

Warrior Met Coal, Inc.
Sustainability, Environmental, Health and Safety Committee Charter

Purpose

The Sustainability, Environmental, Health and Safety Committee (the “Committee”) is established by the Board of Directors (the “Board”) of Warrior Met Coal, Inc. (the “Company”) as a committee of the Board. The Committee’s primary purpose is to assist the Board in fulfilling its oversight responsibilities of the Company’s sustainability, environmental, health and safety policies, programs and initiatives and to review and monitor the Company’s compliance with such policies and procedures.

Charter

At least annually, this Charter shall be reviewed and reassessed by the Committee and any proposed changes shall be submitted to the Board for approval.

Composition

The Committee shall consist of at least two directors, each of whom shall be knowledgeable in sustainability, environmental, health and safety matters.

Term and Committee Chair

The members of the Committee shall be nominated by the Nominating and Corporate Governance Committee and appointed by the Board in accordance with the Bylaws of the Company. Members shall serve at the pleasure of the Board and for such term or terms as the Board may determine. The Board may remove any member from the Committee at any time with or without cause. The Board shall designate the Chair of the Committee upon the recommendation of the Nominating and Corporate Governance Committee. Except as expressly provided in this Charter, the Bylaws of the Company or the Corporate Governance Guidelines of the Company, the Committee shall fix its own rules of procedure.

Meetings

The Committee shall meet at such times, and in the manner it determines to be necessary or appropriate, but not less than twice each year. The Chair of the Committee shall be responsible for scheduling all meetings of the Committee. The Chair shall preside at the meetings of the Committee. In the absence of the Chair, the majority of the members of the Committee present at a meeting shall appoint a member to preside at the meeting. The Committee may adopt such other rules and regulations for calling and holding its meetings and for the transaction of business at such meetings as is necessary or desirable and not inconsistent with the provisions of the Bylaws or this Charter.

Quorum; Action by Committee

A majority of the members of the Committee shall constitute a quorum. All determinations of the Committee shall be made by a majority of its members present at a meeting duly called and held (or where the Committee consists of only two members, or only two members are present and constitute a quorum, by unanimous vote). Any decision or determination of the Committee reduced to writing and signed by all of the members of the Committee (including by means of electronic transmission) shall be as fully effective as if such decision or determination had been made at a meeting duly called and held.

Agenda, Minutes and Reports

The Chair of the Committee shall be responsible for establishing the agendas for meetings of the Committee. An agenda, together with materials relating to the subject matter of each meeting, shall be sent to members of the Committee prior to each meeting. Minutes for all meetings of the Committee shall be prepared by the Secretary of the Company to document the Committee's discharge of its responsibilities. The minutes shall be circulated in draft form to all Committee members to ensure an accurate final record, shall be approved at a subsequent meeting of the Committee and any member of the Board shall be provided with copies of such Committee minutes if requested. The Committee shall make regular reports to the Board.

Committee Authority and Responsibilities

The Committee shall have the following authority and responsibilities:

1. Review and evaluate the Company's programs, policies and practices pertaining to sustainability, environmental and related social responsibility issues and impacts to support the sustainable growth of the Company.
2. Review and evaluate the Company's environmental, health and safety policies and procedures regarding compliance with applicable laws and regulations, and monitor Company compliance with such policies and procedures, including obtaining reports from Company and subsidiary management and other personnel.
3. Identify, monitor and discuss with the Board the sustainability, environmental, health and safety trends, issues and concerns, domestic and foreign, which affect or could affect the Company's business activities and performance.
4. Review assessments of and discuss with management the Company's material sustainability, environmental, health and safety risks and the Company's implementation of appropriate strategies to manage such risks, including internal and independent sustainability, environmental, health and safety audits.
5. Discuss and advise the Board on maintaining and improving corporate sustainability strategies, the implementation of which create value consistent with the long-term preservation and enhancement of stockholder value.

6. Monitor the Company's overall approach to corporate sustainability and ensure it is in line with the overall business strategy, and that appropriate policies are in place and working effectively to build and protect the Company's reputation both internally and externally.
7. Monitor the Company's performance against relevant external sustainability indices and the Company's progress on internal and externally reported targets and ambitions, including a review of the Company's annual sustainability report.
8. Review and recommend approval to the Board if applicable of any sustainability, environmental, health and safety disclosures to be included in the Company's filings with the Securities and Exchange Commission.
9. Where sustainability, environmental, health or safety performance is a part of any compensation arrangement approved by the Compensation Committee of the Board (the "Compensation Committee"), advise and recommend to the Compensation Committee applicable performance standards and/or measurement goals for incorporation into such compensation arrangement, as may be deemed appropriate by the Compensation Committee.
10. Report periodically to the Board on sustainability, environmental, health and safety matters affecting the Company, including legislative and regulatory developments.
11. Review stockholder proposals encompassing matters overseen by the Committee, and make recommendations to the Board regarding the Company's response to such proposals.

Committee Performance Evaluation

The Committee shall evaluate its performance on an annual basis. The Chair of the Committee shall report the Committee's conclusions to the Board and may make recommendations for improvement to the Board.

Resources and Authority of the Committee

The Committee may, in its sole discretion, retain or obtain the advice of outside legal counsel or other external advisers (each, a "Committee Adviser"). The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any Committee Adviser retained by the Committee. The Committee shall not be required to implement or act consistently with the advice or recommendations of any Committee Adviser, and the authority granted in this Charter to the Committee shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties under this Charter. Except as explicitly prohibited by this Charter, the listing standards of the New York Stock Exchange (the "NYSE") or applicable law, the Committee may also solicit input from any directors, officers or employees of the Company, and may request that any officer or other employee of the Company,

the Company's outside counsel or any other person, meet with any members of, or Committee Advisers to, the Committee. The Committee shall have full access to all books, records, facilities and personnel of the Company.

Funding

The Committee shall have the authority to determine the appropriate funding (which shall be supplied by the Company at the request of the Committee) for the payment of compensation to any Committee Adviser engaged by the Committee and for the payment of ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

Delegation

The Committee may, by resolution passed by a majority of the Committee, designate one or more subcommittees, each subcommittee to consist of one or more members of the Committee. Any such subcommittee to the extent provided in the resolutions of the Committee, and to the extent not limited by applicable law or NYSE listing standards, shall have and may exercise all the powers and authority of the Committee. Each subcommittee shall have such name as may be determined from time to time by resolution adopted by the Committee. Each subcommittee shall keep regular minutes of its meetings and report the same to the Committee or the Board as appropriate.

Miscellaneous

The Committee shall also carry out such other duties that may be delegated to it by the Board from time to time. Nothing in this Charter shall be deemed to amend the provisions of the Bylaws of the Company with respect to this Committee or other committees of the Board absent a separate resolution of the Board expressly amending the Bylaws.

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