





01

CEO MESSAGE

pg 3



02

YEAR IN REVIEW

pg 4



03

ABOUT WARRIOR

pg 7



04

STEELMAKING COAL

pg 8



05

RESERVES

pg 10



06

ENVIRONMENTAL
PERFORMANCE

pg 11



07

SOCIAL

pg 18



08

GOVERNANCE

pg 36

A Message From Our CEO	3
Year in Review 2025	4
About Warrior	7
Steelmaking coal	8
Reserves	10
Environmental Performance	11
Greenhouse Gas Emissions	12
Wastewater and Wastewater Management	15
Waste/Tailings Storage Facility Management	15
Water Efficiency and Optimization Plan	16
Biodiversity and Land Stewardship	17
Social	18
Safety	19
Human Capital	22
Compensation and Benefits	23
Talent Attraction	24
Training Mission	25
Leadership Development	26
Employee Training and Development	27
Opportunity and Inclusion	30
Workforce Demographics	31
Warrior Gives Back	32
Indigenous Peoples and Historic Lands	35
Governance	36
Board of Directors	37
Sustainability Oversight	38
Enterprise Risk Management	39
Supply Chain Management	39
Ethics and Compliance	40
Human Rights	41
Third Party Human Rights Assessment	42
Cybersecurity	43
Public Policy	44
Sustainability Accounting	
Standards Board Index	45



A MESSAGE FROM OUR CEO

Warrior remains fully committed to our sustainability journey, which is embedded in every aspect of our operations. As one of the leading pure-play metallurgical coal companies, we do not take our position in the global steel economy for granted. Our Company values are centered around **Safety First**, ensuring we protect our most valued asset: our people. We are sharply focused on mining in a responsible and sustainable manner that minimizes our environmental impact – both within our communities and globally.

In 2025, we achieved several significant milestones, including bringing our world-class Blue Creek Mine online. Warrior continues to prioritize safety, limiting environmental impact, and strengthening the communities we serve.

Walter J. Scheller, III

Chief Executive Officer

Safety

Safety remains the guiding principle in our S.A.F.E.R. values – **Safety First, Accountability, Follow-Through, Excellence, and Responsibility**. In 2025, Warrior expanded the safety team adding three new professionals, bringing the total to over 30 dedicated safety professionals.

Warrior also adopted the “**Everyone Goes Home**” motto reinforcing our commitment to protecting our employees and their families. The Company achieved another year of exceptional safety performance, with an incident rate **53% lower than the national rate for underground mines.***

* Compared to the latest MSHA data provided through Q2 2025.

Culture

At Warrior, our employees are more than a workforce – they are the driving force behind our success. We provide a comprehensive compensation package that includes competitive base and incentive pay, along with **100% employer provided healthcare coverage**.

In 2025, we continued our third-party engagement with Development Dimensions International (DDI) and Gallup, utilizing data-driven insights to strengthen engagement and leadership development across the Company. Our focus on developing the future leaders of Warrior contributes directly to our long-term strategic goals.

These efforts resulted in a 95% participation rate in our annual engagement survey, an increase of 18% when compared to 2024.

Environment

Sustainable operations remained a key priority in 2025. We achieved a **27.1% reduction in Scope 1 and Scope 2 greenhouse gas (GHG)** compared to the 2021 baseline and continue to make progress towards our goal of achieving a 50% reduction in our GHG emissions by 2030.

The Company also achieved a **34% water recycling rate in 2025**, decreasing water withdrawn from freshwater and municipal sources. In 2025 we further expanded the use of innovative technology – most notably dry coal slurry systems at Mine No. 7 and Blue Creek Mine – to reduce the use of fresh water in our operations.

Community

We understand that supporting the communities where we operate is not just good corporate citizenship – it is the right thing to do. In 2025, Warrior continued to engage and support key community partners and organizations. We donated over **\$1.5 million** to charitable organizations and Warrior employees supported community projects through more than **1,700 hours** of paid volunteer time off. Warrior also completed its first **Habitat for Humanity** sponsored home, contributing more than **1,300 hours** of “sweat equity.” Additionally, we established **The Warrior Met Coal Foundation** to further expand and sustain our philanthropic efforts in the community for years to come.

SAFETY



53%

Better than the National Incident Rate Average

Warrior's through 2025 vs. MSHA's numbers through Q2

+400

Basic Life Support (BLS) Certifications



GREENHOUSE GASES



27.1%

Reduction in Greenhouse Gas Emissions

as measured against the 2021 baseline measurement

WATER RECYCLING RATE



34%

Water Recycling Rate in 2025

BIODIVERSITY AND LAND STEWARDSHIP



Five

Consecutive Years

of Award Winning Performance and Innovation

COMMUNITY IMPACT



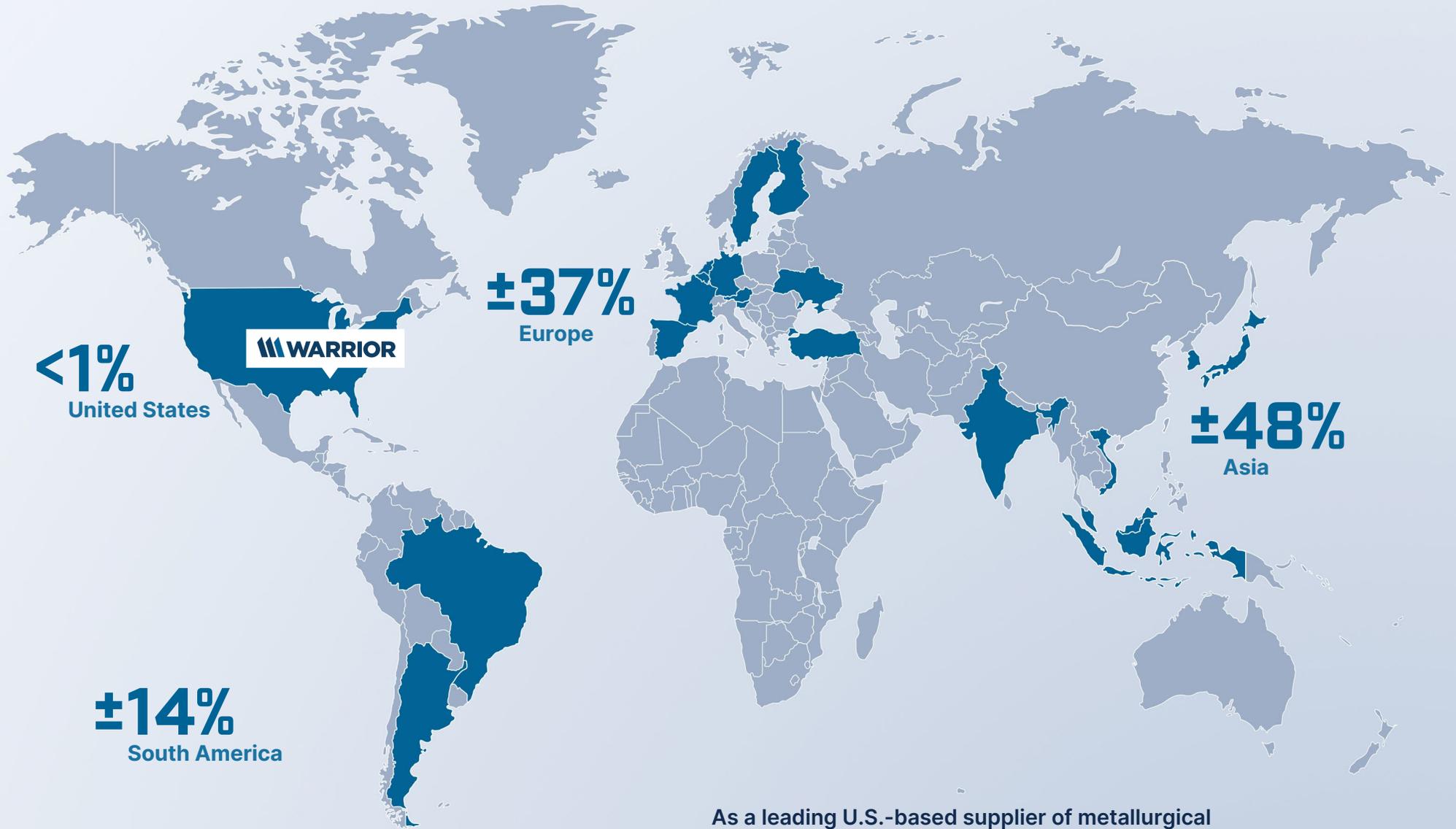
\$1.5M

in Contributions

Charitable contributions to our community



**WE PROVIDE THE RESOURCES
REQUIRED BY THE WORLD'S TOP
METAL MANUFACTURERS TO CREATE
PREMIUM STEEL, WHICH IN TURN IS
USED TO BUILD THE FUTURE.**



As a leading U.S.-based supplier of metallurgical (“steelmaking”) coal, Warrior plays a pivotal role in the global steel industry.



GLOBAL EXPORTS FOOTPRINT

- | | | | | |
|-----------|---------|-------------|-------------|---------|
| Argentina | Finland | Indonesia | Slovenia | Turkey |
| Austria | France | Japan | South Korea | Ukraine |
| Belgium | Germany | Malaysia | Spain | Vietnam |
| Brazil | India | Netherlands | Sweden | |

ABOUT WARRIOR

At Warrior, we take pride in being a leading supplier of high-quality steelmaking coal. We recognize that our success depends not only on meeting our production targets, but on our ability to operate safely and to produce coal sustainably in order to safeguard the natural environment where we operate. As we continue to advance our long-term growth strategy, we remain committed to prioritizing the safety of our people, preserving ecosystems, and supporting the communities where we live and work.

Our operational success is anchored by our unwavering commitment to safety, which is deeply embedded in our culture and processes. We view safety not as a program, but as a core value that informs every decision and action. From underground operations to surface coordination, we pursue a zero-incident mentality ensuring that every team member returns home safely, every day. This constant focus demonstrates our

respect for the individuals who power our business and the families who depend on them.

We also recognize that long-term value creation depends on more than production volume. It requires principled governance, proactive environmental stewardship, and a visible, sustained investment in the communities where we live and operate. At Warrior, these commitments are foundational to our corporate strategy. We operate transparently and with accountability, guided by rigorous safety protocols, robust **Environmental, Social, Governance (ESG)** performance targets, and a belief that strong companies help build stronger communities.

We are proud to share with you the improvements and progress we made last year in meeting our internal sustainability targets and remain committed to fulfilling our mission while meeting the needs of our employees, customers, partners and other stakeholders.



ALABAMA, USA



Safety

Our unwavering commitment to the wellbeing of employees and visitors is present in every area of our facilities.



Environmental Management

We take necessary actions to source one of Earth's most critical resources in a responsible manner.



Reliable Supplier

We have a proven track record managing complex outbound logistics through the McDuffie Terminal in Mobile, Alabama to meet our customers' needs.



Shortest Transit Times

We deliver to European and South American markets with exceptional speed allowing our customers to benefit from favorable inventory management and lower working capital.



Premium Quality

Strong coking properties, high fluidity, high drum index, and low sulfur make our coal a unique blend.



Well Capitalized Mines

We make continuous investments in our mines.

STEELMAKING COAL

Warrior plays a significant role in the global steel supply chain by supplying premium steelmaking coal, a critical material used in high-quality steel production. Steel built with our coal supports the core infrastructure and technologies that define modern life, including railways that connect economies, bridges that span major waterways, high-rise buildings that shape city skylines, and advanced electric vehicles that are transforming transportation. In this way, our product is more than a commodity; it underpins economic growth and enables continued innovation across industries.

Our operations are structured to deliver high-quality coal products tailored to the needs of leading steelmakers. Mine No. 7 is recognized for its premium low-vol coal, while Mine No. 4 and our Blue Creek Mine both produce premium high-vol A coal. In addition to these products, Warrior is also able to offer mid-vol blends to customers. Together, these mines provide steel producers with diverse and reliable, high-quality steelmaking coal to support efficient and resilient steel manufacturing around the world.

As global markets transition toward lower carbon emissions and place greater emphasis on green technologies, the importance of high-quality steel continues to grow. The steel produced using our coal helps meet rising demand for advanced, sustainable products, from renewable energy infrastructure to low-emission transportation, while supporting efforts to reduce overall environmental impacts. This evolution reflects a broader shift toward eco-conscious design and operations, with steel serving as a key enabler of a lower-carbon future.

Warrior's role extends beyond supplying raw materials. Our commitment to producing premium steelmaking coal is closely aligned with a broader vision of sustainability that seeks to balance industrial progress with environmental responsibility. By supporting the production of high-quality steel and operating with a long-term view, we aim to contribute to a future where sustainability is measurable and practical, creating lasting value for our stakeholders and future generations.

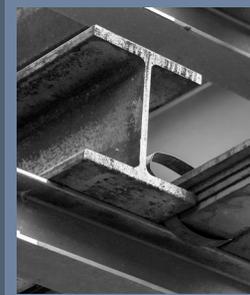
HOW MET COAL PLAYS A PART IN OUR DAILY LIVES



Met Coal and Other Raw Materials



Blast Furnace



Steel



Bridges



Automobile Components



Appliances



Roads



Skyscrapers/ Buildings

Sustainable Future

The growth trajectory of these products is expected to increase over the next several decades as the global economy transitions to lower carbon emissions.



Wind Turbines



Solar Panel Housings

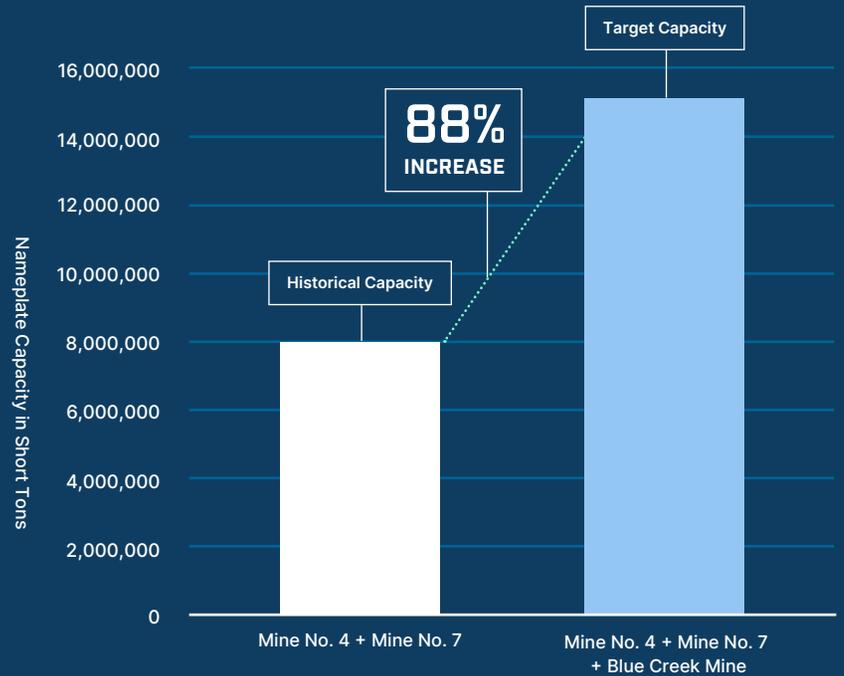


Electric Vehicles



Our strategic positioning, bolstered by approximately 40 years of reserves, resources and potential adjacent reserves, cements our role as a low-cost producer of premium quality steelmaking coal.

Nameplate Capacity Expected Growth



~40 Years
Reserves and resources

~260 Million
Short tons including coal reserves and resources

8 Months
Blue Creek Mine Longwall began production eight months ahead of schedule

88% Increase
in capacity with addition of Blue Creek Mine

WARRIOR IS A

100% STEELMAKING COAL PRODUCER



RESERVES

Warrior is committed to supporting the global steel industry with premium-quality metallurgical coal, a vital component in steel production.

Our robust reserve base underscores this commitment, positioning us for long-term operational stability and strategic growth. The quality of our reserves, renowned for strong coking properties, strong fluidity, and low sulfur content, reinforces Warrior's reputation as a reliable supplier to steel manufacturers across Europe, South America, and Asia.

On November 25, 2025, we entered into a Federal Coal Lease with the Bureau of Land Management ("BLM"). The mining plans for these leases, which were approved in January 2026, authorize development and mining activities across approximately 14,050 acres in Tuscaloosa County, Alabama, which contain approximately 53 million short tons of reserves, further strengthening the resource base underpinning our strategic growth initiatives. The approval of these

plans marks an important milestone in supporting the long-term development of the Company's high quality steelmaking coal operations, provides long-term visibility into future production and allows for incremental reserves to be mined at both Blue Creek Mine and Mine No. 4.

As of December 31, 2025, our total estimated proven and probable reserves increased approximately 18% from the prior year, primarily due to the addition of the BLM Federal coal lease and stand at approximately 205.2 million short tons, with additional estimated mineral resources of 59.5 million short tons, exclusive of reserves, based on reserve reports prepared by independent third-party engineers, for a combined total of approximately 264.7 million short tons. Mine No. 4 and Mine No. 7, collectively held approximately 99.2 million short tons

of recoverable reserves, including approximately 48.8 million short tons at Mine No. 7 and 50.4 million short tons at Mine No. 4.

In 2025, our world-class Blue Creek Mine transitioned from development into active operations, marking a significant milestone in Warrior's growth strategy. Blue Creek Mine now contributes to production while also representing a substantial long-term reserve base. Blue Creek Mine includes approximately 98.3 million short tons of reserves and 59.5 million short tons of coal resources exclusive of reserves, amounting to a total of approximately 157.8 million short tons. These three mines form the core of our operations and underpin our long-term operational strategy,

highlighting our readiness to scale and evolve in response to market demands. Our strategic positioning, bolstered by forty plus years of reserves, resources, and potential adjacent reserves, cements our role as a long-term, low-cost producer of premium-quality steelmaking coal. This positioning enables us to navigate and adapt to market fluctuations while maintaining our competitive edge in the steelmaking coal market. The ongoing strong demand for our steelmaking coal, paired with our disciplined approach to capital expenditure and the startup of Blue Creek Mine's longwall eight months ahead of schedule, positions Warrior for sustained success and growth.



Environmental Performance

RESOURCING THE FUTURE SAFELY AND RESPONSIBLY

- Greenhouse Gas Emissions
- Water and Wastewater Management
- Waste/Tailings Storage Facility Management
- Water Efficiency and Optimization Plan
- Biodiversity and Land Stewardship

GREENHOUSE GAS EMISSIONS

At Warrior, the well-being of our workforce and the sustainability of our operations were, as always, central priorities in 2025 as we continue to work to reduce our environmental footprint.

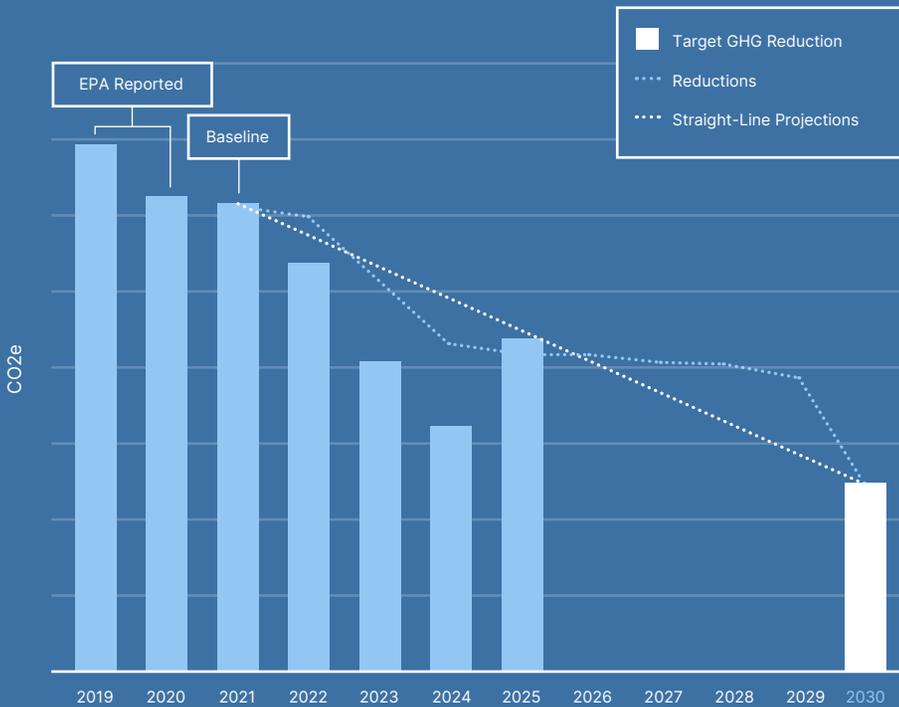
Recognizing our critical role in global steel manufacturing, we seek to balance industrial demands with a consistent commitment to responsible resource use and emissions reduction. In recent Corporate Responsibility Reports, we highlighted meaningful progress

in lowering our greenhouse gas (GHG) emissions and reaffirmed our long-term goal of reducing emissions by 50% by 2030 from our 2021 baseline measurement.^[1]

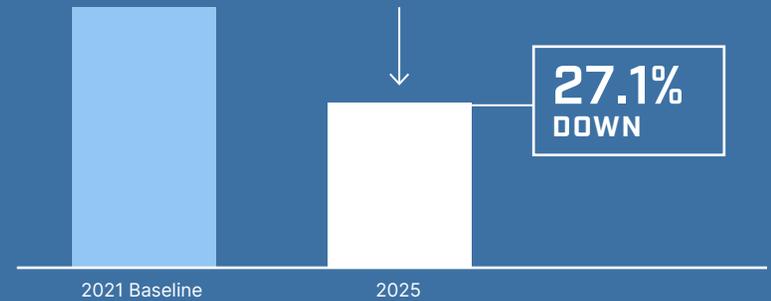
After completing our latest inventory of Scope 1 and Scope 2 GHG emissions in reference to U.S. EPA and GHG Protocol emission factors and global warming potentials, Warrior continued to demonstrate steady progress. In 2025, Warrior is once again providing updated current year emissions data to maintain transparency and accountability in our sustainability reporting.

[1] Previous year emissions and projections adjusted to reflect updated recommended Global Warming Potential values.

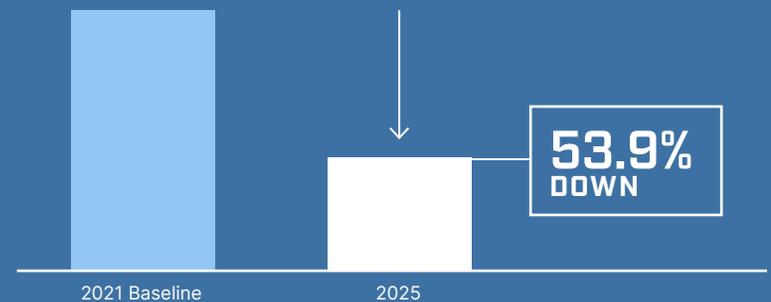
2025 Scope 1 and 2 CO₂e Reduction Estimates



Total Scope 1 and 2 Emissions



Emission Intensity



Greenhouse Gas Emissions



27.1% REDUCTION

Total Scope 1 and Scope 2 GHG Emissions from 2021 Baseline

This ongoing commitment allows stakeholders to track our progress and reinforce our leadership in responsible steel manufacturing.

For 2025, Warrior is pleased to report a 27.1% reduction of combined Scope 1 and Scope 2 emissions as compared to the 2021 baseline measurement^{[2][3]}. While direct Scope 1 emissions experienced a slight year-over-year uptick in 2025 due to an increase of ventilation air methane encountered in certain geology at Mine No. 7, the Company realized a slight year-over-year decrease in Scope 2 emissions and remains on-track to achieve the stated 50% emission reduction target by 2030. This progress demonstrates Warrior's ongoing commitment to responsible resource management and emissions reduction.

When including all Company sources, such as the new Blue Creek Mine, the 2025 combined Scope 1 and Scope 2 emissions were measured to be approximately 2.305 million metric tons of carbon dioxide equivalent^[4]. Additionally, our emissions intensity—measured as carbon dioxide equivalent per unit of production—improved in 2025 to an estimated value of 0.249, which corresponds to represent a reduction of 53.9% when compared to the 2021 baseline emission intensity values. This improvement highlights Warrior's ability to maintain high production efficiency while simultaneously lowering our overall environmental impact. These 2025 outcomes underscore Warrior's continued ability to align sustainability with operational excellence and to serve the global steelmaking coal market as a reliable and responsible supplier.

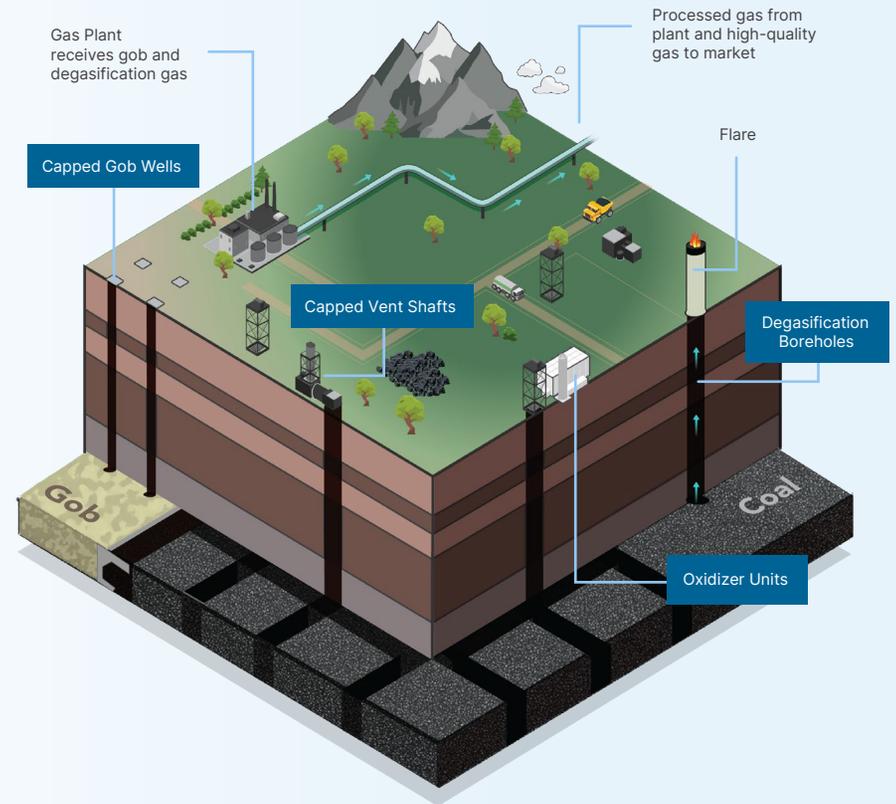
[2] Scope 1 emissions for calendar year 2025 as measured against baseline measurements: 2.019 million metric tons of CO₂e. These Scope 1 emissions are exclusive of sources other than those included in the 2021 baseline measurement. Scope 1 emissions include direct GHG emissions from sources that are owned or operated by Warrior. This includes on-site stationary combustion sources, on- and off-road mobile sources, combustion emissions from product transport by barge, rail, and haul truck, and mine venting emissions.

[3] Scope 2 for calendar year 2025: 0.231 million metric tons of CO₂e. These Scope 2 emissions are exclusive of sources other than those included in the 2021 baseline measurement. Scope

2 emissions include the indirect GHG emissions from electrical consumption generated outside of the reporting facility. The Scope 2 sources included in the GHG inventory include the central offices and labs, Mines 4 and 7 (including fans and preparation plants), Mine 5 preparation plant and supporting facilities, and the operations at the Port of Mobile, AL. Gases include carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O).

[4] World Business Council for Sustainable Development and World Resources Institute, The Greenhouse Gas Protocol A Corporate Account and Reporting Standard, <https://ghgprotocol.org/corporate-standard>

Current and Planned GHG Reduction Strategies



OUR GHG PROGRESS

01 53.9% Reduction in Emission Intensity

02 51% Year-Over-Year increase in Methane Combustion Efforts

03 Continually navigating stringent and evolving carbon reduction initiatives and regulations on a global scale

Methane management remains at the center of Warrior’s emissions reduction strategy since methane continues to be the predominant GHG associated with our mining operations.

For the full year of 2025, Warrior achieved an estimated methane capture rate of nearly 73.6% through its strong network of gas collection, degasification systems, and flaring activities, turning a necessary byproduct of mining into a managed energy resource. This network allows methane that would otherwise be vented into the atmosphere to be captured and used, which both mitigates environmental impact and supports more efficient energy use. Preliminary data for 2026 indicates the continued success and progress of our efforts to capture methane, which continue to play a critical role in meeting our environmental objectives.

Warrior remains committed to advancing methane management technologies as a key pillar of our broader sustainability

strategy, and this focus helps position the Company as a leader in emissions management within the steelmaking coal sector. As part of our ongoing efforts to achieve a 50% reduction in GHG emissions by 2030 from our 2021 baseline, Warrior continues to collaborate with global experts to evaluate the installation of Regenerative Thermal Oxidizers and other emerging methane destruction or capture solutions at strategic sites across our operations. In addition, Warrior’s efforts to increase methane combustion efforts in locations difficult to reach using the standard degasification network methods yielded positive results with a 51% year-over-year increase in methane combustion volume. By pairing careful planning with targeted capital investments and disciplined execution, Warrior intends to maintain

METHANE

CH₄

Methane Capture

73.6%

Methane capture rate through advanced degasification systems and flaring initiatives.

momentum toward ambitious emissions reduction targets while contributing to the steel industry’s global sustainability objectives as a dependable long-term partner. These results and efforts reinforce

Warrior’s commitment to sustainability through ongoing investments in modern equipment, improved fuel management, and enhanced methane capture technologies.

The calculation methodology to estimate future emissions was based on historical gas well production records. These production records of older areas which have been mined can be used to make reasonable assumptions for the anticipated amount of methane which may be encountered in future mining areas. These models will continue to be updated as mining moves into new areas and older areas of the reserve are depleted. The calculations and models have been reviewed externally for accuracy.

At this time, our disclosures do not include GHG Scope 3 emissions. Due to the complexity of our product and customer base, we are evaluating ways to properly identify and estimate Scope 3 emissions and provide a thorough life-cycle analysis (LCA) of our product.



WASTEWATER AND WASTEWATER MANAGEMENT

Water stewardship remains a critical pillar of Warrior's sustainability framework in 2025, and we continue to focus on optimizing water use and reducing our overall water footprint. In 2025, Warrior's total water consumption was approximately 2.316 billion gallons, supplemented by municipal sources and 1.441 billion gallons withdrawn from freshwater sources. Water is essential to provide a safe environment for many of our core activities, including dust control for the underground and surface workforce as well as supporting coal processing, which is why we prioritize efficiency and the conservation of water resources. These efforts, together with the recent installation of our second

full-scale dry slurry system at the Blue Creek Mine, a dewatering solution for slurry tailings now integrated into our operations, position us strongly to achieve our water reduction targets when combined with the Mine No. 7 dry slurry system.

We uphold rigorous standards for water quality management and continue to operate in alignment with the National Pollutant Discharge Elimination System (NPDES), maintaining a compliance rate of 99.6% through the reporting period. This consistent performance reflects our proactive approach to protecting local ecosystems and ensuring that all discharged water meets or surpasses applicable quality criteria.

Warrior's commitment goes beyond compliance with regulations and is reflected in initiatives designed to reduce our reliance on freshwater sources through internal recycling and reuse programs. These measures are intended to strengthen our operational resilience and support more sustainable watershed management in the regions where we operate. By fully integrating water stewardship into our broader ESG priorities in 2025, Warrior continues to demonstrate its dedication to environmental responsibility while balancing operational requirements with the needs of surrounding communities and natural systems.

WASTE/TAILINGS STORAGE FACILITY MANAGEMENT

In 2025, Warrior continues to manage seven certified tailings impoundment facilities, of which five are classified as low hazard. Our remaining two slurry tailings impoundments are classified as high-hazard* and are subject to thorough risk assessments and regular third-party inspections to maintain rigorous safety standards and ongoing regulatory compliance. Reflecting our commitment to safe and sustainable operations,

we continue to focus on careful, long-term management of these sites, including plans for their eventual decommissioning in alignment with our broader sustainability objectives. In 2025, Warrior completed comprehensive Emergency Action Plans (EAPs) for the two high-hazard facilities certified by third-party experts outlining detailed emergency contacts and actions to be taken in the event of an unexpected incident. Warrior has also joined

the Alabama Dam Safety Program, a voluntary initiative administered through local Emergency Management Agencies that tracks and documents dam performance and inspection data to support planning, public safety, and enhanced transparency around facility stewardship.

* The classification of high hazard in no way indicates any feature or attribute of the facility is inadequate or unsafe.



Water Compliance



99.6%

Compliance Rate with NPDES Water Quality Standard in 2025

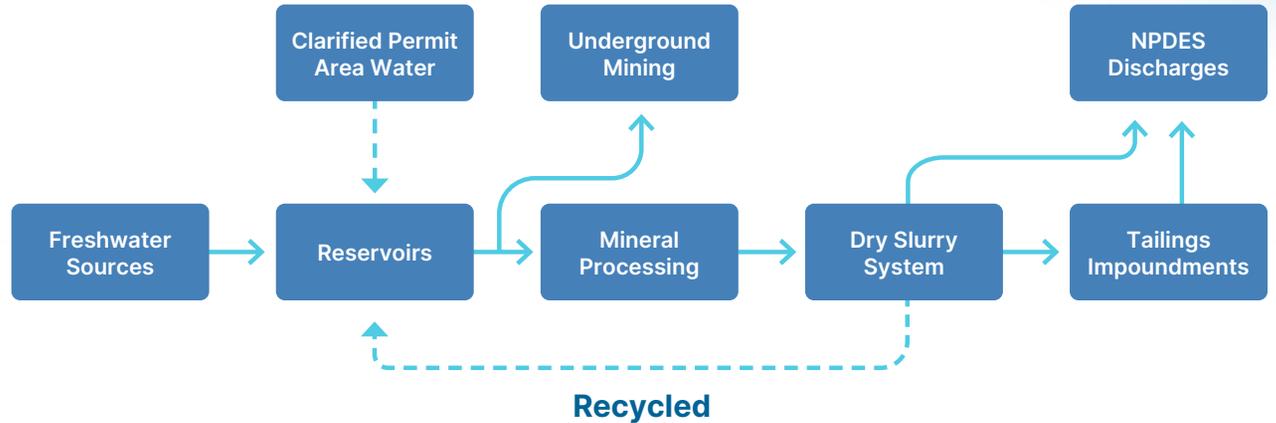
WATER EFFICIENCY AND OPTIMIZATION PLAN

 **COMPLETE**

In 2025, we remain committed to reducing the use of fresh water in our operations as we continue to invest and optimize the innovative dry coal slurry systems at Mine No. 7 and the Blue Creek Mine.

These systems use advanced mechanical and pneumatic technologies to separate coal from impurities without the heavy reliance on water associated with traditional slurry methods. By replacing water intensive practices, the systems significantly reduce water usage, limit the generation of coal slurry waste, and remove the need for large impoundments for waste storage. This not only conserves critical natural resources but also lowers the environmental impact related to wastewater treatment and disposal. The dry slurry systems reached full operating status at Mine No. 7 in early 2025 and in Q4 2025 at the Blue Creek Mine, and now serve as a foundational component of Warrior's broader strategy to improve water efficiency across our operations.

Water Balance



34% RECYCLED WATER IN 2025

In 2025, Warrior's total water consumption was estimated to be approximately 2.316 billion gallons. Of this total, 1.441 billion gallons were gathered from freshwater sources and 86.539 million gallons of water from municipal sources. In 2025, Warrior installed a new water recycling system at Mine No. 7 to capture and recycle clarified water at two locations. One location captured and recycled clarified water used

for processing near the preparation facility. A second location collected treated and/or clarified water from the permit area or decanted from other basins to provide a second source of recycled water for use at the Mine No. 7 preparation plant. Warrior is pleased to announce the successful results at Mine No. 7, which estimates approximately 788 million gallons of water were recycled and rerouted for use in 2025. This total represents an estimated figure that 34% of total

water usage of Warrior in 2025 was from captured and recycled or repurposed water from within permit area, which reduced the amount of required water to be withdrawn from freshwater sources. Warrior is extremely proud of these results and will continue to optimize and improve the efficiency of water use to minimize any potential impacts to local water systems.

BIODIVERSITY AND LAND STEWARDSHIP

Our commitment to environmental responsibility extends beyond our mine sites and into the diverse ecosystems that surround our operations. We recognize the richness of Alabama’s natural environment and the critical role these habitats play in sustaining wildlife and plant species. Protecting these areas is central to our biodiversity efforts and to our role as responsible stewards of the land.

Our approach to biodiversity begins before any project moves forward. We conduct detailed environmental assessments that inform land-use decisions and operational planning, helping to identify sensitive habitats and ensure they are properly protected. We work in close coordination with regulatory agencies, including the Alabama Department of Environmental Management (ADEM), the Alabama Surface Mining Commission (ASMC), the Office of Surface Mining Reclamation and

Enforcement (OSMRE), and the U.S. Fish and Wildlife Service (USFWS), to meet or exceed applicable environmental standards. For Warrior, compliance is not the finish line; it is the starting point for going beyond minimum expectations.

Alabama is home to some of the most biologically diverse ecosystems in the nation, supporting species such as crayfish, freshwater turtles, mussels, and snails. To minimize potential impacts on these ecosystems, we incorporate conservation and habitat restoration directly into our project plans. This includes focused efforts to protect species of concern such as the northern long-eared bat, ovate clubshell mussel, and flattened musk turtle. Ongoing permit reviews and environmental studies guide our decisions and enable adaptive management, allowing us to implement alternative operating plans quickly when needed.

Our responsibility does not end when mining activities cease. Through post-mining land reclamation, we work to restore landscapes and support productive ecosystems. Reclamation actions include planting native vegetation, stabilizing soils, and creating conditions that invite wildlife to return. Over time, these sites are transformed into healthy natural areas that provide value to both the environment and nearby communities.

Continuous monitoring is a key component of our commitment to improvement. Regular audits and biodiversity assessments help us track ecosystem health and respond proactively to emerging issues. This diligence is reflected in our water quality

program as well, which includes quarterly acute and chronic Whole Effluent Toxicity (WET) testing at several sensitive locations under the NPDES program to protect aquatic life.

By collaborating with environmental agencies, conservation organizations, and local communities, we align our biodiversity initiatives with Warrior’s broader sustainability objectives. These combined efforts strengthen our position as a responsible mining operator and land steward, underscoring our dedication to preserving ecological balance and supporting a sustainable future. Prioritizing biodiversity protection is a core element of our ESG strategy and demonstrates our long-term commitment to the health of the ecosystems that share our operating footprint.

5 Consecutive Years
of Award Winning
Performance and
Innovation

- 2025 • President’s Community Safety Award
- 2024 • President’s Community Safety Award
- 2023 • Water Quality Stewardship Award
- 2022 • Land Stewardship Award
- 2021 • Land Stewardship Award





Social

PUTTING PEOPLE AT THE CORE

- Safety
- Human Capital
- Compensation and Benefits
- Talent Attraction
- Training Mission
- Leadership Development
- Employee Training and Development
- Opportunity and Inclusion
- Workforce Demographics
- Warrior Gives Back
- Indigenous Peoples and Historic Lands

LEADING WITH SAFETY

Safety is the most essential part of our identity and operations, woven into every aspect of our business.

In 2025, our commitment to safety remained strong across Warrior where safety planning and culture continue to be integrated from the top down. Regularly tracking safety performance is a core element of Warrior's operating model, with a sustained focus on total reportable incidents and injury trends. In 2025, our incident rate was 1.96, compared to the most recent national underground

coal incident rate of 4.2 reported by MSHA through Q2 of 2025. The latest available data continues to show Warrior performing better than national incident averages.

Our rigorous and transparent approach to safety data collection and analysis allows us to identify emerging risk areas and rapidly implement corrective actions.





SAFETY FACTS

Funds Allocated to Safety Initiatives

+\$4M

Safety Professionals

+30

Lower Incident Rate

vs the National Average

53%

Mine Rescue Teams

TWO



Consistent reporting across all sites reinforces our commitment to accountability and continuous improvement. While we recognize that there is always more work to do, our performance in 2025 reflects a sustained focus on reducing incidents and strengthening our culture of prevention.

Our improvements and continued progress are supported by significant and deliberate investment. Throughout 2025, Warrior allocated in excess of \$4,000,000 to safety and security related initiatives. These investments include advanced safety equipment, training and competency programs, enhanced monitoring and communication systems, and comprehensive inspection and audit activities.

This level of spending underscores our commitment to maintaining and continually elevating the highest safety standards across our operations.

Warrior's safety infrastructure is led and supported by a team of more than 30 dedicated safety professionals across our corporate and mining operations. This team plays a critical role in embedding our safety culture at every level of the Company. They drive the adoption of best practices, provide coaching and technical support, and help ensure alignment with regulatory requirements and internal standards.

We also take considerable pride in our dedicated Mine Rescue teams. These teams exemplify Warrior's commitment

to emergency preparedness and rapid response capabilities. In 2025, our Mine Rescue teams participated in the State of Alabama Mine Rescue Contest, the Kentucky Mine Institute contest in Lexington, Kentucky, and the Fallen Heroes Mine Rescue contest in Logan, West Virginia. Their performance and regular training prepare Warrior to respond effectively to potential emergency situations and reinforce a culture of readiness across our operations.

Every day at Warrior begins with a focus on safety. All of our mine teams start their shifts with "safety share" meetings, which encourage open discussion of hazards, near misses, and lessons learned. These conversations, combined with visual safety

reminders throughout our facilities, help keep safety at the forefront of everyone's attention, and foster a culture of open communication and shared responsibility.

Ultimate oversight of our safety program, protocols, and priorities is provided by the Sustainability, Environmental, Health, and Safety Committee of the Board of Directors. This governance structure ensures that safety considerations are integrated into strategic decision making and that our performance, investments, and risk profile receive regular review at the highest level of corporate leadership.

Safety at Warrior is a shared responsibility. Every employee, regardless of role, is empowered to uphold safety standards

and act when conditions do not meet our expectations. Our "Stop and Correct Authority" process grants any individual the ability to pause operations if unsafe conditions are observed, ensuring that employees, contractors, and visitors all contribute to maintaining a safe work environment. In 2025, we also led the creation of the Crimson Safety Council, Alabama's newest chapter of the Joseph A. Holmes Safety Association, which received recognition from the Alabama Mining Association. This milestone reflects Warrior's leadership in promoting safety culture not only within our own operations but across the broader mining community.

WARRIOR | TOTAL REPORTABLE INCIDENT RATE



HUMAN CAPITAL

Our employees are far more than a workforce. They are the driving force behind our success.

As of December 31, 2025, we employed more than 1,400 skilled professionals in Alabama, whose dedication and expertise are essential to advancing our goals in safety, sustainability, and operational excellence.

We are committed to creating an environment where our employees view working for Warrior as a long-term, meaningful career rather than a job. Since our inception, our mission has been to promote safety as the backbone of our culture. But we also believe that a successful culture is defined by professionalism, respect, family values, fairness, and compassion. Through our actions, including the investment in organizational development, we continue to strive towards and improve the workplace so all employees feel supported, valued, and motivated to grow alongside the Company.

Opportunity and inclusion are firmly rooted in Warrior's core values, reflecting our belief that a wide range of backgrounds and perspectives strengthens our performance and resilience. We strive to ensure every team member feels respected and included, with equitable access to development and advancement opportunities. Our recruitment, development, and retention strategies are designed

with inclusivity in mind, reinforcing our standing as an equal opportunity employer and enabling us to attract best-in-class talent.

We uphold high ethical standards in every aspect of our operations. Comprehensive policies and regular training on business ethics, anti-corruption, anti-bribery, and the prevention of harassment and discrimination help ensure that integrity and respect guide employee conduct across the organization.

The Board's Human Resources and Compensation Committee plays a leading role in overseeing our employee-related policies and in promoting a culture focused on well-being and satisfaction. The Committee is responsible for ensuring that our talent development, engagement, and retention initiatives continue to attract, develop, and retain the top-tier talent needed for Warrior's long-term success.

We recognize that our people are our greatest asset. Our human capital initiatives are designed to support strong performance and to build a connected, supportive community where everyone can contribute to shared objectives. Investing in a skilled, engaged, and resilient workforce remains fundamental to Warrior's continued prosperity.



COMPENSATION AND BENEFITS

At Warrior, we understand that competitive pay and comprehensive benefits are central to attracting, retaining, and motivating top talent. In 2025, we continued to deliver a strong compensation framework that recognizes individual and team contributions while reinforcing our position as an employer of choice. Our programs are structured to be both market-competitive and performance-driven, supporting a culture of excellence and accountability. Employees are also eligible to participate in various incentive plans, aligning rewards with Company performance and enabling our workforce to share in Warrior's success when we achieve strong results.

Our benefits offerings reflect our deep commitment to employee well-being and are designed to exceed typical industry standards. We provide 100% employer

provided premium healthcare coverage, including medical, prescription, dental, vision, and life insurance to our employees, helping ensure that employees and their families have access to essential care. Flexible spending accounts and a 401(k) retirement plan with Company matching further support long-term financial wellness.

Supporting work-life balance is also a key focus of our human capital strategy. We offer flexible work arrangements, generous paid time off (PTO), and family support programs to help employees effectively manage both personal and professional responsibilities. Our Volunteer PTO Program, launched in 2023, continued to provide employees with an opportunity to give back to their communities, reinforcing a culture of service, connection, and shared impact.

TOP 10%

Wage Earners in Alabama

100% PAID

Health Insurance Premiums

Volunteer PTO

Program launched in 2023





TALENT ATTRACTION

Our talent recruitment program strives to attract best in industry talent, building a workforce that reflects the communities we serve and supports a culture of innovation and collaboration.

Our partnerships with Historically Black Colleges and Universities, including Alabama A&M University, Tuskegee University, and Bluefield State University, remain central to our recruitment strategy and help create pathways from education to long term careers at Warrior. Our recruitment outreach also includes active sponsorship and participation with the Society of Women Engineers at the Colorado School of Mines and Michigan Technological University, where we engage directly with women pursuing degrees in engineering and mining related disciplines. These relationships expand our access to underrepresented talent and help align our opportunities with the interests and skills of students preparing to enter the industry. Through these efforts, Warrior hired 63 minorities to our workforce in 2025.

We continue to prioritize veteran recruitment, recognizing the unique skills, leadership, and operational discipline that service members

bring to our workforce. During 2025, our teams conducted on site recruiting and job fairs at Fort Moore and Fort Campbell to connect with transitioning service members and introduce them to career opportunities at Warrior. These efforts contributed to the hiring of 21 veterans in 2025, and we intend to build on this foundation through expanded outreach to additional bases, including Fort Bragg and Eglin Air Force Base.

Looking ahead, we plan to deepen our engagement with key academic and military partners. We are expanding our Society of Women Engineers recruiting footprint to include the University of Kentucky, the University of Alabama, Auburn University, and West Virginia University, helping us reach a broader pool of high potential engineering talent. We believe that our commitment to attracting and fostering diverse talent is not only a business imperative but also a reflection of our values as an organization. By embracing opportunity and inclusion in all aspects of our talent attraction strategy, Warrior is better positioned to innovate, grow, and succeed in a competitive global market while offering meaningful, long-term career opportunities to a wide range of candidates.

Current and Expanding Recruitment Partnerships and Sponsorships



63

Minorities hired in 2025

21

Veterans hired in 2025

TRAINING MISSION

Our training efforts reflect a balanced focus on organizational development, regulatory compliance, technical excellence, and long-term capability building.

Through this integrated approach, Warrior ensures that its workforce remains safe, competent, and well prepared to support the Company's growth strategy and operational performance objectives. Warrior's commitment to development and workplace satisfaction reflects our belief that our people are our most important asset. By investing in their skills, leadership capabilities, and engagement, we are building a workforce that is safer, more resilient, and better prepared to meet the evolving demands of the global mining industry.

In 2025, Warrior continued to invest in workforce development programs resulting in a 14% increase in total training, reaching over 57,000 hours. Across more than 400 instructor-led classes, employees participated in targeted programs spanning underground and surface refresher courses, new miner onboarding, maintenance, advanced first aid, and leadership development. This shift reflects a growing culture of employee-focused growth and engagement beyond compliance.



LEADERSHIP DEVELOPMENT

In 2025, the Company continued to advance its leadership development strategy by combining targeted external partnerships with our own team of internal facilitators. This blended model is designed to keep development high quality, scalable, and closely aligned with operational realities across the organization.

Using tools such as Gallup’s CliftonStrengths Assessment and Q12 Employee Engagement Survey, along with leadership solutions from Development Dimensions International (DDI), we reinforced a data-driven approach to engagement, strengths-based development, and leadership readiness. The results of our most recent engagement survey show that our efforts are gaining traction. In 2025, participation increased by 18%, placing us in the top 25% of participation rates among peers.

The Company believes that leadership development is vital to our future success and has invested significant time, resources, and money into these efforts. In 2025, employees received approximately 700 hours of various types of career, strengths assessment, and engagement coaching from our external partners. Of this, approximately 140 hours were dedicated to CliftonStrengths one-on-one coaching, which includes helping leaders discover their strengths and translate engagement data into actionable plans for their team.

Emerging leaders, including summer interns, also benefited from individualized strengths-

based coaching, with approximately 20 interns receiving one-on-one support in 2025. Hundreds of hours were also invested in providing coaching and specialized development for senior leaders, including executive assessments, individualized coaching, certifications, and structured debrief sessions designed to deepen self-awareness and align leadership behavior with organizational expectations. By integrating structured training, proven assessment tools, and certified internal coaching, the leadership development strategy is increasingly focused on long-term capability, engagement, and readiness at every level.

In addition to these coaching and certification efforts, in-person training focused on employee engagement and leadership practices contributed approximately 260 hours of learning. Taken together, these activities represent over 950 hours of specialized leadership development in 2025 with a balanced mix of individualized coaching, assessment-driven development, and group-based training. This combination helps ensure that leaders not only understand core concepts but also receive the support needed to apply them consistently in day-to-day decision-making, communication, and team management.

In pursuit of sustainable internal capacity, the organization advanced its strategy by investing in formally certifying leaders as internal coaches and facilitators. This internal bench allows us to deliver timely, relevant, and cost-effective development that fits mine schedules and operational needs.



+8,000 hours

Structured Leadership
Development in 2025



57,000+
Training Hours

14%
Increase in Total Training Hours

EMPLOYEE TRAINING AND DEVELOPMENT

Warrior's focus on employee development in 2025 extended beyond coursework and certifications towards enhancing the overall employee experience, engagement, and long-term career growth.

We refined our approach to ensure that technical capability, leadership readiness, and cultural health are supported by a single, integrated framework that aligns with our long-term business strategy. Throughout our training platforms, which include Organizational Development, Technical Training, and Learning and

Development (L&D), we emphasized development as a unifying theme as we believe development is a key driver of safety, retention, and operational performance. Organizational Development focuses on improving systems, culture, and leadership by aligning people strategy with business needs, while Technical Training is centered on building technical and compliance capability with a primary emphasis on MSHA requirements, maintenance skills, first aid, and other job specific competencies. The L&D function is responsible for building the

knowledge, skills, and capabilities of the workforce so the organization can perform at its best, today and in the future. This function acts to identify talent needs, create development pathways, and ensure employees have the tools, training, and confidence to do their jobs safely, effectively, and with continuous improvement in mind.

Organizational Development

Our Organizational Development programs build on the sturdy foundation established

in prior years. In 2025, we used data from our engagement surveys, strengths assessments, and coaching platforms to deepen our understanding of how employees experience work and where additional support is needed. Gallup's Q12 survey, a set of 12 questions designed to measure employee engagement and identify factors to drive workplace performance, provided actionable insights for teams and leaders. In 2025, Warrior's participation placed the Company in the top 25% of participation rates among peers. This strong response contributed to an



overall meaningful increase in engagement scores. Improved participation, higher engagement, greater recognition, and more frequent conversations about progress and development indicate that our leaders are increasingly more equipped to support team members in meaningful ways. Follow-up action planning sessions helped leaders translate survey results into concrete changes in communication, recognition, and development opportunities.

Learning and Development

In addition to technical and safety training, through our L&D department Warrior expanded role-specific development by integrating micro-learning opportunities directly into the Learning Management System (LMS). This approach allowed employees to access targeted, on-demand learning aligned to their roles and operational needs, making development more accessible and practical for a front line workforce. Through this integrated LMS strategy, employees completed over 400 courses, covering areas such as project management, Legal and Human Resources fundamentals, artificial intelligence applications, and essential technology skills.

To further strengthen internal capability, Warrior leveraged strategic learning partnerships to deliver live virtual seminars totaling 126 hours of instruction. These sessions focused on building critical competencies within Human Resources, training, and procurement teams, enabling employees to engage with subject-matter experts in real time while immediately applying new skills to their day-to-day responsibilities. Together, these efforts reinforce Warrior's commitment to continuous learning by blending flexible microlearning with instructor-led experiences that directly support business execution.

Warrior continued to invest heavily in technical and safety training that strengthens day-to-day operational readiness across the workforce. Employees completed hundreds of hours of Annual Refresher Training (ART) alongside targeted technical courses designed to reinforce safe work practices, regulatory compliance, and job-specific skills critical to mining operations. This foundational training ensures employees are prepared to perform safely and effectively while supporting consistent standards across all sites.

76%

Increase in Voluntary Training Hours
compared to 2024

2x

New state of Alabama Mine Foreman Certifications
compared to 2024



Building on this foundation, certifications increased substantially across multiple disciplines. Successful mine foreman certifications more than doubled, representing more than a 100% increase year over year. In addition, 34 employees earned electrical certifications, strengthening critical maintenance and reliability capabilities, and over 400 Basic Life Support (BLS) certifications were completed, significantly expanding on-site emergency response readiness.

These achievements underscore Warrior's strategic commitment to operational excellence, safety readiness, and long-term growth. By prioritizing voluntary training and technical up-skilling, Warrior continues to cultivate a resilient workforce equipped to meet the evolving demands

of its operations and support expansion at the Blue Creek Mine.

Warrior's training team continues to grow and is increasingly composed of former frontline supervisors who know the mines, the work, and the workforce first hand. This structure ensures that real world operational experience informs the design and delivery of every course and that training content is practical, relevant, and closely aligned with the realities of underground and surface operations.

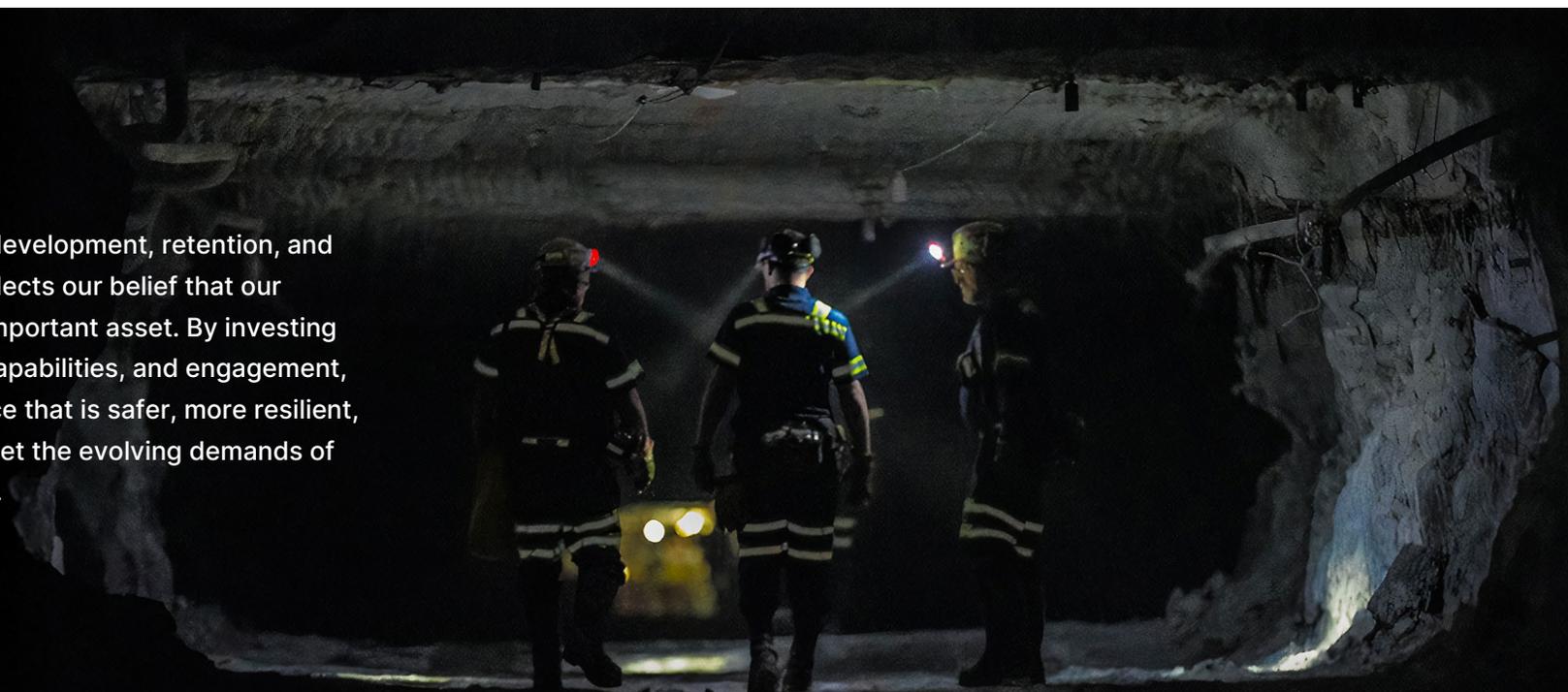
Technology integration remained a core feature of our training strategy in 2025. At our Training Center, we maintained a 12-station e-Learning lab that provides on demand access to digital content and self-paced learning. A virtual reality training

simulator for continuous miner operators offers immersive, hands-on practice in realistic environments, helping employees build skills safely before working underground. Shift meetings incorporate interactive demonstrations to reinforce key concepts, upgraded wireless displays, smart boards, and webcams to support flexible, high impact learning across all sites. We continue to assess and evaluate opportunities to provide additional integrated technologies into our training program.

Warrior's development efforts in 2025 also emphasized the initial stages of the employee journey. We continued to enhance onboarding, working with our Human Resources professionals to expand structured touch points beyond

Day 1 and to ensure that new hires experience a consistent introduction to Warrior's safety expectations, culture, and development resources. CliftonStrengths coaching—a strengths-based development approach that helps individuals and teams identify, understand, and apply their unique talents—early access to learning platforms, and direct exposure to our training team help new employees understand that growth is a core part of the Warrior experience.

Warrior's commitment to development, retention, and workplace satisfaction reflects our belief that our employees are our most important asset. By investing in their skills, leadership capabilities, and engagement, we are building a workforce that is safer, more resilient, and better prepared to meet the evolving demands of the global mining industry.





OPPORTUNITY AND INCLUSION

At Warrior, opportunity and inclusion are integral to how we govern the Company and manage our business. We believe this commitment must be visible at the highest levels of the organization. As of 2025, our six-member Board of Directors is one-third female, reflecting meaningful gender diversity in our primary governance body.

Our Executive Management Team boasts a female representation of 20%, bringing a mix of backgrounds and perspectives, and supporting well-rounded and balanced decision-making on the issues most important to our employees, communities, and shareholders.

Across the organization, we are focused on expanding opportunities for employees who have historically been underrepresented in the mining industry, including women, racially and ethnically diverse employees, and those who have served in the military. Team members from these backgrounds bring a wide range of experiences, insights,

and skills that strengthen our culture, deepen our connection to the communities where we operate, and enhance our ability to manage risk, innovate, and perform safely.

Our demographic profile also reflects a balanced mix of emerging and experienced

WORKFORCE DEMOGRAPHICS



- Minority/Ethnically Diverse
- White

TOTAL EMPLOYEES



OPERATIONS SUPPORT FACILITIES



EXECUTIVE TEAM



COLLECTIVE BARGAINING



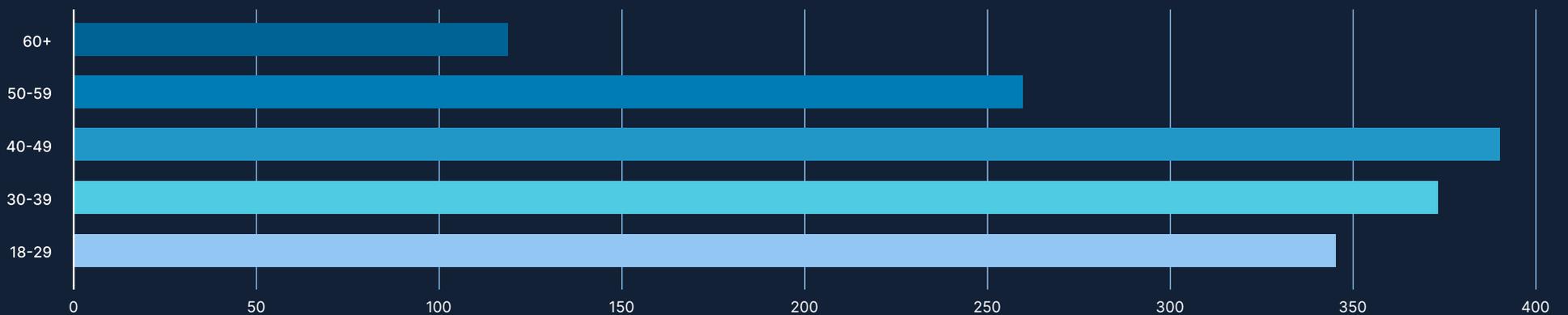
talent that supports continuity and long-term growth. As of December 31, 2025, approximately 12% of employees were between 18 and 25 and another 25% were between 25 and 35, meaning 38% of our workforce is under the age of 35. This provides a strong base of early-career employees, forming a critical pipeline of future leaders. At the same time, 27% of employees are between 35 and 45 and 23% are between 45 and 55, with half of our workforce, 49%, in this mid-career range. These experienced employees provide the technical expertise, institutional knowledge, and mentorship needed to develop the next generation of talent.

We reinforce our commitment to a respectful and inclusive workplace through our Code of Business Conduct and Ethics, Anti-Harassment and Anti-Discrimination Policy, and Human Rights Policy, which prohibit discrimination, harassment, and retaliation.

These standards apply to all employees and third parties and are supported by recurring training on business ethics, respectful workplace expectations, and anti-discrimination practices. Employees can raise concerns through multiple channels, including a confidential hotline managed by an independent third party that allows anonymous reporting. This framework is designed to ensure that all employees, particularly those from underrepresented groups, can speak up, be heard, and trust that their concerns will be addressed.

Warrior's emphasis on inclusive demographics is closely linked to our operational strategy. By broadening participation among women, those with racially and ethnically diverse backgrounds, and individuals with military experience, we are building a workforce that better reflects the communities we serve and the future of the steelmaking coal industry.

AGE DIVERSITY





WARRIOR GIVES BACK



In 2025, Warrior continued its unwavering commitment to supporting the communities where our employees live and work, building on prior years with an expanded portfolio of volunteer, philanthropic, and employee led initiatives.

Total charitable giving for the year reflected both significant corporate contributions and a growing volume of smaller, employee driven sponsorships that directly benefit local families, schools, and community organizations.

In 2025, Warrior volunteers logged over 1,700 service hours. These individual and

group events allowed employees across the business to contribute their time and skills to hands-on projects. These projects ranged from general construction and repairs to school beautification and classroom support, while strengthening connections between our workforce and the communities we serve. Community relations oversight continues to report directly to the Chief Executive Officer, ensuring that community needs, stakeholder feedback, and emerging issues remain integral to our decision making.

A key highlight of 2025 was Warrior's sponsorship and construction of a Habitat for Humanity house in our local West Alabama community, which included

participation in the annual CEO Build. Warrior had over 170 employees volunteer who contributed more than 1,300 hours to the construction of this home for a very deserving family. This signature project reflects Warrior's belief that safe, stable housing is foundational to long-term community well-being and Warrior has committed to continuing this partnership with another build in 2026.

Warrior is focused on not only providing financial support to our communities, but being an active corporate partner through philanthropic investments, nonprofit board participation, and employee volunteer efforts focused on improving the communities where we operate for generations to come. Volunteerism

remained a focus through Warrior's organized quarterly Volunteer Time Off (VTO) opportunities, giving employees structured chances to serve within their communities. VTO opportunities are provided through various community partnerships, including Habitat for Humanity build days, a United Way Day of Service, and Adopt-A-School Partnership Assistance Day. Employees also volunteered at a wide range of community projects that included landscaping, painting, cleanup efforts, and support for local events.

\$1,500,000+
2025 CHARITABLE DONATIONS

1,700+ Hours
VOLUNTEER SERVICE HOURS LOGGED

1,300+ Hours
CONTRIBUTED TO HABITAT FOR HUMANITY PROJECT

In 2025, Warrior committed over \$1,500,000 in charitable donations. Including to the following organizations and more:





Warrior’s commitment to community resilience also extended to public safety and emergency readiness. In 2025, the Company provided financial support to volunteer fire departments in our mine service areas, recognizing the critical role these organizations play in protecting residents and providing emergency response capability. This support complements Warrior’s own focus on safety and reinforces our commitment to the broader infrastructure that helps keep our neighboring communities safe.

Warrior also bolstered its long-standing relationship with United Way by conducting a company-wide United Way campaign again in 2025. The campaign combined employee giving with corporate support, channeling resources to programs focused on health, education, financial stability, and basic needs. This approach allows Warrior to support a broad network of community agencies while giving employees a direct way to contribute to causes that matter to them.



Warrior was also active in providing support for local education and youth development. Through our Adopt-A-School partnerships, Warrior continued to assist local schools with funding for educational materials, extracurricular activities, and school improvement projects. In addition to structured partnerships, the Company responded to numerous employee requests to sponsor youth baseball, softball, and other recreational teams, helping to provide opportunities for children to learn, compete, and grow in a supportive environment. These efforts reflect Warrior’s belief that investing in young people is essential to the long-term strength of the communities where we operate.

In 2025, Warrior established The Warrior Met Coal Foundation, a dedicated charitable platform that will focus on defined areas of key impact in 2026. The Foundation is intended to provide a more formal structure for Warrior’s long term community investments and to align philanthropic resources with the areas of greatest need and strategic relevance in our communities.

Through these initiatives, Warrior reinforces its steadfast commitment to fostering the well-being of our neighbors. We will continue to cultivate a culture of care, responsibility, and active engagement in the communities where we live and operate, while further refining our programs and partnerships to maximize long-term positive impact.




THE WARRIOR MET COAL
F O U N D A T I O N

Established 2025



INDIGENOUS PEOPLES AND HISTORIC LANDS

We recognize and respect the United Nations Declaration on the Rights of Indigenous Peoples and the human rights principles it embodies, including the principle of free, prior, and informed consent.

Warrior does not currently have assets, or proven or probable reserves, located within or adjacent to any sovereign Indian, tribal, or Indigenous lands.

As outlined in our Human Rights Policy, any protected Indigenous lands, sites, or areas of significant cultural or historical importance that could potentially be affected by mining activities would be identified and addressed in accordance with all applicable laws and regulations.

Should such lands be identified in the future, consultation would begin early in the project planning and development process and would continue throughout the full mining life cycle, including production, closure, and reclamation.

Warrior coordinates with regulatory agencies to verify that proposed activities will not adversely impact fragile or historic lands or cause significant harm to important historic,

cultural, scientific, aesthetic, or natural resources, as defined by the National Environmental Policy Act (NEPA), the Indian Lands Program, the National Historic Preservation Act, and the Archaeological Resources Protection Act, among other regulations. This coordination and compliance are essential to aligning our operations with key environmental and cultural preservation standards.



Governance

NAVIGATING RESPONSIBLE GROWTH

- Board of Directors
- Sustainability Oversight
- Enterprise Risk Management
- Supply Chain Management
- Ethics and Compliance
- Human Rights
- Third Party Human Rights Assessment
- Cyber Security
- Public Policy

GOVERNANCE

Ethical and transparent business practices are central to who we are and how we operate.

Warrior's governance framework is built to reflect leading industry standards and best practices so that integrity and accountability remain at the core of decision-making across the Company. In 2025, we continued to strengthen this framework by enhancing key governance policies, reaffirming our commitment to responsible oversight, sustainable growth, and long-term value creation.

Effective risk management is a critical element of Warrior's governance approach. In 2025, we continued to focus our risk oversight processes in priority areas such as cybersecurity and regulatory compliance. Regular audits, comprehensive training, and strict observance of applicable regulations support our efforts to uphold consistently high standards of conduct across all aspects of our business.

Our focus on transparency extends to how we communicate with stakeholders. Through this report and other public disclosures, we are expanding the depth and clarity of our reporting on sustainability performance, financial results, and governance activities, including alignment

with the Sustainability Accounting Standards Board (SASB) framework. This level of disclosure helps to build trust, strengthen accountability, and deepen our relationships with employees, business partners, and the communities where we operate.

Looking ahead, Warrior will continue to refine and enhance our governance practices to keep pace with evolving regulatory requirements and stakeholder expectations. Through ethical leadership, robust oversight, and a commitment to continuous improvement, we aim to reinforce our position as a responsible and forward-looking leader in the industry.

BOARD OF DIRECTORS

Warrior's Board of Directors is central to defining our corporate strategy and upholding strong governance across the organization. Made up of leaders with a broad range of experience, skills, and backgrounds, the Board provides informed oversight of our operations, growth plans, and risk management, helping ensure that major decisions are consistent with our ethical commitments and the expectations of our stakeholders.

Through the Sustainability, Environmental, Health, and Safety Committee, the Board closely oversees key elements of our business, including environmental performance and workforce safety. This governance structure supports a culture rooted in safety and responsibility. The Board regularly reviews Warrior's progress on sustainability priorities, works to align our practices with leading global standards, and reinforces accountability in areas such as community engagement, responsible resource management, and the well-being of our employees.



● Female
● Male



● Racially/
Ethnically
Diverse

Name	Tenure	Independent	Board of Directors	Audit Committee	Human Resources and Compensation Committee	Nominating and Corporate Governance Committee	Sustainability, Environmental, Health and Safety Committee
J. Brett Harvey	8.4 Years	Yes	Chairman of the Board		Chairperson	Member	
Kimberly Y. Chainey	0.7 Years	Yes		Member		Member	Member
Walter J. Scheller, III	9.5 Years	No					Member
Lisa M. Schnorr	3.2 Years	Yes		Member	Member	Chairperson	
Alan H. Schumacher	8.4 Years	Yes		Chairperson	Member		
Stephen D. Williams	9.5 Years	Yes					Chairperson

SUSTAINABILITY OVERSIGHT

Sustainability at Warror is fully embedded within our governance structure, ensuring that ESG considerations are integral to our corporate strategy and decision-making. The Sustainability, Environmental, Health, and Safety Committee, which reports directly to the Board of Directors, oversees our key sustainability initiatives, tracks progress, and helps align these efforts with our long-term strategic priorities, reinforcing both transparency and accountability to our stakeholders.

Our executive leadership team is responsible for implementing these sustainability strategies, working closely with leaders across departments so that ESG commitments are reflected in day-to-day operations throughout the Company.

To support this work, we leverage data management tools and software to monitor performance on critical indicators, including GHG emissions and water use. Our compliance team is central to this framework, helping to

ensure that we meet regulatory requirements and follow ESG best practices across our operations.

Looking ahead, Warror will continue to strengthen and expand our sustainability program, relying on data-driven insights and robust governance to deliver long-term value for our employees, communities, customers, and shareholders.



ENTERPRISE RISK MANAGEMENT

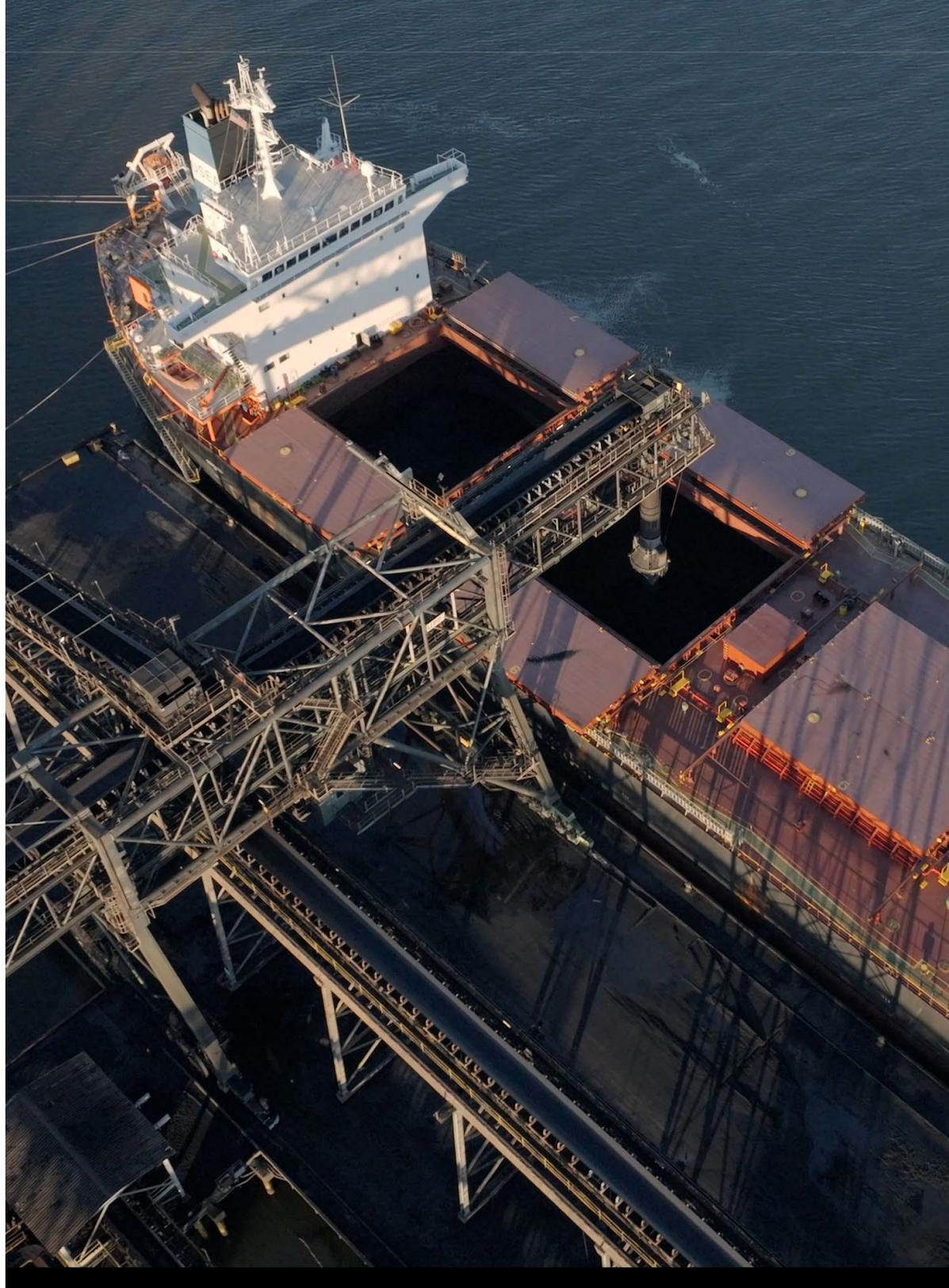
Though management is responsible for the day-to-day management of risks the Company faces, the Board, as a whole and through its committees, holds ultimate responsibility for oversight of the Company's risks and risk management strategy.

Each of the Board's standing committees also assist the Board in risk oversight, and the Board has delegated to certain committee's oversight responsibility for those risks that are related to their areas of focus. The Board's Audit Committee reviews our policies and guidelines with respect to risk assessment and risk management and receives periodic reports from management regarding Warrior's enterprise risk management ("ERM") process and management's assessment of current and future risks. The Chief Financial Officer and Director of Treasury and Risk Management are responsible for leading the ERM process, which is performed annually and updated throughout the year.

The process involves management defining the universe of risks facing the Company and ranking them based on likelihood, severity, speed of onset and persistence (the duration of time during which the organization could be impacted). The shorter the time frame and the higher the magnitude of the risk, the greater the priority management gives controls and mitigation measures. For the risks deemed the highest risks, current controls and mitigation measures are documented. All risks and rankings are presented to the Board's Audit Committee annually and updates are discussed quarterly. The Board's Audit Committee communicates the results of the annual process and quarterly updates to the full Board.

SUPPLY CHAIN MANAGEMENT

Warrior's commitment to conducting business ethically and in a socially responsible manner extends to those with whom we do business. Warrior began a Supplier Audit Program in 2025 through which Warrior conducts periodic audits of our suppliers to ensure compliance with our Supplier and Contractor Code of Conduct. These audits cover labor practices, environmental stewardship, and ethical conduct by our suppliers and contractors, among other factors. Warrior also engages in dialogue with suppliers to address any issues and promote mutual growth as well as sustainability throughout the supply chain.



ETHICS AND COMPLIANCE

At Warrior, ethics and compliance are not simply procedural requirements; they are core principles that define our culture and inform decision-making across the Company. Our Code of Business Conduct and Ethics, and other corporate policies, set clear expectations for behavior and accountability and apply to all officers, employees, agents, and members of the Board of Directors, ensuring a consistent standard of integrity throughout our organization.

On at least an annual basis, we review all Company compliance policies to enhance our ethics and compliance framework to align with evolving regulatory expectations and leading industry practices. Warrior maintains a zero-tolerance stance on corruption and bribery, as outlined in our Anti-Bribery, Anti-Corruption and Sanctions Compliance Policy, reinforcing our commitment to lawful, transparent business conduct in every market where we operate.

A key component of our program is our whistleblower system, including an employee hotline that allows concerns to be raised confidentially and without fear of retaliation. This mechanism helps ensure that potential issues are identified early and addressed quickly and fairly. Compliance with local, state, and federal regulations remains fundamental to how we operate. Regular audits and ongoing risk assessments support proactive compliance management, helping safeguard both our business and the communities we serve.

Annual training is central to embedding these standards in our daily work. In 2025, our team members completed more than 1,000 hours of ethics and compliance training covering topics such as anti-corruption, anti-bribery, and appropriate workplace conduct. These efforts reinforce Warrior’s culture of integrity and help ensure that ethical practices are consistently reflected in our operations, relationships, and long-term strategy.

Committee	Fully Independent
Nominating and Corporate Governance	Yes
Audit	Yes
Human Resources and Compensation	Yes
Sustainability, Environmental Health, and Safety	No



HUMAN RIGHTS

Respect for human rights is a core value at Warrior and reflects our belief that basic freedoms are inherent to every person. Our Human Rights Policy is informed by internationally recognized standards, including the International Bill of Rights and the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work. It applies across the entire organization, including Warrior,

all subsidiaries, our employees and management, and the Board of Directors.

Together, our Human Rights Policy and Code of Business Conduct and Ethics set clear expectations for how we conduct our business. They articulate our commitment to fair labor conditions and to treating all stakeholders, including employees, customers, shareholders, suppliers, and

the communities where we operate, with dignity, respect, and equality. We also work with our stakeholders to encourage and support comparable standards in their own operations.

Warrior complies with applicable labor laws and fully respects employees' rights to join, form, or decline to join a labor union, free from retaliation, intimidation,

or harassment. Where employees are represented by a legally recognized union, we are committed to fostering constructive, good-faith dialogue with their chosen representatives.

2025

THIRD PARTY HUMAN RIGHTS ASSESSMENT

The Board of Directors oversees the Company's human rights commitments and is focused on maintaining an environment that upholds these rights while delivering value to all stakeholders.

Reflecting this ongoing commitment, in 2025 the Board commissioned an independent third-party human rights assessment in order to continue to understand, assess and prioritize the Company's strengths and weaknesses in the broad scope of recognizing and protecting human rights, including labor rights. With the assistance of counsel, we partnered with BSR, a globally recognized leader in sustainability with deep experience conducting human rights assessments for energy and extractives companies, with the goal of identifying and assessing our human and labor rights risks and impacts and integrating these findings into our business practices.

The assessment consisted of BSR conducting desktop research using both public and internal documents from Warrior, reviewing external reporting such as media articles, and engaging directly with a range of our employees during various virtual meetings and onsite visits to better understand the workforce's lived experiences and perspectives. These materials and the insights gained from direct engagement with workers provided

BSR with a deep understanding of the actual and potential concerns related to human and labor rights at Warrior.

BSR's human and labor rights assessment identified a number of areas of strength related to Warrior's human and labor rights practices, including robust occupational safety systems (noting that the Company's preparedness is strong and the infrastructure is in place to uphold our employees right to a safe working environment), competitive compensation, strong health benefits, and clear commitments to legal compliance. The assessment also identified key opportunities for Warrior to shift from a compliance-oriented approach toward a proactive, rights-based approach, including:

+ Advancing occupational safety and health measures beyond compliance.

In response, in 2025, Warrior's safety training continued to incorporate training which exceeded legal requirements set forth by federal and state law. Warrior also offers, at no charge to the employee, the ability to have an annual audiogram performed.

+ Increasing employee awareness of Warrior's complaint and remedy systems.

Warrior will continue to ensure that employees are aware of the process and systems that are in place to address employee complaints and concerns.

+ Strengthen anti-discrimination efforts by introducing formal training.

Based on the feedback from BSR, Warrior offered more robust anti-harassment and anti-discrimination training to its salaried work force and provided specific training to supervisors on recognizing and preventing discrimination and retaliation under the Mine Act.

+ Continuing to reinforce and protect freedom of association and collective bargaining rights.

The Company will continue to negotiate, in good faith, with United Mine Workers of America towards a new collective bargaining agreement.

+ Address workers areas of priority. While some issues raised by employees during BSR's interviews are not high priority human or labor rights issues, they should be considered by the Company.

Warrior has partnered with third-parties to help the Company conduct meaningful employee engagement surveys to better understand and address employee

concerns. We have also taken steps to improve our employee communications related to certain issues, including how the Company's leave policies work.

We are committed to continuing to leverage opportunities to improve in order to ensure that Warrior is well-positioned as an industry leader and aligned with international human and labor rights standards.

CYBERSECURITY

At Warrior, cybersecurity risk management is a core element of the Board's oversight responsibilities and a critical component of our governance of digital technology. As our reliance on digital systems continues to grow, we are consistently enhancing our cybersecurity processes and controls. Our approach is anchored in leading industry standards, including the National

Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) version 2.0, and is designed to actively identify, manage, and mitigate cyber risks while reinforcing cybersecurity awareness throughout our workplace culture. We also subject our cybersecurity function to periodic, voluntary audits and penetration testing to help uncover and address

potential gaps or vulnerabilities before they can be exploited. As a result, Warrior's ISS Cyber Risk Score is 808 out of 850, placing the Company in the low-risk category for experiencing a significant cybersecurity incident within the next 12 months.

Together, these measures reflect Warrior's commitment to maintaining a strong and

resilient cybersecurity posture that protects our digital infrastructure and the sensitive information entrusted to us. Cybersecurity at Warrior is not a one-time initiative but an ongoing priority, as we continue to adapt our defenses and practices in response to an evolving and increasingly complex cyber threat landscape.



PUBLIC POLICY

At Warrior, our public policy engagement reflects our commitment to safe, sustainable mining practices and responsible resource management. We actively collaborate with policymakers and industry partnerships through trade association membership to help shape policies that prioritize safety, environmental stewardship, infrastructure resilience, and economic growth. In 2025, we continued our active participation in trade associations including the Alabama Mining Association, National Mining Association, Business Council of Alabama, Waterways Council Inc., Alabama Business Coalition and American Coal Council. These relationships enable us to contribute constructively to policy discussions at both the state and

federal levels and to support a balanced, evidence-based regulatory framework for mining.

At the federal level, Warrior continued to support a responsible, bipartisan approach to public policy. Through our Federal Political Action Committee, we contributed to candidates, consistent with our commitment to transparent and responsible political involvement that aligns with safe and sustainable mining. All contributions comply with Federal Election Commission guidelines and follow our internal governance standards.

In 2025, we worked closely with the entire Alabama Congressional Delegation

to advocate for a stable and predictable regulatory environment that supports responsible mining and long-term investment. We also engaged with key Executive Branch personnel, including leaders within the Office of the United States Trade Representative and the National Energy Dominance Council, to provide input on trade and energy policies that affect our operations, our customers, and the broader steelmaking supply chain.

At the state level, Warrior focuses on maintaining healthy and constructive relationships with regulators and state agencies. In 2025, we continued to engage with the Alabama Department of Environmental Management, the Alabama

Surface Mining Commission, and the Alabama Department of Transportation. Through these relationships, we work to ensure that permitting, environmental compliance, reclamation, and transportation planning are aligned with both regulatory requirements and best practices in safety and environmental performance.

By maintaining open dialogue with legislators, regulators, and trade associations, Warrior seeks to advance a public policy environment that supports safe operations, environmental stewardship, and economic opportunity for the communities in which we live and work.

TRADE ASSOCIATIONS





SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

Topic	Accounting Metric	Code	Report Location
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	EM-CO-110a.1	Corporate Responsibility Report, Environmental Performance - Greenhouse Gas Emissions section
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-CO-110a.2	Corporate Responsibility Report, Environmental Performance - Greenhouse Gas Emissions section*
Water Management	1) Total fresh water withdrawn 2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	EM-CO-140a.1	Corporate Responsibility Report, Environmental Performance - Wastewater and Wastewater Management section*
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	EM-CO-140a.2	Corporate Responsibility Report, Environmental Performance - Wastewater and Wastewater Management section*
Waste Management	Description of waste management policies and procedures for active and inactive operations	EM-CO-150a.8	Corporate Responsibility Report, Environmental Performance - Wastewater and Wastewater Management section*
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-CO-160a.1	Corporate Responsibility Report, Environmental Performance - Biodiversity and Land Stewardship section
	Percentage of mine sites where acid rock drainage 1) predicted to occur 2) actively mitigated 3) under treatment or remediation	EM-CO-160a.2	Corporate Responsibility Report, Environmental Performance - Biodiversity and Land Stewardship section
Rights of Indigenous People	Percentage of 1) proved and 2) probable reserves in or near indigenous land	EM-CO-210a.1	Corporate Responsibility Report, Social - Indigenous People and Historic Lands section
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-CO-210b.1	Corporate Responsibility Report, Social - Community Engagement section
Labor Relations	Percentage of active workforce employed under collective agreements	EM-CO-310a.1	Corporate Responsibility Report, Social - Opportunity and Inclusion section
	(1) Number and (2) duration of strikes and lockouts	EM-CO-310a.2	2024 Annual Report

SASB Index continues on next page...

* Partial disclosure in 2023 report

SASB Index (continued...)

Topic	Accounting Metric	Code	Report Location
Workforce Health and Safety	MSHA All-Incidence Rate	EM-CO-320a.1	Corporate Responsibility Report, Social - Safety section
Reserves Valuation and Capital Expenditures	Discussion of how price and demand for coal or climate regulation influence the capital expenditure strategy for exploration, acquisition and development of assets	EM-CO-420a.3	Corporate Responsibility Report, Social - Reserves section
Tailings Storage Facilities Management	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	EM-CO-540a.2	Corporate Responsibility Report, Environmental Performance - Waste/Tailings Storage Facility Management

Activity Matrix	Code	Report Location
Production of thermal coal	EM-CO-000.A	N/A
Production of metallurgical coal	EM-CO-000.B	2024 Annual Report

Forward-Looking Statements

This report contains, and the officers and representatives of Warrior Met Coal, Inc. (the “Company”) may from time to time make, forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended and Section 21E of the Securities Exchange Act of 1934, as amended. All statements, other than statements of historical facts, included in this report that address activities, events or developments that the Company expects, believes or anticipates will or may occur in the future, including our short and long term sustainability objectives and goals, our expectations as to how and when the Company will meet those objectives and goals, our strategic priorities, pilot projects related to carbon capture and water reduction, reclamation obligations and plans, and other commitments, plans, targets, competitive advantages, and strategies, are forward-looking statements and are based on current market and operating conditions and are therefore subject to change, due to many factors. No representations or warranties are made by us as to the accuracy of any such forward-looking statements. Accordingly, investors should not place undue reliance on forward-looking statements as a prediction of actual results. The forward-looking statements may include projections and estimates concerning the timing and success of specific short term and long-term emission reduction targets and short term and long-term water usage reduction targets, the role of specific technologies in reducing carbon emissions, and the Company’s role in contributing to global social and environmental goals. The inclusion of this information should not be regarded as an indication that we consider it to be necessarily predictive of actual future results. The words “believe,” “expect,” “anticipate,” “approximately,” “plan,” “intend,” “estimate,” “project,” “strive,” “work to,” “target(s),” “goal(s),” “foresee,” “future,” “should,” “would,” “could,” “may,” “potential,” “outlook,” “guidance” or other similar expressions are intended to identify forward-looking statements. However, the absence of these words does not mean that the statements are not forward-looking. Forward-looking statements in this report include, but are not limited to, statements relating to our sustainability strategy and our short-term and long-term sustainability targets and goals, and represent management’s good faith expectations, projections, guidance, or beliefs concerning future events affecting us and are subject to uncertainties and factors relating to our operations and business environment, all of which are difficult to predict and many of which are beyond our control, that could cause our actual results to differ materially from those matters expressed in or implied by these forward-looking statements. It is possible that the goals, targets, and results described in the report will not be achieved.

These forward-looking statements are subject to risks, uncertainties and other factors, many of which are outside of the Company’s control, that could cause actual results to differ materially from the results discussed in the forward-looking statements, including, without limitation, unexpected delays, difficulties, and expenses in executing against the objectives, targets, and commitments set forth in this report; unexpected cost increases or technical difficulties in constructing, developing, maintaining or modifying sites, technologies, or processes; technological innovations; fluctuations or changes in the pricing or demand for the Company’s coal (or met coal generally) by the global steel industry, including the risk of a continued decline in the index price for premium low-vol steelmaking coal; the impacts of U.S. and international trade policies and tariffs; the impact of global pandemics, including the impact of any such pandemic on its business and that of its customers, including the risk of a decline in demand for the Company’s steelmaking coal due to the impact of any such pandemic on steel manufacturers; the impact of inflation on the Company, the impact of geopolitical events, including the effects of the Russia-Ukraine war, the ongoing conflict in the Middle East and actions between the United States and Venezuela; the inability of the Company to effectively operate its mines and the resulting decrease in production; the inability of the Company to transport its products to customers due to rail performance issues or the impact of weather and mechanical failures at the McDuffie Terminal at the Port of Mobile; the inability of the Company to ship its products to customers in the case of a partial or complete shut-down of the McDuffie Terminal; delays in the McDuffie Terminal expansion being undertaken by State of Alabama; federal and state tax legislation; changes in interpretation or assumptions and/or updated regulatory guidance regarding the Tax Cuts and Jobs Act of 2017 and the One Big Beautiful Bill Act of 2025; legislation and regulations relating to the Clean Air Act and other environmental initiatives; regulatory requirements associated with federal, state and local regulatory agencies, and such agencies’ authority to order temporary or permanent closure of the Company’s mines; operational, logistical, geological, permit, license, labor (including strikes and slowdowns) and weather-related factors, including equipment, permitting, site access, operational risks and new technologies related to mining and labor strikes or slowdowns; the timing and impact of planned longwall moves; the Company’s obligations surrounding reclamation and mine closure; inaccuracies in the Company’s estimates of its met coal reserves; any projections or estimates regarding Blue Creek Mine, including the expected returns from this project, if any, and the ability of Blue Creek Mine to enhance the Company’s portfolio of assets, the Company’s expectations regarding its future tax rate as well as its ability to effectively utilize its net operating losses to reduce or eliminate its cash taxes; the Company’s ability to develop Blue Creek Mine; the performance of the Blue Creek Mine longwall; the Company’s ability to develop or acquire met coal reserves in an economically feasible manner; including the expansion of the Company’s met coal reserves through federal lease acquisition; significant cost increases and fluctuations, and delay in the delivery of raw materials, mining equipment and purchased components; competition and foreign currency fluctuations; fluctuations in the amount of cash the Company generates from operations, including cash necessary to pay any special or quarterly dividend; the Company’s ability to comply with covenants in its ABL Facility or indenture relating to its senior secured notes; integration of businesses that the Company may acquire in the future; adequate liquidity and the cost, availability and access to capital and financial markets; failure to obtain or renew surety bonds on acceptable terms, which could affect the Company’s ability to secure reclamation and coal lease obligations; costs associated with litigation, including claims not yet asserted; and other factors described in the Company’s Form 10-K for the year ended December 31, 2025 and other reports filed from time to time with the Securities and Exchange Commission (the “SEC”), which could cause the Company’s actual results to differ materially from those contained in any forward-looking statement. The Company’s filings with the SEC are available on its website at www.warriormetcoal.com and on the SEC’s website at www.sec.gov.

In this report, we refer to direct operating greenhouse gas emissions (inclusive of scope 1 and scope 2 emissions). The Company notes that direct operating greenhouse gas emissions does not refer to our carbon emissions associated with the use of energy products we sell (referred to as scope 3 emissions). The Company only controls its direct operating emissions. This statement is not intended to suggest that the Company is addressing the emissions from use of its energy products in its emissions reduction plan. When considering forward-looking statements made by the Company in this Report or elsewhere, such statements speak only as of the date on which we make them. New risks and uncertainties arise from time to time, and it is impossible for us to predict these events or how they may affect us. Except as required by law, the Company does not undertake any obligation to update or revise any forward-looking statement in this Corporate Responsibility Report after the date of this Corporate Responsibility Report, whether as a result of new information, future events or otherwise. In light of these risks and uncertainties, you should keep in mind that any forward-looking statement made in this Report or elsewhere might not occur.



WARRIORMETCOAL.COM