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VIEWS & VISIONS

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Chad Griffith
CNX Resources Corporation

Chad Griffith serves as the Chief Operating Officer of CNX Resources Corporation. In this role, he is responsible for daily management of the company's asset base and safe and effective execution of its operational plan. Before being appointed to his current position in 2019, Griffith served as Vice President, Commercial and Vice President of Marketing of CNX, and prior to that served as the Director of Marketing of CNX. He was the Director of Diversified Business Units at CNX from April 2014 to November 2015.

The CNX Way: Tangible. Impactful. Local.

The increasing focus on Environmental, Social, and Governance (ESG) matters across a wide range of stakeholders was intended to result in a range of many societal benefits. Unfortunately, the real impact has been blunted by overly lofty goals, long dated objectives, and overly generalized platitudes. At CNX, we approach things differently. We focus on being Tangible, Impactful, and Local, and we're proud of the measurable success we've already made in our local communities and expect to make well into the future.

While local communities and economies have already benefited greatly from the family-sustaining jobs created via clean Appalachian-produced natural gas, our approach takes

those benefits and turns them up a couple of notches. We hire locally, we source locally, we give locally, and we invest into the next generation locally.

We know that the Appalachian region is home to the industry's best and brightest workers, so we leverage this unrivalled work ethic to hire locally. One hundred percent of CNX employees and their families live within our operational footprint, including our entire executive management team. What's more, we support local businesses first by purchasing all materials and services – and committing 40 percent of CNX's total small business spend – to companies within the Appalachian region.

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We also proudly leverage the CNX Foundation to make tangible impacts on local underserved populations as we look to broaden the path to the middle class. Specifically, the Foundation seeks to make local impacts in the areas of food insecurity, health and wellness of children, the elderly, and individuals with disabilities, criminal justice and recidivism reduction, domestic violence awareness and services, the opioid epidemic, and environmental projects.



We're not interested in simply writing a check; we want to make an investment that produces returns for the local community and for CNX. The goal of the CNX Foundation is to administer its \$30 million commitment over the next several years to be a direct part of the solution in raising up our community.

These exciting projects include, among many others, a \$200,000 grant for the Jerome Bettis Cyber Bus Project, which supports technology needs in disadvantaged school districts in our region; Coaching Boys to Men program offered from Domestic Violence

Services and funded by CNX; increasing broadband access with a \$1 million donation to improve educational and business opportunities in rural Greene County; or tackling food insecurity in Washington County by working with Food Helpers or the Corner Cupboard food bank to serve those in need.

We also put career awareness at the center of our Tangible, Impactful, and Local strategy.

This year, 28 students from Western Pennsylvania graduated from CNX's inaugural Mentorship Academy class. Founded and funded by CNX's CEO, Nick DeFulius, the Academy was created for disadvantaged area youth to help them fully realize their career potential through opportunities not traditionally available or thought of.

The program brings together students, industry leaders, and professionals for monthly mentoring and hands-on learning meetings. Students attend field visits to building trades schools, hear from guest speakers, participate in on-site visits of key manufacturing and energy businesses, and learn how to write a resume or nail a job interview, with the goal of discovering career paths that don't necessarily include college. This opens a new world of options and sets area students on a path to financial and community success.

CNX is immensely proud of this year's graduating class – with six of the graduates joining the CNX ranks as full-time employees – and are excited about what opportunities next year's Academy class will bring.

We place great emphasis on our unique community-focused strategy, which we believe sets us apart not only within our industry, but far beyond. Our daily decision-making is centered on driving measurable change locally to make the ultimate difference. It's what helps CNX follow through on our commitment to lower emissions, enhance quality of life, revitalize the Appalachian middle class, and create a natural gas future that supports the world's rising energy needs.

While we are immensely proud of our "Social" accomplishments highlighted above, we have also made many "Environmental" accomplishments as part of our strategy, including employing the region's first electric-powered drilling fleet; partnering with the Pittsburgh International Airport to produce low-carbon natural gas on site that, in conjunction with solar power, generates 100 percent of the airport's electricity needs; and developing a sustainable plastic alternative from abated coal mine methane to reduce ocean and land waste.

We're proud to call Southwestern Pennsylvania home and will continue to do everything we can to be a cornerstone of the community in a Tangible, Impactful, and Local way. 

