



BUILDING THE FUTURE

2020 CORPORATE RESPONSIBILITY REPORT

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WALTER J. SCHELLER, III
CHIEF EXECUTIVE OFFICER

“As a pure-play met coal provider supplying global steel producers, we understand the importance of sustainability and the challenges facing our industry.”

A MESSAGE FROM THE CEO

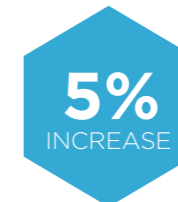
Warrior Met Coal, Inc. is committed to being a steward to our employees, customers, investors, and other stakeholders. As a pure-play met coal provider supplying global steel producers, we understand the importance of sustainability and the challenges facing our industry.

Warrior Met Coal has focused on environmental compliance, social involvement, and effective governance since its inception. Our beliefs - Health and Safety, Environmental Stewardship and Ethical, Honest Business Practice - are key to our continued success. These beliefs are a roadmap of how we operate our business, create an inclusive work environment for our employees, and support our customers and the communities where we live and work.

We have outlined sustainability goals and company initiatives to lower environmental impact, increase diversity and inclusion, and maximize operational efficiencies. These initiatives are vital to our long-term success and we have highlighted a few 2020 accomplishments below:



Employee safety incident rate 32% lower than the national average



5% increase in greenhouse gas (GHG) captured since 2019



Established a water usage reduction goal of 25% by 2030



Diversity recruitment initiative to increase minority representation

We are focused on refining and executing on our sustainability goals and continually driving long-term shareholder value. Thank you for your continued interest in our company.

Walter J. Scheller, III
Chief Executive Officer

COVID-19 STATEMENT

During the unprecedented COVID-19 global pandemic, Warrior Met Coal focused first and foremost on the safety of our employees, supporting our local community, and ensuring our employees were able to remain employed.

We worked with the National Mining Association and other key national and local stakeholders to secure essential industry designation for the mining industry. This designation ensured that approximately 1,400 families would not have to worry about financial stability during a time of great stress in our country.

Operational enhancements, including sanitizing high traffic areas and staggering shifts, not only protected our workforce, but also minimized the exposure to COVID-19.

Warrior Met Coal worked with community partners and local nonprofit organizations to quickly identify the immediate need within our area. The Company responded by making cash contributions to the Community Food Bank of Central Alabama, West Alabama Food Bank, and the American Red Cross. The Company also supported the American Red Cross through an employee blood drive.

During these unique and challenging times, it's important to remain focused, not only on business operations and the bottom line, but also on the health and safety of our employees and the well being of the communities in which we live and work.



Warrior Met Coal allocated additional capital to our operations to ensure the safety and well being of our employees including:

- 1** Enhanced cleaning and sanitizing in high traffic areas
- 2** Staggered shifts to allow for social distancing
- 3** Mandatory temperature checks

WHO WE ARE

Warrior Met Coal focuses on operating safely, supporting our employees and communities, and upholding the highest ethical standards. In an ever-evolving industry, we are committed to innovative ways to reduce our environmental footprint by lowering greenhouse gas emissions, increasing water recycling efforts and eliminating biodiversity impacts.

Warrior Met Coal is an environmentally and socially minded leading U.S. based producer and exporter of high-quality metallurgical coal for the global steel industry.

Warrior Met Coal is a pure-play, metallurgical coal provider and does not produce any thermal coal.

Our underground coal mines are 1,400 to 2,100 feet underground, resulting in a lower environmental impact and land disturbance than surface mining.

All of the coal produced in our mines is exported internationally to steel-makers worldwide for a variety of uses including high grade steel for buildings, road, and rail infrastructure, and specialty automotive components.

3 MINES

2 ACTIVE
1 UNDER
DEVELOPMENT

APPROXIMATELY

1,400

EMPLOYEES

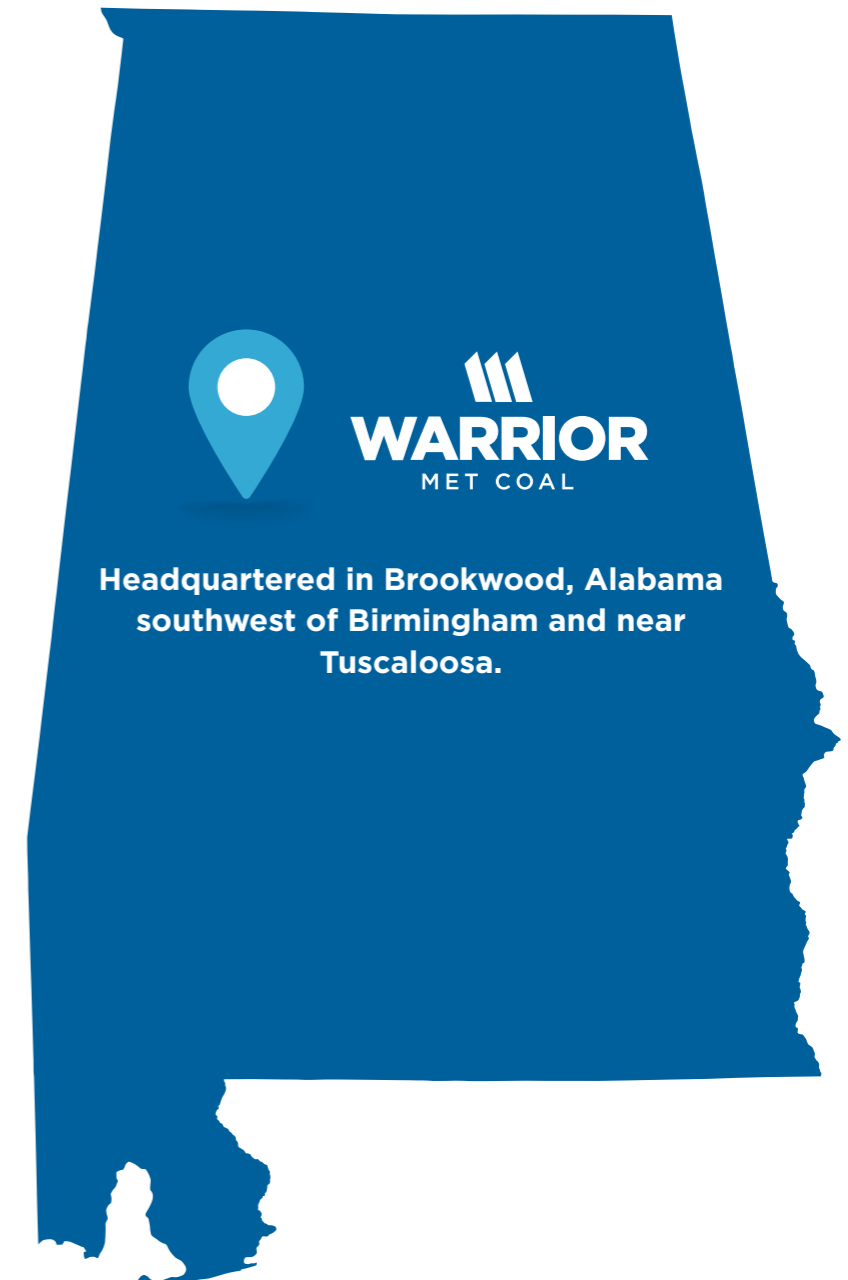
2019 MET COAL MINED

7.7 M

METRIC TONS

+25 YEARS

OF OPERATING LIFE





OUR COMPANY

We are committed to providing a superior product to our customers and keep our beliefs (health and safety, environmental stewardship and ethical, honest business practice) at the heart of everything we do. We work to serve our communities and stakeholders by providing a lasting product to build the future.

BOARD OF DIRECTORS

Warrior Met Coal is governed by an annually elected Board of Directors, comprised of six members. Our active and engaged Board provides oversight for overall company strategy and management of key strategic initiatives, including Environmental, Social, and Corporate Governance (ESG). Our Board members are active and former executives of major corporations, and individuals with experience in international business, energy and natural resources, operations, finance and investment banking.

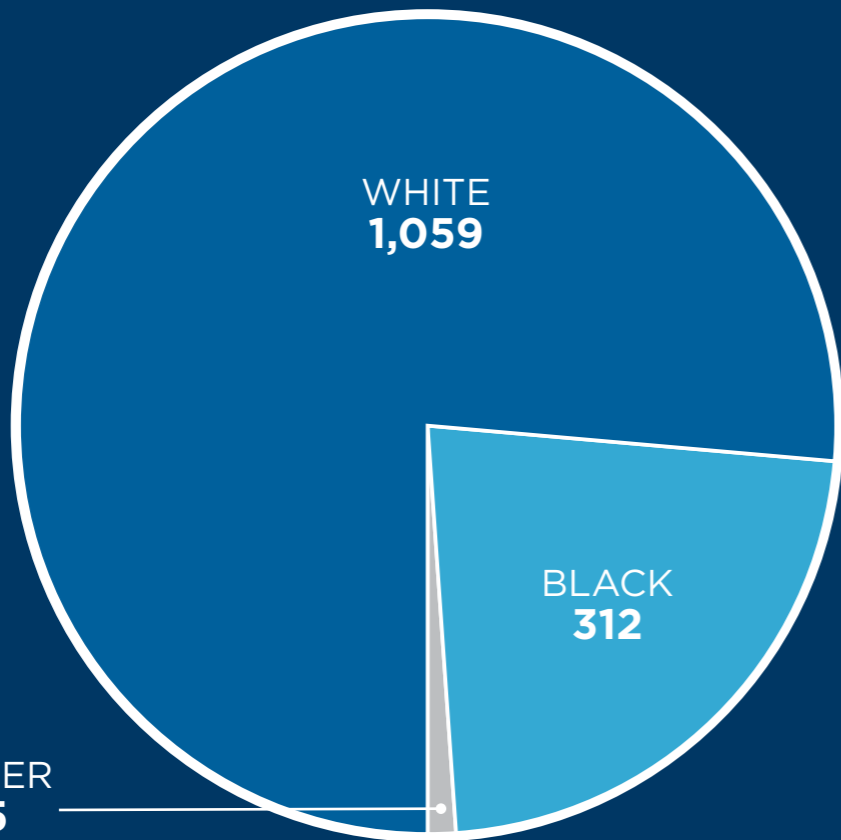
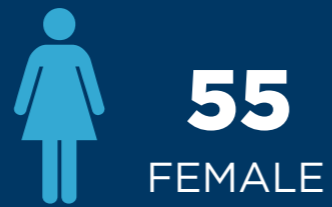
We value diversity, not only in our workforce, but also in our Board leadership. This diversity of background, experience and thought leads to proven results and continued success for Warrior Met Coal and all stakeholders.



NAME	AGE	DIRECTOR SINCE	OCCUPATION	INDEPENDENT	CURRENT COMMITTEE MEMBERSHIPS
STEPHEN D. WILLIAMS	57	2016	CONSULTANT STEPHEN D. WILLIAMS CONSULTING	YES	EHS, FIN
ANA AMICARELLA	53	2018	CHIEF EXECUTIVE OFFICER ETHOS ENERGY	YES	AUD, EHS, NCG
J. BRETT HARVEY	69	2017	RETIRED CHAIRMAN AND CHIEF EXECUTIVE OFFICER, CONSOL ENERGY, INC.	YES	AUD, COMP, NCG
WALTER J. SCHELLER, III	59	2016	CHIEF EXECUTIVE OFFICER WARRIOR MET COAL, INC.	NO	EHS, FIN
ALAN H. SCHUMACHER	73	2017	RETIRED EXECUTIVE VICE PRESIDENT AMERICAN NATIONAL CAN CORPORATION	YES	AUD, COMP
GARETH TURNER	56	2016	SENIOR PARTNER APOLLO PRIVATE EQUITY	YES	COMP, FIN, NCG

OUR EMPLOYEES

WARRIOR MET COAL
FULL TIME
EMPLOYEES



SAFETY CULTURE

Safety is the primary core value of all employees of Warrior Met Coal. We work daily to emphasize our commitment to the safety of our workforce.

Our dedication to achieving an accident-free workplace is evident through numerous internal initiatives including:

- **100% compliance with required annual Mine Safety & Health Administration (MSHA) safety training**
- **Beginning all meetings with a safety share**
- **Stop and Correct Authority (SACA)**
- **Safety ACTION monthly training program**

Warrior Met Coal is proud of our safety record through Q2 2020 including:



Incident Rate through Q2 2020 compared to a National Average of 4.177



Fatality Rate



TRAINING AND DEVELOPMENT

Warrior Met Coal believes that its employees are its greatest asset, and invests in employees from onboarding through continual career development.

TRAINING

We are focused on operating with the highest level of integrity and have established policies to ensure compliance with all laws and regulations. Warrior Met Coal's training program incorporates industry best practices and includes the following:

NEW EMPLOYEES

- Code of Business Conduct and Ethics
- Driving Policy
- Employee Handbook
- Safety Policy
- Work Rules

ANNUAL TRAINING

- Anti-Corruption and Anti-Bribery
- Cybersecurity
- Diversity and Harassment
- Employee Hazard
- Surface Retraining
- Underground Retraining
- Discipline Specific Retraining

Warrior Met Coal emphasizes our belief of Ethical, Honest Business Practice by establishing standards of business conduct for all officers, employees, agents, and members of the Board. These beliefs are outlined in our governance policies that are reviewed by Warrior Met Coal's Board regularly.

DEVELOPMENT

Warrior Met Coal is committed to developing and retaining its workforce. Our employees make us who we are, and we offer tools to identify, grow, and nurture our talent including:

- Future Leaders Development Program
- Annual Supervisor and Development Training
- Employee Education Assistance

Developing future leaders is not only beneficial for the employees, but also for the company and its future, resulting in talent retention and proven success for all stakeholders.



OUR ENVIRONMENT

We strive to ensure that our business is focused on limiting environmental impact and on being an environmental steward in the communities where we live and work. We are keenly aware of the challenges facing our industry, and we are committed to remaining a sustainable supplier to our customers and the world.

**WE WILL HIGHLIGHT
OUR EFFORTS IN THE
FOLLOWING KEY AREAS:**

- Greenhouse Gas Emissions
- Water Management
- Waste Management
- Biodiversity Impact



GREENHOUSE GAS EMISSIONS

Warrior Met Coal tracks primary Scope 1 emissions as part of the Environmental Protection Agency's mandatory greenhouse gas reporting program. Methane is a natural by-product of Warrior Met Coal's coal mining operations, and we continue to be an industry leader in capturing or destroying methane emissions at all stages of the mining process.



Warrior Met Coal also operates a low-quality gas plant. This plant allows Warrior Met Coal to process methane that would otherwise be vented into the atmosphere. We market and sell the captured methane as natural gas for use by consumers.

In an effort to be an industry leader in the reduction of greenhouse gas, Warrior Met Coal partnered with Biothermica Technologies. The purpose of the partnership was to utilize new technology to increase the efficiency of methane reductions where practical. Warrior Met Coal and Biothermica installed a small-scale demonstrator plant which successfully operated from 2014 to 2017. During the demonstration period the plant effectively destroyed coal mine methane released from our underground operations. Warrior Met Coal and Biothermica have plans to install the first full-scale methane destroying unit in early 2021. We believe that the use of this technology at strategic mining locations will continue to allow Warrior Met Coal to reduce its greenhouse footprint.



WATER MANAGEMENT

For the annual period ending in Q2 2020, Warrior Met Coal reported the withdrawal of approximately 1,077 million gallons of fresh water and utilized approximately 152 million gallons.

To minimize any potential impact to local water systems, Warrior Met Coal stores water in reservoirs, which can be strategically utilized in periods of low flow to relieve any further possible stress to the local hydrological balance. Warrior Met Coal notes that no sources of water were identified as being negatively impacted by our withdrawal activities this year.

Our water sustainability goals are primarily focused on optimizing the efficiency of the freshwater utilized at our mine sites. By adding systems in our reservoirs to prevent unnecessary pumping when water levels are sufficient, and recycling treated and clarified water at our preparation plant sites, Warrior Met Coal has set a goal to reduce water usage at current facilities by 25% by 2030.

When possible, we recycle water to reduce the amount of fresh water needed. Waste water, or water used for mining or processing of coal, is stored in locations such as impoundment structures or various clarifying/settling ponds. Once water has been clarified through settling or other treatment methods, it is either released back into the natural environment, where it is

closely monitored, or it is stored and re-used. No water leaves Warrior Met Coal's property until we can ensure the water meets the standards outlined in our permits. According to the most recent information from the World

Resources Institute (WRI), Warrior Met Coal does not have any mines operating within or near regions identified with high or extremely high water stress.



25% REDUCTION
IN WATER USAGE BY 2030
AT CURRENT FACILITIES

WATER MANAGEMENT COMPLIANCE

In 2019, Warrior Met Coal began the development of a comprehensive environmental management system, which will follow the ISO 14001 system.

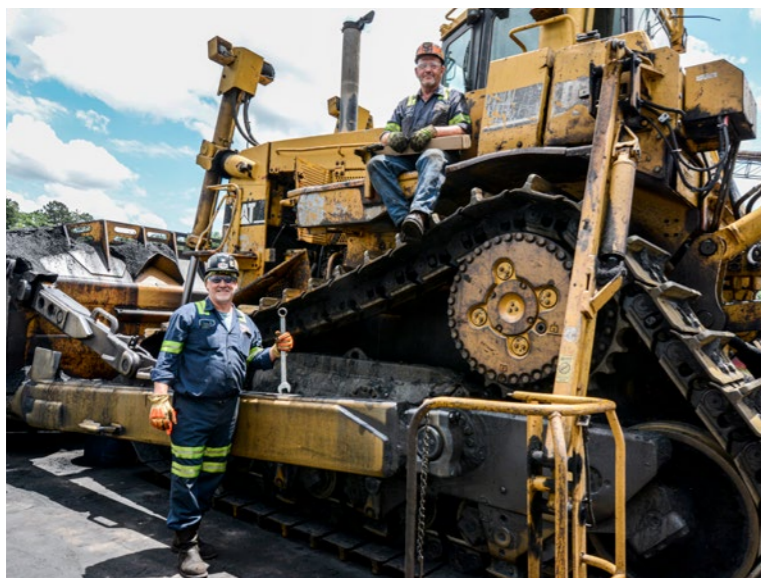
PER ISO 14001, WARRIOR MET COAL IS:

- 1 Focused on fulfilling all compliance obligations
- 2 Continuous improvement in environmental performance
- 3 Achieving environmental objectives and identifying and mitigating environmental risk.

Warrior Met Coal strives for 100 percent compliance in our water quality programs. Warrior Met Coal is proud to report a 99.8 percent compliance record with the Environmental Protection Agency's (EPA)

National Pollutant Discharge Elimination System (NPDES) program, which addresses water pollution by regulating point source discharges. This reflects that Warrior only had two minor instances of non-compliance with water quality standards within the annual period ending in Q2 2020 and each of these were related to heavy rainfall events.

In addition to the point source discharge program, Warrior Met Coal also monitors adjacent streams and groundwater quarterly as per state regulations administered via the Alabama Surface Mining Commission. In the measurement period, the only non-compliant events were for a slightly high pH level and an elevated TSS (total suspended solids) directly following a heavy precipitation event.



99.8% COMPLIANCE RECORD

WITH THE ENVIRONMENTAL
PROTECTION AGENCY'S (EPA)
NATIONAL POLLUTANT DISCHARGE
ELIMINATION SYSTEM (NPDES)
PROGRAM



WASTE MANAGEMENT

The Mine Safety & Health Administration (MSHA) has three hazard potential classifications for tailings that reflect the potential for danger to life, property, or the environment in the event of an unintentional release of water or slurry from an impoundment. Warrior Met Coal's seven tailings impoundments are all classified as Low Hazard by MSHA. In the event of a breach or failure, there would be no probable loss of human life and only a low economic or environmental impact.

In 2019, Warrior Met Coal performed an internal risk analysis of its tailings impoundments. In addition to internal reviews, Warrior Met Coal also contracted with a licensed professional engineer to conduct independent inspections and to certify that the current tailings facilities

7

TAILINGS IMPOUNDMENTS

ALL CLASSIFIED AS
LOW HAZARD BY MSHA

met all design standards outlined by MSHA for coal refuse disposal facilities. Warrior Met Coal will continue to have similar inspections conducted by independent groups at least once per year. These annual reviews certify that the tailings structures have been properly maintained as designed, and that no adverse conditions have been observed.

Beginning in 2021, Warrior Met Coal will evaluate all tailings facilities with a goal to comply with the newly released Global Industry Standard on Tailings Management, designed to set a new precedent for the safe management of tailings facilities. The new standard strives to accomplish a goal of zero human or environmental harm.

BIODIVERSITY IMPACTS

Warrior Met Coal takes a proactive approach in mitigating any potential impacts to protected wildlife and their habitats. The regional United States Fish and Wildlife office reviews all initial permit applications for any potential negative impacts to any protected species or habitat within the area where the Company operates. Warrior Met Coal has previously submitted permit plans to be cross-checked with known protected species and habitats within the area, such as the Northern Long-Eared bat and flattened musk turtle, and received clearance for said permits.

The NPDES water quality sampling program for our permits includes quarterly toxicity tests for Ceriodaphnia and Pimephales in several locations around our mining sites. The quarterly tests evaluate the dangers to downstream organisms. If any evidence of potential impacts is discovered, alternative plans are pursued. Field experts are also consulted during the permitting process to provide guidance related to impacts on biodiversity.

Warrior Met Coal also performs internal environmental audits that meet or exceed the requirements of state and federal regulations. The Company performs site inspections of

each sediment basin within its permitted areas monthly. Warrior Met Coal performs comprehensive spill prevention, control and countermeasure inspections at active sites. The



Warrior Met Coal takes a proactive approach in mitigating any potential impacts to wildlife and their habitats.

Company does a full internal site inspection at least once per month to identify environmental concerns such as drainage problems, particularly for pump lines and remote and inactive areas.

Warrior Met Coal's operations are regulated by state and federal standards which are enforced by the Alabama Department of Environmental Management (ADEM), Alabama Surface Mining Commission (ASMC), Office of Surface Mining Reclamation and Enforcement (OSMRE), and MSHA.

Warrior Met Coal has prioritized an aggressive and successful land reclamation program

since inception. This year, Warrior Met Coal successfully reclaimed and achieved bond releases on 466 acres. Warrior Met Coal began an aggressive reclamation campaign in 2017 which has successfully reduced reclamation liabilities by 1,333 acres. This amount represents a 18.6 percent reduction in the total surface area for which Warrior Met Coal was responsible at that time.

At this time, Warrior Met Coal does not have any areas which would be considered acid drainage requiring long-term treatment. There are locations that will require intermittent treatment to comply with appropriate water quality standards, but acid drainage is not an inherent problem across Warrior Met Coal properties.

2017 - 2020
LAND RECLAMATION PROGRAM
REDUCED LIABILITIES BY
1,333 ACRES
=
18.6%
REDUCTION

RESERVE VALUATIONS

As referenced in the previous Greenhouse Gas section of the report, Warrior Met Coal continues to research various forms of emerging technologies and plans to install demonstration units in 2021 to more efficiently reduce emissions.

One hundred percent of the coal produced by Warrior Met Coal is of metallurgical quality. Warrior Met Coal and its downstream customers are not as sensitive to many of the potential market risks associated with climate regulation

as the thermal coal industry and its respective end-users.

Warrior Met Coal has demonstrated its ability to adapt, and we continue to operate a cash flow positive business in a market environment where price and demand have been extremely distressed. This philosophy has been extremely apparent during the COVID-19 pandemic in 2020. Warrior Met Coal has modified its capital expenditure forecasts to account for

the unexpected pandemic without sacrificing primary exploration, acquisition, or development activities.

Warrior Met Coal understands the reality and uncertainty of potential regulations, which could impact the overall market. Our track record as a low-cost producer of premium quality steelmaking coal has positioned the company to strategically absorb any unexpected regulations better than our peers.

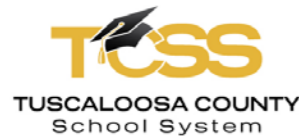


SERVICE

Warrior Met Coal understands the importance of being a good corporate partner. We are committed to fulfilling our civic and social responsibility.

We support numerous non-profit, charitable, and community organizations through financial support, in-kind services, and volunteer support. Here are a few service initiatives from the previous year:

- American Heart Association Heart Walk
- American Red Cross
- Antioch Volunteer Fire Department
- Community Food Bank of Central Alabama
- Tuscaloosa County School System
- West Alabama Food Bank



We are proud to be a corporate steward in the communities where our employees live and work.

PUBLIC POLICY

Warrior Met Coal understands the importance of public policy decisions at all levels of government. Key governmental and regulatory relationships are vital to educate and enhance Warrior Met Coal's interests, as well as the interest of the entire industry.

Warrior Met Coal is an active participant in numerous business and trade organizations that contribute to the public policy discussions at the federal and state level:

National Mining Association
Alabama Coal Association
Business Council of Alabama

These relationships are vital to manage risks, educate policymakers, and ensure the success of Warrior Met Coal. We engage with these stakeholders on an ongoing basis.



SASB INDEX

TOPIC	ACCOUNTING METRIC	REPORT LOCATION
Greenhouse Gas Emissions	1) Gross global Scope 1 emissions 2) Percentage covered under emissions-limiting regulations	Our Environment/Greenhouse Gas Emissions
Water Management	1) Total fresh water withdrawn 2) Percentage recycled 3) Percentage in regions with High or Extremely High Baseline Water Stress	Our Environment/Water Management
Waste Management	Number of tailings impoundments, broken down by MSHA hazard potential	Our Environment/Waste Management
Biodiversity Impacts	Percentage of mine sites where acid rock drainage 1) predicted to occur 2) Actively mitigated 3) Under treatment or remediation	Our Environment/Biodiversity Impacts
Rights of Indigenous Peoples	Percentage of 1) Proved and 2) Probable reserves in or near sites with protected conservation status or endangered species habitat	N/A
Community Relations	Percentage of 1) Proved and 2) Probable reserves in or near indigenous land	Our Community/Social Philosophy
Labor Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Our Company/Our Employees
Workforce Health and Safety	Workforce demographics	Our Company/Safety Culture
Reserves Valuation and Capital Expenditures	MSHA All-Incidence Rate	Our Environment/Reserves Valuation
	Discussion of how price and demand for coal and/or climate regulation influence the capital expenditure strategy	
	ACTIVITY METRIC	REPORT LOCATION
	Production of thermal coal	N/A
	Production of metallurgical coal	Our Company/Who We Are




WARRIOR
MET COAL

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