

Warrior Met Coal, Inc.
Human Resources and Compensation Committee Charter

Purpose

The Human Resources and Compensation 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 discharge the responsibilities of the Board relating to compensation of the Company’s executive officers (as defined in Rule 3b-7 of the Securities and Exchange Act of 1934, as amended (the “Exchange Act”)) and directors. The Committee has responsibility for overseeing the compensation policies, practices and programs of the Company and administering the Company’s equity-based compensation plans.

The Committee shall also prepare any reports required by law to be prepared by the Committee, including any reports required to be included in the Company’s annual proxy statement.

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 provisions of Rule 10C-1(b)(1) under the Exchange Act and the applicable requirements of the New York Stock Exchange (the “NYSE”). In determining the independence of any director who will serve on the Committee, the Board must consider all factors specifically relevant to determining whether the director has a relationship to the Company which is material to that director’s ability to be independent from management in connection with the duties of a Committee member, including, but not limited to, the factors set forth in the NYSE listing standards for determining the independence of directors who will serve on the Committee. Each member also is intended to meet the definition of a “non-employee director” under Rule 16b-3 under the Exchange Act. A subsequent determination that any member of the Committee does not qualify as a “non-employee director” or 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 Nominating and Corporate Governance Committee of the Board 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. To review and approve the Company's compensation plans and oversee the compensation philosophies, programs and policies and participate in compensation strategy development, including, but not limited to, making recommendations to the Board with respect to incentive compensation and equity-based plans that are subject to Board and stockholder approval.
2. To review and approve on an annual basis the corporate goals and objectives related to compensation for the Chief Executive Officer, evaluate the Chief Executive Officer's performance in light of these established goals and objectives and, based on this evaluation, determine the Chief Executive Officer's compensation, including salary, incentive compensation and equity-based awards.
3. In determining the long-term incentive component of the Chief Executive Officer's compensation, to consider the Company's performance and relative stockholder return, the value of similar incentive awards to chief executive officers at comparable companies, and the awards made to the Chief Executive Officer in prior years. In addition, in evaluating and determining the Chief Executive Officer's compensation, the Committee shall consider the results of the most recent stockholder advisory vote on executive compensation ("Say on Pay Vote") required by Section 14A of the Exchange Act.
4. To review and approve the compensation of each of the executive officers other than the Chief Executive Officer, including salary, incentive compensation and equity-based awards.
5. To administer equity-based, incentive compensation, and other plans and policies for which the Committee has been designated administrator, and in that administrative capacity, discharge any responsibilities imposed on the Committee under those plans and policies; provided, the Committee may delegate to one or more officers its authority to approve equity awards to employees other than executive officers of the Company to the extent permitted by applicable

law and the NYSE listing standards. In reviewing and making recommendations regarding equity-based, incentive compensation, and other plans and policies, including whether to adopt, amend or terminate any such plans or policies, the Committee shall consider the results of the most recent Say on Pay Vote.

6. To review and approve employment and severance arrangements and benefits of the Chief Executive Officer and other executive officers, other than any qualified plans or broad-based arrangements available generally to salaried employees.
7. To review the form and amount of compensation of directors for service on the Board and its committees and make recommendations to the Board with respect to any proposed changes in Board or committee compensation.
8. To oversee and consider the evaluation of any risks arising from the Company's overall compensation policies and practices for employees generally that are reasonably likely to have a material adverse effect on the Company.
9. Oversee the Company's strategies and policies related to key human resource policies and practices, including with respect to matters such as diversity, equity and inclusion, employee relations, workplace culture, and talent development and retention.
10. To review and discuss with management the disclosures in the "Compensation Discussion and Analysis" (the "CD&A") and the related tabular and other disclosures about director and executive compensation, and report to the Board whether, based on such review and discussion, the Committee recommends the CD&A be included in the Company's annual report on Form 10-K, proxy statement or any information statement.
11. To review and approve the report on executive compensation required to be included in the Company's annual proxy statement in accordance with applicable Securities and Exchange Commission rules and regulations.
12. To review stockholder proposals relating to executive compensation matters and recommend to the Board the Company's response to such proposals.
13. To consider and assess the results of the most recent Say on Pay Vote required by Section 14A of the Exchange Act.
14. To review and recommend to the Board for approval the frequency with which the Company will conduct Say on Pay Votes, taking into account the results of the most recent stockholder advisory vote on frequency of Say on Pay Votes required by Section 14A of the Exchange Act, and review and approve the proposals regarding the Say on Pay Vote and the frequency of the Say on Pay Vote to be included in the Company's proxy statement.
15. To the extent provided in such policy, to administer and oversee the Company's compliance with the compensation recovery policy required by applicable SEC and NYSE rules.
16. To develop and recommend to the Board for approval a Chief Executive Officer and executive officer succession plan (the "Succession Plan"), review the Succession Plan periodically with the CEO, develop and evaluate potential candidates for the Chief Executive Officer and executive positions, and recommend to the Board any changes to the Succession Plan.

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 compensation consultants, 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 may select a Committee Adviser only after taking into consideration all factors relevant to the adviser’s independence from management of the Company, including, but not limited to, the specific factors set forth in Rule 10C-1(b)(4) of the Exchange Act and the NYSE listing standards. After considering such factors, however, the Committee may retain or receive advice from any Committee Adviser, including one that the Committee determines is not independent. 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. The Committee shall evaluate whether any compensation consultant retained or to be retained by it has any conflict of interest in accordance with Item 407(e)(3)(iv) of Regulation S-K. 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: February 18, 2022
Last amended: July 28, 2025