

2024 Corporate Responsibility Report

Reliable Energy for Today & Tomorrow



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Reporting Boundaries

As used in this Corporate Responsibility Report and unless otherwise indicated or the context otherwise requires, references to “we,” “us,” “our,” “Alliance,” “Alliance Resource Partners, L.P.,” and the “Partnership” refer to Alliance Resource Partners, L.P. and its consolidated subsidiaries and business units. This report covers all our operating activities, including our production and marketing of coal, oil & gas mineral interests, and royalty interests. Data included is related to the calendar year 2023 unless otherwise noted.

ARLP at a Glance

Our Approach to Corporate Responsibility

At Alliance Resource Partners, L.P., we proudly embrace our role as a leading energy provider, fully aware of our responsibility to operate in a socially and environmentally conscious manner.

With demand in energy rising both domestically and globally, our corporate responsibility strategy remains focused on best-practice operations, community engagement, and the conscientious utilization of our assets. While coal remains at the core of our operations, we have diversified our investments to include oil & gas mineral interests and are leveraging our Matrix and New Ventures group to pursue new growth opportunities and further diversify our business. Our commitment is to foster the growth of Alliance Resource Partners in alignment with the evolving energy landscape and increased energy demands. This commitment is embodied by our five Corporate Responsibility Principles: Reliable Energy for Today & Tomorrow, Care for Our People, Committed to Safety, Conservation & Environmental Stewardship, and Corporate Governance.

Reliable Energy for Today & Tomorrow

As energy demands continue to surge, the importance of a reliable, low-cost energy mix remains crucial. Challenges with renewable energy reliability necessitate solutions driven by dependable energy sources, such as fossil fuels. With a longstanding history of providing efficient, dependable, and affordable energy solutions for our domestic and international customers, Alliance is dedicated to its commitment to meeting the evolving energy needs of today and tomorrow.

Care for our People

We believe that our people are our most valuable asset, and we demonstrate our appreciation by offering competitive compensation and benefits packages, as well as prioritizing recruitment from the communities we serve. Our goal is to create enduring, well-paying jobs that contribute to and support local communities. We actively engage with industry organizations and leaders to address their specific needs. Through these efforts, we aim to enhance the economic prosperity of the regions where we operate. We provide onsite medical facilities and comprehensive healthcare services, including regular check-ups and preventive care, bolstered by our health education programs, which collectively form our best-in-class healthcare program. Highlighting our dedication to our people, we invest in their future through educational initiatives and skills development programs, collaborating closely with educational institutions to offer opportunities such as scholarships, internships, and training.

Committed to Safety

We prioritize safeguarding the health and safety of our people and cultivate a culture of safety as we strive to create an environment where our people feel empowered to put safety first in their daily responsibilities. Throughout 2023, our focus remained on refining processes and procedures to bolster the success of our mines and the safety of our people. A significant achievement during this year is our MSHA S&S citation rate of just 1.69, which is approximately 40% less than the national average.

Conservation & Environmental Stewardship

At Alliance, we aim to operate with environmental consciousness in mind. We endeavor to reduce our environmental impact through the utilization of technologies and techniques to minimize energy use, conserve water resources, and preserve biodiversity across our various business activities. We seek opportunities to improve operational efficiencies while aiming to assure environmental consciousness in our operations.

Corporate Governance

Fundamental to every aspect of our business are transparency, accountability, and impeccable ethical conduct. Upholding firm governance standards, we prioritize the interests of stakeholders and adeptly manage risks. We actively seek to build trust, maintain integrity, and create shared value with our stakeholders. Through ongoing dialogue and collaboration, we strive to foster enduring partnerships and sustained growth.

Conclusion

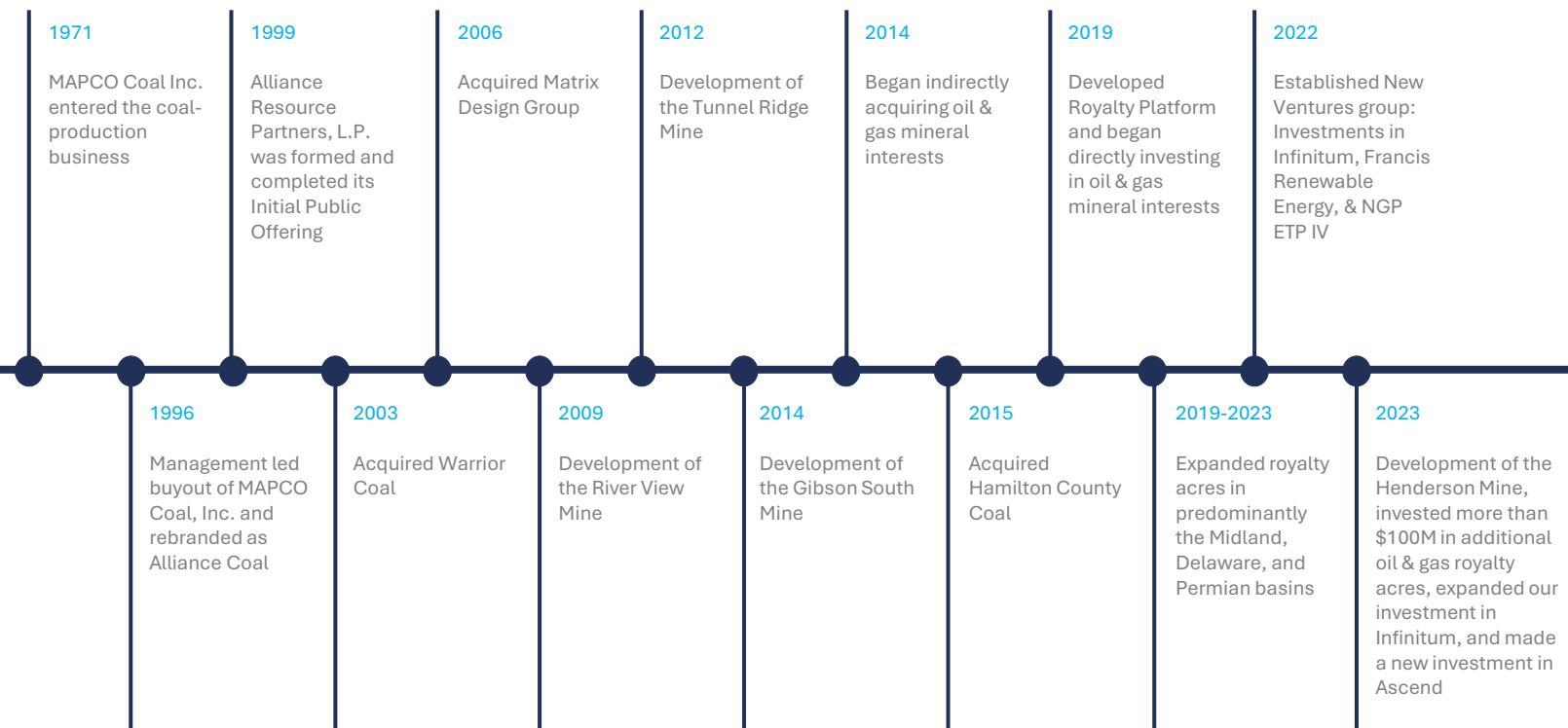
Alliance recognizes the significance of responsible business practices in delivering reliable energy both domestically and globally. Our efforts to minimize environmental impact and empower the communities we serve and operate in enable us to uphold this continual endeavor. Through strategic decision-making and operational excellence, we have continued to strengthen our position as a leader in the industry. As we continue to focus on innovation, customer satisfaction, and operational efficiency, we are confident in our ability to capitalize on emerging opportunities, deliver value to stakeholders, and continue to provide reliable energy for today and tomorrow.

Company Overview

Alliance Resource Partners, L.P. (NASDAQ: ARLP) is a diversified energy company that generates operating and royalty income from the production and marketing of coal to major domestic and international utilities and industrial users as well as royalty income from coal and oil & gas mineral interests located in strategic producing regions across the United States.

At Alliance, we continue to position ourselves as a reliable energy provider for the future as we pursue opportunities that support the advancement of energy and its evolving infrastructure transition, while simultaneously leveraging our core competencies and relationships. By integrating this strategic positioning into our three main business activities—coal operations, oil & gas and coal royalty mineral interests, and our Matrix and New Ventures investments—we work to continue to create long-term value for unitholders.

Our History



Core Principles

Our Corporate Responsibility Principles



Reliable Energy for Today & Tomorrow



Care for Our People



Committed to Safety



Conservation & Environmental Stewardship



Corporate Governance

Reliable Energy for Today & Tomorrow

Meeting the Needs of Surging Energy Demands

As the United States embarks on a trajectory of unprecedented electricity demand growth, fueled by the surge in AI, data centers, and US-based manufacturing, the need for a reliable and diverse energy mix becomes increasingly evident. Grid planners, recognizing this surge, have nearly doubled their five-year load growth forecast from 2.6% to 4.7% with the expected requirement for an additional 38GW of power over the next five years.

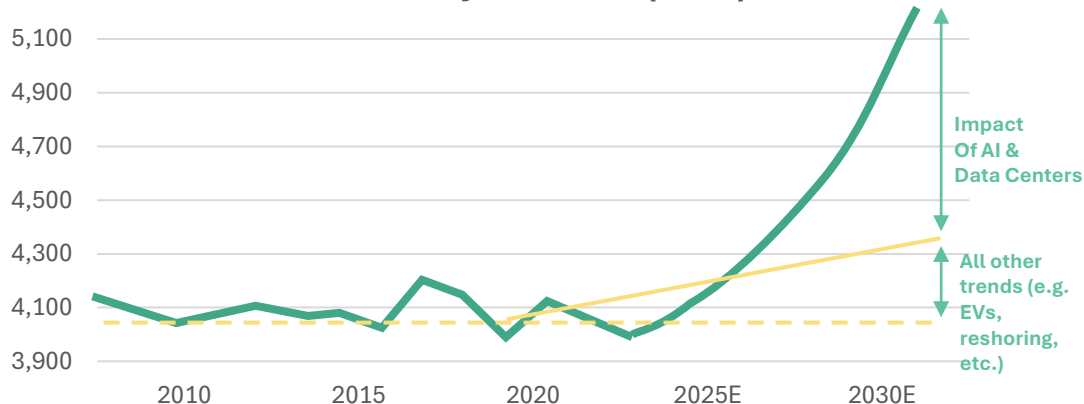
Data centers, poised to consume over 30GW by 2030 alone, highlight the intensity of this demand, with AI applications further exacerbating energy requirements.¹ These revisions represent fundamental changes to energy consumption patterns as many of these facilities require reliable power sourcing 24 hours a day. This poses new risks to grid reliability if load growth outpaces deployment of new generation and transmission within an aging electric infrastructure. Amidst this surging demand, coal emerges as a crucial component in the solution to meeting energy demand. With half of data center load growth falling within regions served by our utility customers, Alliance is strategically positioned to help meet this heightened round-the-clock demand.

The increase in US-based manufacturing further stresses the need for a reliable, low-cost energy mix, without which the ability to meet future demand would be

severely compromised. Additional fossil fuels will be essential in fulfilling this demand, particularly as renewables struggle to keep pace. Recognizing the limitations of renewables to address current and future demand, utilities are turning to fossil fuels, including coal, to bridge the gap. As the U.S. enters this period of rapid growth in electricity demand, it is expected to lead to the extended operation of critical coal power plants throughout the country ensuring the uninterrupted power supply necessary for new manufacturing facilities across the nation.²

It is for this reason that Alliance continues to reinvest in our coal operations, expand our oil & gas minerals business and explore new growth opportunities to take advantage of the changing dynamics with the electrification of the economy. With decades of experience providing efficient and reliable energy, Alliance is prepared and dedicated to meet the intensifying energy demand of the country. The need for reliable, low-cost, efficient energy is now more prevalent than ever, and renewables cannot currently meet this need on their own. In this crucial moment, it is imperative to embrace a balanced energy portfolio that leverages all of our nation’s resources and advantages to ensure the uninterrupted flow of affordable and efficient energy.

US Electricity Demand (TWh)



¹The Era of Flat Power Demand is Over, Grid Strategies (December 2023)

²A New Surge in Power is Threatening US Climate Goals, The New York Times (March 2024)

Our Businesses

Coal Mining Platform

Alliance operates extensively in the Illinois and Appalachia Basins, positioning itself as the largest coal producer in the eastern United States. Our assets comprise 663.2 million tons of proven and probable reserves, as well as 1.06 billion tons of measured, indicated, and inferred coal mineral resources. Our seven mining complexes feature a diverse range of thermal and metallurgical coal, leveraging both domestic and international markets. Our customer base is comprised of major domestic and international utilities, metallurgical, and industrial users.

Royalties Platforms

Royalties Platform: Oil & Gas

Our minerals interests are primarily located in three basins that represent areas set for further development by operators. Spanning across the prolific Permian (Delaware and Midland), Anadarko (SCOOP/STACK), and Williston (Bakken) Basins, our net royalty acres equate to more than 67,700 oil & gas net royalty acres at year-end 2023. Our strategic purchasing in these basins demonstrate our commitment to continue the acquisition of mineral interests in the United States' highest growth oil & gas plays.

Royalties Platform: Coal

Our Coal Royalties segment includes approximately 557.7 million tons of reserves and substantially all of the 1.06 billion tons of our coal mineral resources. Located in the Appalachia and Illinois Basins in the United States, we lease our reserves and resources to our mining complexes, providing our Coal Royalties Platform a steady and predictable cash flow stream.

Matrix & New Ventures

Alliance's Matrix and New Ventures investments aim to utilize our core competencies and strategic relationships to deliver reliable and impactful solutions for the advancement of energy and related infrastructure.

Matrix

[Matrix Design Group LLC](#) ("Matrix") is a technology provider focused on safety and productivity solutions for mining and industrial applications. Matrix's solutions include data network, communications and tracking systems, mining proximity detection systems, industrial collision avoidance systems, and data and analytics software.

New Ventures

To create meaningful solutions for the advancement of energy and related infrastructure, we have made several strategic investments through our New Ventures platform. We are working to adapt to the growing drive for environmental consciousness and sustainability in business practices through investments that align with our strategy. Our portfolio includes investments in several companies, including [Infinitum](#), [NGP ETP IV](#), [Francis Energy](#), and [Ascend Elements](#).

For more information regarding Our Businesses, please see our [2023 Annual Report](#).

Infinitum & Matrix Collaborate to Bring High-Efficiency Motors to the Mining Industry

On January 16, 2024, Matrix and Infinitum entered into an agreement to jointly develop and distribute high-efficiency motors and advanced motor controllers designed specifically for the mining industry. Infinitum's motor technology will be integrated by Matrix into the mining equipment of our subsidiaries to provide performance validation in production environments for jointly developed projects and to improve our operational efficiency. Additionally, Matrix and Infinitum will work together to market the technology to third parties.



Care for Our People

At Alliance, our people are the core of our organization. We prioritize recruitment, retention, and employee development processes. Acknowledging the role that our people, their families, and communities play, we actively engage in initiatives that matter most to them.

Recruiting Top Talent

Securing top talent is crucial for fostering skills and innovation within our teams. Our subsidiaries actively participate in community career fairs and networking events to educate and attract potential candidates. We prioritize employee referrals, as they often result in our most engaged and long-lasting hires. To incentivize referrals, we offer a one-time bonus to employees who refer candidates that are successfully hired. In 2023, we bolstered our outreach efforts by implementing a third-party software service, enabling the creation of externally facing recruiting sites for both our corporate team and subsidiaries. These dedicated platforms provide further exposure for our job postings, expanding our reach and attracting capable talent.



In 2023, the average annual pay for our hourly coal miners was \$89,163 – about 41% greater than the national average pay of \$63,240.¹

¹Occupational Employment and Wage Statistics for Underground Mining Machine Operators (May 2023), US Bureau of Labor Statistics

Employee Retention

Alliance's commitment to employee retention is reflected in our array of programs aimed at supporting our workforce. We offer competitive, above-market compensation that is complemented by our robust benefits packages. Full time employees receive comprehensive benefits packages including:

- Life Insurance
- Health Care—100% coverage with no premium, deductible, or copay
- Retirement—401k with a competitive match
- Tuition Reimbursement—for continued education programs
- Bonus Pay—short-term incentives rewarding high performance at an individual and team level
- Employee Assistance Program—provides support for employees going through extenuating circumstances



31% of our employees have 10+ years of service with Alliance.

The Scholars Program

Alliance's Scholars Program, established in 1997, aims to support the dependents of our people in their pursuit of postsecondary education in college and vocational school programs. Each year, in collaboration with Scholarship America®, the program works to recognize recipients' achievements in the classroom and in their communities and cultivates top talent for the future by providing scholarships to the chosen recipients. Additionally, the top three recipients each year select three teachers to receive the Alliance Coal Teacher Achievement Award, honoring outstanding teachers and their exceptional programs within our communities' schools. Since the program's inception, we have awarded a total of \$553,500 to 267 students and donated an additional \$47,500 directly to schools and teachers.¹

¹ Figures represent total scholarships and donations awarded through the Fall 2024 academic calendar year.



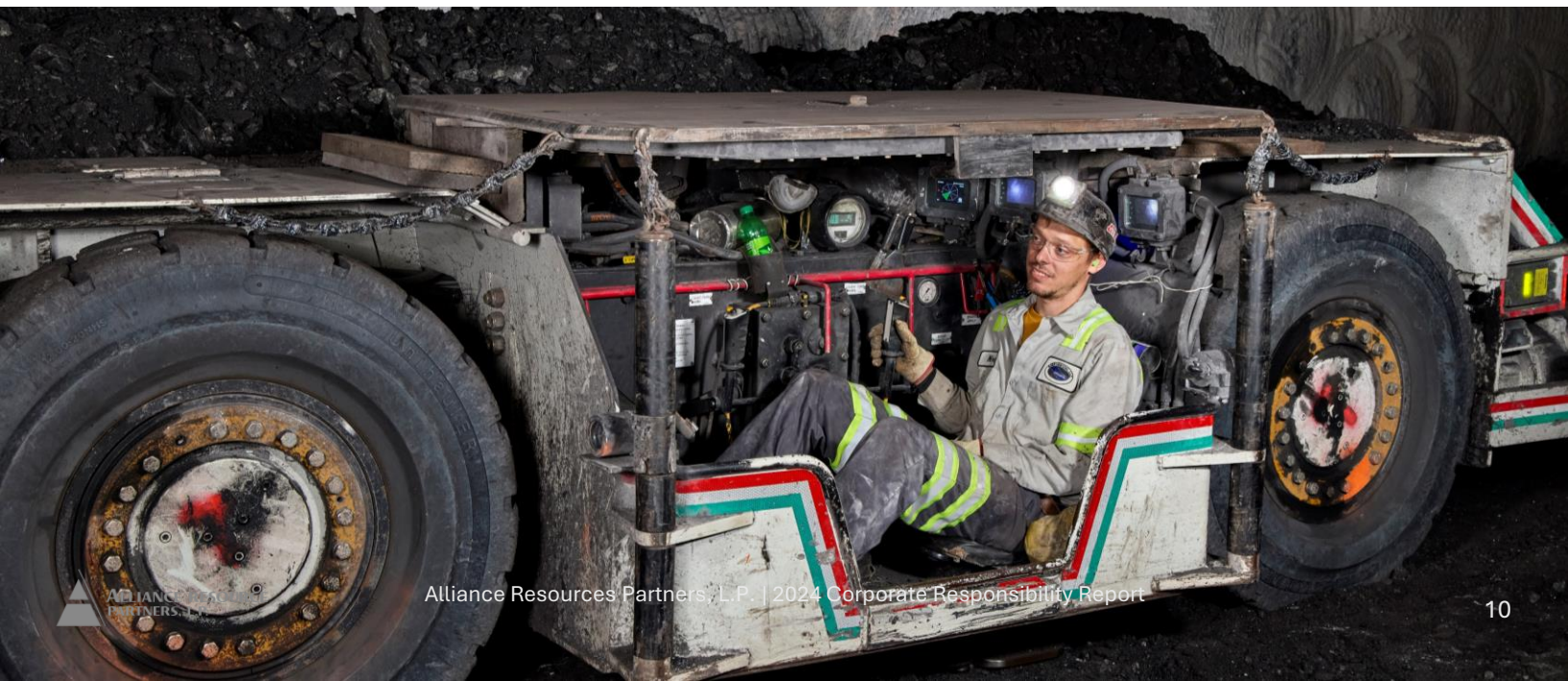
*By offering **competitive compensation, retirement programs, life insurance, industry-leading benefits, and educational opportunities** aimed at career development, we **empower** employees and cultivate an environment where they feel **valued and supported**.*

Health Benefit Program

Unique to Alliance is our comprehensive Health Benefit Program, featuring onsite primary care health clinics and personalized care coordination services assistance. Through direct partnership with top-tier healthcare providers and facilities, this program provides our people with extensive health coverage with no premiums, often with no deductibles or co-pays, and 100% coverage. This program is accessible at our corporate offices as well as our subsidiaries, ensuring that our valued team members and their families can take advantage of the services at no cost, no matter where they are located.

Educational Assistance Program

We work to enable our people to pursue ongoing education to enhance their professional skillsets. Through our Education Assistance Program, we provide a broad range of professional development opportunities. This program extends financial support for company-funded certifications, ensuring our teams are updated on HR, legal, and accounting industry trends, emerging technologies, and skill enhancements. Supported courses include operational certifications such as welding or electrical certifications, safety training, CPR certifications, and tuition assistance for higher education courses. Several teams at Alliance, including our legal, tax, and minerals groups take part in sponsored conferences on an annual basis to provide these teams with the opportunity to network and learn emerging best practices in their field. We actively encourage our people to discuss their career development aspirations with their supervisors, leveraging company sponsorship to achieve their professional objectives.



Committed to Safety

Oversight

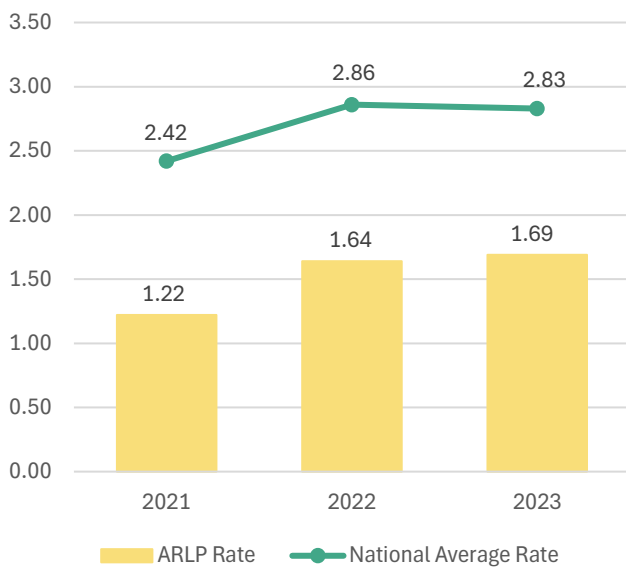
At Alliance, safeguarding the health and safety of our people stands as an integral part of our business.

Our mining operations adhere to comprehensive compliance standards and regulations outlined in federal law and overseen by the Mine Safety and Health Administration (MSHA), which routinely inspects our operations to ensure alignment with regulations. We strictly adhere to federal and state safety regulations, striving for compliance at all of our mines. Utilizing the Alliance Mining Operating System (AMOS), our internal management system, our mining operations are able to share safety and compliance-related information in an efficient and timely manner.

While each subsidiary is responsible for their own Health, Safety, and Environmental (HSE) practices and procedures, they receive corporate-level support to facilitate proper HSE planning, standards development, and compliance with federal regulations, as well as assisting with introduction and integration of emerging technologies to enhance operational HSE practices. Annually, at the corporate level, safety goals are established based on national metrics and benchmarks. For the year 2023, these goals encompassed three injury-related objectives and two compliance-related targets. These goals ensure alignment across all mines regarding safety standards and expectations at the corporate level, fostering a cohesive approach to HSE management.

*In 2023, ARLP achieved an MSHA S&S Citation Rate of just **1.69** – about **40% less** than the national average rate of **2.83**.*

MSHA S&S Citation Rate



Our Culture of Safety

The promotion of health and safety at all of our subsidiaries is pertinent to operational success. At Alliance, MSHA inspection performance and safety initiatives at the mine level hold our people accountable and serve as a reminder of the importance of safe operational procedures on a daily basis.

During inspections, MSHA has the authority to issue “Significant and Substantial,” or “S&S,” citations where conditions created by a violation does not pose imminent danger but could substantially contribute to the cause and effect of a mine safety or health hazard. In 2023, our mines received an S&S citation rate of just 1.69.¹ This rate is about 40% less than the national average rate and reflects our positioning as a best-in-class safety performer within our industry.

¹ MSHA’s Significant & Substantial (S&S) Rate is based on the total number of S&S citations issued per 100 MSHA Onsite Inspection Hours for the running previous 12-month period. We calculate each mine’s S&S Rate through AMOS and obtain national S&S Rate data through [MSHA’s Mine Data Retrieval System](#).

Hazard Identification

To ensure comprehensive hazard identification and compliance with regulations, mandated examinations are carried out before and during shifts at our mines. Certified personnel conduct preshift examinations of areas where miners are scheduled to work or travel underground within three hours preceding the beginning of each shift to detect and correct any hazards. During shifts, any hazards identified are promptly addressed and reported. Furthermore, routine preoperational equipment checks are performed to guarantee the safe use of equipment.

Risk Assessment

Alliance's risk assessment process integrates Human Behavior Observation, employing a structured process to observe and analyze work activities. This layer of observation aids in identifying practices or behaviors that could lead to accidents, injuries, or other risks during operations. Findings from this process are carefully managed to promptly enhance safety procedures and manage risks.

Incident Investigation

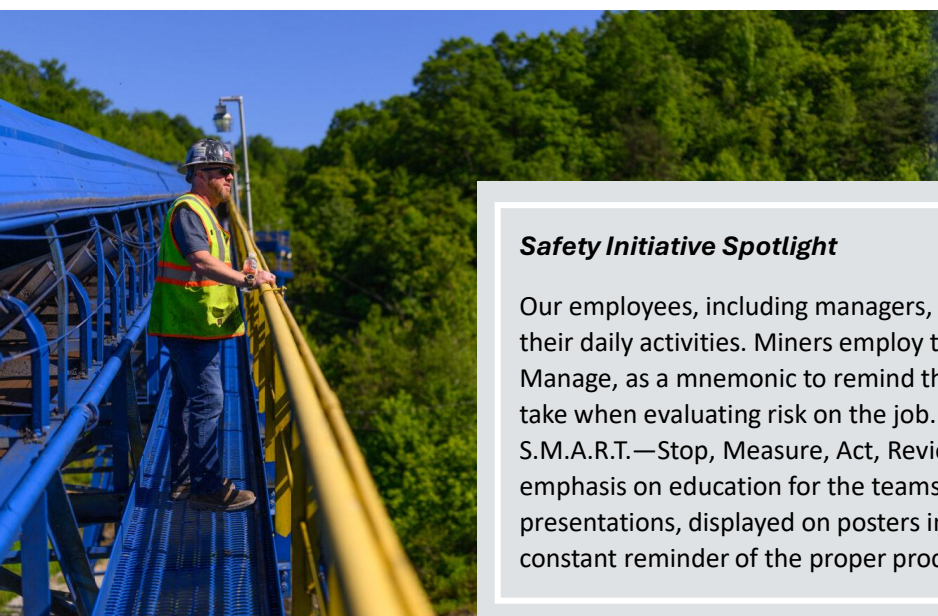
In the event of any injury, major or minor, an investigation is promptly initiated, and the incident is discussed with the injured employee before he/she departs from the operation. This enables timely and thorough investigations for all injuries. The investigation process involves analyzing the facts associated with the incident to prevent future occurrences. Additionally, we have established an Incident Review Board process at each mining operation comprised of individuals responsible for investigating the injury, including the injured individual. Including the injured party in this process ensures a diligent and transparent review of the incident, leading to the creation of optimized solutions aimed to prevent the recurrence of the injury.

Continuous Improvement & Safety Communication

Our integrated processes for Hazard Identification, Risk Assessment, and Incident Investigation combine to create a culture of thorough monitoring and continuous improvement. By consistently monitoring all findings, we are able to enhance our safety practices and promptly communicate updates to our team through various channels, such as team meetings, conference calls, and our annual safety summit.

At the beginning of each shift, our teams convene meetings to discuss pertinent safety topics. Additionally, routine health and safety conference calls are conducted for all of our operating subsidiaries to participate in. These conference calls feature a dedicated information sharing session. This platform allows personnel from each mine to discuss new initiatives, relevant themes, and focused topics in health and safety, fostering a culture of collaboration and the importance of health and safety across all operations. These presentations, led by different team members each shift, enhance individual responsibility and ownership of safety within the team.

Each year, operating managers, safety directors, and key personnel from each of our subsidiaries come together for our annual Health & Safety Summit. The focus of the 2023 Summit was on advancing traditional safety protocols through innovative new approaches. Each subsidiary was responsible for presenting how they have integrated this theme into their daily operations. Leaders in the space, including MSHA, state safety agencies, along with Alliance's top staff, attended the event. The Health & Safety Summit serves as an opportunity for our subsidiaries to collaborate, foster relationships, and promote best practice safety protocols.



Safety Initiative Spotlight

Our employees, including managers, utilize various tools to facilitate proper risk assessment in their daily activities. Miners employ the acronym S.L.A.M., which stands for Stop, Look, Analyze, Manage, as a mnemonic to remind themselves and their colleagues of the precautionary steps to take when evaluating risk on the job. Similarly, managers at these facilities employ the acronym S.M.A.R.T.—Stop, Measure, Act, Review, Train—to ensure effective risk management with an emphasis on education for the teams they manage. These acronyms are incorporated into presentations, displayed on posters in facilities, and featured on hard hat stickers to serve as a constant reminder of the proper procedures for handling safety risks.

Health & Safety Training

At Alliance, extensive training is provided to ensure our employees are fully prepared and compliant with the relevant safety regulations. This comprehensive approach includes annual retraining for all employees. Training covers a wide range of topics, from hazard training for employees before they go underground to specialized training for machinery operators. Our miners participate in Task Training, a process required by relevant safety regulations, designed to equip our miners for new or modified job tasks. Each of our mines has implemented a “Safe Job Standards” document as a training guide, ensuring that Task Training is conducted properly and miners are thoroughly prepared to perform any new or modified tasks.

Roof Bolt Academy

Our “Roof Bolt Academy” stands as the state-of-the-art training facility for the exclusive use of Alliance employees, offering a unique and best-in-class training experience. This program combines aboveground classroom instruction with hands-on training belowground, ensuring a comprehensive approach to skill development. In the classroom, led by experienced professionals, trainees undergo testing and training to build a foundation of skills. Subsequently, trainees transition underground with their supervisors to apply their knowledge in real-world scenarios. Throughout 2023, we further enhanced the program by providing a compressed version of the course to Academy supervisors, allowing us to evaluate the effectiveness of aboveground education in practical underground applications.

Awards & Recognition

Mountaineer Guardian Awards: Mettiki & Tunnel Ridge

Each year, in an effort to enhance safety within West Virginia’s coal fields, the West Virginia Office of Miners’ Health Safety & Training and the West Virginia Coal Association (Mining and Reclamation Association) recognize mining workplaces that have achieved specified production levels without experiencing a fatal accident with the Mountaineer Guardian Award. This prestigious award is highly sought after due to its stringent criteria accompanied by the inclusion of West Virginia Office of Miners’ Health & Safety and Training inspection personnel in the selection process. In 2023, Mettiki was honored with the Mountaineer Guardian Award for Preparation Plants and Tunnel Ridge was awarded the Mountaineer Guardian Award for Underground Operations.



Conservation & Environmental Stewardship

In our efforts to operate with environmental stewardship in mind, we prioritize conservation aimed at minimizing our ecological impact and safeguarding natural resources.

Emissions

Overview of Emissions

Our company's greenhouse gas (GHG) emissions primarily consist of carbon dioxide and methane, with methane being the predominant component. These emissions originate from different sources, including our vehicles, equipment, and activities within the mine. Methane, a natural gas found underground, is released during the mining process, contributing to our emission profile.

Methane Management

At Alliance, ensuring the safety of our workforce is our top priority. Accordingly, methane management is critical, and we employ large-scale ventilation systems in all our underground mining operations. These systems play a crucial role in diluting and removing methane from the mine atmosphere, ensuring safe working conditions for our miners by circulating fresh air and maintaining safe oxygen levels underground. During operations, methane is expelled through our mine ventilation system as ventilation air methane.

Methane Reduction

We recognize that methane makes up a large part of our emissions profile and we are dedicated to effective management of it. Alliance has been running a methane destruction program since 2012. We have partnered with MIT on a collaborative project focused on methane destruction. This initiative aims to develop a self-contained system to address low-level methane emissions resulting from Ventilation Air Methane (VAM). Additionally, our operating subsidiaries have implemented various projects aimed at reducing methane emissions.

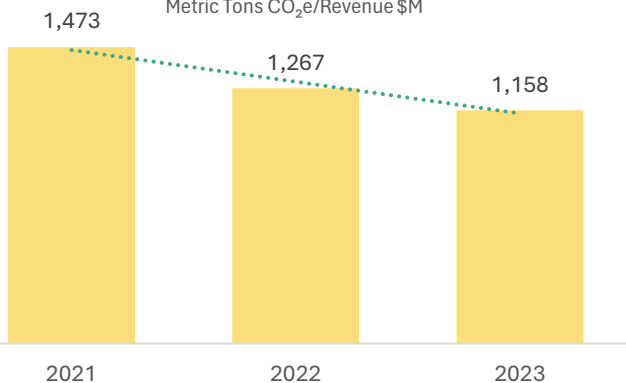
Energy Management

Across our operating subsidiaries and corporate offices, we have put in place strategies to lower our energy intensity. This includes tactics like load management protocols and incorporating variable frequency drives (VFDs) widely. Even small changes, like switching to energy-saving LED lights, are part of our efforts. One key focus area is load management, where we work to reduce energy demand and closely monitor peak usage, especially during busy times. Additionally, we've implemented VFDs extensively in our operations. These drives, used on conveyor belts, tram motors, and mine fans, help distribute loads effectively, ultimately reducing our overall power consumption.

In 2023, Total GHG Emissions decreased 3.05% from 2022.

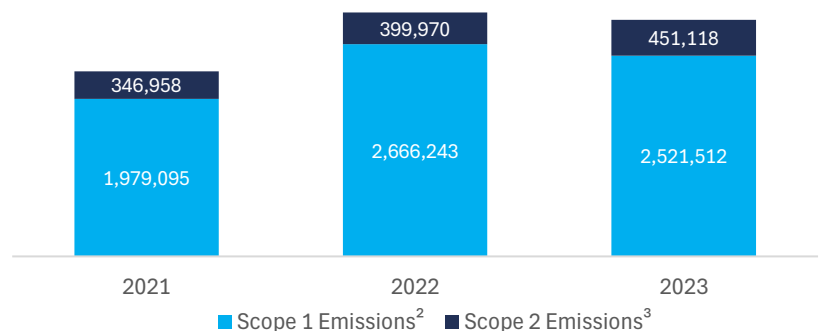
Total GHG Intensity¹

Metric Tons CO₂e/Revenue \$M



Absolute GHG Emissions

Metric Tons CO₂e



¹ GHG Emissions calculated using Scope 1 and Scope 2 emissions.

² Total Scope 1 Emissions for 2021 includes methane emissions from Gibson, Hamilton, Warrior, Mettiki, and Tunnel Ridge mines. Total Scope 1 Emissions for 2022-2023 includes methane emissions from Gibson, Hamilton, River View, Warrior, Mettiki, Tunnel Ridge, and Excel mines. Scope 1 Emissions do not include fuel consumption. We began tracking fuel consumption data in 2023.

³ Total Scope 2 Emissions for 2021-2022 includes Scope 2 indirect emissions from Gibson, Hamilton, River View, Warrior, Mettiki, Tunnel Ridge, and Excel mines. Total Scope 2 Emissions for 2023 includes Scope 2 CO₂e indirect emissions from Gibson, Hamilton, River View, Warrior, Mettiki, Tunnel Ridge, and Excel mines, as well as Ancillary Operations. Ancillary Operations includes the following ARLP facilities: Mt. Vernon, Matrix, the Lexington office, the Tulsa office, Bitiki, Central Region Shop, Central Region Machine Shop, Central Region Roof Bolts, and Central Region Support Services.

Water

Water serves as a fundamental element in our operations, and we continually strive to conserve, reuse, and minimize its usage. Each individual site is responsible for overseeing their own water usage. Our approach to water management begins at the start of our projects when we design our water management system. This approach entails thorough planning to align with regulatory standards, evaluate the land's geography, and develop processes that ensure our site layouts minimize our water usage. These efforts assist us in optimizing our resource, cost, and operational efficiencies from a water management perspective.

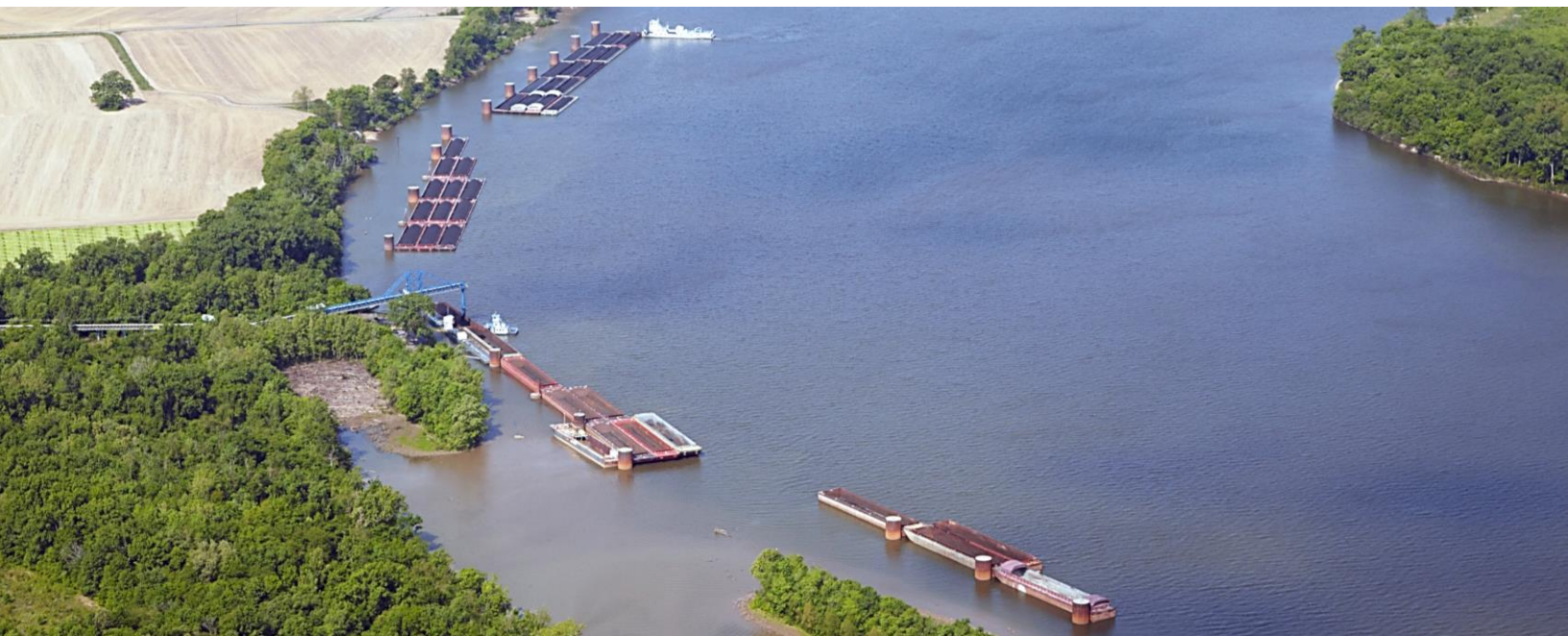
Stormwater ponds are utilized across the majority of our operating subsidiaries. These ponds gather freshwater, enabling effective water reuse within our subsidiaries and ultimately reducing our reliance on municipal water sources.

Water sourced from stormwater ponds and de-watered mines serve multiple purposes in operations. Some of this water is used in our coal preparation plants. It is also used in dust suppression spray applications, aiding in the management of dust particles generated during mining activities. Additionally, this water is used in water spray trucks to reduce fugitive dust on haul roads. It is also utilized for cleaning haul trucks, preventing dirt and dust from contaminating public roads.

While the majority of our subsidiaries use stormwater and water from de-watered mines in their operations, we are beginning to meter and track our freshwater withdrawal at our mines that utilize freshwater.

Water Discharge Management

We partner with third-party laboratories to perform bi-monthly or quarterly sampling, conducting thorough analysis of our water discharges. The data generated from these assessments is integrated into our Environmental Management System (EMS) database, facilitating compliance tracking and reporting. In collaboration with a third-party company, we have developed a comprehensive training guide for field sample collection to ensure adherence to current EPA guidelines. To further reinforce compliance, we began conducting third-party audits of our labs aiming to continually enhance lab performance in alignment with EPA standards.



Materials & Waste

We practice ongoing efforts to improve our management of waste and work to reuse and recycle materials whenever feasible. Within our business, non-hazardous waste constitutes the entirety of our waste stream. Our operating subsidiaries are dedicated to implementing a continuous protocol for managing our non-hazardous waste. This protocol aims to limit raw material usage and minimize waste generation.

Demonstrating our commitment to waste reduction and material reuse, our subsidiary, CR Machine Shop LLC, operates a central recycling facility dedicated to repurposing materials sourced from our underground subsidiaries. When equipment damage or defects occur, the central shop collects the equipment, rebuilds it with existing warehouse components, and deploys it back to the field for continued use. This process has significantly cut our need for new equipment purchases and their associated costs. Moreover, the reduced procurement of new equipment plays a role in decreasing the consumption of rare earth minerals used in manufacturing the equipment, resulting in favorable environmental impact.

We have undertaken various measures to recycle and repurpose materials that would otherwise be discarded in landfills including paint cans, oil rags, batteries, hydraulic hoses, and other waste materials. Utilizing the services of a third-party contractor, we ensure that these materials are recycled efficiently. Additionally, throughout our underground mines, several large magnets have been installed above the conveyor belts to collect bolts and scrap metal which are subsequently repurposed or recycled. We actively promote pallet reuse by returning them to shippers upon receiving shipments. One of our operations features on-premise incinerators for processing damaged pallets that cannot be reused or recycled, thereby reducing emissions associated with transporting goods for disposal.

Tailings Management

At each of our operating subsidiaries, tailings, comprised of unusable rock referred to as refuse, are managed in adherence to MSHA guidelines. Our efforts aim to safeguard human health, wildlife, and groundwater, and prevent any uncontrolled discharge of refuse. Each site is equipped with its own tailored emergency preparedness and response plan, specifically designed for the site and its unique storage facility. These plans disclose the chain of command and detail the necessary actions to be taken during emergencies. Upon onboarding, employees undergo training on these plans to ensure readiness and prompt response to unforeseen circumstances.



Biodiversity & Land Impact

While our operational areas may have limited endangered species populations, we strive to preserve and enhance biodiversity throughout our operational landscapes through efforts focused on species protection and land reclamation. Prior to initiating any land clearing activities, we conduct a thorough critical resource review process to identify potential endangered species in the vicinity. This environmental assessment is conducted in collaboration with relevant state and federal agencies, ensuring compliance with regulatory requirements. If any known or potential habitats are identified, appropriate measures are taken by the lead agency to safeguard them before operations can commence. Additionally, our site reclamation process, conducted in coordination with state and federal agencies, assists in protecting and establishing new habitats for local biodiversity.



Corporate Governance

Our company is guided by a Board of Directors with decades of experience spanning our various industries. The Board is responsible for providing strategic guidance for the business, assessing both existing and emerging risks and opportunities for Alliance and oversees safety performance, operational outcomes, and financial performance. Additionally, the Board is regularly briefed by our Senior Management Team. To assess the topics material to Alliance’s operations and success, the Board has three chartered committees: the Audit Committee, the Compensation Committee, and the Conflicts Committee. Each committee works to enhance the effectiveness, transparency, and accountability of corporate governance at Alliance.

Board Composition & Committees

Audit Committee

The Audit Committee, consisting of the Board’s independent directors, oversees our financial reporting, appoints independent auditors, and conducts reviews of all SEC filings and public communications. The Committee receives and reviews reports on internal controls and financial processes, conducts annual self-assessments, and evaluates auditors’ independence and performance annually.

Compensation Committee

The Compensation Committee oversees executive and director compensation, producing an annual Compensation Discussion & Analysis (CD&A) report for annual Form 10-K filings. The Committee meets at least quarterly to ensure competitive compensation, aligning executive interests with unitholders’ interests.

Conflicts Committee

The Board of Directors’ Conflicts Committee resolves any conflicts involving General Partners, their affiliates, and ARLP or any of its subsidiaries, including contracts and business relationships, with all matters requiring review and approval by the committee.

*Our corporate governance practices, **firmly anchored by our Board of Directors**, emphasize **the importance of industry expertise, utmost ethical conduct, and dedication to generating long-term value for shareholders.***

For more information regarding Alliance’s Board Committees, please see our [2023 Annual Report](#).

	Independent	Director Since	Audit Committee	Compensation Committee	Conflicts Committee	Industry Experience	Financial Experience	Legal Experience	Leadership Experience
Joseph W. Craft III		1999				✓	✓	✓	✓
Nick Carter	✓	2015	✓	✓	✓	✓	✓	✓	✓
Robert J. Drueten	✓	2007	✓	✓	✓		✓		✓
John H. Robinson	✓	1999	✓	✓	✓		✓		✓
Wilson M. Torrence	✓	2007	✓	✓		✓	✓		✓

Ethics

At the core of our corporate governance principles lies an unwavering commitment to ethical conduct in all aspects of our operations. As the coal industry’s first publicly traded master limited partnership, we have prioritized honesty, integrity, and adherence to regulatory standards since our formation. This has fostered trust among stakeholders and underpins the long-term sustainability of our business endeavors.

Code of Ethics

Our people are dedicated to upholding the highest standards of integrity, honesty, and excellence in our daily operations. We are committed to conducting business with our formal Code of Ethics, that has been adopted for our principal executive officer and senior financial officers, covers various ethical aspects, including but not limited to handling of conflicts, accurate public disclosures, and adherence to regulatory standards. Any potential ethical risks are disclosed to the General Counsel for evaluation. If deemed appropriate, the General Counsel reports violations to the Audit Committee for further evaluation and action. Additionally, the Code of Ethics undergoes a comprehensive annual review and approval process. This involves thorough review by the Audit Committee and external legal counsel.

Whistleblower Policy

At Alliance, we have implemented a formal Whistleblower policy that is aimed at empowering employees to raise any concerns regarding audit or financial irregularities. The policy outlines the procedure for disclosing suspicious activities and is thoroughly communicated to all employees through various means, including email, office bulletin boards, and our internal website. Any internal grievances deemed credible are promptly escalated to the Chairman of the Audit Committee and shared with the entire independent committee for comprehensive review and action.

Stakeholder Engagement

We are committed to maintaining our strong reputation for reliability with our customers and delivering long-term value to our unitholders. To support these objectives, we consistently engage with our stakeholders, discussing topics that are significant to both them and our business. Through open communication and collaboration, we ensure that their insights and concerns are integral in our strategic decision-making process.

The table below summarizes how we engage with our key stakeholder groups:

Stakeholder	Example of Engagement		Topics Covered	
Investors	<ul style="list-style-type: none"> Earnings and investor calls Quarterly earnings Press Releases 	<ul style="list-style-type: none"> Industry events Investor conferences Annual reports 	<ul style="list-style-type: none"> Corporate strategy Market perspective Shareholder returns Earnings and capital expenditures 	<ul style="list-style-type: none"> Company updates Valuation Company operations updates M&A
Team Members	<ul style="list-style-type: none"> One-time and recurring training Continuing education courses Goal-setting 	<ul style="list-style-type: none"> Referral bonus for qualified candidates Safety audits 	<ul style="list-style-type: none"> Professional development Recruiting talent Skill-building 	<ul style="list-style-type: none"> Job performance Employee health and safety
Subsidiaries	<ul style="list-style-type: none"> HSE scorecards and “competition” On and off the job trainings 	<ul style="list-style-type: none"> Regulatory updates and information requests 	<ul style="list-style-type: none"> Employee morale Safety and general trainings updates 	<ul style="list-style-type: none"> Company reporting
Suppliers	<ul style="list-style-type: none"> Regular conversations over email, phone, and in person with suppliers 	<ul style="list-style-type: none"> Option to attend Alliance’s Annual Health & Safety Summit 	<ul style="list-style-type: none"> Expectations for suppliers Appropriate business practice 	<ul style="list-style-type: none"> Health and Safety
Regulators	<ul style="list-style-type: none"> Voluntary incident reporting to the DOL Compliance with 30CFR Attendance at Annual Health & Safety Summit 	<ul style="list-style-type: none"> Training guidance Annual EEOC filings 	<ul style="list-style-type: none"> Incident reporting Industry regulation 	<ul style="list-style-type: none"> Industry updates Health and Safety
Communities	<ul style="list-style-type: none"> Ongoing engagement with location residents in communities where we operate 	<ul style="list-style-type: none"> Community events and sponsorships 	<ul style="list-style-type: none"> Operational impacts Economic development and job creation 	<ul style="list-style-type: none"> Educational initiatives

Cybersecurity

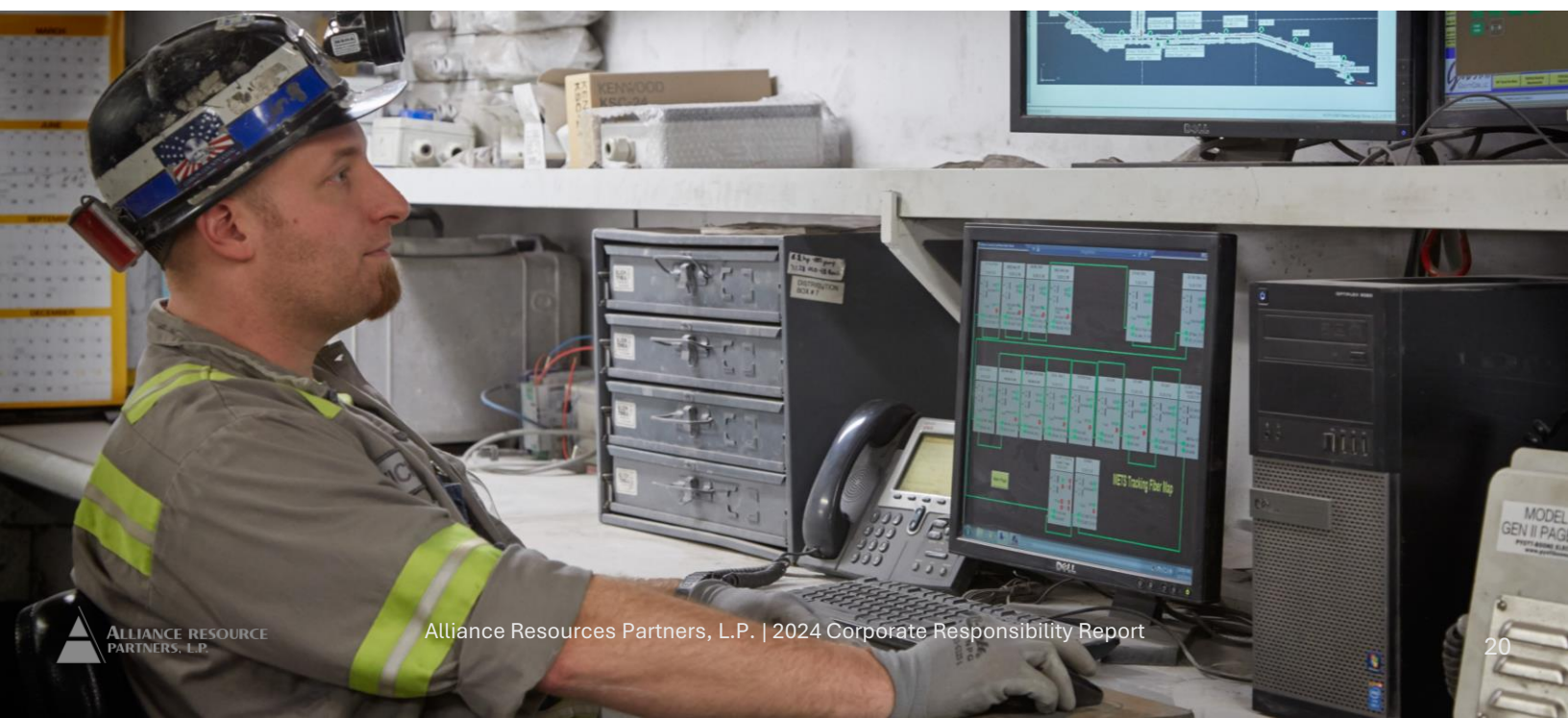
In understanding today's interconnected digital environment, we recognize the necessity of evaluating, identifying, and managing material risks posed by cybersecurity threats. Our business operations heavily depend on information systems for managing vital data, processes, and procedures, emphasizing the crucial role these systems play. The reliability and capacity of these systems are integral to effective business management and operations.

Cybersecurity Oversight

The Board of Directors maintains oversight over cybersecurity risks, regarding cybersecurity as a fundamental component of corporate governance. The Audit Committee and the Board engage with management, including the Chief Technology Officer (CTO), to assess cybersecurity risks and protocol effectiveness. Material cybersecurity risks are communicated regularly between the Chief Financial Officer (CFO), whom the CTO reports directly to, the Chairman of the Board, and the Audit Committee Chair, and are deliberated upon in Board meetings. The Cybersecurity Steering Committee, comprising IT management, cybersecurity specialists, the CTO, and internal legal counsel, reviews security policies and risks to ensure alignment with business objectives. The CTO and Cybersecurity Steering Committee oversee the implementation of Alliance's cybersecurity strategy and convene regularly to evaluate and monitor Alliance's cybersecurity initiatives, utilizing third party service providers to assist. The committee communicates pertinent information with the CFO through the CTO and presents annual cybersecurity reports to the Audit committee.

Cybersecurity Risk Management Process

At Alliance, we manage cybersecurity risks through a comprehensive Risk Assessment Process involving penetration testing, vulnerability scanning, and red teaming by third-party providers to identify threats across our systems, networks, and data infrastructure. Our Incident Identification & Response process, overseen by the IT Security Department, monitors network activities to detect incidents and follows a well-defined response plan to contain and minimize impact, restoring operations swiftly. We promote Cybersecurity Training & Awareness among employees through regular training, awareness programs, and simulated phishing exercises. Additionally, we enforce Access Controls, Encryption & Data Protection policies, including multi-factor authentication and encryption techniques, to secure sensitive data and manage access authorization.



Industry Partners & Trade Associations

Staying informed about emerging trends, issues, and regulations related to our industry and stakeholders is crucial to us at Alliance. To do so, we actively collaborate with various trade associations and advocacy groups. Engaging these organizations and their members enables us to access the latest industry insights and information, assisting us in managing risks and leveraging emerging opportunities. Ultimately, this allows us to sustain our competitiveness and success in our field, maintaining our position as a leader in the industry.



American Coal Council



Kentucky Coal Association (KCA)



America's Power



Kentucky Chamber of Commerce



Energy Infrastructure Council



National Mining Association



Energy & Mineral Law Foundation



Pennsylvania Coal Alliance



Indiana Chamber of Commerce



Reliable Energy, Inc.



Indiana Manufacturers Association



The Petroleum Alliance of Oklahoma



Kentucky Association of Manufacturers



West Virginia Coal Association

Appendix

Data Tables

Activity Data

Metric	Units	2021	2022	2023	SASB Code
Activity					
Total Revenue	\$M USD	1,579.23	2,419.97	2,566.70	
Total Production	Thousand Short Tons	32,207.00	35,478.00	34,876.00	

Environmental Data

Metric	Units	2021	2022	2023	SASB Code
Emissions Management					
Total Scope 1 Emissions ¹	Metric Tons CO ₂ e	1,979,094.80	2,666,243.00	2,521,512.00	EM-CO-110a.1
Scope 1 Emissions Intensity by Revenue	Metric Tons CO ₂ e / Revenue \$M	1,253.20	1,101.77	982.39	
Scope 1 Emissions Intensity by Production	Metric Tons CO ₂ e / Thousand Short Tons	420.53	507.70	519.20	
Total Scope 2 Emissions ²	Metric Tons CO ₂ e	346,958.49	399,970.13	451,118.00	
Scope 2 Emissions Intensity by Revenue	Metric Tons CO ₂ e / Revenue \$M	219.70	165.28	175.76	
Scope 2 Emissions Intensity by Production	Metric Tons CO ₂ e / Thousand Short Tons	95.56	106.01	130.46	
Total GHG Emissions (Scope 1 & Scope 2)	Metric Tons CO ₂ e	2,326,053.29	3,066,213.13	2,972,630.00	
Total GHG Emissions Intensity by Revenue	Metric Tons CO ₂ e / Revenue \$M	1,472.90	1,267.05	1,158.15	
Total GHG Emissions Intensity by Production	Metric Tons CO ₂ e / Thousand Short Tons	72.22	86.43	85.23	

Materials & Waste

Weight of Tailings	Short Tons	25,083,831.00	28,131,340.00	26,950,647.53	EM-MM-150a.5
Total Number of Tailings Facilities	#	11	13	13	EM-CO-150a.1
Number of Non-hazardous Tailings Facilities	#	11	13	13	EM-CO-150a.1
Number of Hazardous Tailings Facilities	#	0	0	0	EM-CO-150a.1

Energy Management

Energy Use	GJ	2,672,286.23	3,077,235.40	3,356,087.00	EM-MM-130a.1
Percent Grid Electricity Used	Percentage (%)	100%	100%	100%	EM-MM-130a.1

HSE Data

Metric	Units	2021	2022	2023	SASB Code
Activity					
Combined: Lost Time Injury Rate (LTIR)	Rate	3.98	5.36	4.72	
Employee: Lost Time Injury Rate (LTIR)	Rate	3.78	5.19	4.46	
Contractor: Lost Time Injury Rate (LTIR)	Rate	0.20	0.17	0.26	
Combined: Fatality Rate	Rate	0.03	0.03	0.03	EM-MM-320a.1
Employee: Fatality Rate	Rate	0.03	0.03	0.03	EM-MM-320a.1
Contractor: Fatality Rate	Rate	0.00	0.00	0.00	EM-MM-320a.1
Combined: Number of Fatalities	Rate	1.00	1.00	1.00	EM-MM-320a.1
Employee: Number of Fatalities	Rate	1.00	1.00	1.00	EM-MM-320a.1
Contractor: Number of Fatalities	Rate	0.00	0.00	0.00	EM-MM-320a.1
Combined: Recordable Incident Rate (TRIR)	Rate	5.47	7.28	6.71	EM-MM-320a.1
Employee: Recordable Incident Rate (TRIR)	Rate	5.27	7.11	6.45	EM-MM-320a.1
Contractor: Recordable Incident Rate (TRIR)	Rate	0.20	0.17	0.26	EM-MM-320a.1

¹ Total Scope 1 Emissions for 2021 includes methane emissions from Gibson, Hamilton, Warrior, Mettiki, and Tunnel Ridge mines. Total Scope 1 Emissions for 2022-2023 includes methane emissions from Gibson, Hamilton, River View, Warrior, Mettiki, Tunnel Ridge, and Excel mines. Scope 1 Emissions do not include fuel consumption. We began tracking fuel consumption data in 2023.

² Total Scope 2 Emissions for 2021-2022 includes Scope 2 indirect emissions from Gibson, Hamilton, River View, Warrior, Mettiki, Tunnel Ridge, and Excel mines. Total Scope 2 Emissions for 2023 includes Scope 2 CO₂e indirect emissions from Gibson, Hamilton, River View, Warrior, Mettiki, Tunnel Ridge, and Excel mines, as well as Ancillary Operations. Ancillary Operations includes the following ARLP facilities: Mt. Vernon, Matrix, the Lexington office, the Tulsa office, Bitiki, Central Region Shop, Central Region Machine Shop, Central Region Roof Bolts, and Central Region Support Services.

About this Report

Contact

For more information on our corporate responsibility efforts, please visit our website at arlp.com.

Forward-Looking Statements

This report contains forward-looking statements and information that are based on the beliefs of Alliance Resource Partners, L.P., as well as assumptions made by and information currently available to them. When used in this report, words such as “anticipate,” “project,” “expect,” “plan,” “goal,” “forecast,” “intend,” “could,” “believe,” “may,” and similar expressions and statements regarding the plans and objectives of the Partnership for future operations, are intended to identify forward-looking statements. Actual results may differ materially from results contemplated by our forward-looking statements.

Any forward-looking statement in this report reflects the Partnership’s current views with respect to future events and is subject to these views and other risks, uncertainties and assumptions relating to our operations, operating results, growth strategy and liquidity. We urge you to carefully review the disclosures we make concerning risks and other factors that may affect our business and operating results, including those made under the heading “Risk Factors” in our most recent Annual Report on Form 10-K, our Quarterly Reports on Form 10-Q, and Current Reports on Form 8-K, as such risk factors may be amended, supplemented or superseded from time to time by other reports the Partnership files with the SEC. We caution you that any forward-looking statements in this presentation and the documents incorporated herein by reference are not guarantees of future performance and you should not place undue reliance on such statements or documents, which speak only as of the date on which they are made.

The Partnership does not intend, and undertakes no obligation, to publicly update or revise any forward-looking statement, whether as a result of new information, future events or otherwise, unless required by law to do so.