



RESPONSIBLE SUPPLY CHAIN PARTNER

2021 CORPORATE RESPONSIBILITY REPORT



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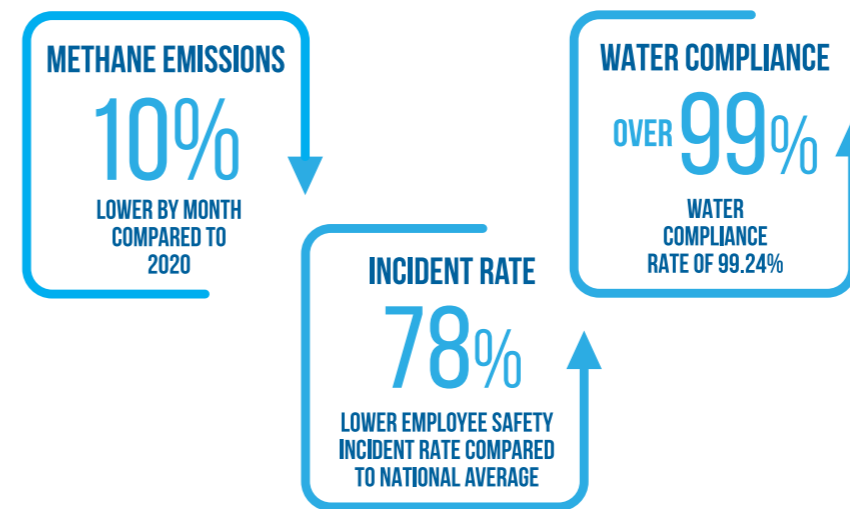
CEO MESSAGE



WALTER J. SCHELLER, III
CHIEF EXECUTIVE OFFICER

Warrior Met Coal, Inc. is committed to being an industry leader through effective execution of our environmental, social and governance (ESG) goals. As a pure-play met coal provider supplying global steel producers, we understand the importance of sustainability throughout the supply chain and recognize the challenges facing us, as well as our key customers. We are focused on being a responsible corporate partner in the supply chain of the future.

Warrior Met Coal continues to execute on environmental compliance, social involvement, and effective governance and this is evident through our 2021 results including:



The Company has experienced unprecedented challenges this year, including the continued effects of the worldwide COVID-19 pandemic, and the current labor strike. The Company has taken this year to refocus on future goals including, defining aggressive yet obtainable environmental targets. Our comprehensive plan will be unveiled in 2022 and the key environmental areas of focus will be:

- Greenhouse Gas Reduction
- Reduced Water Usage
- Effective Waste Management

Warrior Met Coal's commitment continues to be focused on a sustainable future for all key stakeholders – employees, customers, and investors. Thank you for your continued support and interest in our company.

A handwritten signature in black ink, appearing to read 'W. Scheller, III', written in a cursive style.

Walter J. Scheller, III
Chief Executive Officer

OUR COMMITMENT TO ESG

Warrior Met Coal recognizes the importance of Environmental, Social, and Governance (ESG) and the role it plays within our organization. The Company has spent the last eighteen months engaging with key stakeholders including customers, investors, industry leaders, and suppliers to ensure we are delivering on key needs.

Warrior Met Coal is partnering with a third-party consultant to develop a comprehensive ESG strategy that will be focused on the following:

- Materiality and Risk Assessment
- Creating and Tracking Measurable Goals
- GHG Reduction
- Water Usage Reduction
- Reporting Standards

This comprehensive plan will be completed and made publicly available in 2022.



SAFETY CULTURE

Warrior Met Coal has emphasized safety as a core value since its inception. The safety of our employees is paramount and we monitor various safety metrics to ensure effectiveness of our safety programs. Safety is more than a number, it is about our employees. The Company has consistently run over 30% lower than the national average over the last five years.

The Company has performed extremely well through Q3 2021 including:



ENVIRONMENTAL PERFORMANCE



As an underground mining operation, our environmental impact is lower than other mining operations in the industry. Warrior Met Coal remains committed to reducing our environmental impact and is preparing a comprehensive program that will be unveiled in 2022. This program will specifically target key environmental issues within our industry including:

- GHG Emissions
- Waste Management
- Water Management
- Biodiversity Impacts
- Reserves Valuation



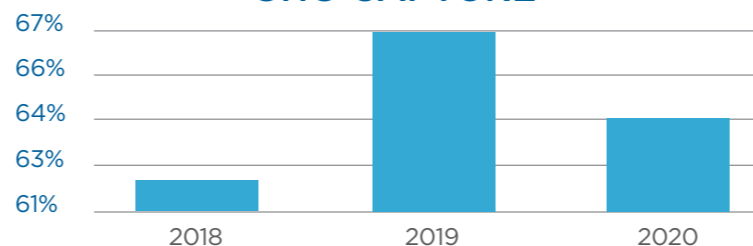
Greenhouse Gas Emission

Warrior Met Coal tracks primary Scope 1 emissions as part of the Environmental Protection Agency’s (EPA) mandatory greenhouse gas reporting program. Methane is a natural by-product of the Company’s coal mining operations, and we continually strive to be an industry leader in capturing or destroying methane emissions at all stages of the mining process. Approximately 64% of the methane vented from our underground mines was captured — prior to, during or after the mining process — and sold for use as natural gas during the current reporting period.

The Company also operates a low-quality gas plant. This plant allows us to process methane that would otherwise be vented into the atmosphere and sell it as natural gas for use by consumers.

In an effort to be an industry leader in the reduction of greenhouse gas, Warrior Met Coal is currently developing a comprehensive ESG program that will outline specific GHG reduction targets, both short-term and long-term. Warrior Met Coal is also partnering with multiple entities in developing current and emerging technologies in the emission reduction sector.

GHG CAPTURE



2021 GHG capture data not represented due to limited production

Waste Management

Warrior Met Coal controls seven tailings impoundments classified as Mine Safety and Health Administration structures. Of these seven impoundments, six are classified as low hazard facilities and one is classified as a high hazard impoundment.

85%

OVER 85% OF OUR TAILINGS IMPOUNDMENTS ARE CLASSIFIED AS LOW HAZARD FACILITIES

In 2019, Warrior Met Coal performed an internal risk analysis for these facilities, which included comprehensive surveys by third-party entities to verify these structures meet and maintain design standards. Beginning in 2021, Warrior Met Coal is planning an initiative to review all current and planned tailings impoundments to comply with the newly released Global Industry Standard on Tailings Management. The new standard applies to tailings facilities, both existing and planned facilities and sets a new precedent for the safe management of these facilities, towards the goal of zero human or environmental harm.

Warrior Met Coal contracts a fully licensed and qualified

ENVIRONMENTAL PERFORMANCE

25%
REDUCTION IN WATER USAGE

WARRIOR MET COAL HAS SET A GOAL TO REDUCE WATER USAGE AT CURRENT FACILITIES BY 25% BY 2030.



professional engineer to conduct independent reviews, inspections, and to certify the current tailings facilities 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.

Water Management

The fresh water withdrawn is primarily utilized for the processing of coal within the preparation plant facilities

or sent underground to assist the active mining face. To minimize potential impact to local water systems, we store water in reservoirs which can be strategically utilized in periods of low flow to relieve any further possible stress to the local hydrological balance to the extent possible. No sources of water were identified as being negatively impacted by Warrior Met Coal withdrawal activities this year.

Our water sustainability goals primarily focus on optimizing the efficiency of the freshwater utilized at our mine sites. By adding systems in our reservoirs, 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 from various ponds. No water leaves the Company's property without going through monitored outfalls, so we can ensure the water meets the standards outlined in our permits. According to the most recently available information from 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.

Warrior Met Coal has structured the Environmental Management System to follow the ISO 14001 system. Warrior Met Coal strives for zero exceedances and 100 percent compliance in our water quality programs.

Warrior Met Coal is proud to report a 99.24 percent compliance record with the Environmental Protection Agency's National Pollutant Discharge Elimination System (NPDES) program during the 2021 reporting period, which addresses water pollution by regulating point source discharges.

99.24%
COMPLIANCE RECORD WITH THE ENVIRONMENTAL PROTECTION AGENCY

Biodiversity Impacts

Warrior Met Coal takes a proactive approach in mitigating any potential impacts to 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

ENVIRONMENTAL PERFORMANCE

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 National Pollutant Discharge Elimination System water quality sampling program for our permits include quarterly toxicity tests in several locations around our mining sites to check for potential 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 performs internal environmental audits that meet or exceeds the requirements of state and federal regulations.

The Company performs site inspection of each sediment basin within its permitted areas each month. Warrior Met Coal also performs comprehensive spill prevention, control, and countermeasure inspections at active sites and does a full internal site inspection at least once per month to identify environmental concerns. The Warrior Met Coal environmental management system is not required to be certified to an international standard.

Warrior Met Coal began an aggressive reclamation campaign in 2017 and have achieved full bond release on 1,335 acres, representing 18.6% of the total acreage from that time. Only one site out of fifty-one (51) monitoring areas (1.96% of mine area) requires perpetual treatment. This site is found at the location of an older closed surface mine which is in advanced stages of reclamation. Passive treatment options are being evaluated for long-term natural treatment of the water in this area.

Reserves Valuation

Warrior Met Coal is a pure-play met coal producer producing only metallurgical quality coal. Warrior Met Coal has partnered with our customers to continue to be a sustainable partner in the global steel supply chain. As a low-cost, high quality steel-making coal producer, the Company is well positioned to mitigate any potential risk from regulatory changes. The current market demand for steel-making coals remains strong for the foreseeable future. The market demand combined with the Company's disciplined capital expenditure approach ensures continued success.



LABOR NEGOTIATIONS UPDATE

In April 2021 the union initiated a strike at Warrior Met Coal. The Company continues to negotiate in good faith with the union, and we remain hopeful for a fair and reasonable resolution.

While we value our hard-working employees, Warrior Met Coal must continue to maintain our corporate strategy to protect jobs and ensure the Company will remain profitable and competitive in an industry that experiences constant volatility in market pricing for metallurgical coal.

We remain steadfast in our belief that the eight proposals given to the union are fair and equitable. The contracts offered have included wage increases, additional holidays, more time off, better benefits, scheduling flexibility and significant performance and market-based incentive opportunities.

Our goals during the negotiation process remain unchanged – to provide employees with a competitive compensation package, while protecting jobs and the financial stability of the Company in a highly volatile market.

Additional information is available at www.warriormetcoalfacts.com



PEOPLE AND COMMUNITY

As a responsible corporate partner we understand our duty to not only provide a safe place of employment, but to also enhance the surrounding community through our corporate giving.

Warrior Met Coal understands the importance of relationships. We value relationships with both internal and external stakeholders including employees, customers, investors, and the communities where we live and work.

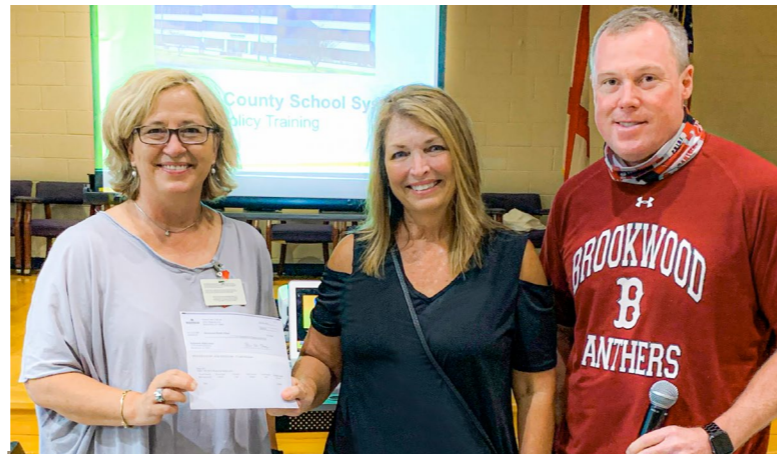
Right of Indigenous People

Warrior Met Coal does not operate within or adjacent to any areas which have been identified as indigenous lands. The Company must perform Cultural Resource Studies during the permitting process within and up to one mile away from any proposed activities to identify any lands or sites of significant cultural or historical importance which could potentially be impacted by mining activities.

Service

Despite the ongoing global COVID-19 pandemic and the labor strike, Warrior Met Coal continued to support nonprofit organizations, charitable and community organizations within our area. Here a few examples from 2021:

- **American Heart Association**
- **Habitat for Humanity**
- **Tuscaloosa County School System**
- **Antioch Volunteer Fire Department**
- **West Brookwood Church**



Public Policy

Warrior Met Coal understands the vital role that public policy decisions play not only in our business, but in our industry, our community, and ultimately our future. The Company is active in numerous trade associations and have employees in leadership roles with key associations including, National Mining Association, Business Council of Alabama, and Alabama Mining Association.

These relationships have been instrumental in shaping policy that will ensure the success and longevity of the Company. We value these stakeholders and engage with them all on an ongoing basis.

GOVERNANCE



Warrior Met Coal is governed by a six member annually elected Board of Directors. Our Board is actively engaged in defining and overseeing strategies, as well as risks and opportunities. The Committee structure allows members the clear and transparent oversight into key issues impacting our business, including ESG.

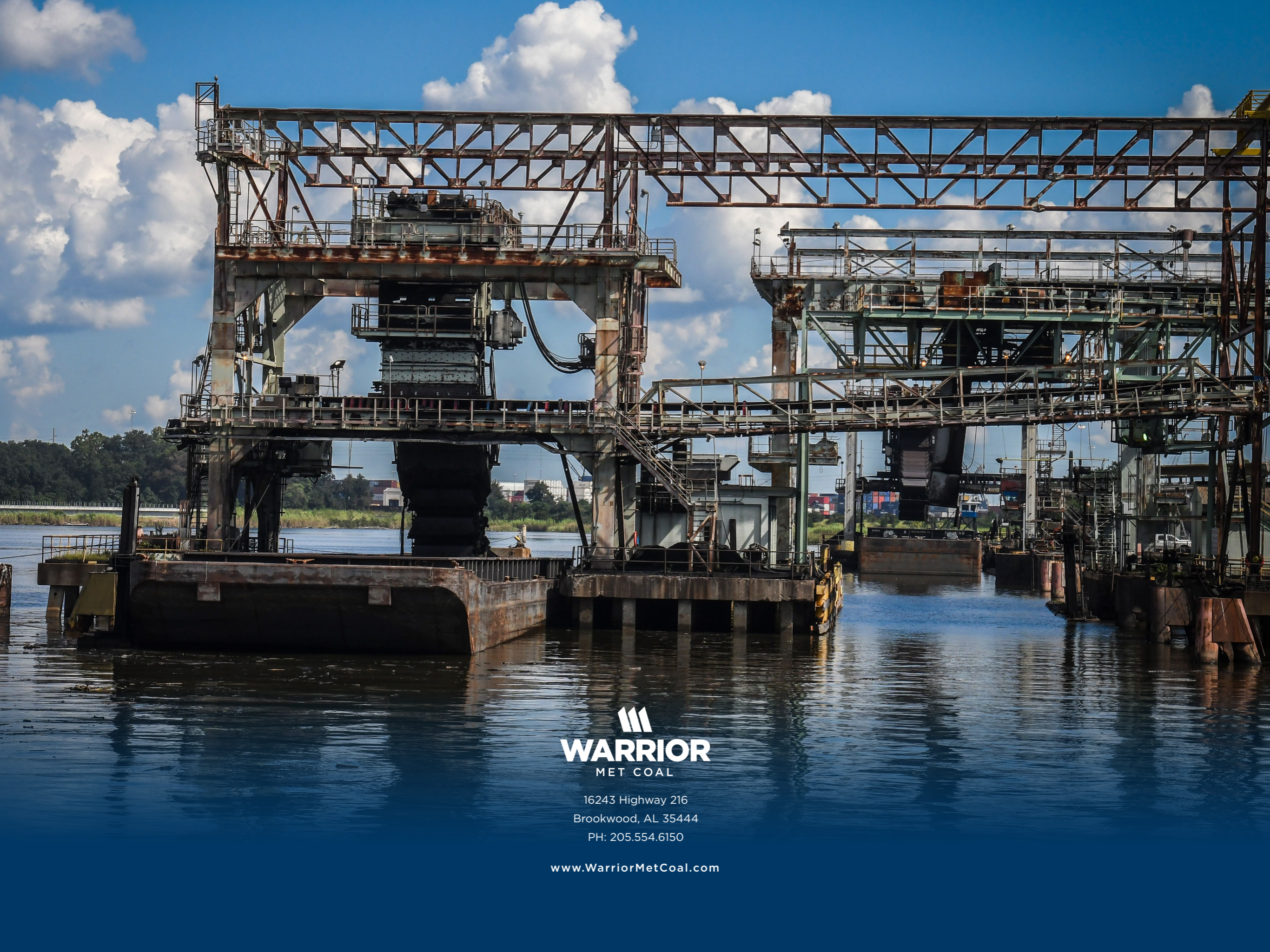
The current Warrior Met Coal Board Committees are:

- Audit Committee
- Compensation Committee
- Nominating/Governance Committee
- Environmental, Health and Safety Committee
- Finance Committee



SASB INDEX

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




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MET COAL

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