



December 4, 2024

Bret Blackford

As we near the closing date for the creation of Core Natural Resources, Inc. from the merger of Arch Resources, Inc. and CONSOL Energy, Inc., determinations have been made regarding which positions will remain with the new company. For employees who will not be staying with Core Natural Resources long-term, decisions have been made about how long those individuals will be needed for the transition of work to Core. The table below lists the end date for your position along with the value of all elements of your separation pay should you choose to stay through your transition period, as outlined in the merger agreement.

In order to be eligible for your separation pay package, you must continue your employment through the stated separation date, and you will be required to sign a separation agreement and release at the time of your separation. If you voluntarily resign prior to reaching this date, you will be ineligible for this package.

Separation Date:	October 1, 2025
Completed Years of Service at Separation:	20 Years
Months of Separation Pay:	12 Months
Value of Separation Pay:	\$189,581
Benefits Election Tier:	Emp+Family
Value of COBRA Continuation for 6 Months:	\$22,044
Pro-Rata Value of Target Annual Incentive:	\$35,579
Outplacement Services Value:	\$2,500

If the Company determines that your service will not be required up to the stated separation date, you will be compensated through the originally proposed separation date and still receive the elements of the separation package listed above.

You will receive a formal retention agreement for you to review and sign that includes the terms of your transition period and details of what is included in the separation package.

We recognize that this is a challenging time for Arch employees affected by this merger. We appreciate your efforts towards a successful transition of duties to the new organization.

If you have any questions regarding your separation date and what is expected leading up to that date, please communicate with your manager or Human Resources.

Information Technology