

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	☐

Part II	Basic Plan Information—enter all requested information				
1a Name of plan <u>WESTMORELAND RETIREMENT PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>006</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>05/01/2001</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>006</u>	1c Effective date of plan <u>05/01/2001</u>	
1b Three-digit plan number (PN) ▶	<u>006</u>				
1c Effective date of plan <u>05/01/2001</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>WESTMORELAND MINING LLC</u> <u>10375 PARK MEADOWS DRIVE</u> <u>SUITE 400</u> <u>LONE TREE, CO 80124</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>83-3555130</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>303-922-6463</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>212110</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>83-3555130</u>	2c Plan Sponsor's telephone number <u>303-922-6463</u>	2d Business code (see instructions) <u>212110</u>	
2b Employer Identification Number (EIN) <u>83-3555130</u>					
2c Plan Sponsor's telephone number <u>303-922-6463</u>					
2d Business code (see instructions) <u>212110</u>					

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/17/2022	DONDI KRATZENSTEIN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/17/2022	DONDI KRATZENSTEIN
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2021)
v. 210624

3a Plan administrator's name and address ☐ Same as Plan Sponsor WESTMORELAND MINING LLC 10375 PARK MEADOWS DRIVE SUITE 400 LONE TREE, CO 80124	3b Administrator's EIN 83-3555130 3c Administrator's telephone number 303-922-6463
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 2234
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year..... a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 178 6a(2) 122 6b 481 6c 705 6d 1308 6e 27 6f 1335 6g 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A 3H 1C 1I b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ <u>1</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

<div>SCHEDULE A</div> <div>(Form 5500)</div> <div>Department of the Treasury</div> <div>Internal Revenue Service</div> <div>Department of Labor</div> <div>Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> <div>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div>	<div>OMB No. 1210-0110</div> <div>2021</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021	
A Name of plan WESTMORELAND RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 006
C Plan sponsor's name as shown on line 2a of Form 5500 WESTMORELAND MINING LLC	D Employer Identification Number (EIN) 83-3555130

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier
PRUDENTIAL RETIREMENT INSURANCE AND ANNUITY COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-1050034	93629	017368	1335	01/01/2021	12/31/2021

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

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	(c) Amount	(d) Purpose	

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(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	8222151
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	187064994

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☒ other ▶ **GUARANTEED GENERAL ACCOUNT CONTRACT**

b	Balance at the end of the previous year	7b	9267736
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c	Additions: (1) Contributions deposited during the year	7c(1)		
	(2) Dividends and credits.....	7c(2)		
	(3) Interest credited during the year.....	7c(3)	230884	
	(4) Transferred from separate account.....	7c(4)	7250000	
	(5) Other (specify below)	7c(5)	70270244	

▶ **TRANSFER TRANSFER FROM OUTSIDE FUNDS**

(6) Total additions	7c(6)	77751128
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d Total of balance and additions (add lines 7b and 7c(6))	7d	87018864
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e Deductions:			
(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	13722311	
(2) Administration charge made by carrier.....	7e(2)		
(3) Transferred to separate account.....	7e(3)		
(4) Other (specify below).....	7e(4)	65074402	

▶ **CASH, CONTRACT EXP CHARGE, ELECTIVE SVC CHARGE, GPS FEE, PBGC FEE PYMT OF PLAN EXP, REIMB OF PLAN EXP**

(5) Total deductions	7e(5)	78796713
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f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	8222151
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Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3))		9a(4)	
b Benefit charges (1) Claims paid	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2))		9b(3)	
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount. Specify nature of costs.	10b	

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>WESTMORELAND RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶ <u>006</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>WESTMORELAND MINING LLC</u>	D Employer Identification Number (EIN) <u>83-3555130</u>
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2021</u>	
2 Assets:	
a Market value	2a <u>267653280</u>
b Actuarial value	2b <u>240887952</u>
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment.....	(1) Number of participants <u>1333</u> (2) Vested Funding Target <u>156675343</u> (3) Total Funding Target <u>156675343</u>
b For terminated vested participants.....	<u>732</u> <u>35721809</u> <u>35721809</u>
c For active participants	<u>178</u> <u>12102068</u> <u>12212555</u>
d Total.....	<u>2243</u> <u>204499220</u> <u>204609707</u>
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐	
a Funding target disregarding prescribed at-risk assumptions	4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b
5 Effective interest rate	5 <u>5.54</u> %
6 Target normal cost.....	
a Present value of current plan year accruals.....	6a <u>0</u>
b Expected plan-related expenses	6b <u>630000</u>
c Total (line 6a + line 6b)	6c <u>630000</u>

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE		<u>09/02/2022</u>
Signature of actuary		Date
<u>JOHN GERICKE</u>		<u>20-05686</u>
Type or print name of actuary		Most recent enrollment number
<u>EMPOWER</u>		<u>856-889-5933</u>
Firm name		Telephone number (including area code)
<u>280 TRUMBULL STREET</u> <u>HARTFORD, CT 06103-2975</u>		
Address of the firm		

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2021
v. 201209

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	461794
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	461794
10 Interest on line 9 using prior year's actual return of <u>17.56</u> %	0	81091
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.33</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	542885

Part III Funding Percentages

14 Funding target attainment percentage	14	117.46 %
15 Adjusted funding target attainment percentage	15	117.73 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	106.25 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
4.75 %2nd segment:
5.36 %3rd segment:
6.11 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b**

4

22 Weighted average retirement age**22**

62

23 Mortality table(s) (see instructions) ☐ Prescribed - combined☒ Prescribed - separate☐ Substitute**Part VI Miscellaneous Items****24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment. **27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years **28** 0**29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a) **29** 0**30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29) **30** 0**Part VIII Minimum Required Contribution For Current Year****31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6c) **31a** 630000**b** Excess assets, if applicable, but not greater than line 31a **31b** 630000**32** Amortization installments:**a** Net shortfall amortization installment Outstanding Balance 0 Installment 0**b** Waiver amortization installment 0 0**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) **34** 0**35** Balances elected for use to offset funding requirement Carryover balance 0 Prefunding balance 0 Total balance 0**36** Additional cash requirement (line 34 minus line 35) **36** 0**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) **37** 0**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) **38a** 0**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances **38b** 0**39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) **39** 0**40** Unpaid minimum required contributions for all years **40** 0**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2021
		This Form is Open to Public Inspection.
For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan WESTMORELAND RETIREMENT PLAN	B Three-digit plan number (PN) ▶	006
C Plan sponsor's name as shown on line 2a of Form 5500 WESTMORELAND MINING LLC	D Employer Identification Number (EIN) 83-3555130	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
PRUDENTIAL RETIREMENT INS & ANNUITY
06-1050034

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13	NONE	141910	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

GLOBAL PORTFOLIO STRATEGIES, INC.

06-1055669

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	NONE	84190	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

GLOBAL RETIREMENT

47-1411118

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	NONE	75000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan <u>WESTMORELAND RETIREMENT PLAN</u>	B Three-digit plan number (PN) <u>006</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>WESTMORELAND MINING LLC</u>	D Employer Identification Number (EIN) <u>83-3555130</u>

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>QMA US BROAD MARKET INDEX</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-671</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>36780549</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INTL BLD/PICTET ASSET MGMT</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-534</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>6681691</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>LONG DURATION BOND/IR&M FUND</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-537</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>66798305</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>PRU LONG CORPORATE BOND</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-714</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>66696164</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>CORE BOND ENHANCED INDEX/PGIM</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-036</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>10108286</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan WESTMORELAND RETIREMENT PLAN	B Three-digit plan number (PN) ►	006
C Plan sponsor's name as shown on line 2a of Form 5500 WESTMORELAND MINING LLC	D Employer Identification Number (EIN) 83-3555130	

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	244	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	245675354	187064994
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	12254020	6717643
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	9267736	8222151
(15) Other.....	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	267197354 202004788
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	0 0
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	267197354 202004788

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	
	(B) Participants	2a(1)(B)	
	(C) Others (including rollovers).....	2a(1)(C)	
(2)	Noncash contributions.....	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	0
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	
	(B) U.S. Government securities	2b(1)(B)	
	(C) Corporate debt instruments	2b(1)(C)	
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	
	(F) Other	2b(1)(F)	5704978
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	5704978
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	716366
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	716366
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	0
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	-26809979
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	-26809979

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		32081164
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		1911619
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		13604148
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	13722312	
(2) To insurance carriers for the provision of benefits.....	2e(2)	64447606	
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		78169918
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)		
(4) Other.....	2i(4)	626796	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		626796
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		78796714
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		-65192566
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: PLANTE & MORAN, PLLC

(2) EIN: 38-1357951

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		15000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
4j	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 442545.

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>► File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2021</div> <div>This Form is Open to Public Inspection.</div>
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

<div>A Name of plan WESTMORELAND RETIREMENT PLAN</div>	<div>B Three-digit plan number (PN) ► 006</div>
<div>C Plan sponsor's name as shown on line 2a of Form 5500 WESTMORELAND MINING LLC</div>	<div>D Employer Identification Number (EIN) 83-3555130</div>

Part I	Distributions
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All references to distributions relate only to payments of benefits during the plan year.

1	Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2	Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 22-1211670		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.			
3	Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	3

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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4	Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☒ N/A
If the plan is a defined benefit plan, go to line 8.				
5	If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6	a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
	b Enter the amount contributed by the employer to the plan for this plan year	6b		
	c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.				
7	Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8	If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☒ N/A

Part III	Amendments
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9	If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☒ No
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Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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10	Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11	a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
	b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12	Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: 46 % Investment-Grade Debt: 51 % High-Yield Debt: 0 % Real Estate: 0 % Other: 3 %

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☒ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

Independent Auditor's Report

To the Plan Administrator
Westmoreland Retirement Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2021 Financial Statements

We have performed an audit of the financial statements of Westmoreland Retirement Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021 and the related statement of changes in net assets available for benefits for the year then ended and the statement of accumulated plan benefits as of January 1, 2021 and the related statement of changes in accumulated plan benefits for the year then ended and the related notes to the financial statements (2021 financial statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from qualified institutions as of December 31, 2021 and for the year then ended stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the *Auditor's Responsibilities for the Audit of the 2021 Financial Statements* section:

- The amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying 2021 financial statements related to assets held by and certified to by qualified institutions agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the 2021 Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

To the Plan Administrator
Westmoreland Retirement Plan

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments; administering the Plan; and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or that may become due to such participants.

Auditor's Responsibilities for the Audit of the 2021 Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2021 Financial Statements* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

To the Plan Administrator
Westmoreland Retirement Plan

2021 Supplemental Schedules Required by ERISA

The supplemental schedules of assets held at end of year as of December 31, 2021 and reportable transactions for the year ended December 31, 2021 are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplemental information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by qualified institutions agrees to, or is derived from, in all material respects, the information prepared and certified by institutions that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information certified by qualified institutions. In our report dated October 8, 2021, we indicated that, (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion, and, accordingly, we did not express an opinion on the Plan's 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements, other than that derived from the certified information, were presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Plante & Moran, PLLC

Southfield, Michigan
October 11, 2022

Westmoreland Retirement Plan
EIN / PN: 83-3555130 / 006
Attachment to 2021 Schedule SB (Form 5500)
Line 22 - Description of Weighted Average Retirement Age

Non-Western Energy Participants

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
55	5.00%	0.050000	0.950000	2.75000
56	5.00%	0.047500	0.902500	2.66000
57	5.00%	0.045125	0.857375	2.57213
58	5.00%	0.042869	0.814506	2.48639
59	5.00%	0.040725	0.773781	2.40279
60	8.00%	0.061902	0.711878	3.71415
61	8.00%	0.056950	0.654928	3.47397
62	30.00%	0.196478	0.458450	12.18166
63	20.00%	0.091690	0.366760	5.77647
64	20.00%	0.073352	0.293408	4.69453
65	40.00%	0.117363	0.176045	7.62860
66	40.00%	0.070418	0.105627	4.64758
67	40.00%	0.042251	0.063376	2.83080
68	40.00%	0.025350	0.038026	1.72383
69	40.00%	0.015210	0.022815	1.04951
70	100.00%	0.022815	0.000000	1.59708
				62.18947

Western Energy Participants

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
50	3.00%	0.030000	0.970000	1.50000
51	3.00%	0.029100	0.940900	1.48410
52	3.00%	0.028227	0.912673	1.46780
53	3.00%	0.027380	0.885293	1.45115
54	3.00%	0.026559	0.858734	1.43417
55	5.00%	0.042937	0.815797	2.36152
56	5.00%	0.040790	0.775007	2.28423
57	5.00%	0.038750	0.736257	2.20877
58	5.00%	0.036813	0.699444	2.13515
59	5.00%	0.034972	0.664472	2.06336
60	8.00%	0.053158	0.611314	3.18947
61	8.00%	0.048905	0.562409	2.98321
62	30.00%	0.168723	0.393686	10.46081
63	20.00%	0.078737	0.314949	4.96045
64	20.00%	0.062990	0.251959	4.03135
65	40.00%	0.100784	0.151176	6.55094
66	40.00%	0.060470	0.090705	3.99104
67	40.00%	0.036282	0.054423	2.43090
68	40.00%	0.021769	0.032654	1.48031
69	40.00%	0.013062	0.019592	0.90125
70	100.00%	0.019592	0.000000	1.37146
				60.74145

Non-Western Energy Participants (Inactive Status)

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
55	100.00%	1.000000	0.000000	55.00000

Western Energy Participants (Inactive Status)

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
62	100.00%	1.000000	0.000000	62.00000

Navajo Mine Participants

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
55	5.00%	0.050000	0.950000	2.75000
56	5.00%	0.047500	0.902500	2.66000
57	5.00%	0.045125	0.857375	2.57213
58	5.00%	0.042869	0.814506	2.48639
59	5.00%	0.040725	0.773781	2.40279
60	5.00%	0.038689	0.735092	2.32134
61	15.00%	0.110264	0.624828	6.72609
62	15.00%	0.093724	0.531104	5.81090
63	15.00%	0.079666	0.451438	5.01893
64	25.00%	0.112860	0.338579	7.22301
65	35.00%	0.118503	0.220076	7.70267
66	35.00%	0.077027	0.143050	5.08376
67	100.00%	0.143050	0.000000	9.58432
				62.34233

Westmoreland Elkol-Sorensen Mine Participants

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
55	3.00%	0.030000	0.970000	1.65000
56	4.00%	0.038800	0.931200	2.17280
57	5.00%	0.046560	0.884640	2.65392
58	5.00%	0.044232	0.840408	2.56546
59	5.00%	0.042020	0.798388	2.47920
60	5.00%	0.039919	0.758468	2.39516
61	15.00%	0.113770	0.644698	6.93998
62	30.00%	0.193409	0.451289	11.99138
63	35.00%	0.157951	0.293338	9.95091
64	65.00%	0.190669	0.102668	12.20284
65	25.00%	0.025667	0.077001	1.66836
66	50.00%	0.038501	0.038501	2.54104
67	100.00%	0.038501	0.000000	2.57954
				61.79060

Westmoreland Retirement Plan
EIN / PN: 83-3555130 / 006
Attachment to 2021 Schedule SB (Form 5500)
Line 22 - Description of Weighted Average Retirement Age

Beulah & Savage Mines

Participants with less than 29 years of service at retirement

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
55	5.00%	0.050000	0.950000	2.75000
56	5.00%	0.047500	0.902500	2.66000
57	5.00%	0.045125	0.857375	2.57213
58	5.00%	0.042869	0.814506	2.48639
59	5.00%	0.040725	0.773781	2.40279
60	8.00%	0.061902	0.711878	3.71415
61	8.00%	0.056950	0.654928	3.47397
62	30.00%	0.196478	0.458450	12.18166
63	20.00%	0.091690	0.366760	5.77647
64	20.00%	0.073352	0.293408	4.69453
65	40.00%	0.117363	0.176045	7.62860
66	40.00%	0.070418	0.105627	4.64758
67	40.00%	0.042251	0.063376	2.83080
68	40.00%	0.025350	0.038026	1.72383
69	40.00%	0.015210	0.022815	1.04951
70	100.00%	0.022815	0.000000	1.59708
				62.18947

Beulah & Savage Mines

Participants with 29 years of service at retirement

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
55	5.00%	0.050000	0.950000	2.75000
56	5.00%	0.047500	0.902500	2.66000
57	5.00%	0.045125	0.857375	2.57213
58	5.00%	0.042869	0.814506	2.48639
59	5.00%	0.040725	0.773781	2.40279
60	8.00%	0.061902	0.711878	3.71415
61	30.00%	0.213564	0.498315	13.02738
62	30.00%	0.149494	0.348820	9.26866
63	20.00%	0.069764	0.279056	4.39514
64	20.00%	0.055811	0.223245	3.57192
65	40.00%	0.089298	0.133947	5.80437
66	40.00%	0.053579	0.080368	3.53620
67	40.00%	0.032147	0.048221	2.15387
68	40.00%	0.019288	0.028933	1.31161
69	40.00%	0.011573	0.017360	0.79854
70	100.00%	0.017360	0.000000	1.21517
				61.66831

Beulah & Savage Mines

Participants with 30 or more years of service at retirement

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
55	5.00%	0.050000	0.950000	2.75000
56	5.00%	0.047500	0.902500	2.66000
57	5.00%	0.045125	0.857375	2.57213
58	5.00%	0.042869	0.814506	2.48639
59	5.00%	0.040725	0.773781	2.40279
60	30.00%	0.232134	0.541647	13.92806
61	20.00%	0.108329	0.433317	6.60809
62	30.00%	0.129995	0.303322	8.05970
63	20.00%	0.060664	0.242658	3.82186
64	20.00%	0.048532	0.194126	3.10602
65	40.00%	0.077650	0.116476	5.04728
66	40.00%	0.046590	0.069885	3.07496
67	40.00%	0.027954	0.041931	1.87293
68	40.00%	0.016773	0.025159	1.14053
69	40.00%	0.010064	0.015095	0.69438
70	100.00%	0.015095	0.000000	1.05667
				61.28178

	<u># of Actives</u>	<u>% of Total</u>	<u>Weighted Ret Age</u>
Non-Western Energy	12	6.74%	4.19255
Western Energy	30	16.85%	10.23732
Non-Western Energy (Inactive)	1	0.56%	0.30899
Western Energy (Inactive)	4	2.25%	1.39326
Navajo Mine Participants	116	65.17%	40.62759
Elkol-Sorensen Mine	0	0.00%	0.00000
Beulah & Savage Mines < 29	9	5.06%	3.14441
Beulah & Savage Mines = 29	0	0.00%	0.00000
Beulah & Savage Mines >= 30	6	3.37%	2.06568
Average Retirement Age			61.96979

SECTION VII

ACTUARIAL METHODS

Under the Actuarial Methods described below, if all current assumptions remain constant and are realized, funding at least the Minimum Required Contribution each year will eventually accumulate sufficient plan assets to cover the Funding Target. Future widening of the interest rate stabilization corridor may extend the time period for the plan to become fully funded.

Cost Method

Costs have been computed in accordance with the Unit Credit Actuarial Cost Method and reflect the actuarial assumptions described in a separate document titled "Plan Provisions and Actuarial Assumptions – Attachment to the January 1, 2021 ERISA Report." as provided under the applicable regulations of the Pension Protection Act of 2006.

Target Normal Cost

The Target Normal Cost is the present value of benefits expected to accrue during the plan year plus an estimate of the expenses to be paid from plan assets during the plan year.

Funding Target and Funding Shortfall

The Funding Target is the present value of benefits accrued as of the beginning of the plan year and the Funding Shortfall is the excess of the Funding Target over the Actuarial Value of Assets (reduced by the Credit Balance). The initial Funding Shortfall is amortized over seven years.

In subsequent years, the Funding Shortfall less the present value of prior year amortization installments is amortized over seven years, and added to any prior year amortization installments.

Segment rates are adjusted as necessary to fall within the specified corridor of the corresponding 25-year average of segment rates for the period ending September 30 of the calendar year preceding the first day of the plan year. Additionally, in the event the 25-year average of either the first, second, or third segment rate falls below 5%, the 25-year average of such rate will be deemed to be 5%. The specified corridor is:

<u>Plan Year</u>	<u>Corridor</u>
2021 to 2025	95% - 105%
2026	90% - 110%
2027	85% - 115%
2028	80% - 120%
2029	75% - 125%
2030 and later	70% - 130%

The adjustments to fall within the specified corridor of the 25-year average of segment rates apply for determining the minimum required contribution and related funded percentages. They do not apply for determining the maximum tax deductible contribution or certain other situations.

Sponsor Elections

Discount Rate: Segment rates, with a 4-month lookback

Mortality Table: Prescribed IRS Static Mortality Table – Separate

American Rescue Plan Act: Defer the effective date to 2021 for changes to the segment rate corridor

SECTION VII

ACTUARIAL METHODS

At-Risk Determination

The At-Risk Funding Target is determined by assuming that participants eligible to retire in the current plan year and next 10 plan years retire at the earliest possible date, but not before the end of the plan year. All participants are assumed to elect the optional form resulting in the highest possible present value.

A load is added to the At-Risk Funding Target and At-Risk Target Normal Cost when a plan is At-Risk in at least two years during the preceding four years. The load increases the At-Risk Funding Target by 4% of the Not At-Risk Funding Target plus \$700 per participant, and increases the At-Risk Target Normal Cost by 4% of the Not At-Risk Target Normal Cost.

The Funding Target and Target Normal Cost are calculated by multiplying the Not At-Risk values by 100% minus the Phase-In Percentage, plus the At-Risk values multiplied by the Phase-In Percentage.

Credit Balance

The Credit Balance consists of the Carryover Balance from excess contributions prior to the Pension Protection Act (PPA) of 2006, plus the Prefunding Balance from elected excess contributions after the PPA. Balances accumulate with interest and are reduced for amounts applied towards the Minimum Required Contribution, voluntary waivers by the plan sponsor, and compelled waivers to avoid benefit restrictions. The Actuarial Value of Assets is reduced by the Credit Balance to determine certain funded percentages and to determine the Funding Shortfall.

Asset Valuation Method

The Actuarial Value of Assets is determined using an annual average of the adjusted Fair Market Value of Assets with the earliest determination 24 months prior to the valuation date. The Fair Market Value of Assets in prior years is adjusted for contributions, benefit payments, expenses and expected earnings (not to exceed the third segment rate).

This is equivalent to the Fair Market Value of Assets, plus two-thirds of the (gain)/loss from the prior year, plus one-third of the (gain)/loss from the second preceding year. The (gain)/loss in each year is the difference between the expected and actual returns on the Fair Market Value of Assets.

The Actuarial Value of Assets is adjusted to be no less than 90% or no more than 110% of the Fair Market Value of Assets, as required by IRC Section 430(g)(3)(B)(iii).

Since the expected earnings assumption cannot exceed the third segment rate, over time, the method may produce an Actuarial Value of Assets slightly below the Fair Market Value of Assets.

The Actuarial Value of Assets for determining the Maximum Tax Deductible Contribution reflects interest rate stabilization rates for discounting contributions and limiting expected earnings.

The Fair Market Value of Assets used for funds invested in the General Account of an Insurance Company is the stated contract value with a market value adjustment factor. This value is an estimate only and not the precise calculation which would be done at contract discontinuance or to measure the impact of excess withdrawals in any calendar year. It does not constitute a final offer by Prudential or a final experience adjustment.

ACTUARIAL ASSUMPTIONS – WESTMORELAND RETIREMENT PLAN

Below are the actuarial assumptions as of January 1, 2021.

Discount Rate:	<u>With Interest Rate Stabilization</u>	<u>Without Interest Rate Stabilization</u>	<u>ASC 960</u>
<i>Effective Rate</i>	5.54%	3.51%	5.60%
<i>First Segment – First 5 Years</i>	4.75%	2.22%	n/a
<i>Second Segment – Next 15 Years</i>	5.36%	3.38%	n/a
<i>Third Segment – After 20 Years</i>	6.11%	3.92%	n/a

Expected Return on Plan Assets: 5.60% per annum, limited to the third segment rates for applicable plan year

Estimated Expenses: Administrative Expenses are assumed to be \$630,000.

ACTUARIAL ASSUMPTIONS – WESTMORELAND RETIREMENT PLAN

Below are the actuarial assumptions for the original Westmoreland Retirement Plan participants.

Mortality:

Funding:
The IRS 2021 Static Mortality Table

ASC 960 Accounting:
Pri-2012 Total Dataset with Scale MP-2020

In applying the Pri-2012 mortality tables, beneficiaries currently in payment status are assumed to follow the contingent mortality table and all other participants are assumed to follow the employee/retiree mortality tables.

Termination:

Sample rates:

<u>Age</u>	<u>Rate</u>
25	13.0%
40	4.4%
55	3.0%

Disability:

No disabilities were assumed.

Retirement :

<u>Age</u>	<u>Rate</u> (Western Energy)	<u>Rate</u> (All Other Plans)
50	3%	0%
55	5%	5%
62	30%	30%
65	40%	40%
67	40%	40%
70	100%	100%

Benefit commencement date:

Texas Westmoreland

- **Preretirement death benefit** Surviving spouse benefits commence as of the first of the month following the death of the active participant or the date the participant would have attained age 55 and continue until the first day of the month following the spouse's death.
- **Termination** If less than 15 years service, the later of age 65 or age at termination. If 15 or more years of pension service, the later of age 55 or age at termination.
- **Retirement** Upon termination of employment.

ACTUARIAL ASSUMPTIONS – WESTMORELAND RETIREMENT PLAN

Western Energy

- **Preretirement death benefit** Surviving spouse benefits commence as of the first of the month following the death of the active participant.
- **Termination** The later of age 62 or termination of employment.
- **Retirement** Upon termination of employment.

Corporate

- **Preretirement death benefit** Surviving spouse benefits commence at the date the participant would have attained age 65, or if participant was retirement eligible, immediately.
- **Termination** If less than 10 years service, the later of age 65 of age at termination. If 10 or more years of service, the later of age 62 or age at termination.
- **Retirement** Upon termination of employment.

Beulah and Savage Salaried

- **Preretirement death benefit** Surviving spouse benefits commence as of the first of the month following the death of the active participant, or the date the participant would have attained age 55, and shall continue until the first day of the month following the spouse's death.
- **Termination** The later of age 62 or termination of employment.
- **Retirement** Upon termination of employment.

Form of payment:

Corporate: 66 2/3% joint and survivor annuity for married, life for single.
Non-Corporate: 75% joint and survivor annuity for married, life for single.

Transfers:

Benefit for transfers calculated under the benefit formula of the most recent employment location for all years of pension service.

Percent married:

100% of all participants are assumed to be married.

Spouse age:

Wives are assumed to be three years younger than husbands.

ACTUARIAL ASSUMPTIONS – FORMER NAVAJO MINE RETIREMENT PLAN

Below are the actuarial assumptions for the former Navajo Mine Retirement Plan participants.

Mortality:

Funding:
The IRS 2021 Static Mortality Table

ASC 960 Accounting:
Pri-2012 Blue Collar with Scale MP-2020

In applying the Pri-2012 mortality tables, beneficiaries currently in payment status are assumed to follow the contingent mortality table and all other participants are assumed to follow the employee/retiree mortality tables.

Termination:

Sample rates:

<u>Age</u>	<u>Rate</u>
25	9.3%
40	4.4%
55	3.0%

NMRP is assumed to follow 50% of the 2003 SOA Pension Plan Turnover Study Basic Age Table.

Disability:

Follows 82% of the 1985 Disability Study Class 4 rates for males and females.

Retirement :

<u>Age</u>	<u>Rate</u>
50	0%
55	5%
62	15%
65	35%
67	100%

Benefit commencement date:

- **Preretirement death benefit** Surviving spouse benefits commence as of the first of the month following the death of the active participant, or the date the participant would have attained age 55.
- **Termination** If less than 5 years of service, the later of age 65 or age at termination. If 5 or more years of pension service, the later of age 55 or age at termination.
- **Retirement** Upon termination of employment.

ACTUARIAL ASSUMPTIONS – FORMER NAVAJO MINE RETIREMENT PLAN

Form of payment:	80% of active and deferred vested participants are assumed to be paid a 50% Joint & Survivor Annuity upon first eligibility after termination of employment. The remaining 20% are assumed to be paid a 5 year Certain and Life annuity. Survivors are assumed to be paid a life annuity.
Transfers:	Benefit for transfers calculated under the benefit formula of the most recent employment location for all years of pension service.
Percent married:	80% of all participants are assumed to be married.
Spouse age:	Wives assumed to be three years younger than husbands.

ACTUARIAL ASSUMPTIONS – FORMER BEULAH AND SAVAGE MINES HOURLY EMPLOYEES' PENSION PLAN

Below are the actuarial assumptions for the former Beulah and Savage Mines Hourly Employees' Pension Plan participants.

Mortality:

Funding:
The IRS 2021 Static Mortality Table

ASC 960 Accounting:
Pri-2012 Blue Collar with Scale MP-2020

In applying the Pri-2012 mortality tables, beneficiaries currently in payment status are assumed to follow the contingent mortality table and all other participants are assumed to follow the employee/retiree mortality tables.

Termination:

Sample rates:

<u>Age</u>	<u>Rate</u>
25	13.0%
40	4.4%
55	3.0%

Disability:

No disabilities were assumed

Retirement Age:

Rates varying by age & service

<u>Age</u>	<u><29 Yrs Svc</u>	<u>29 Yrs Svc</u>	<u>>=30 Yrs Svc</u>
55	5%	5%	5%
56	5%	5%	5%
57	5%	5%	5%
58	5%	5%	5%
59	5%	5%	5%
60	8%	8%	30%
61	8%	30%	20%
62	30%	30%	30%
63	20%	20%	20%
64	20%	20%	20%
65	40%	40%	40%
70	100%	100%	100%

Benefit commencement date:

- **Preretirement death benefit** The later of the death of the active participant or the date the participant would have attained age 55.
- **Termination** Immediate.
- **Retirement** Immediate.

ACTUARIAL ASSUMPTIONS – FORMER BEULAH AND SAVAGE MINES HOURLY EMPLOYEES' PENSION PLAN

Form of payment:

Plan participants who terminate prior to age 55 are assumed to elect an immediate lump sum payment. Of participants retiring on or after age 55, 50% are assumed to elect an immediate lump sum and 50% are assumed to elect an annuity.

Lump Sum Payments:

➤ Interest Rate

Funding:
Underlying liability interest rates.

Accounting:
4.50% static rate for all years

➤ Mortality

The IRS Applicable Mortality table as provided under IRC 417(e) projected to year of decrement.

Percent Married:

85% of males; 50% of females.

Spouse age:

Wives are assumed to be four years younger than husbands.

ACTUARIAL ASSUMPTIONS – FORMER WESTMORELAND ELKOL-SORENSEN MINE PENSION PLAN

Below are the actuarial assumptions for the former Westmoreland Elkol-Sorensen Mine Pension Plan.

Mortality:

Funding:
The IRS 2021 Static Mortality Table

ASC 960 Accounting:
Pri-2012 Blue Collar with Scale MP-2020

In applying the Pri-2012 mortality tables, beneficiaries currently in payment status are assumed to follow the contingent mortality table and all other participants are assumed to follow the employee/retiree mortality tables.

Termination:

The probabilities that Participants at the ages indicated will terminate before reaching the assumed retirement age are based on years of service:

<u>Age</u>	<u><5 Years</u>	<u>>5 Years</u>
20	11.3%	0.0%
25	9.3%	0.0%
30	7.8%	3.8%
35	6.5%	2.5%
40	5.6%	3.5%
45	5.2%	5.0%
50	5.0%	4.5%
55	4.8%	0.7%
60	4.7%	0.4%
64	0.0%	0.0%

Retirement Age:

The probabilities that Participants at the ages indicated will retire are:

<u>Age</u>	<u>% Retiring</u>
55	3%
56	4%
57	5%
58	5%
59	5%
60	5%
61	15%
62	30%
63	35%
64	65%
65	25%
66	50%
67	100%

ACTUARIAL ASSUMPTIONS – FORMER WESTMORELAND ELKOL-SORENSEN MINE PENSION PLAN

Spouse Assumptions:

50% of participants are assumed to be married at death.
Husbands are assumed to be 3 years older than their wives.

Optional Payment Forms:

Actives

100% of married active participants are assumed to take a 75% Joint & Survivor Annuity upon first eligibility after termination of employment.

Deferred Vested Members

100% of married deferred vested participants are assumed to take either a 50% Joint & Survivor annuity or, if eligible, 75% of the participant's monthly pension upon attaining age 62.

Disability Rates:

The probabilities that Participants at the ages indicated will become disabled before reaching the assumed retirement age are:

<u>Age</u>	<u>Rate</u>
25	0.06%
30	0.06%
35	0.06%
40	0.08%
45	0.16%
50	0.42%
55	0.90%

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Texas Westmoreland Coal Company

Covered Employees	All former employees of Northwestern Resources Company and all Texas Westmoreland employees hired before July 1, 2006. This plan was frozen to new entrants as of June 30, 2009.
Participant Date	First of the month coinciding with or next following the date of completion of 1,000 hours in a 12-month period.
Definitions	
<i>Vesting Service</i>	Years and months of service as a covered employee.
<i>Pension Service</i>	Years and months of service as a covered employee. No further service will accrue after June 30, 2009
<i>Eligible Earnings</i>	Base pay, commissions and the straight time portion of any overtime pay for the year. Bonuses, premium portion of overtime pay, and any special pay are excluded.
<i>Average Monthly Earnings</i>	The average of the highest three consecutive calendar years of eligible earnings during the last ten years of service.
<i>Integration Level</i>	The average of the taxable wage bases in effect for each calendar year in the 35-year period ending with the last day of the calendar year in which the Social Security retirement age is reached.
<i>Normal Retirement Date (NRD)</i>	First of month coinciding with or next following the attainment of age 65 with 5 years of pension service.
<i>Monthly Pension Benefit</i>	One twelfth of the sum of 0.95% of average monthly earnings up to the Social Security integration level, plus 1.5% of average earnings in excess of the Social Security integration level, times credited service not to exceed 35 years.
<i>Monthly Preretirement Spouse Benefit</i>	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election form and reduced for payment as early as the participant's 55 th birthday.
Eligibility for Benefits	
<i>Normal Retirement</i>	Retirement on NRD.
<i>Early Retirement</i>	Retirement before NRD and on or after both attaining age 55 and completing 15 years of vesting service.

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

<i>Postponed Retirement</i>	Retirement after NRD.
<i>Deferred Vested</i>	Termination for reasons other than death or retirement after completing five years of vesting service.
<i>Preretirement Spouse Benefit</i>	Death while eligible for normal, early, postponed, or deferred vested retirement benefits with a surviving spouse.

Monthly Benefits Paid Upon the Following Events

<i>Normal Retirement</i>	Monthly pension benefit determined as of NRD.
<i>Early Retirement</i>	Monthly pension benefit determined as of early retirement date, reduced 3.0% per year from age 65 to age 62 and further reduced by 6.67% from age 62 to retirement age. However, if the participant is age 60 or older with 30 or more years of service, the benefit is reduced by 6.67% from age 62 to retirement age.
<i>Postponed Retirement</i>	Monthly pension benefit determined as of actual retirement date.
<i>Termination with deferred vested benefit</i>	Monthly benefit determined as of termination date. If the participant has 15 or more years of service at termination, the benefit payable at age 55, and reduced in the same manner as the early retirement benefit. If the participant has less than 15 years of service at termination, the benefit is payable at age 65.
<i>Death with preretirement spouse benefit</i>	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election form and early retirement and is payable at the Participant's earliest retirement age.

Other Plan Provisions

<i>Forms of payment</i>	Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent option form offered by the plan. Optional forms are a 100% joint and survivor annuity, a 75% joint and survivor annuity or (for married participants), a life annuity.
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PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

If a joint and survivor annuity is elected, and the joint annuitant predeceases the participant, the annuity is restored to the amount that would have been paid had the participant elected a life annuity. There is no adjustment to the joint and survivor benefit to account for this feature.

Actuarial Equivalence

Interest Rate

6% per year

Mortality Table

Unisex (50% male / 50% female) 1983 Group Annuity Mortality Table

Maximum benefit and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Western Energy Company

Covered Employees

All Western Energy employees hired before June 30, 2009. As of June 30, 2009 this plan was frozen to new entrants.

Grandfathered Employees

Former participants in the Montana Power Company Pension Plan who were eligible to retire before January 1, 2003. These employees would receive the greater of the benefits determined under the Texas Westmoreland Formula as defined in the prior section or the Cash Balance benefit defined in this section. If the participant retires before January 1, 2003, this option expires after January 1, 2003.

Basic Credit

Contribution made by the Company each year. Amount is equal to the participant's basic credit percentage times Eligible Earnings. As of June 30, 2009 this plan was frozen and no further basic credits will accrue.

Additional Credit

Contribution made by the Company each year. Amount is equal to the participant's additional credit percentage times Eligible Earnings in excess of one-half of the Social Security Wage Base (SSWB). As of June 30, 2009 this plan was frozen and no further additional credits will accrue.

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Basic and Additional Credits

Company Contributions

<u>Total Points</u>	<u>Basic Credit</u>	<u>Additional Credit</u>
Less than 32	3.0%	1.5%
32-39	4.0%	2.0%
40-44	5.0%	2.5%
45-49	6.0%	3.0%
50-54	7.0%	3.5%
55-59	8.0%	4.0%
60-64	9.0%	4.5%
65-69	10.0%	5.0%
70-74	11.0%	5.5%
75+	12.0%	6.0%

Total Points are Attained Age + completed years of service at the beginning of the calendar year.

Basic credit is percentage of Eligible Earnings and Additional Credit is percentage of Eligible Earnings in excess of one-half the Social Security Wage Base.

Basic and additional credits cease once the participant has 35 years of service.

Interest Credit

A fixed interest contribution of 6% made by the Company to the participant's account each year. It is based on the account balance at the beginning of the year. After termination, interest will continue until benefit commencement.

Benefit

The monthly benefit payable at Normal Retirement Date (or any other date) is the actuarial equivalent of the cash balance lump sum.

Actuarial Equivalent

Used to convert cash balance to a monthly benefit.

Conversion Factors

Sample rates are as follows:

<u>Age Benefit Begins</u>	<u>Conversion Factor</u>
50	166.20
55	155.64
60	142.80
65	127.80

Retirement Pension

Eligibility

Age 50 and 5 years of service.

Benefit

Cash balance with interest credits at retirement, converted to a monthly benefit based on the actuarial equivalent conversion factors defined in the plan.

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Deferred Vested Pension

Eligibility

5 years of service.

Benefit

Cash balance with interest credits until benefit commencement date, converted to a monthly benefit based on the actuarial equivalent conversion factors defined in the plan.

Pre-Retirement Survivor Benefit

Eligibility

Death while an active employee.

Benefit

50% of the cash balance at time of death divided by an annuity conversion factor that is based on the spouse's age at the time spousal benefits begin. The surviving spouse may elect to begin receiving benefits on the first of the month following the participant's date of death. Alternatively, the spouse can elect to receive 50% of the participant's account balance as a lump sum payment, payable at the time of the participant's death.

Other Plan Provisions

Forms of payment

Preretirement spouse benefits are payable only as described above.

Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent option form offered by the plan. Optional forms are a 100% joint and survivor annuity, a 75% joint and survivor annuity or (for married participants), a life annuity.

If a joint and survivor annuity is elected, and the joint annuitant predeceases the participant, the annuity is restored to the amount that would have been paid had the participant elected a life annuity. There is no adjustment to the joint and survivor benefit to account for this feature.

Actuarial Equivalence

Interest Rate

6% per year

Mortality Table

Unisex (50% male / 50% female) 1983 Group Annuity Mortality Table

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Maximum benefit and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Westmoreland Coal Company (Corporate)

Effective Date

December 1, 1997 as a result of a termination / re-establishment.

Covered Employees

Any employee of Westmoreland Coal Company and its successors not covered by a collective bargaining agreement and hired before July 1, 2006. Any employee of a participating employer, not covered by a collective bargaining agreement, hired after June 30, 2006. As of June 30, 2009 this plan was frozen to new entrants.

Participant Date

First of the month following employment for those hired before July 1, 2006. One-year wait for those hired after June 30, 2006.

Definitions

Vesting Service

One year for each 1,000-hour calendar year of employment by Westmoreland Coal Company.

Pension Service

One year for each 1,000-hour calendar year of employment as an active participant. Fractional credit based on completed months is given for incomplete calendar years for which actual service, if annualized, is greater than or equal to 1,000 hours. No further service will accrue after June 30, 2006.

Pensionable Pay

Base earnings plus straight time portion of overtime (excluding premium portion of overtime, bonuses, shift differential, and expense allowance).

Average Earnings

The average of the highest 60 consecutive calendar months of pensionable pay during the ten-year period ending on the earlier of the participant's termination date or retirement date.

Covered Compensation

Average of the taxable wage bases in effect for each calendar year during the 35-year period ending with the last day of the calendar year in which the participant attains Social Security normal retirement age.

Normal Retirement Date (NRD)

First of month coinciding with or next following the attainment of age 65 with 5 years of pension service.

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Monthly Pension Benefit

*For those hired before
July 1, 2006*

The monthly pension is the greater of (1) or (2) less (3).

- (1) One-twelfth of 1.2% of average annual earnings plus one-twelfth of 0.5% of such compensation in excess of Covered Compensation, multiplied by pensionable service (maximum of 30 years).
- (2) \$30 multiplied by credited service.
- (3) The benefit, if any, provided to the participant under the Westmoreland Coal Company and affiliated Companies Employees' Retirement Plans.

*For those hired before
July 1, 2006*

The monthly pension equal to one-twelfth of 0.5% of average annual earnings multiplied by pensionable service not to exceed 30 years.

Monthly Preretirement Spouse Benefit

100% of the monthly pension benefit as of the date of death, reduced the 100% joint and survivor election form and reduced for payment as early as the participant's 55th birthday.

Monthly Disability Benefit

Same as monthly pension benefit, based on service and average compensation at date of disability.

Eligibility for Benefits

Normal Retirement

Retirement on NRD.

Early Retirement

Retirement before NRD and on or after both attaining age 55 and completing 10 years of vesting service.

Postponed Retirement

Retirement after NRD.

Deferred Vested

Termination for reasons other than death or retirement after completing five years of vesting service.

Preretirement Spouse Benefit

Death while eligible for normal, early, postponed, or deferred vested retirement benefits with a surviving spouse.

Disability

Total and permanent disability after 10 years of service.

Monthly Benefits Paid Upon the Following Events

Normal Retirement

Monthly pension benefit determined as of NRD.

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Early Retirement

Monthly pension benefit determined as of early retirement date, reduced for each year of payment before age 65 if the employee has less than 20 years of pension service at retirement. The benefit is reduced from age 62 if the employee has pension service greater than or equal to 20 years at retirement.

The reductions are as follows:

Number of Years Benefit Commencement Date Precedes <u>Normal Retirement Date</u>	Reduction <u>Factor</u>
0	1.000
1	0.940
2	0.870
3	0.810
4	0.750
5	0.700
6	0.650
7	0.610
8	0.570
9	0.535
10	0.500

Postponed Retirement

Monthly pension benefit determined as of actual retirement date.

Termination with deferred vested benefit

Monthly benefit determined as of termination date, reduced in the same manner as early retirement benefits, based on service at termination.

Death with preretirement spouse benefit

Monthly preretirement spouse benefit is payable. The benefit is reduced as though the participant had elected a 100% joint and survivor annuity, then reduced to reflect early commencement of benefits.

Disability

Disability benefit is payable immediately, with no reductions.

Other Plan Provisions

Forms of payment

Preretirement spouse benefits are payable only as described above.

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 100% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent option form offered by the plan. Optional forms are a 100% joint and survivor annuity, 66 2/3% joint and survivor annuity, 50% joint and survivor annuity, and a ten-year certain and life annuity.

Actuarial Equivalence

Interest Rate 7% per year

Mortality Table UP-1984 Table with a 3 year setback in age for contingent annuitants and beneficiaries.

Maximum benefit and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Beulah and Savage Mines Salaried Employees

Covered Employees All salaried employees of Beulah and Savage Mines not covered by a collective bargaining agreement and hired before July 1, 2006.

Participant Date Age 21 and 1 year of service.

Definitions

Vesting Service One year for each 1,000-hour calendar year of employment.

Pension Service One year for each 1,000-hour calendar year of employment. No further service will accrue after June 30, 2009

Pensionable Pay Base compensation excluding bonuses, commissions, overtime pay, travel expenses, and any other non-regular compensation.

Average Monthly Earnings The average of the highest 60 months out of the last 120 months that immediately precede the earlier of retirement or termination.

Integration Level \$1,400 multiplied by a fraction, the numerator of which is the Social Security Taxable Wage Base in effect for the plan year of termination, and the denominator of which is \$48,000.

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

<i>Normal Retirement Date (NRD)</i>	First of month coinciding with or next following the attainment of age 65 with 5 years of pension service.
<i>Monthly Pension Benefit</i>	The sum of 1.2% of average monthly earnings up to the integration level, plus 1.6% of average earnings in excess of the integration level times pension service not to exceed 35 years.
<i>Monthly Preretirement Spouse Benefit</i>	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election form.

Eligibility for Benefits

<i>Normal Retirement</i>	Retirement on NRD.
<i>Early Retirement</i>	Retirement before NRD and on or after attaining age 55.
<i>Postponed Retirement</i>	Retirement after NRD.
<i>Deferred Vested</i>	Termination for reasons other than death or retirement after completing five years of vesting service.
<i>Preretirement Spouse Benefit</i>	Death while eligible for normal, early, postponed, or deferred vested retirement benefits with a surviving spouse.

Monthly Benefits Paid Upon the Following Events

<i>Normal Retirement</i>	Monthly pension benefit determined as of NRD.
<i>Early Retirement</i>	Monthly pension benefit determined as of early retirement date, reduced 3.0% per year before age 62. However, if a participant terminates on or after attaining age 60 and has at least 30 years of vesting service, there is no reduction.
<i>Postponed Retirement</i>	Monthly pension benefit determined as of actual retirement date.
<i>Termination with deferred vested benefit</i>	Monthly benefit determined as of termination date, reduced 3% for each year of payment before age 62.
<i>Death with preretirement spouse benefit</i>	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election form payable at the Participant's earliest retirement age.

Other Plan Provisions

<i>Forms of payment</i>	Preretirement spouse benefits are payable only as described above.
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PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent option form offered by the plan. Optional forms are a 100% joint and survivor annuity, 75% joint and survivor annuity, 66 2/3% joint and survivor annuity, 50% joint and survivor annuity, and a ten-year certain and life annuity.

Actuarial Equivalence

Interest Rate 6% per year

Mortality Table 1971 Group Annuity Mortality Table (male rates) with ages set back three years for all participants and joint or contingent annuitants.

Maximum benefit and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Basin Resources Inc. Retirement Plan

Covered Employees This plan covers former employees of Basin Resources Company (all inactive participants).

Monthly Benefits Paid Upon the Following Events

Termination with deferred vested benefit Monthly benefit determined as of termination date, reduced for each year of payment before age 65.

The reductions are as follows:

<u>Age</u>	<u>Reduction Percentage Per Year</u>
64	2.00%
63	3.00%
62	5.00%
61	6.67%
60	6.67%
59	6.67%
58	6.67%
57	6.67%
56	6.67%
55	6.67%

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Other Plan Provisions

Forms of payment

Monthly pension benefits are paid as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent option form offered by the plan. Optional forms are a 75% joint and survivor annuity, a five-year certain and life annuity, a ten-year certain and life annuity, a fifteen-year certain and life annuity, and any other joint and survivor annuity with a survivor annuity percentage between 50% and 100%.

Actuarial Equivalence

Interest Rate 8% per year

Mortality Table UP-1984 Table

PLAN PROVISIONS – FORMER NAVAJO MINE RETIREMENT PLAN

Plan Effective Date	Original Plan: June 1, 1964 Restated Plan: January 1, 2013 Plan Year: January 1 through December 31
Status of the Plan	Effective April 30, 2006, new employees are not eligible to participate in the plan. Effective March 16, 2019, there are no future benefit accruals for any plan participant.
Definitions	
<i>Covered Employees</i>	Any Westmoreland Coal Company employee at Navajo Mine (including Company mines in the Navajo Indian Reservation and throughout San Juan County, New Mexico) who is covered by the collective bargaining agreement between Westmoreland Coal Company and the international Union of Operating Engineers, Local No. 953. Employees hired in surface operations after June 30, 2004, and employees hired in underground operations after April 30, 2006 are not eligible for the Plan.
<i>Participation</i>	Covered employees become participants upon employment. Effective April 30, 2006, the Plan was closed to new entrants.
<i>Vesting Service</i>	A year of service for vesting and eligibility purposes is earned for each calendar year in which a covered employee works at least 1,000 hours; for years in which an employee works at least 400 but less than 1,000 hours, a partial year of service is earned, equal to the number of hours worked, divided by 1,000. Under certain conditions, vesting and eligibility service may include periods of temporary disability, approved leaves of absence, military leave, and prior employment.
<i>Credited Service</i>	A year of service for benefit accrual purposes is earned for each calendar year in which a covered employee works at least 1,600 hours; for years in which an employee works at least 400 but less than 1,600 hours, a partial year is earned, equal to the number of hours worked, divided by 1,600. Credited service does not include periods of employment on and after January 1, 2007 after a participant has elected to receive contributions from the Employer Funded Account under the BHP New Mexico Coal 401(k) Savings Plan.
<i>Benefit Formula – Underground Employee Terminations on or after February 1, 2002 (monthly)</i>	$\$40 \times \text{years of credited service before February 1, 2002,}$ plus $\$36 \times \text{years of credited service after February 1, 2002.}$ As of March 10, 2019, this plan was frozen to all future benefit accruals.

PLAN PROVISIONS – FORMER NAVAJO MINE RETIREMENT PLAN

Benefit Formula – Surface Employee Terminations on or after February 1, 2002 (monthly) \$44 (\$42 if terminated between 2/1/2002 and 1/31/2007) x years of credited service before February 1, 2002, plus \$36 x years of credited service after February 1, 2002.

As of March 16, 2019, this plan was frozen to all future benefit accruals.

Benefit Formula – Term Before February 1, 2002 (monthly) Years of credited service x multiplier in effect at termination.

Normal Retirement

Eligibility Retirement on or after age 65.

Benefit Monthly benefit determined under the applicable benefit formula.

Early Retirement

Eligibility Retirement before age 65 after both attaining age 55 and completing 5 years of vesting service.

Benefit Benefits for any participants who elect to commence their benefits prior to normal retirement are reduced by ½% for each of the first 60 months commencement precedes age 60. No reduction applies for benefits commenced on or after age 60.

Supplemental Early Retirement

Eligibility Retirement before age 65 after the participant attains age 55 and the sum of age plus years of service equals or exceeds 85 and employed at Navajo Mine immediately prior to retirement.

Benefit \$300 per month, payable from early retirement to age 62 or death, if earlier.

Deferred Vested

Eligibility Participants are vested in their plan benefit after 5 years of vesting service.

Benefit Equal to the early retirement benefit.

PLAN PROVISIONS – FORMER NAVAJO MINE RETIREMENT PLAN

Disability

<i>Eligibility</i>	Termination upon becoming totally and permanently disabled (defined by the plan administrator). Must be eligible for Social Security disability payments.
<i>Benefit</i>	Equal to the normal retirement benefit determined using a minimum of 10 years of credited service, unreduced for early commencement, payable from date of disability to age 65.

Occupational Disability Transition

<i>Eligibility</i>	Termination upon becoming seriously disabled (defined by plan administrator) after completing 10 years of vesting service with at least 6 years of credited service and after attaining age 55, if the participant was employed by Navajo Mine immediately prior to disability. Participant must release the Company of all liability, and cannot be eligible for a disability retirement benefit.
<i>Benefit</i>	Annual payment of \$1,200, plus \$1,200 for each year of credited service in excess of 6 years (maximum \$12,000 annual payment). Payable from the date of disability until the participant receives 5 annual installments or becomes eligible for Social Security pension payments, whichever is earlier. A portion of this benefit may be payable as a lump sum.

Pre-Retirement Survivor

<i>Eligibility</i>	Death of a vested participant after being married for at least one year. Eligible for commencement not earlier than on the first of the month following the date on which the participant would have attained age 55.
<i>Survivor Benefits – Married Participants</i>	Equal to 50% of the benefit the deceased participant would have received had he elected to commence on the date the survivor payments begin. The benefit is paid as a monthly annuity for the survivor's lifetime.

Pre-Retirement Death

<i>Eligibility</i>	Death of an unmarried vested participant or a participant who has been married less than one year who is at least age 55. Payments begin on the first of the month following the date of the participant's death.
<i>Survivor Benefits – Unmarried Participants</i>	60 monthly payments in the amount the deceased participant would have received had he elected to commence on the first of the month following his death.

PLAN PROVISIONS – FORMER NAVAJO MINE RETIREMENT PLAN

Mine Accidental Death

Eligibility

Death of a married participant in a Company mine accident. Payments begin on the first of the month following the date of the participant's death and end at the earlier of the survivor's death or remarriage.

Benefit

Equal to the excess of the normal retirement benefit (determined using a minimum of 10 years of credited service) over the survivor benefits generally payable under the plan. This benefit is paid in addition to the general survivor benefits.

Benefit Offsets

The plan benefits for certain participants are offset by benefits earned under prior plans.

Form of Benefits

*Automatic Form for
Unmarried Participants*

The normal form of payment for monthly pension benefits is a life annuity with 60 payment guaranteed if the member has no spouse as of the date payments begin.

*Automatic Form for
Married Participants*

50% joint and survivor annuity with no reduction if the member is married at the date payments begin.

Optional forms

No optional forms of payment are available from the plan.

Miscellaneous

*Voluntary Early
Retirement*

There are special provisions which applied to voluntary early retirement program which applied in 1995, 1997, 1999, 2002 and 2014.

PLAN PROVISIONS – FORMER BEULAH AND SAVAGE MINES HOURLY EMPLOYEES' PENSION PLAN

As of March 10, 2019, all future benefit accruals ceased and no new participants will be allowed into the Plan. On July 31, 2019, the Plan merged into the Westmoreland Retirement Plan.

Covered Employees

Any hourly-paid person regularly employed by any participating employer, with respect to Beulah or Savage Mines.

As of March 10, 2019, no new participants will be allowed into the Plan.

Participation Date

December 1, or June 1, after completing one year of service with 1,000 hours of service.

As of March 10, 2019, no new participants will be allowed into the Plan.

Definitions

Vesting Service

Years and months of service as a covered employee.

Pension Service

Years and months of service as a covered employee.
As of March 10, 2019, Pension Service was frozen.

Normal retirement date (NRD)

The first of the month coinciding with or next following the attainment of age 65 or the fifth anniversary of the date the participant became a qualified employee, if later.

Monthly pension benefit

\$55 times pension service.

As of March 10, 2019, all benefit accruals are frozen. No additional benefits will be earned under this plan.

Monthly preretirement death benefit

75% (100% if death is work related) of the monthly pension benefit as of the participant's date of death, payable immediately for early commencement.

Eligibility for Benefits

Normal retirement

Retirement on NRD.

Early retirement

Retirement before NRD and on or after both attaining age 55 and completing five years of vesting service.

Postponed retirement

Retirement after NRD.

Vested termination

Termination for reasons other than death or retirement after completing five years of vesting service. After January 1, 2016, any employee that is terminated involuntarily is fully vested in accrued benefits.

**PLAN PROVISIONS – FORMER BEULAH AND SAVAGE MINES HOURLY
EMPLOYEES' PENSION PLAN**

Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.
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Monthly Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 3.0% for each year of payment before age 62.
Postponed retirement	Monthly pension benefit determined as of actual retirement date.
Vested termination	Monthly pension benefit determined as of termination date, reduced 3.0% for each year of payment before the participant reaches age 62.
Death with preretirement	Monthly preretirement death benefit payable upon death of an active spouse benefit or deferred vested member.

Other Plan Provisions

Forms of payment	<p>Preretirement death benefits are payable only as described above.</p> <p>Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 75% joint and survivor annuity or 50% joint and survivor annuity for deferred vested retirements. If the participant elects and the spouse consents, participant may elect to receive another actuarially equivalent optional form offered by the plan. Optional forms include a lump sum payment provided termination occurs prior to age 55.</p>
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PLAN PROVISIONS – FORMER WESTMORELAND ELKOL-SORENSEN MINE PENSION PLAN

The Plan was established pursuant to The Kemmerer Coal Company - UMWA Western Coal Wage Agreements of 1977 between The Kemmerer Coal Company (the Employer) and the International Union, United Mine Workers of America (the Union). The plan covers employees represented by the Union and working for the Employer on or after December 6, 1977 and certain specified former employees. The Kemmerer Coal Company, as Employer, was succeeded by The Pittsburgh & Midway Coal Mining Company, subsequently renamed Chevron Mining, Inc. and succeeded by the Westmoreland Coal Company. As of March 10, 2019, all future benefit accruals ceased and no new participants will be allowed into the plan. On July 31, 2019, the plan merged into the Westmoreland Retirement Plan.

Definitions

"Employer" means Westmoreland Coal Company, hereinafter referred to as "Westmoreland."

"Classified job" means a job classified in a then existing Wage Agreement, with the Union, without regard to whether or not such job is with an employer signatory to any Wage Agreement.

"Western Coal Wage Agreement" means any collective bargaining agreement dated on or after December 6, 1977 between the Employer and the Union or between a Signatory Employer and the Union if such agreement provides for establishment or continuation of a retirement plan which provides for reciprocal service credits with this plan.

"1974 Pension Plan" means the United Mine Workers of America 1974 Pension Plan as in effect on December 5, 1977.

"1950 Pension Plan" means the United Mine Workers of America 1950 Pension Plan as in effect on December 5, 1977.

"Signatory Employer" means any business organization other than the Employer which has entered into a Western Coal Wage Agreement with the Union so long as such Signatory Employer maintains a retirement plan providing reciprocal service credits for Employer Future Service under this plan.

"Signatory Past Service" means service prior to January 1, 1978 in a classified job for an employer while it is signatory to a Wage Agreement (as defined in the plan) determined, (a) for the period prior to January 1, 1975, on the basis of 3 months of Signatory Past Service for each 1-1/2 months worked and (b) for the period after January 1, 1975 but prior to January 1, 1978, on the basis of 3 months of Signatory Past Service for each 250 hours worked (in both instances, a maximum of 12 months for any calendar year).

"Nonsignatory Past Service" means service prior to March 31, 1971 in a classified job for an employer in the coal industry while it was not signatory to a Wage Agreement (determined in the same manner as Signatory Past Service for the period prior to January 1, 1975).

**PLAN PROVISIONS – FORMER WESTMORELAND ELKOL-SORENSEN
MINE PENSION PLAN**

"Employer Future Service" means service on or after January 1, 1978 performed for the Employer as an employee in a classified job, determined on the basis of one year for each calendar year in which the participant performs at least 1,400 hours of service, with fractional recognition as follows:

Under 350 hours	No credit
350 hours to 699	3 months of service
700 hours to 1,049	6 months of service
1,050 hours to 1,399	9 months of service
1,400 or more hours	12 months of service

"Credited Service" means the sum of Signatory Past Service and Employer Future Service.

"Reciprocal Service" (as used for determining Vesting Service, eligibility for benefits and for determining the rate of accrual of benefits based on Credited Service, but not for calculating Credited Service and Nonsignatory Past Service) means credited service of a participant in the Union retirement plan of a signatory employer, excluding Nonsignatory Past Service as defined under such plan, if such plan is maintained pursuant to a Western Coal Wage Agreement and provides for Reciprocal Service for Credited Service under this plan.

"Vesting Service", in general, means (a) for service after May 18, 1946 and before January 1, 1978, one year of Vesting Service for each year of Signatory Past Service; (b) for service after December 31, 1977, one-quarter year of Vesting service for each 250 hours of service; and (c) Vesting Service for all Reciprocal Service earned with another Signatory Employer; provided, in no event will more than one year of Vesting Service be credited for any calendar year.

Participation

Any person who was an Employee of the Employer on the effective date and was eligible to participate in the 1974 Pension Plan became a participant as of the effective date.

Any person who is not eligible to participate on the effective date becomes a participant after the completion of (a) one year of Vesting Service or (b) a 12-month period in which he completes 1,000 hours of service.

New inexperienced miners hired after May 1, 2012 are not eligible to participate in the plan. New inexperienced miners are defined as any individual entering the coal mining industry for the first time after May 1, 2012.

As of March 10, 2019, participation in the plan was frozen.

**PLAN PROVISIONS – FORMER WESTMORELAND ELKOL-SORENSEN
MINE PENSION PLAN**

Benefits

Normal Retirement Pension

Eligibility

A participant who attains Normal Retirement Age prior to termination of employment with the Employer or a Signatory Employer is, upon Retirement, eligible for a pension.

Normal Retirement Age means the earlier of:

- (a) attaining age 62 and completing either 10 years of Vesting Service or 20 total years of Credited Service, Reciprocal Service and Nonsignatory Past Service; or
- (b) the later of attaining age 65 or the 5th anniversary of the date the participant commenced participation in the plan or the 1974 Pension Plan.

Retirement means termination of employment with the Employer and all Signatory Employers after fulfilling the requirements for Age 62, Age 55, Disability or Minimum Disability Retirement.

Benefit Amount

For retirements on and after December 31, 2006, the monthly pension payable to a participant for his lifetime is equal to

(1) \$7.50 multiplied by Nonsignatory Past Service

Plus

(2) \$43.00 multiplied by Credited Service earned prior to January 1, 1994

Plus

(3) \$53.50 multiplied by Credited Service completed from January 1, 1994 through December 31, 2006

Plus

(4) \$59.00 multiplied by Credited Service completed after December 31, 2006 through December 31, 2012

The dollar amount specified in (4) will be increased by \$2.00 with regard to credited service completed after December 31, 2012 for any participant who terminates employment with the Employer on or after May 1, 2014, and by an additional \$2.00 with regard to Credited Service completed after December 31, 2012 for each Participant who terminates employment with the Employer on or after May 1, 2016.

**PLAN PROVISIONS – FORMER WESTMORELAND ELKOL-SORENSEN
MINE PENSION PLAN**

The monthly accrued benefit as of December 31, 2006 is no less than or equal to

(1) \$7.50 multiplied by Nonsignatory Past Service

Plus

(2) \$34.50 multiplied by Credited Service included within his first 10 total years of Credited Service and Reciprocal Service completed before January 1, 1989

Plus

(3) \$35.00 multiplied by Credited Service included within his second 10 total years of Credited Service and Reciprocal Service completed before January 1, 1989

Plus

(4) \$35.50 multiplied by Credited Service included within his third 10 total years of Credited Service and Reciprocal Service completed before January 1, 1989

Plus

(5) \$36.00 multiplied by Credited Service after his first 30 total years of Credited Service and Reciprocal Service completed before January 1, 1989

Plus

(6) \$42.00 multiplied by Credited Service completed from January 1, 1989 through December 31, 1989

Plus

(7) \$46.50 multiplied by Credited Service completed from January 1, 1990 through December 31, 1993

Plus

(8) \$53.50 multiplied by Credited Service completed from January 1, 1994 through December 31, 2006.

As of March 10, 2019, all benefit accruals are frozen. No additional benefits will be earned under this plan.

Age 55 Retirement Pension

Eligibility

Age 55 and (a) 10 years of Vesting Service or (b) 20 total years of Credited Service, Reciprocal Service and Nonsignatory Past Service.

**PLAN PROVISIONS – FORMER WESTMORELAND ELKOL-SORENSEN
MINE PENSION PLAN**

Benefit Amount Accrued pension deferred to age 62 or reduced pension payable on or after the date of Age 55 Retirement; the reduced pension is equal to the amount payable at age 62 reduced by 1/4% for each full month by which the date payments commence precedes the participant's 62nd birthday.

Disability Pension

Eligibility 10 years of Vesting Service and totally disabled on or after December 6, 1977 as a result of a mine accident while working for the Employer or a Signatory Employer.

Benefit Amount Accrued monthly pension or, if greater, \$200 per month.

Minimum Disability Retirement

Eligibility Less than 10 years of Vesting Service and totally disabled as a result of a mine accident while working for the Employer.

Benefit Amount Monthly pension - \$200.

Deferred Vested Retirement Pension

Eligibility Termination of employment with the Employer and all Signatory Employers (a) with 5 years of Vesting Service or 20 total years of Credited Service, Reciprocal Service and Nonsignatory Service or (b) effective May 1, 1981, due to involuntary layoff or permanent and total disability, provided that upon attaining age 55, participant is not being credited with Credited or Reciprocal Service and has met the Age 55 service eligibility requirements.

Benefit Amount For (a), accrued pension deferred to age 62 or actuarially reduced pension payable on or after attainment of age 55, provided that if Credited Service plus Reciprocal Service is at least 20 years, such monthly pension is not to be reduced to less than \$150 multiplied by a fraction, the numerator of which is the participant's number of years of Credited Service and the denominator of which is the participant's total number of years of Credited Service and Reciprocal Service.

For (b), an Age 55 Retirement Pension, determined on the basis of the benefit levels in effect at termination.

**Survivor Benefit for Death
in Service After Retirement**

Eligibility The eligible spouse of a participant is entitled to a surviving spouse benefit if, at the date of death, the participant:

(a) had retired and was receiving a pension under the plan (except a participant receiving a Deferred Vested Retirement Pension whose Nonsignatory Past Service, Credited Service and Reciprocal Service did not total at least 20 years), or

**PLAN PROVISIONS – FORMER WESTMORELAND ELKOL-SORENSEN
MINE PENSION PLAN**

(b) was employed by the Employer or a Signatory Employer or had become totally disabled, and met the eligibility requirements for an immediate pension, or

(c) was not employed by the Employer or a Signatory Employer but was entitled to elect an immediate pension, and was over age 55 with at least 20 total years of Nonsignatory Past Service, Credited Service and Reciprocal Service.

Benefit Amount 75% of the participant's monthly pension payable at the time of the participant's death or, in the event the participant dies after age 55 at a time when eligible to elect a pension but prior to receipt of such pension, 75% of the amount of the pension the participant would have received if the participant had elected an immediate pension or retired and became entitled to a pension as of the date immediately preceding his date of death.

Preretirement Survivor Annuity

Eligibility On and after August 23, 1984, provided the participant did not waive the coverage, the eligible spouse of a participant is entitled to a preretirement survivor annuity if the participant (a) dies while employed by the Employer after having at least 5 years of Vesting Service or (b) dies after termination of employment with the Employer and all Signatory Employers while eligible for a Deferred Vested Retirement pension and prior to being eligible for an immediate pension.

Benefit Amount The preretirement survivor annuity for the surviving spouse is 50% of the joint and survivor annuity that would have been payable if the participant had elected to have his Deferred Vested Retirement Pension commence upon his attainment of age 55 or his date of death, if later.

**Joint and Survivor
Annuity**

(a) If a participant is

(i) eligible for a pension, but

(ii) the spouse is not eligible for a surviving spouse benefit,

and

(iii) if the participant is married on the first day of the month in which the pension first becomes payable, the pension payable is a reduced 50% joint and survivorship pension.

(b) The participant and spouse can elect not to receive the pension in the joint and survivor annuity form, but instead to receive a single life annuity.

**PLAN PROVISIONS – FORMER WESTMORELAND ELKOL-SORENSEN
MINE PENSION PLAN**

(c) If a participant who is eligible to receive an immediate pension dies prior to requesting such pension or prior to receipt of the first pension payment, the joint and survivor annuity otherwise payable, based upon the pension which would have been payable to the participant had an election been made to have it commence on the date immediately prior to the participant's death, shall be paid to the surviving spouse.

Eligible Spouse

An eligible spouse is one to whom the participant was married throughout the 9-month period ending on the participant's death.

Skull Point Pension

Plan Benefits

Skull Point Mine employees who were formerly covered under the Skull Point Pension Plan will be entitled to a benefit based upon total service at the Skull Point Mine and total service at the Kemmerer Mine, in accordance with the provisions of the plan. The total benefit will be offset by the benefit payable from the Skull Point Pension Plan based on the provisions of that plan in effect at the time of Chevron's acquisition of the Skull Point Mine.

**Supplemental Payments to
Certain Pensioners**

Eligibility

Participants and surviving spouses who receive a pension during the first month following the effective date of the agreement and on the contract anniversary date for the length of the contract.

Benefit Amount

Single payment made each year of the six-year contract equal to:

- (1) \$550 for participants receiving a Disability Retirement Pension or Minimum Disability Retirement Pension, or
- (2) \$650 for surviving spouses, or
- (3) \$800 for other participants

Widow's Pension

Eligible widows of those Participants who were former employees of the Employer, who were retired under the 1950 Pension Plan and who died on or after January 1, 1978 shall receive:

\$125.00 from and after June 1, 1987
\$155.00 from and after June 1, 1990
\$175.00 from and after June 1, 1992
\$185.00 from and after June 1, 1994

**Continuation of Prior
Plan's Benefits**

Benefits payable to or on account of specified former employees of the Employer under the 1950 or the 1974 UMWA Plan will be paid under this plan.

Contributions

All contributions to support the plan are made by the Employer.

SECTION I

CHANGES SINCE LAST YEAR'S VALUATION

Changes in Pension Plan Provisions

No changes in the pension plan provisions were recognized with this actuarial valuation.

Legislated Changes

The American Rescue Plan Act of 2021 ("ARPA") instituted Interest Rate Stabilization beginning with the January 1, 2020 valuation unless the plan sponsor elects to defer to a later date. The plan sponsor has elected to defer the application of these interest rates to the January 1, 2021 valuation.

Changes in Actuarial Assumptions

The following changes in the prescribed minimum funding actuarial assumptions were effective on January 1, 2021:

- The discount rate assumption (segment rates) was updated to 2021 in accordance with requirements of IRC Section 430(h), IRS regulations, and ARPA.
- The mortality assumption was updated from the IRS 2020 Static Mortality Table to the IRS 2021 Static Mortality Table.

The following change in the non-prescribed minimum funding actuarial assumptions was effective on January 1, 2021:

- The expected expense assumption was increased from \$610,000 to \$630,000.

The following change in the ASC 960 accounting actuarial assumptions was effective on January 1, 2021:

- The mortality improvement scale for the Pri-2012 Total Dataset and Pri-2012 Blue Collar Mortality Tables was updated from MP-2019 to MP-2020.

Changes in Actuarial Methods

No changes in actuarial methods were recognized with this actuarial valuation.

SECTION VII DISTRIBUTION OF ACTIVE PARTICIPANTS BY AGE AND SERVICE

Number of Active Participants as of January 1, 2021 – Distribution by Age and Service

Active participant counts are shown below.

Attained Age	Years of Credited Service										Total
	<u>Under 1</u>	<u>1-4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30-34</u>	<u>35-39</u>	<u>40 +</u>	
Under 25											
25-29		1									1
30-34											
35-39	1	2	3		1						7
40-44		8	2	3	4						17
45-49		4	5	2	11						22
50-54	1	7	12	7	5	3		1			36
55-59		11	5	12	12	3	3	1	1		48
60-64		9	3	3	7	2	3	5			32
65-69		2	2	1	1	1	5	1	1	1	15
70 +											
Total	2	44	32	28	41	9	11	8	2	1	178

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan WESTMORELAND RETIREMENT PLAN	B Three-digit plan number (PN) ▶ <u>006</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF WESTMORELAND MINING LLC	D Employer Identification Number (EIN) <u>83-3555130</u>
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	
F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500	

Part I Basic Information			
1 Enter the valuation date: Month <u>1</u> Day <u>1</u> Year <u>2021</u>			
2 Assets:			
a Market value	2a	267,653,280	
b Actuarial value	2b	240,887,952	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	1,333	156,675,343	156,675,343
b For terminated vested participants	732	35,721,809	35,721,809
c For active participants	178	12,102,068	12,212,555
d Total	2,243	204,499,220	204,609,707
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐			
a Funding target disregarding prescribed at-risk assumptions	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5 Effective interest rate	5	5.54 %	
6 Target normal cost			
a Present value of current plan year accruals	6a	0	
b Expected plan-related expenses	6b	630,000	
c Total (line 6a + line 6b)	6c	630,000	

Statement by Enrolled Actuary
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	John Gericke <u>JJG</u> Signature of actuary	<u>09/02/2022</u> Date
	John Gericke Type or print name of actuary	<u>20-05686</u> Most recent enrollment number
	Empower Firm name	<u>(856) 889-5933</u> Telephone number (including area code)
	280 Trumbull Street Hartford CT 06103-2975 Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2021
v. 210624

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	461,794
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	461,794
10 Interest on line 9 using prior year's actual return of <u>17.56</u> %	0	81091
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.33</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	542885

Part III Funding Percentages

14 Funding target attainment percentage	14	117.46%
15 Adjusted funding target attainment percentage	15	117.73%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	106.25%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ►			18(b)	0	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
4.75 %2nd segment:
5.36 %3rd segment:
6.11 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b**

4

22 Weighted average retirement age**22**

62

23 Mortality table(s) (see instructions) ☐ Prescribed - combined☒ Prescribed - separate☐ Substitute**Part VI Miscellaneous Items****24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.**27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years **28** 0**29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a) **29** 0**30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29) **30** 0**Part VIII Minimum Required Contribution For Current Year****31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6c) **31a** 630,000**b** Excess assets, if applicable, but not greater than line 31a **31b** 630,000**32** Amortization installments:**a** Net shortfall amortization installment

0

0

b Waiver amortization installment

0

0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount**33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) **34** 0

Carryover balance

Prefunding balance

Total balance

35 Balances elected for use to offset funding requirement

0

0

0

36 Additional cash requirement (line 34 minus line 35) **36** 0**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)**37**

0

38 Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) **38a** 0**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances **38b** 0**39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) **39** 0**40** Unpaid minimum required contributions for all years **40** 0**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

Westmoreland Retirement Plan
EIN / PN: 83-3555130 / 006
Attachment to 2021 Schedule SB (Form 5500)
Line 22 - Description of Weighted Average Retirement Age

Non-Western Energy Participants

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
55	5.00%	0.050000	0.950000	2.75000
56	5.00%	0.047500	0.902500	2.66000
57	5.00%	0.045125	0.857375	2.57213
58	5.00%	0.042869	0.814506	2.48639
59	5.00%	0.040725	0.773781	2.40279
60	8.00%	0.061902	0.711878	3.71415
61	8.00%	0.056950	0.654928	3.47397
62	30.00%	0.196478	0.458450	12.18166
63	20.00%	0.091690	0.366760	5.77647
64	20.00%	0.073352	0.293408	4.69453
65	40.00%	0.117363	0.176045	7.62860
66	40.00%	0.070418	0.105627	4.64758
67	40.00%	0.042251	0.063376	2.83080
68	40.00%	0.025350	0.038026	1.72383
69	40.00%	0.015210	0.022815	1.04951
70	100.00%	0.022815	0.000000	1.59708
				62.18947

Western Energy Participants

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
50	3.00%	0.030000	0.970000	1.50000
51	3.00%	0.029100	0.940900	1.48410
52	3.00%	0.028227	0.912673	1.46780
53	3.00%	0.027380	0.885293	1.45115
54	3.00%	0.026559	0.858734	1.43417
55	5.00%	0.042937	0.815797	2.36152
56	5.00%	0.040790	0.775007	2.28423
57	5.00%	0.038750	0.736257	2.20877
58	5.00%	0.036813	0.699444	2.13515
59	5.00%	0.034972	0.664472	2.06336
60	8.00%	0.053158	0.611314	3.18947
61	8.00%	0.048905	0.562409	2.98321
62	30.00%	0.168723	0.393686	10.46081
63	20.00%	0.078737	0.314949	4.96045
64	20.00%	0.062990	0.251959	4.03135
65	40.00%	0.100784	0.151176	6.55094
66	40.00%	0.060470	0.090705	3.99104
67	40.00%	0.036282	0.054423	2.43090
68	40.00%	0.021769	0.032654	1.48031
69	40.00%	0.013062	0.019592	0.90125
70	100.00%	0.019592	0.000000	1.37146
				60.74145

Non-Western Energy Participants (Inactive Status)

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
55	100.00%	1.000000	0.000000	55.00000

Western Energy Participants (Inactive Status)

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
62	100.00%	1.000000	0.000000	62.00000

Navajo Mine Participants

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
55	5.00%	0.050000	0.950000	2.75000
56	5.00%	0.047500	0.902500	2.66000
57	5.00%	0.045125	0.857375	2.57213
58	5.00%	0.042869	0.814506	2.48639
59	5.00%	0.040725	0.773781	2.40279
60	5.00%	0.038689	0.735092	2.32134
61	15.00%	0.110264	0.624828	6.72609
62	15.00%	0.093724	0.531104	5.81090
63	15.00%	0.079666	0.451438	5.01893
64	25.00%	0.112860	0.338579	7.22301
65	35.00%	0.118503	0.220076	7.70267
66	35.00%	0.077027	0.143050	5.08376
67	100.00%	0.143050	0.000000	9.58432
				62.34233

Westmoreland Elkol-Sorensen Mine Participants

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
55	3.00%	0.030000	0.970000	1.65000
56	4.00%	0.038800	0.931200	2.17280
57	5.00%	0.046560	0.884640	2.65392
58	5.00%	0.044232	0.840408	2.56546
59	5.00%	0.042020	0.798388	2.47920
60	5.00%	0.039919	0.758468	2.39516
61	15.00%	0.113770	0.644698	6.93998
62	30.00%	0.193409	0.451289	11.99138
63	35.00%	0.157951	0.293338	9.95091
64	65.00%	0.190669	0.102668	12.20284
65	25.00%	0.025667	0.077001	1.66836
66	50.00%	0.038501	0.038501	2.54104
67	100.00%	0.038501	0.000000	2.57954
				61.79060

Westmoreland Retirement Plan
EIN / PN: 83-3555130 / 006
Attachment to 2021 Schedule SB (Form 5500)
Line 22 - Description of Weighted Average Retirement Age

Beulah & Savage Mines

Participants with less than 29 years of service at retirement

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
55	5.00%	0.050000	0.950000	2.75000
56	5.00%	0.047500	0.902500	2.66000
57	5.00%	0.045125	0.857375	2.57213
58	5.00%	0.042869	0.814506	2.48639
59	5.00%	0.040725	0.773781	2.40279
60	8.00%	0.061902	0.711878	3.71415
61	8.00%	0.056950	0.654928	3.47397
62	30.00%	0.196478	0.458450	12.18166
63	20.00%	0.091690	0.366760	5.77647
64	20.00%	0.073352	0.293408	4.69453
65	40.00%	0.117363	0.176045	7.62860
66	40.00%	0.070418	0.105627	4.64758
67	40.00%	0.042251	0.063376	2.83080
68	40.00%	0.025350	0.038026	1.72383
69	40.00%	0.015210	0.022815	1.04951
70	100.00%	0.022815	0.000000	1.59708
				62.18947

Beulah & Savage Mines

Participants with 30 or more years of service at retirement

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
55	5.00%	0.050000	0.950000	2.75000
56	5.00%	0.047500	0.902500	2.66000
57	5.00%	0.045125	0.857375	2.57213
58	5.00%	0.042869	0.814506	2.48639
59	5.00%	0.040725	0.773781	2.40279
60	30.00%	0.232134	0.541647	13.92806
61	20.00%	0.108329	0.433317	6.60809
62	30.00%	0.129995	0.303322	8.05970
63	20.00%	0.060664	0.242658	3.82186
64	20.00%	0.048532	0.194126	3.10602
65	40.00%	0.077650	0.116476	5.04728
66	40.00%	0.046590	0.069885	3.07496
67	40.00%	0.027954	0.041931	1.87293
68	40.00%	0.016773	0.025159	1.14053
69	40.00%	0.010064	0.015095	0.69438
70	100.00%	0.015095	0.000000	1.05667
				61.28178

Beulah & Savage Mines

Participants with 29 years of service at retirement

<u>Age</u>	<u>Probability</u>	<u>Number Retiring</u>	<u>Number Remaining</u>	<u>Result</u>
55	5.00%	0.050000	0.950000	2.75000
56	5.00%	0.047500	0.902500	2.66000
57	5.00%	0.045125	0.857375	2.57213
58	5.00%	0.042869	0.814506	2.48639
59	5.00%	0.040725	0.773781	2.40279
60	8.00%	0.061902	0.711878	3.71415
61	30.00%	0.213564	0.498315	13.02738
62	30.00%	0.149494	0.348820	9.26866
63	20.00%	0.069764	0.279056	4.39514
64	20.00%	0.055811	0.223245	3.57192
65	40.00%	0.089298	0.133947	5.80437
66	40.00%	0.053579	0.080368	3.53620
67	40.00%	0.032147	0.048221	2.15387
68	40.00%	0.019288	0.028933	1.31161
69	40.00%	0.011573	0.017360	0.79854
70	100.00%	0.017360	0.000000	1.21517
				61.66831

	<u># of Actives</u>	<u>% of Total</u>	<u>Weighted Ret Age</u>
Non-Western Energy	12	6.74%	4.19255
Western Energy	30	16.85%	10.23732
Non-Western Energy (Inactive)	1	0.56%	0.30899
Western Energy (Inactive)	4	2.25%	1.39326
Navajo Mine Participants	116	65.17%	40.62759
Elkol-Sorensen Mine	0	0.00%	0.00000
Beulah & Savage Mines < 29	9	5.06%	3.14441
Beulah & Savage Mines = 29	0	0.00%	0.00000
Beulah & Savage Mines >= 30	6	3.37%	2.06568
Average Retirement Age			61.96979

SECTION VII

ACTUARIAL METHODS

Under the Actuarial Methods described below, if all current assumptions remain constant and are realized, funding at least the Minimum Required Contribution each year will eventually accumulate sufficient plan assets to cover the Funding Target. Future widening of the interest rate stabilization corridor may extend the time period for the plan to become fully funded.

Cost Method

Costs have been computed in accordance with the Unit Credit Actuarial Cost Method and reflect the actuarial assumptions described in a separate document titled “Plan Provisions and Actuarial Assumptions – Attachment to the January 1, 2021 ERISA Report.” as provided under the applicable regulations of the Pension Protection Act of 2006.

Target Normal Cost

The Target Normal Cost is the present value of benefits expected to accrue during the plan year plus an estimate of the expenses to be paid from plan assets during the plan year.

Funding Target and Funding Shortfall

The Funding Target is the present value of benefits accrued as of the beginning of the plan year and the Funding Shortfall is the excess of the Funding Target over the Actuarial Value of Assets (reduced by the Credit Balance). The initial Funding Shortfall is amortized over seven years.

In subsequent years, the Funding Shortfall less the present value of prior year amortization installments is amortized over seven years, and added to any prior year amortization installments.

Segment rates are adjusted as necessary to fall within the specified corridor of the corresponding 25-year average of segment rates for the period ending September 30 of the calendar year preceding the first day of the plan year. Additionally, in the event the 25-year average of either the first, second, or third segment rate falls below 5%, the 25-year average of such rate will be deemed to be 5%. The specified corridor is:

<u>Plan Year</u>	<u>Corridor</u>
2021 to 2025	95% - 105%
2026	90% - 110%
2027	85% - 115%
2028	80% - 120%
2029	75% - 125%
2030 and later	70% - 130%

The adjustments to fall within the specified corridor of the 25-year average of segment rates apply for determining the minimum required contribution and related funded percentages. They do not apply for determining the maximum tax deductible contribution or certain other situations.

Sponsor Elections

Discount Rate: Segment rates, with a 4-month lookback

Mortality Table: Prescribed IRS Static Mortality Table – Separate

American Rescue Plan Act: Defer the effective date to 2021 for changes to the segment rate corridor

SECTION VII

ACTUARIAL METHODS

At-Risk Determination

The At-Risk Funding Target is determined by assuming that participants eligible to retire in the current plan year and next 10 plan years retire at the earliest possible date, but not before the end of the plan year. All participants are assumed to elect the optional form resulting in the highest possible present value.

A load is added to the At-Risk Funding Target and At-Risk Target Normal Cost when a plan is At-Risk in at least two years during the preceding four years. The load increases the At-Risk Funding Target by 4% of the Not At-Risk Funding Target plus \$700 per participant, and increases the At-Risk Target Normal Cost by 4% of the Not At-Risk Target Normal Cost.

The Funding Target and Target Normal Cost are calculated by multiplying the Not At-Risk values by 100% minus the Phase-In Percentage, plus the At-Risk values multiplied by the Phase-In Percentage.

Credit Balance

The Credit Balance consists of the Carryover Balance from excess contributions prior to the Pension Protection Act (PPA) of 2006, plus the Prefunding Balance from elected excess contributions after the PPA. Balances accumulate with interest and are reduced for amounts applied towards the Minimum Required Contribution, voluntary waivers by the plan sponsor, and compelled waivers to avoid benefit restrictions. The Actuarial Value of Assets is reduced by the Credit Balance to determine certain funded percentages and to determine the Funding Shortfall.

Asset Valuation Method

The Actuarial Value of Assets is determined using an annual average of the adjusted Fair Market Value of Assets with the earliest determination 24 months prior to the valuation date. The Fair Market Value of Assets in prior years is adjusted for contributions, benefit payments, expenses and expected earnings (not to exceed the third segment rate).

This is equivalent to the Fair Market Value of Assets, plus two-thirds of the (gain)/loss from the prior year, plus one-third of the (gain)/loss from the second preceding year. The (gain)/loss in each year is the difference between the expected and actual returns on the Fair Market Value of Assets.

The Actuarial Value of Assets is adjusted to be no less than 90% or no more than 110% of the Fair Market Value of Assets, as required by IRC Section 430(g)(3)(B)(iii).

Since the expected earnings assumption cannot exceed the third segment rate, over time, the method may produce an Actuarial Value of Assets slightly below the Fair Market Value of Assets.

The Actuarial Value of Assets for determining the Maximum Tax Deductible Contribution reflects interest rate stabilization rates for discounting contributions and limiting expected earnings.

The Fair Market Value of Assets used for funds invested in the General Account of an Insurance Company is the stated contract value with a market value adjustment factor. This value is an estimate only and not the precise calculation which would be done at contract discontinuance or to measure the impact of excess withdrawals in any calendar year. It does not constitute a final offer by Prudential or a final experience adjustment.

ACTUARIAL ASSUMPTIONS – WESTMORELAND RETIREMENT PLAN

Below are the actuarial assumptions as of January 1, 2021.

Discount Rate:	<u>With Interest Rate Stabilization</u>	<u>Without Interest Rate Stabilization</u>	<u>ASC 960</u>
<i>Effective Rate</i>	5.54%	3.51%	5.60%
<i>First Segment – First 5 Years</i>	4.75%	2.22%	n/a
<i>Second Segment – Next 15 Years</i>	5.36%	3.38%	n/a
<i>Third Segment – After 20 Years</i>	6.11%	3.92%	n/a
Expected Return on Plan Assets:	5.60% per annum, limited to the third segment rates for applicable plan year		
Estimated Expenses:	Administrative Expenses are assumed to be \$630,000.		

ACTUARIAL ASSUMPTIONS – WESTMORELAND RETIREMENT PLAN

Below are the actuarial assumptions for the original Westmoreland Retirement Plan participants.

Mortality:

Funding:
The IRS 2021 Static Mortality Table

ASC 960 Accounting:
Pri-2012 Total Dataset with Scale MP-2020

In applying the Pri-2012 mortality tables, beneficiaries currently in payment status are assumed to follow the contingent mortality table and all other participants are assumed to follow the employee/retiree mortality tables.

Termination:

Sample rates:

<u>Age</u>	<u>Rate</u>
25	13.0%
40	4.4%
55	3.0%

Disability:

No disabilities were assumed.

Retirement :

<u>Age</u>	<u>Rate</u> (Western Energy)	<u>Rate</u> (All Other Plans)
50	3%	0%
55	5%	5%
62	30%	30%
65	40%	40%
67	40%	40%
70	100%	100%

Benefit commencement date:

Texas Westmoreland

- **Preretirement death benefit** Surviving spouse benefits commence as of the first of the month following the death of the active participant or the date the participant would have attained age 55 and continue until the first day of the month following the spouse's death.
- **Termination** If less than 15 years service, the later of age 65 or age at termination. If 15 or more years of pension service, the later of age 55 or age at termination.
- **Retirement** Upon termination of employment.

ACTUARIAL ASSUMPTIONS – WESTMORELAND RETIREMENT PLAN

Western Energy

- **Preretirement death benefit** Surviving spouse benefits commence as of the first of the month following the death of the active participant.
- **Termination** The later of age 62 or termination of employment.
- **Retirement** Upon termination of employment.

Corporate

- **Preretirement death benefit** Surviving spouse benefits commence at the date the participant would have attained age 65, or if participant was retirement eligible, immediately.
- **Termination** If less than 10 years service, the later of age 65 or age at termination. If 10 or more years of service, the later of age 62 or age at termination.
- **Retirement** Upon termination of employment.

Beulah and Savage Salaried

- **Preretirement death benefit** Surviving spouse benefits commence as of the first of the month following the death of the active participant, or the date the participant would have attained age 55, and shall continue until the first day of the month following the spouse's death.
- **Termination** The later of age 62 or termination of employment.
- **Retirement** Upon termination of employment.

Form of payment:

Corporate: 66 2/3% joint and survivor annuity for married, life for single.
Non-Corporate: 75% joint and survivor annuity for married, life for single.

Transfers:

Benefit for transfers calculated under the benefit formula of the most recent employment location for all years of pension service.

Percent married:

100% of all participants are assumed to be married.

Spouse age:

Wives are assumed to be three years younger than husbands.

ACTUARIAL ASSUMPTIONS – FORMER NAVAJO MINE RETIREMENT PLAN

Below are the actuarial assumptions for the former Navajo Mine Retirement Plan participants.

Mortality:

Funding:
The IRS 2021 Static Mortality Table

ASC 960 Accounting:
Pri-2012 Blue Collar with Scale MP-2020

In applying the Pri-2012 mortality tables, beneficiaries currently in payment status are assumed to follow the contingent mortality table and all other participants are assumed to follow the employee/retiree mortality tables.

Termination:

Sample rates:

<u>Age</u>	<u>Rate</u>
25	9.3%
40	4.4%
55	3.0%

NMRP is assumed to follow 50% of the 2003 SOA Pension Plan Turnover Study Basic Age Table.

Disability:

Follows 82% of the 1985 Disability Study Class 4 rates for males and females.

Retirement :

<u>Age</u>	<u>Rate</u>
50	0%
55	5%
62	15%
65	35%
67	100%

Benefit commencement date:

- **Preretirement death benefit** Surviving spouse benefits commence as of the first of the month following the death of the active participant, or the date the participant would have attained age 55.
- **Termination** If less than 5 years of service, the later of age 65 or age at termination. If 5 or more years of pension service, the later of age 55 or age at termination.
- **Retirement** Upon termination of employment.

ACTUARIAL ASSUMPTIONS – FORMER NAVAJO MINE RETIREMENT PLAN

Form of payment:	80% of active and deferred vested participants are assumed to be paid a 50% Joint & Survivor Annuity upon first eligibility after termination of employment. The remaining 20% are assumed to be paid a 5 year Certain and Life annuity. Survivors are assumed to be paid a life annuity.
Transfers:	Benefit for transfers calculated under the benefit formula of the most recent employment location for all years of pension service.
Percent married:	80% of all participants are assumed to be married.
Spouse age:	Wives assumed to be three years younger than husbands.

ACTUARIAL ASSUMPTIONS – FORMER BEULAH AND SAVAGE MINES HOURLY EMPLOYEES' PENSION PLAN

Below are the actuarial assumptions for the former Beulah and Savage Mines Hourly Employees' Pension Plan participants.

Mortality:

Funding:
The IRS 2021 Static Mortality Table

ASC 960 Accounting:
Pri-2012 Blue Collar with Scale MP-2020

In applying the Pri-2012 mortality tables, beneficiaries currently in payment status are assumed to follow the contingent mortality table and all other participants are assumed to follow the employee/retiree mortality tables.

Termination:

Sample rates:

<u>Age</u>	<u>Rate</u>
25	13.0%
40	4.4%
55	3.0%

Disability:

No disabilities were assumed

Retirement Age:

Rates varying by age & service

<u>Age</u>	<u><29 Yrs Svc</u>	<u>29 Yrs Svc</u>	<u>>=30 Yrs Svc</u>
55	5%	5%	5%
56	5%	5%	5%
57	5%	5%	5%
58	5%	5%	5%
59	5%	5%	5%
60	8%	8%	30%
61	8%	30%	20%
62	30%	30%	30%
63	20%	20%	20%
64	20%	20%	20%
65	40%	40%	40%
70	100%	100%	100%

Benefit commencement date:

- **Preretirement death benefit** The later of the death of the active participant or the date the participant would have attained age 55.
- **Termination** Immediate.
- **Retirement** Immediate.

ACTUARIAL ASSUMPTIONS – FORMER BEULAH AND SAVAGE MINES HOURLY EMPLOYEES' PENSION PLAN

Form of payment:

Plan participants who terminate prior to age 55 are assumed to elect an immediate lump sum payment. Of participants retiring on or after age 55, 50% are assumed to elect an immediate lump sum and 50% are assumed to elect an annuity.

Lump Sum Payments:

➤ Interest Rate

Funding:
Underlying liability interest rates.

Accounting:
4.50% static rate for all years

➤ Mortality

The IRS Applicable Mortality table as provided under IRC 417(e) projected to year of decrement.

Percent Married:

85% of males; 50% of females.

Spouse age:

Wives are assumed to be four years younger than husbands.

ACTUARIAL ASSUMPTIONS – FORMER WESTMORELAND ELKOL-SORENSEN MINE PENSION PLAN

Below are the actuarial assumptions for the former Westmoreland Elkol-Sorensen Mine Pension Plan.

Mortality:

Funding:
The IRS 2021 Static Mortality Table

ASC 960 Accounting:
Pri-2012 Blue Collar with Scale MP-2020

In applying the Pri-2012 mortality tables, beneficiaries currently in payment status are assumed to follow the contingent mortality table and all other participants are assumed to follow the employee/retiree mortality tables.

Termination:

The probabilities that Participants at the ages indicated will terminate before reaching the assumed retirement age are based on years of service:

<u>Age</u>	<u><5 Years</u>	<u>>5 Years</u>
20	11.3%	0.0%
25	9.3%	0.0%
30	7.8%	3.8%
35	6.5%	2.5%
40	5.6%	3.5%
45	5.2%	5.0%
50	5.0%	4.5%
55	4.8%	0.7%
60	4.7%	0.4%
64	0.0%	0.0%

Retirement Age:

The probabilities that Participants at the ages indicated will retire are:

<u>Age</u>	<u>% Retiring</u>
55	3%
56	4%
57	5%
58	5%
59	5%
60	5%
61	15%
62	30%
63	35%
64	65%
65	25%
66	50%
67	100%

ACTUARIAL ASSUMPTIONS – FORMER WESTMORELAND ELKOL-SORENSEN MINE PENSION PLAN

Spouse Assumptions:

50% of participants are assumed to be married at death.
Husbands are assumed to be 3 years older than their wives.

Optional Payment Forms:

Actives

100% of married active participants are assumed to take a 75% Joint & Survivor Annuity upon first eligibility after termination of employment.

Deferred Vested Members

100% of married deferred vested participants are assumed to take either a 50% Joint & Survivor annuity or, if eligible, 75% of the participant's monthly pension upon attaining age 62.

Disability Rates:

The probabilities that Participants at the ages indicated will become disabled before reaching the assumed retirement age are:

<u>Age</u>	<u>Rate</u>
25	0.06%
30	0.06%
35	0.06%
40	0.08%
45	0.16%
50	0.42%
55	0.90%

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Texas Westmoreland Coal Company

Covered Employees	All former employees of Northwestern Resources Company and all Texas Westmoreland employees hired before July 1, 2006. This plan was frozen to new entrants as of June 30, 2009.
Participant Date	First of the month coinciding with or next following the date of completion of 1,000 hours in a 12-month period.
Definitions	
<i>Vesting Service</i>	Years and months of service as a covered employee.
<i>Pension Service</i>	Years and months of service as a covered employee. No further service will accrue after June 30, 2009
<i>Eligible Earnings</i>	Base pay, commissions and the straight time portion of any overtime pay for the year. Bonuses, premium portion of overtime pay, and any special pay are excluded.
<i>Average Monthly Earnings</i>	The average of the highest three consecutive calendar years of eligible earnings during the last ten years of service.
<i>Integration Level</i>	The average of the taxable wage bases in effect for each calendar year in the 35-year period ending with the last day of the calendar year in which the Social Security retirement age is reached.
<i>Normal Retirement Date (NRD)</i>	First of month coinciding with or next following the attainment of age 65 with 5 years of pension service.
<i>Monthly Pension Benefit</i>	One twelfth of the sum of 0.95% of average monthly earnings up to the Social Security integration level, plus 1.5% of average earnings in excess of the Social Security integration level, times credited service not to exceed 35 years.
<i>Monthly Preretirement Spouse Benefit</i>	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election form and reduced for payment as early as the participant's 55 th birthday.
Eligibility for Benefits	
<i>Normal Retirement</i>	Retirement on NRD.
<i>Early Retirement</i>	Retirement before NRD and on or after both attaining age 55 and completing 15 years of vesting service.

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

<i>Postponed Retirement</i>	Retirement after NRD.
<i>Deferred Vested</i>	Termination for reasons other than death or retirement after completing five years of vesting service.
<i>Preretirement Spouse Benefit</i>	Death while eligible for normal, early, postponed, or deferred vested retirement benefits with a surviving spouse.

Monthly Benefits Paid Upon the Following Events

<i>Normal Retirement</i>	Monthly pension benefit determined as of NRD.
<i>Early Retirement</i>	Monthly pension benefit determined as of early retirement date, reduced 3.0% per year from age 65 to age 62 and further reduced by 6.67% from age 62 to retirement age. However, if the participant is age 60 or older with 30 or more years of service, the benefit is reduced by 6.67% from age 62 to retirement age.
<i>Postponed Retirement</i>	Monthly pension benefit determined as of actual retirement date.
<i>Termination with deferred vested benefit</i>	Monthly benefit determined as of termination date. If the participant has 15 or more years of service at termination, the benefit payable at age 55, and reduced in the same manner as the early retirement benefit. If the participant has less than 15 years of service at termination, the benefit is payable at age 65.
<i>Death with preretirement spouse benefit</i>	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election form and early retirement and is payable at the Participant's earliest retirement age.

Other Plan Provisions

<i>Forms of payment</i>	Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent option form offered by the plan. Optional forms are a 100% joint and survivor annuity, a 75% joint and survivor annuity or (for married participants), a life annuity.
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PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

If a joint and survivor annuity is elected, and the joint annuitant predeceases the participant, the annuity is restored to the amount that would have been paid had the participant elected a life annuity. There is no adjustment to the joint and survivor benefit to account for this feature.

Actuarial Equivalence

Interest Rate

6% per year

Mortality Table

Unisex (50% male / 50% female) 1983 Group Annuity Mortality Table

Maximum benefit and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Western Energy Company

Covered Employees

All Western Energy employees hired before June 30, 2009. As of June 30, 2009 this plan was frozen to new entrants.

Grandfathered Employees

Former participants in the Montana Power Company Pension Plan who were eligible to retire before January 1, 2003. These employees would receive the greater of the benefits determined under the Texas Westmoreland Formula as defined in the prior section or the Cash Balance benefit defined in this section. If the participant retires before January 1, 2003, this option expires after January 1, 2003.

Basic Credit

Contribution made by the Company each year. Amount is equal to the participant's basic credit percentage times Eligible Earnings. As of June 30, 2009 this plan was frozen and no further basic credits will accrue.

Additional Credit

Contribution made by the Company each year. Amount is equal to the participant's additional credit percentage times Eligible Earnings in excess of one-half of the Social Security Wage Base (SSWB). As of June 30, 2009 this plan was frozen and no further additional credits will accrue.

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Basic and Additional Credits

Company Contributions

<u>Total Points</u>	<u>Basic Credit</u>	<u>Additional Credit</u>
Less than 32	3.0%	1.5%
32-39	4.0%	2.0%
40-44	5.0%	2.5%
45-49	6.0%	3.0%
50-54	7.0%	3.5%
55-59	8.0%	4.0%
60-64	9.0%	4.5%
65-69	10.0%	5.0%
70-74	11.0%	5.5%
75+	12.0%	6.0%

Total Points are Attained Age + completed years of service at the beginning of the calendar year.

Basic credit is percentage of Eligible Earnings and Additional Credit is percentage of Eligible Earnings in excess of one-half the Social Security Wage Base.

Basic and additional credits cease once the participant has 35 years of service.

Interest Credit

A fixed interest contribution of 6% made by the Company to the participant's account each year. It is based on the account balance at the beginning of the year. After termination, interest will continue until benefit commencement.

Benefit

The monthly benefit payable at Normal Retirement Date (or any other date) is the actuarial equivalent of the cash balance lump sum.

Actuarial Equivalent

Used to convert cash balance to a monthly benefit.

Conversion Factors

Sample rates are as follows:

<u>Age Benefit Begins</u>	<u>Conversion Factor</u>
50	166.20
55	155.64
60	142.80
65	127.80

Retirement Pension

Eligibility

Age 50 and 5 years of service.

Benefit

Cash balance with interest credits at retirement, converted to a monthly benefit based on the actuarial equivalent conversion factors defined in the plan.

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Deferred Vested Pension

Eligibility

5 years of service.

Benefit

Cash balance with interest credits until benefit commencement date, converted to a monthly benefit based on the actuarial equivalent conversion factors defined in the plan.

Pre-Retirement Survivor Benefit

Eligibility

Death while an active employee.

Benefit

50% of the cash balance at time of death divided by an annuity conversion factor that is based on the spouse's age at the time spousal benefits begin. The surviving spouse may elect to begin receiving benefits on the first of the month following the participant's date of death. Alternatively, the spouse can elect to receive 50% of the participant's account balance as a lump sum payment, payable at the time of the participant's death.

Other Plan Provisions

Forms of payment

Preretirement spouse benefits are payable only as described above.

Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent option form offered by the plan. Optional forms are a 100% joint and survivor annuity, a 75% joint and survivor annuity or (for married participants), a life annuity.

If a joint and survivor annuity is elected, and the joint annuitant predeceases the participant, the annuity is restored to the amount that would have been paid had the participant elected a life annuity. There is no adjustment to the joint and survivor benefit to account for this feature.

Actuarial Equivalence

Interest Rate

6% per year

Mortality Table

Unisex (50% male / 50% female) 1983 Group Annuity Mortality Table

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Maximum benefit and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Westmoreland Coal Company (Corporate)

Effective Date

December 1, 1997 as a result of a termination / re-establishment.

Covered Employees

Any employee of Westmoreland Coal Company and its successors not covered by a collective bargaining agreement and hired before July 1, 2006. Any employee of a participating employer, not covered by a collective bargaining agreement, hired after June 30, 2006. As of June 30, 2009 this plan was frozen to new entrants.

Participant Date

First of the month following employment for those hired before July 1, 2006. One-year wait for those hired after June 30, 2006.

Definitions

Vesting Service

One year for each 1,000-hour calendar year of employment by Westmoreland Coal Company.

Pension Service

One year for each 1,000-hour calendar year of employment as an active participant. Fractional credit based on completed months is given for incomplete calendar years for which actual service, if annualized, is greater than or equal to 1,000 hours. No further service will accrue after June 30, 2006.

Pensionable Pay

Base earnings plus straight time portion of overtime (excluding premium portion of overtime, bonuses, shift differential, and expense allowance).

Average Earnings

The average of the highest 60 consecutive calendar months of pensionable pay during the ten-year period ending on the earlier of the participant's termination date or retirement date.

Covered Compensation

Average of the taxable wage bases in effect for each calendar year during the 35-year period ending with the last day of the calendar year in which the participant attains Social Security normal retirement age.

Normal Retirement Date (NRD)

First of month coinciding with or next following the attainment of age 65 with 5 years of pension service.

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Monthly Pension Benefit

*For those hired before
July 1, 2006*

The monthly pension is the greater of (1) or (2) less (3).

- (1) One-twelfth of 1.2% of average annual earnings plus one-twelfth of 0.5% of such compensation in excess of Covered Compensation, multiplied by pensionable service (maximum of 30 years).
- (2) \$30 multiplied by credited service.
- (3) The benefit, if any, provided to the participant under the Westmoreland Coal Company and affiliated Companies Employees' Retirement Plans.

*For those hired before
July 1, 2006*

The monthly pension equal to one-twelfth of 0.5% of average annual earnings multiplied by pensionable service not to exceed 30 years.

Monthly Preretirement Spouse Benefit

100% of the monthly pension benefit as of the date of death, reduced the 100% joint and survivor election form and reduced for payment as early as the participant's 55th birthday.

Monthly Disability Benefit

Same as monthly pension benefit, based on service and average compensation at date of disability.

Eligibility for Benefits

Normal Retirement

Retirement on NRD.

Early Retirement

Retirement before NRD and on or after both attaining age 55 and completing 10 years of vesting service.

Postponed Retirement

Retirement after NRD.

Deferred Vested

Termination for reasons other than death or retirement after completing five years of vesting service.

Preretirement Spouse Benefit

Death while eligible for normal, early, postponed, or deferred vested retirement benefits with a surviving spouse.

Disability

Total and permanent disability after 10 years of service.

Monthly Benefits Paid Upon the Following Events

Normal Retirement

Monthly pension benefit determined as of NRD.

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Early Retirement

Monthly pension benefit determined as of early retirement date, reduced for each year of payment before age 65 if the employee has less than 20 years of pension service at retirement. The benefit is reduced from age 62 if the employee has pension service greater than or equal to 20 years at retirement.

The reductions are as follows:

Number of Years Benefit Commencement Date Precedes <u>Normal Retirement Date</u>	Reduction <u>Factor</u>
0	1.000
1	0.940
2	0.870
3	0.810
4	0.750
5	0.700
6	0.650
7	0.610
8	0.570
9	0.535
10	0.500

Postponed Retirement

Monthly pension benefit determined as of actual retirement date.

Termination with deferred vested benefit

Monthly benefit determined as of termination date, reduced in the same manner as early retirement benefits, based on service at termination.

Death with preretirement spouse benefit

Monthly preretirement spouse benefit is payable. The benefit is reduced as though the participant had elected a 100% joint and survivor annuity, then reduced to reflect early commencement of benefits.

Disability

Disability benefit is payable immediately, with no reductions.

Other Plan Provisions

Forms of payment

Preretirement spouse benefits are payable only as described above.

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 100% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent option form offered by the plan. Optional forms are a 100% joint and survivor annuity, 66 2/3% joint and survivor annuity, 50% joint and survivor annuity, and a ten-year certain and life annuity.

Actuarial Equivalence

Interest Rate 7% per year

Mortality Table UP-1984 Table with a 3 year setback in age for contingent annuitants and beneficiaries.

Maximum benefit and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Beulah and Savage Mines Salaried Employees

Covered Employees All salaried employees of Beulah and Savage Mines not covered by a collective bargaining agreement and hired before July 1, 2006.

Participant Date Age 21 and 1 year of service.

Definitions

Vesting Service One year for each 1,000-hour calendar year of employment.

Pension Service One year for each 1,000-hour calendar year of employment. No further service will accrue after June 30, 2009

Pensionable Pay Base compensation excluding bonuses, commissions, overtime pay, travel expenses, and any other non-regular compensation.

Average Monthly Earnings The average of the highest 60 months out of the last 120 months that immediately precede the earlier of retirement or termination.

Integration Level \$1,400 multiplied by a fraction, the numerator of which is the Social Security Taxable Wage Base in effect for the plan year of termination, and the denominator of which is \$48,000.

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

<i>Normal Retirement Date (NRD)</i>	First of month coinciding with or next following the attainment of age 65 with 5 years of pension service.
<i>Monthly Pension Benefit</i>	The sum of 1.2% of average monthly earnings up to the integration level, plus 1.6% of average earnings in excess of the integration level times pension service not to exceed 35 years.
<i>Monthly Preretirement Spouse Benefit</i>	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election form.

Eligibility for Benefits

<i>Normal Retirement</i>	Retirement on NRD.
<i>Early Retirement</i>	Retirement before NRD and on or after attaining age 55.
<i>Postponed Retirement</i>	Retirement after NRD.
<i>Deferred Vested</i>	Termination for reasons other than death or retirement after completing five years of vesting service.
<i>Preretirement Spouse Benefit</i>	Death while eligible for normal, early, postponed, or deferred vested retirement benefits with a surviving spouse.

Monthly Benefits Paid Upon the Following Events

<i>Normal Retirement</i>	Monthly pension benefit determined as of NRD.
<i>Early Retirement</i>	Monthly pension benefit determined as of early retirement date, reduced 3.0% per year before age 62. However, if a participant terminates on or after attaining age 60 and has at least 30 years of vesting service, there is no reduction.
<i>Postponed Retirement</i>	Monthly pension benefit determined as of actual retirement date.
<i>Termination with deferred vested benefit</i>	Monthly benefit determined as of termination date, reduced 3% for each year of payment before age 62.
<i>Death with preretirement spouse benefit</i>	50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election form payable at the Participant's earliest retirement age.

Other Plan Provisions

<i>Forms of payment</i>	Preretirement spouse benefits are payable only as described above.
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PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent option form offered by the plan. Optional forms are a 100% joint and survivor annuity, 75% joint and survivor annuity, 66 2/3% joint and survivor annuity, 50% joint and survivor annuity, and a ten-year certain and life annuity.

Actuarial Equivalence

Interest Rate 6% per year

Mortality Table 1971 Group Annuity Mortality Table (male rates) with ages set back three years for all participants and joint or contingent annuitants.

Maximum benefit and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Basin Resources Inc. Retirement Plan

Covered Employees This plan covers former employees of Basin Resources Company (all inactive participants).

Monthly Benefits Paid Upon the Following Events

Termination with deferred vested benefit Monthly benefit determined as of termination date, reduced for each year of payment before age 65.

The reductions are as follows:

<u>Age</u>	<u>Reduction Percentage Per Year</u>
64	2.00%
63	3.00%
62	5.00%
61	6.67%
60	6.67%
59	6.67%
58	6.67%
57	6.67%
56	6.67%
55	6.67%

PLAN PROVISIONS – WESTMORELAND RETIREMENT PLAN

Other Plan Provisions

Forms of payment

Monthly pension benefits are paid as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent option form offered by the plan. Optional forms are a 75% joint and survivor annuity, a five-year certain and life annuity, a ten-year certain and life annuity, a fifteen-year certain and life annuity, and any other joint and survivor annuity with a survivor annuity percentage between 50% and 100%.

Actuarial Equivalence

Interest Rate 8% per year

Mortality Table UP-1984 Table

PLAN PROVISIONS – FORMER NAVAJO MINE RETIREMENT PLAN

Plan Effective Date	Original Plan: June 1, 1964 Restated Plan: January 1, 2013 Plan Year: January 1 through December 31
Status of the Plan	Effective April 30, 2006, new employees are not eligible to participate in the plan. Effective March 16, 2019, there are no future benefit accruals for any plan participant.
Definitions	
<i>Covered Employees</i>	Any Westmoreland Coal Company employee at Navajo Mine (including Company mines in the Navajo Indian Reservation and throughout San Juan County, New Mexico) who is covered by the collective bargaining agreement between Westmoreland Coal Company and the international Union of Operating Engineers, Local No. 953. Employees hired in surface operations after June 30, 2004, and employees hired in underground operations after April 30, 2006 are not eligible for the Plan.
<i>Participation</i>	Covered employees become participants upon employment. Effective April 30, 2006, the Plan was closed to new entrants.
<i>Vesting Service</i>	A year of service for vesting and eligibility purposes is earned for each calendar year in which a covered employee works at least 1,000 hours; for years in which an employee works at least 400 but less than 1,000 hours, a partial year of service is earned, equal to the number of hours worked, divided by 1,000. Under certain conditions, vesting and eligibility service may include periods of temporary disability, approved leaves of absence, military leave, and prior employment.
<i>Credited Service</i>	A year of service for benefit accrual purposes is earned for each calendar year in which a covered employee works at least 1,600 hours; for years in which an employee works at least 400 but less than 1,600 hours, a partial year is earned, equal to the number of hours worked, divided by 1,600. Credited service does not include periods of employment on and after January 1, 2007 after a participant has elected to receive contributions from the Employer Funded Account under the BHP New Mexico Coal 401(k) Savings Plan.
<i>Benefit Formula – Underground Employee Terminations on or after February 1, 2002 (monthly)</i>	$\$40 \times \text{years of credited service before February 1, 2002,}$ plus $\$36 \times \text{years of credited service after February 1, 2002.}$ As of March 10, 2019, this plan was frozen to all future benefit accruals.

PLAN PROVISIONS – FORMER NAVAJO MINE RETIREMENT PLAN

Benefit Formula – Surface Employee Terminations on or after February 1, 2002 (monthly) \$44 (\$42 if terminated between 2/1/2002 and 1/31/2007) x years of credited service before February 1, 2002, plus \$36 x years of credited service after February 1, 2002.

As of March 16, 2019, this plan was frozen to all future benefit accruals.

Benefit Formula – Term Before February 1, 2002 (monthly) Years of credited service x multiplier in effect at termination.

Normal Retirement

Eligibility Retirement on or after age 65.

Benefit Monthly benefit determined under the applicable benefit formula.

Early Retirement

Eligibility Retirement before age 65 after both attaining age 55 and completing 5 years of vesting service.

Benefit Benefits for any participants who elect to commence their benefits prior to normal retirement are reduced by ½% for each of the first 60 months commencement precedes age 60. No reduction applies for benefits commenced on or after age 60.

Supplemental Early Retirement

Eligibility Retirement before age 65 after the participant attains age 55 and the sum of age plus years of service equals or exceeds 85 and employed at Navajo Mine immediately prior to retirement.

Benefit \$300 per month, payable from early retirement to age 62 or death, if earlier.

Deferred Vested

Eligibility Participants are vested in their plan benefit after 5 years of vesting service.

Benefit Equal to the early retirement benefit.

PLAN PROVISIONS – FORMER NAVAJO MINE RETIREMENT PLAN

Disability

<i>Eligibility</i>	Termination upon becoming totally and permanently disabled (defined by the plan administrator). Must be eligible for Social Security disability payments.
<i>Benefit</i>	Equal to the normal retirement benefit determined using a minimum of 10 years of credited service, unreduced for early commencement, payable from date of disability to age 65.

Occupational Disability Transition

<i>Eligibility</i>	Termination upon becoming seriously disabled (defined by plan administrator) after completing 10 years of vesting service with at least 6 years of credited service and after attaining age 55, if the participant was employed by Navajo Mine immediately prior to disability. Participant must release the Company of all liability, and cannot be eligible for a disability retirement benefit.
<i>Benefit</i>	Annual payment of \$1,200, plus \$1,200 for each year of credited service in excess of 6 years (maximum \$12,000 annual payment). Payable from the date of disability until the participant receives 5 annual installments or becomes eligible for Social Security pension payments, whichever is earlier. A portion of this benefit may be payable as a lump sum.

Pre-Retirement Survivor

<i>Eligibility</i>	Death of a vested participant after being married for at least one year. Eligible for commencement not earlier than on the first of the month following the date on which the participant would have attained age 55.
<i>Survivor Benefits – Married Participants</i>	Equal to 50% of the benefit the deceased participant would have received had he elected to commence on the date the survivor payments begin. The benefit is paid as a monthly annuity for the survivor's lifetime.

Pre-Retirement Death

<i>Eligibility</i>	Death of an unmarried vested participant or a participant who has been married less than one year who is at least age 55. Payments begin on the first of the month following the date of the participant's death.
<i>Survivor Benefits – Unmarried Participants</i>	60 monthly payments in the amount the deceased participant would have received had he elected to commence on the first of the month following his death.

PLAN PROVISIONS – FORMER NAVAJO MINE RETIREMENT PLAN

Mine Accidental Death

Eligibility

Death of a married participant in a Company mine accident. Payments begin on the first of the month following the date of the participant's death and end at the earlier of the survivor's death or remarriage.

Benefit

Equal to the excess of the normal retirement benefit (determined using a minimum of 10 years of credited service) over the survivor benefits generally payable under the plan. This benefit is paid in addition to the general survivor benefits.

Benefit Offsets

The plan benefits for certain participants are offset by benefits earned under prior plans.

Form of Benefits

*Automatic Form for
Unmarried Participants*

The normal form of payment for monthly pension benefits is a life annuity with 60 payment guaranteed if the member has no spouse as of the date payments begin.

*Automatic Form for
Married Participants*

50% joint and survivor annuity with no reduction if the member is married at the date payments begin.

Optional forms

No optional forms of payment are available from the plan.

Miscellaneous

*Voluntary Early
Retirement*

There are special provisions which applied to voluntary early retirement program which applied in 1995, 1997, 1999, 2002 and 2014.

PLAN PROVISIONS – FORMER BEULAH AND SAVAGE MINES HOURLY EMPLOYEES' PENSION PLAN

As of March 10, 2019, all future benefit accruals ceased and no new participants will be allowed into the Plan. On July 31, 2019, the Plan merged into the Westmoreland Retirement Plan.

Covered Employees

Any hourly-paid person regularly employed by any participating employer, with respect to Beulah or Savage Mines.

As of March 10, 2019, no new participants will be allowed into the Plan.

Participation Date

December 1, or June 1, after completing one year of service with 1,000 hours of service.

As of March 10, 2019, no new participants will be allowed into the Plan.

Definitions

Vesting Service

Years and months of service as a covered employee.

Pension Service

Years and months of service as a covered employee.
As of March 10, 2019, Pension Service was frozen.

Normal retirement date (NRD)

The first of the month coinciding with or next following the attainment of age 65 or the fifth anniversary of the date the participant became a qualified employee, if later.

Monthly pension benefit

\$55 times pension service.

As of March 10, 2019, all benefit accruals are frozen. No additional benefits will be earned under this plan.

Monthly preretirement death benefit

75% (100% if death is work related) of the monthly pension benefit as of the participant's date of death, payable immediately for early commencement.

Eligibility for Benefits

Normal retirement

Retirement on NRD.

Early retirement

Retirement before NRD and on or after both attaining age 55 and completing five years of vesting service.

Postponed retirement

Retirement after NRD.

Vested termination

Termination for reasons other than death or retirement after completing five years of vesting service. After January 1, 2016, any employee that is terminated involuntarily is fully vested in accrued benefits.

**PLAN PROVISIONS – FORMER BEULAH AND SAVAGE MINES HOURLY
EMPLOYEES' PENSION PLAN**

Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.
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Monthly Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	Monthly pension benefit determined as of early retirement date, reduced 3.0% for each year of payment before age 62.
Postponed retirement	Monthly pension benefit determined as of actual retirement date.
Vested termination	Monthly pension benefit determined as of termination date, reduced 3.0% for each year of payment before the participant reaches age 62.
Death with preretirement	Monthly preretirement death benefit payable upon death of an active spouse benefit or deferred vested member.

Other Plan Provisions

Forms of payment	<p>Preretirement death benefits are payable only as described above.</p> <p>Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 75% joint and survivor annuity or 50% joint and survivor annuity for deferred vested retirements. If the participant elects and the spouse consents, participant may elect to receive another actuarially equivalent optional form offered by the plan. Optional forms include a lump sum payment provided termination occurs prior to age 55.</p>
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PLAN PROVISIONS – FORMER WESTMORELAND ELKOL-SORENSEN MINE PENSION PLAN

The Plan was established pursuant to The Kemmerer Coal Company - UMWA Western Coal Wage Agreements of 1977 between The Kemmerer Coal Company (the Employer) and the International Union, United Mine Workers of America (the Union). The plan covers employees represented by the Union and working for the Employer on or after December 6, 1977 and certain specified former employees. The Kemmerer Coal Company, as Employer, was succeeded by The Pittsburgh & Midway Coal Mining Company, subsequently renamed Chevron Mining, Inc. and succeeded by the Westmoreland Coal Company. As of March 10, 2019, all future benefit accruals ceased and no new participants will be allowed into the plan. On July 31, 2019, the plan merged into the Westmoreland Retirement Plan.

Definitions

"Employer" means Westmoreland Coal Company, hereinafter referred to as "Westmoreland."

"Classified job" means a job classified in a then existing Wage Agreement, with the Union, without regard to whether or not such job is with an employer signatory to any Wage Agreement.

"Western Coal Wage Agreement" means any collective bargaining agreement dated on or after December 6, 1977 between the Employer and the Union or between a Signatory Employer and the Union if such agreement provides for establishment or continuation of a retirement plan which provides for reciprocal service credits with this plan.

"1974 Pension Plan" means the United Mine Workers of America 1974 Pension Plan as in effect on December 5, 1977.

"1950 Pension Plan" means the United Mine Workers of America 1950 Pension Plan as in effect on December 5, 1977.

"Signatory Employer" means any business organization other than the Employer which has entered into a Western Coal Wage Agreement with the Union so long as such Signatory Employer maintains a retirement plan providing reciprocal service credits for Employer Future Service under this plan.

"Signatory Past Service" means service prior to January 1, 1978 in a classified job for an employer while it is signatory to a Wage Agreement (as defined in the plan) determined, (a) for the period prior to January 1, 1975, on the basis of 3 months of Signatory Past Service for each 1-1/2 months worked and (b) for the period after January 1, 1975 but prior to January 1, 1978, on the basis of 3 months of Signatory Past Service for each 250 hours worked (in both instances, a maximum of 12 months for any calendar year).

"Nonsignatory Past Service" means service prior to March 31, 1971 in a classified job for an employer in the coal industry while it was not signatory to a Wage Agreement (determined in the same manner as Signatory Past Service for the period prior to January 1, 1975).

**PLAN PROVISIONS – FORMER WESTMORELAND ELKOL-SORENSEN
MINE PENSION PLAN**

"Employer Future Service" means service on or after January 1, 1978 performed for the Employer as an employee in a classified job, determined on the basis of one year for each calendar year in which the participant performs at least 1,400 hours of service, with fractional recognition as follows:

Under 350 hours	No credit
350 hours to 699	3 months of service
700 hours to 1,049	6 months of service
1,050 hours to 1,399	9 months of service
1,400 or more hours	12 months of service

"Credited Service" means the sum of Signatory Past Service and Employer Future Service.

"Reciprocal Service" (as used for determining Vesting Service, eligibility for benefits and for determining the rate of accrual of benefits based on Credited Service, but not for calculating Credited Service and Nonsignatory Past Service) means credited service of a participant in the Union retirement plan of a signatory employer, excluding Nonsignatory Past Service as defined under such plan, if such plan is maintained pursuant to a Western Coal Wage Agreement and provides for Reciprocal Service for Credited Service under this plan.

"Vesting Service", in general, means (a) for service after May 18, 1946 and before January 1, 1978, one year of Vesting Service for each year of Signatory Past Service; (b) for service after December 31, 1977, one-quarter year of Vesting service for each 250 hours of service; and (c) Vesting Service for all Reciprocal Service earned with another Signatory Employer; provided, in no event will more than one year of Vesting Service be credited for any calendar year.

Participation

Any person who was an Employee of the Employer on the effective date and was eligible to participate in the 1974 Pension Plan became a participant as of the effective date.

Any person who is not eligible to participate on the effective date becomes a participant after the completion of (a) one year of Vesting Service or (b) a 12-month period in which he completes 1,000 hours of service.

New inexperienced miners hired after May 1, 2012 are not eligible to participate in the plan. New inexperienced miners are defined as any individual entering the coal mining industry for the first time after May 1, 2012.

As of March 10, 2019, participation in the plan was frozen.

**PLAN PROVISIONS – FORMER WESTMORELAND ELKOL-SORENSEN
MINE PENSION PLAN**

Benefits

Normal Retirement Pension

Eligibility

A participant who attains Normal Retirement Age prior to termination of employment with the Employer or a Signatory Employer is, upon Retirement, eligible for a pension.

Normal Retirement Age means the earlier of:

- (a) attaining age 62 and completing either 10 years of Vesting Service or 20 total years of Credited Service, Reciprocal Service and Nonsignatory Past Service; or
- (b) the later of attaining age 65 or the 5th anniversary of the date the participant commenced participation in the plan or the 1974 Pension Plan.

Retirement means termination of employment with the Employer and all Signatory Employers after fulfilling the requirements for Age 62, Age 55, Disability or Minimum Disability Retirement.

Benefit Amount

For retirements on and after December 31, 2006, the monthly pension payable to a participant for his lifetime is equal to

(1) \$7.50 multiplied by Nonsignatory Past Service

Plus

(2) \$43.00 multiplied by Credited Service earned prior to January 1, 1994

Plus

(3) \$53.50 multiplied by Credited Service completed from January 1, 1994 through December 31, 2006

Plus

(4) \$59.00 multiplied by Credited Service completed after December 31, 2006 through December 31, 2012

The dollar amount specified in (4) will be increased by \$2.00 with regard to credited service completed after December 31, 2012 for any participant who terminates employment with the Employer on or after May 1, 2014, and by an additional \$2.00 with regard to Credited Service completed after December 31, 2012 for each Participant who terminates employment with the Employer on or after May 1, 2016.

**PLAN PROVISIONS – FORMER WESTMORELAND ELKOL-SORENSEN
MINE PENSION PLAN**

The monthly accrued benefit as of December 31, 2006 is no less than or equal to

(1) \$7.50 multiplied by Nonsignatory Past Service

Plus

(2) \$34.50 multiplied by Credited Service included within his first 10 total years of Credited Service and Reciprocal Service completed before January 1, 1989

Plus

(3) \$35.00 multiplied by Credited Service included within his second 10 total years of Credited Service and Reciprocal Service completed before January 1, 1989

Plus

(4) \$35.50 multiplied by Credited Service included within his third 10 total years of Credited Service and Reciprocal Service completed before January 1, 1989

Plus

(5) \$36.00 multiplied by Credited Service after his first 30 total years of Credited Service and Reciprocal Service completed before January 1, 1989

Plus

(6) \$42.00 multiplied by Credited Service completed from January 1, 1989 through December 31, 1989

Plus

(7) \$46.50 multiplied by Credited Service completed from January 1, 1990 through December 31, 1993

Plus

(8) \$53.50 multiplied by Credited Service completed from January 1, 1994 through December 31, 2006.

As of March 10, 2019, all benefit accruals are frozen. No additional benefits will be earned under this plan.

Age 55 Retirement Pension

Eligibility

Age 55 and (a) 10 years of Vesting Service or (b) 20 total years of Credited Service, Reciprocal Service and Nonsignatory Past Service.

**PLAN PROVISIONS – FORMER WESTMORELAND ELKOL-SORENSEN
MINE PENSION PLAN**

Benefit Amount Accrued pension deferred to age 62 or reduced pension payable on or after the date of Age 55 Retirement; the reduced pension is equal to the amount payable at age 62 reduced by 1/4% for each full month by which the date payments commence precedes the participant's 62nd birthday.

Disability Pension

Eligibility 10 years of Vesting Service and totally disabled on or after December 6, 1977 as a result of a mine accident while working for the Employer or a Signatory Employer.

Benefit Amount Accrued monthly pension or, if greater, \$200 per month.

Minimum Disability Retirement

Eligibility Less than 10 years of Vesting Service and totally disabled as a result of a mine accident while working for the Employer.

Benefit Amount Monthly pension - \$200.

Deferred Vested Retirement Pension

Eligibility Termination of employment with the Employer and all Signatory Employers (a) with 5 years of Vesting Service or 20 total years of Credited Service, Reciprocal Service and Nonsignatory Service or (b) effective May 1, 1981, due to involuntary layoff or permanent and total disability, provided that upon attaining age 55, participant is not being credited with Credited or Reciprocal Service and has met the Age 55 service eligibility requirements.

Benefit Amount For (a), accrued pension deferred to age 62 or actuarially reduced pension payable on or after attainment of age 55, provided that if Credited Service plus Reciprocal Service is at least 20 years, such monthly pension is not to be reduced to less than \$150 multiplied by a fraction, the numerator of which is the participant's number of years of Credited Service and the denominator of which is the participant's total number of years of Credited Service and Reciprocal Service.

For (b), an Age 55 Retirement Pension, determined on the basis of the benefit levels in effect at termination.

**Survivor Benefit for Death
in Service After Retirement**

Eligibility The eligible spouse of a participant is entitled to a surviving spouse benefit if, at the date of death, the participant:

(a) had retired and was receiving a pension under the plan (except a participant receiving a Deferred Vested Retirement Pension whose Nonsignatory Past Service, Credited Service and Reciprocal Service did not total at least 20 years), or

**PLAN PROVISIONS – FORMER WESTMORELAND ELKOL-SORENSEN
MINE PENSION PLAN**

(b) was employed by the Employer or a Signatory Employer or had become totally disabled, and met the eligibility requirements for an immediate pension, or

(c) was not employed by the Employer or a Signatory Employer but was entitled to elect an immediate pension, and was over age 55 with at least 20 total years of Nonsignatory Past Service, Credited Service and Reciprocal Service.

Benefit Amount 75% of the participant's monthly pension payable at the time of the participant's death or, in the event the participant dies after age 55 at a time when eligible to elect a pension but prior to receipt of such pension, 75% of the amount of the pension the participant would have received if the participant had elected an immediate pension or retired and became entitled to a pension as of the date immediately preceding his date of death.

Preretirement Survivor Annuity

Eligibility On and after August 23, 1984, provided the participant did not waive the coverage, the eligible spouse of a participant is entitled to a preretirement survivor annuity if the participant (a) dies while employed by the Employer after having at least 5 years of Vesting Service or (b) dies after termination of employment with the Employer and all Signatory Employers while eligible for a Deferred Vested Retirement pension and prior to being eligible for an immediate pension.

Benefit Amount The preretirement survivor annuity for the surviving spouse is 50% of the joint and survivor annuity that would have been payable if the participant had elected to have his Deferred Vested Retirement Pension commence upon his attainment of age 55 or his date of death, if later.

**Joint and Survivor
Annuity**

(a) If a participant is

(i) eligible for a pension, but

(ii) the spouse is not eligible for a surviving spouse benefit,

and

(iii) if the participant is married on the first day of the month in which the pension first becomes payable, the pension payable is a reduced 50% joint and survivorship pension.

(b) The participant and spouse can elect not to receive the pension in the joint and survivor annuity form, but instead to receive a single life annuity.

**PLAN PROVISIONS – FORMER WESTMORELAND ELKOL-SORENSEN
MINE PENSION PLAN**

(c) If a participant who is eligible to receive an immediate pension dies prior to requesting such pension or prior to receipt of the first pension payment, the joint and survivor annuity otherwise payable, based upon the pension which would have been payable to the participant had an election been made to have it commence on the date immediately prior to the participant's death, shall be paid to the surviving spouse.

Eligible Spouse

An eligible spouse is one to whom the participant was married throughout the 9-month period ending on the participant's death.

Skull Point Pension

Plan Benefits

Skull Point Mine employees who were formerly covered under the Skull Point Pension Plan will be entitled to a benefit based upon total service at the Skull Point Mine and total service at the Kemmerer Mine, in accordance with the provisions of the plan. The total benefit will be offset by the benefit payable from the Skull Point Pension Plan based on the provisions of that plan in effect at the time of Chevron's acquisition of the Skull Point Mine.

**Supplemental Payments to
Certain Pensioners**

Eligibility

Participants and surviving spouses who receive a pension during the first month following the effective date of the agreement and on the contract anniversary date for the length of the contract.

Benefit Amount

Single payment made each year of the six-year contract equal to:

- (1) \$550 for participants receiving a Disability Retirement Pension or Minimum Disability Retirement Pension, or
- (2) \$650 for surviving spouses, or
- (3) \$800 for other participants

Widow's Pension

Eligible widows of those Participants who were former employees of the Employer, who were retired under the 1950 Pension Plan and who died on or after January 1, 1978 shall receive:

\$125.00 from and after June 1, 1987
\$155.00 from and after June 1, 1990
\$175.00 from and after June 1, 1992
\$185.00 from and after June 1, 1994

**Continuation of Prior
Plan's Benefits**

Benefits payable to or on account of specified former employees of the Employer under the 1950 or the 1974 UMWA Plan will be paid under this plan.

Contributions

All contributions to support the plan are made by the Employer.

SECTION I

CHANGES SINCE LAST YEAR'S VALUATION

Changes in Pension Plan Provisions

No changes in the pension plan provisions were recognized with this actuarial valuation.

Legislated Changes

The American Rescue Plan Act of 2021 ("ARPA") instituted Interest Rate Stabilization beginning with the January 1, 2020 valuation unless the plan sponsor elects to defer to a later date. The plan sponsor has elected to defer the application of these interest rates to the January 1, 2021 valuation.

Changes in Actuarial Assumptions

The following changes in the prescribed minimum funding actuarial assumptions were effective on January 1, 2021:

- The discount rate assumption (segment rates) was updated to 2021 in accordance with requirements of IRC Section 430(h), IRS regulations, and ARPA.
- The mortality assumption was updated from the IRS 2020 Static Mortality Table to the IRS 2021 Static Mortality Table.

The following change in the non-prescribed minimum funding actuarial assumptions was effective on January 1, 2021:

- The expected expense assumption was increased from \$610,000 to \$630,000.

The following change in the ASC 960 accounting actuarial assumptions was effective on January 1, 2021:

- The mortality improvement scale for the Pri-2012 Total Dataset and Pri-2012 Blue Collar Mortality Tables was updated from MP-2019 to MP-2020.

Changes in Actuarial Methods

No changes in actuarial methods were recognized with this actuarial valuation.

SECTION VII DISTRIBUTION OF ACTIVE PARTICIPANTS BY AGE AND SERVICE

Number of Active Participants as of January 1, 2021 – Distribution by Age and Service

Active participant counts are shown below.

Attained Age	Years of Credited Service										Total
	<u>Under 1</u>	<u>1-4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30-34</u>	<u>35-39</u>	<u>40 +</u>	
Under 25											
25-29		1									1
30-34											
35-39	1	2	3		1						7
40-44		8	2	3	4						17
45-49		4	5	2	11						22
50-54	1	7	12	7	5	3		1			36
55-59		11	5	12	12	3	3	1	1		48
60-64		9	3	3	7	2	3	5			32
65-69		2	2	1	1	1	5	1	1	1	15
70 +											
Total	2	44	32	28	41	9	11	8	2	1	178

WESTMORELAND RETIREMENT PLAN

Schedule 1

Schedule H, Part IV, Line 4i - Schedule of Assets (Held at End of Year)

EIN: 83-3555130

Plan #006

December 31, 2021

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
Pooled separate accounts:				
*	Prudential Retirement	Long Duration Bond/IR&M Fund	\$ 54,282,368	\$ 66,798,305
*	Prudential Retirement	Prudential Long Duration Corporate Bond Fund	53,223,183	66,696,164
*	Prudential Retirement	PGIM Quant Solutions U.S. Broad Market Index Fund	14,046,432	36,780,549
*	Prudential Retirement	Core Bond Enhanced Index/PGIM Fund	9,046,838	10,108,286
*	Prudential Retirement	International Blend/Pictet Asset Management Fund	4,335,571	6,681,690
Registered investment companies				
	American Funds	American Europacific Growth Fund	5,234,209	6,717,643
Guaranteed deposit fund				
*	Prudential Retirement	Guaranteed Deposit Fund	8,222,151	8,222,151
Total investments			<u>\$148,390,752</u>	<u>\$202,004,788</u>

* Denotes party-in-interest.

WESTMORELAND RETIREMENT PLAN

Schedule 2

Schedule H, Part IV, Line 4j - Schedule of Reportable Transactions

EIN: 83-3555130

Plan #006

Year ended December 31, 2021

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Lease Rental	Expense Incurred with Transaction	Cost of Asset Purchase / (Sales)	Current Value of Asset on Transaction Date Purchase / (Sales)	Net Gain or (Loss)
Individual transactions in excess of 5% of net assets available as of the beginning of the Plan year:								
Prudential Retirement	Guaranteed Deposit	\$ —	\$ 12,487,452	\$ —	\$ —	\$ 12,487,452	\$ 12,487,452	\$ —
Prudential Retirement	Guaranteed Deposit	—	51,960,154	—	—	51,960,154	51,960,154	—
Series of non-securities transactions in excess of 5% of plan assets: None								
Series of securities transactions in excess of 5% of plan assets:								
Prudential Retirement	PGIM Quant Solutions US Broad Market Index Fund	\$ —	\$ 37,290,000	\$ —	\$ —	\$ 15,277,045	\$ 37,290,000	\$ 22,012,955
Prudential Retirement	Long Duration Bond/IR&M Fund	6,600,000	—	—	—	6,600,000	6,600,000	—
Prudential Retirement	Long Duration Bond/IR&M Fund	—	19,500,000	—	—	15,778,619	19,500,000	3,721,381
Prudential Retirement	Prudential Long Duration Corporate Bond Fund	3,075,000	—	—	—	3,075,000	3,075,000	—
Prudential Retirement	Prudential Long Duration Corporate Bond Fund	—	19,720,000	—	—	15,629,204	19,720,000	4,090,796
Prudential Retirement	Guaranteed Deposit	77,835,482	—	—	—	77,835,482	77,835,482	—
Prudential Retirement	Guaranteed Deposit	—	79,111,951	—	—	79,111,951	79,111,951	—
Securities transactions related to individual transactions in excess of 5% of plan assets: None								