



Driving Innovation and Efficiency. Delivering Responsible *Value.*

2019 CORPORATE
RESPONSIBILITY REPORT



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A Message from the CEO



Nick Deluliis *President and Chief Executive Officer*

In last year's report, we made what was characterized by some as a controversial decision to proudly extol the virtues of the natural gas economy and the values of the region we have called home for 155 years. Conventional wisdom within our industry dictates that you keep your head down, keep your opinions to yourself and, if anything, lean towards apologetic statements rather than lauding the noble work our dedicated team do on behalf of society. At CNX, we choose to follow a different path—one that celebrates the vast economic, environmental and geopolitical benefits brought about by the Appalachian natural gas revolution.

To those in search of a report that provides a roadmap of our demise as a company and an industry, you have come to the wrong place. Those reports exist in droves.

By contrast, this report highlights the proactive measures we are adopting that have propelled our status as one of the most responsible and innovative companies in the industry, and does so in a way that shuns the flawed ideological agenda that has pressed too many of our friends and colleagues into positions of submission.

With a deepening focus on Environmental, Social, and Governance (ESG) from many external stakeholders, we proudly meet that focus head on and offer concrete metrics that support our strong belief that prudent business decisions and driving value for all our stakeholders is congruent with corporate responsibility and ESG goals.

This report continues to illuminate our approach and view that a steadfast, relentless commitment to best-in-class safety, environmental compliance and employee diversity increases efficiencies, reduces costs, improves margins, and ultimately drives long-term net asset value (NAV) per share.

We heavily favor measurable, tangible performance metrics over abstract, aspirational goals. The most notable example of this commitment is the reduction of our carbon intensity (Scope 1 and 2 emissions) by over 90 percent from 2011 through 2018—a reduction few companies across any segment of the economy can claim. And, at the same time we undertook proactive steps to de-carbonize our own operational footprint, natural gas similarly allowed the United States to reduce carbon emissions by nearly 15 percent over 2005 levels.

As others continue to outline targets and goals that may or may not be realistic, we have made the decisions and executed the strategies which have quantifiably accomplished these goals. While these actions and core principles closely align with ESG goals, most importantly they are also directly linked to driving efficiencies, safeguarding our license to operate and growing NAV per share.

Additionally, during 2019, we continued to execute 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 of zero in 2019 compared to the recently published OSHA industry average for oil and gas extraction of 0.8 in 2018.

✓ Stewardship: Continuously improving the efficiency of our business aligns with our vision to be a leader in environmental stewardship. A prime example is our results from the partnership with the Evolution Well Services frac fleet. Because of our exclusive focus on advanced electric frac technologies, we have driven efficiencies to new levels in terms of the length of time needed to complete a well which, in turn, has significantly reduced our measurable emissions, employee exposure hours, and noise pollution by utilizing the companies' innovative technologies, powered directly from on-site natural gas.

✓ Performance: This report highlights how new technologies, innovative practices and a collaborative team drives the success of CNX. The team's vision for excellence increases our ability to reach new heights both in the office and in the field. In 2019, CNX drilled the longest lateral in our history and implemented processes that allow for the team to increase efficiency.

✓ Community: As one of America's oldest and most storied energy companies, we greatly value the communities in which we have lived and operated for generations. The concentrated Appalachian footprint that we call home, and those communities within, have given us, in some cases, three and four generations of families who have been part of our team. In 2019, CNX was honored to receive the Corporate Citizen Award from the *Pittsburgh Business Times* in recognition of our numerous community contributions, many of which are highlighted in this report.

CNX is a proud company and our team enjoys total conviction that the work we do matters greatly for society. We are primed to lead on responsible business practices and continue to stand ready to advance and defend our unyielding belief that natural gas is a cornerstone fuel that will play a key role in America's and the world's energy economy for generations to come. We welcome the debate around the future of energy and hope this report serves to further that important discussion.

Nick Deluliis
President and Chief Executive Officer

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BY THE NUMBERS

539.1

Net BCFE 2019 production



8.4

TCFE proved reserves



519,000

Net acres in Marcellus Shale



608,000

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

2.4 MILLION

Net acres in coalbed methane play

ABOUT THE 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 2019 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.



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OPERATIONAL AREAS

UPSTREAM

CNX extracts natural gas from shale, shallow oil and gas, and coalbed methane wells, and operates 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 supplies turnkey solutions for water sourcing, delivery, reuse, 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, performance indices and rating agency surveys, and benchmark analyses within the oil and gas industry.

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.

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

BY THE NUMBERS

Total average production of

~1.4 MILLION

MCFE per day



466

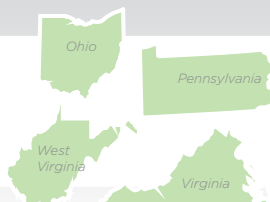
Employees



Founded

155

years ago



S&P 400

MidCap



ABOUT CNX

CNX Resources Corporation (headquartered in Pittsburgh, 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 toward clean, efficient, domestic energy sources, CNX continues 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 2019 Proxy Statement, 10-K and 10-Q.

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 Statement

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 2019, 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 Procedures. The CNX Annual Report on Form 10-K for the fiscal year ended December 31, 2019, and Proxy Statement for the 2020 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 as a whole, to individual directors, or to the Chairman of the Board (as appropriate) at the next regularly scheduled Board meeting (or earlier as necessary) except for spam, junk mail, mass mailings, solicitations, resumes, job inquiries or other matters unrelated to the Corporation. 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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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 and Investor Day; Annual Reporting	Continuous
Members of the Community	Public notices; Public meetings; Social media; Community-sponsored events	As needed
Employees	Intra-company communications; Virtual town hall meetings with executive management team; 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 and 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
organization of which CNX
was a participant in 2019:

- ▶ Board of Certified Safety Professionals
- ▶ American Society of Safety Professionals
- ▶ Veterans of Safety
- ▶ Center for Responsible Shale Development (CRSD)
- ▶ Ohio Oil and Gas Association (OOGA)
- ▶ Southwest PA Oil and Gas Emergency Management Alliance
- ▶ Virginia Oil and Gas Association (VOGA)
- ▶ West Virginia Oil and Natural Gas Association
- ▶ Women's Energy Network
- ▶ Washington Co. Chamber of Commerce
- ▶ Greene County Chamber of Commerce
- ▶ Marcellus Shale Coalition
- ▶ PA Chamber of Business and Industry

CULTURE

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.



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HEALTH AND SAFETY

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 at CNX locations is empowered to stop work if they feel their safety or that of a coworker 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 professionals provide 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, CNX utilizes the information to amend policies, training, and company-wide communication.

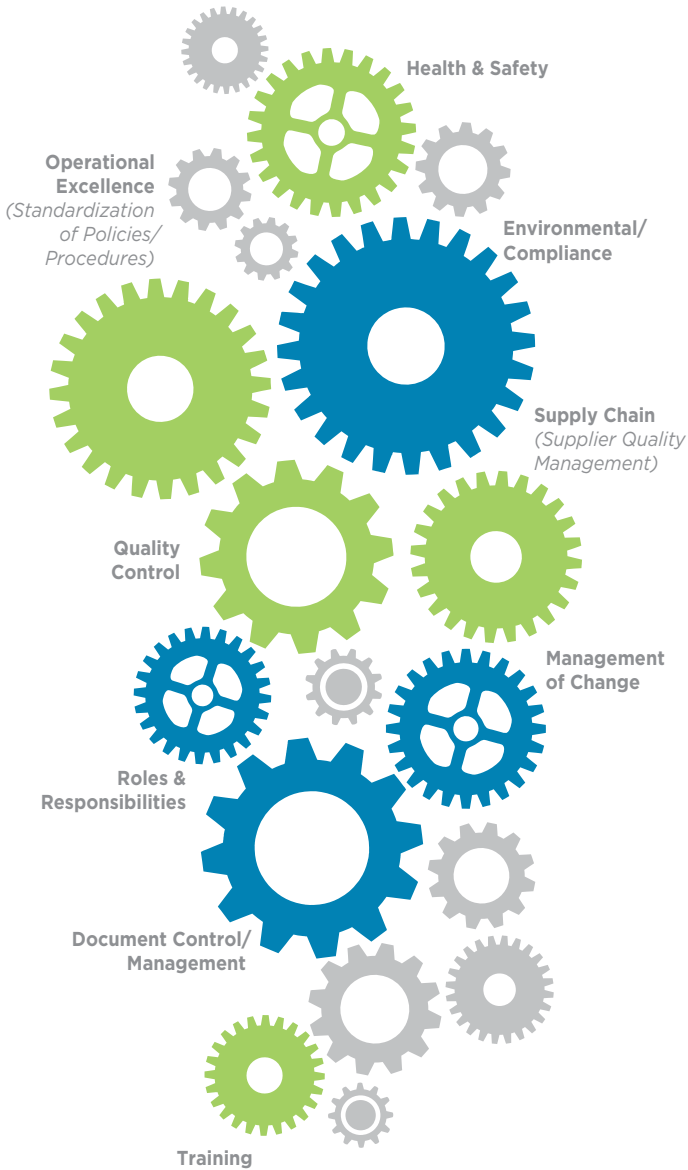
The safety department, now referred to as operational excellence, falls under the direction of the Chief Excellence Officer. The team takes a hybrid approach where a traditional safety group has been merged with an operation field compliance team to form the operational excellence department. The Vice President Operational Excellence briefs the Chief Excellence Officer 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 (HSE) Committee of the Board of Directors is kept apprised of safety-related matters as needed and with monthly updates and quarterly meetings.

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



CULTURE FEATURE

QUALITY MANAGEMENT SYSTEM (QMS)



CNX is committed to fostering a culture of accountability and continuous improvement. In 2019, CNX began the implementation of a new Quality Management System (QMS), which strengthens accountability across the enterprise, and reinforces our core values of Responsibility, Ownership, and Excellence. The QMS provides all employees, visitors, contractors, and subcontractors who operate on our behalf with a practical, easily accessible system that defines clear expectations, responsibilities, and standards of accountability for quality and excellence in all aspects of our business.

The Quality Management System allows for continual identification, development of documentation control, and standardization of all processes and procedures throughout the organization.

The QMS now includes, but is not limited to, CNX's robust ISO (International Organization of Standardization) conforming Health and Safety, and Environmental Management Systems. The elements of health, safety, environmental, and quality control are housed in a unified system that allows for widespread utilization and measurement. By taking ownership of our actions, CNX has formalized our approach in these areas to deliver results that are consistently safe, predictable, and environmentally responsible.

CNX will conduct regular internal and external audits to ensure compliance, adherence to best-in-class processes, and continuous improvement, as we relentlessly strive to be the most responsible and efficient operator in the industry. CNX's management expectation is that the QMS will serve as the platform through which the senior leadership manages and measures excellence in all operational aspects.

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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; Chief

Operating Officer, Chief Excellence Officer; any Vice President; or Operations Director/Manager.

In all such cases, the Operations Manager or Director 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 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 the 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 analyses (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.

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. In 2019, the company streamlined the delivery of safety training content by publishing it on the corporate website for use in 2020. This process allows service providers constant access to CNX's message of empowerment and accountability.

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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. Further, specialized industrial health/hygiene programs include training related to silica, NORM, and noise are offered.

Driver Training

In 2019 CNX employees drove over 4,670,000 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. Additional emphasis was placed on winter driving and animal accidents in 2019 following an evaluation of historical incidents.

EMERGENCY PREPAREDNESS AND RESPONSE

Emergency response plans are developed for all CNX and CNXM locations and operations. These plans are reviewed for effectiveness biannually and communicated to affected employees through safety meetings and training. Drills and emergency exercises are conducted to ensure all employees understand their roles and responsibilities during an actual event. These conducted exercises range from tabletop exercises to internal drills, up to and including events involving external resources. In 2019, CNX began an initiative to consolidate multiple emergency response plans and the Well Control Action Plan into an all-inclusive, efficient document for rollout in 2020.

CNX works hand-in-hand with local municipalities and emergency responders to ensure they are fluent in our plan and procedures. CNX provided 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 attend meetings 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.

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CNX PREVENTABLE VEHICLE INCIDENT RATE OF 0.856 PER ONE MILLION MILES DRIVEN.

This is an improvement from our 2018 benchmark of the Appalachian peer exercise of 1.63 per one million miles driven.





CULTURE FEATURE

WQED FUTURE JOBS



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Click the video link for more about how technology is driving growth in our region's workforce and the way CNX operates.

WQED and CNX are both on a mission to open doors for the next generation of our region's workforce, which is why CNX was proud to be the premier sponsor of WQED's Future Jobs Documentary. The film was created to help educate students and job-seekers about Pittsburgh's rapidly changing career field, including its emerging industries, advances in technology that are creating opportunities in many different types of roles, and the economic development that will grow and sustain our region for generations.

In addition to screening the documentary at schools across the region, WQED also produced a series of webisodes featuring emerging career fields. CNX's David Phillips was the focus of an episode about Completions Engineers in the natural gas industry. David is a lead engineer working with the Evolution electric fracturing fleet, and his position represents the type of opportunity that is available to home-grown young professionals.

"The Pittsburgh region sits on top of one of the largest natural gas fields in the world, and is poised to become a petrochemical hub rivaling that of the Gulf Coast," said David. "This is an industry that can help sustain our region through economic growth and high paying jobs for the next generation."

"We are finding ways to develop our abundance of oil and natural gas more efficiently, in ways that reduce our environmental footprint and at affordable prices, which ultimately benefits the consumer."

When asked why someone might want to pursue a career in petroleum engineering, David responded:

"The oil and gas industry is a fast-paced industry. I am on call 24/7. My job presents new unique challenges daily, so one must be receptive of change. A completions engineer utilizes skills learned in geology, computer programming, engineering, finance to complete daily tasks. [They would need to be] a well-rounded individual that can work well in cross-discipline teams."



FIELD VISITS AND ROOT CAUSE INVESTIGATIONS

The Operational Excellence Team conducts field visits and facilitates root cause or accident cause elimination (ACE) investigations throughout the year, each serving a specific purpose. The team is field focused, spending the majority of the week visiting active projects and/or producing wellsites. These visits aid in the ability to identify operational strengths, weaknesses, and opportunities for improvement. Along with maintaining a safe, compliant workplace, the Operational Excellence Team actively participates in Pre-Startup Safety Reviews and hazard hunts, among other onsite meetings.

Accident Cause Elimination (ACE) investigations are held following all OSHA Recordable incidents, fires, and significant near misses. Stakeholders from multiple CNX 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 from these fact-finding meetings are shared within the organization, elevate awareness, and minimize potential future incidents.

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.

Each operational department holds regular service quality meetings with contract workforce. These meetings provide a platform for collaborative discussion between the company and our partners about lessons learned, best practices, and improvement initiatives.

CNX INCIDENT DATA MANAGEMENT

In 2019, CNX transitioned to a new third-party safety management software. This cloud-based system allows for field users to document safety and environmental incidents, policy nonconformance observations, and other important data regarding CNX’s newly implemented Quality Management System (QMS). This platform enables the Operational Excellence Department to identify trends across operations to better inform decision-making, policy development, and training requirements. Housing safety and environmental incidents, policy resources, and QMS data in the same system allows for cross-functional trend identification and greater transparency to all CNX departments.

OPERATIONAL EXCELLENCE FORWARD LOOKING

In the spirit of continuous improvement, the Operational Excellence team will continue to work with the Operations team to innovate with the goal of improving safety and driving efficiencies across the company. Additionally, the team plans to review and amend aging policies and plans for efficiency and/or improvement opportunities. Initiatives to consolidate and centralize a variety of existing planning and policy documents are already underway, and will continue throughout the course of 2020.

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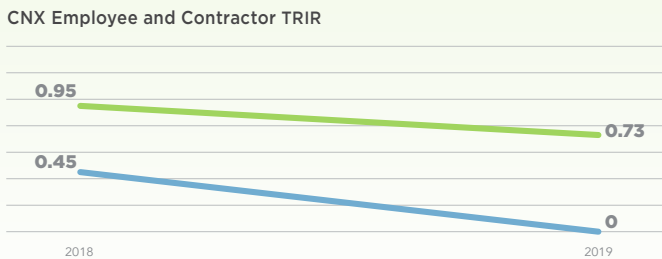
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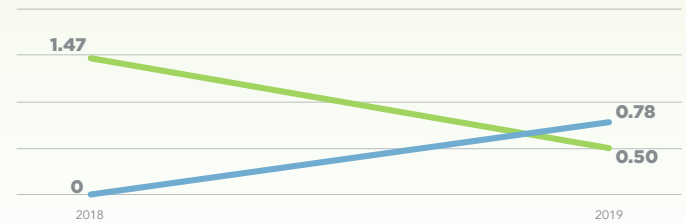
*TRIR calculations based on 200,000 hours.

2019 TOTAL RECORDABLE INCIDENT RATES (TRIR)

Employee TRIR Contractor TRIR



CNXM Employee and Contractor TRIR



HEALTH

The health and safety of CNX employees go hand-in-hand. Through competitive health benefit packages, fitness-related events, 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. In line with OSHA standards and Industrial Hygiene Best Practices, CNX routinely conducts unbiased third-party independent monitoring to ensure CNX employees' health and safety is protected. In 2019, Industrial Hygiene Surveys (Occupational Noise and Airborne Respirable Particulates) were conducted in August and September for a representative sample of CNX locations. In addition to safety topics, CNX employees are also trained on the health aspects of a variety of related topics annually, including:

- Access to Employee Exposure and Medical Records
- Bloodborne Pathogens
- Chemical Inventory Review
- First Aid/CPR (every two years)
- Hazard Communication
- Hearing Conservation

In 2019, CNX continued to encourage employees to take a more active role in their health and well-being through company-sponsored events. Employees had the opportunity to participate in a number of fitness-related events, including basketball and cornhole tournaments, as well as a CNX-sponsored 5k run/family walk at the Pittsburgh International Airport, which included CNX participants and their families as well as other members of the community. Discount memberships were also offered for a local sports arena and fitness club.

HEALTH BENEFITS

In 2019, we offered medical and prescription drug coverage through Aetna, 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. This year, CNX continued its focus on employee health and well-being by offering employees a \$500 incentive contribution to their Health Savings or Health Reimbursement Accounts for completion of an eligible preventive care service, including an annual physical, well woman visit, or one of several cancer screenings. Along with medical and prescription coverage, employees were given access to several 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 32 CNX employees, 7 women and 25 men, took advantage of the parental leave policy in 2019. There has been 100% return and retention of those employees who took leave.

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32 employees took parental leave.

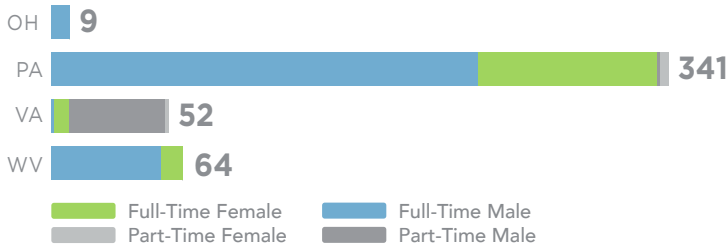


2019 CNX 3on3 basketball tournament participants.

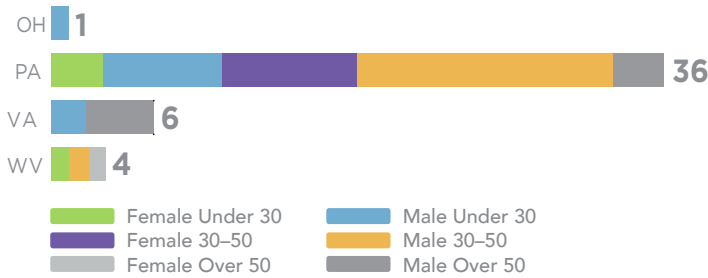
HUMAN RESOURCES

Employee information presented in this section is based on employee count and position on December 31, 2019.

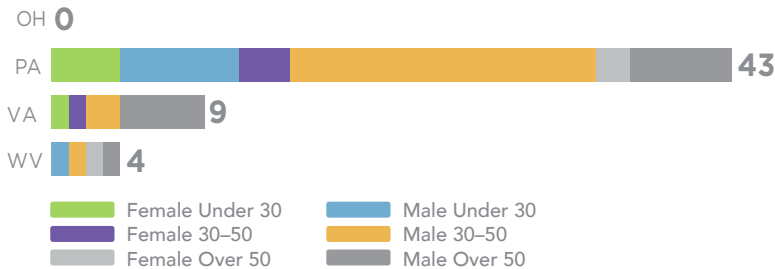
2019 Employee Counts



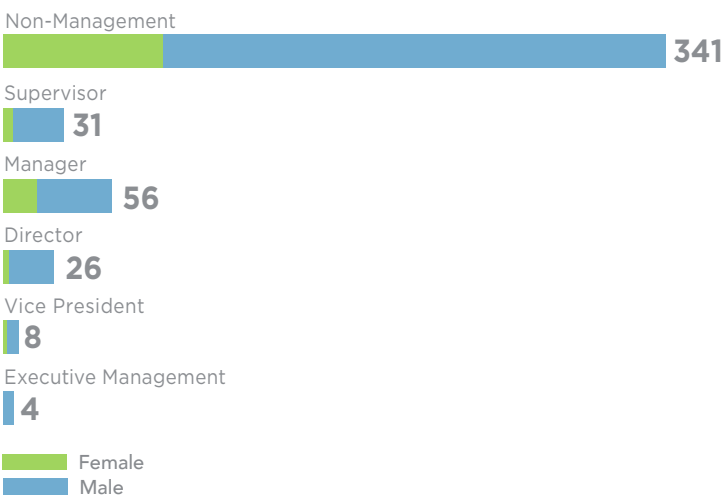
2019 New Hire Profile



2019 Turnover Profile



Management Profile



17% INCREASE

in participants in the FlyBy 5K at the Pittsburgh International Airport from 2018 to 2019

CNX paid nearly \$8 million in **EMPLOYEES BENEFITS**

MORE THAN 50%

of employees completed a preventive care activity and earned HSA incentive dollars (annual check-up, cancer screening, etc.)



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DIVERSITY AND 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 2019, company-wide targets were developed to help ensure diversity remained a focal point. These goals were reviewed and approved by the Board of Directors. A point of emphasis for our 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. In 2019, our company's goal was to interview and hire at least 25% female and minority candidates while continuing to focus on internal promotion opportunities for these employees. We exceeded the goal by hiring 32% women and minorities into new roles at CNX.

EMPLOYEE ATTRACTION AND 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 tapping into the potential of recent graduates within the Basin as well. In recent years, CNX has gone to great lengths to establish relationships with local colleges and universities, increasing interest in our organization and industry amongst upcoming graduates. 2019 marked the fourth year of our summer intern program, which features students from these local schools. CNX interns were challenged to approach problems with a new perspective to increase efficiencies and discover cost savings within their department.

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 as well. CNX is proud to offer a plethora of opportunities for employees to improve their skills to achieve their career goals, including continuing education assistance for employees pursuing advanced education, certifications, or skill building. The Tuition Reimbursement 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 2019, 26 employees took advantage of the Tuition Reimbursement program and 34 employees utilized the Professional Development Policy to access funds toward augmenting their skills. Annually, all employees participate in our performance review process. 2019'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 employees that performed above expectation. Additionally, Human Resources retains personalized career development plans for every CNX employee aimed at outlining career goals and paths to reach those goals, as well as career ladders to outline growth paths for each role in the organization.

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+32%

Women and minorities hired into new roles at CNX

\$147,508

Median Employee Comp Package

All employees participated in **PERFORMANCE REVIEWS**

9

Interns in 2019

26 employees participated in our **TUITION REIMBURSEMENT**

program and were eligible to receive up to \$5,250 in education assistance

EMPLOYEE ENGAGEMENT

At CNX, we are a team and we believe in fostering cohesion throughout the year to help build our relationships and strengthen our performance together. In addition to our X-Factor program, where we celebrate individual and group achievements, we host a variety of employee engagement activities each year to bring all employees together and 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 encourage a collaborative work environment. In 2019 this included a spring Team Retreat held in both Canonsburg, Pennsylvania as well as Claypool Hill, Virginia. During the summer our Virginia Operation hosted their annual picnic, celebrating success with the employees of that region as well as our contractor teammates. Human Resources hosted several events throughout the year including picnics at the various field offices, holiday-themed events at year-end, Bring Our Children to Work Day, and the annual fall Harvest Festival.

Bring Our Children to Work Day is a hugely popular event at CNX, and participation continues to grow! This is an opportunity for employees' children to see what their parents are up to all day as well as learn about CNX, our different teams and what we do as a piece of this important industry. In 2019, over 130 children participated in the day at CNX which included games, donuts, and juice, t-shirts for all participants, and lunch specials at our inside bistro.

Probably the most popular employee engagement event each year is our Fall Harvest Festival, in October. During this outdoor event we welcome our employees and their families to our corporate office for Fall-themed fun. Departments assemble treat stations and activities for the kids to go along with food, snacks and other entertainment such as spooky music, airbrush tattoos, and crafts.

Another way that we all connect as a team is through community events. Employees love to spend time together while helping a charity or cause that is in need of support. Some examples of employee supported events last year include the Westmoreland County Food Bank, Northmoreland Park Playground construction, Community Garden flower planting, events with the Education Partnership, and our collaboration with WPXI 11 Cares. CNX teamed up with other corporate partners to support the WPXI 11 Cares program in 2019, which allowed us to have several opportunities to get out and help the communities around us. CNX employees helped fill a bus with school supplies donated within our offices, as well as at a local shopping center, for the Pack the Bus event, part of a city-wide school supply drive. CNX employees also assisted in the Hard 2 Recycle events, and helped to collect thousands of pounds of items that are difficult to recycle, such as computers, electronics, televisions, tires, Styrofoam, batteries, and compact discs.

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STEWARDSHIP

Being a good neighbor and environmental steward is core to what we do and is a primary focus throughout all levels of decision-making.



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ENVIRONMENTAL COMPLIANCE

Compliance with the letter and spirit of the laws and regulations that govern our business is of the utmost importance at CNX. Generations of our employees and their families have called this region home and being good stewards of our local environment isn't just business; it's personal to us and our families. The natural gas we produce is a cornerstone of our energy future and we take that charge with a keen focus on responsible development.

The inclusion of environmental management in the company's overarching Quality Management System further ensures our practices and procedures exceed stakeholder expectations across our footprint. We strive to maintain transparent, positive working relationships with our community and regulatory partners. Employing best-in-class practices related to maintaining Clean Air, Clean Water, Waste Reduction, and Land Management are key to our success.

CNX employs a team of field compliance individuals who are committed to ensuring that CNX maintains the level of excellence we expect from our employees and service providers. This team, known as Operational Excellence, is the first line to identify areas of improvement, evaluate process failures, and ensure corrective actions are instituted. But most importantly their role is to inform and educate on the overarching philosophies of transparency and excellence. While we strive to achieve zero environmental or safety incidents, there are elements of our business that lend to accidental occurrences. While we are proud of our response to these types of events—and prepare for the unexpected through regular drills and field exercises—accidents can and do occur. Regulatory agencies are charged with ensuring we maintain the highest degree of

compliance, and notices of violation are issued as a result of any non-compliance. CNX immediately responds to these notices and works diligently with the agencies to resolve any outstanding matters. CNX is transparent in the violations that have been issued by the regulatory agencies and those occurrences for 2019 (along with any unplanned spills) are disclosed herein. The most common types of violations included those related to accidental spills and erosion and sediment control issues. Employees of all levels are charged with the responsibility to identify non-compliance and trends, and work with the Operational Excellence team to establish corrective actions, training expectations, review root cause determinations, and establish preventative best management practices to help reduce future recurrence.

OPERATOR	2019 ISSUED NOTICES OF VIOLATION (NOV)	2019 PENALTY PAYMENTS
CNX	36	\$137,688
CNXM	11	\$ 19,670

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. Quite simply, methane gas that does not make its way to the pipeline is lost revenue. We proactively take steps to reduce methane emissions from our operations. It's not only good environmental stewardship, it impacts our bottom line. We are committed to reducing our emissions profile by using a multi-tiered approach, including:

- Employing comprehensive leak detection and repair (LDAR) and directed inspection and

maintenance (DlandM) 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 Volatile Organic Compounds (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 of Volatile Organic Compounds emissions more than six tons per year;
- Utilizing only low bleed pneumatic controllers serving unconventional pads;
- Deploying an electric hydraulic fracturing fleet with emissions well below EPA's Tier 4 standards and higher efficiency than conventional diesel-powered equipment.
- Utilizing natural gas when possible for rig fueling to decrease diesel fuel consumption, thereby lowering emissions.

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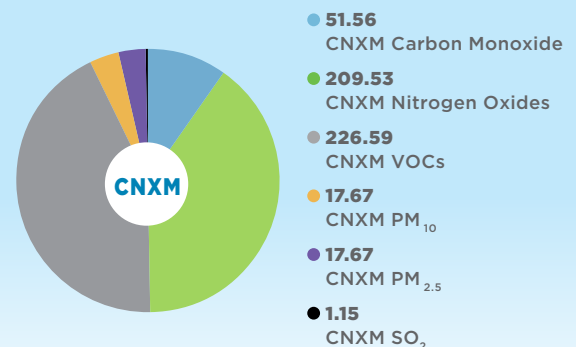
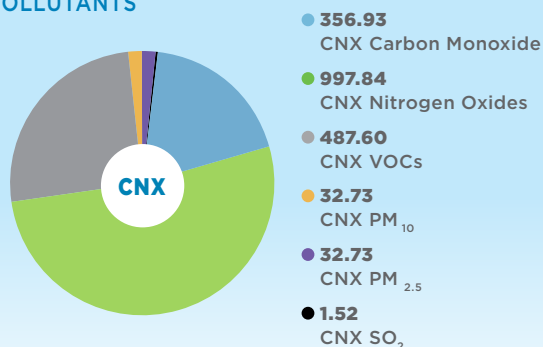
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2019 CRITERIA POLLUTANTS (SHORT TONS)





STEWARDSHIP FEATURE

AIR QUALITY DATA MANAGEMENT

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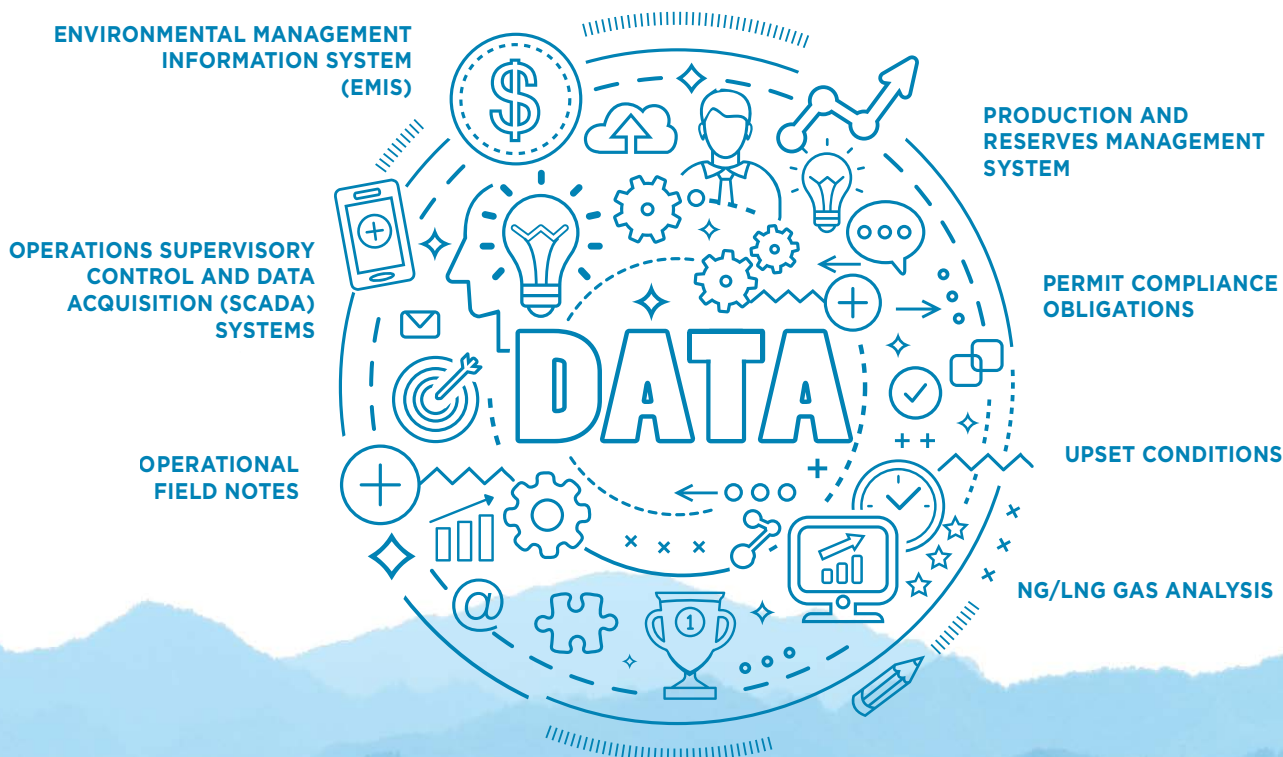


CNX is committed to developing new and creative opportunities to thrive as a performance-driven company. In the spirit of continuous improvement, a multi-disciplinary team composed of CNX’s environmental, operations, and technology personnel tasked themselves with fully automating the company’s air quality data collection through mobile technology.

The project aims to streamline the collection of parameters used to satisfy regulatory reporting requirements while maximizing the IS and T system capabilities already in use. The team spent the first portion of 2019 outlining relevant parameters and developing a mobile platform to replace the old system. The project will eliminate the need for time-consuming, redundant data collection and reporting.

CNX was successful in capturing the collection of over 25% of the required air quality data points, and has established the goal of being fully automated by the end of 2020. The information collected helped support the annual EPA Greenhouse Gas (GHG) and state inventory reporting efforts, while the process improvement reduced the amount of internal labor required to compile the reports. Standardizing collection methods across the company will further optimize our ability to leverage these powerful systems to improve efficiency and ultimately allow for a real-time emissions snapshot.

The company also began implementation of Quick Response (QR) codes to catalog on-site equipment. Once fully implemented, these codes will house a variety of environmental and operational data that can be used for multiple compliance and operational initiatives. The codes are compatible with CNX’s GIS software and QMS expectation, allowing data submissions from the field to be instantly processed and those reports accessible anywhere/anytime.



MAXIMIZING WATER RESOURCES

CNX Water efficiently manages water transfer, evaluates emerging treatment technologies, optimizes recycle and reuse opportunities, and strategically approaches third-party collaboration. Our position in the Appalachian Basin with multiple water sources, disposal wells and 150 miles of water pipeline, affords unique business opportunities. While innovation, and technology improves each and every day, 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. While classified as a waste, CNX views brine as a resource, and carefully manages it as an additional resource. 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 this co-product 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. CNX Water continues to maximize water usage efficiencies and reduce the use of freshwater while making decisions with a safety and environmental mindset. 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 2019 CNX Water continued to work with other Basin operators and made significant investments to develop infrastructure to maximize reuse and recycling capabilities. CNX has been successful in recycling 98% of produced fluid in our core operating area. This success prevents unnecessary withdrawals from freshwater or municipal water sources, and thereby eliminates the need for costly treatment and disposal. These methods also decrease the need for water trucking and reduces overall scope 2 air quality emissions by removing trucks on the road.

While CNX takes every precaution during operations to prevent fluid releases, anomalies do occur. Spill Prevention, Control and Countermeasure (SPCC) or other state required prevention plans are prepared for locations. 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. CNX has internal tracking systems to record and report qualifying spills, releases and discharges to the appropriate state or federal agency per regulatory reporting requirements. Even if spills are not reportable to an agency, CNX investigates the occurrence to ensure best management practices are in use and effective to prevent future occurrences. 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 are greater than one barrel and leave the limit of disturbance area outlined in our site permits approved through the applicable regulatory agency’s permitting process. In 2019, CNX and CNXM experienced a total of seven spills that resulted in roughly 88.24 barrels released outside of the permitted limit of disturbance. All releases are remediated in accordance with regulatory requirements.

CNX and CNXM did not generate hazardous waste so there are no associated waste disposal volumes. In 2019, CNX and CNXM did not significantly affect water bodies or related habitats by water discharges or runoff.

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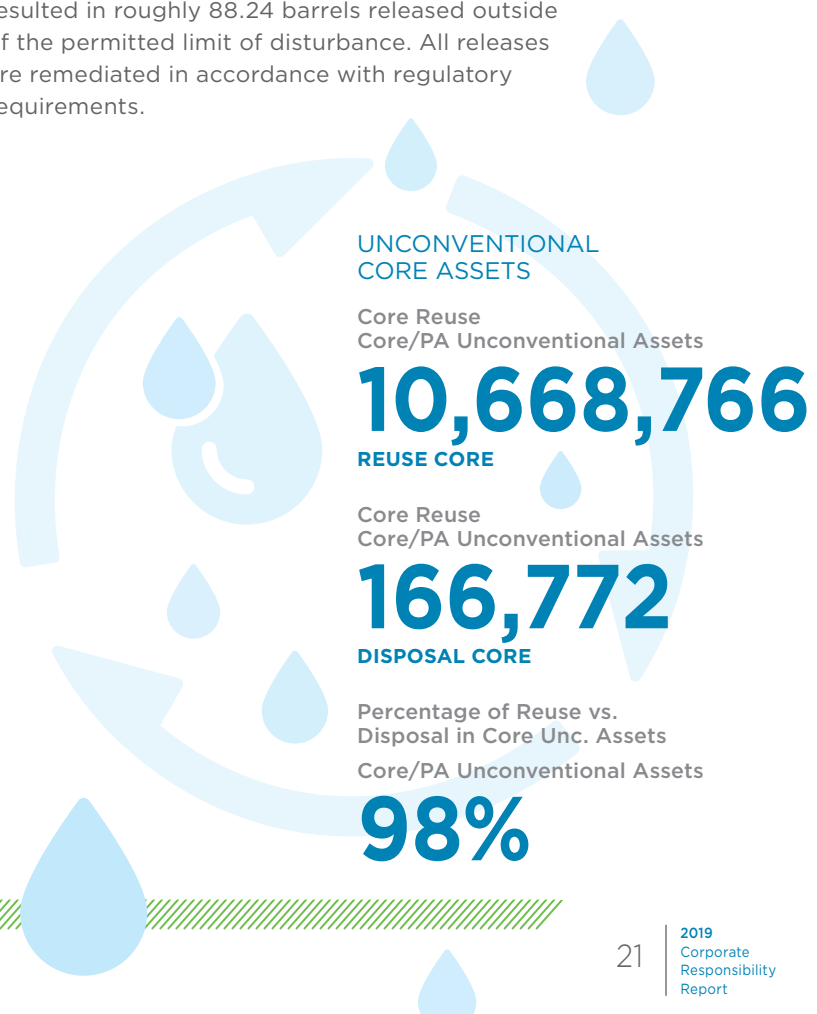
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STEWARDSHIP FEATURE

EVOLUTION SETUP



EVOLUTION CREW



CONVENTIONAL FLEET

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CNX's team pursues innovative, efficient projects to deliver energy solutions. Innovative and disruptive technologies provide CNX with opportunities to operate more efficiently, and more responsibly.

In 2019, CNX partnered with Evolution Well Services (EWS) to convert CNX's clean-burning natural gas into electricity, utilizing EWS's patented gas turbine generator technology.

- ✓ Reduced exposure hours by 65.28% on average per day compared to a conventional crew's exposure hours per day.
 - *Specialized personnel work out of an on-site data van, further reducing exposure to pressurized equipment, weather conditions, and other common hazards.*
- ✓ Elimination of over 5 million gallons of diesel from our 2019 completions operations.
 - *This reduction comes in just 8 months, over the course of 5 pads.*
 - *The elimination of diesel during operations removes the need for hazard operations such as hot fueling, and significantly reduces the amount of truck traffic needed to support operations.*
- ✓ Completions Emissions reductions percentages:
 - 92% of CO
 - 60% of NOx
 - 97% of VOC
- ✓ Noise pollution reduction
 - *Fleet consistently operates at 85 decibels, or the equivalent to your neighbor's lawnmower, during pumping operations.*
- ✓ Cycle time improvements/efficiencies including:
 - *Setting a CNX record for rig move time (Switz18 to MOR42). The move was completed in 66 hours compared to an average conventional fleet's move time of 5-7 days.*
 - *6.5% cycle time improvement based on lateral ft/day*

Each of these highlights demonstrate how innovation, disruptive technology, and a relentless focus on improving efficiency support responsible operational decisions. In that spirit, CNX is continuing to evaluate additional opportunities for similar technologies that push this envelope even further.

2019 CNX Reuse and Disposal by Well Type and Play

REGION	WELL TYPE OR PLAY	VOLUME (BBLS)	METHOD
VA	CBM	680	Reuse
		1,266,092	Disposal
CPA	Unconventional	72,892	Reuse
		12,448	Disposal
SWPA	CBM/ Conventional	86,399	Reuse
		3,911	Disposal
SWPA	Unconventional	10,595,874	Reuse
		154,324	Disposal
WV	CBM/ Conventional	11,067	Reuse
		1,548	Disposal
WV	Unconventional	500,190	Reuse
		341,890	Disposal
OH	Unconventional	126,256	Reuse
		1,033,489	Disposal
Total Reuse	All Types/Plays	11,393,358	Reuse Total
Total Disposal	All Types/Plays	2,813,701	Disposal Total

MANAGING WASTE

All produced fluid is recycled or disposed of at CNX approved facilities.

In 2019, CNX recycled 617,039 gallons of used oil, drilling mud, oily wastewater, etc., and 340.64 tons of soil waste, characterized below.

CNX WASTE FLUID (used oil, drilling mud, oily wastewater)

Disposal Method	Disposed
Reuse/Recycling—Used Oil/ Drilling Mud	617,039 gallons
Solid Waste Treatment/Reuse	341 tons
Landfill Solid Waste Total	83,839 total tons

LAND

CNX hires archeological professionals to investigate project areas during the planning and design phase, and where necessary, conduct field investigation. CNX coordinates with state historic preservation offices as a check to make sure we are not impacting sites of historical or archeological significance. If warranted through coordination with the state historic preservation offices, CNX coordinates with the applicable stakeholders.

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STEWARDSHIP IN ACTION



CNX donated its incident response truck to the Washington County Emergency Management Agency. The EMA is responsible for emergency response in Washington and surrounding counties, as well as non-emergency support during events and other activities.

Agency personnel will configure the new truck as a mobile command center featuring communications, radios, a satellite dish, mobile hotspot to provide WiFi internet access in the field, emergency lighting, laptops and a generator.

“It gives us enhanced capabilities because it’s smaller and can get us into places [our larger] truck couldn’t go,” said Jeff Yates, county Director of Public Safety. “It allows us to have good communications, video surveillance and do accountability right on site. It will also function as a place for hostage negotiators in a SWAT situation.”

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. 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 pro-active 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.*

ENVIRONMENTAL FORWARD LOOKING

In 2020—CNX's environmental department will continue to focus on compliance and reporting initiatives that streamline our data collection efficiency. Beyond these efforts, the team will be focusing on external stakeholder engagement opportunities that include regulatory development discussions and innovative technological evaluations. Organizationally, CNX has combined the corporate compliance and permitting disciplines into a single department. This adjustment will ensure streamlined internal communications and offer additional insight into regulatory interpretations that aim to satisfy both internal performance objectives and stakeholder expectations.

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CNX'S PERMITTING DEPARTMENT COUNTINUES TO BUILD BAT ROOSTS TO SUPPORT THE ENDANGERED SPECIES



PERFORMANCE

CNX's Supply Chain Management (SCM) provides source to pay services and systems to procure and contract all of CNX and CNXM's capital and expense spend.



SUPPLY CHAIN MANAGEMENT

Working in conjunction with SCM's internal customers and with the approved budgets as the foundation, SCM sets and executes the procurement plan each year for all construction services for E and P and Midstream development, all the services and material required for the drilling and hydraulic fracturing of wells, production installations, and transportation infrastructure, as well as for all technical and corporate needs. Based on the continuous evaluation of current and future markets, SCM sets best practice procurement strategies for stand-alone projects and continuous service requirements. Project-by-project sourcing, negotiated first call agreements, volume-based supply agreements, and long-term firm agreements are all utilized to ensure not only cost control but also supply of services and material as needed to meet CNX's and CNXM's financial and operating plans.

In 2019, the combined spend that was processed through SCM exceeded \$1.2 billion, with Contract Services accounting for \$1.013B and \$256M in material spend. CNX utilized 878 different suppliers in 2019 with 89% of spend being with companies headquartered in Pennsylvania, West

Virginia, Texas, Ohio, and Virginia. Pennsylvania, Texas, and Ohio were the top three states at 39%, 21%, and 13%, respectively.

The SCM Group utilizes third-party services to mitigate Contractor financial and HSE risk. CNX uses a third-party monitoring and assessment tool to validate and ensure compliance with CNX contractor requirements for training, insurance, and drug, and alcohol testing prior to allowing a contractor on-site. These requirements are monitored by a daily report that notifies CNX of non-compliant companies that are active.

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.

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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 "environmentally approved." After the contractor passes environmental muster, they move through the rest of SCM's vetting process.

The Operational Excellence Team tracks 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.

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.

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CNX is proud to be a significant economic contributor to the Appalachian region, with direct economic contributions exceeding \$150M in 2019. These dollars are made up of employee wages, benefits, and local, state, and federal tax payments. These are direct contributions to the community in addition to the items discussed above. For more information about other ways we're impacting the communities in which we live and work, check out the community outreach section on page 30.

DIRECT ECONOMIC IMPACT

Millions \$

STATE	PAYROLL	BENEFITS ¹	TAXES PAID ²	TOTAL
Ohio	\$ 1.50	\$ 0.12	\$ 6.07	\$ 7.69
Pennsylvania	81.09	6.39	19.99	107.47
Virginia	5.96	0.47	6.50	12.93
West Virginia	12.28	0.97	8.96	22.20
Total	\$100.82	\$7.94	\$41.52	\$150.28

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.

CNX's Supply Chain Management exceeded

\$1.2+B

with contract services accounting and material spend

878

Suppliers used by CNX in 2019





PERFORMANCE FEATURE

CNX UTILIZES DRONES FOR INSPECTION



Photo credit: RPG Resources

CNX is dedicated to maintaining safe and responsible operations—and technology plays a crucial role. Our ability to integrate new and improved technology into our processes allows CNX to ensure the safety of our personnel, neighbors, and the environment, collect better data, and improve efficiency.

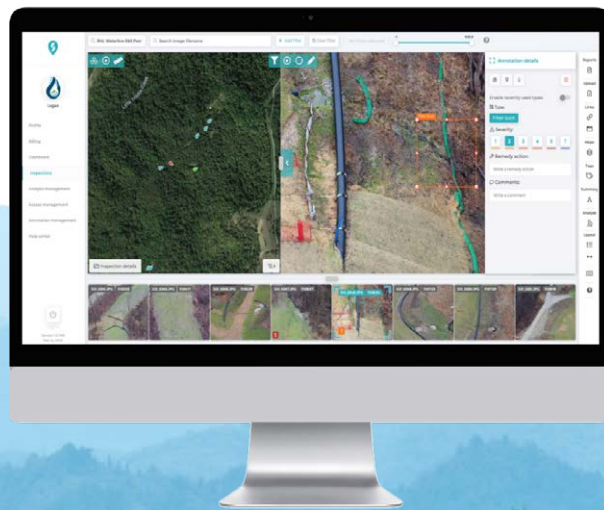
The technology for Unmanned Aerial Systems (i.e. drones) is rapidly growing. The information, collected from UAS is vast and it seems we're only scratching the surface of how this data could be utilized. Current applications for UAS technology in the oil and gas industry include developing piping and infrastructure diagrams (P and ID), drainage modeling, landslide/slope threat modeling, and gathering high resolution photos and video footage of entire projects.

CNX recently began using drones to conduct required Post-Rain Event Erosion and Sediment (E and S) Inspections on a 20-mile waterline

right-of-way (ROW) in West Virginia. Traditionally this ROW would have been inspected on-foot and across remote and wet, rough terrain. The process would have required multiple employees to complete within the 24-hour inspection window. Now, drones allow CNX to gather this information quickly, saving hundreds of man hours. The information gathered can be quickly relayed back to CNX to make decisions on environmental impacts and repairs needed to ensure asset integrity. Most importantly, CNX has been able to reduce the risk to its personnel by limiting the time spent in remote locations with potential for injury.

CNX continually evaluates and tests new technology to integrate into our business. In such a competitive industry it is crucial for CNX to remain a leader on the technology frontier.

CNX is continually looking for technology that will assist in making us more nimble and able to respond quickly and efficiently to changing field conditions. Per regulatory requirements CNX inspects all newly disturbed areas and monitors effectiveness of erosion and sediment controls.



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PERFORMANCE FEATURE

ARIBA PROCUREMENT SYSTEM

CNX’s Supply Chain Management (SCM) team aims to be prudent capital allocators while finding reliable and efficient solutions. In 2019, the SCM Team successfully executed an optimization project to centralize and improve source-to-invoice procurement through advanced technology, benefiting both internal and external customers.

Known as the Ariba procurement system, the project led to improvements in user efficiencies, enhanced spend visibility, systematic contract compliance enforcement, and expanded reporting capabilities that has produced a “Best in Class” E and P Best Business Procurement tool. Sourcing, Contract Management, and Procure to Invoice processes—once housed in separate systems—have been unified into a single platform. This integrated process produces efficiencies by providing a simplified user interface, streamlined processes, activity-focused user notifications, and overall process simplification.

The system allows suppliers and CNX to reduce time by submitting invoices against approved contract rates, providing notifications for requisition and invoice approvals, and involves no manual invoicing for vendors. Approvals can be done via email, web, or on a mobile application. These process improvements have reduced the number of touches for the buyer and the seller.

The following metrics, based on current benchmark numbers, document some of the gained efficiencies:

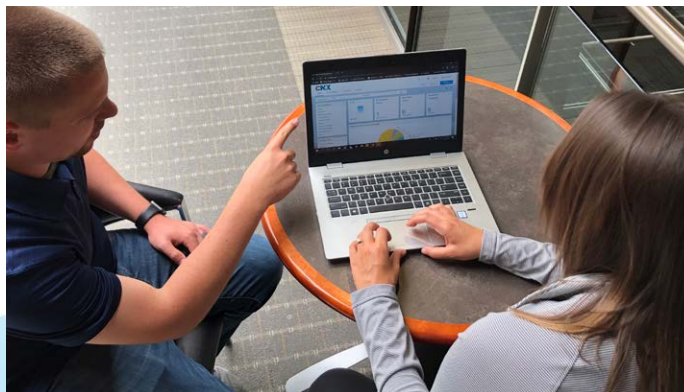
- *The percentage of electronic invoices flowing through the system compared with paper invoices has increased significantly for PO and approved contract-based spend. CNX is currently at 98% electronic invoicing for these purchasing channels. Within the previously used procurement landscape, CNX was at approximately 82% of electronic invoices within these channels.*
- *The percentage of the volume of invoices reviewed and ultimately rejected manually by CNX employees has decreased recently by 22% when compared with figures from the previous solution.*

- *Payment term discounts realized are currently over 88%, a number obtained through improvements such as data visibility, email notifications, and custom dashboards.*
- *Requisition approval time has been reduced by 50%.*

Systematic controls have improved contract and process compliance, while reducing overall risk to the company in the form of cost creep.

Flexible and dynamic workflows within the system provide a greater level of control over approvals, from requisition to invoice, enabling a compliant and efficient process for approvals of documents within the system. The solution also gives CNX greater control over instances of ethics disclosures, and allows administrators to assign tasks by job function, ensuring compliance with respect to segregation of duties.

The system has a robust data analytics tool, which the team utilizes to strategically plan and monitor level spending. In 2020, the team plans to utilize the tool to perform cost trend analyses across suppliers and evaluate sourcing and bid comparisons. The usage of analytical features can lead to cost reductions. The team is excited for the potential value and opportunities Ariba will continue to provide in the future. The tool allows the team to be prudent, efficient capital allocators at CNX.



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PERFORMANCE FEATURE

DRILLING LONGEST LATERAL

When the six Marcellus wells at RHL-71 were planned in early 2017, their average lateral length of 12,000 feet was fairly common for modern drilling. By the time they were drilled in 2019, they had set new records, averaging nearly 16,000 feet, with the longest of them reaching 19,609 feet, as reported by the *Marcellus Drilling News*.

But the rationale had little to do with setting records. Instead, it was about seizing an opportunity to remove obstacles and drill more efficiently than ever before.

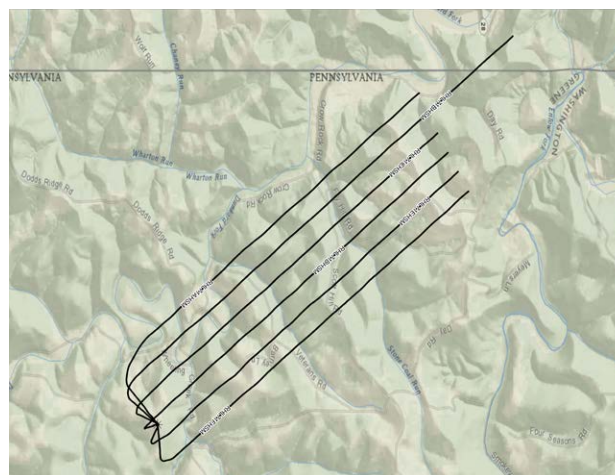
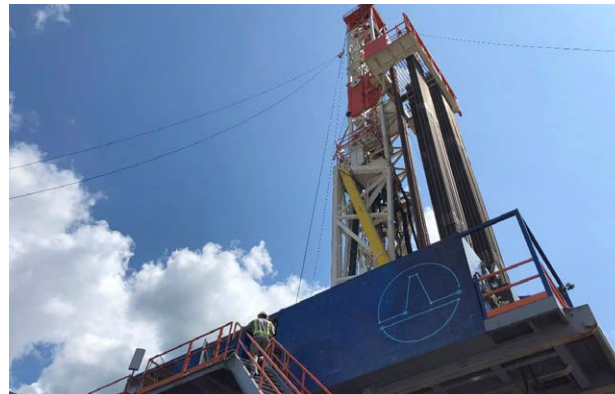
RHL-71 was not the only CNX well pad planned on Pennsylvania's southwestern border. Another pad—RHL-74—was planned just beyond the toe of those original 12,000 foot laterals, but was complicated by local mining activity. The CNX Drilling team determined they could avoid the need for a second pad all together by drilling longer laterals from RHL-71. Not only would this eliminate the complications associated with the mining activity, it would remove the RHL-74 well pad from the grid, reducing the physical footprint and all associated construction.

On paper, it was a win-win; but executing it required nearly two years of coordination by the Land, Permitting, Drilling, and Geology teams to negotiate the acreage rights between the two pads and to accelerate the previously approved plans to drill RHL-74 acreage ahead of schedule. When the summer of 2019 arrived and it was finally time to drill, the team's execution was masterful.

The following metrics, based on current benchmark numbers, document some of the gained efficiencies:

- *RHL-71 became the pad with the longest average lateral length in CNX history*
- *Only one pad has more total length—RHL-99 with 8 wells as opposed to RHL-71's 6*
- *The curve/lateral section of the longest well—RHL-71B—was drilled in under 8 days without a single accident or recordable spill*
- *The RHL-71C well set the record for most footage drilled in a 24-hour period at 8,635 feet*

The capability to drill such long laterals is not new, but the efficiency with which RHL-71's wells were drilled is unprecedented. All 19,609 feet of RHL-71B were drilled 100% in the prescribed pay zone. This was due to the CNX Geosteering and Operations Technology teams continually refining the approach, reducing the deviation of the drill bit to less than 1.0°/100ft. It's a feat that had yet to be accomplished when the well was planned. It's also why today CNX can drill more footage with greater efficiency on one well pad than in the company's entire first year of drilling.



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COMMUNITY

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.



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COMMUNITY OUTREACH

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 third 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, as well as a “Technology Cart” providing games and entertainment on handheld tablets. CNX employees also spent a day handing out gift bags to cancer center visitors in December.

Supporting Local Families in Need

Through our partnership with Blue Prints, CNX employees raised \$3,000 to sponsor six families in Washington, and Greene counties. This provided clothes, toys and books for the families, plus food.

CNX’s employees gathered fifteen bags of work clothes to donate to Dress for Success, a non-profit organization that helps women who have recently emerged from shelters, rehab programs, and halfway houses to re-enter the workforce. The items include professional attire and shoes for going on interviews as well as Flame Resistant clothing required for industrial work. FR clothing tends to be in short supply due to the expense.





Beautifying the Environment

CNX continues to perform maintenance of the CNX Community Garden in partnership with the Western Pennsylvania Conservancy to our adopted 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.

Educating the Local Community

Fifteen CNX volunteers spent four days at Baldwin’s Harrison Middle School to teach Junior Achievement’s Careers in Energy program. The program teaches students about the energy industry and the vast amount of jobs. Volunteers from a range of departments discussed their experience at CNX. The program reached 240 students. Additionally, CNX participated in bringing the Mobile Oilfield Learning Unit (MOLU) to two middle schools—Trinity Middle School and Carmichaels Middle School. MOLU is a traveling exhibit that provides curriculum-based, hands-on activities focused on technologies and science in the oil and gas industry. Additionally, five volunteers spoke to the students about their roles at CNX and experience in the oil and gas industry.

Rebuilding Our Forests

In honor of Arbor Day, CNX employees worked with the Virginia Department of Mines, Minerals and Energy and over 200 local middle students to plant approximately 3,000 trees at a reclaimed mine site in Buchanan County, Virginia. Their effort is helping to restore nearly 35 acres in need of replanting.

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\$585K

Donated to stewardship fund.

\$14,671

Raised for Washington County Humane Society.

\$25K+

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





COMMUNITY FEATURE

VOGA OPERATOR OF THE YEAR



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CNX is committed to being a good neighbor, and enhancing the communities where CNX employees live and work by operating safely and responsibly, and investing in strategic partnerships.

In 2019, for the third consecutive year, CNX was named Operator of the Year by the Virginia Department of Mines, Minerals and Energy (DMME) at the Virginia Oil and Gas Association's (VOGA) annual meeting.

The award recognized that "CNX Resources uses an ever-evolving business model and the operational culture keeps up with the pace seamlessly. Gathering and using data and successfully overcoming challenges has increased production and reduced operational costs while keeping the safety of its workers and the protection of the environment a priority," the DMME news release stated.



CNX, our partners, and employees were also recognized for the following achievements by the DMME:

Distinguished Workmanship

After 38 years in the industry, Johnny Combs retired from CNX Resources. He drilled some of the first and only oil wells in Virginia and was part of drilling the first conventional well.

Partnership

CNX and Kinzer Woodman worked together to design, install, and operate the Cardinal States Gathering System Interconnection, a pipeline system that creates a new business and economic gain for Southwest Virginia.

Partnership Live Feed Elk Camera

CNX worked with the Southwest Virginia Sportsmen and Virginia Department of Game and Inland Fisheries to install a camera providing a live feed of elk. The project shows how gas wells, pipeline, and reclamation of coal mines benefited the habitat. Over 82,000 viewers from 40 states and 40 countries have used the camera as of October, 2019.



COMMUNITY FEATURE

CORPORATE CITIZENSHIP AWARD

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CNX strives to be a trusted community partner and respected corporate citizen. Through partnership and direct service, CNX employees are enhancing our community every day.

The *Pittsburgh Business Times*' Corporate Citizenship Awards honors individuals and companies in Western Pennsylvania for outstanding philanthropic contributions and collaborative relationships with nonprofit, civic, and government organizations. They recognize those who have embraced corporate philanthropy as part of their mission as well as the organizations they partner with.

INVESTING IN OUR REGION'S YOUTH

At CNX, our philanthropic mission is improving our region for future generations. Often, that means investing in our region's youth. In 2019, CNX partnered with the Pittsburgh Penguins Foundation to build a playground in Northmoreland Park in Westmoreland County. The project, which began in the fall of 2018 and was completed in the spring of 2019, provides a recreational space for the park's 100,000+ annual visitors. It was the result of a \$60,000 donation, ensuring that families have a place to gather for generations to come.

CNX also invested in other programs for our region's youth, such as the Junior Achievement Careers in Energy program. CNX helped underwrite a curriculum for middle school students that teaches about the history and career opportunities in energy. CNX employees spent a week in classrooms at Baldwin School District guiding students through the curriculum and sharing personal experiences.

Similarly, CNX supported the Mobile Oilfield Learning Unit—a traveling exhibit that teaches students in grades 5 through 8 about the science and technology involved in oil and gas production through hands-on activities. CNX team members travelled with the exhibit to middle schools in Greene and Washington counties to talk about their career backgrounds and work experiences.

BRIDGING THE HOMEWORK GAP

According to the Education Partnership, over 80,000 students in Western Pennsylvania don't have the proper school supplies to keep up with homework and assignments—from notebooks and writing utensils to computers and internet access. As a result, they struggle to complete assignments and their grades and attendance suffer.

CNX teamed up with 11 Cares, The Education Partnership, and other corporate sponsors to raise \$25,000 in school supplies.



2019 Charitable Contributions

In 2019, CNX gave approximately \$383,000 to community organizations including Arc Foundation, Children's Hospital of Pittsburgh, Cystic Fibrosis Foundation, Dollar Energy Fund, National Kidney Foundation, Open Field, Pennsylvania Environmental Council, South Hills Interfaith Movement, Urban League of Greater Pittsburgh, United Way of Indiana County, and the Westmoreland County Hazmat Team.

Junior Achievement

In addition to the Careers in Energy program, CNX also supported JA Biztown, an experiential learning laboratory for elementary and middle school students that combines classroom curriculum with a fully interactive mock town that helps students connect what they learned in school with the realities of the business world and everyday life.

Flyby 5K

Working with P3R, CNX hosted the 3rd annual Flyby 5K—a race and fun run on the runways of Pittsburgh International Airport. With nearly 1,500 participants, the event was one of the largest airport races in the country. In the process, we raised \$28,000 to benefit the Allegheny County Airport Association.

Richhill Township Parks

CNX provided \$20,000 worth of playground equipment to enhance community parks in Graysville and Windridge, Greene County, ensuring a place for children and families to be active for years to come.

Westmoreland County Food Bank and Corner Cupboard Food Bank (Greene County)

CNX again joined local food banks in their quest to end hunger through \$5,000 in donations and a day in November volunteering to pack food containers.

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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 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. CNX has adopted the 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. Contributions from corporations such as CNX 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.



CNX PAC ACTIVITY

The CNX PAC raised \$59,407.24 and disbursed \$81,500.00 in 2019. The CNX PAC had \$39,125.77 cash-on-hand as of January 1, 2020. We made contributions to 25 different PACs, parties, and candidate committees across the country in calendar year 2019.

CNX CORPORATE POLITICAL CONTRIBUTION ACTIVITY

CNX made contributions totaling \$47,000 in states where we have strategic operational or end-user interests. CNX spent \$2,000 directly supporting candidates or PACs in states where corporate political contributions are permissible, namely Virginia. The balance was allocated toward 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.

CONTRIBUTED TO 25 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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LOOKING AHEAD

At the start of each year, we set goals for how CNX will engage with the community throughout the year.

When 2020 began, no one could have anticipated the coronavirus outbreak or the impact it would have on our community. Any goals we had established pivoted immediately to helping those affected by the virus and the subsequent quarantine.

As the quarantine took effect, CNX quickly infused \$35,000 in donations to community organizations and food banks in our first round of aid. We also assembled a team of volunteers to help meet the immense demand thrust upon our community partners who traditionally rely on volunteers that were suddenly considered at-risk. Over the first month, our volunteers

delivered meals to seniors, made masks for the medical community and helped provide over 5,000 emergency food packages in Washington, Westmoreland, and Greene counties.

Our volunteer team was comprised principally of employees from our corporate office so that our field staff could focus on safely supplying the life sustaining energy that was critical during this time of crisis. Looking ahead, we will continue to care for our communities and our vulnerable populations, as the impact of this historic time continues to be felt throughout our region.

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In this unprecedented moment of need, CNX is proud to support our community through financial giving and volunteering.



COMMUNITY PARTNERS

- » SWPA Agency on Aging
- » Washington County Food Bank
- » Corner Cupboard Food Bank
- » Westmoreland County Food Bank
- » The Salvation Army, Washington
- » Domestic Violence Services of SWPA
- » Washington County Community Foundation Close to Home Disaster & Emergency Fund

CNX™ COVID - 19 RESPONSE
FOR OUR COMMUNITY



3 COUNTIES
Washington | Greene
Westmoreland



CNX.COM

2019 CRR SUMMARY TABLE

SAFETY	2019
CNX and CNXM Workforce Fatalities (Contractor and Employee)	0
CNX - Employee Total Recordable Incident Rate	0
CNX - Employee Hours	910,641
CNX - Contractor Total Recordable Incident Rate	0.73
CNX - Contractor Hours	4,627,456
CNXM - Employee Total Recordable Incident Rate	0.78
CNXM - Employee Hours	257,469
CNXM - Contractor Total Recordable Incident Rate	0.5
CNXM - Contractor Hours	1,588,202

SIGNIFICANT SPILLS	2019
CNX and CNXM Significant Spills	7

NOTICES OF VIOLATION (INCLUDES MSHA AND DEPT. LABOR AND INDUSTRY)	2019
CNX Notices of Violation	36
CNXM Notices of Violation	11

ENVIRONMENTAL-RELATED PENALTY PAYMENTS	2019
CNX Penalty Payments	\$137,688
CNXM Penalty Payments	\$ 19,670

WATER	(bbls)
Surface Water Withdrawn	10,052,379
Groundwater Withdrawn	352,954
Municipal Water Withdrawn	3,213,217
Total Withdrawn	13,618,550
Water Reused/Recycled	11,393,358
Water Reused by a Third Party	1,257,481

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2019 CRR Summary Table—continued

GHG EMISSIONS (CNX AND CNXM)	(Metric Tons)
Scope 1	600.51
Scope 2	448.06
Scope 3	28,911.43
Total GHG Emissions (Scope 1, 2, 3)	29,960.00

CRITERIA POLLUTANTS	(Short Tons)
CNX Carbon Monoxide	356.93
CNX Nitrogen Oxides	997.84
CNX VOCs	487.60
CNX PM 10	32.73
CNX PM 2.5	32.73
CNX SO ₂	1.52
CNXM Carbon Monoxide	51.56
CNXM Nitrogen Oxides	209.53
CNXM VOCs	228.98
CNXM PM 10	17.67
CNXM PM 2.5	17.67
CNXM SO ₂	1.15

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2019 CRR Summary Table—continued

EMPLOYEE	CNX
Full-time Male	314
Full-time Female	103
Part-time Male	43
Part-time Female	6

EMPLOYEE BY POSITION	CNX
Female Non-Management	82
Male Non-Management	259
Female Supervisor	5
Male Supervisor	26
Female Manager	17
Male Manager	39
Female Director	3
Male Director	23
Female Vice President	2
Male Vice President	6
Female Executive Management	0
Male Executive Management	4

NEW HIRE	CNX
Female Under 30	4
Male Under 30	10
Female 30–50	8
Male 30–50	21
Female 50+	1
Male 50+	3

EMPLOYEE TURNOVER	CNX
Female Under 30	5
Male Under 30	9
Female 30–50	4
Male 30–50	22
Female 50+	3
Male 50+	13

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102-7	Scale of organization	Culture (pg. 15), Proxy
102-8	Information on employees and other workers	Culture (pg. 15)
102-9	Supply chain	Performance (pg. 37)
102-10	Significant changes to the organization and its supply chain	Introduction (pg. 3), 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. 7)
102-14	Statement from senior decision-maker	Introduction (pg. 1)
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102-22	Composition of the highest governance body and its committees	CNX Corporate Governance website
102-23	Chair of the highest governance body	Proxy
102-24	Nominating and selecting the highest governance body	CNX Corporate Governance website
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102-29	Identifying and managing economic, environmental, and social impacts	Proxy
102-30	Effectiveness of risk management processes	CNX Corporate Governance website
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102-47	List of material topics	Introduction (pg. 4)
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102-49	Changes in reporting	None
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102-51	Date of most recent report	July 2019
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307-1	Non-compliance with environmental laws and regulations	Stewardship (pg. 19), Summary Table (pg. 37)
308-1	New suppliers that were screened using environmental criteria	Performance (pg. 25-26)
401-1	New employee hires and employee turnover	Culture (pg. 15), Summary Table (pg. 39)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Culture (pg. 14)
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LOOKING FORWARD

Our 2019 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, 2019. 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.

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CONTACT DETAILS

For any questions regarding CNX's Corporate Responsibility program, this report or its contents, please contact Brian Aiello, Vice President—External Relations and Human Resources at brianaiello@cnx.com.

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