

Alliance Coal, LLC and Affiliates Profit Sharing and Savings

For the Plan Year Beginning January 01, 2023

Automatic Enrollment

The Alliance Coal, LLC and Affiliates Profit Sharing and Savings ("Plan") includes an Automatic Contribution Arrangement. If you are a **newly eligible participant** and you do not go on-line and make your own deferral election, you will be automatically enrolled in the Plan deferring 5% of your eligible compensation each pay period to the Plan. Your employer will contribute that amount to the Plan on your behalf. Your deferral will be a pre-tax deferral and will be invested in the qualified default investment alternative unless or until you make your own investment elections. Instructions for making investment elections are in the Qualified Default Investment Alternative Notice.

Automatic Increase

If you are automatically enrolled, your deferral percentage will be increased 1% on or about January 1 following your Entry Date. For example, if you enter the Plan on January 1, 2022, your deferral percentage will increase on or about January 1, 2023, and each subsequent year thereafter until you are deferring the lesser of maximum contribution amount for that calendar year or 50% of your eligible compensation.

If you make your own deferral election, your deferral percentage will be automatically increased each Plan Year unless you elect to have your deferral percentage not increased each Plan Year.

If your deferral percentage is 0%, your deferral election will not increase unless you change your deferral election.

Current Participants

If you are a **current participant**, you may change your deferral election at any time by going to www.nesteggu.com/arl, selecting "My Account," entering your User ID and Password, selecting "Participant," selecting "Manage," selecting "Manage Account," selecting the "Change Contribution" tile and then making your deferral election. You may also call 866-412-9026 and ask a representative in the Customer Solutions Center to assist you in making your election.

Other

If you do not go on-line and you do not want to be automatically enrolled in the Plan, you have 90 days from the date your first deferral was made to the Plan to request that the amount automatically deferred on your behalf be returned to you. You make that request by completing a **Request for Return of Automatic Deferral** form and returning it to your Plan Administrator.

To do so on-line, go to www.nesteggu.com/arl, select "My Account," enter your User ID and Password, select "Participant," select "Manage," select "Manage Account," select the "Change Contribution" tile and then making your deferral election. You may also call 866-412-9026 and ask a representative in the Customer Solutions Center to assist you in making your election.

If you want to make Roth 401(k) Contributions, you must go on-line and make your own deferral election.

The amount you elect to defer as pre-tax contributions or the amount automatically deferred for you, and any earnings on that amount, will not be subject to income tax until it is actually distributed to you. If you make Roth 401(k) Contributions, those contributions are subject to income tax at the time they are contributed to the Plan. However, both pre-tax deferrals and Roth 401(k) Contributions are counted as compensation for Social Security taxes.

Should you have questions about the automatic contribution arrangement or the automatic increases to your deferral percentage, you may contact Christi Henson at 918-295-7525 or by email at Christi.henson@alccm.com.

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Qualified Default Investment Alternative

You have the right to direct the investment of your account balance in the Alliance Coal, LLC and Affiliates Profit Sharing and Savings ("Plan"). You may make your investment choices from the designated investment alternatives offered in the Plan. If you do not make an investment election as to how the Plan should invest your account balance, the Plan trustee will invest your account balance in the qualified default investment alternative that the Plan officials have selected. The qualified default investment alternative is the American Funds Target Date Retirement fund that most closely represents your Normal Retirement Age. These target date funds are a class of mutual funds that periodically rebalance asset class weights to optimize risk and returns for a predetermined time frame. The asset allocation of a target date fund is typically designed to gradually shift to a more conservative profile so as to minimize risk when the target date or end of life approaches.

Overall Strategy for the American Funds Target Date Retire Funds

This fund family normally invests a greater portion of its assets in bond, equity income and balanced funds as it approaches and passes its target date. The advisor attempts to achieve its investment objectives by investing in a mix of American Funds in different combinations and weightings. The underlying American Funds represent a variety of fund categories such as growth funds, growth-and-income funds, equity-income funds and a balanced fund and bond funds. The fund categories represent differing investment objectives .

The Funds At Target Date

Depending on the proximity to its target date, which we define as the year that corresponds roughly to the year in which the investor expects to retire, the fund will seek to achieve the following objectives to varying degrees: growth, income and conservation of capital. The fund will increasingly emphasize income and conservation of capital by investing a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. In this way, the fund seeks to balance total return and stability over time.

American Funds 2015 Target Date Retire

Objective: The investment seeks growth, income and conservation of capital.

Current Asset Allocation: 47% Bond Funds, 45% Stock Funds, 8% Cash

Change to Asset Allocation Over Time: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Age Group Design: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Historical Rate of Return (through July 31, 2022) *Past performance is no guarantee of future results.*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
-5.15	5.34	6.68	N/A
<u>Expenses:</u>	<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>	
	0.29%	0.29%	

American Funds 2020 Target Date Retire

Objective: The investment seeks growth, income and conservation of capital.

Current Asset Allocation: 41% Bond Funds, 51% Stock Funds, 8% Cash

Change to Asset Allocation Over Time: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Age Group Design: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Historical Rate of Return (through July 31, 2022) *Past performance is no guarantee of future results.*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
-5.69	5.68	7.35	N/A
<u>Expenses:</u>	<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>	
	0.30%	0.3%	

American Funds 2025 Target Date Retire

Objective: The investment seeks growth, income and conservation of capital.

Current Asset Allocation: 32% Bond Funds, 59% Stock Funds, 9% Cash

Change to Asset Allocation Over Time: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Age Group Design: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Historical Rate of Return (through July 31, 2022) *Past performance is no guarantee of future results.*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
-7.07	6.38	8.46	N/A
<u>Expenses:</u>	<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>	
	0.31%	0.31%	

American Funds 2030 Target Date Retire

Objective: The investment seeks growth, income and conservation of capital.

Current Asset Allocation: 20% Bond Funds, 71% Stock Funds, 9% Cash

Change to Asset Allocation Over Time: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Age Group Design: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Historical Rate of Return (through July 31, 2022) *Past performance is no guarantee of future results.*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
-8.34	7.06	9.30	N/A
<u>Expenses:</u>	<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>	
	0.33%	0.33%	

American Funds 2035 Target Date Retire

Objective: The investment seeks growth, income and conservation of capital.

Current Asset Allocation: 13% Bond Funds, 78% Stock Funds, 9% Cash

Change to Asset Allocation Over Time: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Age Group Design: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Historical Rate of Return (through July 31, 2022) *Past performance is no guarantee of future results.*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
-9.70	8.04	10.04	N/A
<u>Expenses:</u>	<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>	
	0.35%	0.35%	

American Funds 2040 Target Date Retire

Objective: The investment seeks growth, income and conservation of capital.

Current Asset Allocation: 10% Bond Funds, 81% Stock Funds, 9% Cash

Change to Asset Allocation Over Time: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Age Group Design: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Historical Rate of Return (through July 31, 2022) *Past performance is no guarantee of future results.*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
-10.82	8.34	10.31	N/A
<u>Expenses:</u>	<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>	
	0.36%	0.36%	

American Funds 2045 Target Date Retire

Objective: The investment seeks growth, income and conservation of capital.

Current Asset Allocation: 9% Bond Funds, 82% Stock Funds, 9% Cash

Change to Asset Allocation Over Time: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Age Group Design: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Historical Rate of Return (through July 31, 2022) *Past performance is no guarantee of future results.*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
-11.44	8.39	10.38	N/A
<u>Expenses:</u>	<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>	
	0.37%	0.37%	

American Funds 2050 Target Date Retire

Objective: The investment seeks growth, income and conservation of capital.

Current Asset Allocation: 9% Bond Funds, 82% Stock Funds, 9% Cash

Change to Asset Allocation Over Time: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Age Group Design: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Historical Rate of Return (through July 31, 2022) *Past performance is no guarantee of future results.*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
-12.15	8.36	10.37	N/A
<u>Expenses:</u>	<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>	
	0.37%	0.37%	

American Funds 2055 Target Date Retire

Objective: The investment seeks growth, income and conservation of capital.

Current Asset Allocation: 9% Bond Funds, 82% Stock Funds, 9% Cash

Change to Asset Allocation Over Time: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Age Group Design: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Historical Rate of Return (through July 31, 2022) *Past performance is no guarantee of future results.*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
-12.77	8.22	10.30	N/A
<u>Expenses:</u>	<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>	
	0.38%	0.38%	

American Funds 2060 Target Date Retire

Objective: The investment seeks growth, income and conservation of capital.

Current Asset Allocation: 9% Bond Funds, 82% Stock Funds, 9% Cash

Change to Asset Allocation Over Time: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Age Group Design: The fund reaches it's most conservative asset allocation 30 years beyond it's target date.

Historical Rate of Return (through July 31, 2022) *Past performance is no guarantee of future results.*

<u>1 Yr.</u>	<u>5Yr.</u>	<u>10 Yr.</u>	<u>Since Inception</u>
-12.93	8.17	N/A	8.28
<u>Expenses:</u>	<u>Gross Expense Ratio</u>	<u>Net Expense Ratio</u>	
	0.38%	0.38%	

If at any time you want to direct the investment of your account into investments other than the qualified default investment alternative, you may do so by accessing www.nesteggu.com/arl, selecting "My Account," entering your User ID and Password, selecting "Participant," selecting "Manage," selecting "Manage Account," selecting the "Investment Election" tile, and then making your new elections. You may also call 866-412-9026 and speak to a Customer Solutions Center representative. You may obtain investment information about the Plan's designated investment alternatives by reviewing the Investment Comparative Chart by accessing www.nesteggu.com/arl, selecting "My Account," entering your User ID and Password, selecting "Reports & Forms," then selecting "Plan Information & Forms" and then selecting the "Legal Notices" group. There is also a Glossary of Terms available to help you understand the investment terms used in the Investment Comparative Chart. To view the Glossary of Terms, go to www.nesteggu.com/arl, select "NEU Handbook," select "Investor" and then select "Glossary of Terms" under the "Learn" section.

You may lose money by investing in the qualified default investment alternative, including losses near and following retirement, and there is no guarantee that the investment will provide adequate retirement income.

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Electronic Statements

Your participant statements for the Alliance Coal, LLC and Affiliates Profit Sharing and Savings are available on the NestEgg U website for 18 months. To access your participant statements go to www.nestegg.com/arlq, select "My Account", enter your User ID and Password, select "Reports & Forms," select "Reports," scroll down to the "Report Group:Participant Statements", open the arrow on the left, and select the statement date you wish to view.

Other Plan Information

Other Plan information may also be delivered to you electronically. You will be notified when such Plan information is available. The notification will include how to access the information made available to you.

Receiving a Paper Statement or Other Plan Information

You have the right to receive a paper copy of your participant statement free of charge. If you would like a paper copy of your participant statement, telephone the Customer Solutions Center at 866-412-9026, give the representative the date of the statement you would like and ask that a paper copy of the requested statement be mailed to you. You should verify your current mailing address listed on the system when you speak with the representative. If you are a current employee and your address on the system is incorrect, you must notify your employer to change your address in the recordkeeping system. Your statement may only be mailed to your address as it appears in the system. If you are not a current employee, give the representative your correct mailing address and your statement will be mailed to that address.