

Appendix

Summary of Performance Data TCFD Scenario Analysis Content Indices

Introduction

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Appendix





Summary of Performance Data

2021 CRR Summary Table

Safety	2021	2020
CNX Workforce Fatalities (Contractor & Employee)	0	0
CNX - Employee Total Recordable Incident Rate (TRIR)	0.72	0.00
CNX - Contractor Total Recordable Incident Rate (TRIR)	0.69	0.92
Employee by Gender	2021	2020
Female	99	104
Male	342	347
Total by Gender	441	451
Employee by Race and Ethnicity	2021	2020
Minority	24	23
Non-minority	417	428
Total by Race and Ethnicity	441	451
Employee by Position	2021	2020
Female Non-management	74	76
Male Non-management	224	246
Female Management	25	27
Male Management	118	102
Total by Position	441	451
Employee by Age	2021	2020
Under 30	28	33
30-50	309	318
>50	104	100
Total by Age	441	451
New Hires	2021	2020
Female Under 30	1	2
Male Under 30	4	1
Female 30 - 50	4	2
Male 30 - 50	12	7
Female 50+	1	2
Male 50+	4	3
Total New Hires	26	17



Summary of Performance Data—continued

Employee Voluntary Turnover	2021	2020
Female Under 30	3	1
Male Under 30	2	4
Female 30 - 50	9	1
Male 30 - 50	13	8
Female 50+	2	4
Male 50+	2	4
Total Voluntary Turnover	31	22

Employee by Region	2021	2020
Ohio	12	8
Pennsylvania	302	324
Virginia	54	51
West Virginia	72	68

Political Contributions (\$ in thousands)	2021	2020
CNX PAC Activity		
Funds Raised	\$58	\$63
Funds Disbursed	\$54	\$51
Cash on Hand (12/31)	\$56	\$51
CNX Corporate Contributions	\$71	\$15

CNX is committed to expanded reporting on EEO self-disclosure categories in future reports.

**Some numbers have been reclassified to conform to current classifications for comparison purposes.*

***This data was not captured in the calendar year reported.*



Summary of Performance Data—continued

Spills (in bbls)	2021	2020
Number of Hydrocarbon Releases > 1 bbl	0	0
Volume of Hydrocarbon Releases > 1 bbl	0	0
Number of Non-Hydrocarbon Releases > 1 bbl	13	12
Volume of Non-Hydrocarbon Releases > 1 bbl	121	102
Notices of Violation (includes violations issued by state and federal safety and environmental regulatory agencies)	2021	2020
CNX Notices of Violation	33	46
Environmental-Related Penalty Payments (\$ in thousands)	2021	2020
CNX Penalty Payments	\$79	\$1,011
<i>Penalties denote totals paid in respective year and include resolution for NOV's issued in prior years.</i>		
Reportable Pipeline Incidents	2021	2020
Reportable Pipeline Incidents	0	0
Air Quality	2021	2020
Scope 1 (thousand metric tons of CO ₂ e)	629	574
Scope 2 (thousand metric tons of CO ₂ e)	391	389
Consolidated CH ₄ Intensity	0.04	0.05
Consolidated CO ₂ e Intensity	0.10	0.11
<i>See footnotes on pages 46 & 47</i>		
Water Management (thousand bbls)	2021	2020
Water Withdrawals (Freshwater, Groundwater, Municipal sources)	5,849	7,754
Water Reused or Recycled by CNX and 3rd parties	11,574	8,414
<i>See footnotes on page 49</i>		



Non-GAAP Measures (Definitions, Purpose, and Reconciliations)

CNX's management uses certain non-GAAP financial measures for planning, forecasting, and evaluating business and financial performance, and believes that they are useful for investors in analyzing the company. Although these are not measures of performance calculated in accordance with generally accepted accounting principles (GAAP), management believes that these financial measures are useful to an investor in evaluating CNX because (i) analysts utilize these metrics when evaluating company performance and have requested this information as of a recent practicable date, (ii) these metrics are widely used to evaluate a company's operating performance, and (iii) we want to provide updated information to investors. Investors should not view these metrics as a substitute for measures of performance that are calculated in accordance with GAAP. In addition, because all companies do not calculate these measures identically, these measures may not be comparable to similarly titled measures of other companies.

Free Cash Flow: defined as operating cash flow minus capex plus proceeds from asset sales.

2021 Free Cash Flow (Dollars in millions)	12/31/21
Net Cash Provided by Operating Activities	\$927
Capital Expenditures	-466
Proceeds from Asset Sales	45
Free Cash Flow	\$506

2020 Free Cash Flow (Dollars in millions)	12/31/20
Net Cash Provided by Operating Activities	\$795
Capital Expenditures	-487
Proceeds from Asset Sales	48
Free Cash Flow	\$356

Net Debt: defined as total long-term debt minus cash and cash equivalents.

Net Debt (Dollars in millions)	12/31/21	12/31/20	12/31/19
Total Long-Term Debt (GAAP) ⁽¹⁾	\$2,214	\$2,424	\$2,754
Less: Cash and Cash Equivalents	4	22	16
Net Debt	\$2,210	\$2,402	\$2,738

⁽¹⁾Includes current portion



STEPS Scenario Analysis

STEPS	Risks	Opportunities
Region/Market	<ul style="list-style-type: none"> Climate policies delay, and cancel a growing portfolio of natural gas pipeline projects, limiting natural gas demand growth. Demand destruction of natural gas via government policies such as carbon taxes may negatively impact cash flows and create risk of stranded assets. Divestment of domestic energy holdings by large institutional investors may reduce industry access to capital. Increasing market concentration of foreign sources of minerals and supply chains for renewables increases geopolitical insecurity. Gradually increasing electrification of all sectors of the economy makes baseload generation capability even more critical to energy security. Critical supply chain disruptions and inflation affect availability and costs for products such as steel tubing and casing. 	<ul style="list-style-type: none"> Coal and oil use projected to drop dramatically due to natural gas displacement and reduced investment flows, increasing baseload gas demand growth. The low-cost, efficient low carbon intensive producers continue to profitably serve natural gas demand. Proprietary company technology offers opportunity to grow a new business segment focused on providing solutions to methane abatement for various industries. Unique carbon attributes of company methane capture and abatement assets and processes provide opportunity to improve financial performance and participate in growth markets. Growing appreciation and market for US originated seaborne LNG as countries desire to quickly improve energy security, and improve carbon footprint. Scalability and intermittency challenges of renewables improve prospects for natural gas within energy portfolios, economies, and grids, as baseload demand grows.
Tech	<ul style="list-style-type: none"> Shifting of hydrocarbon demand from renewable electric generation, energy storage and commercial electrification applications (e.g. electric vehicles) and the interrelated economic impacts. Increasing electrification of key sectors of the economy. 	<ul style="list-style-type: none"> Commercial opportunities developed to reduce fugitive emissions, abate methane, and capture and sequester carbon. Electrification of key sectors of the economy allows increased role for natural gas in powering the grid and development of shared infrastructure for potential hydrogen integration over the longer term.
Reputation	<ul style="list-style-type: none"> Negative perceptions and opinions impact social license to operate. 	<ul style="list-style-type: none"> Recent crises in Texas, California, and Europe coupled with inflation demonstrate the risks of getting energy policy wrong. These events provide an opportunity to highlight natural gas' reliability, security, domestic abundance, global mobility, high energy density, and critical role in energy future. Reinforcing the ethical and moral duty for industry leaders to advocate for domestic energy realities and to constructively engage in public discourse.
Physical	<ul style="list-style-type: none"> Shifts in natural disturbance regimes from acute weather like heatwaves, cold waves, water stress, and wildfires. 	<ul style="list-style-type: none"> Limited impacts in Appalachia with moderate uncertainty around the cascading impacts to biodiversity across future horizons.



SDS Scenario Analysis

SDS	Risks	Opportunities
Region/Market	<ul style="list-style-type: none"> High uncertainty of impacts from carbon pricing (includes tax) and GHG controls on price, tax structure, and allowances for all sectors. Increased demand destruction via government policies that punitively impact traditional hydro-carbon markets. Time-bound divestment in large GHG emitters by large institutional investors fulfilling their capital restriction commitments. New and expanding increase in geo-political security risks related to market concentration and foreign sources of critical minerals and other supply chain inputs for renewables. Increased electrification of all sectors of the economy making baseload electric generation capability even more critical to energy security. Critical supply chain disruptions. 	<ul style="list-style-type: none"> Time-bound decline of coal and oil use due to regulation, natural gas displacement, and reduced investment flows, increasing baseload gas demand growth. The low-cost, efficient low carbon intensive producers continue to profitably serve natural gas demand. Proprietary company technology offers opportunity to grow a new business segment focused on providing solutions to methane abatement for various industries. Unique carbon attributes of company methane capture and abatement assets and processes provide opportunity to improve financial performance and participate in growth markets. Growing appreciation and market for US originated seaborne LNG as countries desire to quickly improve energy security, and improve carbon footprint. Scalability and intermittency challenges of renewables improve prospects for natural gas within energy portfolios, economies, and grids as baseload demand grows.
Tech	<ul style="list-style-type: none"> Rapid reduction of hydrocarbon demand due to technological breakthroughs in the field of renewable electric generation, energy storage, and commercial electrification applications (e.g. electric vehicles) and the interrelated economic impacts. 	<ul style="list-style-type: none"> Commercial opportunities developed to reduce fugitive emissions, abate methane, and capture and sequester carbon. Increased electrification of key sectors of the economy allows increased role for natural gas in powering the grid and development of shared infrastructure for potential hydrogen integration over the longer term.
Reputation	<ul style="list-style-type: none"> Negative perceptions and opinions impact social license to operate. 	<ul style="list-style-type: none"> Recent crises in Texas, California, and Europe coupled with inflation demonstrate the risks of getting energy policy wrong. These events provide an opportunity to highlight natural gas' reliability, security, domestic abundance, global mobility, high energy density, and critical role in energy future. Reinforcing the ethical and moral duty for industry leaders to advocate for domestic energy realities and to constructively engage in public discourse.
Physical	<ul style="list-style-type: none"> Shifts in natural disturbance regimes from acute weather like heatwaves, cold waves, water stress, and wildfires. 	<ul style="list-style-type: none"> Limited impacts in Appalachia with moderate uncertainty around the cascading impacts to biodiversity across future horizons.



NZ50 Scenario Analysis

NZ50	Risks	Opportunities
Region/Market	<ul style="list-style-type: none"> High uncertainty of impacts from carbon pricing (includes tax) and GHG controls on price, tax structure, and allowances for all sectors. Swift divestment in large GHG emitters by investing community who are not advanced in their strategies for long-term carbon transition. Rapid increase in geo-political security risks related to market concentration and foreign sources of critical minerals and other supply chain inputs for renewables. Rapid electrification of all sectors of the economy making baseload electric generation capability even more critical to energy security. 	<ul style="list-style-type: none"> A rapid time-bound elimination of coal and oil use due to regulation, natural gas displacement, and restricted investment flows, increasing baseload low carbon intensity gas demand growth. The low-cost, efficient, low carbon intensive producers continue to profitably serve natural gas demand. Proprietary company technology offers opportunity to grow a new business segment focused on providing solutions to methane abatement for various industries. Unique carbon attributes of company methane capture and abatement assets and processes provide opportunity to improve financial performance and participate in growth markets. Growing appreciation and market for US originated seaborne LNG as countries desire to quickly improve energy security and improve carbon footprint. Scalability and intermittency challenges of renewables improve prospects for natural gas as baseload demand grows.
Tech	<ul style="list-style-type: none"> Very rapid reduction of hydrocarbon demand due to technological breakthroughs in the field of electric vehicles, appliances, or renewables and interrelated economic impacts. 	<ul style="list-style-type: none"> Commercial opportunities developed to reduce fugitive emissions, abate methane, and capture and sequester carbon. Rapid electrification of key sectors of the economy allows increased role for natural gas in powering the grid and development of shared infrastructure for potential hydrogen integration over the longer term..
Reputation	<ul style="list-style-type: none"> Negative perceptions and opinions impact social license to operate. 	<ul style="list-style-type: none"> Recent crises in Texas, California, and Europe coupled with inflation demonstrate the risks of getting energy policy wrong. These events provide an opportunity to highlight natural gas' reliability, security, domestic abundance, global mobility, high energy density, and critical role in energy future. Reinforcing the ethical and moral duty for industry leaders to advocate for domestic energy realities and to constructively engage in public discourse.
Physical	<ul style="list-style-type: none"> Shifts in natural disturbance regimes from acute weather like heatwaves, cold waves, water stress, and wildfires. 	<ul style="list-style-type: none"> Limited impacts in Appalachia with moderate uncertainty around the cascading impacts to biodiversity across future horizons.



Scenario Analysis Summary

STEPS	SDS	NZ50
<p>Advocate for our “WHY”:</p> <ul style="list-style-type: none"> Turn reputational risk into an opportunity through unabashed advocacy and education on the value of low carbon intensive natural gas as a leading source of socially and environmentally responsible, reliable baseload energy that enables our quality of life. 	<p>Advocate for our “WHY”:</p> <ul style="list-style-type: none"> Turn reputational risk into an opportunity through unabashed advocacy and education on the value of low carbon intensive natural gas as a leading source of socially and environmentally responsible, reliable baseload energy that enables our quality of life. 	<p>Advocate for our “WHY”:</p> <ul style="list-style-type: none"> Turn reputational risk into an opportunity through unabashed advocacy and education on the value of low carbon intensive natural gas as a leading source of socially and environmentally responsible, reliable baseload energy that enables our quality of life.
<p>Principles of Execution:</p> <ul style="list-style-type: none"> Maintain leading competitive position to ensure our assets are at the front of the supply curve in our market by focusing on operational safety, compliance, low cost, low capital intensity, and operational flexibility. This results in sustainable, consistent long-term FCF to allocate under all future natural gas demand scenarios. Maintain a resilient, transparent and accountable supply chain with a focus on utilizing regional suppliers that share our core values. Further reduce Scope 1 and 2 emissions into neutral territory through internal monitoring practices and deployment of internally developed emission reduction and capture technologies. Provide methane capture and reduction solutions to market. 	<p>Principles of Execution:</p> <ul style="list-style-type: none"> Maintain leading competitive position to ensure our assets are at the front of the supply curve in our market by focusing on operational safety, compliance, low cost, low capital intensity, and operational flexibility. This results in sustainable, consistent long-term FCF to allocate under all future natural gas demand scenarios. Maintain a resilient, transparent and accountable supply chain with a focus on utilizing regional suppliers that share our core values. Further reduce Scope 1 and 2 emissions into neutral territory through internal monitoring practices and deployment of internally developed emission reduction and capture technologies. Provide methane capture and reduction solutions to market. 	<p>Principles of Execution:</p> <ul style="list-style-type: none"> Maintain leading competitive position to ensure our assets are at the front of the supply curve in our market by focusing on operational safety, compliance, low cost, low capital intensity, and operational flexibility. This results in sustainable, consistent long-term FCF to allocate under all future natural gas demand scenarios. Maintain a resilient, transparent and accountable supply chain with a focus on utilizing regional suppliers that share our core values. Further reduce Scope 1 and 2 emissions into neutral territory through internal monitoring practices and deployment of internally developed emission reduction and capture technologies. Provide methane capture and reduction solutions to market.
<p>Capital Allocation Priorities:</p> <ul style="list-style-type: none"> Invest in our human capital: lead the region with the highest average pay per employee for a public company; with a focus on meritocracy and inclusiveness. Invest in developing our assets consistent with following the math of IRR's and projected market trends: <ul style="list-style-type: none"> <i>-Maintain flat to modestly growing low carbon intensity gas production profile</i> <i>-Invest in the continued development of New Technologies business segment that leverages our existing assets and core competencies to deliver solutions to the energy markets.</i> Invest in our region's economic development through partnerships with non-profit entities via CNX Foundation that focus on Tangible, Impactful, and Local projects and missions. Reduce our exposure to capital market uncertainty resulting from emissions-related pressures on traditional bank and debt markets by reducing absolute debt levels and extending maturities. Position to organically de-couple from those markets if needed by having capacity to eliminate all debt using internally generated cash flows. Sustainably return capital to shareholders on a consistent basis year after year. 	<p>Capital Allocation Priorities:</p> <ul style="list-style-type: none"> Invest in our human capital: lead the region with the highest average pay per employee for a public company; with a focus on meritocracy and inclusiveness. Invest in developing our assets consistent with following the math of IRR's and projected market trends: <ul style="list-style-type: none"> <i>-Maintain flat low carbon intensity production profile.</i> <i>-Increase investment in New Technologies business segment with added focus on areas such as carbon capture and storage, hydrogen, and other similar technologies that become more economic in this scenario.</i> Invest in our region's economic development through partnerships with non-profit entities via CNX Foundation that focus on Tangible, Impactful, and Local projects and missions. Increase the pace of reduction in exposure to traditional bank and debt markets. Increased FCF allocation towards New Technologies business segment and debt reduction. 	<p>Capital Allocation Priorities:</p> <ul style="list-style-type: none"> Invest in our human capital: lead the region with the highest average pay per employee for a public company; with a focus on meritocracy and inclusiveness. Invest in developing our assets consistent with following the math of IRR's and projected market trends: <ul style="list-style-type: none"> <i>-Maintain flat low carbon intensity production profile with heightened awareness of potential for stranded assets.</i> <i>-Rapidly increase investment in New Technologies business segment with added focus on areas such as carbon capture and storage, hydrogen, and other similar technologies that become more economic in this scenario.</i> Invest in our region's economic development through partnerships with non-profit entities via CNX Foundation that focus on Tangible, Impactful, and Local projects and missions. Rapid acceleration in the pace of reduction in exposure to traditional bank and debt markets. Significantly increase FCF allocation towards New Technologies business segment and debt reduction.



TCFD Index

TCFD

Topic(s)	Description	Reference
Corporate Governance	Role of the board in the organization in overseeing climate-related issues	Governance (pg. 15-18); Environmental (pg. 54); Appendix (pg. 61)
	Role of management in addressing and managing climate-related issues	Governance (pg. 15-18); Environmental (pg. 54); Appendix (pg. 61)
Strategy	Climate-related risks and opportunities the organization has identified over the short, medium, and long term	Environmental (pg. 54); Appendix (pg. 61)
	Climate-related risks and opportunities the organization has identified over the short, medium, and long term	Environmental (pg. 54); Appendix (pg. 61)
	Resilience of the organization's strategy, taking into consideration different climate-related scenarios including a two-degree or lower scenario	Environmental (pg. 54); Appendix (pg. 61)
Risk Management	Organization's processes for identifying climate-related risks	Introduction (pg. 13); Governance (pg. 15-18); Environmental (pg. 54); Appendix (pg. 61)
	Organization's processes for managing climate-related risks	Introduction (pg. 13); Governance (pg. 15-18); Environmental (pg. 54); Appendix (pg. 61)
	Describe how the processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	Introduction (pg. 14); Governance (pg. 15-18); Environmental (pg. 54); Appendix (pg. 61)
Metrics & Targets	Metrics used by the organization to assess climate-related risks and opportunities in-line with its strategy and risk-management process	Environmental (pg. 54); Appendix (pg. 61)
	Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions and the related risks	Introduction (pg. 13); Air Quality (pg. 45)
	Targets used by the organization to manage climate-related risks and opportunities and performance against targets	Introduction (pg. 13); Air Quality (pg. 45)



SASB Index

SASB

SASB Oil & Gas Exploration & Production / Midstream

Topic(s)	Description	Code(s)	Reference
Emissions	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	EM-EP-110.a1 / EM-MD-110a.1 EM-MD-110a.2	Environmental (pg. 45-47)
	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	EM-EP-110.a2	Environmental (pg. 45-47)
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-EP-110.a3	Introduction (pg. 11-13); Environmental (pg. 45-47)
Water Management	(1) Total fresh water withdrawn, and (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-EP-140a.1	Environmental (pg. 49)
	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, and (3) recycled; hydrocarbon content in discharged water	EM-EP-140a.2	Environmental (pg. 49)
Biodiversity & Ecological Impacts	Description of environmental management policies and practices for active sites	EM-EP-160a.1 / EM-MD-160a.1	Social Responsibility (pg. 29-30); Environmental (pg. 42, 44, and 50)
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, volume in Unusually Sensitive Areas (USAs), and volume recovered	EM-EP-160a.2 / EM-MD-160a.4	Environmental (pg. 52)
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-EP-160a.3	Environmental (pg. 50)
	Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat	EM-MD-160a.2	Environmental (pg. 50)





SASB Index

SASB

SASB Oil & Gas Exploration & Production / Midstream

Topic(s)	Description	Code(s)	Reference
Security, Human Rights, & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-EP-210a.1	Introduction (pg. 5, 7, and 13)
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-EP-210b.1	Introduction (pg. 2, and 10); Social Responsibility (pg. 24-40)
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	EM-EP-320a.1	Social Responsibility (pg. 24-40);
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	EM-EP-320a.2	Social Responsibility (pg. 24-40)
Reserves Valuation & Capital Expenditures	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	EM-EP-420a.1	Appendix (pg. 61)
	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	EM-EP-420a.2	Introduction (pg. 5)
	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	EM-EP-420a.4	Appendix (pg. 61)
Business Ethics & Transparency/ Competitive Behavior	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-EP-510a.1	Introduction (pg. 5, 7, and 13)
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-EP-510a.2	Introduction (p. 13); Governance (p. 15)
	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	EM-MD-520a.1	N/A





SASB Index

SASB

SASB Oil & Gas Exploration & Production / Midstream

Topic(s)	Description	Code(s)	Reference
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	EM-EP-530a.1	Governance (p. 15-20)
Critical Incident Risk Management/ Operational Safety, Emergency Preparedness & Response	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	EM-EP-540a.1	Environmental (p. 52)
	Description of management systems used to identify and mitigate catastrophic and tail-end risks / Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	EM-EP-540a.2 / EM-MD-540a.4	Social Responsibility (pg. 29-30)
	Number of reportable pipeline incidents, percentage significant	EM-MD-540a.1	Appendix (pg. 59)
	Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected	EM-MD-540a.2	N/A
	Number of (1) accident releases and (2) nonaccident releases (NARs) from rail transportation	EM-MD-540a.3	N/A





GRI Index

GRI

Disclosure	Description	Reference
102-1	Name of organization	Introduction (p. 5)
102-2	Activities, brand, products and services	Introduction (p. 5-7)
102-3	Location of headquarters	Introduction (p. 5)
102-4	Location of operations	Introduction (p. 5)
102-5	Ownership and legal form	Introduction (p. 5)
102-6	Markets served	Introduction (p.5-7)
102-7	Scale of organization	Introduction (p. 5)
102-8	Information on employees and other workers	Governance (p. 23); Social Responsibility (pg. 24-40)
102-9	Supply chain	Social Responsibility (pg. 39-40)
102-10	Significant changes to the organization and its supply chain	Appendix (pg. 61)
102-11	Precautionary principle or approach	Introduction (p. 11)
102-12	External initiatives	Governance (pg. 19-20); Community Investment (pg. 33-40)
102-13	Membership of association	Governance (pg. 19)
102-14	Statement from senior decision-maker	Introduction (pg. 2-4)
102-16	Values, principles, standards, and norms of behavior	Introduction (pg. 6)
102-17	Mechanisms for advice and concerns about ethics	Governance (pg. 15)
102-18	Governance structure	Governance (pg. 15-18)
102-23	Chair of the highest governance body	Governance (pg. 15-18)
102-26	Role of highest governance body in setting purpose, values, and strategy	Governance (pg. 15-18)
102-29	Identifying and managing economic, environmental, and social impacts	Governance (pg. 15-18)
102-31	Review of economic, environmental, and social topics	Introduction (pg. 13)





GRI Index

GRI

Disclosure	Description	Reference
102-33	Communicating critical concerns	
102-40	List of stakeholder groups	Introduction (pg. 9-10)
102-41	Collective bargaining agreements	
102-42	Identifying and selecting stakeholders	Introduction (pg. 9-10)
102-43	Approach to stakeholder engagement	Governance (pg. 19)
102-44	Key topics and concerns raised	Introduction (pg. 13)
102-45	Entities included in the consolidated financial statements	Introduction (pg. 7)
102-46	Defining report content and topic boundaries	Introduction (pg. 11)
102-47	List of material topics	Introduction (pg. 13)
102-48	Restatements of information	
102-49	Changes in reporting	
102-50	Reporting period	Introduction (pg. 11)
102-51	Date of most recent report	
102-52	Reporting cycle	
102-53	Contact point for questions regarding the report	Back Cover
102-54	Claims of reporting in accordance with GRI Standards	Introduction (pg. 11)
102-55	GRI content index	Appendix (pg. 69)
102-56	External assurance	
201-1	Direct economic value generated and distributed	Social Responsibility (pg. 39)
201-3	Defined benefit plan obligations and other retirement plans	Social Responsibility (pg. 27)
204-1	Proportion of spending on local suppliers	Social Responsibility (pg. 39-40)





GRI Index

GRI

Disclosure	Description	Reference
303-3	Water withdrawal	Environmental (pg. 49)
304-2	Significant impacts of activities, products, and services on biodiversity	Environmental (pg. 50)
304-3	Habitats protected or restored	Environmental (pg. 50-52)
305-1	Direct (Scope 1) GHG emissions	Environmental (pg. 46)
305-2	Energy indirect (Scope 2) GHG emissions	Environmental (pg. 46)
305-3	Other indirect (Scope 3) GHG emissions	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOx), and other significant air emissions	
306-2	Waste by type and disposal method	Environmental (pg. 49)
306-3	Significant spills	Environmental (pg. 52)
306-4	Transport of hazardous waste	Environmental (pg. 49)
306-5	Water bodies affected by water discharges and/or runoff	
307-1	Non-compliance with environmental laws and regulations	Appendix (pg. 59)
308-1	New suppliers that were screened using environmental criteria	





GRI Index

GRI

Disclosure	Description	Reference
401-1	New employee hires and employee turnover	Appendix (pg. 57-58)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Responsibility (pg. 27)
401-3	Parental leave	Social Responsibility (pg. 27)
403-1	Occupational health and safety management system	Social Responsibility (pg. 29-30)
403-2	Hazard identification, risk assessment, and incident investigation	Social Responsibility (pg. 29-30)
403-4	Worker participation, consultation, and communication on occupational health and safety	Social Responsibility (pg. 29-30)
403-5	Worker training on occupational health and safety	Social Responsibility (pg. 29-30)
403-6	Promotion of worker health	Social Responsibility (pg. 29-30)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social Responsibility (pg. 29-30)
403-8	Workers covered by an occupational health and safety management system	Social Responsibility (pg. 29-30)
403-9	Work-related injuries	Social Responsibility (pg. 29-30)
404-2	Programs for upgrading employee skills and transition assistance programs	Social Responsibility (pg. 31)
404-3	Percentage of employees receiving regular performance and career development reviews	
415-1	Political contributions	Governance (pg. 20)

