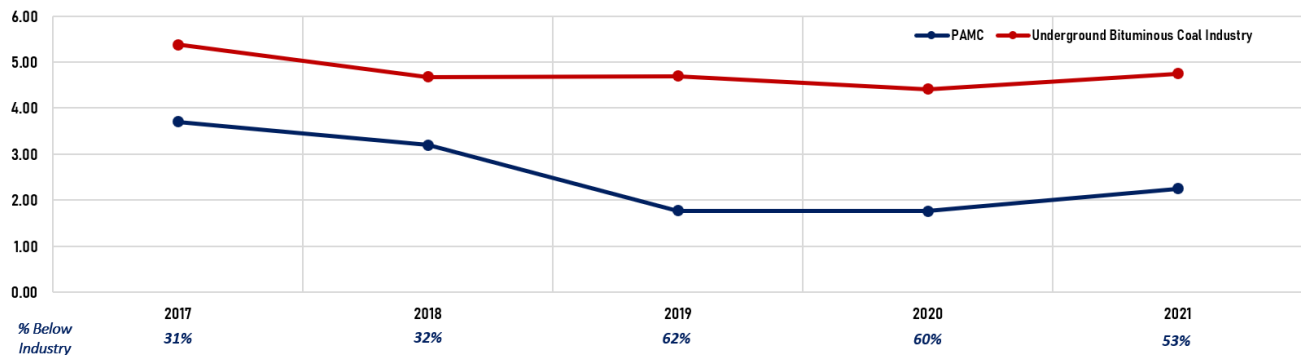
However, daily interaction between and with members of our team surrounding safety positively influences our performance. This includes proactive risk analysis, hazard recognition, and documentation of safe work practices. In the event of a severe accident, an ACE (accident cause elimination) investigation is conducted to examine the root cause failures that led to the incident and to prevent recurrence.



Safety Key Performance Indicators, 2017 - 2021

	Year	Total Recordable Injury Frequency Rate		Work Related Fatalities		Regulatory Violations		
		Employees	Contractors	Employees	Contractors	Total Regulatory Citations (MSHA or OSHA)	Significant & Substantial	Orders
PAMC	2017	3.70	3.00	0	0	858	220	2
	2018	3.20	2.60	0	0	1134	171	0
	2019	1.77	3.29	1	0	1230	116	0
	2020	1.76	2.84	0	0	804	62	5
	2021	2.25	3.89	0	0	695	82	4
Itmann	2020	0	0	0	0	15	2	0
	2021	3.96	0	0	0	34	4	0
CONSOL Marine Terminal	2017	0	1.60	0	0	0	0	0
	2018	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0
	2020	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
Legacy Operations	2017	0	0	0	0	0	0	0
	2018	0	3.35	0	0	1	0	0
	2019	0	2.94	0	0	0	0	0
	2020	0	0	0	0	3	0	0
	2021	0	0	0	0	3	0	0

Total Recordable Incident Rate: CONSOL's PAMC vs MSHA Underground Bituminous Coal Industry*



*2021 Data Based on MSHA Preliminary Data for January through December, 2021

Methane Management and Fire Prevention. Coal mine methane presents a serious inherent fire hazard and risk, due to the mix of gas, energy, and oxygen present underground. While our mine ventilation systems promote a safe working environment for our miners underground, we also deploy management, monitoring and training to further minimize these risks. We've assigned an experienced CONSOL leader as the General Manager of Fire Prevention, to oversee this critical safety matter. Our methane management and fire prevention program emphasizes knowledge, skills, and abilities. We seek to provide our employees with actual experiences to improve self-competency, with an opportunity to open, don, and wear a self contained self rescuer ("SCSR") in a smoke filled, simulated mine. Certain employees also practice extinguishing fires in a simulated setting, using the Company's foam packs, portable foam generators, and fire fighting hoses. We believe our hands on approach to fire and risk management, mitigation, and training exemplifies our culture of safety and continuous improvement.

Emergency Preparedness and Response. There is no partner more important in the preparation and execution stages of community awareness than our emergency responders. Local emergency responders are better equipped to protect their communities and minimize the impact of an incident when they are more familiar with our operations and response protocols. Communication plays a critical role in preserving a strong relationship with our emergency response community. For each CONSOL location, an "Emergency Readiness" plan has been developed and implemented, and all operations conduct periodic drills and evacuations to foster preparedness. The purpose of these drills is to evaluate emergency plans, identify resource requirements, increase coordination, and improve the overall performance of personnel involved in the response. Additionally, our Emergency Readiness plans are updated and reviewed by management within the direct line of operational supervision on a regular basis.

Health and Wellbeing

In an effort to encourage employees to invest in their own well-being, we also offer a voluntary wellness incentive program. The Well-Being Program consists of an annual comprehensive biometric screening and participation in one-on-one wellness coaching sessions with a professional coach. The wellness coaches work to build relationships and provide support to all employees to help them identify and reach their unique goals for health and well-being through lifestyle and behavior adjustments. The Company makes a substantial contribution to the benefits accounts of employees who participate in the Program. In 2021, 82% of employees participated in the biometric screening while 65% participated in the wellness coaching sessions.

As we remained vigilant in our COVID-19 mitigation efforts, we continued to implement teleworking for our corporate employees throughout 2021, who seamlessly adapted to the change. Many corporate employees have opted to participate in our flexible work schedule, which provides for longer workdays Monday through Thursday, and a compressed schedule on Fridays.

Industrial Health. Our SMS includes an industrial health component that is based on monitoring and control of employee exposure. Our team is led by an in-house occupational and health manager, to identify risks and prioritize the need for field evaluation. Subsequently, best practices, protective measures, and company policies related to employee protection and risk management are developed as needed. We seek to manage immediate, short, and long term health risks to our workforce, through engagement, coaching, personal protective equipment, and technology.



MANAGING OUR OPERATIONAL FOOTPRINT

Compliance is our second core value and applies broadly to compliance with all laws, regulations, permits, Company policies, processes, procedures and agreements. In managing our operations, we emphasize environmental compliance and promote innovation to reduce our environmental footprint.

2021 Environmental Highlights

1. Environmental compliance record exceeded 99.9% for the ninth consecutive year
2. Total number of agency issued notices of violation decreased by 44%, year over year
3. CONSOL Marine Terminal maintained its 100% environmental compliance performance record
4. Reused a record volume of 721 million gallons of water in operations
5. Announced Greenhouse Gas emission reduction targets

At CONSOL, we are focused on minimizing our impacts to the environment, maximizing water reuse, reducing process air emissions and restoring mine properties. In 2017, we re-established CONSOL Energy's Environmental Management System (EMS) to provide a systematic approach of effective environmental planning and risk management across our entire organization, beginning with facility planning and design and continuing throughout operations. The EMS drives integration of corporate and operational functions for project planning, permitting, and compliance. While the EMS was developed to conform to ISO 14001 standards, we have not yet sought certification.

Our [Environmental Policy Statement](#) shapes our alignment with the well-known mitigation hierarchy – that is, we strive to avoid, minimize, and mitigate our environmental impacts during operations, and maintain an exceptional environmental performance record.

Throughout operations, we aim to reduce our operational footprint to the greatest extent, particularly as it relates to air quality, water, and waste management. For detailed information regarding our environmental performance at the asset and activity level, please refer to our [CDP](#) (formerly known as the "Carbon Disclosure Project") climate and water disclosures.

Stream Restoration at the Robinson Fork Mitigation Bank. CONSOL partnered with Resource Environmental Solutions, LLC to develop the Robinson Fork mitigation bank, a Washington County, Pennsylvania watershed scale restoration project developed primarily on CONSOL owned property.



Environmental Performance Indicators: 2021

Environmental Compliance Record	>99.9%
Volume of Water Reused in Operations (Million Gallons)	721
Volume of Water Treated and Discharged (Billion Gallons)	15.3
Number of Gas Wells Plugged	50
Number of Trees Planted	67,000
Surety Bonds Released (\$MM)	\$4.09
Total Acres Released from Bond	2,013
Carbon Offsets Generated (tons of CO ₂ e) ⁷	247,531
Agency Issued Notices of Violation	10
Environmental Penalties Paid	\$281,706
Off-containment Spills of Hydrocarbons (>1 BBL in Volume)	0

Biodiversity. Proper biodiversity management is important to ensure the continued availability of suitable habitats for species survival and use as a natural resource for humanity. Consistent with our environmental management approach, the Company maintains a Biodiversity Policy focused on avoiding, minimizing, and mitigating impacts to critical habitats and species. CONSOL works to identify and evaluate sensitive species and habitats during the initial stages of project planning, through both field investigations conducted by qualified biologists and ecologists or by searching publicly available registries, such as the Pennsylvania Natural Diversity Inventory (PNDI). Together with our contractors, we've also deployed a protocol to limit the proliferation of invasive species.

None of our active operations or reserve areas are located in areas of ecological significance, as classified by the World Conservation Union (IUCN) designation I-IV, UNESCO World Heritage Sites, UNESCO Man and the Biosphere Reserves, or wetlands designated under the Convention on Wetlands of International Importance (the Ramsar Convention).

Our EMS, environmental, and biodiversity policies extend to our contractors and service providers who seamlessly integrate with CONSOL employees in support of our environmental compliance endeavors.

Water Management at the CONSOL Marine Terminal. As part of its sustainable water management strategy, the CONSOL Marine Terminal re-uses water for dust suppression.



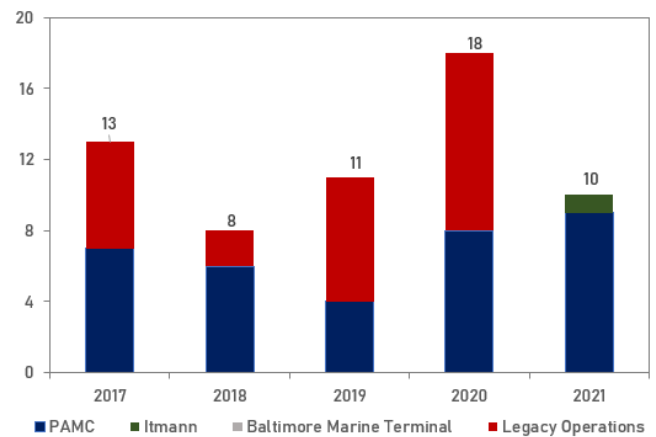
Environmental Compliance Performance. At CONSOL, we have a team of technical professionals dedicated to environmental permitting, compliance, and legacy operations management. Our system for managing compliance relies on good communication both internally and externally with our contractors and regulators, combined with a robust data management system. Our database is programmed to immediately notify the responsible person in the event operating conditions change at our water discharge and handling facilities, or if concentrations of regulated parameters are approaching a permit limit. These notifications allow us to proactively make operational adjustments as needed to achieve continuous compliance.

While all contractors, employees, and visitors receive informational environmental training annually, employees and contractors directly responsible for environmental operations, inspections, and compliance receive technical environmental training on an annual basis. The annual technical training specifically incorporates annual Spill Preparedness and Response and Spill Prevention, Control, and Countermeasure Training. In addition, our Emergency Readiness Plans incorporate guidelines for environmental incident response. These components of our EMS, combined with our compliance-based culture, contribute to our environmental performance.

In 2021, we achieved a companywide environmental compliance record exceeding 99.9% for the ninth consecutive year, measured as the rate of compliance with permit effluent limits. This rate reflects 9 instances of self-reported, temporary noncompliance with water discharge permits for which no agency enforcement

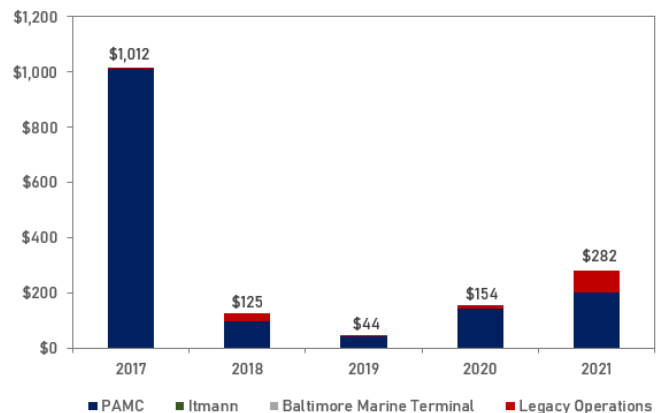
action occurred. CONSOL Marine Terminal continued to maintain its 100% environmental compliance performance record since tracking commenced in 2012. Companywide, our total Notices of Violation (NOV) decreased to 10 in 2021, compared to 18 in 2020. Of the 10 NOVs, 4 were water quality related, 3 were administrative violations, 2 were erosion & sedimentation control related, and 1 was subsidence related. In 2021, we paid a total of approximately \$282,000 in environmental penalties, compared to \$154,000 in 2020. The increase was primarily due to the delayed assessment of penalties for violations occurring prior to 2021.

Total Agency Issued Notices of Violation, 2017 - 2021



*Baltimore Marine Terminal maintains a 100% compliance record

Environmental Penalty Payments, 2017 - 2021 (000 Omitted)



WATER MANAGEMENT

According to the World Resource Institute Aqueduct Water Risk Atlas, our operations are located in areas classified as “low” or “low-medium” for overall water risk and water stress. Regardless, our sustainability goals are focused on three key areas of water resource conservation, with the ultimate goal of reducing consumption at the active operations:

1. Reduce the volume of wastewater treated and discharged through effective minepool management
2. Maximize the reuse of process water in operations
3. Reduce withdrawals to minimize impacts on local water resources

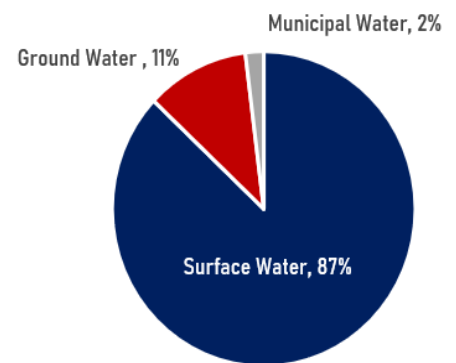
All of our discharges are directed to surface water bodies such as rivers and streams. More than 90% of discharges occurred at conventional mine water treatment facilities associated with our legacy operations, where minepool management is required to prevent communication between underground mine water and local ground and surface water sources. We operate our water treatment facilities with the goal of maintaining compliance with the permit effluent limits assigned by the applicable regulatory authorities to be protective of local water resources.

Acid rock (or acid mine) drainage is formed when pyrite, the most common sulfide mineral present in coal, is exposed to water and air. Acid rock drainage is not predicted to occur during or after mining at any currently authorized active mining operations. The wastewater generated at approximately 25% of our legacy mine water treatment facilities may be classified as acidic and is actively mitigated with conventional water treatment processes. In our active operations, we strive to prevent the generation of acid mine drainage through measures such as material management, contemporaneous reclamation, use of alkaline abatement, and capping areas in accordance with regulatory requirements.

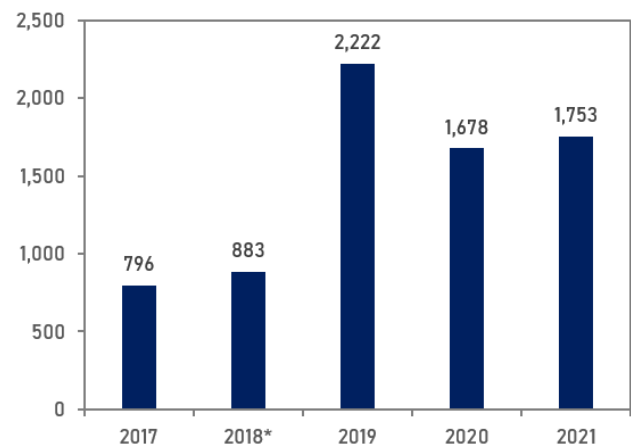
*Please note that after reporting data for calendar year 2018, we updated our water accounting methodology to incorporate additional withdrawal parameters, such as direct precipitation or runoff. This change in methodology, coupled with source expansion, contributed to the increase in water withdrawal volumes after 2018.

For a detailed breakdown of water consumption at the asset and activity level, please refer to our [CDP disclosure](#).

2021 Water Withdrawals, by Type

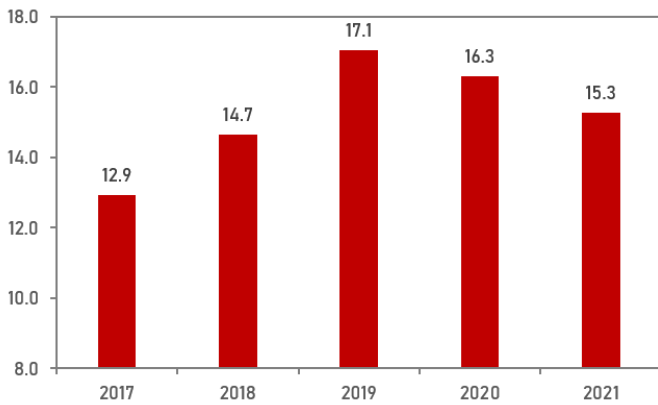


Total Water Withdrawals, 2017 - 2021 (Million Gallons)

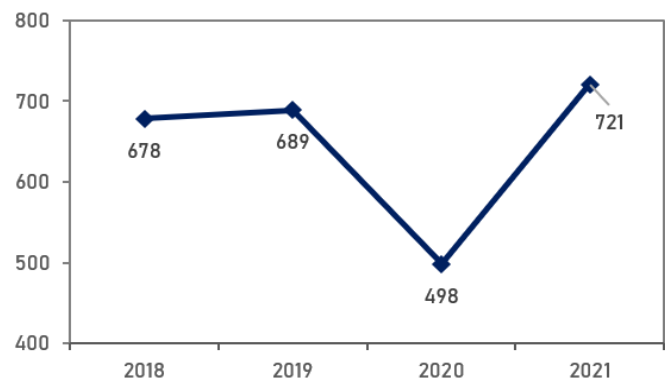


At our active operations, water is used for coal preparation, streamflow augmentation, cooling machinery surfaces, inhibiting ignition, or dust suppression. We actively reuse process water at our operations for these purposes, thereby limiting our impacts. In 2021, surface water withdrawals increased by 4.28%, compared to 2020. This change is primarily due to an increase in groundwater withdrawals for use as augmentation water, associated with refuse area expansion at PAMC, and is also influenced by the increase in production compared to 2020. In 2021, the total volume of water reused in operations increased to 721 million gallons (or 41% of withdrawals), which is the highest level of reuse achieved as we continually seek to optimize our water balance and incorporate additional sources into our re-use system. During the year, no water was transferred to third parties for reuse, and the total volume of water reused is representative of reuse within our own operations. In 2021, our companywide water consumption was negative, as the volume of water discharged exceeded the volume of water withdrawn.

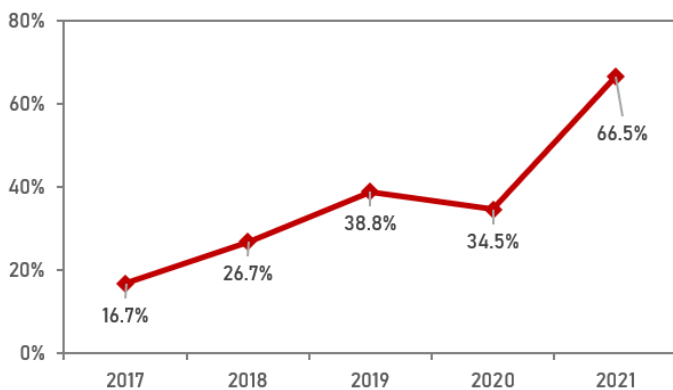
Total Discharges, 2017 - 2021
(Billion Gallons)



Volume of Water Recycled/Reused, 2017 - 2021
(Million Gallons)



CONSOL Marine Terminal Proportion of Water Reused, 2017 - 2021



Water Management at the CONSOL Marine Terminal

The CONSOL Marine Terminal has also established a sustainable water recycling program with the goal of minimizing the use of municipal water for dust suppression and equipment washing. Since 2017, the Terminal has recycled more than 12 million gallons of water and has reduced municipal withdrawals by 50%. In 2021, the CONSOL Marine Terminal achieved its best water recycling performance, measured by the volume of water reused as a percentage of water withdrawn. When coupled with prior tree planting activities and ongoing street sweeping operations at the Terminal, the water management system achieves an added benefit of decreasing total nitrogen (TN) and total phosphorus (TP) loads.

Reclamation. Our environmental restoration efforts commence prior to mining. To promote a safe working environment for our miners underground, we identify, locate, and plug oil & gas wells within our mine plans in advance of operations. As part of this effort, we regularly remediate and restore abandoned gas wells that would otherwise be an environmental liability for the applicable state regulatory authorities, contribute to otherwise unabated fugitive methane emissions, and pose a safety risk to our coal operations underground. In 2021, out of 50 wells plugged in advance of mining, 35 were abandoned.

After mining is complete, our goal is to safely, compliantly, and efficiently return the land to a higher use. At PAMC, contemporaneous reclamation occurs on the surface as operations are expanding. At our legacy operations, we are actively pursuing our environmental liability reduction strategy, while satisfying our final reclamation and bonding obligations. Companywide, and including restoration of our legacy properties, we strive to reclaim more area than we disturb on an annual basis.

Waste Management. CONSOL's goal of limiting our impacts extends beyond our permit boundaries, as we seek to minimize the volume of waste generated for offsite disposal while increasing our recycling efforts. Waste generated during mining is primarily coal refuse material or other waste generated during coal cleaning or preparation operations. This waste contains coal, clay, and other organic and inorganic material and has not been classified as hazardous material under the U.S. Federal Resource Conservation and Recovery Act and has been further characterized as a non-hazardous secondary material by the USEPA. Regardless of the nonhazardous classification, CONSOL is evaluating ways to reduce coal waste material disposal in alignment with our broad environmental management approach.

Where waste disposal is required, CONSOL developed a specialized waste vendor audit program. The purpose of the program is to mitigate risk through verification and documentation of compliance with applicable local, state, and federal regulations. The first step in the process consists of a desktop audit of waste facility permits and compliance records. If the facility is in compliance with all applicable laws, the desktop audit is followed by a facility site inspection conducted by CONSOL's environmental staff. If no deviations are noted, the waste facility becomes an approved vendor.



TAILINGS FACILITY MANAGEMENT - ANNUAL DISCLOSURE

The coal preparation process produces fine waste coal in the form of a slurry stream containing ~20-30% solids by weight. This fine waste coal stream (or “thickener underflow”) is sent for disposal in slurry impoundments (or “tailings facilities”). At PAMC, CONSOL currently has 1 active slurry impoundment, 2 inactive slurry impoundments, and 1 slurry impoundment under construction. Outside of PAMC, CONSOL is the process of reclaiming two legacy slurry impoundments – 1 in Ohio and 1 in Pennsylvania. In addition, CONSOL’s operations include multiple sediment ponds and impoundments classified as regulated dam structures.

These facilities are currently regulated under the jurisdiction of the Mine Safety and Health Administration (MSHA) as well as the applicable state regulatory authorities. A slurry impoundment failure could create significant impacts, including the loss of life or material impacts to the community, physical property, and the environment. Impoundments and dams are classified into three hazard classification levels: low, significant, and high, reflecting the potential damage that a failure could cause. All of our slurry impoundments are classified as high hazard facilities, with the exception of the Pennsylvania legacy slurry impoundment, which is classified as a low hazard facility.

Our multi-faceted slurry impoundment management approach begins with rigorous standards for design and construction. During operation, our management process consists of 5 general components: monitoring and measurement, routine inspections, independent certifications, regulatory oversight, and emergency preparedness. We’ve committed to disclose any incidents occurring at CONSOL’s slurry impoundments that trigger emergency response protocols on an annual basis. In 2021, no events triggered activation of emergency response protocols.

5	Slurry impoundments classified as high hazard facilities
1	Slurry impoundment classified as a low hazard facility
1	Slurry impoundment under construction
1	Active slurry impoundment
2	Inactive slurry impoundments
2	Slurry impoundments in phases of reclamation and closure
100%	Of routine inspections were completed for all 6 slurry impoundments
100%	Of independent certifications completed for all 6 slurry impoundments
0	Events triggered activation of emergency response protocols

TAILINGS FACILITY - RISK MANAGEMENT APPROACH

Monitoring and Measurement

In accordance with permit requirements, we employ monitoring devices such as piezometers that allow us to detect changes in the impoundments that would suggest stability has been compromised. We also track the changes in topography of our active facilities with quarterly aerial surveys.

Routine Inspections

Qualified personnel who have demonstrated competency through completion of MSHA training requirements conduct routine inspections of our slurry impoundments, at a frequency predetermined by the facility's hazard classification. CONSOL's safety program empowers our employees, contractors, and visitors to stop operations if they believe safety is being compromised, and this empowerment extends to our impoundment inspectors. Impoundment inspectors have the authority to initiate emergency response protocols in the event abnormal conditions are observed.

Independent Certifications

As required by regulation, a fully licensed professional engineer conducts an independent inspection of our slurry impoundments and is responsible for certifying that the impoundment is maintained in accordance with the documents and designs submitted to the appropriate regulatory authority, and that adverse conditions that could affect stability have not been observed. These independent certifications occur at least annually, or more frequently where required. Importantly, the authority to initiate emergency response protocols extends to our licensed inspectors.

Regulatory Oversight

In addition to routine and annual inspections, our impoundments are regularly inspected by representatives from MSHA and applicable state agencies responsible for regulating impoundments.

Emergency Preparedness

In addition to our Emergency Readiness Plans (ERP), where required by regulation we also maintain supplemental Emergency Action Plans (EAP) specific to our high hazard impoundments. These plans are regularly reviewed and endorsed by the regulatory authorities and the local emergency management agencies, as appropriate. Each EAP identifies protocols to be followed in the event abnormal conditions are observed, ranging from surveillance to evacuation. The EAPs include inundation mapping delineating the probable area of impact in the event of a failure.

Innovation and Technology

Consistent with our overall footprint reduction and technology goals, we are actively exploring innovative ways that could reduce or eliminate the need for slurry impoundments. These initiatives include the deployment of a combined refuse disposal facility at the Itmann preparation plant where construction is underway, using waste coal slurry as fuel for CONSOL's advanced PFBC power plant being developed under our U.S. Department of Energy 21st Century Power Plant Project, and our partnership with OMNIS Bailey, LLC to transform waste coal into marketable products.

Our tailings facility management approach, including our approach to emergency preparedness and response, is consistent with applicable regulatory requirements prescribed by MSHA and the state authorities with oversight of dam safety, as applicable. In the spirit of continuous improvement, we plan to evaluate other best management practices and systems, such as the Global Industry Standard on Tailings Management. In the future, we may deploy these standards or applicable portions thereof, as appropriate.

EMISSIONS and CLIMATE

In October 2021, we were proud to advance our Forward Progress sustainability initiative with the announcement of the Company's greenhouse gas ("GHG") emission reduction targets.

These targets complement our technology, growth, and diversification initiatives, and exemplify the alignment of CONSOL's ESG management approach with our corporate strategic goals. We've set an interim goal to reduce our direct operating greenhouse gas emissions (referred to as scope 1 and scope 2 emissions) on an absolute basis by 50% over a five year period (or by the end of 2026), compared to 2019 baseline levels and measured as the rate of carbon dioxide equivalents (CO₂e) emitted. In addition, the Company announced its long-term efforts to strive to achieve net zero direct operating greenhouse gas emissions by 2040 or sooner if feasible.

We will continue to disclose our scope 1, 2, and 3 emissions in our annual sustainability reports and other external disclosures, such as CDP. Additionally, we anticipate seeking independent verification of our performance against these goals beginning with the 2022 disclosure cycle (in 2023). Our current GHG reduction targets do not include scope 3 emissions, as CONSOL does not have direct control over such emissions. We estimate scope 3 emissions which are estimated based on "use of sold products" category and employee commuting, and exclude any upstream emissions associated with our suppliers. Our early-stage technology initiatives, strategic partnerships, and other endeavors described throughout this report could positively impact scope 3 emissions across our value chain, if successful.



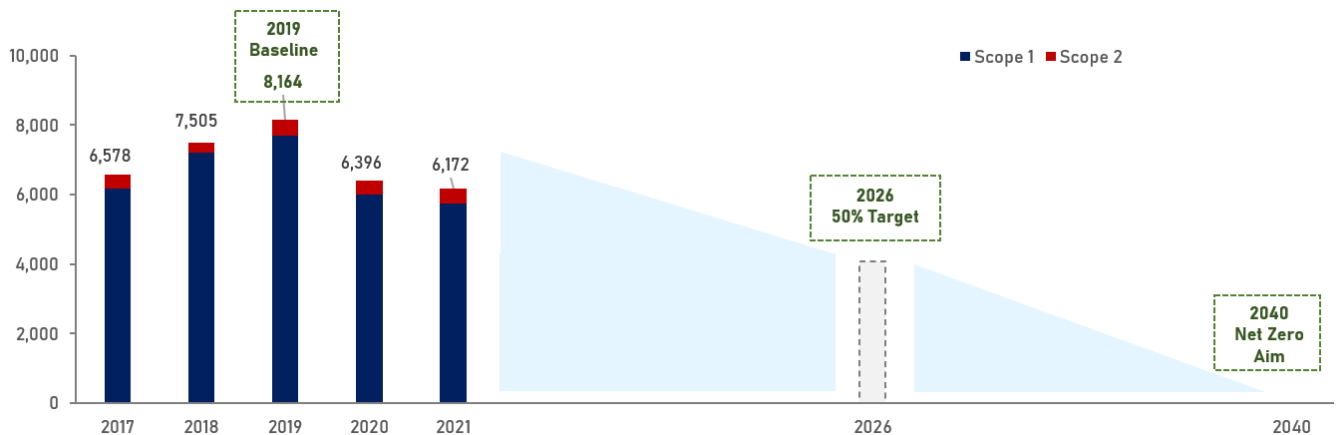
Criteria Pollutant Emissions (short tons)	2021
Volatile Organic Compounds (VOCs)	87
Particulate Matter ≤10 um in Diameter (PM ₁₀)	119
Particulate Matter ≤2.5 um in Diameter (PM _{2.5})	61
Carbon Monoxide (CO)	0.21
Nitrogen Oxides (NO _x)	0.56
Sulfur Dioxide (SO ₂)	0.02

GHG Emissions (thousand metric tons CO ₂ equivalents)	2021
Total Direct GHG Emissions (Scope 1)	5,739
Total Indirect GHG Emissions (Scope 2)	433
Total GHG Emissions Attributable to CONSOL Energy	6,172
Total Direct GHG Intensity (metric tons CO ₂ eq./BBTU Coal Produced)	9.07
Total Other Indirect GHG Emissions (Scope 3)	52,986

For more information regarding our GHG emission reduction targets, and the methodologies used to estimate our emissions, please see our [GHG Reduction Supplement](#).

Under the USEPA’s mandatory greenhouse gas reporting rule (MRR), we are required to disclose the direct scope 1 emissions from our operations on an annual basis. Approximately 99% of scope 1 emissions from our operations consist of coal mine methane gas which must be vented to the atmosphere for the safety of our miners working underground, and are measured or estimated according to methodologies accepted for regulatory reporting under subpart FF of the MRR and assuming a global warming potential of 25. The other approximately 1% of our scope 1 emissions are attributable to our use of fuel, such as in offroad or fleet vehicles. Methane emissions from the coal mine sector are not currently regulated under the Clean Air Act. The total direct emissions from our operations in 2021 are comparable to those generated by underground coal mines of similar sizes, as well as various industrial

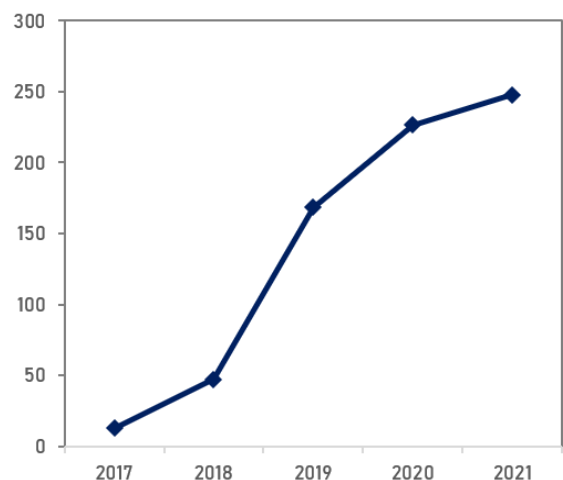
Greenhouse Gas Emission Reduction Targets (Thousand Metric Tons CO₂e)



Our interim greenhouse gas emission reduction goal is expected to be achieved through multiple initiatives, including energy management and operational efficiency efforts. Primary to achieving the interim goal is the expansion of the Company’s methane destruction program, which has been piloted at the Pennsylvania Mining Complex since 2017 and has achieved a cumulative emissions reduction of approximately 702,000 tons of CO₂e to date, proving that this endeavor will lead to meaningful direct operating emissions reductions. CONSOL’s long-term ambition envisions multiple initiatives across our entire operating footprint, starting with full-scale deployment of methane abatement equipment.

Concurrently, we continue to evaluate opportunities to reduce our scope 2 emissions across our operational footprint. Our scope 2 emissions come from the electricity we use to power our operations. In 2021, our electric consumption totaled 762 GWh. Since 2017, we’ve participated in multiple demand response programs under which we agree to curtail electric usage if needed in response to peak demand events. The data we’ve obtained since joining the program have informed our decision making with respect to process and operational efficiencies at our facilities.

Absolute Carbon Offsets Generated Per Year (Thousand Metric Tons CO₂e, 2017 – 2021)



INNOVATING FOR TOMORROW

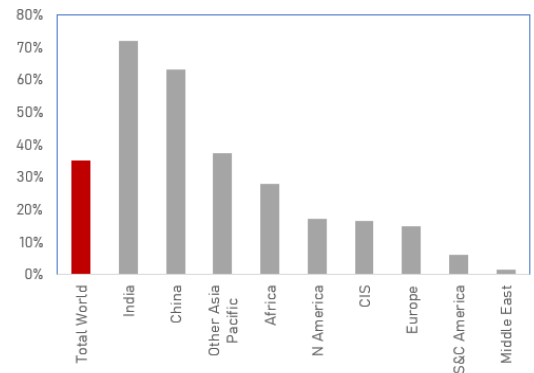
In pursuit of ESG-i in 2021, we continued to advance our targeted priorities surrounding innovation, technology, and diversification. We are encouraged by the tremendous potential associated with each of these endeavors, which could help define our future.

Coal in an Evolving Energy, Social, and Economic Landscape

Amidst today's geopolitical backdrop, coal's role in promoting energy security has become more evident than ever. At the same time, in the current inflationary environment, coal supports affordable electricity prices for households and businesses. While coal's share of the domestic energy supply has decreased, coal continues to be the largest source of electricity and the second largest source of primary energy globally.

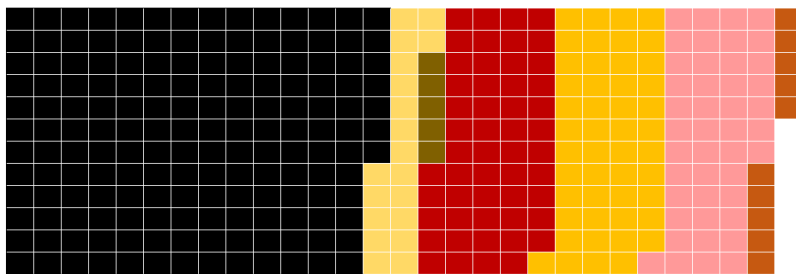
From this same social lens, coal continues to be the key component in expanding access to electricity. Between 2015 and 2019, approximately 341 million people have gained access to electricity, an improvement that was primarily driven by coal, which accounted for 48% of access. At the same time, the International Energy Agency ("IEA") reports that approximately 770 million people still lack access to electricity. Reaping social, public health, and economic benefits across the globe requires broad access to electricity for business, agriculture, and industry-- beyond the household-scale, off-grid connections that serve as a baseline measurement of access

Coal's Share of Electricity Generation, 2020⁸



Coal remains the largest source of electricity in the world, ahead of natural gas (23%), hydro (16%), renewables (12%) and nuclear (10%)⁹

Number of People Gaining Access to Electricity by Fuel Source, 2015 - 2019

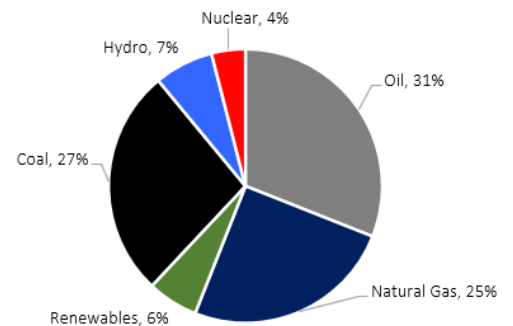


Coal responsible for ~48% of increased access to electricity, primarily through new grid connections¹¹

- Coal
- Oil
- Gas
- Hydro
- Decentralized Renewables
- Solar
- Other Low Carbon

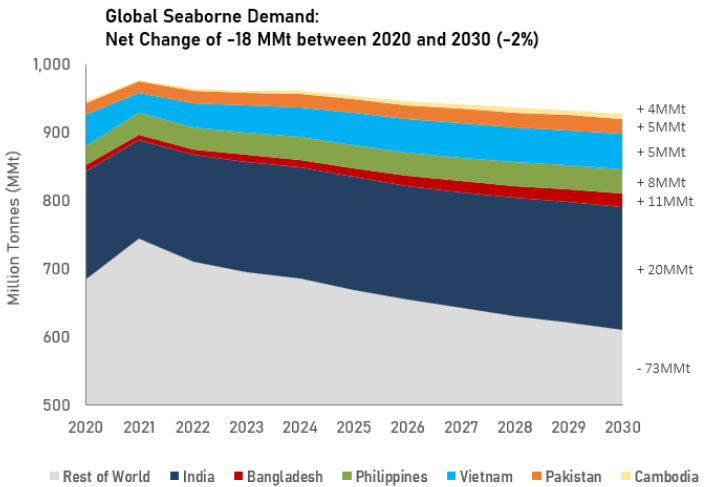
Each box represents 1 million people

Global Primary Energy Consumption, 2020¹⁰



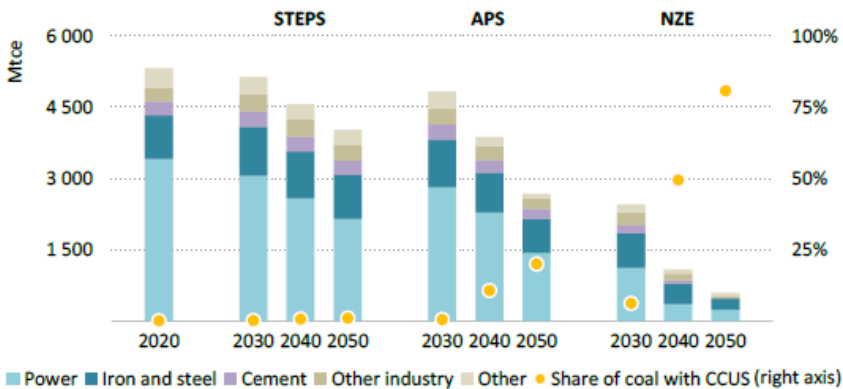
Seaborne thermal coal demand is expected to rise in the near term, primarily due to economic growth and increasing demand in China, India, and the countries of Southeast Asia. In the mid term, between 2020 and 2030, global seaborne coal demand is expected to decrease by only 18 million tonnes, or 2%, according to IHS Markit Data as of December 2021.¹²

In the long term, even the most aggressive scenarios, such as the IEA's Stated Policies Scenario ("STEPS"), the Announced Pledge Scenario ("APS") and the Net Zero Emissions by 2050 Scenario ("NZE") acknowledge the continued use of coal for both power generation and industrial applications, such as steel or cement manufacturing. Importantly, these scenarios acknowledge the need for innovation including Carbon Capture Utilization and Storage ("CCUS") to achieve these global aspirational goals.



Aggressive scenarios rely on more than just renewables, and in addition to technical and policy considerations to reduce GHG emissions, include assumptions related to behavioral changes that are routine for modern life, such as limiting air or vehicular travel, or moderating use of space heating.

IEA Global Coal Demand by Scenario¹³



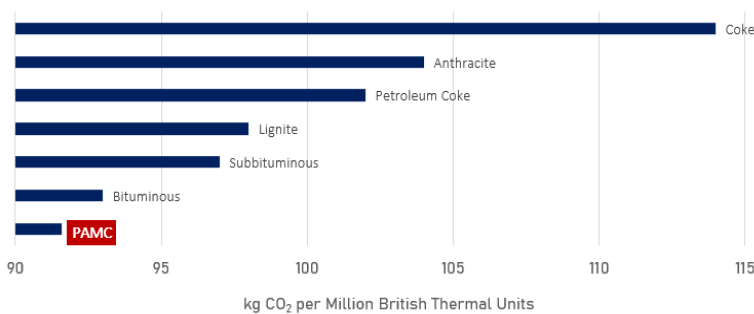
CONSOL Marine Terminal ("CMT"). CMT provides CONSOL strategic access to the seaborne markets for exporting coal to power generation, metallurgical, and industrial markets across the globe. The terminal has a throughput capacity of approximately 15 million tons per year and a coal storage yard with capacity for 1.1 million tons.



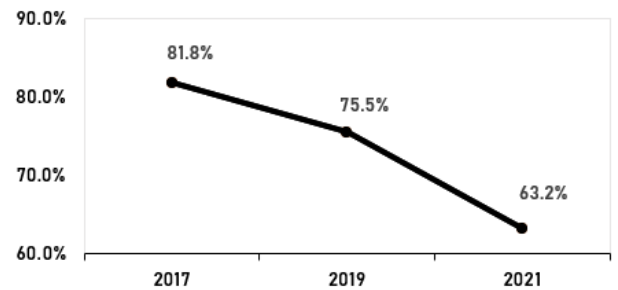
PAMC Product, Coupled with Strategic Positioning of CONSOL Marine Terminal Creates Opportunities for CONSOL

The coal produced at PAMC is among the highest quality coal in the world – with a lower carbon intensity¹⁴ compared to other coal ranks, and properties that make it optimal for use in non-thermal applications. For instance, the carbon intensity of our PAMC product is approximately 6 to 12% lower than that of subbituminous, lignite, and anthracite coals. This creates opportunities for coal produced at PAMC to be utilized by power generation, metallurgical, and industrial customers who are seeking efficiency to support a reduction of GHG emissions, particularly for industrial applications that lack a suitable replacement for coal or that are limited by technological developments in the near term. For this reason, CONSOL’s PAMC coal should be extremely desirable coal to be mined as the world strives to achieve specific air quality goals, while alleviating poverty and providing a reliable, resilient source of energy around the world.

Carbon Intensity of Coal by Rank



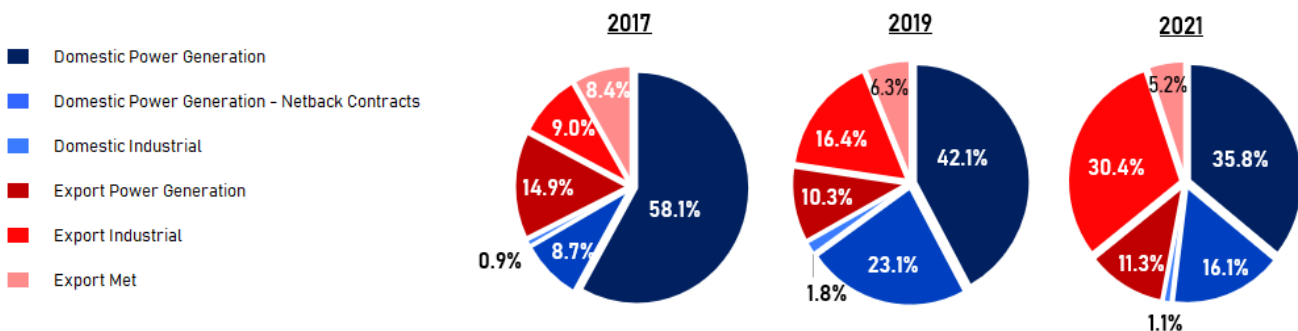
Proportion of Sales to Power Generation



Marketing Strategy Seeks to Diversify Revenue and Optimize Sales Portfolio

The CONSOL Marine Terminal ("CMT") provides strategic access to the seaborne coal markets across the globe. The terminal has a throughput capacity of approximately 15 million tons per year and a coal storage yard with capacity for 1.1 million tons. As the only U.S. east coast coal terminal served by two Class I railroads, CMT can service both CONSOL and third parties, providing a contribution of free cash flow and a source of diversified revenue.

Our marketing strategy seeks to leverage the quality and reliability of our product, coupled with our position as a low cost producer in Northern Appalachia and control of the CONSOL Marine Terminal to market our products to domestic and international power generation, metallurgical, and industrial customers.¹⁵ As a result of these key attributes, since 2017, we've been able to diversify our portfolio and manage risk in the domestic market by increasing export volumes and decreasing the proportion of our sales to power generation customers. At the same time, we maintain the flexibility to meet demand from our base of domestic power generation customers as needed to maintain the security, reliability, and affordability of America's electricity supply.



Itmann Metallurgical Project: A Key Growth and Diversification Initiative



The Itmann Metallurgical Coal Project, located in Wyoming County, WV, remains an important growth and diversification vehicle for CONSOL. Itmann is a low-vol, metallurgical coal mine in the Pocahontas 3 seam. Construction of the mine began in the second half of 2019. As a result of the disruption created by the COVID-19 pandemic, the Itmann project was temporarily put on hold in 2020, although some development mining continued throughout 2020 and 2021. Itmann includes more than 20 million tons of reserves, enough to support 20 years of production at the projected run rate of approximately 900,000 tons per year.



In 2021, we were excited to reaccelerate the Itmann project, moving ahead with our investment with the acquisition and relocation of an existing coal preparation plant to the Itmann site. We expect full production of approximately 900,000 tons per year to be achieved upon completion of a new preparation plant in 2022. The preparation plant includes the capability for processing up to an additional 750 thousand to 1 million third-party product tons annually. This potential third-party processing revenue is expected to provide an additional avenue of growth and diversification for the Company.



The Itmann operation was honored as a **Mountaineer Guardian Award** recipient for exemplary safety performance in 2020 and 2021.

Itmann Preparation Plant. Construction of the Itmann Preparation Plant is underway, and is expected to be complete in the second half of 2022.

INNOVATION and TECHNOLOGY

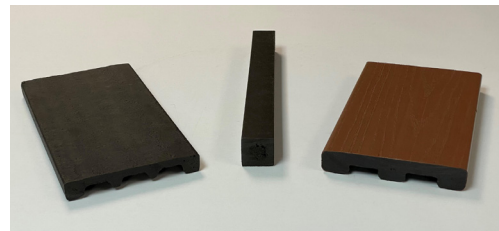
In an evolving energy, social, and economic landscape, coal will continue to play a role for the foreseeable future. Coal will continue to be needed: to expand access to energy and to catalyze economic progress around the globe, to provide a reliable and affordable source of baseload power, and as a vital component in the production of construction materials, such as steel and cement, to support infrastructure development and promote growth. As a responsible energy transition plays out over the years to come, we see differentiating opportunities for CONSOL, and our goal is to carry out our role responsibly and sustainably.

Our technology initiatives align with those ESG aspects of critical concern to our stakeholders and to CONSOL. Further, our initiatives seek to:

1. Mitigate risk to our business
2. Enhance value creation
3. Inform our growth and diversification endeavors
4. Support our corporate strategic goals
5. Maintain our social license to operate

Until recently, relatively little focus has been placed on non-power generating opportunities within the coal value chain, such as the prospect of taking advantage of coal's unique chemistry for its use as a feedstock to develop advanced materials such as carbon fibers, carbon foam, composites, and electrodes. The U.S. has the most abundant proven coal reserves of any country in the world, and these applications have the potential to utilize this valuable national resource in an entirely different way, with net positives for domestic manufacturing, national security, and the environment.

We are involved in multiple projects that leverage coal's unique chemistry for use as a feedstock for marketable products. These products, if successfully commercialized into markets such as building and construction materials, have the potential to create new meaningful demand for U.S. coal (possibly tens to hundreds of millions of tons per year), preserving mining jobs and creating manufacturing jobs. At the same time, we strive to eliminate waste, such as through our partnership with OMNIS Bailey LLC to develop a first of its kind solid energy refinery to minimize the need for future slurry impoundments. Our other endeavors are sponsored by the U.S. DOE and seek to assess, develop, and advance critical GHG emission control technologies, such as our REMEDY project targeting ventilation air methane emissions and our Advanced PFBC Power Plant Project seeking to design a net negative CO₂ emission, waste coal and biomass fueled plant.



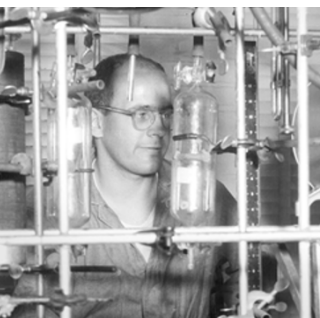
Coal to Products. Our technology initiatives include multiple coal to products endeavors, seeking to develop low to no emissions applications. These include our partnership with Ohio University and Engineered Profiles to develop building materials such as decking, siding, and piping (top and middle), and our 25% ownership position in CFOAM Corp (bottom).

For more information regarding our technology initiatives and strategic partnerships, please refer to the table below and our [2020 Corporate Sustainability Report](#).

FORWARD PROGRESS: Technology Initiatives Continued to Advance in 2021

ESG Aspects	Strategic Initiative	ESG-i Attributes	Overview	2021 FORWARD PROGRESS
Waste Management, Mine Tailings Reduction	OMNIS BAILEY LLC	<ul style="list-style-type: none"> Risk Mitigation Value Creation Social License to Operate 	<ul style="list-style-type: none"> First-of-a-kind solid energy refinery at PA Mining Complex Converts waste coal into marketable products, such as a high-quality solid fuel or carbon feedstock 	Construction of first commercial scale refinery is underway
	21st CENTURY POWER PLANT PROJECT	<ul style="list-style-type: none"> Risk Mitigation Corporate Strategy Alignment Social License to Operate 	<ul style="list-style-type: none"> Advanced PFBC Power Plant developed under U.S. DOE 21st Century Power Plant Initiative ~300 MWe, waste-coal and biomass fueled plant equipped with CCUS . Net negative CO₂ emissions via BECCS (Bio-Energy with Carbon Capture and Storage) 	DOE awarded funding for phase 3 FEED (front end engineering and design) study, currently underway
Scope 1, 2, and 3 GHG Emissions Reduction	REMEDY	<ul style="list-style-type: none"> Risk Mitigation Corporate Strategy Alignment Social License to Operate 	<ul style="list-style-type: none"> Partnering with Johnson Matthey and Oak Ridge National Lab under U.S. DOE's REMEDY (Reducing Emissions of Methane Everyday of the Year) Program Seek to develop cost effective ventilation air methane (VAM) emissions control technology 	DOE awarded funding for technology design, regulatory authorization, and demonstration scale testing, design underway.
Scope 3 Emissions Reduction, Portfolio Optimization	CFOAM LLC	<ul style="list-style-type: none"> Value Creation Growth and Diversification Corporate Strategy Alignment 	<ul style="list-style-type: none"> Company is 25% CONSOL-owned. Produces high performance carbon foam developed from coal feedstock Application as a high-grade carbon material in the aerospace, military, industrial, and commercial product markets 	DOE awarded funding to transform process from batch to continuous manufacturing, testing underway.
	COAL PLASTIC COMPOSITES	<ul style="list-style-type: none"> Value Creation Growth and Diversification Corporate Strategy Alignment 	<ul style="list-style-type: none"> Investigating the utilization of coal in various applications, including manufacture of building materials for construction, such as composite decking boards 	DOE awarded funding to investigate additional materials, such as piping applications, testing underway.

These efforts are in the early stages of development, but if successful, could mitigate risks associated with those ESG aspects of concern and could create value or advance our corporate strategic endeavors. We will continue to develop the synergies between our sustainability, technology, and financial strategies, which together inform and support our growth and diversification goals in pursuit of **ESG-i** in 2022 and beyond.



SUSTAINABILITY DISCLOSURE INDEX

Reference (S= SASB, G = GRI)	Topic	Description	Page Number or External Reference
(G) 102-1	General Standards	Name of Organization	5
(G) 102-2	General Standards	Products and Services	5
(G) 102-3	General Standards	Location of Headquarters	5
(G) 102-4	General Standards	Location of Operations	5, 10-K (pg. 7)
(G) 102-5	General Standards	Ownership and Legal Form	5
(G) 102-6	General Standards	Markets Served	38, 10-K (pg. 6-7, 17)
(G) 102-7	General Standards	Scale of Organization	20
(G) 102-50	General Standards	Reporting Period	6
(G) 102-51	General Standards	Date of Most Recent Report	6
(G) 102-52	General Standards	Reporting Cycle	6
(G) 102-56	General Standards	External Assurance	6
(S) EM-CO-000.A	Activity Metric	Production of thermal coal	38, 10-K (pg. 8)
(S) EM-CO-000.B	Activity Metric	Production of metallurgical coal	38, 10-K (pg. 8)
(G) 102-18	General Standards	Governance Structure	11, Proxy
(G) 102-22	General Standards	Composition of the highest governance body and its committees	Proxy
(G) 405-1	General Standards	Diversity of governance body	13, Proxy , Schedule 14A
(G) 102-23	General Standards	Chair of the highest governance body	11, Proxy
(G) 102-32	General Standards	Highest governance body's role in sustainability reporting	6, 14
(G) 102-13	General Standards	Membership of associations	18
(G) 102-40	General Standards	List of stakeholder groups	19
(G) 102-43	General Standards	Approach to stakeholder engagement	15
(G) 415-1	General Standards	Political contributions	18, www.fec.gov
(G) 205-2	General Standards	Communication and Training About Anti-Corruption Policies and Procedures	12
(S) EM-CO-210b.1	Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	15-17
(S) EM-CO-210b.2	Community Relations	Number and duration of non-technical delays	15
(G) 408-1 (G) 409-1	Human Rights	Operations and suppliers at significant risk: for incidents of child labor for incidents of forced or compulsory labor	13
(S) EM-CO-210a.2	Rights of Indigenous Peoples	Discussion of engagement processes and due diligence practices with respect to the management of indigenous rights	16

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Reference (S= SASB, G = GRI)	Topic	Description	Page Number or External Reference
(S) EM-CO-210a.1	Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near indigenous land	16
(G) 202-1	Employment Practices	Proportion of senior management hired from the local community	21
(G) 3-3	Employment Practices	Management of material topics, non-discrimination and equal opportunity	21
(S) EM-CO-310a.1	Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	21
(S) EM-CO-310a.2	Labor Relations	Number and duration of strikes and lockouts	21
(S) EM-CO-320a.1	Workforce Health & Safety	(1) MSHA all incidence rate, (2) Fatality Rate, and (3) Near miss injury frequency rate (*not disclosed)	24
(G) 403-1	Workforce Health & Safety	Occupational health & safety management system, workers covered by health & safety management system	22
(G) 403-8	Workforce Health & Safety	Worker training on occupational health & safety	25
(G) 403-6	Workforce Health & Safety	Promotion of worker health	25
(S) EM-CO-320a.2	Workforce Health & Safety	Discussion of management of accident and safety risks and long-term health and safety risks	25
(S) EM-CO-110a.1	Greenhouse Gas Emissions	Gross global scope 1 emissions, percentage covered under emissions limiting regulations	34, 35
(G) 305-1	Greenhouse Gas Emissions	Percentage of gross direct Scope 1 emissions from methane Breakdown of gross direct Scope 1 emissions by type of source	35
(G) 305-2	Greenhouse Gas Emissions	Energy indirect (scope 2) GHG emissions	34
(G) 305-3	Greenhouse Gas Emissions	Other indirect (scope 3) GHG emissions	34
(G) 305-4	Greenhouse Gas Emissions	GHG emissions intensity	34
(S) EM-CO-110a.1	Greenhouse Gas Emissions	Discussion of long and short term strategy or plan to manage scope 1 emissions, emissions reduction targets, and an analysis of performance against these targets	34, 35 GHG Reduction Supplement
(G) 305-5		Reduction of GHG emissions, goals and targets, baseline and timeline for achieving goals	
(G) 305-7	Air Emissions	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	34
(G) 303-1	Water Management	Interactions with water as a shared resource, mitigation of negative impacts from acid mine drainage	29
(S) EM-CO-140a.1 (G) 303-3, 4, 5	Water Management	(1) Total freshwater withdrawn, (2) Percentage recycled, (3) percentage in regions with high or extremely high baseline water stress Water withdrawal, discharge, and consumption (303-3, 4, and 5, respectively)	(1) 29, (2) 30, (3) 29 CDP Disclosure
(S) EM-CO-140a.2	Water Management	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	28
(G) 306-3	Environmental Management	Disclosure of significant spills	27
(S) EM-CO-160a.1	Biodiversity Impacts	Description of environmental management policies and practices for active sites	26
(S) EM-CO-160a.2	Biodiversity Impacts	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	26
(S) EM-CO-160a.3	Biodiversity Impacts	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	27
(G) 304-1		Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
(G) 304-4		IUCN Red List species and national conservation list species with habitats in areas affected by operations	

SUSTAINABILITY DISCLOSURE INDEX, continued.

Reference (S= SASB, G = GRI)	Topic	Description	Page Number or External Reference
(S) EM-CO-540a.2	Tailings Storage Facilities Management	Summary of tailings management systems and governance structure	32
(G) 306-1		Waste generation and significant waste related impacts	
(G) 306-2		Management of significant waste related impacts	
(S) EM-CO-540a.3	Tailings Storage Facilities Management	Approach to development of emergency preparedness and response plans (EPRPs) for tailings storage facilities	33

REFERENCES

1. BP Statistical Review of World Energy, July 2021.
2. We refer to “diversity,” for the purposes of Board composition, to include but not be limited to: business experience, geography, age, gender, race and ethnicity.
3. “CDP” was formerly known as the Carbon Disclosure Project.
4. Number of employees by gender is based on self-identification by employees.
5. Total recordable incident rate is calculated as the number of reportable incidents multiplied by 200,000, then divided by the total number of hours worked in a year.
6. We refer to “life altering accidents” to include for example, any permanent injury that interferes with one’s activities of daily life.
7. Carbon offsets are the total number of offsets produced by CONSOL. CONSOL has not purchased carbon offsets to date.
8. BP Statistical Review of World Energy, July 2021.
9. BP Statistical Review of World Energy, July 2021.
10. BP Statistical Review of World Energy, July 2021.
11. Data for IEA countries included in the World Energy Outlook, 2020 Electricity Access Database. Also includes data from World Bank, Sustainable Energy for All (SE4ALL) Database, February 2022, BP Statistical Review of World Energy, July 2021, and Ember, Climate Data, February 2022. Assumes gain in access proportionate to growth in electric generation by fuel source.
12. S&P Global Market Intelligence and IHS Markit – Data as of December 2021.
13. International Energy Agency, World Energy Outlook, 2021.
14. CONSOL Energy Inc. management, EIA, carbon dioxide coefficients, 2017.
15. CONSOL Energy Inc. management.

DISCLAIMER

Our 2021 Corporate Sustainability Report includes statements about the Company's business and the Company's future business plans, initiatives, goals, and objectives. These statements, estimates, and projections are "forward-looking statements" within the meaning of the federal securities laws and speak only as of the date of this report. While these forward-looking statements reflect CEIX expectations at the date of this report, they are not guarantees or predictions of future performance or statements of fact. With the exception of historical matters, the matters discussed in this supplement are forward-looking statements (as defined in Section 21E of the Securities Exchange Act of 1934, as amended) that involve risks and uncertainties that are unknown or out of our control and, therefore, could cause actual results, performance, or achievements to differ materially from results, goals and achievements projected in or implied by such forward-looking statements. Accordingly, investors should not place undue reliance on forward-looking statements as a prediction of actual results. The forward-looking statements may include projections and estimates concerning the timing and success of specific short term and long term emission reduction targets, the role of specific technologies in reducing carbon emissions, and CEIX's role in contributing to global social and environmental goals. When we use the words "anticipate," "believe," "could," "continue," "estimate," "expect," "intend," "may," "plan," "predict," "project," "should," "will," or their negatives, or other similar expressions, the statements which include those words are usually forward-looking statements. All statements other than statements of historical facts included in this report are forward-looking statements. When we describe strategy that involves risks or uncertainties, we are making forward-looking statements. Past performance cannot be relied on as a guide to future performance. 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 risks, contingencies and uncertainties include but are not limited to changes in laws and regulations including international treaties and laws and regulations regarding greenhouse gas emissions and carbon costs actions, including changes with respect to tax policy, emissions credits, carbon offsets and carbon pricing; trade patterns and the development and enforcement of local, national and regional mandates; unforeseen technical or operational difficulties; the outcome of research efforts and future technology developments, including the ability to scale projects and technologies on a commercially competitive basis and our ability to take advantage of those innovations and developments; the effectiveness of our risk management strategies, including mitigating climate-related risks; our ability to identify and execute opportunities, and the economic viability of those opportunities, including those relating to methane destruction; the ability of our existing assets and expertise to support the growth of, and transition to, various energy opportunities, including through the positioning and optimization of our assets; our ability to efficiently reduce the carbon output (both on an absolute scale and relative intensity) of our operations (both Scope 1 and 2), including through the use of lower carbon power alternatives, management practices and system optimizations; the necessity to direct our focus on maintaining and enhancing our existing assets; the impacts of acquisitions or dispositions; changes in supply and demand and other market factors affecting future prices of coal; changes in the relative energy mix across activities and geographies; the actions of competitors; changes in regional and global economic growth rates and consumer preferences; the pace of regional and global recovery from the COVID-19 pandemic and actions taken by governments and consumers resulting from the pandemic; changes in population growth, economic development or migration patterns; and other factors discussed in this report and in Item 1A of CONSOL's Annual Report on Form 10-K for 2021 and subsequent Quarterly Reports on Forms 10-Q. The forward-looking statements in this report speak only as of the date of this report and CEIX disclaims any intention or obligation to update publicly or review any forward-looking statements, whether in response to new information, future events, or otherwise, except as required by applicable law. In this report, we refer to direct operating greenhouse gas emissions (inclusive of scope 1 and scope 2 emissions). We note that direct operating greenhouse gas emissions does not refer to our carbon emissions associated with the use of energy products we sell (referred to as scope 3 emissions). CEIX only controls its direct operating emissions. This statement is not intended to suggest that CEIX is addressing the emissions from use of its energy products in its net zero plan.

Point of Contact

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