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).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] 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:
- [X] 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
THE CONSOL ENERGY INC. EMPLOYEE RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 07/01/1958

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)
CORE NATURAL RESOURCES, INC.

275 TECHNOLOGY DR STE 101
CANONSBURG, PA 15317-9565

2b Employer Identification Number (EIN) 82-1954058

2c Plan Sponsor's telephone number 724-416-8306

2d Business code (see instructions) 212110

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.	10/12/2026	JESSICA DEFOREST
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/12/2026	JESSICA DEFOREST
	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

3a Plan administrator's name and address ☐ Same as Plan Sponsor

RETIREMENT COMMITTEE
CORE NATURAL RESOURCES, INC.
275 TECHNOLOGY DR STE 101
CANONSBURG, PA 15317-9565

3b Administrator's EIN: 82-1954058

3c Administrator's telephone number: 724-416-8306

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**	7699
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	**6a(1)**	854
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	830
b	Retired or separated participants receiving benefits	**6b**	3810
c	Other retired or separated participants entitled to future benefits	**6c**	2272
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	6912
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	706
f	Total. Add lines **6d** and **6e**.	**6f**	7618
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**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 Characteristic Codes in the instructions:

1A 1I 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic 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
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached _____
- (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 2025 Form M-1 annual report. If the plan was not required to file the 2025 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_____

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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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
THE CONSOL ENERGY INC. EMPLOYEE RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
CORE NATURAL RESOURCES, INC.

D Employer Identification Number (EIN)
82-1954058

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	511471773
b Actuarial value	**2b**	511471773

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	4492	390175380	390175380
b For terminated vested participants	2406	51685040	51685040
c For active participants	854	31770138	34008174
d Total	7752	473630558	475868594

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**	5.33 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	1100000
c Target normal cost	**6c**	1100000

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

Signature of actuary

09/30/2026
Date

ELIZABETH BORDO, FSA, EA
Type or print name of actuary

26-09041
Most recent enrollment number

MERCER
Firm name

412-355-8800
Telephone number (including area code)

SIX PPG PLACE
SUITE 400
PITTSBURGH, PA 15222
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 [ ]

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)	109627693	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	1100000	0
9	Amount remaining (line 7 minus line 8)	108527693	0
10	Interest on line 9 using prior year's actual return of 1.07 %	1161246	0
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 5.13 %		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)	109688939	0

Part III Funding Percentages

14	Funding target attainment percentage	14	84.43 %
15	Adjusted funding target attainment percentage	15	107.48 %
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	110.35 %
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)		18(c)

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? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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: %	2nd segment: %	3rd segment: %	[X] N/A, full yield curve used
b Applicable month (enter code)			**21b**	
22 Weighted average retirement age			**22**	58

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. [X] Yes [ ] No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. [ ] Yes [X] No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. [X] Yes [ ] No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment [X] 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**	1100000
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
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**	1100000

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	1100000	0	1100000

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**	
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 the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. [ ] 2019 [ ] 2020 [X] 2021

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
THE CONSOL ENERGY INC. EMPLOYEE RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CORE NATURAL RESOURCES, INC.

D Employer Identification Number (EIN)
82-1954058

Part I Service Provider Information (see instructions)

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

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

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)

DARWILL, INC.

36-2516066

(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?
36	NONE	10105	Yes [ ] No [X]	Yes [ ] No [ ]	0	Yes [ ] No [ ]

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

MERCER

13-3036745

(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?
11	AFFILIATE OF INV. MANAGER	13203	Yes [ ] No [X]	Yes [ ] No [ ]	0	Yes [ ] No [ ]

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

BILKEYKATZ INVESTMENT CONSULTANTS

411 SEVENTH STREET
SUITE 1425
PITTSBURGH, PA 15219

(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	20000	Yes [ ] No [X]	Yes [ ] No [ ]	0	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)

TELUS HEALTH

115 PERIMETER CENTER PLACE NE
SUITE 1050
ATLANTA, GA 30346

(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?
15	NONE	66705	Yes [ ] No [X]	Yes [ ] No [ ]	0	Yes [ ] No [ ]

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

THE NORTHERN TRUST COMPANY

36-1561860

(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?
15 19 21	NONE	189242	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

MERCER INVESTMENT MANAGEMENT

30-0282430

(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 51	NONE	1105093	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

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

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
THE CONSOL ENERGY INC. EMPLOYEE RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
CORE NATURAL RESOURCES, INC.

D Employer Identification Number (EIN)
82-1954058

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)

a Name of MTIA, CCT, PSA, or 103-12 IE:	MERCER GLOBAL LOW VOLATILITY EQUITY		
b Name of sponsor of entity listed in (a):	MERCER TRUST COMPANY		
c EIN-PN	35-7004395-018	**d** Entity code	C
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	0		
a Name of MTIA, CCT, PSA, or 103-12 IE:	MERCER EMERGING MARKETS EQUITY		
b Name of sponsor of entity listed in (a):	MERCER TRUST COMPANY		
c EIN-PN	32-6219484-017	**d** Entity code	C
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	5331935		
a Name of MTIA, CCT, PSA, or 103-12 IE:	MERCER ACTIVE LONG CORPORATE FI		
b Name of sponsor of entity listed in (a):	MERCER TRUST COMPANY		
c EIN-PN	45-6178743-004	**d** Entity code	C
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	232298206		
a Name of MTIA, CCT, PSA, or 103-12 IE:	MERCER PASSIVE LONG GOVERNMENT FI		
b Name of sponsor of entity listed in (a):	MERCER TRUST COMPANY		
c EIN-PN	51-0560117-010	**d** Entity code	C
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	66330222		
a Name of MTIA, CCT, PSA, or 103-12 IE:	MERCER NON-US CORE EQUITY		
b Name of sponsor of entity listed in (a):	MERCER TRUST COMPANY		
c EIN-PN	03-0566617-009	**d** Entity code	C
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	11896640		
a Name of MTIA, CCT, PSA, or 103-12 IE:	MERCER US LARGE CAP CORE PASSIVE		
b Name of sponsor of entity listed in (a):	MERCER TRUST COMPANY		
c EIN-PN	03-0566613-005	**d** Entity code	C
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	26254122		
a Name of MTIA, CCT, PSA, or 103-12 IE:	MERCER US SMALL/MID CAP EQUITY FUND		
b Name of sponsor of entity listed in (a):	MERCER TRUST COMPANY		
c EIN-PN	03-0566611-003	**d** Entity code	C
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	3174802		

a Name of MTIA, CCT, PSA, or 103-12 IE: MERCER CORE PASSIVE FIXED INCOME

b Name of sponsor of entity listed in (a): MERCER TRUST COMPANY

c EIN-PN 03-0566612-007	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 66905102

a Name of MTIA, CCT, PSA, or 103-12 IE: MERCER ACTIVE INTER CREDIT FI

b Name of sponsor of entity listed in (a): MERCER TRUST COMPANY

c EIN-PN 85-2621954-048	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 97966170

a Name of MTIA, CCT, PSA, or 103-12 IE: MERCER OPPORTUNISTIC FIXED INCOME

b Name of sponsor of entity listed in (a): MERCER TRUST COMPANY

c EIN-PN 36-7630030-020	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5219611

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 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)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

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

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
THE CONSOL ENERGY INC. EMPLOYEE RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CORE NATURAL RESOURCES, INC.

D Employer Identification Number (EIN)
82-1954058

Part I Asset and Liability Statement

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		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	3157	1724
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	100004	28604
(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)	511368612	515376810
(10) Value of interest in pooled separate accounts	1c(10)		
(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)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(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)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	511471773	515407138
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	329197	327908
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	329197	327908
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	511142576	515079230

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.

Income		(a) Amount	(b) Total
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)	22555	
(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)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		22555
(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)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(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)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		43256089
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(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)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		43278644
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	37121326	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		37121326
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	66705	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	1125093	
(6) Bank or trust company trustee/custodial fees	2i(6)	189242	
(7) Actuarial fees	2i(7)	13203	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	826421	
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		2220664
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		39341990
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		3936654
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) [X] 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) [X] 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: BAKER TILLY US, LLP **(2)** EIN: 30-1413343

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
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.)	**4a**		X	
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?	**4e**	X		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**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.)	**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.)	**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?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**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 [X] 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.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 591064.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
THE CONSOL ENERGY INC. EMPLOYEE RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CORE NATURAL RESOURCES, INC.

D Employer Identification Number (EIN)
82-1954058

Part I Distributions

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** |

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): 36-3046063

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** | 27

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.)

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

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**

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.

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**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (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) and (b):

a Enter the percentage of plan assets held as:
Public Equity: 9.0 % Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: 90.0 %
High-Yield Debt: 1.0 % Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☒ 10-15 years ☐ 15 years or more

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._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

Independent Auditors' Report

To the Participants and Plan Administrator of
CONSOL Energy Inc. Employee Retirement Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of the CONSOL Energy Inc. Employee 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 statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's 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 a qualified institution as of and for the years ended December 31, 2025 and 2024, stating that the certified investment information, as described in Note 7 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section:

- the amounts and disclosures in the 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 financial statements related to assets held by and certified to by a qualified institution 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 Financial Statements

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the 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 audits. 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.

Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. Baker Tilly US, LLP is a licensed CPA firm that provides assurance services to its clients. Baker Tilly Advisory Group, LP and its subsidiary entities provide tax and consulting services to their clients and are not licensed CPA firms.

Responsibilities of Management for the 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 for one year after the date the financial statements are 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 which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit 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 auditors' 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 a 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 audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 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.

Other Matter —Supplemental Schedules Required by ERISA

The supplemental Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year) and Schedule H, Part IV, Line 4(j) - Schedule of Reportable Transactions as of or for the year ended December 31, 2025 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary 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 their form and content, are 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 a qualified institution 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).

Baker Tilly US, LLP

Pittsburgh, Pennsylvania
October 8, 2026

CONSOL ENERGY INC.
EMPLOYEE RETIREMENT PLAN
Financial Statements and Supplemental Schedules
December 31, 2025 and 2024

CONSOL ENERGY INC. EMPLOYEE RETIREMENT PLAN

December 31, 2025 and 2024

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Independent Auditors' Report

To the Participants and Plan Administrator of
CONSOL Energy Inc. Employee Retirement Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of the CONSOL Energy Inc. Employee 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 statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's 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 a qualified institution as of and for the years ended December 31, 2025 and 2024, stating that the certified investment information, as described in Note 7 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section:

- the amounts and disclosures in the 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 financial statements related to assets held by and certified to by a qualified institution 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 Financial Statements

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the 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 audits. 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.

Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. Baker Tilly US, LLP is a licensed CPA firm that provides assurance services to its clients. Baker Tilly Advisory Group, LP and its subsidiary entities provide tax and consulting services to their clients and are not licensed CPA firms.

Responsibilities of Management for the 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 for one year after the date the financial statements are 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 which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit 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 auditors' 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 a 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 audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 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.

Other Matter —Supplemental Schedules Required by ERISA

The supplemental Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year) and Schedule H, Part IV, Line 4(j) - Schedule of Reportable Transactions as of or for the year ended December 31, 2025 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary 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 their form and content, are 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 a qualified institution 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).

Baker Tilly US, LLP

Pittsburgh, Pennsylvania
October 8, 2026

CONSOL ENERGY INC. EMPLOYEE RETIREMENT PLAN

Statements of Net Assets Available for Benefits

	December 31	
	2025	2024
ASSETS		
Investments at Fair Value		
Money Market Fund	$ 28,604	$ 100,004
Collective Trusts	515,376,810	511,368,612
	515,405,414	511,468,616
Accrued Interest and Dividends	1,724	3,157
Total Assets	515,407,138	511,471,773
LIABILITIES		
Accrued Liabilities	327,908	329,197
NET ASSETS AVAILABLE FOR BENEFITS	**$ 515,079,230**	**$ 511,142,576**

The accompanying notes are an integral part of these financial statements.

CONSOL ENERGY INC. EMPLOYEE RETIREMENT PLAN

Statements of Changes in Net Assets Available for Benefits

	For the Years Ended December 31	
	2025	2024
Additions to Net Assets Attributable to:		
Net Appreciation in Fair Value of Investments	$ 43,256,089	$ 5,660,663
Other Investment Income	22,555	34,340
	43,278,644	5,695,003
Less: Investment Expenses	1,293,508	1,330,306
Total Additions	41,985,136	4,364,697
Deductions from Net Assets Attributable to:		
Benefits Paid to Participants	37,121,326	41,565,185
Administrative Expenses	927,156	888,775
Total Deductions	38,048,482	42,453,960
Net Increase (Decrease)	3,936,654	(38,089,263)
Net Assets Available for Benefits:		
Beginning of Year	511,142,576	549,231,839
END OF YEAR	**$ 515,079,230**	**$ 511,142,576**

The accompanying notes are an integral part of these financial statements.

1. DESCRIPTION OF PLAN

The following brief description of the CONSOL Energy Inc. Employee Retirement Plan (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General – The Plan is a tax-qualified non-contributory defined-benefit pension plan covering certain salaried, non-represented hourly and casual employees of Core Natural Resources, Inc. ("Core", also formerly known as CONSOL Energy Inc.) and its affiliated employers (collectively the "Company" or "Employer") that became participants in the Plan prior to October 1, 2014. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA") and is administered by the Core Natural Resources Retirement Committee ("Retirement Committee"), which is appointed by the Chief Executive Officer of Core. The Retirement Committee has overall responsibility for the operation and administration of the Plan, including determination of the appropriateness of the Plan's investments and monitoring investment performance. The Retirement Committee has the authority to appoint trustees and has designated Northern Trust Company ("Northern Trust") as trustee for the Plan.

The Plan is frozen to new entrants. Individuals who were not members in the Plan as of September 30, 2014 were no longer eligible to participate in the Plan on or after October 1, 2014. In addition, benefit accruals for Plan participants who had (1) not attained age 40 as of September 30, 2014, or (2) had attained age 40 but had not earned at least 10 years of service as of September 30, 2014 (as defined in the Plan), were frozen as of December 31, 2014. Benefit accruals for any remaining participants were frozen as of December 31, 2015, and compensation for these participants does not include any amounts earned after December 31, 2015. Service for all frozen participants continues to be counted for purposes of vesting of benefits that have previously accrued, for determining eligibility for early retirement reduction factors as to benefits accrued, and for purposes of eligibility for supplemental retirement benefits.

Funding Policy – The Plan's funding policy is for Core to contribute an amount which will meet or exceed the annual ERISA minimum funding requirement as determined by actuarial calculations. In both 2025 and 2024 the Company applied a portion of the Plan's funding standard carryover balance to satisfy the Plan's minimum required contribution of $1,100,000 for each Plan year under Internal Revenue Code (the "Code") Section 4971(c)(4). Accordingly, Core did not make contributions to the Plan for either Plan year.

1. DESCRIPTION OF PLAN (Continued)

Although it has not expressed any intention to do so, Core has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

Pension Benefits – Participants with 5 or more years of vesting service are generally entitled to annual pension benefits beginning at normal retirement age (65) equal to .5% of their annual average highest consecutive 60 months of eligible compensation ("high 5 final average pay") for credited service earned between January 1, 2006 and their respective freeze date (for total years of vesting service less than 20); and, equal to .667% of their high 5 final average pay for credited service earned between January 1, 2006 and their respective freeze date for those years occurring after 20 or more years of vesting service; 1.6% of their annual average highest consecutive 36 months of eligible compensation ("high 3 final average pay") for credited service earned between September 1, 1981 and January 1, 2006; and 1.5% of their high 5 final average pay for credited service earned on or before September 1, 1981. Benefits earned prior to January 1, 2006 are offset by 1.5% of the participant's primary social security benefit. The Plan permits early retirement at ages 50 to 65 for participants with more than 10 years of service. Participants may elect to receive their pension benefits in the form of a monthly 50%, 75% or 100% joint and survivor annuity or single life annuity or can also receive a lump-sum payment for the portion of their benefits attributable to credited service earned prior to January 1, 2006. Participants electing an early immediate retirement and between the ages of 60 and 65 on their termination date will receive a monthly supplemental retirement benefit ending in the month they attain age 65. If a participant terminates before rendering 5 years of vesting service, they forfeit the right to receive their accumulated plan benefits.

Death and Disability Benefits – If a vested participant dies, the participant's surviving spouse receives a death benefit (beginning the later of the month following the participant's death or the month following the date the participant would have attained age 50) equal to one-half the monthly benefit the participant otherwise would have received if they commenced payment immediately before their death, or attainment of age 50 if later, and elected a 50% joint and survivor annuity as the method of payment. Active participants who have qualified for a social security disability award, have at least 10 years of vesting service, and are age 40 or older are eligible to receive disability benefits equal to the normal retirement benefits they have accumulated as of the time they become disabled.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting – The accompanying financial statements of the Plan have been prepared under the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("US GAAP").

Use of Estimates – The preparation of financial statements in conformity with US GAAP requires Plan management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein; disclosure of contingent assets and liabilities; and the actuarial present value of accumulated plan benefits at the date of the financial statements, and changes therein. Actual results could differ from those estimates.

Investment Valuation and Income Recognition – The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Retirement Committee determines the Plan's valuation policies utilizing information provided by its investment advisors and the Plan's trustee. See Note 8 for a discussion of fair value measurements.

Purchases and sales of investments are recorded on a trade-date basis. Dividend income is recorded on the ex-dividend date and interest income is recorded on the accrual basis. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Payment of Benefits – Benefit payments to participants are recorded upon distribution.

Investment and Administrative Expenses – Expenses incurred in connection with the operation of the Plan with regard to the purchase and sale of investments, certain trustee fees and investment advisory fees (collectively referred to as "Investment Expenses"), annual premium payments to the Pension Benefit Guaranty Corporation ("PBGC") (a U.S. government agency) and certain other professional fees (collectively referred to as "Administrative Expenses"), are paid by the Plan and are either included in net appreciation in fair value of investments or recorded as deductions on the accompanying Statements of Changes in Net Assets Available for Benefits. In addition, other asset-based fees are deducted prior to allocation of the Plan's investment earnings activity and thus not separately identifiable as an expense. Other administrative expenses are paid by Core at no cost to the Plan and are excluded from these financial statements.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Subsequent Events – The Plan has evaluated subsequent events through October 8, 2026, the date the financial statements were available to be issued, for items that could potentially be recognized or disclosed in the financial statements and has concluded that there were no subsequent events requiring adjustments to the financial statements or related disclosures, as stated herein.

3. PLAN TERMINATION

As discussed in Note 1, the Plan was frozen effective October 1, 2014 such that no new participants have entered the Plan after that date. Additionally, no further benefits have accrued after December 31, 2015. While the Company has not expressed any intent to terminate the Plan, it has the right to do so at any time, subject to the provisions set forth in ERISA. In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

1. Benefits attributable to employee contributions (discontinued by the Plan in 1975), taking into account those paid out before termination.

2. Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.

3. Other vested benefits insured by the PBGC up to the applicable limitations.

4. All other vested benefits (that is, vested benefits not insured by the PBGC).

5. All nonvested benefits.

3. PLAN TERMINATION (Continued)

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

4. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service participants have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated participants or their beneficiaries, (b) beneficiaries of participants who have died, and (c) present employees who are participants or their beneficiaries. Benefits under the Plan are accumulated based on participants' eligible compensation during each year of credited service. The accumulated plan benefits for active participants will equal the accumulation, with interest, of the annual benefit accruals up to the applicable freeze date as of the benefit information date. Benefits payable under all circumstances - retirement, death, disability, and termination of employment - are included, to the extent they are deemed attributable to participant service rendered to the valuation date. See Note 1 regarding the freezing of the Plan.

4. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS (Continued)

The actuarial present value of accumulated plan benefits is determined by an independent actuary and is that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment. The significant actuarial assumptions used in the valuation as of January 1, 2025 were: (a) life expectancy of participants (based on either an adaptation of Pri-2012 tables issued by the Society of Actuaries, a table using quotients of Social Security Administration provided mortality rates, or a longevity model published by the Plan's actuaries that uses participant zip code and other key factors to fit each participant into a specialized mortality table), (b) retirement age assumptions (differs for participants paid on a salaried basis or hourly basis and determined based on prior Plan experience), and (c) assumed rate of interest of 6.15%. The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2025. Had the valuation been performed as of December 31, 2024, there would be no material differences.

The actuarial present value of accumulated plan benefits is presented below:

	January 1, 2025
Vested Benefits:	
Participants and Beneficiaries Currently Receiving Payments	$ 370,330,448
Other Participants	76,103,197
	446,433,645
Nonvested Benefits	2,109,066
Total Actuarial Present Value of Accumulated Plan Benefits	**$ 448,542,711**

4. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS (Continued)

The following presents the changes in the actuarial present value of accumulated plan benefits:

	Year Ended January 1, 2025
Actuarial Present Value of Accumulated Plan Benefits at Beginning of Year	$ 476,256,286
(Decrease) Increase During the Year Attributable to:	
Benefits Accumulated and Actuarial Losses	959,084
Increase for Interest Due to Decrease in Discount Period	25,364,167
Benefits Paid	(41,565,185)
Change in Actuarial Assumptions	(12,471,641)
Net Decrease	(27,713,575)
Actuarial Present Value of Accumulated Plan Benefits at End of Year	**$ 448,542,711**

During the year ended January 1, 2025, certain actuarial assumptions were changed which resulted in a decrease in the actuarial present value of accumulated plan benefits of approximately $12.5 million. This decrease is primarily due to an update to the life expectancy assumption for participants currently receiving benefits (updated to use the Oliver Wyman Longevity Model) the assumed rate of interest (from 5.59% to 6.15%) and the lump sum interest rate (from 3.25% to 2.25%).

5. TRANSACTIONS WITH PARTIES-IN-INTEREST

Certain Plan assets are invested in accounts held by Northern Trust. Northern Trust is the trustee as defined by the Plan. Therefore, these transactions qualify as those conducted with a party-in-interest to the Plan and are exempt from the prohibited transaction rules of ERISA.

Plan investments include collective investment funds managed by Mercer Funds, a sister company of the Plan's investment advisor, Mercer Investments LLC ("Mercer Investments"). Therefore, investment advisor fees paid to Mercer Investments qualify as party-in-interest transactions and are also exempt from the prohibited transaction rules of ERISA.

5. TRANSACTIONS WITH PARTIES-IN-INTEREST (Continued)

Core pays for legal, accounting and certain other administrative services on behalf of the Plan. As the Plan sponsor, Core is a party-in-interest, and as such, these qualify as party-in-interest transactions.

6. INCOME TAX STATUS

The Plan obtained its latest determination letter from the Internal Revenue Service ("IRS") dated June 6, 2014, stating that the Plan was qualified under the Code and, therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. Although the Plan has been amended since receiving the determination letter, the Plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

US GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025 and 2024, there are no uncertain positions taken, or expected to be taken, that would require recognition of a tax liability and related interest and penalties or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

7. INFORMATION CERTIFIED BY TRUSTEE

The Plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA for 2025 and 2024. Accordingly, the trustee of the Plan has certified to the completeness and accuracy of all investments reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2025 and 2024 and the supplemental Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2025, and the related investment activity reported in the Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2025 and 2024, and the information reported in the supplemental Schedule H, Part IV, Line 4(j) - Schedule of Reportable Transactions for the year ended December 31, 2025. Such information was obtained by management and agreed to or derived from information certified as complete and accurate by a qualified institution.

8. FAIR VALUE MEASUREMENTS

US GAAP for fair value measurements provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

The three levels of the fair value hierarchy are described as follows:

- Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access. An active market for the asset or liability is a market in which the transaction for the asset or liability occurs with sufficient frequency and volume to provide pricing information on an ongoing basis.

- Level 2: Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in inactive markets, inputs other than quoted prices that are observable for the asset or liability, or other inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

8. FAIR VALUE MEASUREMENTS (Continued)

- Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

Money Market Fund – This security is a short-term government investment fund designed to provide liquidity to the Plan and is stated at cost plus accrued interest, which approximates fair value. This fund seeks to preserve a net asset value ("NAV") of $1 per share and can be validated with a sufficient level of observable activity and therefore, is classified within Level 1 of the fair value hierarchy.

Collective Trusts – Collective trusts are valued at the NAVs per unit as determined by the collective trusts as of the valuation date, which approximates fair value. The NAVs are based on the value of the underlying assets owned by the collective trust, minus their liabilities, and then divided by the number of shares outstanding. Collective trusts are not available in an exchange and active market, however, the fair values are determined based on the underlying investments as traded in an exchange and active market. These collective trusts provide for daily redemptions by the Plan at reported NAV with no advance notice requirement, and there were no unfunded commitments related to these collective trusts. The Plan is permitted to redeem investment units of these funds at their respective NAVs on the measurement date.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

8. FAIR VALUE MEASUREMENTS (Continued)

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025 and 2024:

	Assets at Fair Value as of December 31, 2025			
	Level 1	Level 2	Level 3	Total
Money Market Fund	$ 28,604	$ 0	$ 0	$ 28,604
Total Assets in the Fair Value Hierarchy	**$ 28,604**	**$ 0**	**$ 0**	28,604
Investments Measured at NAV[(a)]				515,376,810
Investments at Fair Value				**$515,405,414**

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Money Market Fund	$ 100,004	$ 0	$ 0	$ 100,004
Total Assets in the Fair Value Hierarchy	**$ 100,004**	**$ 0**	**$ 0**	100,004
Investments Measured at NAV[(a)]				511,368,612
Investments at Fair Value				**$511,468,616**

(a) Certain investments that were measured at the NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another.

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2025 and 2024:

	Fair Value		Unfunded Commitments	Redemption Frequency	Redemption Notice Period
	2025	2024			
Collective Trusts	$ 515,376,810	$511,368,612	None	Daily	None

9. RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect the amounts reported in the Statements of Net Assets Available for Benefits.

Plan contributions are made, and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

As of December 31, 2025 and 2024, the Plan had investments of $463,499,700 and $459,867,181, respectively, that were concentrated in four funds.

CONSOL ENERGY INC. EMPLOYEE RETIREMENT PLAN
EIN Number 82-1954058, Plan Number 001
Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year)**
December 31, 2025 Supplemental Schedule

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost and Number of Shares/Units	(e) Current Value
	Money Market Fund			
*	Northern Trust	NTGI Coltv. Govt. Short Term Investment Fund	$ 28,604 / 28,604	$ 28,604
	Collective Trusts			
*	Mercer Funds	Mercer US Small/Mid Cap Equity Fund	1,341,785 / 60,948	3,174,802
*	Mercer Funds	Mercer Non-US Core Equity Fund	4,358,035 / 319,116	11,896,640
*	Mercer Funds	Mercer Emerging Markets Equity Fund	3,510,454 / 336,825	5,331,935
*	Mercer Funds	Mercer US Large Cap Core Passive Equity Fund	12,244,342 / 318,773	26,254,122
*	Mercer Funds	Mercer Passive Long Government Fixed Income Fund	78,531,895 / 3,403,295	66,330,222
*	Mercer Funds	Mercer Active Long Corporate Fixed Income Fund	217,983,340 / 12,336,601	232,298,206
*	Mercer Funds	Merer Active Intermediate Credit Fixed Income Fund	80,758,053 / 8,778,331	97,966,170
*	Mercer Funds	Mercer Opportunistic Fixed Income Fund	4,140,092 / 386,924	5,219,611
*	Mercer Funds	Mercer Core Passive Fixed Income Portfolio	64,778,677 / 3,495,564	66,905,102
	Total Collective Trusts			515,376,810
				$ 515,405,414

* Indicates party-in-interest as defined by ERISA.

** Under ERISA, an asset held for investment purposes is any asset held by the Plan on the last day of the Plan's fiscal year or acquired at any time during the Plan's fiscal year, with certain exceptions.

The information in this schedule has been certified as to its completeness and accuracy by the Plan's trustee.

CONSOL ENERGY INC. EMPLOYEE RETIREMENT PLAN
EIN Number 82-1954058, Plan Number 001
Schedule H, Part IV, Line 4(j) - Schedule of Reportable Transactions**
For the Year Ended December 31, 2025

Supplemental Schedule

	Identity of Party Involved	Description of Asset	(a) Number of Purchases	(b) Number of Sales	(c) Total Value of Purchases	(d) Total Value of Sales	(e) Net Gain/(Loss)
*	Mercer Funds	Mercer Active Long Corporate Fixed Income Fund	1		$ 32,261,156		
*	Mercer Funds	Mercer Active Long Corporate Fixed Income Fund		10		$ 16,185,613	$ 492,962
*	Northern Trust	NTGI Coltv. Govt. Short Term Investment Fund	44		35,558,194		
*	Northern Trust	NTGI Coltv. Govt. Short Term Investment Fund		24		35,629,594	-

* Indicates party-in-interest as defined by ERISA.

** This schedule is prepared using the alternative way of reporting (iii) series transactions under DOL Regulation 2520.103-6(d)(2).

The information in this schedule has been certified as to its completeness and accuracy by the Plan's trustee.

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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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
THE CONSOL ENERGY INC. EMPLOYEE RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
CORE NATURAL RESOURCES, INC.

D Employer Identification Number (EIN)
82-1954058

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	511,471,773
b Actuarial value	**2b**	511,471,773

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	4,492	390,175,380	390,175,380
b For terminated vested participants	2,406	51,685,040	51,685,040
c For active participants	854	31,770,138	34,008,174
d Total	7,752	473,630,558	475,868,594

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**	5.33%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	1,100,000
c Target normal cost	**6c**	1,100,000

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

Elizabeth Bordo EJB
Signature of actuary

9/30/2026
Date

ELIZABETH BORDO, FSA, EA
Type or print name of actuary

2609041
Most recent enrollment number

MERCER
Firm name

412-355-8800
Telephone number (including area code)

SIX PPG PLACE
SUITE 400
PITTSBURGH PA 15222
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 [ ]

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)	109,627,693	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	1,100,000	0
9	Amount remaining (line 7 minus line 8)	108,527,693	0
10	Interest on line 9 using prior year's actual return of 1.07%	1,161,246	0
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 5.13%		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)	109,688,939	0

Part III Funding Percentages

14	Funding target attainment percentage	14	84.43%
15	Adjusted funding target attainment percentage	15	107.48%
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	110.35%
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? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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: %	2nd segment: %	3rd segment: %	[X] N/A, full yield curve used

b Applicable month (enter code) **21b**

22 Weighted average retirement age	**22**	58

23 Mortality table(s) (see instructions) [ ] Prescribed - combined [X] 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. [X] Yes [ ] No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. [ ] Yes [X] No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. [X] Yes [ ] No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment [X] 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**	1,100,000
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
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**	1,100,000

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	1,100,000	0	1,100,000

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**	
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 the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. [ ] 2019 [ ] 2020 [X] 2021

CONSOL ENERGY INC. EMPLOYEE RETIREMENT PLAN
EIN Number 82-1954058, Plan Number 001
Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year)**
December 31, 2025 Supplemental Schedule

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost and Number of Shares/Units	(e) Current Value
	Money Market Fund			
*	Northern Trust	NTGI Coltv. Govt. Short Term Investment Fund	$ 28,604 / 28,604	$ 28,604
	Collective Trusts			
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*	Mercer Funds	Mercer Core Passive Fixed Income Portfolio	64,778,677 / 3,495,564	66,905,102
	Total Collective Trusts			515,376,810
				$ 515,405,414

* Indicates party-in-interest as defined by ERISA.

** Under ERISA, an asset held for investment purposes is any asset held by the Plan on the last day of the Plan's fiscal year or acquired at any time during the Plan's fiscal year, with certain exceptions.

The information in this schedule has been certified as to its completeness and accuracy by the Plan's trustee.

CONSOL ENERGY INC. EMPLOYEE RETIREMENT PLAN
EIN Number 82-1954058, Plan Number 001
Schedule H, Part IV, Line 4(j) - Schedule of Reportable Transactions**
For the Year Ended December 31, 2025

Supplemental Schedule

	Identity of Party Involved	Description of Asset	(a) Number of Purchases	(b) Number of Sales	(c) Total Value of Purchases	(d) Total Value of Sales	(e) Net Gain/(Loss)
*	Mercer Funds	Mercer Active Long Corporate Fixed Income Fund	1		$ 32,261,156		
*	Mercer Funds	Mercer Active Long Corporate Fixed Income Fund		10		$ 16,185,613	$ 492,962
*	Northern Trust	NTGI Coltv. Govt. Short Term Investment Fund	44		35,558,194		
*	Northern Trust	NTGI Coltv. Govt. Short Term Investment Fund		24		35,629,594	-

* Indicates party-in-interest as defined by ERISA.

** This schedule is prepared using the alternative way of reporting (iii) series transactions under DOL Regulation 2520.103-6(d)(2).

The information in this schedule has been certified as to its completeness and accuracy by the Plan's trustee.

Schedule SB, Line 22 — Description of Weighted Average Retirement Age

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 58.

SALARIED					P&M				
(A) Retirement age	(B) Retirement Percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)	(A) Retirement age	(B) Retirement Percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
50	5.00%	1,000,000	50,000	2,500,000	50	10.00%	1,000,000	100,000	5,000,000
51	5.00%	950,000	47,500	2,422,500	51	10.00%	900,000	90,000	4,590,000
52	5.00%	902,500	45,125	2,346,500	52	10.00%	810,000	81,000	4,212,000
53	5.00%	857,375	42,869	2,272,044	53	10.00%	729,000	72,900	3,863,700
54	5.00%	814,506	40,725	2,199,167	54	5.00%	656,100	32,805	1,771,470
55	5.00%	773,781	38,689	2,127,898	55	5.00%	623,295	31,165	1,714,061
56	5.00%	735,092	36,755	2,058,257	56	10.00%	592,130	59,213	3,315,929
57	5.00%	698,337	34,917	1,990,261	57	10.00%	532,917	53,292	3,037,628
58	10.00%	663,420	66,342	3,847,839	58	10.00%	479,626	47,963	2,781,828
59	10.00%	597,078	59,708	3,522,762	59	10.00%	431,663	43,166	2,546,811
60	15.00%	537,371	80,606	4,836,335	60	10.00%	388,497	38,850	2,330,980
61	15.00%	456,765	68,515	4,179,399	61	10.00%	349,647	34,965	2,132,847
62	30.00%	388,250	116,475	7,221,454	62	40.00%	314,682	125,873	7,804,121
63	15.00%	271,775	40,766	2,568,275	63	30.00%	188,809	56,643	3,568,497
64	15.00%	231,009	34,651	2,217,685	64	30.00%	132,167	39,650	2,537,598
65	30.00%	196,358	58,907	3,828,972	65	45.00%	92,517	41,632	2,706,110
66	40.00%	137,450	54,980	3,628,688	66	45.00%	50,884	22,898	1,511,259
67	40.00%	82,470	32,988	2,210,201	67	45.00%	27,986	12,594	843,786
68	40.00%	49,482	19,793	1,345,913	68	45.00%	15,392	6,927	471,009
69	40.00%	29,689	11,876	819,424	69	50.00%	8,466	4,233	292,072
70	100.00%	17,814	17,814	1,246,949	70	100.00%	4,233	4,233	296,305
Total			1,000,000	59,390,523	Total			1,000,000	57,328,011
Average				59.39	Average				57.33

Blended Average Age
Weighted

	Count		Average Age		Total
Salaried	359	x	59.39	=	21,321.01
Hourly	495	x	57.33	=	28,378.35
	854				49,699.36

Weighted Retirement Age = Total / Count 58

The weighted average retirement age is the total for column E divided by the total for column D. It should be noted that while only integral values are shown in the table, full content of each cell, including decimal portions, is used in the calculation. A blended average is used for the combined active population.

Schedule SB, line 24 — Change in Actuarial Assumptions

- Interest rates and mortality rates were updated from 2024 to 2025 in accordance with PPA
- The lump sum interest rates was changed from 3.25% to 2.25%.

Schedule SB, line 26 — Schedule of Active Participant Data

Attained Age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25											
25–29											
30–34	20	33	1								54
	306	1,279									
35–39	24	80	24								128
	339	1,567	3,397								
40–44	11	74	84	12							181
		1,534	3,562								
45–49	12	54	87	24	1						178
		1,608	3,585	10,697							
50–54	7	60	43	23	10	3	1				147
		1,555	3,680	9,790							
55–59	6	33	35	13	1	6	6				100
		1,555	3,711								
60–64		10	22	5	1	2	5	3	1		49
			3,608								
65–69		1	4	4		1		4	1		15
70 & up			1	1							2
Total	80	345	301	82	13	12	12	7	2		854

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is the frozen average annual accrued benefit. The frozen average accrued benefit for cells with fewer than 20 participants has been omitted to preserve confidentiality

Schedule SB, Line 26b — Schedule of Projection of Expected Benefit Payments

Plan Year Beginning 1/1	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	1,629,730	6,215,816	33,813,225	41,658,771
2026	1,907,160	2,269,702	33,398,619	37,575,482
2027	1,770,501	1,747,269	32,959,661	36,477,431
2028	1,818,708	2,214,450	32,485,333	36,518,491
2029	1,859,368	2,275,203	31,966,895	36,101,466
2030	1,851,554	1,693,763	31,410,412	34,955,729
2031	1,955,561	2,047,127	30,801,192	34,803,880
2032	1,995,673	2,380,655	30,134,982	34,511,311
2033	1,982,672	2,324,628	29,407,616	33,714,916
2034	2,080,639	2,159,543	28,615,200	32,855,381
2035	2,100,314	2,115,653	27,754,297	31,970,263
2036	2,134,465	2,408,114	26,822,152	31,364,732
2037	2,179,992	2,375,998	25,817,052	30,373,041
2038	2,190,598	2,619,667	24,738,683	29,548,949
2039	2,207,501	2,892,639	23,588,522	28,688,662
2040	2,212,191	3,464,647	22,370,182	28,047,019
2041	2,200,354	3,997,595	21,089,667	27,287,617
2042	2,211,431	3,523,127	19,755,532	25,490,092
2043	2,225,928	3,315,167	18,378,848	23,919,944
2044	2,231,483	3,697,961	16,972,908	22,902,352
2045	2,229,920	3,836,244	15,552,856	21,619,020
2046	2,227,313	3,714,009	14,135,234	20,076,557
2047	2,228,368	3,743,594	12,737,230	18,709,190
2048	2,218,823	3,826,098	11,375,932	17,420,854
2049	2,206,065	3,827,798	10,067,768	16,101,630
2050	2,173,760	3,885,518	8,827,699	14,886,977
2051	2,139,734	3,876,037	7,668,416	13,684,187
2052	2,095,979	3,882,230	6,599,792	12,578,001
2053	2,040,315	3,862,360	5,628,487	11,531,162
2054	1,987,238	3,819,471	4,757,828	10,564,536
2055	1,931,093	3,752,692	3,987,953	9,671,738
2056	1,860,182	3,673,677	3,316,160	8,850,019
2057	1,787,154	3,568,083	2,737,325	8,092,562
2058	1,710,487	3,451,409	2,244,547	7,406,443
2059	1,628,962	3,326,425	1,829,725	6,785,113
2060	1,545,870	3,195,826	1,484,123	6,225,819
2061	1,462,526	3,060,362	1,198,894	5,721,782
2062	1,379,271	2,920,352	965,427	5,265,050
2063	1,296,427	2,776,178	775,676	4,848,280
2064	1,214,307	2,628,299	622,375	4,464,981
2065	1,133,210	2,477,259	499,132	4,109,601
2066	1,053,442	2,323,707	400,450	3,777,600
2067	975,277	2,168,409	321,694	3,465,379
2068	898,978	2,012,239	259,004	3,170,220
2069	824,811	1,856,188	209,218	2,890,218
2070	753,020	1,701,338	169,760	2,624,118
2071	683,839	1,548,844	138,531	2,371,215
2072	617,501	1,399,902	113,840	2,131,243
2073	554,222	1,255,711	94,323	1,904,256
2074	494,215	1,117,421	78,888	1,690,524

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Actuarial assumptions for January 1, 2025

Discount rate sponsor elections	
• Segment rates or full yield curve	Full yield curve
Mortality sponsor elections	
• Healthy and disabled participants	Section 430(h)(3) prescribed separate generational annuitant and non-annuitant mortality tables. These tables are based on the Pri-2012 mortality tables projected with mortality improvement using the IRS-modified MP-2021 mortality improvement scale, in accordance with the IRS regulation 1.430(h)(3)-1.
Lump sum interest rate and mortality	Current active and terminated vested employees are entitled to receive their accrued benefit earned through December 31, 2005 as a lump sum. The lump sum is the greater of the present value using the interest rates and mortality table prescribed by PPA and the present value calculated using the plan's interest rate and mortality table (PBGC interest rate used to determine lump sums for immediate annuity benefits and 1971 Group Annuity blended mortality table set back two years weighted 90% male and 10% female). Currently, the plan's interest rate and mortality table provide a larger lump sum benefit than the PPA interest rates and mortality table and are used to determine the lump sum benefits under the plan. For 2025, a lump sum interest rate of 2.25% and the GA71 blended mortality table is used for the development of the funding target and target normal cost.
Other economic assumptions	
• Social Security wage base	3.50% per year
• Inflation	2.50% per year
• Expected investment return	Not applicable
• Expenses	$1,100,000 added to current year normal cost
• Dominion Cash Balance interest rate	Not Applicable since benefit is frozen.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Rationale for economic assumptions

- Discount rate – Assumption prescribed by IRS and PBGC with the specific methodology selected by Core.
- Lump sum interest rate (PBGC basis) – PBGC rate of 2.25% to be used in lump sum payments is calculated using the 12 year bond yield from the IRS monthly yield curve tables from 2 months prior.
- Social Security taxable wage base increases – This reflects 1.00% real wage growth. This assumed level is based on a review of historical US Average Wage increases and annual average CPI-U over extended time periods, and consideration of more recent and potential future prospects for real wage increases.
- Inflation – This assumption is based on the inflation assumption periodically published by Mercer Investment Consulting in their Capital Markets Outlooks.
- Expenses – This assumption is based on recent actual administrative expenses paid from the trust, adjusted to reflect expected future changes.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Demographic assumptions

- Withdrawal

Age	Salaried Employees	P&M Employees
25	20.7%	15.5%
30	14.0%	10.5%
35	10.0%	7.5%
40	7.9%	5.9%
45	7.0%	5.2%
50+	6.4%	4.8%

- Disability incidence: See table of sample rates. 100% of participants becoming disabled are assumed to be eligible for Social Security disability benefits.
- Retirement age

Salaried Employees

Attained age	Retirement rates
50 – 57	5.0%
58 – 59	10.0%
60 – 61	15.0%
62	30.0%
63 – 64	15.0%
65	30.0%
66 – 69	40.0%
70+	100.0%

P&M Employees

Attained age	Retirement rates
50 – 53	10.0%
54 – 55	5.0%
56 – 61	10.0%
62	40.0%
63 – 64	30.0%
65 – 68	45.0%
69	50.0%
70+	100.0%

- Benefit commencement age for
  - Current vested deferred: 61 if eligible for retirement at termination, else 65
  - DC Restoration vested deferred: Later of age 60 and 6 months after separation from service

• Spouse assumptions	Male participants	Female participants
— Percentage married	85%	60%
— Spouse age difference	2 years younger	3 years older

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Form of payment	Lump sum	Single life	50% J&S	75% J&S	100% J&S
• Active retirements					
— Pre – 2006 benefits	90%	5%	0%	0%	5%
— Post – 2006 benefits	0%	30%	15%	5%	50%
• Future vested deferred	0%	40%	0%	0%	60%
• Future disabilities	0%	15%	0%	0%	85%
• Future deaths	0%	100%	0%	0%	0%
• Current vested deferred					
— Pre – 2006 benefits	90%	5%	0%	0%	5%
— Post – 2006 benefits	0%	35%	15%	10%	40%

Form of payment – participants with a pre-2006 and post-2006 benefits	Lump sum	Single life	50% J&S	75% J&S	100% J&S
• Active retirements					
— Pre – 2006 benefits	60%	20%	0%	0%	20%
— Post – 2006 benefits	0%	30%	15%	5%	50%
• Future vested deferred	0%	40%	0%	0%	60%
• Future disabilities	0%	15%	0%	0%	85%
• Future deaths	0%	100%	0%	0%	0%
• Current vested deferred					
— Pre – 2006 benefits	60%	20%	0%	0%	20%
— Post – 2006 benefits	0%	35%	15%	10%	40%

Unpredictable contingent event assumptions	Not applicable

Rationale for Demographic Assumptions

- Mortality – Assumption prescribed by the IRS.
- Withdrawal rates, Retirement rates, Spouse assumptions, Form of payment and TV commencement age – Based on an experience study undertaken in 2021.
- Disability incidence – Disability incidence rates are based on a historical Social Security table. Incidence rates for salaried employees are assumed to be 90% of Social Security experience. Incidence rates for P&M employees are assumed to be 150% of Social Security experience at ages 45 and below (grading to 100% at age 50 and above) reflecting the higher risk inherent in their occupation.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Table of sample rates

Attained age	Disability percentage rates			
	Salaried Employees		P&M Employees	
	Male	Female	Male	Female
20	0.1%	0.0%	0.2%	0.1%
25	0.1	0.1	0.2	0.1
30	0.2	0.1	0.3	0.2
35	0.3	0.2	0.4	0.4
40	0.4	0.4	0.6	0.6
45	0.6	0.5	1.0	0.9
50	1.0	0.9	1.2	1.0
55	2.0	1.6	1.2	1.8
60	2.6	1.8	2.9	2.0
61	2.5	1.6	2.8	1.8
62	2.3	1.3	2.6	1.5
63	2.3	1.3	2.6	1.5
64	2.3	1.3	2.6	1.5
65 and older	0.0	0.0	0.0	0.0

Actuarial methods

Asset methods

The asset valuation method is the fair market value.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

Participants included: CORE sponsors a defined benefit plan covering substantially all employees not covered under a collective bargaining agreement. The plan was closed to new participants on September 30, 2014. Benefits are based on final average compensation and years of service. The plan sponsor provides us with data on all employees as of the census date who have completed the plan's eligibility requirements at that date.

- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants
- **Insurance contracts:** The plan does not have any insurance contracts.

Minimum funding methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

Schedule SB, Part V — Summary of Plan Provisions

Summary of major plan provisions

On September 22, 1998, CONSOL Energy Inc. purchased the Rochester & Pittsburgh Coal Company (R&P). As a result of this purchase, CONSOL Energy Inc. assumed responsibility for and control over the Rochester & Pittsburgh Coal Company Pension Plan. For reasons of efficiency, administrative convenience, and savings, CONSOL Energy Inc. merged the Rochester & Pittsburgh Coal Company Pension Plan into CONSOL Energy Inc. Employee Retirement Plan effective December 31, 1998.

Effective April 1, 2001, employees of Rochester & Pittsburgh Coal Company at time of sale will receive benefits under the R&P formula until April 1, 2001. After April 1, 2001 they will accrue a benefit under the CONSOL formula.

Effective December 31, 2008, the frozen retirement plans for Amvest, Velva and Local 5400 are merged into the CONSOL Retirement Plan.

Effective March 1, 2009, the CNX Gas Retirement Plan was merged into the CONSOL Retirement Plan. There is no change in total benefits for employees of CNX Gas.

Effective May 1, 2010, CONSOL Energy Inc. acquired Dominion Resource Appalachian exploration and production business. Dominion employees start service in this plan on May 1, 2010. The accrued benefit for former Dominion employees under this plan will be no less than the benefit based on service and earnings with CONSOL after May 1, 2010. If the accrued benefit under this plan based on all CONSOL and Dominion service less the frozen accrued benefit under the Dominion plan as of April 30, 2010 provides a greater benefit, then this plan will pay the greater benefit.

Effective December 27, 2010, all CNX Gas employees are eligible to participate in this plan. For CNX Gas employees as of December 27, 2010, all of their service with CNX Gas will be considered for vesting and benefit purposes.

Effective September 30, 2014, the plan was amended as follows:

- Employees hired after September 30, 2014 do not receive DB benefits.
- DB plan hard freeze on December 31, 2014 if a person is under age 40 or has less than 10 years of service (age and service as of September 30, 2014).

Effective January 1, 2015, the plan was amended as follows:

- Benefit accruals for 2015 were granted to affected frozen participants (those frozen participants who were employed by the Company on July 31, 2015 whose annual base salary as of December 31, 2014 was $60,000 or less).

Effective December 31, 2015, the plan was amended to freeze benefits to all remaining participants.

In June 2016, the plan was amended to offer an unlimited lump sum option to certain eligible deferred vested participants during a window period from July 18, 2016 through September 6, 2016 with payments made in November 2016.

Schedule SB, Part V — Summary of Plan Provisions

In October 2016, the plan was amended effective with the 2015 Plan Year to provide a minimum retirement benefit to certain affected frozen participants.

In November 2017, the Qualified Plan was amended to provide the current enhanced early retirement factors to a select group of CNX actives who are not eligible to receive the enhanced factors after the company spin.

In January 2025, CONSOL Energy, Inc. merged with Arch Resources Inc. to form Core Natural Resources, Inc. No plan benefits were impacted by the merger.

CONSOL

Effective Date

July 1, 1958; with amendments through November 2017.

Plan Eligibility

All salaried, production and maintenance, or operations and maintenance employees are eligible to participate on the earlier of the following dates:

1. Employment on a regular, full-time basis; or

2. Completion of a period of 12 consecutive months starting from employment date, re-employment date, or anniversaries of these dates during which an employee completes 1,000 hours of service.

3. Notwithstanding the foregoing, Fairmont Supply Company employees hired after August 1, 2003 are not participants in the Plan. Fairmont Supply Company employees hired on or before August 1, 2003 that earned at least (5) Years of Service as of December 31, 2003 will continue to earn Credited Service and Vesting Service. Fairmont Supply Company employees hired on or before August 1, 2003 that did not earn at least (5) Years of Service as of December 31, 2003 will not earn additional Credited Service, but will continue to earn Vesting Service.

4. Notwithstanding the foregoing, MonRiver deckhands hired on or after August 1, 2007 are not participants in the plan. MonRiver deckhands hired prior to August 1, 2007 had their pension frozen as of August 1, 2007 but continue to accrue vesting service.

Effective September 30, 2014, new employees are not eligible to participate.

Average Compensation

Final average compensation for service prior to September 1, 1981 means an average over the last 5 years. Final average compensation for service on and after September 1, 1981 but prior to December 31, 2005 means an average of the highest 3 consecutive years over the participant's entire career. Final average compensation for service on or after January 1, 2006 means an average of the highest 5 consecutive years over the participant's entire career. Compensation means the regular compensation paid to an employee for services rendered to the Company, including for service from January 1, 1981 to December 31, 2005, the ICP pay received, but excluding any other bonuses, commissions, or special pay. Compensation for service earned beginning January 1, 2006 does not include ICP pay. Compensation is also limited by IRC Section 401(a)(17).

Schedule SB, Part V — Summary of Plan Provisions

Effective December 31, 2014, average compensation is frozen for a participant who is under age 40 or has less than 10 years of service based on age and service as of September 30, 2014 (frozen participants).

Effective January 1, 2015, average compensation for affected frozen participants (those frozen participants who were employed by the Company on July 31, 2015 whose annual base salary as of December 31, 2014 was $60,000 or less), is frozen as of December 31, 2015.

Effective December 31, 2015, average compensation is frozen for all remaining participants.

Base Earnings

Base Earnings means (a) $4,200 per year for all years prior to July 1, 1969; (b) $7,800 per year for all years on or after July 1, 1969 and prior to January 1, 1972; and (c) $9,000 per year for all years on or after January 1, 1972.

Credited Service

Credited Service includes service as a participant rendered on and after July 1, 1969; plus, for an employee who became a participant prior to July 1, 1969, service prior to such date to the extent it occurred after the attainment of age 30 and the completion of one year of service, inclusive of service recognized for benefits under the Superseded Plans. Superseded Plans means the Consolidation Coal Company Retirement Annuity Plan, the Employees' Retirement Plan of Pocahontas Fuel Company Incorporated, the Fairmont Supply Company Plan, the Truax Traer Company Plan or the Twin Rivers Towing Company Plan. One year of Service is credited for employees completing 2,080 hours of service. Fractional service (hours of service/2,080) is credited for employees completing 1,000 or more, but less than 2,080 hours of service. No service is credited if hours of service are less than 1,000.

Employees of CNX Gas hired before January 1, 2006 had a one-time option on December 31, 2006 of electing enhanced defined contribution benefits in lieu of accruing benefits under this Consol qualified defined benefit retirement plan. For any CNX Gas employee who elected these enhanced benefits and transfers to CEI on or after December 27, 2010, credited service will include the applicable time they were in the plan receiving the enhanced benefits.

Effective December 31, 2014, credited service is frozen for a participant who is under age 40 or has less than 10 years of service based on age and service as of September 30, 2014.

Effective January 1, 2015, credited service for affected frozen participants (those frozen participants who were employed by the Company on July 31, 2015 whose annual base salary as of December 31, 2014 was $60,000 or less), is frozen as of December 31, 2015.

Effective December 31, 2015, credited service is frozen for all remaining participants.

Schedule SB, Part V — Summary of Plan Provisions

Retirement Benefit

The annual normal retirement benefit consists of the sum of the following:

1. A noncontributory benefit equal to

    A. for each year of Credited Service prior to July 1, 1958; a percentage of that part of the participant's Final Average Compensation not in excess of $4,200, such percentage to be 1/4% for each such year for which an allowance has been credited under the Retirement Plan of Pocahontas Fuel Company Incorporated and 1% for all other such years plus

    B. 1% of the part of the participant's Final Average Compensation not in excess of Base Earnings for each year of Credited Service subsequent to July 1, 1958 and prior to November 1, 1975 plus

    C. 1.5% of the participant's Final Average Compensation for each year of Credited Service subsequent to November 1, 1975 and prior to September 1, 1981 plus

    D. 1.6% of the participant's Final Average Compensation for each year of Credited Service subsequent to September 1, 1981 and prior to December 31, 2005 less

    E. 1.5% of the participant's Social Security benefit multiplied by years of Credited Service subsequent to November 1, 1975 and prior to December 31, 2005, but such offset may not exceed 50% of such member's Social Security benefit; plus

    F. 0.5% of Final Average Compensation times Credited Service subsequent to January 1, 2006, for service with less than 20 years of Vesting Service and 0.667% of Final Average Compensation times Credited Service subsequent to January 1, 2006 for service accrued with more than 20 years of Vesting Service.

2. A contributory benefit equal to

    A. if the participant contributed to the Plan on the basis of compensation not in excess of Base Earnings, 1/2% of that part of the participant's Final Average Compensation not in excess of Base Earnings for each year of the participant's Credited Service prior to November 1, 1975, in which contributions were made that have not been withdrawn; plus

    B. if the participant contributed to the Plan on the basis of compensation in excess of Base Earnings, 1-3/4% of that part of the participant's Final Average Compensation in excess of Base Earnings for each year of the participant's Credited Service prior to November 1, 1975 in which contributions were made that have not been withdrawn; and

3. For former participants of the Twin Rivers plan, the benefit for Credited Service to April 1, 1985 is equal to 1% of final 10 year average compensation times Credited Service to March 31, 1985.

4. Any benefit accrued under the Superseded Plans if not noted in 3 above.

Schedule SB, Part V — Summary of Plan Provisions

Normal Retirement

Normal retirement occurs at age 65.

In no event will a participant's normal retirement benefit exceed the limits set forth in Section 415, as revised by the Tax Reform Act of 1986 and effective January 1, 1987.

Early Retirement

Early retirement is permitted after age 50 and 10 years of service.

The early retirement benefit, at the election of the participant, is either:

1. A deferred retirement benefit commencing at age 65 and computed as a normal retirement benefit on the basis of the participant's Credited Service at the time of early retirement; or

2. A retirement benefit commencing immediately which is computed as a normal retirement benefit on the basis of the participant's Credited Service at the time of early retirement, reduced with respect to Credited Service prior to November 1, 1975 in accordance with Schedule I, with respect to Credited Service subsequent to October 31, 1975 and prior to August 1, 2003 in accordance with Schedule II, and with respect to Credited Service subsequent to July 31, 2003 and prior to January 1, 2006, in accordance with Schedule III.

	Percent of earned retirement benefits	
Age at retirement	**Schedule 1**	**Schedule II**
65	100%	100%
64	100%	100%
63	100%	100%
62	100%	100%
61	97%	97%
60	94%	94%
59	91%	91%
58	88%	88%
57	85%	84%
56	82%	80%
55	79%	75%
54	76%	69%
53	73%	65%
52	70%	60%
51	67%	57%
50	64%	53%

Schedule SB, Part V — Summary of Plan Provisions

Points at retirement or payment starting date	Percent of earned retirement benefits schedule III
90 or more	100%
89	98%
88	96%
87	94%
86	92%
85	90%
84	88%
83	86%
82	84%
81	82%
80	80%
79	78%
78	76%
77	74%
76	72%
75	70%
74	68%
73	66%
72	64%
71	62%
70	60%
69	59%
68	58%
67	57%
66	56%
65	55%
64	54%
63	53%
62	52%
61	51%
60	50%

For purposes of this Schedule III, a Member's points shall equal the sum of the Member's age and Years of Service. Notwithstanding the foregoing, if the Member's age at Retirement or payment starting date is 65 or older, the Member shall receive 100 percent of his earned Retirement Allowance accrued subsequent to July 31, 2003 and prior to January 1, 2006.

For accruals after January 1, 2006, the percent of earned retirement benefits will be based on the plan document's definition of actuarial equivalence. Effective January 1, 2011 the early retirement factors will be 7/12% per month reduction for the first 60 months and 3/12% reduction per month thereafter for

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all benefits accrued on or after January 1, 2006. In no instance will the benefits be less than the reduced benefits earned as of January 1, 2011 based on the previous actuarial equivalent factors.

If a Member commences an immediate Early Retirement Allowance on or after February 1, 2006, and has attained age sixty (60) but has not attained age sixty-two (62) as of the commencement date, such Member shall receive a supplemental payment of $300 per month beginning as of his commencement date, and ending on the earlier of (A) the month in which the Member or his surviving spouse, if applicable, dies, as the surviving spouse will be entitled to continue to receive such payments until (B) the month in which the Member reaches or would have reached age sixty-five (65), if the Member dies before that age and is survived by a surviving spouse. If a Member commences an immediate Early Retirement Allowance on or after February 1, 2006, and has attained age sixty-two (62) but has not attained age sixty-five (65) as of the commencement date, such Member will receive a supplemental payment of $500 per month beginning as of his commencement date, and ending on the earlier of (A) the month in which the Member or his surviving spouse, if applicable, dies, as the surviving spouse will be entitled to continue to receive such payments until (B) the month in which the Member reaches or would have reached age sixty-five (65).

A select group of CNX actives who were not eligible to retire at the date of the company spin and have a pre-2006 benefit have their enhanced early retirement factors grandfathered under a plan amendment signed in November 2017.

Incapacity Retirement

Incapacity retirement is available after age 40 and 10 years of service for disabled participants eligible for Social Security disability benefits. The incapacity retirement benefit commences immediately and is equal to the retirement benefit.

Separation Retirement

Upon separation from employment after 5 years of service, a participant is fully vested in his retirement benefit. The separation retirement benefit is a deferred benefit payable at age 65.

Pre-Retirement Spouse's Benefit

In the event that a participant is married at the time of his death and has completed 5 years of service and the participant and the spouse have not rejected the surviving spouse coverage, then the spouse is eligible for a surviving spouse benefit. The surviving spouse benefit commences immediately if the participant is age 50 at death and is equal to 50% of an early retirement benefit additionally reduced to reflect a 50% joint and survivor annuity. If the participant has not attained age 50 on the date of death, the surviving spouse allowance commences on the date the participant would be age 50. The age 50 benefit is the actuarial equivalent of 50% of the age 65 benefit additionally reduced to reflect a 50% joint and survivor annuity.

Return of Contributions

Upon the death of an active or retired participant prior to the first retirement allowance payment, the beneficiary or estate is entitled to receive the amount of accumulated contributions at the time of death provided no surviving spouse allowance is payable. If a participant dies after retirement, the excess, if any, of accumulated contributions at the time the retirement allowance commenced over the retirement allowance payments received prior to death is paid to the beneficiary or estate; provided that in the

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event that an allowance is continued to a beneficiary, the payment of the excess, if any, is made only upon the death of the survivor of the retired participant and beneficiary.

Payment of Benefits

The benefit is payable for the lifetime of the retired participant. The married participant is deemed to have elected a 50% joint and survivor option. Optional payments available include the life annuity and the 50%, 75% and 100% joint and survivor annuity.

For benefits accrued prior to August 1, 1983, the actuarial equivalence for the optional forms of benefit is based on the 1971 Group Annuity Mortality Table for males and females set back two years and a 6.5% interest rate. This actuarial equivalence shall be sex-distinct.

For benefits accrued after July 31, 1983, the mortality table shall be sex neutral consisting of 90% of the male mortality rates and 10% of the female mortality rates using the 1971 Group Annuity Mortality Table for males and females set back two years and a 6.5% interest rate.

On or after January 1, 2006, the mortality table shall be sex neutral consisting of 90% of the male mortality rates and 10% of the female mortality rates using the RP-2000 Mortality Table for males and females and a 6.5% interest rate. In no instance will the benefit be less than the reduced benefit accrued as of December 31, 2005 using the previous mortality table.

The participant may elect to receive a lump sum when he is eligible to retire. The lump sum is calculated using either 1) the PBGC equivalent rate using 12 year bond yield from the IRS monthly yield curve tables from 2 months prior and the 1971 Group Annuity Mortality Table set back two years, or 2) 417(e) minimum lump sum assumptions, whichever produces the greater benefit.

For lump sum benefits accrued prior to August 1, 1983 the lump sum benefit is based on the 1971 Group Annuity Mortality Table for males and females set back two years. This actuarial equivalence shall be sex-distinct.

For lump sum benefits accrued after July 31, 1983, the mortality table shall be sex neutral consisting of 90% of the male mortality rates and 10% of the female mortality rates using the 1971 Group Annuity Mortality Table for males and females set back two years.

The lump sum benefit is frozen to benefits accrued as of January 1, 2006.

In June 2016, the plan was amended to offer an unlimited lump sum option to certain eligible deferred vested participants during a window period from July 18, 2016 through September 6, 2016 with payments made in November 2016.

R&P

Effective Date

July 1, 1958; amended and restated effective July 1, 1989

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Employee Eligibility Requirements

Normal Retirement

Management employees with (i) 20 or more completed years of service in the industry at retirement (including one year of service with the Company immediately prior to retirement) or (ii) five or more years of service with the Company are eligible for normal retirement benefits upon attaining age 62.

For purposes of determining eligibility for benefits and the amount of the monthly pension, service with the Company includes service with an Associated Company for periods of service during which the Associated Company maintained an Affiliated Plan.

Early Retirement

Age 60 with 20 or more years of service in the industry (including one year of service with the Company immediately prior to retirement) or age 55 or over with 15 or more years of service with the Company.

Disability Retirement

Total and permanent disability (such that the employee is eligible to receive Social Security disability benefits) after completing one or more years of service with the Company.

Death

The surviving spouse of a participant who dies before benefits commence but after becoming eligible for normal, early, or disability retirement, or who dies after age 50 with at least 20 years of service with the Company, is eligible to receive a pension payable immediately for his or her remaining lifetime.

The surviving spouse of any other participant who dies after becoming eligible for a vested benefit is eligible to receive a pension for his or her remaining lifetime commencing on the date the participant would have attained age 62. If the participant has 15 or more years of service with the Company on date of death, the spouse may elect to have benefits commence as early as the date the participant would have attained age 55.

Termination of Employment

Upon termination of employment after 5 years of service with the Company, a management employee becomes eligible for a deferred pension.

Employee Contributions

The employee makes no contribution to the Plan.

Employer Contributions

The Company pays the full cost of the Plan.

Benefit Formulas

Normal Retirement

(1) Regular Formula -The monthly pension is the greatest of (a), (b) and (c):

(a) 1.75% of average monthly pay multiplied by years of accredited service with the Company up to a maximum of 35, minus 50% of the monthly Primary Social Security benefit (PIA) payable at age 62.

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(b) 1.25% of average monthly pay not in excess of the monthly average of the maximum taxable Social Security wage base for the five calendar years preceding retirement, multiplied by years of accredited service with the Company.

(c) Sum of Basic and Supplemental Pensions payable from the Plan formula in effect on June 30, 1976 based on continuation of the rate of pay in effect on June 30, 1976.

Note: This test will also be made for early retirement, disability retirement, termination of employment and death benefits for those covered by the Plan on June 30, 1976.)

"Average monthly pay" means highest consecutive five year average of total pay. For purposes of determining average monthly pay for any period after June 30, 1989, no more than the maximum amount under Section 401(a)(17) of the Internal Revenue Code may be taken into account.

The resulting benefit may not be less than the accrued benefit as of June 30, 1989 determined without regard to the limitation on compensation nor less than the June 30, 1994 accrued benefit.

The pension as determined above may not exceed the maximum benefit limitations of Section 415 of the Internal Revenue Code.

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(2) Maximum Pension - The maximum monthly pension is the greater of (i) 80% of average monthly pay less 100% of the Social Security benefit payable from age 62, and (ii) $250.

(3) Minimum Pension - The minimum monthly normal retirement pension is $150.

(4) Prior Plan Offset - The monthly pension otherwise determined above shall be reduced by any amount payable either from North American Coal Company Pension Plan, the Florence Mining Company Pension Plan or the Pension Plan of Bethlehem Steel Corporation and Subsidiary Companies, each expressed as a single life annuity commencing at age 62.

(5) Transfer Benefits - If the employee transfers to an Associated Company that maintains an Affiliated Plan, the amount of monthly pension payable under this plan shall equal a pro–rata portion (based on service with each employer) of the lesser of (i) the monthly pension determined under this plan assuming pay as of date of transfer increased at the rate of 5% per year to date of retirement, and, (ii) the monthly pension determined under the Affiliated Plan as of date of retirement.

If the employee transfers from an Associated Company that maintains an Affiliated Plan, the amount of monthly pension payable under this plan shall be reduced by any amounts payable from any such Affiliated Plans.

Early Retirement

On retirement between ages 55 and 62, the accrued pension as of early retirement date as computed under Normal Retirement is reduced by 5% per year (5/12% per month) that commencement of payments precedes normal retirement date (age 62). The amount of Social Security benefit for offset purposes is the PIA based on continuation to age 62 of pay at time of retirement and the law as in effect at retirement. This amount is multiplied by the ratio of accredited service at retirement to projected accredited service at normal retirement date. The $250 minimum for purposes of the maximum benefit, and the $150 minimum benefit are multiplied by the same ratio applicable to the PIA, and also the 5% per year early retirement reduction applies.

Disability Retirement

Prior to age 62, the accrued pension as computed under Early Retirement, but without reduction for early commencement (using the actual Social Security disability benefit as the offset) or, if greater, 50% of average monthly pay minus 50% of the Social Security disability benefit. At age 62 the pension is predetermined by the normal retirement formula under Normal Retirement, assuming continuation to age 62 of service and pay, at the rate in effect at the time of disability retirement.

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Termination of Employment

Upon termination of employment (for any reason other than death or retirement) after the completion of five or more years of service with the Company, a participant is entitled to a 100% vested deferred benefit commencing at age 62.

A terminated employee with at least 15 years of service with the Company may elect that payment of his vested benefit commence at any time after attaining age 55, in which case the amount of benefit is reduced by 5% per year as for early retirement.

For those covered by the Plan on June 30, 1976, the vested benefit is no less than the benefit which would have been payable assuming no change in the Plan or rate of pay after that date.

Death Benefit

The surviving spouse will receive a lifetime benefit equal to 50% of the pension the employee would have received if he had commenced payment of retirement benefit immediately prior to the date death benefits commence with the 50% joint and survivor option in effect.

Arithmetic Adjustment

If the monthly pension payable to an employee is not in whole dollars, each monthly payment shall be increase to the next whole dollar.

Types of Pension Benefits

A married management employee shall be deemed to have elected the 50% joint and survivor option, whereby a reduced pension is payable monthly during his lifetime and 50% of such reduced pension is continued to the surviving spouse for his or her remaining lifetime. An unmarried employee, and a married employee who so elects with spousal consent, will receive an unreduced pension payable monthly during his life and ceasing at his death. Other optional forms of payment include a 75% joint and survivor annuity whereby a reduced pension is payable monthly during his lifetime and 75% of such reduced pension is continued to the surviving spouse for his or her remaining lifetime. All forms of pension benefit are actuarially equivalent.

Effective April 1, 2001, service under the R&P benefit formula was frozen. Any benefit accrued after April 1, 2001 will be under the CONSOL Salaried Plan formula.

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Amvest

Effective Date

August 1, 1976 with amendments through January 1, 2008

Participation

Participation in this prior plan was frozen effective June 1, 1996 for Glamorgan employees and February 11, 1996 for Terry Eagle Employees; the Terry Eagle plan was merged into the Glamorgan Plan effective July 31, 1997.

Employee contributions

Not applicable

Credited Service

Service in this prior plan was frozen effective June 1, 1996 for Glamorgan employees and February 11, 1996 for Terry Eagle Employees.

Continuous Service

The sum of all 12 month periods completed from the participant's date of hire during which the participant had completed at least 1,000 hours of service.

Pensionable Earnings

Not applicable

Final Average Earnings

Not applicable

Primary Social Security Benefit

Not applicable

Accrued Benefit

For Glamorgan Participants: $20.00 x service prior to August 1, 1988 plus $27.50 x service after July 31, 1988.

For Terry Eagle Participants: $27.50 x service.

Benefit accruals ceased June 1, 1996 for Glamorgan employees and February 11, 1996 for Terry Eagle employees. The Terry Eagle plan merged into the Glamorgan plan effective July 31, 1997.

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Normal retirement Eligibility

Age 62

Normal Retirement Benefit

Unreduced Accrued benefit

Early Retirement Eligibility

Age 55 with at least 3 years of Credited Service

Early Retirement Benefit

Accrued benefit determined as of early retirement date actuarially reduced for each month that the payments precede the participant's Normal retirement eligibility

Late Retirement Eligibility

After age 62

Late Retirement Benefit

Unreduced accrued benefit

Deferred Vested Eligibility

Termination for reasons other than death, disability, or retirement:

Full years of service	Percentage vested
Less than 3 years	0%
3 Years	20%
4 Years	40%
5 Years	60%
6 Years	80%
7 Years	100%

Deferred Vested Benefit

Accrued benefit at termination is payable at age 62. Reduced benefit is payable at age 55 if completed at least 3 years of Credited Service. Above factors for early retirement apply.

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Pre-Retirement Death Benefits

Prior to retirement age eligibility

Death while eligible for deferred vested retirement benefits, with a surviving spouse that the deceased has been married to for at least one year.

Prior to retirement age benefit

50% of the monthly accrued benefit as of the date of death reduced for the joint and survivor election and reduced for payment as early as the participant's 55th birthday, provided participant had 3 years of Credited Service.

Subsequent to normal retirement age eligibility

Death while eligible for normal retirement benefits, with a surviving spouse that the deceased has been married to for at least one year.

Subsequent to normal retirement age benefit

50% of the monthly accrued benefit as of the date of death reduced for the joint and survivor election.

Form of Benefits

Automatic form for unmarried participants

Life annuity

Automatic form for married participants

Actuarially reduced 50% J&S annuity

Options

Actuarially reduced 75% J&S annuity

Actuarially reduced life annuity with 10 years guaranteed

Miscellaneous

Maximum compensation

Not applicable

Maximum benefits

Annual benefits may not exceed the limits in IRC Section 415. The limit is indexed annually.

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Velva

Effective date and plan year

December 6, 1977 as amended and effective January 1, 2007

Background

This prior plan is frozen. All active participants were terminated during 1987 and accrued benefits were calculated at that time. No new entrants are permitted into this prior plan since 1987.

Plan Eligibility

All employees and former employees of Consolidation Coal Company covered under the CONSOL Energy Inc. Wage agreement with the International Union, United Mine Workers of America, are eligible to participate with the exception of former employees explicitly excluded by this prior plan.

Retirement Benefits

The monthly retirement benefit is equal to the sum of the following:

$7.50 for each year of nonsignatory service.

$19.00 for each year of credited service in the first 10 years of credited service.

$19.50 for each year of credited service in the second 10 years of credited service.

$20.00 for each year of credited service in the third 10 years of credited service.

$20.50 for each year of credited service in excess of 30 years of credited service.

In addition, retiree and terminated vested participants received a $20 increase in their monthly benefits and beneficiaries received a $10 increase.

Normal Retirement

Normal retirement occurs at the earlier of (1) or (2)

A. Age 62 with 10 years of vesting service or 20 years of benefit service.

B. Later of age 65 or completion of 10 years of participation.

Early Retirement

Early retirement is permitted after age 55 with 10 years of vesting service or twenty years of benefit service. The benefit is reduced 3% per year for commencement prior to age 62.

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Disability Retirement

Disability retirement is available after 10 years of vesting service for total disability as a result of a mine accident while working for the employer. A participant is considered totally disabled only if eligible for Social Security Disability Insurance Benefits.

Deferred Vested Retirement

Deferred vested retirement is available for terminated participant with 5 years of vesting service. The benefit is payable in full at age 62 or actuarially reduced between ages 55 and 62.

Surviving Spouse Benefit

A surviving spouse benefit is provided for any participant who has retired, or is eligible to retire, except for deferred vested retirement with less than 20 years of benefit service. The benefit is 50% of the pension the deceased participant was receiving or would have been receiving had the deceased participant been retired.

Payment of Benefits

The benefit is payable for the lifetime of the retired participant. The married participant is deemed to have elected a 50% joint and survivor option. This benefit is the actuarial equivalent of the normal retirement benefit.

Local 5400

Effective Date

September 1, 1973 as most recently amended effective January 1, 1999

Plan Eligibility

This prior plan is frozen and no new entrants are permitted into this prior plan.

Average Monthly Earnings

Average monthly earnings are equal to average earnings for the last 120 months.

Retirement Benefit

The monthly retirement benefit is equal to the greater of (1) or (2):

1. 1.1% of average monthly earnings times by years of service up to 30 years; plus 1.2% of average monthly earnings times years of service in excess of 30 years; or

2. $14 per month for each of the first 15 years of service, plus $15 per month for each of the second 15 years of service, plus $16 for each year of service in excess of 30 years.

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Normal Retirement

Normal retirement occurs at age 65

Early Retirement

Early retirement is permitted after age 60 and 15 years of service. The benefit is reduced for early commencement as follows:

Age	Reduction factor
64	.9184
63	.8460
62	.7814
61	.7236
60	.6718

Incapacity Retirement

Incapacity retirement is permitted after 15 years of service if employee is eligible for Social Security disability benefits. The incapacity retirement benefit is equal to the unreduced retirement benefit payable immediately.

Deferred Retirement

Upon termination after 5 years of service, a participant is vested in his retirement benefit accrued to date. The benefit is payable at age 65.

Pre-Retirement Spouse's Benefit

Upon the death of a deferred vested participant before retirement, the surviving spouse is entitled to a 50% survivor benefit when the employee would have been eligible for early retirement or attained age 65, if later. This benefit is paid for by a reduction in the benefit.

Payment of Benefits

The benefit is payable for the lifetime of the retired participant. The married participant is deemed to have elected a 50% joint and survivor option. The 75% joint and survivor annuity is an optional form of payment. All benefits are the actuarial equivalent of the normal retirement benefit.

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Dominion

This section pertains to special past service benefits for former Dominion employees who were active at the time of acquisition, May 1, 2010, by CONSOL. All Dominion employees have the same benefits, rights and features as CONSOL employees except as noted below.

Participation

All former Dominion employees who were active on April 30, 2010 are eligible for past service benefits as described below.

Years of Service

For purposes of Eligibility and Vesting, all prior years of service with Dominion are treated as years of service under this plan.

Dominion Service

Credited Service for periods of employment with Dominion as reflected in the administration records of the Dominion Pension Plan as of April 30, 2010.

Average Compensation

Final average compensation is the same as the definition under CONSOL but only considers compensation earned on or after May 1, 2010.

Accrued Benefit

The accrued benefit is the greater of (i) and (ii) where:

(i) equals (A) minus (B):

A. The CONSOL retirement benefit formula with Credited Service (Credited Service includes earned Dominion Service as of April 30, 2010 plus all service under the CONSOL plan from May 1, 2010) and Average Compensation from May 1, 2010 and

B. The Dominion Benefit Offset based only on Dominion Service as of April 30, 2010 under the terms of the Dominion Pension Plan payable in the form of a single life annuity at participant age 65.

(ii) The CONSOL retirement benefit formula excluding Dominion Service. The benefit is calculated using service and compensation earned on or after May 1, 2010.

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Dominion Benefit Offset

The Dominion Benefit Offset consists of (A) + (B) + (C) below:

A. The Traditional Plan formula accrued benefit as of April 30, 2010 payable at age 65 as a single life annuity.

B. The Special Retirement Account, which includes service credits as of April 30, 2010 and interest credits to benefit commencement, converted to an age 65 benefit payable as a single life annuity.

C. The Cash Balance Account, which includes service credits as of April 30, 2010 and interest credits to benefit commencement, converted to an age 65 benefit payable as a single life annuity.

To determine the accrued benefit payable at age 65 for the account balances in (B) and (C), the account is projected to normal retirement using the 30-year Treasury rate from September of the previous year and converted to an annuity using the 417(e)(3) annuity values from September of the previous year.

Early Retirement Reduction

Any reduction for early retirement will be based on the CONSOL factors.

Payment of Benefits

All forms of payment under the CONSOL plan are available to the former Dominion employees except that the lump sum benefit is not available for the benefit based on service earned prior to January 1, 2006.

Benefits Included or Excluded

Unless noted below, all benefits provided by the plan are included in this valuation.

- **Plan amendments excluded:** Amendments adopted after the valuation date or effective after the current plan year.
- **Late retirement increases:**
  - Active participants: The plan provides late retirement increases for retirees over age 65. The accrued liabilities are adjusted for this increase.
  - Deferred vested participants: Current deferred vested participants over normal retirement age are valued excluding the late retirement actuarial increase, as the effect will be minimal.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Sections 415(b) and 401(a)(17) have been incorporated into our calculations.

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- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60 percent of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy accruals.
- **IRC Section 436 benefit restrictions:**
  - Unpredictable contingent event benefits: This valuation excludes restricted contingent event benefits that occurred before the valuation date but includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
  - Plan amendments: See above.
  - Prohibited payments: Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
  - Benefit accruals: The plan's funding target and target normal cost does not reflect any limitation on benefit accruals.
- **Scheduled benefit increases:** Scheduled benefit increases effective after the end of the current plan year are excluded from minimum funding requirements.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation
Maximum compensation and maximum benefit amounts were updated from 2024 to 2025