

Warrior Met Coal, Inc.
Nominating and Corporate Governance Committee Charter

Purpose

The Nominating and Corporate Governance Committee (the “Committee”) is established by the Board of Directors (the “Board”) of Warrior Met Coal, Inc. (the “Company”) as an independent and objective committee of the Board. The Committee’s primary purpose is to identify and recommend to the Board qualified candidates for nomination as members of the Board and its committees consistent with the criteria approved by the Board, to develop and recommend to the Board the Corporate Governance Guidelines applicable to the Company, and to oversee the evaluation of the Board and the Company’s management.

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 member of the Committee shall qualify as “independent” in accordance with the applicable requirements of the New York Stock Exchange (the “NYSE”). A subsequent determination that any member of the Committee does not qualify as an independent director will not invalidate any previous actions by the Committee except to the extent required by law or determined appropriate to satisfy regulatory standards.

Term and Committee Chair

The members of the Committee shall be nominated by the 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 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. To serve as a forum for ideas and recommendations to improve the quality of stewardship provided by the Board, recommend to the Board improvements in the process of governance, and assess at least annually and recommend to the Board for approval changes to the Company's organizational documents and Corporate Governance Guidelines.
2. To review and make recommendations to the Board about the size, structure, composition and functioning of the Board and its committees, including a recommendation to the independent directors regarding the appointment of an independent director to serve in a lead capacity (the "Lead Director") whenever the Board has selected a Chair who is not an independent director.
3. To develop and recommend to the Board for its approval the criteria and qualifications for potential candidates for the Board and its committees, which shall reflect at a minimum any requirements of applicable law or NYSE listing standards, as well as the skills, background, diversity in its broadest sense (inclusive of gender, race, sexual orientation and age) and expertise desired of the Board's members in light of the present and future needs of the Company.
4. To screen and review recommendations for nominees to the Board from other directors

and stockholders. As part of this responsibility, the Committee shall have the authority to conduct, subject to applicable law, any and all inquiries into the background and qualifications of any candidate for the Board and such candidate's compliance with the independence and other qualification requirements established by the Board.

5. To identify individuals qualified to become members of the Board consistent with criteria approved by the Board and to recommend to the Board for its approval, taking into account recommendations of the Lead Director pursuant to the Lead Director Charter, the nominees for directors to be appointed by the Board to fill vacancies and newly created directorships or to be elected at the next annual meeting of stockholders.
6. To recommend to the Board for its approval, taking into account recommendations of the Lead Director pursuant to the Lead Director Charter, the membership and chair of each committee of the Board.
7. To review each director's continuation on the Board prior to his or her re-nomination, in order to confirm his or her desire to continue to serve on the Board, and to evaluate whether or not each director's skills, background, experience and contribution to the Board supports the present and future needs of the Company.
8. To administer, pursuant to the Corporate Governance Guidelines, the voluntary resignation guidelines for directors who change job responsibility or retire during their tenure on the Board.
9. To administer the Company's Director Resignation Policy by considering on an expedited basis the tendered resignation of a director nominee who receives a greater number of "withheld" votes than "for" votes in an uncontested election and making a recommendation to the Board concerning the acceptance or rejection of such resignation.
10. To assist the Board in an annual performance evaluation of the Board and each of its committees.
11. To assist the Board in determining and monitoring whether or not each director and prospective director is "independent" within the meaning of applicable laws and NYSE listing standards.
12. To assist the independent directors of the Board in conducting an annual performance review of the Chief Executive Officer, the results of which are communicated to the Chief Executive Officer by the Chair of the Board, or in the event the Chair of the Board is not an independent director, then by the Lead Director.
13. To review stockholder proposals relating to corporate governance and to recommend to the Board the Company's response to such proposals.
14. To develop procedures for stockholders and other interested parties to communicate with the Board and facilitate the Board's oversight of the Company's stockholder engagement

practices.

15. To oversee director orientation and continuing education.
16. To review and monitor the Company's government relations activities in connection with its political contributions, lobbying priorities, trade association memberships and political action committees.
17. To review, on an annual basis, the policy on rights plans contained in the Corporate Governance Guidelines and report to the Board any recommendations it may have in connection therewith.

Notwithstanding the provisions set forth in this Charter to the contrary, if the Company is legally required by contract or otherwise to provide third parties with the ability to nominate directors (e.g., stockholder agreements and management agreements), the selection and nomination of such directors need not be subject to the Committee's nominating and review process.

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 a director search firm, 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 NYSE listing standards 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.

Originally adopted: April 12, 2017
Last amended: October 25, 2024