



2018 CORPORATE
RESPONSIBILITY
REPORT



INNOVATIVE SOLUTIONS

For Today and Tomorrow

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INTRODUCTION

A MESSAGE FROM THE CEO

The Appalachian region is our home—it's where we have lived and worked for generations. We've raised our children here, we've cared for aging loved ones here, we've made lives and built livelihoods here and we've always remained true to who we are. We are proud of our history in the region and recognize our responsibility to uphold high standards of operation. Our employees are deeply invested in this region, and so is CNX. That's why our approach to corporate responsibility isn't just business, it's personal to us. This report is the foundation of our commitment to our neighbors throughout the Pittsburgh region and the entire Appalachian Basin.

Our first core value is responsibility for a reason. Our sense of community, the pride we take in the region we call home and the role we've played here for over 154 years means everything to us. Responsibility means working hard to ensure the safety of our employees, contractors and communities and to protect and enhance the environment. Responsibility also means being a good neighbor and a good corporate citizen by investing in our community and improving the region for all its residents. Finally, responsibility means being prudent stewards of the trust placed in us by our owners, always preparing for what lies ahead and ensuring that CNX is healthy, strong and firmly committed to delivering lasting value to all our stakeholders.

This report outlines the actions and initiatives we are engaged in to safely and compliantly provide clean-burning natural gas to fulfill today's energy needs and tomorrow's promise. We're proud of what we do and proud to be part of a natural gas revolution that is sweeping the globe—a revolution that is rapidly improving the environment, providing low-cost energy security to billions and fueling a new, natural gas-enabled industrial revolution in the Pittsburgh region and far beyond. This report highlights our belief that natural gas is a cornerstone fuel and a critical element of America's and the world's long-term energy future.

During 2018, we continued to execute and deliver on the company’s strategic and operational goals and our commitment to responsible business practices including:

- Culture:** Our safety culture is ingrained in every CNX employee and contractor. No job or activity is considered a success if we compromise the safety of our employees, service providers, neighbors, or environment. We are proud of achieving an Employee Total Recordable Incident Rate in 2018 that is 2 times lower than the most recently published OSHA industry average for oil and gas extraction.
- Stewardship:** Operating as a good neighbor and environmental steward is core to what we do and is a primary focus throughout all levels of decision-making. Our partnership with Evolution Well Services demonstrates our commitment to seeking advanced technologies that minimize our emissions and environmental impact.
- Performance:** This report introduces our *X-Factor* program, established in 2018 to encourage innovative and collaborative efforts across CNX. It is a holistic, end-to-end view of the entire well delivery value stream, from land and title and corporate support functions, to construction, to exploration and development concluding with production. This program recognizes and rewards milestones when excellence has been earned through performance goals, commemorating significant accomplishments, encouraging innovation and process improvements, while motivating our team to give discretionary effort that meets the standard of one of our core values of excellence.
- Community:** We value the communities in which we operate and seek ways to invest in the region that has been the foundation of CNX for more than 150 years. In 2018, CNX partnered with local NBC affiliate WPXI-TV on their 11 Cares community outreach program.

While this report does adhere to the GRI Core reporting metrics, it specifically showcases initiatives that meet our own lofty standards, not those driven by a flawed social agenda that views our industry and our employees as part of the past—something that should be eradicated instead of supported and celebrated. Our commitment to corporate responsibility stems from a strong belief in who we are, in the greatness of our region, in the important service our employees provide to their fellow citizens and in a bright economic and environmental future fueled by the Appalachian natural gas revolution.

On behalf of CNX, thank you for the opportunity to share this report with you and the robust discussion we hope it generates around our exciting company and the virtues of the natural gas industry.

Nick Deluliis
President and Chief Executive Officer

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507.1

Bcfe



2018 Production

7.9



Tcfe

proved reserves

539,000

net acres in Marcellus Shale

627,000

net acres in Utica Shale potential in OH, WV, PA

2.5M

net acres in coalbed methane play



ABOUT THE REPORT

2018 marks the first full year of operation for CNX Resources Corporation following its separation from CONSOL Energy Inc. in December 2017. While 2017 was a year of strategic transformation, 2018 was a year of execution. CNX successfully navigated the challenges that come with establishing a new company with a 150-year past, while continuing to demonstrate our commitment to safe and responsible operation in the Appalachian Basin. Building off our 150-year history in the basin, CNX is poised to remain a key player in the energy landscape of the United States. Our history differentiates us from the rest of the industry, but it is our vision for the future of natural gas that sets us apart from our peers. With a start-up mentality, 2018 has been a year of questioning the status quo and disrupting industry and company-wide norms. This year's annual Corporate Responsibility Report is no exception and reflects not only our corporate mission and values, but our desire to challenge industry standards and drive natural gas to the forefront of the energy industry's evolution. Our innovative approach is showcased throughout 2018's Corporate Responsibility Report.

At our core, CNX's priorities are creating long-term value for our stakeholders and enhancing our communities. This report aims to provide all stakeholders—shareholders, employees, regulators, communities and customers, the opportunity to understand who we are as an organization and the objectives and goals that guide our decision making.

This report has been prepared in accordance with the GRI Standards: Core option. The information provided in this report pertains to calendar year 2018 unless otherwise noted. Throughout the year, CNX made strategic divestitures and data related to those assets are excluded from this report. The asset divestitures and resulting organizational changes do not materially impact the topics of this report.

Operational Areas

UPSTREAM

CNX extracts natural gas from shale, shallow oil and gas and coalbed methane wells, along with transportation and processing operations.

MIDSTREAM

CNX Midstream owns, operates and develops natural gas gathering systems in the Marcellus and Utica Shale in Pennsylvania and West Virginia.

WATER OPERATIONS

CNX Water Assets supplies turnkey solutions for water sourcing, delivery and disposal for natural gas operations.

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PROCESS FOR DEFINING REPORT CONTENT

The topics covered in this report were reviewed for materiality and determined to be the most pertinent to CNX. The content of this report was selected based on CNX’s short-term and long-term strategies. The materiality assessment of the report content considered stakeholder concerns, sustainability indices and rating agency surveys, and benchmark analyses within the oil and gas industry.

REPORT SECTION	GRI TOPIC
Culture	Occupational Health & Safety
	Employment
	Diversity & Equal Opportunity
	Attraction & Retention
Stewardship	Environmental Compliance
	Emissions
	Water & Effluents
	Emissions & Waste
	Biodiversity
Performance	Supplier Environmental Assessment
	Procurement Practices
Community	Direct Economic Impact
	Public Policy

Please refer to the GRI Index at the end of the report for additional information about CNX available outside of this report.

This report was prepared by CNX representatives with review and approval by CNX’s Health, Safety and Environmental (HSE) Committee of the Board of Directors. External assurance was not conducted this year. CNX’s Internal Audit (IA) Department conducted a review of the safety and environmental statistics included in the body of the report and the summary table presented at the conclusion.



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Total average production of

~1.4M



Mcfe per day

Founded

150+

years ago



564



Employees

S&P
400
MidCap

ABOUT CNX

CNX Resources Corporation (headquartered in Canonsburg, Pennsylvania) is one of the largest independent natural gas exploration, development and production companies in the United States. Operations are centered in the Appalachian Basin around shale formations in Ohio, Pennsylvania, and West Virginia. The company also develops coalbed methane (CBM) reserves in Virginia. CNX is proud to provide a domestic energy source and will continue to serve the country and the basin in a compliant and responsible manner. As the energy market shifts towards sustainable and renewable energy sources, CNX is prepared to lead the way in advancing technologies to establish natural gas as a key player in the energy mix.

For more information regarding strategic transactions, divestitures, and mergers and acquisitions, please refer to CNX's 2018 Proxy Statement.

CNX CORPORATE MISSION AND VALUES

Our mission and values are the foundation of who we are and how we conduct our business. They guide our decision making and empower every employee to uphold the standards that are core to what we do.

CNX'S MISSION

Our mission is to empower our team to embrace and drive innovative change that creates long-term per share value for our investors, enhances our communities and delivers energy solutions for today and tomorrow.



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CNX'S CORPORATE VALUES

RESPONSIBILITY

- *Be a safe and compliant operator.*
- *Be a trusted community partner and respected corporate citizen.*
- *Act with pride and integrity.*

OWNERSHIP

- *Be accountable for our actions and learn from our outcomes, both positive and negative.*
- *Be calculated risk-takers and seek creative ways to solve problems.*

EXCELLENCE

- *Be prudent capital allocators.*
- *Be a lean, efficient, nimble organization.*
- *Be a disciplined, reliable, performance-driven company.*

GOVERNANCE

Sound principles of corporate governance are critical for making good decisions on behalf of CNX's shareholders, employees and other stakeholders. CNX's Board of Directors regularly reviews the Company's governance policies to ensure that CNX is in compliance with applicable laws and regulations, including best practices. In 2018, CNX maintained a Formal Corporate Compliance Program to ensure best practices with respect to compliance measures and to promote the highest level of compliance efforts throughout the organization.

Please visit the Corporate Governance section of CNX's website for governance documents, such as Bylaws, Corporate Governance Guidelines, Code of Director Business Conduct and Ethics, Code of Employee Business Conduct and Ethics, Board Committee Charters, Internal Auditing Charter and Related Party Compliance Reporting Policy and Procedure. The CNX Annual Report on Form 10-K for the fiscal year ended December 31, 2018, and Proxy Statement for the 2019 Annual Meeting are also available on CNX's website for further information. The GRI Index at the conclusion of this report contains links for related Corporate Governance information for quick access.

To communicate critical concerns, including those relating to economic, environmental and social topics to the Board, interested persons may do so by writing to the Board at the attention of the Corporate Secretary at CNX Resources Corporation, CNX Center, 1000 CONSOL Energy Drive, Canonsburg, PA 15317 or by email to directors@cnx.com. The Corporate Secretary will relay all such communications to the Board in its entirety or to individual directors as needed at the next regularly scheduled Board meeting (or earlier if necessary). Unrelated matters to CNX will not be communicated further. Communications intended for the Chairman or the independent directors are to be sent to the mailing or email addresses noted above to the attention of the Chairman or the independent directors, as intended.

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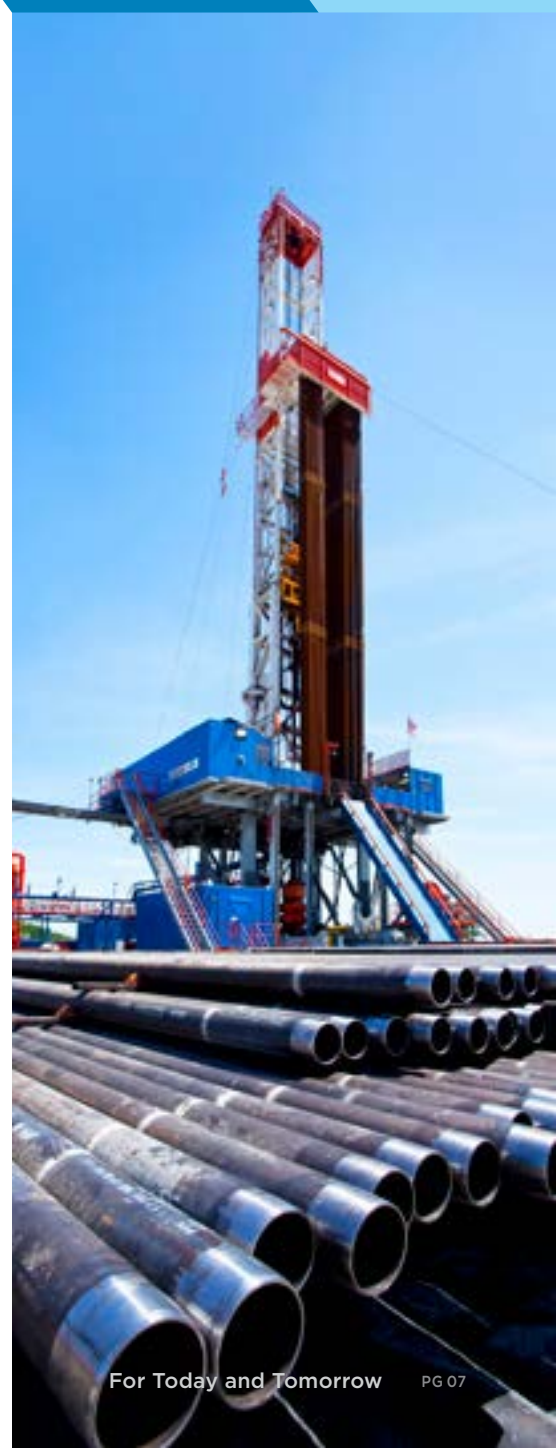
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STAKEHOLDER ENGAGEMENT

Transparency and stakeholder engagement are essential to creating long-term per share value for our investors and enhancing the communities in which we operate. Communicating with our stakeholders is critical as we continue to strengthen our ties with the Appalachian Basin community. CNX defines our stakeholders as people or groups who are potentially affected by our operations or who have an interest in or influence on how we conduct our business. Below is a list of stakeholders and our methods of engagement:

STAKEHOLDER	ENGAGEMENT	FREQUENCY
Customers	Communications through CNX's marketing department	As needed
Investors	Annual Shareholder Meeting; Quarterly Earnings Call; Analyst & Investor Day; Annual Reporting	Continuous
Members of the Community	Public notices; Public meetings; Social media; Community-sponsored events	As needed
Employees	Intra-company communications; Quarterly QIC meetings with executive management; 24-hour compliance hotline; internal communication application	Continuous
Service Partner	Daily engagement; scheduled safety meetings; ad hoc safety touchpoints; Target Excellence engagements; pre and post job debriefs	Continuous
Elected Officials & Regulators	Required regulatory reporting; Public meetings; Political Action Committee	Ongoing
Media	News releases; Interviews; Publicly available reports; Social media	Ongoing
NGOs	Publicly available reporting	As requested

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ANOTHER METHOD OF STAKEHOLDER ENGAGEMENT IS CNX'S MEMBERSHIP IN INDUSTRY AND TRADE ORGANIZATIONS.

The following is a list of the organizations of which CNX is an active participant:

- ▶ Center for Responsible Shale Development (CRSD)
- ▶ Marcellus Shale Coalition (MSC)
- ▶ Ohio Oil & Gas Association (OOGA)
- ▶ Southwest PA Oil and Gas Emergency Management Alliance
- ▶ U.S. Chamber of Commerce
- ▶ Virginia Oil and Gas Association (VOGA)
- ▶ West Virginia Oil and Natural Gas Association (WVONGA)
- ▶ Western PA Oil and Gas Safety Alliance (WPOSA)
- ▶ Women's Energy Network
- ▶ WV STEPS



X-FACTOR: AN INTRODUCTION

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At CNX, we pride ourselves on building a team of employees that possesses a special, key element. We call it: *The X-Factor*. What is the *X-Factor*?



It's that extra edge that all CNX employees have that drives them to excellence. CNX employees are highly motivated to succeed and question the status quo to drive innovative change that separates us from the rest of the oil and gas industry. Together, we foster a creative environment that encourages collaboration across all business units, creating synergies that enable us to function as a lean, nimble organization.

The *X-Factor* is an employee and service provider recognition program created to reinforce our corporate mission, values and culture.

Throughout the year, employees are invited to submit nominations for peers whose ideas, projects and initiatives go above and beyond the scope of their job, exemplifying the *X-Factor*. A selection committee reviews nominations monthly and selects *X-Factor* winners based on their contributions to simplification efforts, innovative solutions and capital efficiencies. *X-Factor* winners are recognized through company-wide announcements and may receive rewards such as concert tickets, company apparel, a special parking spot or a unique experience. The *X-Factor* program is also an opportunity to recognize our service partners for outstanding work and upholding CNX values. Just as we expect excellence from all CNX employees, we hold our service providers to the same standard.

Throughout this report, you will find examples of the exciting outcomes of this company-wide initiative. We are proud of what we accomplished in 2018 and look forward to more creative ideas from CNX employees and the continued success of the *X-Factor* program.





X-FACTOR CULTURE FEATURE: A CULTURE OF COLLABORATION

Our emphasis on collaboration and open communication starts at the top with Executive Management and is further reinforced by the *X-Factor* program.

This collaboration initiative was aimed at the digital transformation of water hauling field tickets that were traditionally hand written. The project included employees in accounting, GIS, innovation and transformation, operational technology, water assets, third-party well tenders and water management and transportation



CNX provides training to service providers on new water hauling field ticketing process.

contractors. Incorporating the unique experience and expertise of a variety of roles and departments allowed the team to effectively leverage a mobile application to capture data, store the information, and assign a geospatial component to the record.

The tool helped CNX teams improve situational awareness as it relates to on-site water usage and recycling optimization

opportunities. Additionally, eliminating manual data collection allows for more timely and accurate collection and delivery of data, which can be leveraged in the Integrated Real-Time Operations Center.

This initiative also led to significant safety and environmental benefits. With the efficient allocation of field resources, drive time exposure is reduced. Lone worker safety is also improved with greater accountability of water movement on site. Reduced drive time leads to a decrease in Scope 2 emissions. Better monitoring of field resource activity also increases water recycling opportunities, reducing CNX's reliance on fresh water sources.

This project is a shining example of a creative solution that led to improvements across CNX's core values and mission. Management's encouragement and support of collaborative projects such as this one, continues to drive change and efficiency at CNX.

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HEALTH & SAFETY

At CNX, we are emphatic about the health and safety of not only our employees and service providers, but also the communities in which we operate. We are proud to be known among our peers and service providers as one of the most dedicated to safety in the basin. No job or activity is considered a success if we compromise the safety of our employees. Everyone working on CNX locations is empowered to stop work if they feel their safety or that of another employee's is at risk. CNX's approach to employee stop work empowerment—while reactive when necessary—includes proactive measures such as procedural enhancements, and communication. We promote empowerment through new employee on-boarding, CNX Hazard Training and reinforcement including *X-Factor* recognition. Our Safety Department provides support throughout all phases of operation with education, training, policy development, audits, and emergency preparedness and response.

The evaluation of our health and safety performance is an ongoing, daily discussion. Our key performance indicators are constantly monitored and analyzed for trends across operations. As trends are identified, the Safety Department utilizes the information to amend policies, training and company-wide communication.

The Safety Department falls under the direction of the Vice President of External Relations & Corporate Responsibility. The Director of Safety & Health briefs the Vice President on safety related issues, policy updates and performance trends regularly. Additionally, Operations executive management is kept up to date on safety related items during weekly scheduled meetings. The Health, Safety and Environmental Committee of the Board of Directors is kept apprised of safety related matters as needed and with monthly updates and quarterly meetings.

CNX also co-chairs an Appalachian Basin working group that encourages collaboration on industry policies, practices and challenges. This type of basin-wide collaboration provides an opportunity to share information and best practices to improve safety performance at CNX and across Appalachia. Members of the department also serve on Marcellus Shale Coalition Committee Safety and Health steering team and chair Emergency Response (High Angle Rescue) and Equipment Spacing subcommittees.

CNX employs safety and health professionals with a variety of safety certifications such as industrial hygienists, occupational health nurses, emergency medical technicians, and emergency medical responders.



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CNX SAFETY POLICY

CNX has an established gas safety policy that outlines expectations for all CNX employees, contractors and service providers. All aspects of the Company’s business will be conducted on the basis that “Safety is a condition of employment.” This condition is applicable to every company employee, contractor and visitor regardless of job assignment. The conditions of workplace safety are as follows:

- Each employee, contractor or visitor shall maintain a safe work environment.
- Any employee, contractor or visitor who is aware of any hazardous conditions shall correct such condition, or if unable to do so, shall promptly report the condition to his or her supervisor. Such hazardous conditions must be mitigated before work in the affected area resumes.
- All employees, contractors or visitors are empowered to stop work or the normal course of operation if he or she believes that safety is being compromised.
- Every employee, contractor or visitor is accountable for being a zero-accident employee.

THE DUTY TO INFORM CONDITIONS ARE AS FOLLOWS:

Any employee, contractor or visitor who believes that the Company’s facilities or operations are not in compliance with this Policy, or with applicable safety laws and regulations, is under a duty to inform his or her immediate supervisor of that belief. Additionally, the employee may bring the matter to the attention of the President; Vice President—Operations; any Senior Vice President; General Counsel or Operations Manager/General Manager. In all such cases, the Operations Manager/General Manager, responsible for Operations, is also responsible for ascertaining whether noncompliance has occurred, and if so, for taking appropriate corrective action.

Existing policies and procedures are reviewed periodically to ensure that they meet the expectations of employees, service providers, and regulatory requirements. These reviews range from individual policies such as personal protective equipment and management of change to operational procedures.



✓ CNX Named VA Operator of the Year

CNX was selected as Operator of the Year by the Virginia Oil and Gas Association for projects that promote safety and efficiency and stimulate economic growth for Virginia’s citizens. CNX’s dedication to continuous improvement and commitment to support public projects is what led to the company taking home the Operator of the Year award for the second year in a row.



CNX named Operator of the Year in VA for 2nd year in a row.

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CNX SAFETY TRAINING

CNX has a variety of programs dedicated to ensuring our employee and contractor workforce are appropriately trained and aligned on expectations regarding safety and environmental performance.

These programs utilize behavior-based techniques which embrace a partnership among management, employees, and service provider workforce to continually focus attention and actions on daily safety behavior. This is accomplished through an evergreen approach with constant evaluation and adaptation for employee, safety and business needs. Fundamentally, the daily safety meetings, job safety analysis (JSA), and empowerment to stop work foster a culture of HSE awareness and accountability embraced at all levels of CNX—from individual contributors and service providers to management and executive leadership.

CNX SAFETY TRAINING CONTINUED

In addition to our culture of continual assessment, CNX expects all employees and service providers to meet HSE expectations and empowers our people to make adjustments or stop work as needed in order to correct, or prevent, adverse safety or environmental aspects. CNX expects all of our service providers to meet the training requirements outlined by OSHA and other governing agencies. Additionally, CNX puts service providers in the driver's seat to help ensure CNX's message of empowerment and accountability is delivered consistently to their workforce.

4

Target Excellence Audits

246

Continuous Improvement Audits

4.9M+

miles driven by CNX Employees

Other training elements with a focus on safety and environmental aspects (outside of regulatory required training related to DOT requirements, OSHA requirements, etc.) include:

- *Employee and Consultant On-boarding—This program is geared towards employees and consultants and outlines the expectations of our overarching programs. This is a much more detailed program introducing the specific elements and requirements of the safety and environmental management programs.*
- *Driver Training—In 2018 CNX employees drove over 4,900,000 miles on company business. This is one of the highest-risk activities in which our employees regularly participate. Driver safety is critical and annual driver training, which focuses on defensive driving and avoiding distraction, is required.*
- *Specialized Industrial Health/Hygiene Programs include training related to silica, NORM, and noise.*



CNX Safety Audits & Exercises:

- Hazard Training
- Hazard Hunt
- Root Cause Investigation
- Target Excellence Audits



Fire School held at VA Operations.

EMERGENCY PREPAREDNESS AND RESPONSE

Emergency response plans are developed for all CNX and CNXM locations and operations. These plans are updated on a quarterly basis and communicated to affected employees through safety meetings and training. In 2018, CNX developed a formalized Well Control Action Plan to address the potential loss of well control event. Affected employees received training on the action plan and will be reviewed and exercised annually. Drills and emergency exercises are conducted to ensure all employees understand their roles and responsibilities during an actual event. These exercises are conducted at all operating areas and range from tabletop exercises to internal drills up to and including events involving external resources.

CNX works hand in hand with local municipalities and emergency responders to ensure they are fluent in our plan and procedures. CNX provides emergency responder training to volunteer fire departments, and county emergency management, including tours of various phases of operation they may encounter during an event. This helps to familiarize emergency response resources with CNX personnel, facilities and operations. This proactive approach gives emergency responders the opportunity to ask questions and understand CNX protocols, so they are prepared in the case of an emergency. CNX embraces our local emergency responders as integral parts of our response effort.

Members of our Safety Department serve on the steering team for the Southwest PA Emergency Management Oil and Gas Alliance. This organization includes individuals from oil and gas operators, oil and gas contractors, PA Emergency Management Agency (PEMA), county emergency management, first responders, Pennsylvania Department of Environmental Protection, Occupational Safety and Health Administration, and county commissioners and township supervisors. The alliance facilitates communication and review of best practices and current events across the region, to promote safety and environmental initiatives in the region.

CNX, in partnership with other oil and gas operators, holds meetings involving public pipeline safety seminars for contractors, emergency management, and public officials to satisfy the Department of Transportation Pipeline Hazardous Materials and Safety Administration's public awareness requirement.

CNX EMERGENCY RESPONSE IN ACTION

CNX's safety and environmental preparedness and response program is a critical component of its emergency preparedness and response program. These were put to the test in June, when complications arose during a diesel fuel transfer that led to a fire on the frac pumps during completions activity. The fire event was quickly identified by onsite personnel. Their training and preparation enabled them to safely and successfully flush and shut in the wells. CNX employees, service providers and emergency responders took all the steps necessary to contain the situation, eliminating the threat to public safety and

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Emergency exercises



CNX First Responder Appreciation Night at Pittsburgh Penguins Game.



CNX hosts first responders as thank you for their partnership.

the environment. The event was contained, and its potential severity was dramatically reduced by onsite efforts. The manner in which the situation was handled is a shining example of the success of CNX's training, drill and incident simulation exercises, and communication. With the emergency preparedness measures taken throughout the year, CNX positions itself to be proactive rather than reactive. We are very aware of the inherent risks of the oil and gas industry and use that awareness to prepare so we can act quickly and accordingly if warranted.

An employee of a service provider who was on site during the incident was recognized through our *X-Factor* program for his valiant effort, above and beyond his job responsibilities during the incident. We take pride in working with organizations who share our same values and view them as an extension of CNX.

EXCELLENCE AUDITS & ROOT CAUSE INVESTIGATIONS

The Safety Department conducts a series of audits and root cause investigations throughout the year, each serving a specific purpose. Target Excellence Audits are conducted quarterly in an active region within CNX's operational footprint where all phases of operation are occurring. The emphasis of the Target Excellence Audit is an open forum in which field personnel can express their thoughts, concerns and challenges regarding health, safety and environmental or operational matters directly to senior management. This transparent, open discussion allows us to continuously improve CNX safety policies and best management practices.

Continuous Improvement Assessments are proactive, compliance-driven audits that ensure all locations comply with regulatory requirements and CNX policies/best practices, as well as identifying areas for improvement. Audit findings are shared with operations and corrective actions are assigned and monitored for completion. In 2018 CNX Safety conducted 246 Continuous Improvement Assessments. The assessments addressed issues such as CNX Hazard Training, stored energy and red zones, fall protection, confined spaces, and emergency preparedness.



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CNX awards service provider with X-Factor.

Root cause analyses are held following all OSHA Recordable incidents, fires, and significant near misses. Stakeholders from CNX Safety, Environmental and Operations departments—in addition to all involved service providers and contractors—participate in the incident review. The investigations include an evaluation of causal factors using the “5 Whys” method. Investigation results are critical components of policy and procedure development. Positive and negative outcomes are shared within the organization to elevate awareness and minimize potential future incidents.

In 2018, root cause investigations led to a number of enhancements including fall protection, and red zone improvements.

CNX CONTRACTOR MANAGEMENT

CNX utilizes a third-party validation service to confirm service partner compliance with CNX standards. Compliance with safety elements including training and worker qualifications as well as supply chain related criteria is required for vendors working on behalf of CNX.

Continuous Improvement meetings, hosted by CNX, are held quarterly with a select group of contractors to discuss lessons learned, best practices and improvement initiatives.

CNX SAFETY DATA MANAGEMENT

CNX’s Internal Audit Department conducted an audit of service provider compliance with CNX’s on-site sign in/sign out procedure and training requirements. The audit findings led to additional communication on CNX sign in/sign out protocols and the evaluation of alternate methods of tracking service provider presence on CNX locations and their training qualifications. Considerations for enhanced sign in/sign out on CNX locations include badge scanners, increased site audits by CNX personnel, dedicated check points and continued education on CNX procedures. Upon further evaluation, additional measures will be deployed in 2019 to improve tracking of service providers on work sites and service provider training compliance across all CNX locations. This audit and continued evaluation demonstrate CNX’s commitment to ensuring the safety of all employees and service providers working on location.

A significant achievement in 2018 was implementing a third-party environmental, health and safety data management system for Safety. This third-party system was previously used for environmental data only. The scope was expanded in 2018 to include the collection of all safety incident related data in addition to historic safety records. This enables the Safety Department to identify trends across operations to better inform decision-making, policy development and training requirements. Housing safety and environmental data in the same system allows for cross-functional trend identification. These were some of the top trends identified in 2018:

- *The highest incidence of injury occurred in employees with less than one-year experience or over 5 years’ experience. This is believed to be a result of inexperience and job complacency as comfort level with work related tasks increases over time.*
- *The most common causes of injury were slip, trip, falls and struck by (stored energy) incidents.*

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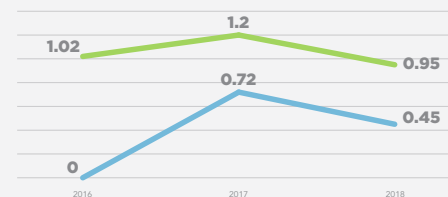
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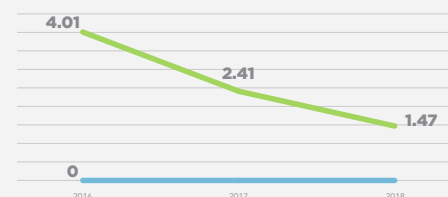
2018 TOTAL RECORDABLE INCIDENT RATES (TRIR)

Employee TRIR
Contractor TRIR

CNX Employee & Contractor TRIR



CNXM Employee & Contractor TRIR



*TRIR calculations based on 200,000 hours.

ONE MILLION MAN HOURS

In 2018, CNXM employees reached 1 million man hours without an OSHA Recordable incident.

CNX ON-SITE RISK RECOGNITION

On-site risk recognition is a critical component of CNX’s safety program. The following steps outline CNX’s process for identifying potential hazards and methods of control.



SAFETY FORWARD LOOKING

In 2019, the Safety Department will increase data reporting to include Days Away Restricted or Transferred (DART) rates and preventable vehicle incident rates. These metrics will provide further insight into incident trends to identify areas for improvement within training and best management practices. The Safety Department is also in the process of revamping its current weekly safety meeting program to increase engagement and participation across the entire organization. The new Target Excellence initiative will be a monthly meeting held across CNX office locations focusing on timely and pertinent health, safety and environmental topics. Safety messaging and communication will also receive an update through the use of a third-party workforce communication platform that allows for quick and easy dissemination of information. This will further improve transparency and give all CNX employees access to safety related information in a timely manner, while increasing health and safety awareness and communications company-wide.

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HEALTH

The health and safety of CNX employees go hand in hand. Through competitive health benefit packages, a well-being program and a variety of health audits, CNX understands the value of creating not only a safe environment for its employees but a healthy one, too.

Per OSHA requirements, CNX conducts industrial noise surveys every three years to observe and evaluate on-site noise exposure. In 2018, industrial noise surveys were conducted at a representative sample of CNX and CNXM locations. The survey results were incorporated into the annual Hearing Conservation Training. Survey findings demonstrated the need to reinforce the proper application of hearing protection and the type of protection best suited for specific tasks.

In addition to safety topics covered annually, CNX employees receive the following health specific training:

- *Access to Employee Exposure & Medical Records*
- *Bloodborne Pathogens*
- *First Aid/CPR (every two years)*
- *Hearing Conservation*

In 2018, CNX employees were encouraged to take a more active role in their health and well-being. Eighty-three percent of employees completed a biometric screening providing them with a picture of their overall health. This proactive approach to health and wellness is a way for employees to engage in conversations with their primary care physicians, set wellness goals, and track progress. On-site wellness coaches were available each week to provide assistance and guidance for employees working towards fitness and wellness goals.

Employees also had the opportunity to participate in a number of wellness initiatives, including 3-on-3 basketball tournament, yoga and cardio fit classes, a step challenge and a CNX sponsored 5k run/family walk at the Pittsburgh International Airport with 75 CNX participants and their families.

83%



Employees participated in a bio-metric screening.

75



CNX participants in the FlyBy 5K at the Pittsburgh International Airport.

30,000



miles walked by participants in the 6-week CNX Step Challenge.

HEALTH BENEFITS

In 2018, CNX continued to offer a competitive, comprehensive suite of benefit programs to our CNX and CNXM employees. In 2018, we selected Aetna as our sole medical carrier, providing employees with a choice of two medical plans (Gold and Silver), as well as access to a broad national network of quality health care providers. Our Aetna High Deductible Health Plans were coupled with Health Savings Accounts and Health Reimbursement Accounts that included a generous company seed contribution—these accounts were available to help offset the cost of the deductibles and coinsurance or could be saved for future health care expenses. Employees who completed their Wellness Incentive activities (a comprehensive bio-metric screening, and two Health Coaching Sessions) doubled their company HSA/HRA contribution and received a “Well-Being Day”—an extra paid day off work. Along with medical and prescription coverage, employees were given access to a number of other benefits including multiple dental insurance options, vision coverage, company-paid and employee-buy up Short-Term Disability and Long-Term Disability benefits, employee and family life insurance, as well as a suite of Voluntary Benefits including Group Accident, Hospital Indemnity, Critical Illness, and Identity Theft coverage.

CNX also offers a “Parental Leave Policy” granting all new parents, both male and female, two weeks of paid time off to spend with their newborn or adopted child. A total of 35 CNX employees, three women and 32 men, took advantage of the parental leave policy in 2018. There has been 100% return and retention of those employees who took leave.

DIVERSITY & INCLUSION

CNX values diversity throughout the organization. We recognize that a diverse, extensive talent pool provides the best opportunity to acquire unique perspectives, experiences, ideas and solutions that help drive our business forward. In 2018, the CEO established company-wide targets for all departments to build their goals around. These goals were reviewed and approved by the Board of Directors. A point of emphasis for the CEO was to continue to grow diversity within CNX. Targets were established around interviewing and hiring to reach a more diverse group of potential future employees. By initiating new programs targeted towards diverse and minority candidates, such as a parental leave policy and CNX’s Women in Leadership program, we exceeded our company goal of hiring at least 25% female and minority candidates in 2018. Human Resources closed out 2018 by hiring 28.75% female and minority candidates to new roles within the company. CNX promoted women to several leadership positions including the Vice President—General Counsel, the Vice President—Financial Planning Analysis, and the Corporate Controller.

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35

35 employees took
parental leave.

CNX paid \$8.81 million
in benefits.

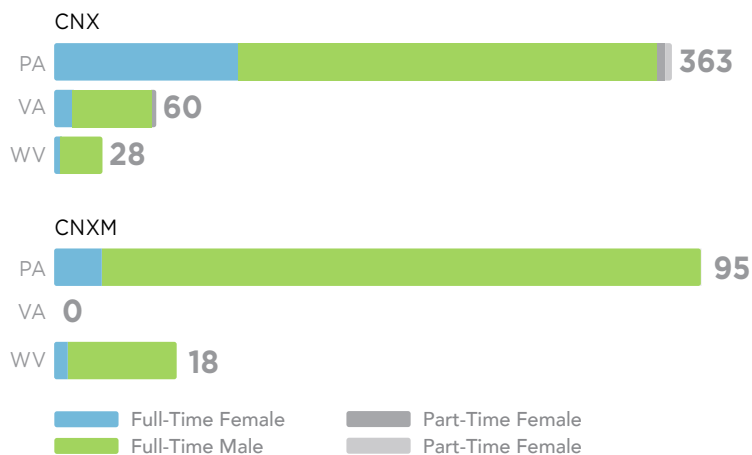


2018 CNX 3on3 basketball tournament winners.

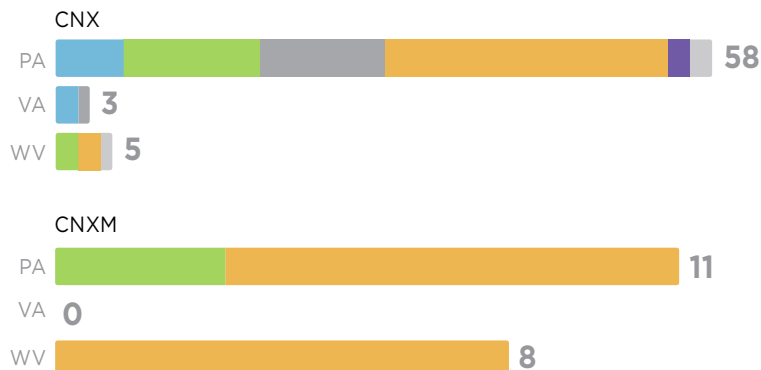
HUMAN RESOURCES

Employee information presented in this section is based on employee count and position on December 31, 2018.

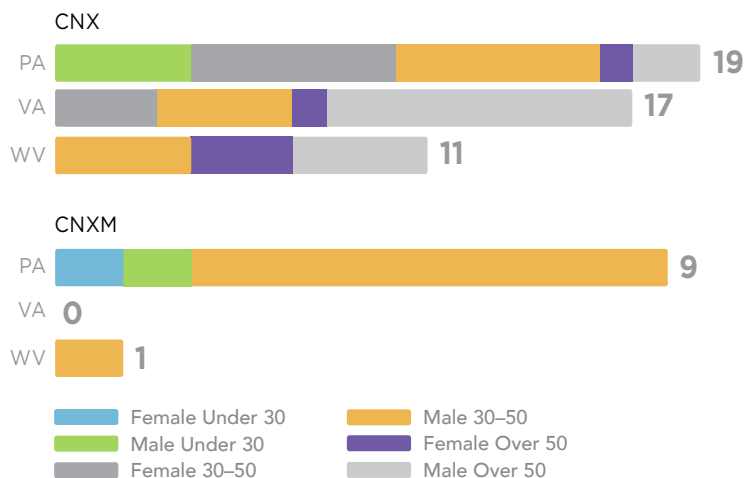
2018 Employee Counts



2018 New Hire Profile



2018 Turnover Profile



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CNX AND CNXM
EMPLOYEE TOTALS:

451
CNX

113
CNXM

2018 TOTAL
NEW HIRE PROFILE

66
CNX

19
CNXM

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Management Profile

CNX

Non-Management



Supervisor



Manager



Director



Vice President



Executive Management



CNXM

Non-Management



Supervisor



Manager



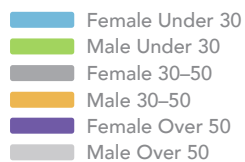
Director



Vice President



Executive Management



CNX collaborates across all levels of management.

EMPLOYEE ATTRACTION & RETENTION

Having one of the best asset bases in the industry only gets an organization halfway there. CNX recognizes the importance of attracting and retaining the best employees to make the most of its assets. While there is great talent in the current pool of industry workers, CNX sees the value in obtaining the untapped potential of recent graduates within the basin. CNX has gone to great lengths to attract the best possible candidates starting with participation in local college and university recruitment events. CNX utilizes a feeder system approach beginning with its internship program. CNX's internship program provides participants with an introduction to CNX and insight into some of the many disciplines within our organization. 2018 marked the third year of the summer intern program. Interns were challenged to approach problems with a new perspective to increase efficiencies and discover cost savings within their department.

An element highlighted in 2018's employee development was CNX's Engineering, Exposure and Experience (E3) rotational engineering program. The E3 program was designed for engineers, typically recent graduates, who have little to no work experience. The program offered a 360-degree developmental experience in which participants rotated throughout CNX's gas operations. Throughout the program, they were matched with a leadership coach to guide their experience and were tasked with identifying a "Fresh Eyes" continuous improvement project. Upon graduation, participants were expected to move into permanent roles at CNX, ready to make an immediate impact. To date, CNX has had 100% retention of all employees who participated in the E3 program.



CNX Women in Leadership.



CNX students during DISRUPT leadership program.

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7

Interns in 2018



All employees participated in performance reviews.

28.75%

Women & minorities hired into new roles at CNX.



\$5,250 in annual education assistance for employees.

100%

Employee retention for those participating in E3 program.

The continued success of CNX is not only contingent upon seeking out the best possible candidates but retaining and developing the talent that lies within the organization. CNX is proud to offer a plethora of opportunities for employees to improve their skills to achieve their career goals.

For the second year, CNX offered an internal leadership training program, Developing Internal Success Reaching Untapped Potential (DISRUPT). The program is aimed at fostering a pipeline of leadership, improving management and communication skills for current roles and preparing participants for future management roles within CNX. High-potential employees were selected from a variety of disciplines to enhance relationships and communication across departments. Content for the course was provided by Development Dimensions International (DDI) and focused on communication, change, trust and influence as well as feedback, listening and coaching.

CNX offers continuing education assistance for employees pursuing advanced education. The education refund program allows for \$5,250 per employee per year to assist with the cost of education. Under the Professional Development Policy, employees are entitled to \$3,500 within a rolling 24-month period for professional development courses and certifications. In 2018, 25 employees took advantage of the education refund program.

All employees participated in performance reviews in 2018. 2018's emphasis for performance reviews was centered around specific, measurable, achievable, realistic and timely (SMART) goals. Goal attainment and outstanding achievements contributed to year-end discretionary incentive pay awarded to deserving employees. Human Resources representatives held career development conversations with every CNX employee aimed at discussing career goals and paths to reach them.

EMPLOYEE ENGAGEMENT

The *X-Factor* program is a great way to recognize individual and group achievements, but it is important to celebrate collective success. The CNX Human Resources team organizes a variety of events throughout the year to bring employees together to provide an opportunity to network and interact in a more relaxed atmosphere. These events are critical for continuing CNX's efforts to break down communication silos and foster a collaborative work environment. Summer picnics were held in Virginia and Canonsburg, Pennsylvania celebrating CNX's new identity as a pure-play E&P natural gas company. CNX enjoyed company favorite holidays Pi Day and Cinco de Mayo, giving everyone an opportunity to mix and mingle during the workday. CNX also participated in the Corporate Cup, a fun day of competitive events with industry peers in Southwestern Pennsylvania raising money and awareness for cystic fibrosis. CNX hosted Bring Our Children to Work Day giving employees' kids an opportunity to see what their parents are up to all day. The annual Harvest Festival was another successful event with every department hosting a treat station for kids to enjoy.

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STEWARDSHIP

ENVIRONMENTAL COMPLIANCE

Compliance with the laws and regulations that govern our business and its impact on the environment is of the utmost importance at CNX. Being a good neighbor and environmental steward is core to what we do and it is a primary focus throughout all levels of decision-making. We cannot remain competitive in the green energy sector if we don't continue to uphold the highest environmental standards and approaches to operations.

The Environmental Department falls under the direction of the Vice President of External Relations & Corporate Responsibility. The Director of Environmental Strategy & Compliance briefs the Vice President on environmental issues and performance trends regularly. Additionally, operations executive management is kept up to date on environmental topics during weekly scheduled meetings. The Health, Safety and Environmental Committee of the Board of Directors is kept informed of environmental matters as needed and at regular quarterly meetings.

CNX and CNXM both experienced an uptick in total violation count from 2017. The most common types of violations included those related to reportable spills and erosion and sediment controls. Employees of all levels work to identify trends, establish training expectations, review root cause determinations and establish preventative best management practices to help reduce future likelihood of incident recurrence. Executive management has been engaged with the Environmental Department to identify areas for improvement. Executive-led "stand down" meetings are held with employees and service providers to reinforce CNX values. Their communication with the rest of the organization has been very transparent about the need to improve our performance and the steps that are being taken to do so.

OPERATOR	2018 ISSUED NOTICES OF VIOLATION (NOV)	2018 PENALTY PAYMENTS
CNX	42	\$588,325
CNXM	5	\$ 36,904



X-FACTOR STEWARDSHIP FEATURE: EVOLUTION



2018 marked the launch of an exciting three-year partnership between CNX and Evolution Well Services.

This technology employs a gas turbine generator that converts CNX's field gas into electricity, resulting in significant fuel cost savings, and more importantly, safety and environmental benefits. It eliminates the use of diesel during pumping operations, reduces personnel exposure, has a 50% smaller footprint than a conventional frac fleet, and significantly reduces air emissions.



CNX continuously strives to be a good neighbor in the communities in which we operate. The use of this patented technology reduces noise pollution to less than 85 decibels, creating a better work environment for our team members and making the operation much quieter for nearby homes, businesses and schools.



Evolution's frac fleet enables us to reduce the on-site crew size needed during fracturing operations by 60%, significantly reducing safety risks by minimizing exposure. Additionally, all the equipment is controlled in a data van on location, further minimizing on-site personnel's exposure to high pressure components and other potential hazards. The equipment on site is staged at chest height to allow for easier access when maintenance is required. This set

up lessens hazards to team members when working on hard to reach, partially obstructed equipment. The reduced strain on employees' bodies has been shown to add three to five years to the careers of those who spend significant amounts of time lifting. The significant reduction in the fleet footprint and reduction in diesel use furthers CNX's mission to continue to move oil and gas towards a more sustainable future. The elimination of diesel provides immense reductions in air emissions particularly, CO, NOx, and Hazardous Air Pollutants. CNX is excited about the partnership and the benefits Evolution brings to CNX Operations.

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X-FACTOR STEWARDSHIP FEATURE: OPERATIONAL FOOTPRINT REDUCTION

Throughout 2018, CNX focused its efforts on planning for multi-purpose well pads and common operational areas to further reduce impacts on the environment and neighboring communities.



In the spirit of collaboration, CNX Gas, CNX Water and CNXM cooperate during planning phases of site construction to share common areas for temporary or permanent equipment placement, staging, and preparation areas, when feasible. This coordination aids in more efficient utilization of surface assets and reduces our permanent footprint. CNX constantly seeks to minimize environmental disturbance where possible by more efficiently utilizing common areas through shared usage; thus CNX and CNXM are reducing the environmental impacts associated with

land clearing for each operator. Through enhanced planning, CNX established off location housing for workers, which aids in making well pad footprints more efficient in addition to improving safety measures for field personnel. CNX uses the common areas for multiple purposes, especially where return trips are completed on pads. In 2018 CNX made return trips to five existing pad locations to drill an additional 26 wells. This practice utilizes some of the existing infrastructure for new wells and can eliminate the need for additional well pads. Approximately 10–30 acres of disturbance per pad is avoided with a return trip by using existing pipeline infrastructure and avoiding the construction of new well pads and access roads.

CNX has also reclaimed three centralized water impoundments, returning the land to meadow and plans for an additional closure in 2019. CNX continues to move water storage to tanks to replace the existing centralized impoundments and meet state regulatory agency expectations.

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ENVIRONMENTAL DATA MANAGEMENT

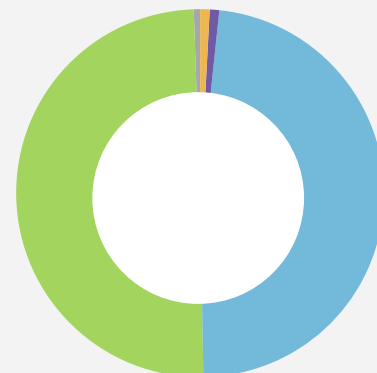
A third-party environmental, health and safety (EHS) software platform is leveraged by both the Safety and Environmental Departments to manage related data for reporting and trend analysis. The data management system is utilized for: greenhouse gas and air emissions reporting; non-compliance incidents and spill tracking; Leak Detection and Repair (LDAR) recordkeeping; and compliance calendar task management. This tool is continuously evaluated and updated to ensure we are effectively leveraging the system and data as an aid for trend analysis and decision-making.

ENVIRONMENTAL INCIDENT INVESTIGATION

Following the event of a Notice of Violation, reportable spill, or significant environmental incident, the Environmental Department holds a root cause investigation meeting with all involved stakeholders. The goal of the root cause investigation is to narrow in on the incident details to determine the causal factors and leading indicators. These meetings involve a candid conversation about the incident, its cause and ways to prevent future occurrences. Best management practices and policy changes are often the result of these types of investigation. The results of the meeting are shared company-wide as a learning tool and to raise awareness for operations. Incident investigation is an important component of the Environmental Department's trend identification and proactive approach to prevent recurrence.

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2018 CNX & CNXM GHG EMISSIONS (1,000 MT OF CO₂e)



- **481.54**
Total Direct GHG Emissions
(Scope 1)
- **501.65**
Total Indirect GHG Emissions
(Scope 2)
- **27,106.29**
Total Other Indirect GHG Emissions
(Scope 3)
- **28,089.48**
Total GHG Emissions (Scope 1, 2, 3)
- **26.25**
Total Direct GHG Emissions
(metric tons CO₂e/
\$100,000 Revenue)

PROTECTING AIR QUALITY

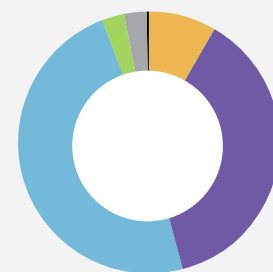
CNX recognizes that controlling methane emissions from the natural gas value chain is an efficiency driver and business imperative for the natural gas industry. We are proactively taking steps to reduce methane emissions from our operations. We are committed to reducing our emissions profile using a multi-tiered approach, including:

- *Employing comprehensive leak detection and repair (LDAR) and directed inspection and maintenance (DI&M) programs that call for the deployment of state-of-the-art technologies, such as forward-looking infrared (FLIR) imaging to identify and repair leaks;*
- *Improving our environmental management information system (EMIS) by leveraging our existing supervisory-control and data acquisition systems (SCADA) to automate data collection;*
- *Using exclusively green completions, in which gas produced during flowback operations is captured, rather than being vented to the atmosphere or flared;*
- *Adding additional control systems at our facilities, such as enclosed or open-flares to control methane and VOCs (at 98% efficiency) from various facility maintenance activities;*
- *Stack testing all dedicated unconventional compressor engines greater than 100 HP to ensure maintenance of specifications emissions;*
- *Installing emissions controls on every tank or storage vessel located at an unconventional well pad with potential Volatile Organic Compounds emissions more than six tons per year;*
- *Utilizing only low bleed pneumatic controllers serving unconventional pads, with a natural gas bleed rate of less than 6 scf/hr.;*
- *Deploying an electric hydraulic fracturing fleet with emissions well below EPA's Tier 4 standards and higher efficiency than conventional diesel-powered equipment.*

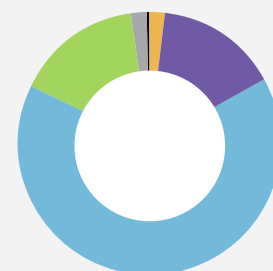
This year the Environmental Department began conducting an optimization exercise to improve the collection, efficiency and accuracy of emissions related data. Through the use of our data management system, the team is working to update the configuration to refine the existing equipment inventory and integrate with other databases utilized by operations to capture continuous monitoring data. This effort will result in an even more comprehensive view of company-wide greenhouse gas emissions and allow for real-time emissions evaluation. Looking forward to 2019, the group expects to integrate production and midstream data with the data management system. Next steps will include developing a formal data collection plan to support our transition from manual to automated data processing.

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2018 CRITERIA POLLUTANTS—CNX (SHORT TONS)



- **49.37** Carbon Monoxide
- **222.17** Nitrogen Oxides
- **283.18** Volatile Organic Compounds
- **16.33** PM₁₀
- **16.33** PM_{2.5}
- **1.53** SO₂



- **40.05** PM_{2.5}
- **349.79** Carbon Monoxide
- **1,509.3** Nitrogen Oxides
- **362.11** Volatile Organic Compounds
- **40.98** PM₁₀
- **1.61** SO₂

MAXIMIZING WATER RESOURCES

CNX Water Assets LLC (CNX Water) efficiently manages water transfer, evaluates emerging treatment technologies, optimizes recycle and reuse opportunities, and strategically approaches third-party water sales. Our position in the Appalachian Basin with multiple water sources, disposal wells and 150 miles of water pipeline affords unique business opportunities. The extraction of natural gas is a water intensive process, particularly during fracturing operations. A by-product of natural gas production is produced fluid or brine. This waste water also requires careful management by CNX Water. Access to water and its management and transport are cost drivers for the oil and gas industry, therefore CNX seeks creative solutions to minimize the use and reliance on freshwater in its operations. The effective management of recycling and reuse opportunities for produced water within CNX operations provides an alternative to freshwater. Data driven decision-making has had a dramatic impact, not only on CNX Water, but the entire organization in terms of reducing safety risks, minimizing environmental exposure, and creating cost efficiencies. This trend will continue in 2019 as CNX Water continues to maximize water usage and reduce the use of freshwater while making decisions with a safety and environmental mindset.

A point of emphasis for the water team in 2018 was to improve automation and leverage technology to create operational efficiencies and reduce overall transportation safety and environmental risks. Water monitoring was made a component of the Integrated Real-Time Operations Center, enabling CNX Water to track water movement across our footprint. The effective management of water assets enables CNX to reduce company reliance on freshwater withdrawal for operations while increasing opportunity for water acquisition from other Exploration and Production operators. In 2018 CNX Water increased sharing agreements with other basin operators and made significant investments to develop infrastructure to maximize reuse and recycling capabilities. Real-time monitoring and reliance on pipelines contribute to the optimization of water routes reducing drive time, driving hazards, Scope 2 emissions and potential for spills.

CNX WATER WITHDRAWAL BY SOURCE

SOURCE	(BBLs)
Surface Water	10,932,356
Groundwater	0
Municipal Water	1,416,815
Total Water Withdrawn	12,394,171
Water Reused by CNX	1,965,466
Water Reused by Third Party	652,263
Total Water Reused	2,617,729

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>2.5M

barrels of water reused

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2018 CNX REUSE & DISPOSAL BY WELL TYPE & PLAY

REGION	WELL TYPE OR PLAY	VOLUME (BBLs)	METHOD
CPA	CBM/Conventional	0	Reuse
		3,367	Disposal
CPA	Marcellus/Unconventional	89,721	Reuse
		58,424	Disposal
CPA	Utica/Unconventional	2,227	Reuse
		2,269	Disposal
SWPA	Marcellus/Unconventional	56,125	Reuse
		28,386	Disposal
SWPA	Utica/Unconventional	2,083,350	Reuse
		384,442	Disposal
SWPA	CBM/Conventional	22,205	Reuse
		16,885	Disposal
WV	CBM/Conventional	3,427	Reuse
		7,056	Disposal
WV	Marcellus/Unconventional	4,176	Reuse
		537,954	Disposal
OH	Utica/Unconventional	351,587	Reuse
		1,694,307	Disposal
VA	CBM	0	Reuse
		1,394,738	Disposal

MINIMIZING RELEASES

While CNX takes every precaution during operations to prevent fluid releases, anomalies do occur. Spill Prevention, Control and Countermeasure (SPCC) plans are prepared for all locations in addition to having spill kits readily available on-site. Spill response, cleanup and preparedness trainings are conducted throughout the year. Mandatory CNX Hazard Training for all individuals working at CNX locations also included a spill response component. In 2018, related training topics conducted during weekly HSE trainings included: SPCC; Spill Reporting; Regulatory Awareness; Site Management—Personnel Accountability; Streams and Wetlands; and Loss of Primary Containment.

CNX reports qualifying spills, releases and discharges to the appropriate state or federal agency per regulatory reporting requirements. All spills are addressed quickly, and follow approved clean up and disposal procedures. CNX representatives communicate frequently with regulatory agencies throughout both the response and remediation processes. For this report, CNX and CNXM consider “significant spills” to be those spills that leave the limit of disturbance area approved through the applicable regulatory agency’s permitting process. In 2018, CNX and CNXM experienced a total of seven spills that resulted in 59.3 barrels released outside of the permitted limit of disturbance. All releases were remediated in accordance with regulatory requirements and are considered abated. None of the spills resulted in long-term impacts to the environment, nor did they materially impact the company warranting financial disclosure.

MANAGING WASTE

All associated produced water volumes are sent to treatment, recycling or disposal.

In 2018, CNX disposed of 447,387 gallons of used oil, drilling mud, oily wastewater, etc. and 149,904.04 tons of soil waste, characterized below as “other waste water.” Approximately, 95% of these wastes were reused or recycled.

2018 CNX WASTE WATER	
Disposal Method	Disposed Volume (gallons)
Reuse/Recycling	423,297
Landfill (solidification)	24,090
Total Volume of Waste Water Produced	447,387

2018 CNX SOLID WASTE	
Disposal Method	Disposed Amount (tons)
Landfill	149,904
Total Volume of Waste Water Produced	149,904

CNX and CNXM did not generate hazardous waste so there are no associated waste disposal volumes. In 2018, CNX and CNXM did not significantly affect water bodies or related habitats by water discharges or runoff.

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Significant Spills

CNX

5

CNXM

2

95%



of other wastewater
was reused or recycled.

RESPECTING BIODIVERSITY

The Appalachian Basin is home to regionally and federally threatened and, in some cases, endangered species. Some of these species are known to occur within CNX's operational footprint. Most notably, the region is home to a diverse population of bats and mussels. CNX recognizes these species as stakeholders in our operational activity and works to continuously coordinate with local and federal agencies to ensure our operations do not adversely impact these species and their habitat. The company deploys several proactive strategies to avoid impacts, such as:

- *Species buffer recognition through agency coordination and GIS mapping reviews for threatened or endangered species, including the Indiana bat.*
- *Pre-screening coordination with the United States Fish and Wildlife Service (USFWS).*
- *Comprehensive research assessments in conjunction with well and pipeline permitting processes to identify potential habitats in or around prospective project areas. This includes planning around known Potential Roost Tree (PRT) locations where possible, as well as reducing the permitted limit of disturbance (LOD) near critical areas.*
- *Consultation with professional wildlife biologists to ensure any potential disruption is eliminated or minimized.*
- *Completion of wildlife presence/absence surveys when appropriate to develop customized mitigation and offset plans that meet individual species needs.*
- *Adjustment of project designs to co-locate infrastructure within existing facilities to maximize the use of existing roadways, access road, utilities, and existing non-wooded areas.*
- *Development of specific plans and procedures to prevent the transfer of invasive species.*



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BIODIVERSITY— PROTECTION IN ACTION

CNX partnered with the Pennsylvania Game Commission and USFWS to donate 300 acres of conservation land to PA Game Commission. CNX is continuing to explore additional conservation potential.



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ENVIRONMENTAL FORWARD LOOKING

In 2019, the Environmental Department will continue to focus on maximizing the use of our third-party environmental, health and safety data management system to further automate greenhouse gas data collection and reporting. This effort will continue to improve upon reporting efficiencies and timely analysis of on-site emissions. Furthermore, we are evaluating membership in organizations with similar visions and approaches to methane emissions reductions. This is an important step in CNX's efforts to establish reduction goals and performance targets.

CNX is looking forward to the value created by the Operational Excellence Team in 2019. The Operational Excellence Team will serve as liaisons between the Safety and Environmental Departments and Operations to further enhance communication with regard to company policies and best management practices. Their project management and communication skills will guide the success of the projects in the field and ensure our compliance with all laws and regulations.

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FUTURE OF ENERGY

Natural Gas Revolution—Inextricably Linked to the Long-term Success of Renewable Energy

CNX believes that natural gas is central to a low-cost, reliable, secure, lower-carbon energy future. Widespread and immediate fuel switching to natural gas is the fastest and most cost-effective means to addressing climate concerns, improving air quality in the developing world, and meeting the increasing demand for cleaner forms of energy.

More than a short-term “bridge” fuel—useful in the transition from carbon-intensive energy sources (like coal and petroleum) to renewables—natural gas is inextricably linked to the long-term success of renewable energy. In fact, the EIA forecasts that natural gas consumption will increase by more than 20% from current levels by the year 2040.

Increasing demand for natural gas comes with a variety of economic, environmental, and social benefits, including: **reduced emissions, improved energy security, industrial applications, reliable heat** and **additional economic benefits**.

It is clear that natural gas will continue to play a leading role in limiting and reducing U.S. greenhouse gas emissions and other air quality challenges. Please refer to the Stewardship section of this report to read about the many actions CNX is taking to reduce emissions throughout our operations.

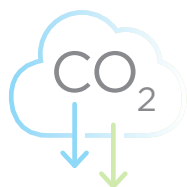
Future of Energy

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Improved Energy Security

The energy security and geopolitical position of the United States has been improved immensely by recent increases in domestic natural gas production. (ref. 1)



Reduced emissions

Increased use of natural gas over coal for electricity generation has led to large reductions in air emission from U.S. electric generation sector of SO₂ (9 million to 1.6 million tonnes) and NO_x (3.7 million to 1.5 million tonnes) from 2007 to 2017 (refs. 5, 6) mercury 16 to less than 3 tons (ref. 5), with concomitant reductions in particulate matter emissions.

Increasing the use of natural gas in place of coal for electricity generation over the last decade has significantly reduced U.S. greenhouse gas emissions. This change is the major factor driving the 25% decline in overall CO₂ intensity of the U.S. electric power sector from the mid-2000s to 2018; furthermore, the U.S. government forecasts that further replacement will continue to reduce greenhouse gas emissions from this sector through 2050. (ref. 10)



Additional economic benefits (lower prices, plentiful supply, and well-paying jobs)

The benefits of increased natural gas production in the U.S. results in plentiful supply and low prices to residential and industrial consumers and thousands of new well-paying jobs in the upstream oil and gas industry as well as downstream natural gas users. (refs. 2, 3, 4)



Reliable heat

Household and commercial space heating accounted for 31% of U.S. natural gas consumption in 2018 (ref. 7)—there is no practical alternative for much of this demand, especially in colder climates. (Electric baseboard heating and electric heat pumps can replace some of this, but not currently practical, especially in cold climate.)

EIA forecasts U.S. natural gas consumption to increase from the current (2017) 27 Tcf to 32 Tcf in 2030 and 33 Tcf in 2040. (ref. 9)



Industrial applications

Industrial uses accounted for 30% of U.S. natural gas consumption in 2018, (ref. 7) about 25% of which is used as feedstock for fertilizer and petrochemicals (ref. 8) and cannot practically be replaced by renewables.

*Cited references can be found at the end of this report.



X-FACTOR PERFORMANCE FEATURE: INNOVATION & TRANSFORMATION

Through collaboration across multiple facets of our operations capabilities and Information Systems & Technology (IS&T), CNX has taken great strides to better leverage the myriad of data points collected daily to improve communication, enhance decision-making and improve efficiencies, all adding up to improved business outcomes.

CNX's goal to function as a lean, nimble organization is contingent upon our ability to capitalize on all the data and tools at our disposal. The Integrated Real-Time Operations Center (IRTOC) was developed in 2018 to combine various communications, dispatching, monitoring and operational activities, and enhanced situational awareness.



CNX opens the doors to new IRTOC.

The first iteration of the IRTOC combines Production Control Room (PCR), Gas Control Room (GCR) and Water Dispatch entities, while also introducing Geo-steering capability and a Gas Marketing station.

In addition to supporting ongoing innovation within the IRTOC, IS&T is leveraging a "big data" approach to gain new insights and develop predictive tools. A Hortonworks Hadoop cluster was implemented in 2018 to process historical drilling data as well as real-time Cygnet SCADA data.

A blended engineering & technology team was formed in IS&T and has engaged in a variety of Proofs of Concept to test several machine learning-based model scenarios. IS&T continues to engage across CNX to seek out creative ways to leverage our data and make enhancements in the way we gather, track, maintain and automate information. 2018 brought a year of great growth and we are looking ahead to even more creative and innovative solutions in 2019.

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SUPPLY CHAIN MANAGEMENT

CNX's Supply Chain Management (SCM) provides source to pay services and systems to procure and contract CNX and CNXM's capital and expense spend for all exploration services, construction services for Exploration and Production and Midstream development, services and material required for the drilling and hydraulic fracturing of wells, production installations, as well as for security.

Services and materials are procured through current and future market evaluations utilizing procurement strategies based on best practices for bidding stand-alone projects as well as yearly agreements, negotiated first call agreements, and volume-based supply agreements to ensure not only cost control but also supply of services and material as needed to meet CNX's financial and operating plan.

In 2018, the combined spend that was processed through SCM exceeded \$1.1 billion, with Contract Services accounting for \$956M and \$179M in Material spend.

871 different suppliers were utilized in 2018 with 80% of the spend being with companies headquartered in Pennsylvania, West Virginia, Texas, Ohio, and Oklahoma. Pennsylvania, West Virginia, and Texas were the top three states at 34%, 14%, and 12%, respectively. A survey of companies performing services for CNX identified 90% of their employees are permanent residents of the tri-State Area (Pennsylvania, West Virginia, Ohio).

The SCM Group utilizes several services to mitigate Contractor financial and HDE risk. CNX uses a third-party monitoring and assessment tool to validate and ensure compliance with CNX contractor requirements for training, insurance, drug & alcohol testing, prior to allowing a contractor on-site, and is monitored by a daily report that notifies CNX of non-compliant companies that are active. CNX also uses a third-party risk management tool to monitor, assess, and mitigate supplier risk prior to engaging as well as ongoing review of existing contractor financial well-being.

In addition to the broader criteria used to assess vendors and suppliers that meet existing company standards and needs, the Environmental Department evaluates potential waste vendors with a more stringent and thorough pre-authorization process. The Environmental Department identified waste management and disposal as a potential risk during operations. The mishandling of waste can have serious repercussions on the environment and our ability to continue operations. It is critical to ensure that all waste vendors handle and dispose of waste in accordance with all laws and regulations. Given the potential risk and exposure, CNX places additional scrutiny on those vendors.

Prospective waste vendors are put through a two-part audit that includes both a desktop review and facility audit. The Environmental Department requests permitting information, internal policies and best management practices, insurance policies and compliance histories from potential service providers in the desktop phase. Following a satisfactory desktop review against internal metrics, a member of the CNX Environmental Department conducts an on-site visit to evaluate the condition of the facility and to meet with company representatives. Only when CNX is comfortable with the vendor and confident that they meet CNX's standards is the vendor considered "environmental approved." After the contractor passes environmental muster, they move through the rest of SCM's vetting process.

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90%

of contractor workforce
are permanent residents
of tri-State area.

\$1.1+
Billion
SCM Spend

871

Suppliers used by CNX
in 2018

The Safety and Environmental Departments track contractor and safety performance across our locations. CNX does not tolerate disregard for company policies, procedures or expectations. Service providers are removed from site if found to have violated that relationship.

The Health and Safety and Environmental Departments track contractor safety and environmental performance on all our locations. If trends are identified demonstrating that specific service providers are experiencing challenges in the field, the service provider will be brought in for a meeting to discuss their performance. In some severe circumstances, CNX has immediately released service providers at CNX locations for disregard for company policy and procedure.

DIRECT ECONOMIC IMPACT

Millions \$

STATE	PAYROLL	BENEFITS ¹	TAXES PAID ²	TOTAL
Ohio	\$ 2.18	\$0.18	\$ 7.25	\$ 9.61
Pennsylvania	80.69	6.67	4.68	92.04
Virginia	10.37	0.86	8.43	19.66
West Virginia	13.30	1.10	3.20	17.60
Total	\$106.54	\$8.81	\$23.56	\$138.91

1. Benefit costs are not recorded by state. The total benefit cost has been allocated to each state based on the state's percentage of payroll.

2. Includes, as appropriate, payroll taxes, state and local taxes, sales and use taxes, license and franchise taxes, severance taxes, state and federal reclamation taxes, black lung taxes, gross receipts taxes and other excise taxes.

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Waste vendors must meet environmental criteria before they work for CNX.



VA CNX Employees.



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COMMUNITY

COMMUNITY OUTREACH

Being a good neighbor and trusted community partner is core to who we are at CNX. In fact, many CNX employees live and raise their families in our operational footprint. We value our communities and take pride in the relationships we have built with our neighbors. This year CNX employees had the opportunity to serve their communities in a variety of ways.

Caring for Cancer Patients and Families

For the second year in a row, CNX donated \$25,000 to the UPMC Hillman Cancer Center to support the CNX Caring Carts, which cancer center volunteers take throughout the facility providing needed essentials and personal comfort items to patients and their families. The carts include an “Art Cart” with art supplies and activities for families to enjoy during their often lengthy time at the center. The most recent donation will also add a “Technology Cart” providing games and entertainment on handheld tablets. CNX employees also spent two days handing out gift bags to cancer center visitors in December.

Supporting Local Families in Need

Through our partnership with Blue Prints, CNX employees raised \$3,730 and CNX provided a \$5,000 gift for low income families in Southwestern PA. This provided clothes, toys and books for 5 families, plus food for a total of 12 families. It also enabled a generous donation to the Blueprints vehicle repair program, which provides vehicle repair services to area families at a reduced rate.



CNX at the UPMC Hillman Cancer Center.



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X-FACTOR COMMUNITY FEATURE: WPXI 11 CARES COMMUNITY OUTREACH PROGRAM



CNX partnered with Pittsburgh’s local news broadcast WPXI’s 11 Cares community outreach program. 11 Cares’ mission is to bring awareness to community efforts that support issues impacting the Pittsburgh area. This year CNX teamed up with 11 Cares on a number of community events.



CNX sponsored and volunteered at two area “Hard to Recycle” events. Pittsburgh area residents were invited to bring items such as computers, printers, TVs and electronics, tires, styro-foam, fluorescent bulbs, air conditioners and other difficult to recycle items to be properly recycled and disposed of.



CNX, 11 Cares and The Education Partnership joined together to sponsor and staff a “Pack the Bus” event. This region-wide event, hosted at Giant Eagle locations across Pittsburgh, helps support the 70,000 students in our area who struggle in school because they lack basic supplies. CNX also collected supplies at our headquarters. The event raised a cumulative \$25,000 in school supplies.

As part of the partnership, CNX participated in Pittsburgh’s holiday parade to honor veterans and escort the Mr. Turkey float down Liberty Avenue.

CNX values its community partnerships and is proud to support 11 Cares and many other great organizations throughout our operational footprint.

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Bridging the Homework Gap

CNX donated over 700 computers, laptops, monitors and servers for recycling or redistribution through our partnership with Computer Reach. Of those that were still workable, 75 went to local families as part of an initiative to bridge the technology gap for students without working computers and Internet. The families were invited to a workshop on how to use the computers, including instruction for parents on safe Internet use.



CNX makes donation to Washington County Humane Society.



CNX employees help clean up green space along I-376.

700



Computer
laptops donated



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Beautifying the Environment

CNX teamed with the Western Pennsylvania Conservancy to adopt a green space along I-376. In spring and fall, a group of CNX volunteers pulled weeds, planted flowers and spread mulch to beautify the “Gateway to Pittsburgh.” CNX has partnered with WPC on this project since 2014.

Donating Land

CNX, CONSOL Energy and affiliates donated more than 1,500 acres in Richhill Township to the Pennsylvania Game Commission in order to expand the existing state game lands and develop a bat conservation area. As part of the transaction, the companies also agreed to donate \$585,000 to the commission for a stewardship fund for the perpetual management of the land.

CNX also worked with Spearhead Trails and Buchanan County, VA to prepare 11 acres of CNX property for recreational use by outdoor enthusiasts. This supports economic growth for the county’s tourism potential and creates a template for CNX to do similar projects in the future.

Rebuilding Our Forests

In honor of Arbor Day, CNX employees worked with the Department of Mines, Minerals & Energy and local students to plant approximately 2,000 trees at a reclaimed mine site in Buchanan County, VA. Their effort is helping to restore the nearly one million acres in need of replanting across our country.



CNX employees at 11 Cares Hard to Recycle event.

\$2,100



Raised for Washington County Humane Society.

\$585K



Donated to stewardship fund

\$14,671



Raised at bowl-a-thon for Junior Achievement.

\$25K+

Raised in school supplies at Pack the Bus with WPXI 11 Cares.



CONTRIBUTIONS POLICY

Public policy decisions at the local, state and federal levels can affect the long-term success of CNX and its subsidiaries. CNX believes it has a responsibility to participate in and invest in the public policy process in order to protect and enhance the Company's interests and create per share value for its investors. To ensure that the Company's contributions comply with all applicable laws and reflect its corporate values, CNX sets forth this Contributions Policy ("Policy") to provide corporate governance, controls, oversight and procedural guidance. All contributions must be legally permissible, supportive of and consistent with the Company's business strategy, goals and priorities; and made in full accordance with CNX's commitment to act with integrity in all of its activities.

The Board of Directors (the "Board") is responsible for monitoring the compliance of CNX and its Political Action Committee (PAC) with this policy. An annual report of CNX's contributions is submitted to the Board for review.

CORPORATE POLITICAL CONTRIBUTIONS

Where permitted by law and when consistent with this Policy, CNX and its subsidiaries may use corporate funds to contribute to state or local candidates and committees, entities organized pursuant to Section 527¹ 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, CNX and its subsidiaries are permitted to make corporate political contributions to state-level candidates or committees. CNX and its subsidiaries may make state-level corporate political contributions where permitted by law, in compliance with state contribution limits and registration/reporting requirements where applicable.

All corporate political contributions made by CNX must be approved in advance by the Vice President for Government Affairs and the General Counsel.

1. 527 organizations are political organizations subject to Section 527 of the Internal Revenue Code of 1986, as amended. These organizations are established primarily for the purpose of influencing the outcome of elections of candidates of political office.

CNX PAC ACTIVITY

The CNX PAC raised \$61,540.41 and disbursed \$48,950.00 in 2018. The CNX PAC has \$58,738.97 cash-on-hand as of January 22, 2019. We made contributions to 30 different PACs, parties, and candidate committees across the country in calendar year 2018.

CNX CORPORATE CONTRIBUTION ACTIVITY

CNX made expenditures totaling \$618,049.00 in states where we have strategic operational or end-user interests. CNX spent \$750.00 directly supporting candidates or PACs in states where corporate political contributions are permissible, namely Virginia. The balance was allocated towards other activities and initiatives that are permissible under the rules and regulations that govern these types of corporate contributions and expenditures, including IRC 501(c)(3), 501(c)(4) organizations and other trade groups that share our common interests.

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Contributed to

30

different PACs, parties
and committees

CNX supports members of both political parties who support our industry and the vital service we provide to society.



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HIRE LOCAL

An important emphasis within CNX is to attract diverse talent, particularly within our operational footprint and the region we call home. In 2018, CNX’s Supply Chain Management group surveyed the company’s service provider network to better understand the demographics of our broader workforce. CNX learned that approximately 90% of our vendors and contractors reside in the tri-state region, and, of that population, approximately 9% are diverse. Our commitment through our Hire Local initiative is to continue building our local workforce with local talent and to continue to work to ensure that the region’s minority population has access to opportunities within the industry and is robustly represented within both our employee and service provider workforce. In 2019, CNX will evaluate opportunities and potential partnerships with a wide spectrum of community organizations to help further these important goals.



CNX participates at local high school career fair.

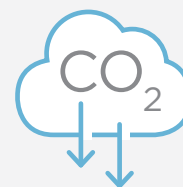
VIRTUAL SHAREHOLDER MEETING

The company's Annual Meeting of Shareholders was held in May 2019 and, consistent with our commitment to technology and innovative solutions, was moved to a virtual format. The transition to a virtual format is intended to facilitate and increase shareholder attendance and participation by enabling shareholders to participate fully and equally regardless of location, at no cost. Historically, there has been little to no attendance by our shareholders at CNX's in-person annual meetings. CNX believes that the virtual annual meeting format is the right choice for a widely-held company, such as CNX, as it not only brings cost savings to the Corporation and shareholders, but also increases our ability to engage with all shareholders, regardless of size, resources, or location. Additionally, the virtual meeting format aligns with CNX's corporate value of Responsibility. Holding a virtual meeting reduces carbon dioxide emissions and is in line with our commitment to sustainable business practices. CNX considered the type of transportation and distance required for shareholders to send a representative to an in-person annual meeting. By moving to a virtual annual meeting, it was determined that CNX would eliminate approximately 253,216 pounds of carbon dioxide. This is the equivalent of approximately 12.4 homes' energy usage for one year.

“We are bringing the broader technology-driven mindset at CNX to this year's annual meeting. By going virtual, efficiencies are gained, our environmental footprint is reduced, costs are reduced and most importantly, we provide the opportunity for more engagement with our shareholders.”

Pittsburgh Business Times; April 23, 2019

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CNX's virtual shareholder meeting eliminated approximately

253,216

pounds of carbon dioxide.



This is the equivalent of approximately

12.4

homes' energy usage for one year.

FUTURE OF ENERGY REFERENCES

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2018 CRR SUMMARY TABLE

SAFETY	2018
CNX & CNXM Workforce Fatalities (Contractor & Employee)	0
CNX—Employee Total Recordable Incident Rate	0.45
CNX—Employee Hours	894,207
CNX—Contractor Total Recordable Incident Rate	0.95
CNX—Contractor Hours	4,650,462
CNXM—Employee Total Recordable Incident Rate	0
CNXM—Employee Hours	215,414
CNXM—Contractor Total Recordable Incident Rate	1.47
CNXM—Contractor Hours	954,999

SIGNIFICANT SPILLS	2018
CNX Significant Spills	5
CNXM Significant Spills	2

NOTICES OF VIOLATION (INCLUDES MSHA & DEPT. LABOR & INDUSTRY)	2018
CNX Notices of Violation	42
CNXM Notices of Violation	5

ENVIRONMENTAL RELATED PENALTY PAYMENTS	2018
CNX Penalty Payments	\$588,325
CNXM Penalty Payments	\$ 36,904

WATER	(bbls)
Surface Water Withdrawn	10,932,356
Groundwater Withdrawn	0
Municipal Water Withdrawn	1,461,815
Total Withdrawn	12,394,171
Water Reused or Recycled	1,965,466
Water Reused by a Third Party	652,263
Total Water Reused as a Percentage of Water Withdrawn	2,617,729

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2018 CRR SUMMARY TABLE

GHG EMISSIONS (CNX & CNXM)	(Thousand Metric Tons CO₂e)
Scope 1	481.54
Scope 2	501.65
Scope 3	27,106.29
Total GHG Emissions (Scope 1, 2, 3)	28,089.48
Total Direct GHG Emissions (metric tons CO ₂ e/\$100,000 E&P Revenue)	26.25

CRITERIA POLLUTANTS	(Short Tons)
CNX Carbon Monoxide	349.79
CNX Nitrogen Oxides	1,509.3
CNX VOCs	362.11
CNX PM 10	40.98
CNX PM 2.5	40.05
CNX SO ₂	1.61
CNXM Carbon Monoxide	49.37
CNXM Nitrogen Oxides	222.17
CNXM VOCs	283.18
CNXM PM 10	16.33
CNXM PM 2.5	16.33
CNXM SO ₂	1.53

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2018 CRR SUMMARY TABLE

EMPLOYEE	CNX	CNXM
Full-time Female	121	9
Full-time Male	318	104
Part-time Female	8	0
Part-time Male	4	0

EMPLOYEE BY POSITION	CNX	CNXM
Female Non-Management	91	7
Male Non-Management	218	96
Female Supervisor	13	1
Male Supervisor	39	3
Female Manager	19	1
Male Manager	33	4
Female Director	3	0
Male Director	21	1
Female Vice President	3	0
Male Vice President	6	2
Female Executive Management	0	0
Male Executive Management	3	0

NEW HIRE	CNX	CNXM
Female Under 30	8	0
Male Under 30	14	3
Female 30–50	12	0
Male 30–50	27	16
Female 50+	2	0
Male 50+	3	0

EMPLOYEE TURNOVER	CNX	CNXM
Female Under 30	0	1
Male Under 30	4	1
Female 30–50	9	0
Male 30–50	14	8
Female 50+	5	0
Male 50+	15	0

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Reference	Description	
102-1	Name of organization	Introduction (pg. 6)
102-2	Activities, brand, products and services	Introduction (pg. 6)
102-3	Location of headquarters	Introduction (pg. 6)
102-4	Location of operations	Introduction (pg. 6)
102-5	Ownership and legal form	Introduction (pg. 4), Proxy, CNX Corporate Governance website
102-6	Markets served	Introduction (pg. 6)
102-7	Scale of organization	Culture (pg. 20), Proxy
102-8	Information on employees and other workers	Culture (pg. 20)
102-9	Supply chain	Performance (pg. 37)
102-10	Significant changes to the organization and its supply chain	Introduction (pg. 4), Proxy
102-11	Precautionary Principle or approach	Proxy, CNX Corporate Governance website
102-12	External initiatives	Proxy, CNX Corporate Governance website
102-13	Membership of association	Introduction (pg. 8)
102-14	Statement from senior decision-maker	Introduction (pg. 2)
102-16	Values, principles, standards, and norms of behavior	Introduction, Governance (pg. 7), CNX Corporate Governance website
102-17	Mechanisms for advice and concerns about ethics	Governance (pg. 7), Proxy, CNX Corporate Governance website
102-18	Governance structure	Governance (pg. 7), Proxy
102-23	Chair of the highest governance body	Proxy
102-26	Role of highest governance body in setting purpose, values, and strategy	Proxy
102-29	Identifying and managing economic, environmental, and social impacts	Proxy
102-31	Review of economic, environmental, and social topics	Proxy
102-33	Communicating critical concerns	Governance (pg. 7), Proxy
102-40	List of stakeholder groups	Introduction (pg. 8)
102-41	Collective bargaining agreements	None
102-42	Identifying and selecting stakeholders	Introduction (pg. 8)
102-43	Approach to stakeholder engagement	Introduction (pg. 8), Proxy
102-44	Key topics and concerns raised	Governance (pg. 7)
102-45	Entities included in the consolidated financial statements	Introduction (pg. 4), Proxy
102-46	Defining report content and topic Boundaries	Introduction (pg. 5)
102-47	List of material topics	Introduction (pg. 5)

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Reference	Description	
102-48	Restatements of information	None
102-49	Changes in reporting	None
102-50	Reporting period	Introduction (pg. 4), Calendar Year 2018
102-51	Date of most recent report	July 2018
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Contact Details
102-54	Claims of reporting in accordance with GRI Standards	Introduction (pg. 4)
102-55	GRI content index	GRI Index (pg. 51)
102-56	External assurance	Introduction (pg. 5)
201-1	Direct economic value generated and distributed	Performance (pg. 38)
201-3	Defined benefit plan obligations and other retirement plans	Culture (pg. 19), Proxy
204-1	Proportion of spending on local suppliers	Performance (pg. 37)
303-3	Water withdrawal	Stewardship (pg. 29)
304-2	Significant impacts of activities, products, and services on biodiversity	Stewardship (pg. 32)
304-3	Habitats protected or restored	Stewardship (pg. 32)
305-1	Direct (Scope 1) GHG emissions	Stewardship (pg. 27, 28)
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LOOKING FORWARD

Our 2018 Corporate Responsibility Report includes forward-looking statements about the Company's business and the Company's future business plans, initiatives, goals and objectives. These forward-looking statements are based on concurrently available operating, financial and competitive information and are subject to a number of significant risks and uncertainties. When we use the words "believe," "intend," "expect," "may," "should," "anticipate," "could," "estimate," "plan," "predict," "project," or their negatives, or other similar expressions, the statements which include those words are usually forward-looking statements. When we describe a strategy that involves risks or uncertainties, we are making forward-looking statements. Actual future results may differ materially depending on a variety of factors including, but not limited to, the risks detailed in the Company's filings with the Securities and Exchange Commission, including the "Risk Factors" section of CNX's and CNXM's Annual Report on Form 10-K for the fiscal year ended December 31, 2018. Any forward-looking statements in the Corporate Responsibility Report speak only as of the date of the Corporate Responsibility Report and the Company assumes no obligation to update any of these forward-looking statements.



CONTACT DETAILS

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