



Policy Regarding Stockholder Approval of Future Severance Agreements

I. Policy

It is the Policy of the Board of Directors (the "Board") of Warrior Met Coal, Inc. (the "Company") that the Company shall not enter into a Future Severance Agreement with a Senior Executive that provides for Benefits in an amount exceeding the Severance Benefits Limitation, unless such Future Severance Agreement is approved or ratified by the Company's stockholders.

II. Definitions

For purposes of this Policy the following terms shall have the following meanings:

- a. "Benefits" means: (i) severance amounts payable in cash to a Senior Executive (including cash amounts payable for the uncompleted portion of an employment term under an agreement) and (ii) special benefits or perquisites provided to a Senior Executive at the time of such Senior Executive's termination of employment. The term "Benefits" includes both lump-sum payments and the estimated present value of any periodic payments made or special benefits or perquisites provided following the date of termination of such Senior Executive's employment. Notwithstanding the foregoing, the term "Benefits" does not include (a) the value of any accelerated vesting of any outstanding equity-based award, (b) a pro-rata portion (based on the portion of the performance period elapsed through the date of termination) of the value of any accelerated vesting of any outstanding long-term cash-based incentive award, (c) compensation and benefits earned, accrued or otherwise provided for services rendered through the date of termination of employment (other than any such compensation or benefits awarded at the time of the Senior Executive's termination of employment), (d) any post-termination retirement and other benefits, special benefits or perquisites provided under plans, programs or arrangements of the Company applicable to one or more groups of employees in addition to the Senior Executives, and (e) payments that are required by the Company's bylaws regarding indemnification and/or a settlement of any claim made against the Company.
- b. "Future Severance Agreement" means: (i) an employment agreement between the Company and a Senior Executive pursuant to which the Senior Executive renders services to the Company as an employee, or a severance agreement between the Company and a Senior Executive related to the termination of employment of the Senior Executive with the Company, in either case, entered into after the adoption date of this Policy, including any renewal, material modification or extension thereof, and (ii) any renewal, material modification or extension made after the adoption date of this Policy to such an employment agreement or severance agreement with a Senior Executive that is in effect as of the adoption date of this Policy.

- c. "Senior Executive" means a person who is or becomes at the time of execution of the Future Severance Agreement an officer of the Company who is required to file reports pursuant to Section 16 of the Securities Exchange Act of 1934, as amended.
- d. "Severance Benefits Limitation" means 2.99 times the sum of (i) the Senior Executive's annual base salary as in effect immediately prior to the date of the Senior Executive's termination of employment plus (ii) the target annual bonus of the Senior Executive in the fiscal year in which the Senior Executive's termination of employment occurs.

III. Miscellaneous

The Board delegates to the Compensation Committee full authority to make determinations regarding the interpretation of the provisions of this Policy, in its sole discretion, including, without limitation, the determination of the value of any non-cash items, as well as the present value of any cash or non-cash benefits payable over a period of time. The Compensation Committee shall have the right to amend, waive or cancel this Policy at any time if it determines in its sole discretion that such action would be in the best interests of the Company, provided that any such action shall be promptly disclosed.

Adopted by the Board of Directors on February 9, 2024