



2020
CORPORATE
SUSTAINABILITY
REPORT



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A Message from our CEO

"We are focused on sustainably leading the transformation of a mature industry that still holds high potential to benefit society going forward."



JIMMY A. BROCK
President and
Chief Executive Officer

Dear Stakeholders,

In a year that could be characterized by the unprecedented disruption and decline that occurred as a result of the global COVID-19 pandemic, at CONSOL, 2020 was a year of resolve.

Despite the challenges faced by our business, our workforce, our families, and our communities throughout the year, our miners embodied CONSOL's core values of safety, compliance, and continuous improvement and worked to ensure a stable energy supply for America. The entire CONSOL team quickly adapted to changing market and workplace conditions, and ultimately, we continued to advance our strategic objectives.

Upon becoming an independent company more than three years ago, we prioritized our commitment to sustainability and environmental, social, and governance ("ESG") performance. Accordingly, we outlined sustainability goals to enhance employee safety, reduce environmental impacts, benefit stakeholders, and increase operational efficiencies. Each year, we strive to continuously improve against these goals. Our 2020 achievements include:

- *Record PAMC Total Recordable Incident Rate of 1.76 is 60% lower than MSHA industry average*
- *Maintaining an Environmental Compliance Record Exceeding 99.9% for the 8th Consecutive Year*
- *Reduction in Surface Water Withdrawals by 24%, Year Over Year*

Throughout the year, we also continued to perform against our fiscal priorities.

Ultimately, our financial performance supports advancement of the Company's sustainability, technology, and diversification goals, while facilitating the substantial capital investment in our existing asset base that enables us to maintain high production volumes, low operating costs, and a strong safety and environmental compliance record.

Although declining domestic coal demand reduced coal's share of the electricity mix to roughly 20%¹ in 2020, coal remains the backbone of the energy supply in much of the developing world and continues to be the largest source of primary energy in its two most populous countries – China and India.² We believe that coal will continue to play a vital part of the energy mix into the future, and in a competitive market, the most innovative and responsible operators will prevail.

At the same time, we remain committed to our organic growth and diversification goals. In 2020, we made measurable strides related to our non-thermal coal initiatives, including our Itmann Metallurgical Project, our equity stake ownership in CFOAM Corp. ("CFOAM"), our partnership with OMNIS Bailey, LLC ("OMNIS"), and our Department of Energy ("DOE") supported Coal FIRST project.

Now, more than ever, we are focused on sustainably leading the transformation of a mature industry that still holds high potential to benefit society going forward. The professionalism, flexibility, and dedication exhibited by the CONSOL team in 2020 exemplifies the Company's ability to drive long term value.

I invite you to learn more in our 2020 Corporate Sustainability Report.



JIMMY A. BROCK
President and
Chief Executive Officer

Featured on the cover:

Top Left: our technology initiatives include transforming coal to products (see page 41)

Top Right: reclamation was completed at the former Raccoon Mine (Ohio) in 2020

¹ U.S. Department of Energy, Energy Information Administration, Independent Statistics & Analysis. (2021, February 24).

Electricity Monthly Update. Retrieved from <https://www.eia.gov/electricity/data/browser/>

^{2,3} BP. Statistical Review of World Energy, June 2020. p.9.

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 coal company focused on safely and compliantly producing and exporting high-quality bituminous thermal coal and metallurgical coal. We and our predecessors have been mining coal, primarily in the Appalachian Basin, since 1864. The Company 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 658 million reserve tons associated with the Pennsylvania Mining Complex and the ~21 million reserve tons associated with the Itmann project, the company also controls approximately 1.5 billion tons of greenfield thermal and metallurgical coal reserves located in the major coal-producing basins of the eastern United States. Additional information regarding CONSOL Energy may be found at www.consolenergy.com.



“CEIX”

NYSE Publicly Traded

657.9MM

Tons of High Quality, Pittsburgh
Seam Reserves at PAMC

1,483

Employees

18.8MM

Tons Produced at PAMC in 2020

\$217MM

Direct Economic Contribution
in 2020

Report Scope

This is CONSOL's fourth corporate sustainability report since becoming an independent, standalone company in 2017. We most recently released our 2019 corporate sustainability report supplement in the first 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, 2020, unless otherwise referenced.

In alignment with our previous reports, we continue to report on those Environmental, Social, and Governance ("ESG") aspects of concern to our stakeholders and to CONSOL. Specific metrics throughout the report reference certain GRI Standards from the Consolidated Set of GRI Sustainability Reporting Standards (2020). In addition, we consulted the Sustainability Accounting Standards Board (SASB) Coal Operations Standard (Version 2018-10). A cross reference between the material presented in this report and the relevant standards that were consulted is provided in the Index.



EMPLOYEE HEALTH & SAFETY



ETHICAL BUSINESS PRACTICES



ECONOMIC CONTRIBUTION



SOCIAL LICENSE TO OPERATE



ENVIRONMENTAL COMPLIANCE



AIR QUALITY and CLIMATE



WATER MANAGEMENT



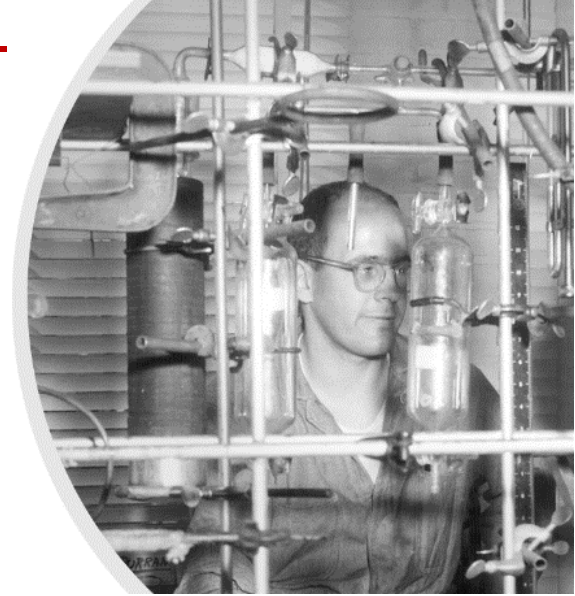
WASTE MANAGEMENT

→ **CONSOL strives to achieve operational transparency in publishing annual corporate sustainability reports.**

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.

Our Sustainability Approach

LEGACY of INNOVATION and TECHNOLOGY	CORE VALUE BASED CORPORATE CULTURE
ALIGNMENT WITH RECOGNIZED ESG OPERATING FRAMEWORKS	DISCLOSURE and ENGAGEMENT



*CONSOL R&D Opened in the 1940's
(Company Archives)*

Together with our predecessors, CONSOL Energy has proudly been a leader in the coal industry since the Civil War. The Company's endurance throughout the course of numerous cycles and volatility is a testament to our legacy of innovation and responsible business practices. 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, alternate uses of coal, and other low-to-no emissions projects. **This legacy continues to inform our strategy today.**



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.

This strong corporate culture, combined with our desire to advance and evolve, informed our decision to align our operating practices with recognized ESG frameworks: the National Mining Association's CORESafety® Initiative and Bettercoal. This alignment supports the implementation of internationally recognized best practices across all of operations and challenges us to continuously improve as we strive for world-class ESG performance.

Furthermore, we are dedicated to transparency surrounding our sustainability approach and performance. To that end, we regularly participate in publicly available third-party disclosure assessments, such as CDP, a not-for-profit global environmental impact disclosure system. We will continue to report our performance in annual sustainability reports as we strive to further incorporate widely recognized disclosure standards, and we welcome the opportunity for further engagement with our stakeholders.

CONSOL Energy's ESG Operating Frameworks Align with Our Core Values



In October 2019, CONSOL became fully certified under the National Mining Association's (NMA) CORESafety® framework.

The framework aims for zero fatalities and a 50 percent reduction in rate of injuries within five years. CORESafety's approach to safety and health emphasizes accident prevention and uses a risk-based management system anchored in:

- leadership
- management, and
- assurance.

CORESafety® participants agree to implement a functionally-equivalent version of the CORESafety safety and health management system.

In addition to submitting annual self-assessments of progress toward implementation to NMA, as part of the certification process, CONSOL's Safety Management System was subjected to a thorough third-party assessment.

The framework is designed to go beyond what is required by regulations, focusing on a goal of continuous improvement.



In 2019, CONSOL committed to become a Bettercoal Supplier. Bettercoal is a global organization that was established by a group of major global coal buyers and seeks to advance environmental, social and ethical practices and continuous improvement in the coal supply chain.

Bettercoal Suppliers operate in alignment with the Bettercoal Code¹, an internationally recognized standard of ethical, social, and environmental operating principles for the coal mining industry.

The Bettercoal Code incorporates specific elements from recognized international standards, such as the UN Guiding Principles, the ILO² Standards, and the EITI³, divided into 10 operating principles with 136 provisions amongst 4 categories:

- General Expectations
- Business Ethics
- Human Rights and Social Performance
- Environment

In 2019, CONSOL became the first U.S. supplier to have its entire active operating footprint independently assessed against the Bettercoal Code.

The assessment concluded that CONSOL's operating practices conform with the Bettercoal Code to varying degrees, and CONSOL is now a qualified Bettercoal Supplier.

In 2020, we worked with Bettercoal to develop and implement a Continuous Improvement Plan to close any gaps that were noted during our assessment.

Certain Bettercoal Code principles and provisions are referenced throughout this report to demonstrate incorporation of Bettercoal's best practices at our operations.

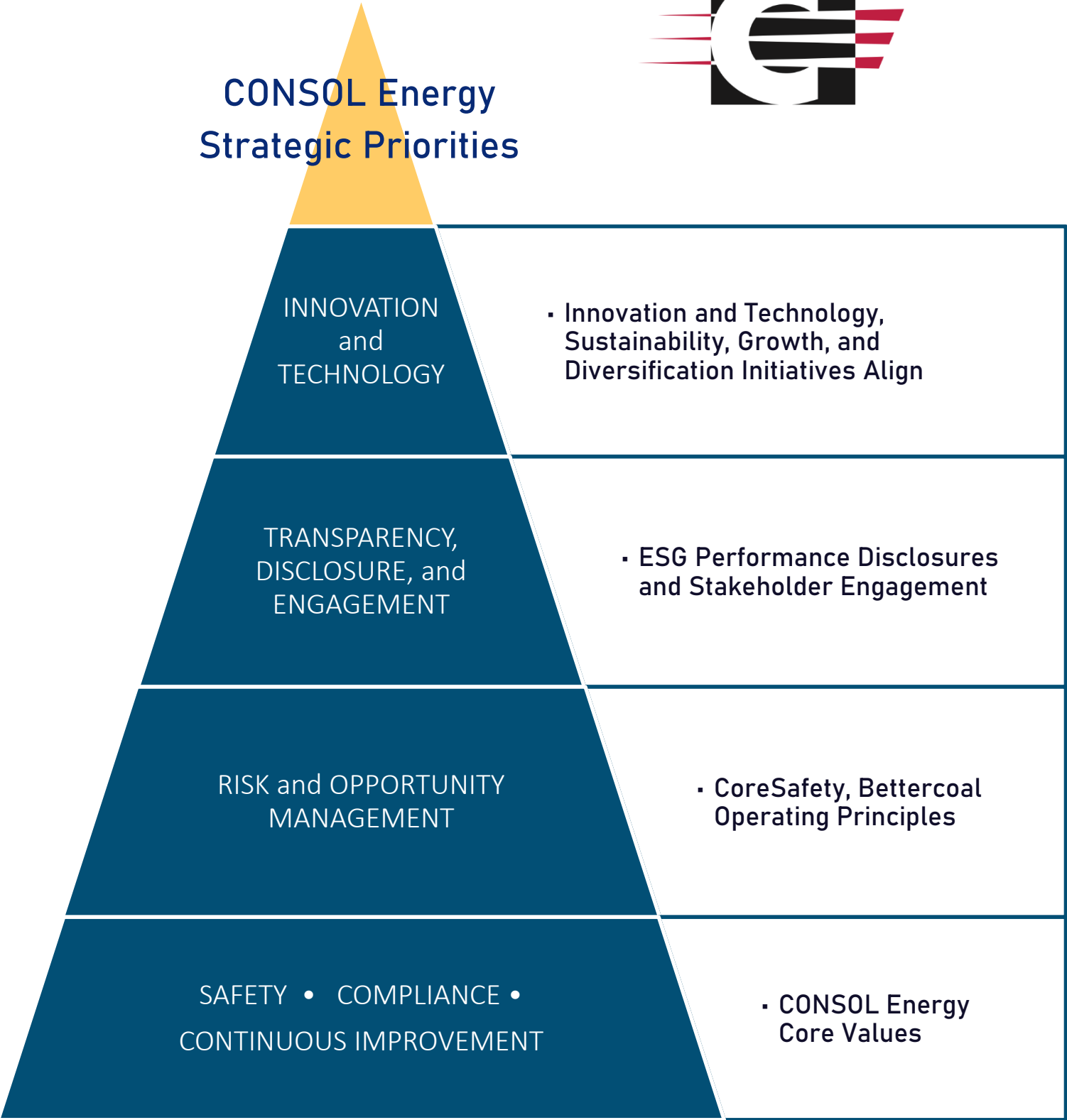
¹ Our operations were assessed against the Bettercoal Code, Version 1.1.

² International Labor Organization

³ Extractives Industry Transparency Initiative



**CONSOL Energy
Strategic Priorities**




Committed to Ethical Business Practices

Governance

Governance

We believe that corporate governance goes hand in hand with strong financial performance. CONSOL's Board of Directors and management team firmly believe that sound principles of corporate governance are essential in making good decisions on behalf of our stockholders, employees, and other stakeholders.

Our Governance practices and policies were assessed against the applicable provisions of the Bettercoal Code (Version 1.1). The in-depth assessment included an audit level review of policies, such as our Board charters, regulatory and legal tracking systems, independent audit reports, and ethics hotline reports. Supporting documents were reviewed to demonstrate implementation of CONSOL's policies across our operations.

	Principle 1.	Principle 3.	Principle 4.
	Companies shall comply with national applicable laws and regulations and widely accepted international laws and strive to meet generally accepted international standards for ethical, social, and environmental performance where those exceed national standards.	Companies shall commit to ethical, social, and environmental performance disclosure and transparency.	Companies shall work against corruption in all its forms, including extortion and bribery, and prohibit bribery in any direct or indirect form.

CONSOL's governance practices were assessed against the principles outlined in the Bettercoal Code (Version 1.1).

The Company is governed by a Board of Directors of six members, all of whom will be 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.

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. For the purposes of Board composition, diversity includes but is not limited to: business experience, geography, age, gender, and ethnicity.

Sustainability Risk Management Approach

In 2018, CONSOL formed an ESG Committee consisting of employees representing various departments within the company. The Committee oversees and provides input to management on the Company's policies, strategies and projects related to sustainability matters. Since its formation, the ESG Committee engaged various stakeholders to discuss ESG issues, trends, and strategies.

CONSOL's Board of Directors are 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, and reviews these policies, programs, and strategies, providing guidance to management with respect to such matters.

To learn more about our Board of Directors, please see the [Proxy Statement](#) for the May 2021 Annual Meeting.

CONSOL Energy Board of Directors

Name	Age	Director Since	Occupation	Independent
William P. Powell	65	2017	Managing Partner of 535 Partners, LLC	Yes
Sophie Bergeron	43	2019	Vice President HSEC – Energy and Minerals of Rio Tinto	Yes
Jimmy A. Brock	64	2017	President and Chief Executive Officer of CEIX	No
John T. Mills	73	2017	Former Chief Financial Officer of Marathon Oil Corporation	Yes
Joseph P. Platt	73	2017	General Partner of Thorn Partners LP	Yes
Edwin S. Roberson	76	2017	Former Chief Executive Officer of Christ Community Health Services	Yes

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 May 2021 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 and material pending or threatened administrative, regulatory, or judicial procedures regarding HSE matters and management’s response to the foregoing.

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, strategically posted at all company locations, and 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, implemented a training program in which 100% of our salaried workforce participated, and emphasized the importance of Code compliance and the hotline availability in our annual letter to vendors. **Our Bettercoal Continuous Improvement Plan emphasizes continued communication to employees surrounding the availability of the anonymous Ethics and Compliance Hotline, including that no employee shall suffer adverse consequences for reporting a concern.**

It is our policy to comply 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 (the 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 are required to certify 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 review our governance policies and best practices, please see:

- [Corporate Governance Guidelines](#)
- [Code of Employee 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](#)

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 1000 CONSOL Energy Drive, Suite 100, Canonsburg, PA 15317, or by sending an email to directors@consolenergy.com.

Human Rights and Social Performance

Community, Workforce, and Safety

Respecting Human Rights

In 2019, CONSOL adopted a human rights policy at the recommendation of the ESG Committee. This policy 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 by all salaried employees.

Our Human Rights and Stakeholder Engagement practices and policies were assessed against the applicable provisions of the Bettercoal Code (Version 1.1). The in-depth assessment included an audit level review of policies including our Human Rights Policy, our Equal Employment Opportunity Policy, and our Safety and Environmental Management Systems. In addition, approximately 200 employees, business partners, and stakeholders were interviewed. Physical inspections of all facilities, including all 3 underground mines, were conducted.



Principle 2.

Companies shall adopt and implement appropriate policies, systems, procedures, and controls, including ensuring organizational capacity and competency. Companies shall integrate these social and environmental elements into decision making, as well as support continuous improvement throughout the operational lifecycle and ensure companies are respecting Human Rights and contributing to sustainable development.

Principle 5.

Companies shall respect and promote Human Rights understood at a minimum as those in the International Bill of Human Rights and international humanitarian law.

Principle 6.

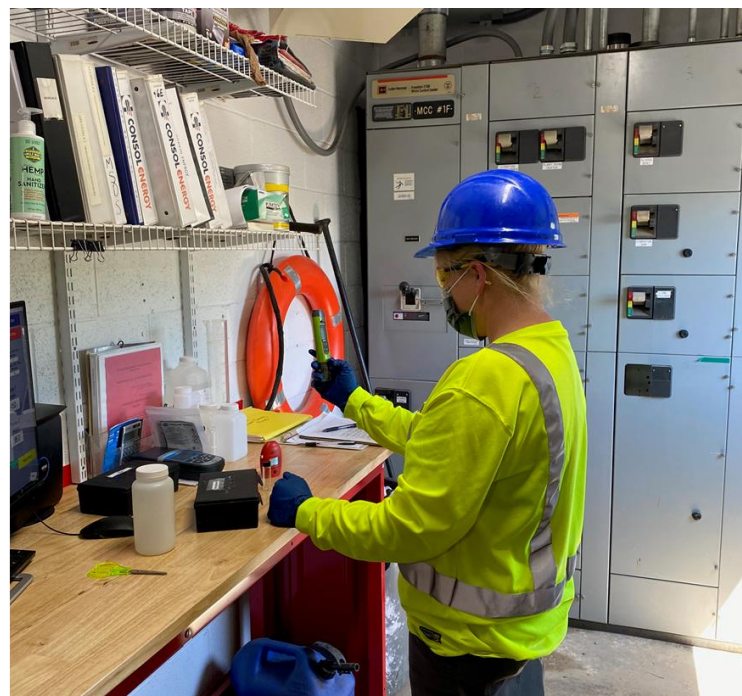
Companies shall respect and recognize the rights of workers, in particular the rights included in the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, as they derive from the ILO's eight fundamental conventions.

Principle 7.

Companies shall contribute to the long term social, cultural, environmental, economic, and institutional development of the communities in which they operate.

CONSOL's human rights and stakeholder engagement practices were assessed against the principles outlined in the Bettercoal Code (Version 1.1).

CONSOL's Human Rights Policy references international standards, such as the UN Guiding Principles. **As part of our Bettercoal Continuous Improvement Plan, we seek to expand our Human Rights policies to incorporate a due diligence process** to identify, prevent, mitigate, and account for how the Company addresses its impacts on Human Rights. In addition, we will conduct an assessment to define whether the company sources materials from Conflict-Affected and High-Risk Areas, and will develop a policy on Conflict Minerals consistent with OECD due diligence guidance, as appropriate.



Stakeholder Engagement

As a coal producer, we are aware that our activities impact a broad range of stakeholders. Building and maintaining relationships with these stakeholders is paramount to CONSOL and crucial to the success of our business.

CONSOL believes that a shared understanding is essential to building a cohesive vision for the future. Stakeholder engagement has a myriad of benefits to CONSOL, chief among those is its ability to bring people together to pool a diverse range of knowledge, experience, and expertise to co-create positive solutions for all involved.

Stakeholder	Type of Engagement	Areas of Interest	Frequency
Community members	Direct contact with our Land Department; Public notices; Public meetings; ESG committee engagement 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	Continuous
Customers	Communications through our marketing department	Coal quality; Coal pricing; Logistics and transportation	As needed
Investors	Annual stockholder meeting; Conferences; Calls and Meetings; ESG committee engagement	Free cash flow generation; Liquidity and debt; Capital allocation process; Organizational strategy; ESG performance	Continuous
Elected Officials	Public meetings; Political action committee; ESG committee engagement	Economic contribution; Employment opportunities; Land management; Post mining land use	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	As requested

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. One way we contribute to public policy development is through membership in trade organizations. In 2020, 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 the American Coalition for Clean Coal Electricity (now known as America’s Power).

CONSOL was also represented on the Committee on Earth Resources (“CER”) of the National Academies of Science, Engineering, and Medicine. The CER provides a unique forum for discussion and exchange of information among scientists, engineers, and policy makers about issues relevant to the supply, delivery, and associated impacts of mineral and energy resources.

Sustainability Memberships	
University of Pittsburgh Center for Sustainable Business (CSB)	Chevron Center for Corporate Social Responsibility at Waynesburg University
CONSOL is a founding, gold level sponsor of the Center for Sustainable Business (CSB) at the University of Pittsburgh, which aims to engage leading global and regional companies to integrate environmental and societal concerns into their business models. The CSB works with companies managing the “triple bottom line” of people, planet, profits. The founders aspire to make the CSB a world-renowned hub for applied research on sustainable business.	CONSOL is also a member of the Chevron Center for Corporate Social Responsibility at Waynesburg University, a first-of-its-kind center in the region. The center is intended to spearhead service projects to spur corporate volunteerism. The center hosts quarterly sessions for its members that include in-depth discussions of best practices on a variety of community-based topics.

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/reporting requirements, where applicable.

Community

We established the CONSOL CARES FOUNDATION in 2018 to focus our community giving while also bringing a wider variety of views to the table to lead the discussion on directing community outreach. We strive to enhance the health and safety of our communities, making them better places to live and prosper. Under the Bylaws of the Foundation, the Foundation's Board is required to have various representative directors from divergent areas such as operations, accounting, and human resources. Additionally, the Foundation requires a community representative to serve on its Board to ensure the benefit of the communities where CONSOL operates.

Engagement During Facility Planning

An important part of our approach to community engagement is to be present and approachable when questions or concerns arise. The external affairs department receives stakeholder comments by e-mail, phone, mail, and in-person. In addition, a vital part of the communication 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. **Our subsidence management and landowner engagement processes were assessed for conformance with the Bettercoal Code and CONSOL's Human Rights policy.**

As part of the permitting process, our facility plans are made available for public comment and review. As needed and if requested by stakeholders, the state regulatory agencies and the Company participate in public meetings where project specific details are presented, and stakeholders have an opportunity to pose direct questions of the regulators and company management in an open forum.



The CONSOL Cares Foundation made a donation to the Washington Health System (WHS) to fund some of its greatest needs in 2020, including WHS's COVID assistance fund and the expansion of telemedicine.

→ We seek to enhance the health and safety of our communities, making them better places to live and prosper.

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

To contact our External Affairs Department, please call us at 724-416-8300, or send an email to [Zach Smith, Director of External Affairs](#).

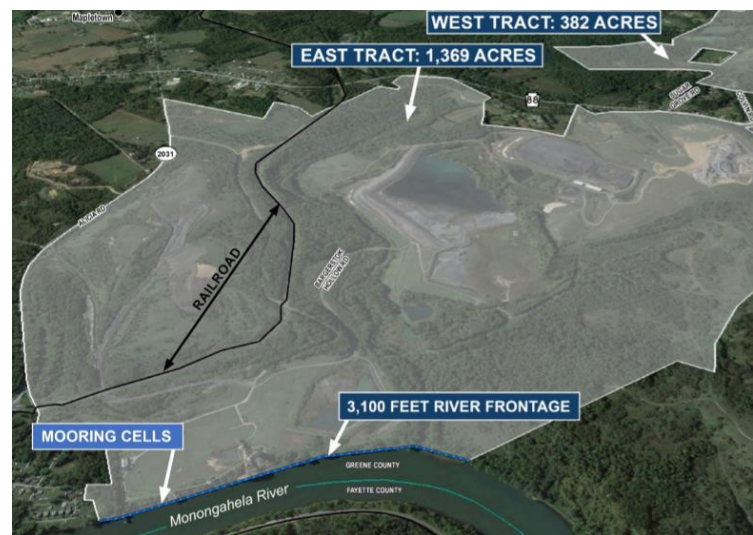
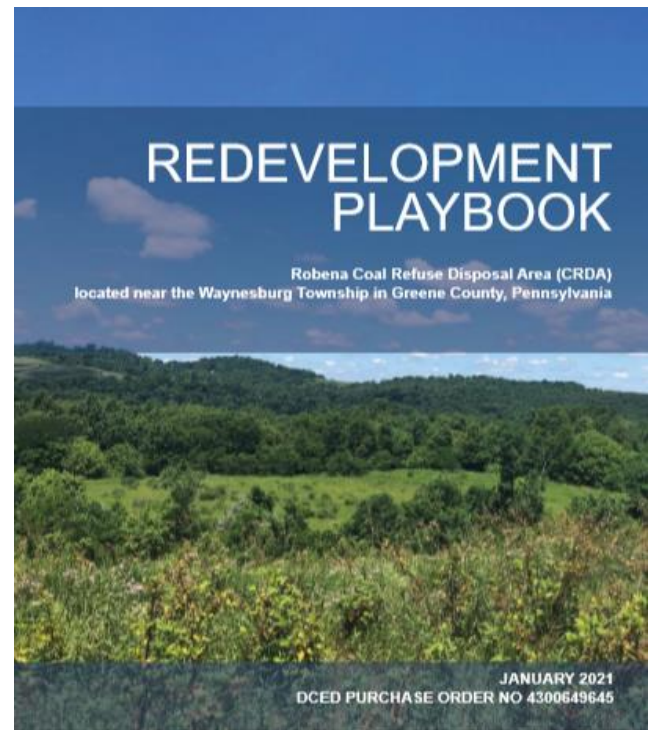
Post Mining Land Use Planning

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.

Where possible, we seek to select and implement post mining land uses that will have community, economic, and ecological benefits. In 2020, we partnered with the Pennsylvania Department of Community and Economic Development (“DCED”) and Greene County, Pennsylvania stakeholders to publish a [site redevelopment playbook](#) for CONSOL’s former Robena Coal Refuse Disposal Area.

Over approximately 12 months, we worked with DCED’s consulting engineers to develop options for a post mining land use that would spur economic development in Greene County. The playbook contains conceptual plans and an estimate of resources needed to convert the site for future, sustainable development opportunities. Based on an analysis of physical site attributes, assets, constraints and market drivers, three strategic options including the construction of manufacturing, commercial, and renewable energy facilities have been proposed.

The playbook could be used by state or local officials and CONSOL to attract diversified investment in southwest Pennsylvania.



Former Robena Prep Plant and Refuse Area Properties Identified for Potential Post-Mining Industrial Development

→ Once mining is complete, we endeavor to return the land to a condition suitable for ecological, communal, or economic benefit.

Our Team

CONSOL Energy's core values of Safety, Compliance, and Continuous Improvement are foundational and the basis for how we manage and conduct our business activities. 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 operations and positive financial results.

Our team's ability to safely and compliantly produce the coal that ensures a resilient and reliable energy supply across the globe was extremely critical in light of the global COVID-19 epidemic in 2020.

Our performance throughout the year exemplifies the skill, proficiency, and dedication of our employees, as well as their commitment to safety, teamwork, and excellence.

→ We strive to attract, inspire, develop, and retain top talent.

Key Workforce Statistics

Total Number of Employees	1483
Hourly Employees	964
Salary Employees	519
% Non-represented Hourly	96%
% Represented Hourly	4%
% Salary	35%
Full Time Male Employees	1415
Full Time Female Employees (37% of Corporate Employees)	68
Women in Management Positions (35% of Corporate Supervisors)	22

2020 Performance

100%

Participation in
Ethics and
Compliance Training

100%

Salaried Employees
Receiving Performance
Appraisals

100%

Participation in
Safety Training



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. In 2020, 4% of our workforce was covered under a collective bargaining agreement, with zero strikes or lockouts. *For more information, please refer to our [EEO Policy Statement](#) and [Policy on Harassment in the Workplace](#).*

CONTINUOUS IMPROVEMENT: To evaluate our nondiscrimination, remuneration, and working schedule practices, documents such as our Employee Handbook, Employee Files, Employee Timesheets, and Payroll Records were reviewed during our Bettercoal assessment, and were found to meet the Bettercoal Code. As part of our Continuous Improvement Plan, we will perform an analysis to determine if a correlation between working hours or work schedules and safety incidents exists.

Our employees understand our mission of driving increased value for our stockholders, but only if done by following safe and compliant practices. In turn, our employees receive well-positioned training and career development opportunities, along with competitive compensation and benefits. We invest in our human capital by providing a wide range of benefits and programs that speak to our commitment to help our employees better manage their physical and financial health, as well as their work/life balance and professional development. Our annual incentive program is designed to reward all Company employees (including our senior management team) for their commitment to our values with respect to a variety of performance factors including safety, sustainability and environmental compliance.

Additionally, we seek to create a work environment where all employees can realize their greatest potential. According to the U.S. Census Bureau,¹ diversity in the coal mining sector lags behind other industries, with women comprising 7.4% of the workforce. Although approximately 5% of CONSOL employees are women, approximately 35% of women on our corporate staff serve in supervisory or management capacities. We believe diversity, which includes business experience, geography, age, gender, and ethnicity, invites different perspectives that benefit our team as a whole. 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.

¹U.S. Census Bureau <https://datausa.io/profile/naics/coal-mining>

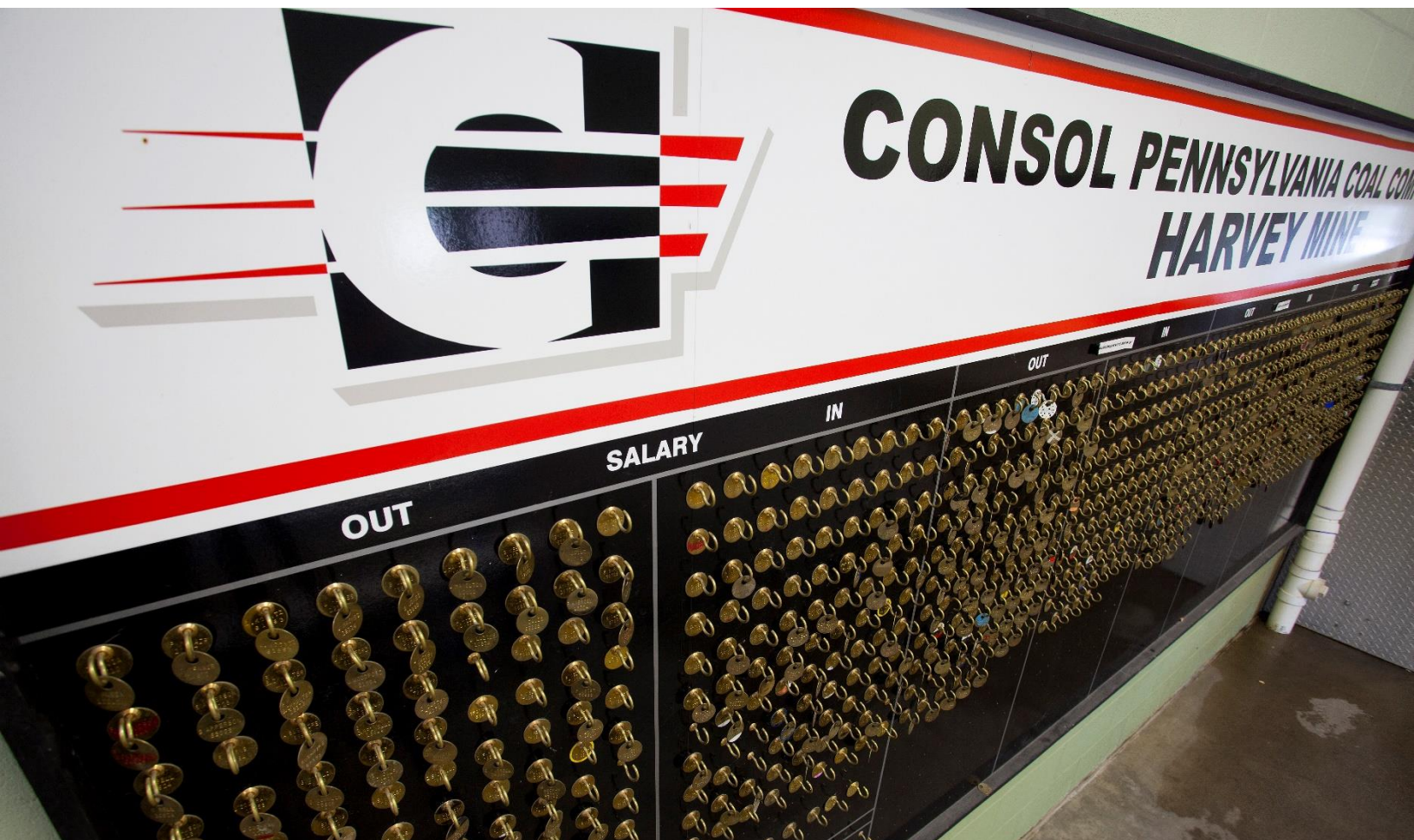
Contractor Management

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 emphasis on safety does not apply to our employees alone. 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.





Safety and Wellness

CONSOL's safety management system applies equally to all employees, service partners, and visitors. In 2019, CONSOL became 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.

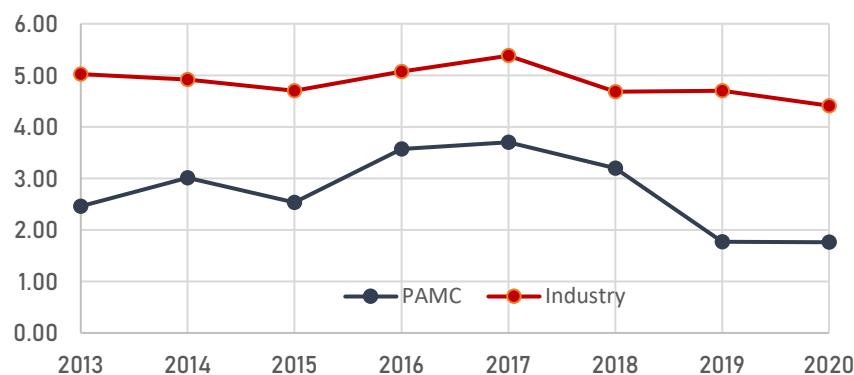
At CONSOL, we underscore communication and delivering effective feedback at all levels of the organization, with respect to all areas of responsibility. These tenets drive our exemplary safety performance. In 2020, PAMC employees achieved a record low total recordable incident rate (TRIR) of 1.76, while contractor safety performance improved by 14%, year over year.

CONSOL's safety management system applies equally to all employees, service partners, and visitors. Our employees are trained and encouraged to consider the consequences before initiating any action. We've implemented "Take Two Before You Do," a process of proactive risk analysis and hazard recognition. This process of analysis and decision making promotes examination and elimination of potential risk associated with all work related tasks. For routine tasks, hazards and areas of potential exposure have been recorded in the form of safe work instructions (SWIs) and safe work practices (SWPs) documents that are used to train both our Company and contractor workforce. In the event of a severe accident, an accident cause elimination (ACE) investigation is conducted to examine the root cause failures that led to the incident in order to better prevent reoccurrence.

Safety Key Performance Indicators, 2017 - 2020

		Total Recordable Injury Frequency Rate		Work Related Fatalities		Regulatory Violations		
		Employees	Contractors	Employees	Contractors	Total Regulatory (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	4
Itmann #5	2020	0	0	0	0	15	2	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
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

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



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



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 2020, 86% of employees participated in the biometric screening while 67% participated in the wellness coaching sessions.

→ We endeavor to provide our employees with a healthy work-life balance, and the opportunity to take an active part in managing their health.

Response to the Global COVID-19 Pandemic

In light of the global COVID-19 pandemic in 2020, the health, safety, and wellness of our employees, their families, and our communities was paramount. In March 2020, out of an abundance of caution after two employees tested positive for COVID-19, we decided to temporarily curtail production at the Bailey Mine for a two-week period. This was the only non-technical delay experienced at our operations throughout 2020. We communicated with the PA Department of Health and the Mine Safety Health Administration (MSHA) to ensure the requisite measures to protect the safety of our employees were in place. We have taken several steps to ensure the health and wellness of all personnel on site, including enhanced sanitation and social distancing measures, along with staggered shifts at the mine. Constant communication amongst the multidisciplinary team of employees responsible for overseeing our COVID-19 response, management, and our employees has been crucial to our efforts.

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

We continue to monitor the situation surrounding the global COVID-19 pandemic ensure the health, safety and wellbeing of our team, while working to minimize disruptions to operations and our business. We are

2020 Performance

86%

Participation in
Biometric Screening

67%

Participation in
Wellness Coaching

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, that provide our employees with opportunities to advance their careers.

Emergency Preparedness and Response

There is no sponsor more important in the preparation and execution stages of community awareness than our emergency responders. 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.

CONTINUOUS IMPROVEMENT: To evaluate our safety management system (SMS), documents reviewed during our Bettercoal assessment included our safety training records, safety training knowledge check records, near miss reports, accident investigation records, and safe work instructions. In addition, the assessment team conducted on site inspections of all facilities.

As part of our Continuous Improvement Plan, we will review and update certain aspects of the SMS to reflect and improve documentation of certain practices that were observed during our onsite assessment.

→ We seek to provide training and educational opportunities that prepare our employees to safely and effectively lead our organization into the future.



Responsible Production

Environmental Management


Environmental Management

We strive to achieve sustainability in the extraction or mining phase of the coal life cycle.

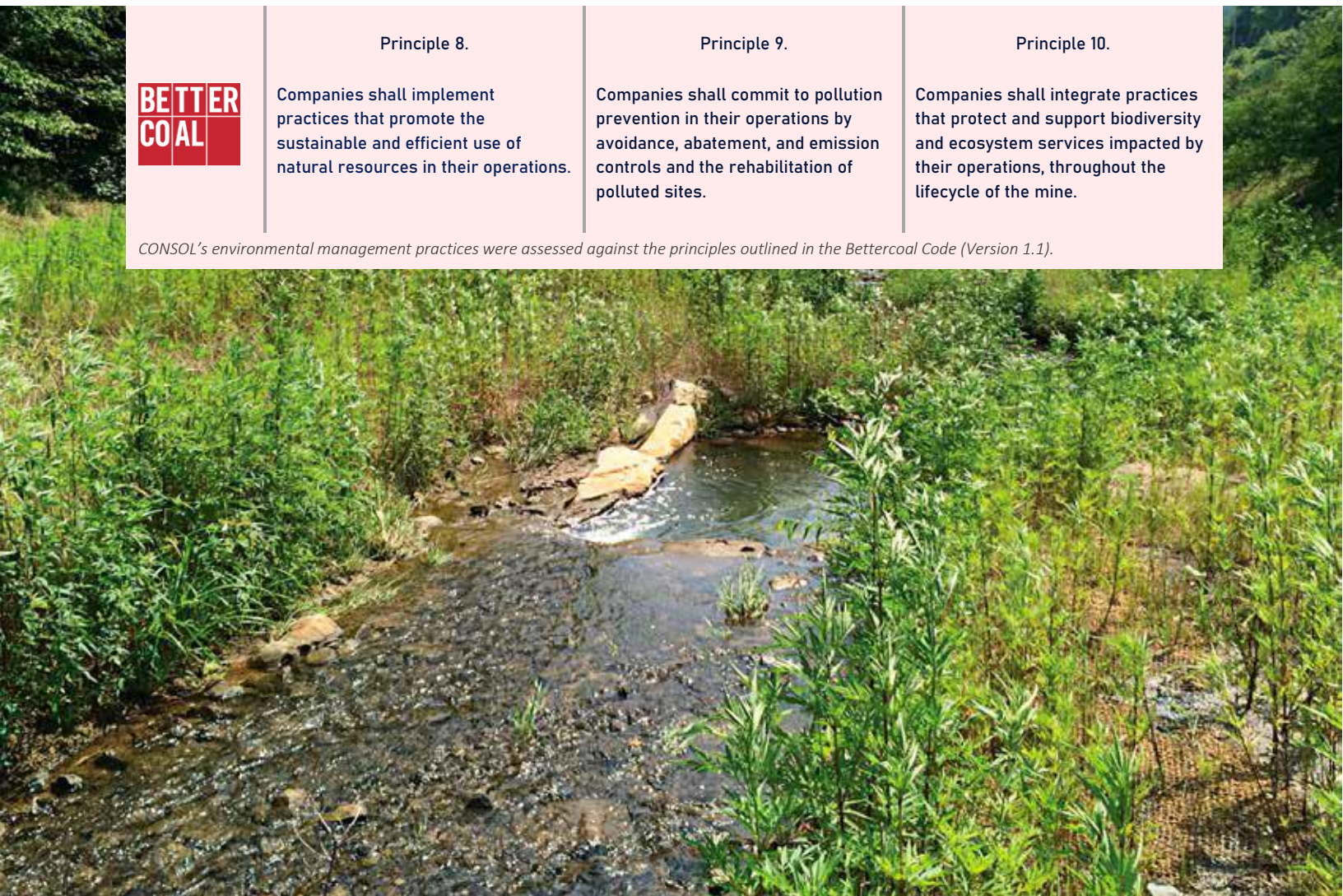
Compliance is our second core value and applies broadly to compliance with all laws, regulations, permits, Company policies, processes, procedures and agreements. In managing our operations, we particularly emphasize environmental compliance. Nearly all of our employees live in the region where they mine and work and have a vested interest in protecting our environmental resources.

Our [Environmental Policy Statement](#) shapes our alignment with the well-known mitigation hierarchy – that is, we strive to avoid, minimize, and mitigate our impacts during operations, while maintaining 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](#) climate and water disclosures.

	Principle 8.	Principle 9.	Principle 10.
	Companies shall implement practices that promote the sustainable and efficient use of natural resources in their operations.	Companies shall commit to pollution prevention in their operations by avoidance, abatement, and emission controls and the rehabilitation of polluted sites.	Companies shall integrate practices that protect and support biodiversity and ecosystem services impacted by their operations, throughout the lifecycle of the mine.

CONSOL's environmental management practices were assessed against the principles outlined in the Bettercoal Code (Version 1.1).



Legacy Operations Stream Restoration Project (West Virginia)

Our Approach

At CONSOL, we are focused on minimizing our impacts, 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 sought certification.

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 Natural 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 goals.

2020 Highlights

Environmental Compliance Record	>99.9%
Volume of Water Reused in Operations (Million Gallons)	498
Volume of Water Treated and Discharged (Billion Gallons)	16.3
Ratio: Area Reclaimed to Area Disturbed	2.9
Number of Gas Wells Plugged	34
Number of Trees Planted	73,000
Surety Bonds Released (\$MM)	\$3.75
Total Acres Released from Bond	503
Carbon Offsets Generated (tons of CO ₂ e)	226,292
Agency Issued Notices of Violation	18
Environmental Penalties Paid	\$154,138
Off-containment Spills of Hydrocarbons >1 BBL in Volume	0



Legacy O'Donnell #4 Passive Water Treatment System (Pennsylvania)

→ We strive to avoid, minimize, and mitigate our impacts during operations, while maintaining and exemplary environmental compliance record.

Environmental Compliance Performance

At CONSOL, we have a team of 16 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.

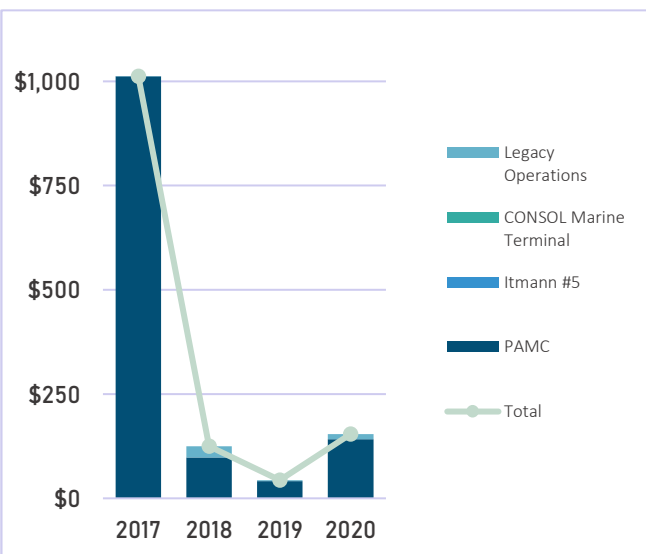
Our database is programmed to immediately notify the responsible person in the event operating conditions change at our water discharge and handling facilities, or if concentrations of regulated parameters are approaching a permit limit. These notifications allow us to proactively make operational adjustments as needed to achieve continuous compliance. **In 2020, we achieved an environmental compliance record exceeding 99.9% for the eighth consecutive year**, measured as the rate of compliance with permit effluent limits.

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.

Agency Issued Notices of Violation,
2017 - 2020



Environmental Penalty Payments, (000 Omitted)
2017 - 2020



*2020 is the first year of reporting for the Itmann #5 mine, with 0 environmental violations and \$0 penalties paid.

*The CONSOL Marine Terminal has maintained a 100% compliance record since tracking commenced in 2013.

*Approximately \$1 MM in 2017 was a civil penalty payment prescribed by a consent decree with USEPA, related to historical effluent limit exceedances between 2007 - 2012

In 2020, the CONSOL Marine Terminal and Itmann #5 teams each achieved a 100% environmental compliance record, with 0 violations. Companywide, our total Notices of Violation (NOV) increased to 18 in 2020, compared to 11 in 2019. Of the 18 NOVs, 3 were water quality related and 9 were administrative violations associated with legacy oil & gas wells acquired in advance of mining, with the remaining six associated with miscellaneous unrelated process violations. To reverse the trend, in 2020 we introduced enhanced environmental trainings for our field contractors and also developed an environmental inspection program for our oil & gas well tenders.

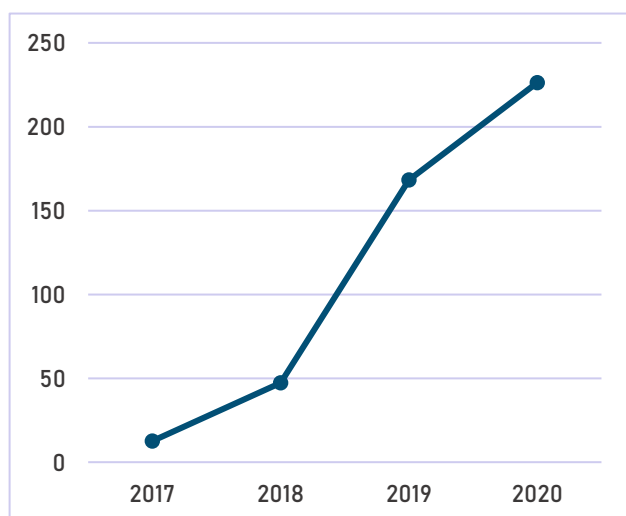
Air Quality

In addition to maintaining compliance with our air quality operating permits, CONSOL has made it a top environmental priority to achieve the most accurate and complete representation of our Greenhouse Gas (GHG) emissions, as understanding our footprint is a first step in identifying opportunities for improvement. 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. Over 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. Methane emissions from the coal mine sector are not currently regulated under the Clean Air Act. The total direct emissions from our operations in 2020 are comparable to those generated by underground coal mines of similar sizes, as well as various industrial companies.

Criteria Pollutant Emissions (short tons)	2020
Volatile Organic Compounds (VOCs)	54
Particulate Matter ≤10 um in Diameter (PM ₁₀)	108
Particulate Matter ≤10 um in Diameter (PM _{2.5})	58
Carbon Monoxide (CO)	0.2865
Nitrogen Oxides (NOx)	0.9332
Sulfur Dioxide (SO ₂)	0.0390
Total Hazardous Air Pollutants (HAPs)	0

GHG Emissions (thousand metric tons CO ₂ eq)	2020
Total Direct GHG Emissions (Scope 1)	6,001
Total Indirect GHG Emissions (Scope 2)	395
Total GHG Emissions Attributable to CONSOL Energy	6,396
Total Direct GHG Intensity (metric tons CO ₂ eq./BBTU Coal Produced)	11.94
Total Other Indirect GHG Emissions (Scope 3)	42,175

Carbon Offsets Generated
(Thousands of Metric Tons CO₂e, 2017 – 2020)



In 2020, we continued to expand our methane destruction program at PAMC in order to mitigate emissions. Since the program's inception in 2017, the number of offsets generated has increased by 1696%. Compared to 2019, the number of offsets generated increased by 35% during the year.

In the short term, we will continue to seek expansion and optimization of our degasification methane destruction program, while exploring other emerging emissions reduction technologies in 2021. In the mid-term, we aim to identify an innovative solution that could be implemented to reduce emissions of methane at low concentrations emitted from our ventilation air methane systems at PAMC. In the longer term, we seek to develop a broader emissions reduction strategy across our operating footprint in its entirety.

Concurrently, we will 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 2020, our electric consumption totaled 696 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. As part of these endeavors, we have deployed energy intelligence software that provides real time information on energy use, demand, and costs. **In 2020, we expanded our demand response program to include our active water treatment facilities.** The data we've obtained since joining the program has informed our decision making with respect to process and operational changes at our facilities.

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:

→ Reduce the volume of water treated and discharged through effective minepool management

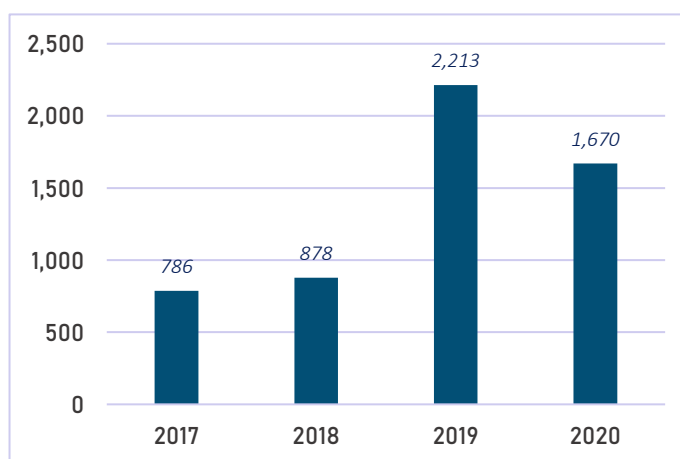
→ Maximize the reuse of process water

→ Reduce withdrawals to minimize impacts on local water resources

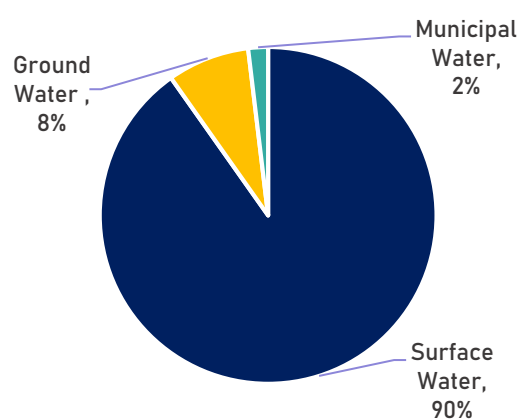
All of our discharges are directed to surface water bodies such as rivers and streams. During the year, approximately 24,000 gallons of water was transferred to third parties for reuse in addition to the total volume reused in our own operations. More than 90% of discharges occurred at 55 conventional 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.

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 2020, we reduced surface water withdrawals by 24%. This improvement was due to the incorporation of additional process water sources into our reuse system and effective minepool management. Our withdrawals were also influenced by a decrease in production as a result of the global COVID-19 pandemic. As a result of lower production in 2020, the total volume of water reused in operations decreased to 498 million gallons. Overall, 23% of water was recycled in 2020, compared to 43% in 2018 and 24% in 2019.

Total Water Withdrawals (MM gallons),
2017 – 2020

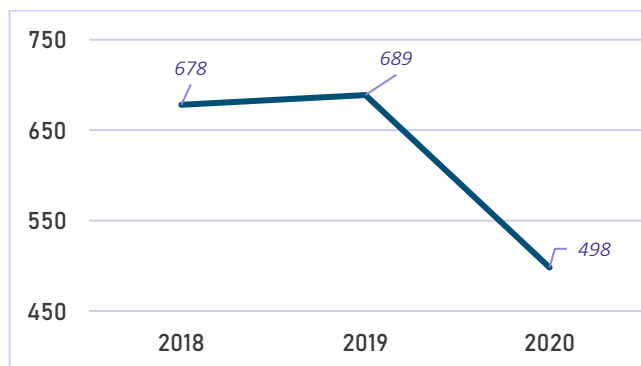


Water Withdrawals by Source,
2020

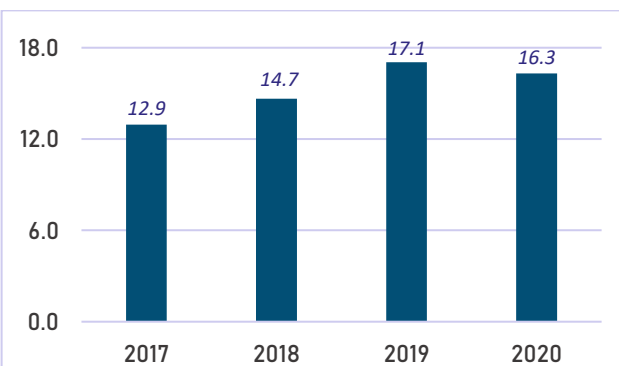


Acid rock drainage is formed when pyrite, the most common sulfide mineral present in coal, is exposed to water and air. Acid rock drainage is not predicted to occur during or after mining at any currently authorized active mining operations.

**Volume of Water Reused (MM gallons),
2018 - 2020**



**Volume of Water Discharged (Billion gallons),
2017 - 2020**



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

Waste Management

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.

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. Used metal that is no longer needed for operations is sold as scrap material. Metal associated with buildings and structures at our legacy facilities is also sold as scrap or otherwise repurposed, reducing our reclamation expenses.

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 full 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 that may be used throughout the Company.

Tailings Facility Management – Annual Disclosure

The coal preparation process produces fine waste coal in the form of a slurry stream containing ~20-30% (w/w) solids. This fine waste coal stream (or "thickener underflow") is sent for disposal in slurry impoundments (or "tailings facilities"). At PAMC, CONSOL currently has 2 active slurry impoundments, 1 inactive slurry impoundment, 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 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 legacy slurry impoundment in Pennsylvania 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. Please refer to our [2019 corporate sustainability report](#) for an in-depth discussion of our tailings facility management approach.

We've committed to disclose any incidents occurring at CONSOL's slurry impoundments that trigger emergency response protocols on an annual basis. **In 2020, we completed 100% of routine inspections, and 100% of independent certifications as required for all five slurry impoundments. Additionally, we did not experience any events that warranted activation of emergency response protocols.**

Consistent with our overall footprint reduction and technology goals, we are actively exploring innovative ways to reduce or eliminate the need for slurry impoundments. These initiatives include the potential deployment of a combined refuse disposal facility upon pursuit of the Itmann preparation plant, using waste coal slurry as fuel for CONSOL's advanced PFBC power plant being developed under the Coal FIRST project, and our partnership with OMNIS Bailey, LLC to transform waste coal into marketable products.

Partnering with OMNIS to Reduce Waste, Limit Risk, and Develop Marketable Products

Since 2016, CONSOL has been working with OMNIS Bailey, LLC (OMNIS) with the goal of reducing or eliminating the need for disposing of fine coal refuse in surface impoundments. OMNIS developed a first-of-a-kind solid energy refinery that converts waste coal slurry into a high-quality solid carbon product appropriate for use in multiple applications. In addition, the process generates a mineral byproduct for potential use as a soil amendment in agricultural applications. In 2017, a pilot plant was constructed at PAMC for process optimization and commercial testing.

Throughout 2020, construction of the first commercial-scale OMNIS refinery module continued to progress and is expected to be commissioned in 2021. Following successful demonstration, the plant is envisioned to expand to ultimately include eight modules, producing as much as 200 tons per hour of refined carbon product from waste coal.



Construction of the OMNIS refinery at PAMC

OMNIS could reduce or eliminate the need for future fine coal tailings impoundments, which promotes operational circularity, eliminates waste, and minimizes physical and social risk associated with these facilities. We are also pursuing synergistic ways to integrate the OMNIS technology with our other R&D endeavors, including our Coal FIRST and coal-to-products initiatives.

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. We regularly remediate and restore abandoned gas wells that would otherwise be an environmental liability for the applicable state regulatory authorities. In 2020, out of 34 wells plugged in advance of mining, 24 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. Our progress can be measured by the ratio of land reclaimed to land disturbed. **In 2020, we reclaimed 2.9 acres for every acre disturbed.**

In 2020, the Legacy Operations team was recipient of the Metallurgical Coal Producer's Association Excellence in Mining Award for the "Best Completed Refuse Fill" at the former VP1 (Virginia) refuse area.



CONTINUOUS IMPROVEMENT: To evaluate our environmental management system (EMS), our Bettercoal assessment included a review of documents including environmental monitoring records, physical site plans and design alternatives analyses, waste vendor audit reports, pre-mining ecological and cultural resource assessments, and public meeting records. In addition, an on site inspection was conducted at all active surface facilities including supply yards, the Bailey Preparation Plant and Coal Refuse Disposal Areas (CRDAs), and our 18H Mine Water Treatment Facility.

As part of our Continuous Improvement Plan, we will review and update certain aspects of the EMS to reflect and improve documentation of certain practices that were observed during our onsite assessment. We also intend to deploy an updated in-depth environmental training program and waste management plan across our operations. From a policy perspective, we will conduct a review of internationally banned hazardous substances to confirm the absence of chemicals typically found on site. We also intend to update our Biodiversity policy to include certain references required by the Bettercoal Code.

Our Environmental Management Approach in Action

Ohio Project Protects Cultural Resources

Although none of our active operations or reserve base are located in internationally designated areas of cultural, biological, or ecological significance, we do undertake a comprehensive assessment of cultural, historical, and ecological resources in the vicinity of our operations as part of the permitting process.

In accordance with our Environmental Policy, we strive to avoid these resources as part of the facility planning phase. Where avoidance is not possible, we seek to minimize and mitigate our impacts.

Recently, CONSOL worked diligently to avoid impacts to Native American Cultural Resources encountered during a construction project in Ohio. With the assistance of our consulting Professional Archaeologists, we worked with Tribal leadership, the Ohio State Historic Preservation Office, (OSHP), and the U.S. and the Army Corps of Engineers (COE) to develop extensive Archaeological Monitoring and Mitigation Plans for the area. Ultimately, our project design was modified to avoid and minimize impacts in this culturally sensitive area.



Environmental Resource Monitoring and Restoration at PAMC

PAMC's stream monitoring, mitigation and restoration program persists throughout the mining cycle, in accordance with applicable laws and permit conditions. Prior to mining, we design our underground mine plans to minimize surface impacts. During mining, streams are extensively monitored to identify surface impacts from underground mining, and mitigation efforts commence as needed. After mining is complete, we monitor streams to assess restoration efficacy and stream recovery.



→We observe 347 miles of stream each month

→We classify over 60 miles of stream annually

→We map over 1,500 acres of wetlands each year

→We characterize approximately 1,200 macroinvertebrates each

A Measured Approach to Growth

Finance and Strategy

Sustainable Value Creation

Despite the unprecedented market conditions as a result of the global COVID-19 pandemic, we continued to drive down cost at our operations and corporate levels through efficiencies and a focus on discretionary spending. In addition, we completed several value enhancing transactions throughout 2020 that provide us with financial flexibility, support a strong liquidity position, and facilitate deleveraging of our balance sheet.

→ We strive to:
 (1) prioritize a strong balance sheet,
 (2) grow opportunistically, and
 (3) create shareholder value.

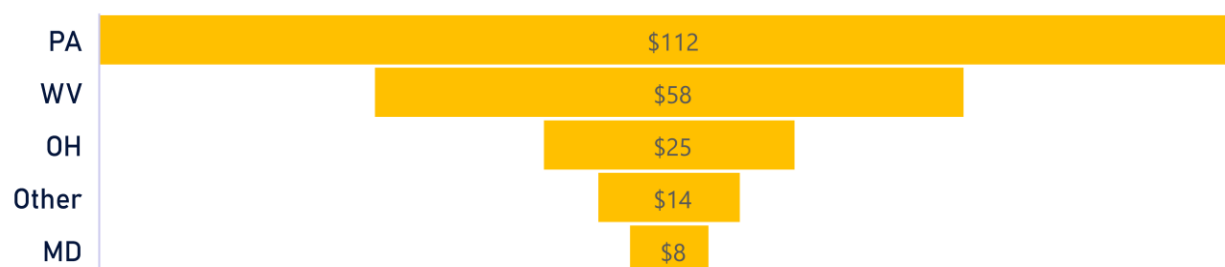
MAINTAIN STRONG LIQUIDITY	DE-LEVER THE BALANCE SHEET	ROBUST ALLOCATION OF CAPITAL	FUND OPPORTUNISTIC and ACCRETIVE GROWTH INVESTMENTS	SUPPORT LOCAL ECONOMIC PROSPERITY
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First among those transactions was completing the acquisition of all the outstanding common units of CONSOL Coal Resources (“CCR”) that CONSOL did not already own. The merger with CCR provided significant benefits for both CEIX and CCR stakeholders and affords us the opportunity to fully implement our strategic priorities now that our stakeholders are fully aligned.

Other value enhancing transactions included sales of land and mineral assets, gas wells, and coal reserves outside of our active operations to bring value forward for all our stakeholders. Our disciplined capital allocation approach has allowed us to fund opportunistic and accretive non-thermal coal growth investments, while continuing our ongoing debt reduction program, and positioning the company to take advantage of a potential coal market recovery.

We acknowledge that CONSOL Energy’s economic contribution to the communities where we operate is vitally important. Throughout CONSOL’s history, our operations have maintained deep local roots in the Appalachian region, continually supporting both direct and indirect economic growth. In 2020, our direct economic contribution of \$217 million stemmed from employee wages, employee benefits, property taxes, income taxes, sales tax, and other taxes associated with production activities paid to federal, state, and local governments. The Company’s total economic impact, including operating and capital expenditures, is approximately \$1 Billion annually.

CONSOL Energy Direct Economic Contribution by Jurisdiction (\$217MM in 2020)



"other" includes US Federal, Canada (Federal and Alberta), CO, DE, IL, IN, KY, MI, MO, NY, NC, TN, UT

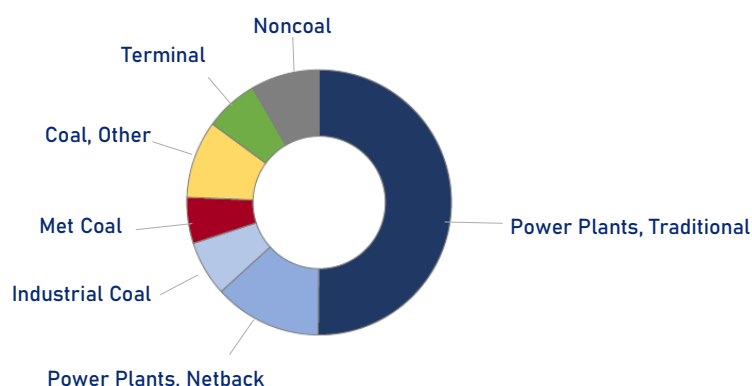
Our commitment to supporting local economic growth extends to our supply chain. The vast majority of our service providers' employees live and work in the CONSOL operational areas of Pennsylvania, Maryland, Ohio, and West Virginia. Furthermore, in 2020, a number of our Pennsylvania contractors continued to be sourced from local small and diverse businesses (SDBs).

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

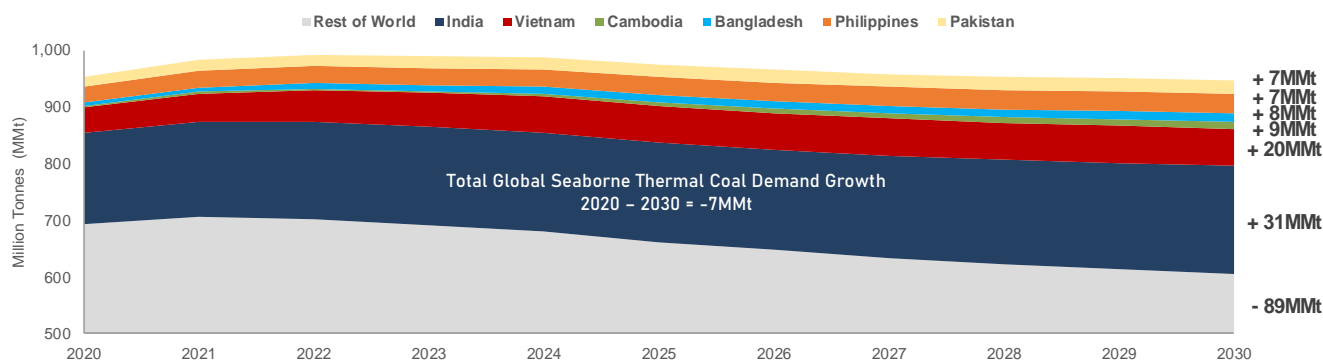
Our strong financial execution in 2020 was supported by PAMC's diversified marketing strategy, in which we maximize our sales to an established base of top-performing domestic customers, while strategically maximizing shipments to thermal, metallurgical, and other non-thermal, diversified end-users in the export market by way of the CONSOL Marine Terminal. In 2020, CONSOL sold PAMC coal to 25 domestic power plants located in 10 states, and to thermal and metallurgical end users located across five continents.

PAMC Coal was Shipped to End-Users in 5 Continents in 2020

2020 Diversified Revenue Breakdown



While coal's share of the domestic energy supply has decreased, seaborne thermal coal demand is expected to remain steady for the foreseeable future. According to S&P Global Market Intelligence and IHS Markit Data as of December 2020, a total of 144 GW of coal power plant build outs are under construction between 2020 and 2025, with an additional 200 GW planned but not yet under construction.¹ Even under the most restrictive climate scenarios, such as the Sustainable Development Scenario, the International Energy Agency (IEA) acknowledges that coal fired power generation will persist in order to catalyze economic progress, reduce poverty, and achieve global social objectives, such as combating hunger and malnutrition, ensuring health, and delivering education.² In a competitive, global marketplace of the future, we believe the most responsible operators will prevail.

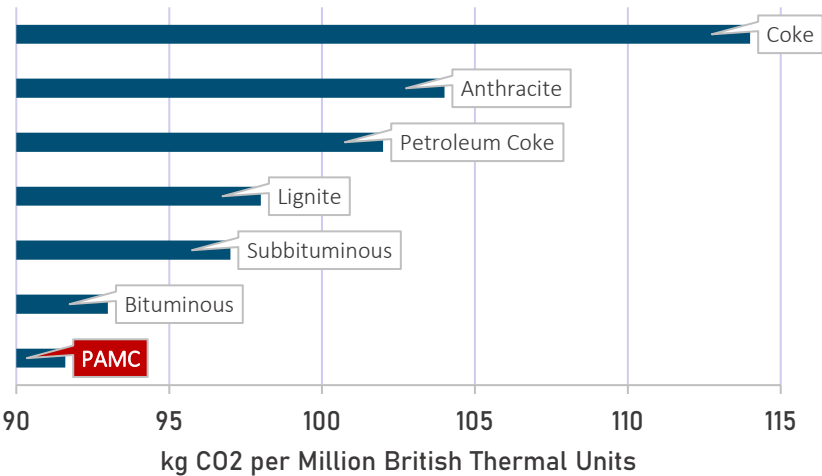


¹S&P Global Market Intelligence and IHS Markit Data, as of December 2020

²IEA, World Energy Outlook 2020, p. 196, 281.

The coal produced at PAMC is among the highest quality coal in the world – with a lower carbon intensity compared to other coal ranks, and structural 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 sub-bituminous, lignite, and anthracite coals.¹ This creates opportunities for coal produced at PAMC to be utilized in efficient and environmentally controlled coal fired electric generating units (EGUs). For this reason, CONSOL’s Pennsylvania coal should be the most 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: PAMC Compared to Other Coal Ranks¹



The CONSOL Marine Terminal (CMT) provides CONSOL strategic access to the seaborne markets for exporting coal to thermal, 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.

Importantly, the CMT Team embodies CONSOL’s ESG approach, and has maintained a 100% environmental compliance record since tracking began in 2013.

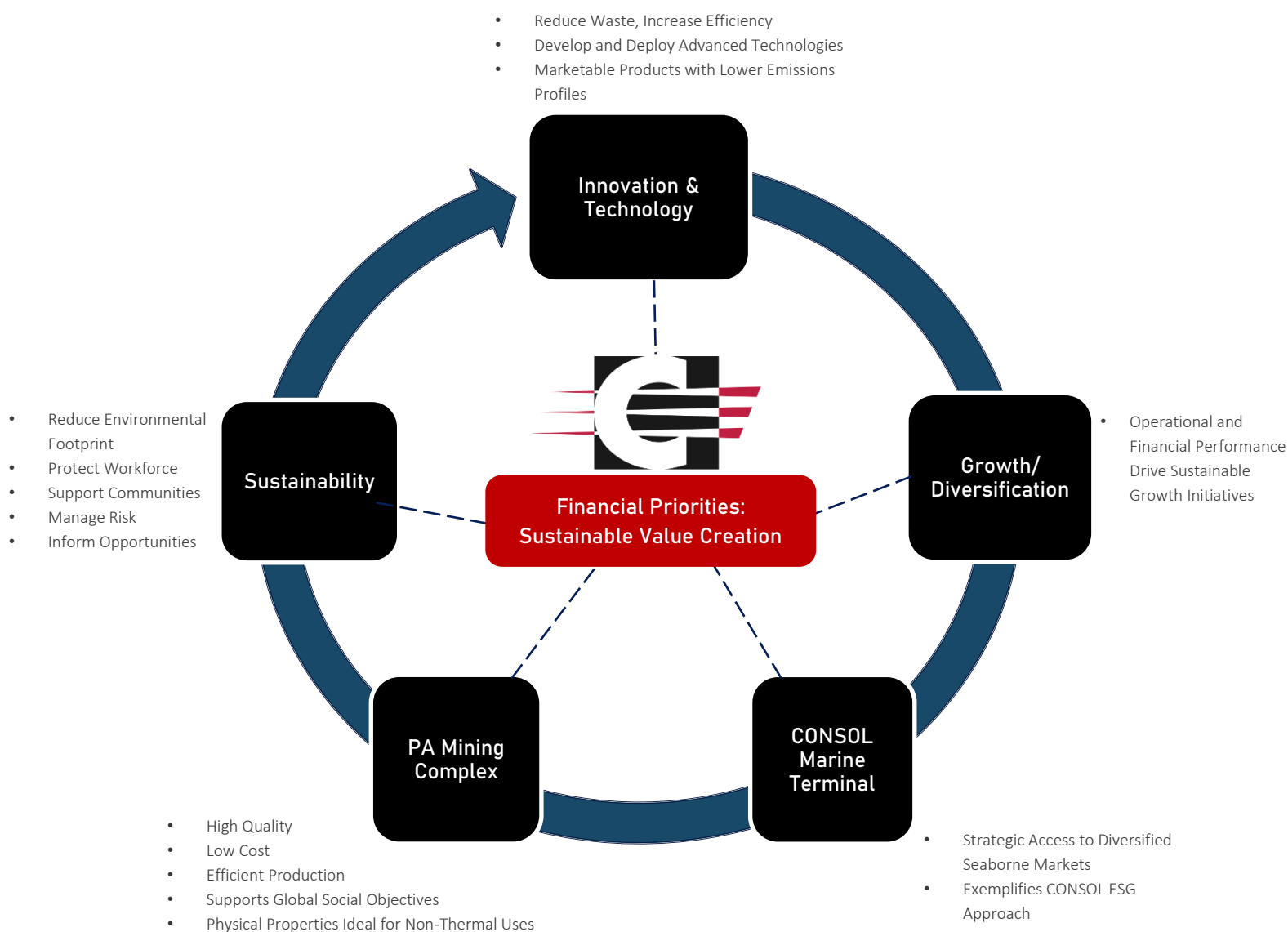


¹CONSOL Energy Inc. Management and EIA, Carbon Dioxide Emission Coefficients by Fuel
https://www.eia.gov/electricity/annual/html/epa_a_03.html

Innovation, Technology, and Diversification

In 2020, we continued to pursue our targeted strategic priorities. We are encouraged by the tremendous potential associated with each of these endeavors, which could help define our future. We continue to develop the synergies between our sustainability, technology, and financial strategies, which, together, inform and support our growth and diversification goals. At the same time, our ESG performance enables our active operations to continue to provide the coal that supports global social objectives.

Ultimately, the alignment of our strategic initiatives in these areas will drive sustainable value creation for our stakeholders.



Itmann Metallurgical Coal Project: A Growth and Diversification Vehicle

The Itmann Metallurgical Coal Project, located in Wyoming County, WV, remains an important growth and diversification vehicle for CONSOL.

Itmann #5 is a low-vol, metallurgical coal mine in the Pocahontas 3 seam. Construction of the mine began in the second half of 2019. Development mining commenced in April 2020 and continues to progress.

We expect full production of approximately 900,000 tons per year to be achieved upon completion of a new preparation plant.

Itmann #5 includes a 20+ million tons life of mine production, or more than 20 years, at the projected run rate.

From its earliest stages, the Itmann project has exemplified CONSOL's values and operating approach. With an environmental emphasis, the mine has a small surface footprint and reuses mine water for operations, to minimize withdrawals.

In 2020, the CONSOL Cares Foundation focused donations to local charities and organizations near the Itmann #5 operation. We are proud to be a part of the Wyoming County, WV community.

Itmann #5 finished 2020 with 100% safety and compliance records and was honored as a Mountaineer Guardian Award Recipient. We are excited about the future prospects for our Itmann Metallurgical Project and the diverse growth opportunity it brings to CONSOL.



The CONSOL Cares Foundation donated to the Wyoming County Sheriff's Department K9 program in 2020. Multiple contributions were made to organizations that benefit the communities surrounding the Itmann operations.

In 2020,
**Itmann #5 was honored as a
Mountaineer Guardian Award
recipient**
for exemplary safety performance

Technology and Innovation

Government has placed considerable focus on regulating and developing technology to reduce emissions from power plants, with considerable success. However, until recently, relatively little focus was placed on other 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 endeavor to develop innovative technologies throughout the coal lifecycle.

Thanks to recent advancements and support from our partners and DOE, CONSOL is embarking upon groundbreaking new efforts to utilize coal in a variety of alternate, low-to-no emissions applications.

With support from our partners, we also aim to develop and deploy the advanced technologies, such as Carbon Capture and Storage (CCS) and Bioenergy with Carbon Capture and Storage (BECCS), required to achieve the global emissions reduction goals.



Coal Plastic Composites

CONSOL is partnering with Ohio University and Engineered Profiles aiming to develop engineered composite materials, such as high-performance decking boards, from coal. Studies conducted by Ohio University show that using coal in the manufacture of composite building materials requires less energy—resulting in lower manufacturing costs and emissions—than manufacturing via current commercial alternatives. The initiative has the potential to open new, sustainable markets for U.S. coal.

The global market for these types of plastic composite materials is expected to reach over \$8 billion by 2022.¹ If successful, coal plastic composite manufacturing could initially generate a new U.S. coal market of over 3 million tons annually, along with adding new manufacturing jobs. This work has been supported by DOE since 2019, and Ohio University was recently awarded two new DOE projects to expand the scope of its efforts to include piping and siding applications.

¹"Wood Plastic Composites Market Bolstering with Rapid Pace to Reach USD 8.76 Billion by 2022." [Online]. Available: <https://www.zionmarketresearch.com/news/wood-plastic-composites-market>. [25-Sep-2018].

CFOAM, LLC

In January 2020, we announced our acquisition of a 25% equity interest in Triadelphia, WV-based CFOAM, LLC. This acquisition highlights an exciting opportunity to utilize the unique qualities of coal to produce high-performance carbon foam, which can be used in markets such as composite tooling, thermal insulation, and fire proofing. This was our first major step in the coal-to-products area, which leverages certain attractive properties of coal but with significantly lower emissions and greater value uplift potential than conventional combustion applications.



Due a recent award from DOE, CFOAM will be pursuing a transformation in its manufacturing process from a more expensive batch process conducted at elevated pressures, to a less expensive, continuous process conducted at atmospheric pressure. If successful, this work could lead to a disruptive reduction in CFOAM's manufacturing cost and cycle time and increase in its capacity. **This could provide a pathway to new markets such as building and structural applications where volume and cost are paramount. These markets have the potential to create new meaningful demand for U.S. coal (i.e., tens to hundreds of millions of tons per year), preserving mining jobs and creating manufacturing jobs. Importantly, this will also create an entirely new environmental profile for coal, as carbon is not combusted but rather is incorporated as the key ingredient in the finished product.**

Department of Energy (DOE) Coal FIRST Initiative

CONSOL's advanced PFBC Project was developed in response to the DOE's Coal FIRST program in 2019. This initiative is a multi-phase program that aims to design a commercially viable coal plant of the future. Our project has successfully advanced to phase 3 of DOE's competitive down-selection process. We are about to get started on a Front-End Engineering and Design (FEED) study to evolve the design to a level of detail needed for construction of a prototype plant, with these key features:

- ~300 MW, waste coal and biomass fueled plant, equipped with carbon dioxide capture and storage (CCS).
- Expected to achieve net-negative CO₂ emissions, via BECCS (Bio-Energy Carbon Capture and Storage).
- Plant incorporates a zero-liquid discharge, providing additional protection for local water resources.
- Dry, solid ash byproduct has potential commercial applications, eliminating waste and supporting project circularity.
- Situated at or near PAMC – integration with existing infrastructure could support a reduced environmental impact.

Importantly, the team will complete critical feasibility and design work, including completing a detailed characterization of deeper reserves within our study area to assess CO₂ storage capacity. Local and regional capture, transport, and storage inputs will be parameterized and modeled while the feasibility of deep well injection options will be confirmed. Finally, the resulting "net zero CO₂" or "net negative CO₂" status will be evaluated through a full lifecycle analysis of plant operations, as well as upstream and downstream activities.

The project has the potential to develop commercial scale, advanced CCS and BECCS emissions control technologies, required to achieve aspirational emissions reduction goals. **The project can be a model for the country to remediate coal waste while generating a reliable and resilient source of zero-emission, and near zero footprint, baseload electricity supply that will continue to be needed to support the electric grid of the future.**

Looking Ahead

2020 was a year of resolve at CONSOL Energy. In the face of challenge and constant change, our team's commitment to safety, compliance, and continuous improvement prevailed. This culture will continue to drive not only our ESG performance, but will also drive our ability to innovate, diversify, and grow for a sustainable future.

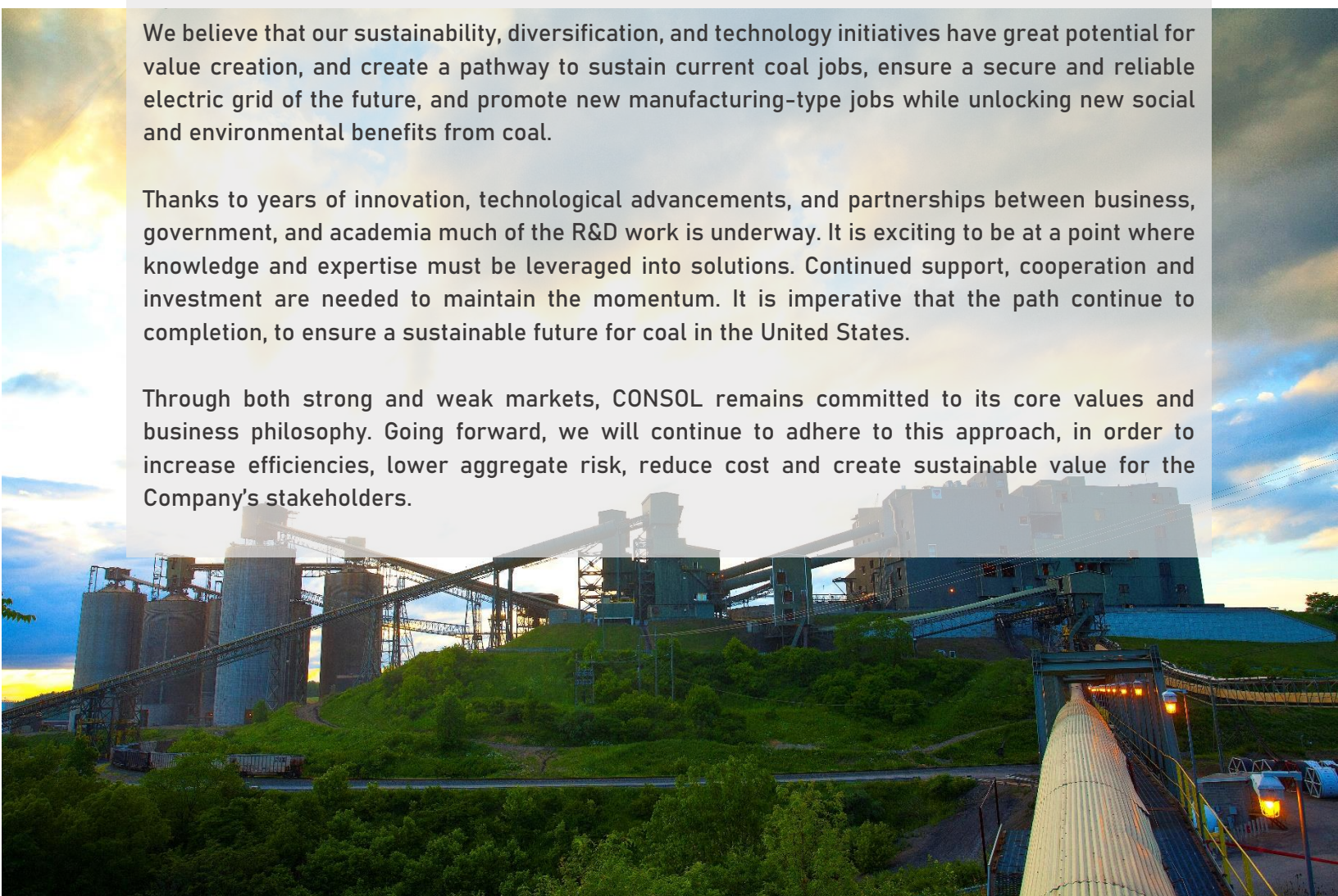
For coal to be sustained, a holistic approach is needed that innovates, optimizes, and extracts value from every step along the coal value chain, including the mining process itself, coal preparation and beneficiation processes, transportation, and end use applications, while minimizing environmental impacts and creatively repurposing byproducts generated along the way.

Separately, climate scenarios such as the Intergovernmental Panel on Climate Change (IPCC) 1.5°C scenario, acknowledge the critical nature of Carbon Capture technologies, and also, generally assume that Bioenergy Carbon Capture and Storage (BECCS) will be technically and economically viable and successfully scaled up as a "negative emissions" technology. Investment in technology and innovation, such as that undertaken by CONSOL as part of the Coal FIRST initiative, is required to achieve aspirational global emissions reductions goals, across all sectors.

We believe that our sustainability, diversification, and technology initiatives have great potential for value creation, and create a pathway to sustain current coal jobs, ensure a secure and reliable electric grid of the future, and promote new manufacturing-type jobs while unlocking new social and environmental benefits from coal.

Thanks to years of innovation, technological advancements, and partnerships between business, government, and academia much of the R&D work is underway. It is exciting to be at a point where knowledge and expertise must be leveraged into solutions. Continued support, cooperation and investment are needed to maintain the momentum. It is imperative that the path continue to completion, to ensure a sustainable future for coal in the United States.

Through both strong and weak markets, CONSOL remains committed to its core values and business philosophy. Going forward, we will continue to adhere to this approach, in order to increase efficiencies, lower aggregate risk, reduce cost and create sustainable value for the Company's stakeholders.



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FORWARD LOOKING STATEMENTS

Our 2020 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 (as defined in Section 21E of the Securities Exchange Act of 1934, as amended). Statements that are not historical are forward-looking, and include, without limitation, projections and estimates concerning the timing and success of specific projects and the future production, revenues, income, and capital spending of CONSOL Energy, Inc. ("CEIX"). When we use the words "believe," "intend," "expect," "may," "should," "anticipate," "could," "estimate," "plan," "predict," or "project," or their negatives, or other similar expressions, the statements which include those words are usually forward-looking statements. These forward-looking statements involve risks or uncertainties that could cause actual results and outcomes to differ materially from results and outcomes expressed in or implied by our forward-looking statements. Accordingly, investors should not place undue reliance on forward looking statements as a prediction of future actual results. 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. Factors that could cause future actual results to differ materially from those made or implied by the forward looking statements include risks, contingencies and uncertainties that are described in detail under the captions "Forward Looking Statements" and "Risk Factors" in our public filings with the Securities and Exchange Commission. The forward looking statements in this presentation speak only as of the date of this presentation we disclaim any obligation to update the statements, and we caution you not to rely on them unduly. Any forward-looking statements in the Corporate Sustainability Report speak only as the date of the Corporate Sustainability Report and the Company assumes no obligation to update any of these forward-looking statements.

POINT OF CONTACT

For any questions regarding this report, please contact:

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