

SUSTAINABILITY AT NRP

OUR APPROACH

At NRP, we seek sustainable practices, partnerships, and opportunities that promote responsible use of our natural resource assets, benefit our local communities, support employee well-being, and drive long-term value for our stakeholders.

Environmental

We are committed to conducting business in compliance with all applicable environmental laws and regulations and in a manner that protects our natural environment and the safety and well-being of our employees and communities.

Social

We believe all individuals are entitled to courtesy, dignity, and respect, and we support a culture of integrity and personal and professional growth. Our company leaders are strong leaders within our community, and we seek to uphold a positive presence in all areas where we live and work.

Governance

We strive to apply high ethical, moral, and legal principles in every aspect of business conduct and consider our reputation for fairness, honesty, and integrity to be a core tenet of how we do business.



Carbon Neutral Initiatives - We do our part to support the transitional energy economy by providing opportunities for operators to advance renewable and alternative energy solutions. Our large portfolio of land, mineral, and pore space assets allow for sequestration of carbon dioxide underground and in standing forests, and the generation of electricity using geothermal, solar, and wind energy. In addition, our soda ash asset provides inputs for solar glass panels and lithium batteries for carbon neutral energy production.

Environmental Practices - We engage in active sustainable forest management practices and prudent harvesting techniques to maintain regulatory compliance and preserve future carbon offset opportunities. We are working toward Sustainable Forestry Initiative (SFI) certification to protect the forests and natural environments of our landholdings. The stewardship of our assets also includes soil and grassland ownership for which we are currently assessing geological suitability for additional carbon sequestration and carbon offset credit opportunities.

Sustainable Workplaces - We do not mine, drill, or produce minerals, have no operations, and conduct business solely in an office environment. We invest in energy-efficient fixtures to minimize resource use, participate in recycling programs, and encourage our employees to practice thoughtful consumption of energy and water.



Health, Safety and Well-Being – Our commitment to safety defines who we are, and all employees are encouraged to act in a safe manner and consider the welfare of others. Our health and safety policy serves a guiding framework for creating a safe workplace for our employees, and we commit to providing the proper equipment, training, and expertise to ensure that our people and offices meet or exceed industry safety standards. As NRP is not an operator, our employees' exposure to health and safety risks is limited. Notwithstanding, we provide annual mandatory safety training to ensure our employees are trained and equipped to visit lessee operations and comply with applicable legal, health, and safety requirements. NRP's health and safety performance is reviewed monthly by management.

Compensation and Benefits – We are committed to providing a fair and living wage to all our employees. To attract and retain the best talent, we offer a competitive compensation and benefits package to eligible employees. This package addresses the needs of our employees and their families in the areas of medical, dental, vision, and life insurance. Employees are also offered 401K programs with company matching and disability coverage, among other benefits.

Training and Development – We support the personal and professional development of our employees. All employees are provided with a performance and development review and coaching on an annual basis. In addition, employees receive role-specific training with tuition reimbursement programs available for eligible employees.

Diversity and Inclusion – We value the diversity of our employees and are committed to providing an equal opportunity in all aspects of employment without regard to race, sex, national origin, or religion. Females represent 33% of our workforce, 22% of management, and 14% of our executive team, and over the past five years, 50% of new hires have been female.

Community Engagement – We have long recognized the importance of being a good corporate citizen, and we regularly engage with community leaders where we do business. Our workforce is encouraged to pursue community engagement opportunities and participate in civic and charitable organizations.



Conduct - We abide by a comprehensive Code of Conduct that provides guidelines on how to lead with high ethical, moral, and legal principles in every aspect of business conduct.

Business Partners - Our business partners are expected to use good judgement in all dealings and to conduct business affairs in a manner to ensure NRP's unquestionable integrity. Our Business Partner Expectations outline the minimum standards required from our valued lessees, suppliers, and vendors.

