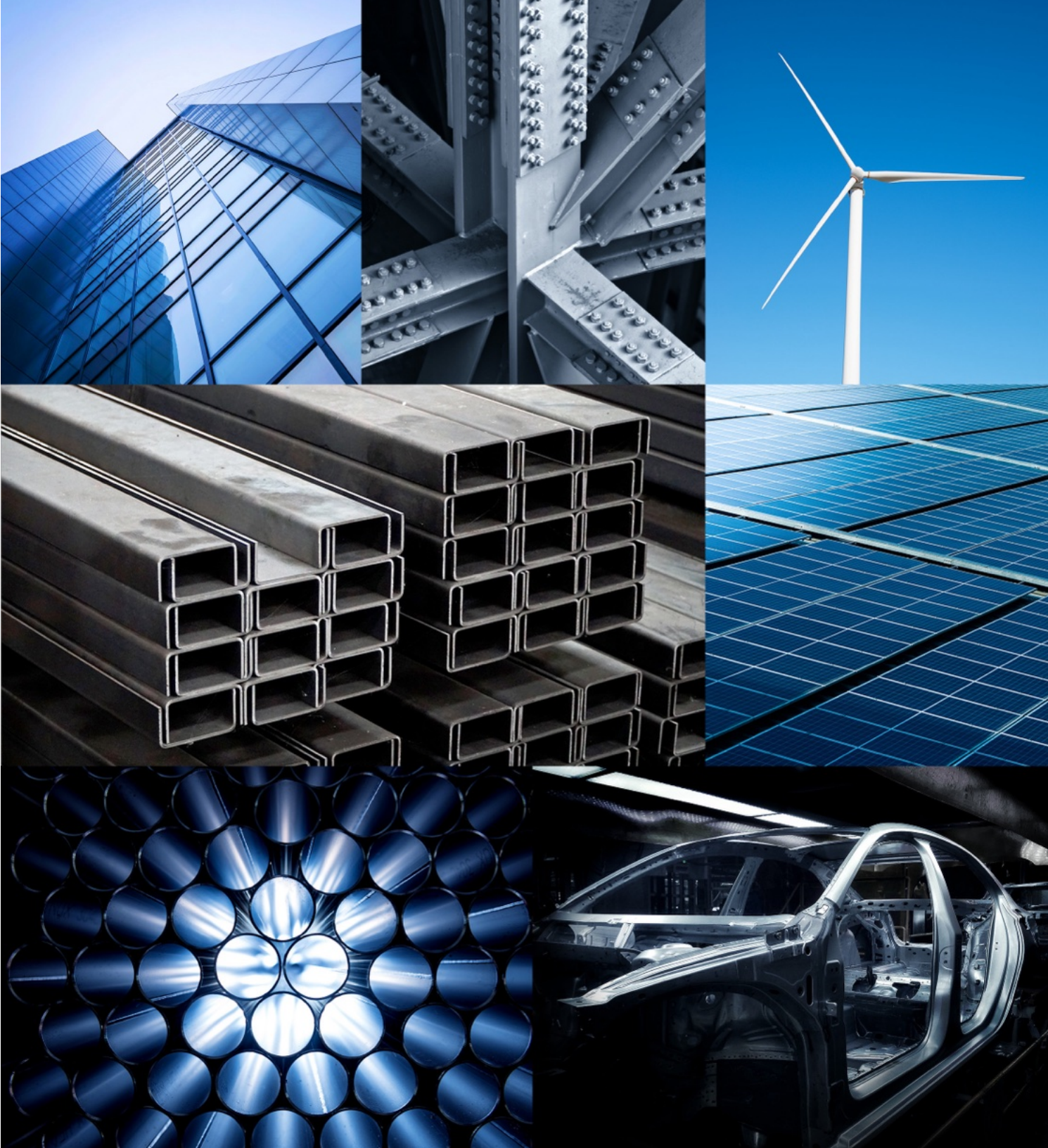




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A Message from our CEO



Walter J. Scheller, III
Chief Executive Officer

A stylized, handwritten signature in dark blue ink, appearing to read 'W. Scheller'.

At Warrior Met Coal, Inc. we are fully committed to being a responsible corporate citizen to our employees, customers, communities, and other stakeholders. Operating as one of the world's largest producers of premium quality steelmaking coal, we understand our responsibility to produce our products in a sustainable manner. We believe that our long-term success hinges on a trio of commitments: **unwavering dedication to safety, proactive environmental stewardship, and a continuous investment in our employees and local communities.**

Safety remains at the center of everything we do, and we are focused on creating the safest environment possible for everyone who enters our facilities. We have been a leader in safety performance as supported by our safety incidence rate that has consistently outperformed the U.S. industry average for underground mining by over 20%.

We continued our focus on improving our environmental performance to begin delivering on the sustainability targets announced in 2023. Due to the expansion and success of our emission reduction processes, we are pleased to report a **13% reduction in total Scope 1 and Scope 2 greenhouse gas (GHG) emissions in 2022 as compared to the 2021 baseline measurements.** We also successfully captured and collected approximately 69% of the methane produced in our mines resulting in a 16% reduction in total methane emissions as compared to the 2021 measured baseline. These results were achieved while also increasing production by 13%.

13%
REDUCTION

**in total Scope 1 and Scope 2
GHG emissions in 2022,
compared to 2021 baseline
measurements.**

We also continued our partnerships with third parties and installed equipment which, when fully functioning, will allow us to monitor and collect real-time water data. This should greatly improve water efficiency and quality control, as this will allow company management to monitor, track, and optimize the withdrawal of water from nearby freshwater sources. Also in October 2023, construction was completed on our full-scale dry slurry system, more than two years ahead of our previously stated plans.

In 2023, the team completed several initiatives including:

- **Maintained a total incidence rate 52% lower than the national average for underground coal mines (as of September 30, 2023)**
- **Achieved a 13% reduction in total Scope 1 and Scope 2 emissions, as well as a 16% reduction in methane emissions as compared to the 2021 baseline**
- **Completed our state-of-the-art dry slurry system two years ahead of schedule**
- **Increased training opportunities for our employees**
- **Adopted the Warrior Met Coal Policy on Board Diversity, demonstrating our commitment to diversity from the top down**
- **Donated over \$1 Million to charitable organizations**

We appreciate your continued interest in Warrior and will continue to focus on driving sustainability and responsible mining.

Warrior provides 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.

Our reach extends across continents, catering to major steel manufacturers in Europe, South America, and Asia. We pride ourselves on being a large-scale, low-cost producer and exporter of premium quality steelmaking coal, known as hard-coking coal (HCC). Our operations, centered around highly efficient longwall mining in Alabama, tap into the rich Blue Creek coal seam. This seam yields HCC with low sulfur content and strong coking properties. The superior quality of our coal positions us as a preferred base feed for steelmakers.

At Warrior, safety is not just a priority; it's a core value embedded in our company culture. We are steadfast in our commitment to the well-being of our employees, constantly striving to enhance our safety culture. Our goal is to ensure that every member of our team returns home safely each day. This commitment to safety is a testament to our dedication to our workforce and their families.

Our approach to business transcends operational efficiency. We believe that long-term success is intertwined with mine safety, proactive environmental stewardship, and meaningful investment in our employees and local communities. Conducting our operations ethically and transparently, we adhere to the highest standards of corporate governance. Our commitment to these principles demonstrates our dedication to not just mining coal, but forging a sustainable future that values safety, environmental care, and societal well-being in equal measure.

A Leader in Sustainable Steel Industry Supply.



Safety

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



Premium Quality

High Coke Strength After Reaction (CSR), high fluidity, high drum index, and low sulfur make our coal a unique blend.



Reliable Supplier

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



Environmental Management

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



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.

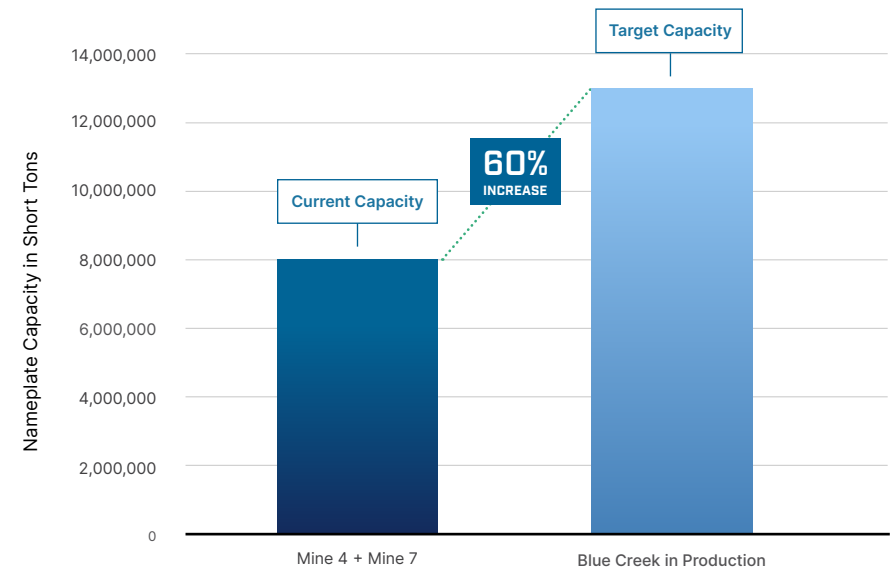


Well Capitalized Mines

We make continuous investments in our mines.



Nameplate Capacity Expected Growth



40+ Years

Combined reserves and resources for three mines

267 Million

Short tons including coal reserves, resources, and adjacent properties

52% Lower

Incidence Rate than national rate for underground mines

Q2 2026

Blue Creek longwall production expected to begin

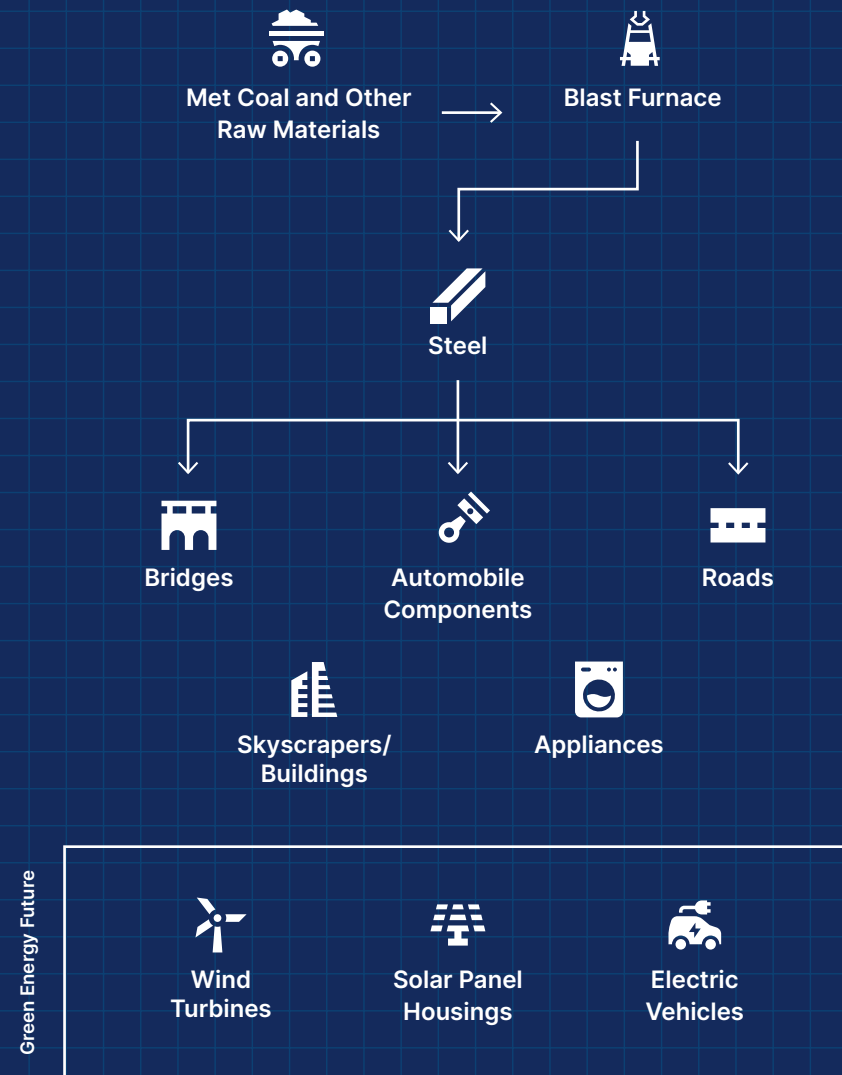
Steelmaking coal plays a long-term, critical role in an environmentally sustainable world.

At Warrior, we take pride in specializing in the production of premium quality steelmaking coal, a fundamental component for high-grade steel manufacturing. Mine 7 produces premium low-vol coal and Mine 4 produces a premium high vol A coal. Our coal transcends being a mere resource; it is a pivotal element of progress, fueling the creation of infrastructure and technological advancements. From the expansive rail networks that connect nations to the bridges that span vast rivers, from skyscrapers touching the skies to innovative electric vehicles, steel forms the structural backbone of modern civilization. Its role is crucial, underpinning society's growth and shaping the future.

The transition towards a world with lower carbon emissions places a spotlight on green technologies, with premium quality steel at its core. The superior steel produced using our coal is critical, not only in fulfilling the burgeoning demand for advanced and sustainable products but also in supporting a shift towards an economic model that values reducing our environmental impact. This transition is emblematic of a world evolving to embrace eco-friendly practices and technologies.

Warrior's role extends beyond just providing the raw material for steelmaking. We are integral in empowering a future where sustainable practices are not mere aspirations but tangible realities. Our commitment to supplying premium quality steelmaking coal is coupled with a profound dedication to nurturing a world where sustainability is an intrinsic value. We believe that our contribution to the steel industry is a step towards a future where both industrial growth and environmental stewardship are harmoniously balanced, ensuring a sustainable legacy for generations to come.

How met coal plays a part in our daily lives.



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

Resourcing the Future Safely and Responsibly

ENVIRONMENTAL PERFORMANCE

- Greenhouse Gas Emissions
- Water and Waste Management
- Biodiversity
- Reserves

01

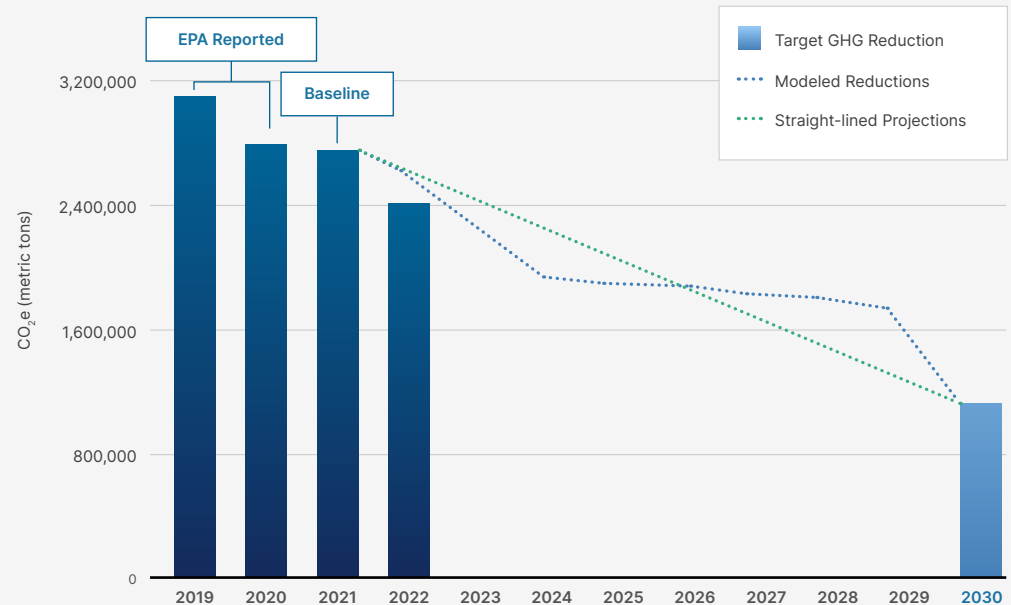
Greenhouse Gas Emissions

The safety of our workforce and the sustainability of the environment will always be a primary focus. Understanding our pivotal role in steel manufacturing, we work to prioritize and improve our operations to minimize our impact on the environment, balancing our industrial responsibilities with a deep-seated commitment to sustainability.

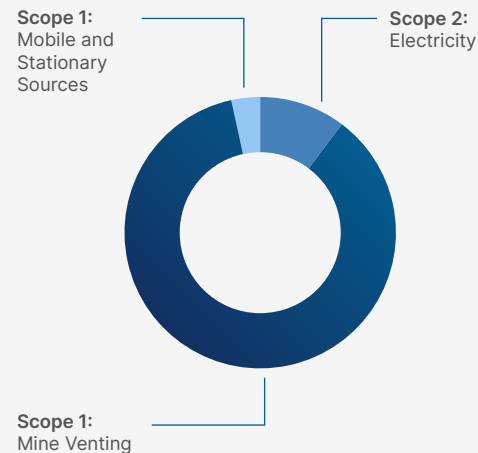
In line with our commitment to transparency and environmental responsibility, Warrior is proud to provide the annual updates of progress towards our stated goal of reducing GHG emissions by 2030. We have completed our second inventory of Scope 1 and Scope 2 greenhouse gas (GHG) emissions in accordance with the GHG Protocol and are pleased to report a 13% reduction in CO₂e for our 2022 results as compared to the 2021 baseline. Employing this widely accepted global standard helps us create credible and complete accounting of our GHG emission profile.

Our GHG emissions include carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). Emissions include typical Scope 1 and Scope 2 sources such as mobile and stationary equipment, transportation, and electrical consumption. Our most significant GHG emission source is methane, which is required to be expelled from the mine to create safe working conditions. Extraction of methane is performed with degasification wells installed in advance of underground development to decrease the potential for unsafe conditions for underground workers. During active operational and post-operational periods, the methane is primarily expelled through the mine ventilation system as ventilation air methane (VAM).

2022 Scope 1 and 2 CO₂e Reduction Estimates



Scope 1 and 2 Emissions (CO₂e) by Source Type



2022 Scope 1 and 2 Emissions (CO₂e) by Pollutant

(N₂O negligible in 2022 reporting period)

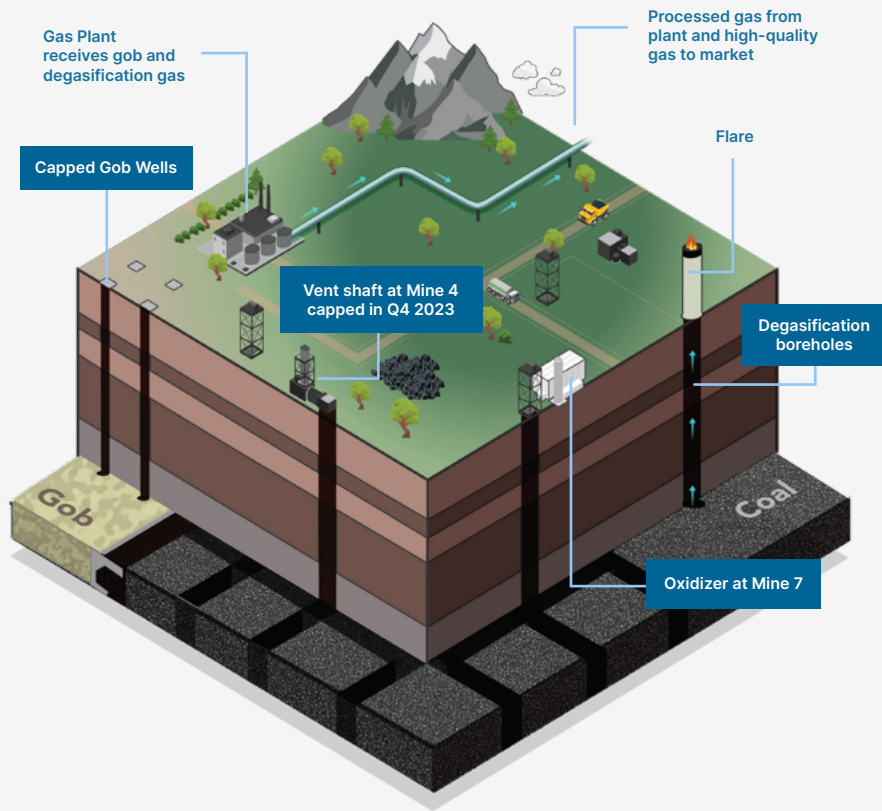


[1] Scope 1 emissions for calendar year 2022: 2.16 million metric tonnes of CO₂e. Scope 1 emissions include the direct GHG emissions from sources that are owned or operated by Warrior. This includes on-site stationary combustion sources, on- and off-road mobile sources, combustion emissions from product transport by barge, rail, and haul truck, and mine venting emissions.

[2] Scope 2 emissions for calendar year 2022: 0.247 million metric tonnes of CO₂e. 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). Scope 2 emissions also include development work performed at the new Blue Creek Mine in 2022.

[3] World Business Council for Sustainable Development & 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

- 1 Strategic investments made to enhance and improve our methane emission reduction processes
- 2 Making plans to install the first full-scale methane destroying Regenerative Thermal Oxidizer (RTO) to address VAM at one of our Mine 7 shaft sites
- 3 Continually navigating stringent and evolving carbon reduction initiatives and regulations on a global scale

Recognizing methane as our most significant source of GHG, we are dedicated to its effective management. We employ technology and practices to capture or destroy methane emissions throughout our mining processes. In 2022, we successfully captured and collected approximately 69% of the methane produced in our mines which would have otherwise been vented to the atmosphere resulting in a 16% reduction in total methane emissions as compared to the 2021 measured baseline. These emission reductions have been realized even with a 13% increase in production compared to the baseline year.

Methane is collected and then processed at our gas plant, transforming it into a useful and marketable gas product. In 2022 and 2023, we expanded our degasification and flaring efforts in strategic locations and will continue to be more aggressive in proactive

degasification processes in coming years to achieve our stated goals. Our flare system expansion has resulted in the verified offset of more than 63-thousand metric tons of CO₂e for periods ending in 2022, as recognized by the California Air Resource Board under the California Global Warming Solutions Program.

Final evaluations are being conducted towards our goal of installing the first full-scale Regenerative Thermal Oxidizer (RTO) to address VAM emissions on our property. With permits obtained in 2023 and fabrication anticipated to begin in 2024, this RTO system is a significant step towards our emission reduction goals. The RTO system is anticipated to result in material emission reductions, and we are currently evaluating other locations where this technology would be environmentally beneficial.



Warrior aims to reduce GHG emissions by 50% by 2030 from our 2021 baseline year.

CO₂e
CARBON
DIOXIDE

13% Reduction

in CO₂e emissions compared to 2021 baseline

CH₄
METHANE

16% Reduction

in Methane emissions compared to 2021 baseline



The development of the Blue Creek Mine and Mine 4 North reserves presents an opportunity to further reduce our emissions, with preliminary data indicating that lower levels of methane will be encountered.

We recognize our role in the global market, adhering to stringent carbon reduction initiatives and regulations. Our commitment extends to supporting our customers in their decarbonization efforts through the supply of high-quality resources. As we move forward, Warrior remains dedicated to meeting our emission reduction targets and to adapting our strategies, as needed, to navigate stringent and evolving carbon reduction initiatives and regulations.

The calculation methodology to estimate future emissions was based on historical gas well production records. The past and future mining reserves have large sets of historical data from which to gather information. 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.

METHANE CAPTURE

69%

of the methane from our mines' emissions was captured in 2022 for beneficial use.

Water and Wastewater Management

Wastewater and Recycling

Warrior recognizes water as an essential natural resource and is committed to its responsible usage in support of our facilities. We constantly evaluate and implement new technologies to optimize water use. For 2022, we recorded the withdrawal of over 1.38 billion gallons of freshwater, supplemented by municipal sources. Our three-phase water efficiency and optimization plan aims to reduce water usage by 25% by 2030, reflecting our dedication to sustainable practices.

Our water management strategy encompasses the responsible usage of fresh water, primarily for coal processing and ensuring underground safety. We strategically utilize natural springs and reservoirs, carefully minimizing any impact on local water systems.

In 2023, we adopted a new Environmental Management Information System (EMIS) software, enhancing our ability to monitor water quality, waste management, and greenhouse gas emissions. This

system complements our existing environmental management policies which attest to the ISO 14001 standards. We achieved a 99.93% compliance rate with the EPA's National Pollutant Discharge Elimination System (NPDES) for the period ending September 30, 2023.

According to the World Resources Institute (WRI), Warrior does not have any mines operating within or near regions identified with high or extremely high baseline water stress.

Waste/Tailings Storage Facility Management

As of September 30, 2023, we manage nine certified tailings impoundment facilities, with seven facilities classified as low hazard. Our two high-hazard slurry tailings impoundments undergo rigorous risk analyses and regular independent inspections to ensure safety and compliance. We are committed to the ongoing safety and maintenance of these facilities, with plans for deactivation and reclamation in line with our sustainability goals.

We also successfully completed testing of a dewatering pilot system for slurry tailings ("dry slurry system"). After more than a year of testing and optimizing the system, we are pleased to report successful results of the dry slurry system. Due to the success observed during testing, Warrior made an immediate commitment towards the construction of the full-scale dry slurry system which was completed in October 2023, more than two years ahead of our previously stated plans. This unit is currently undergoing testing and system optimization while awaiting final regulatory approvals.



WATER REDUCTION TARGET

25% Reduction
in water usage by 2030



COMPLIANCE RECORD

99.93%

with EPA's NPDES program for the reporting period ending in Q3 2023

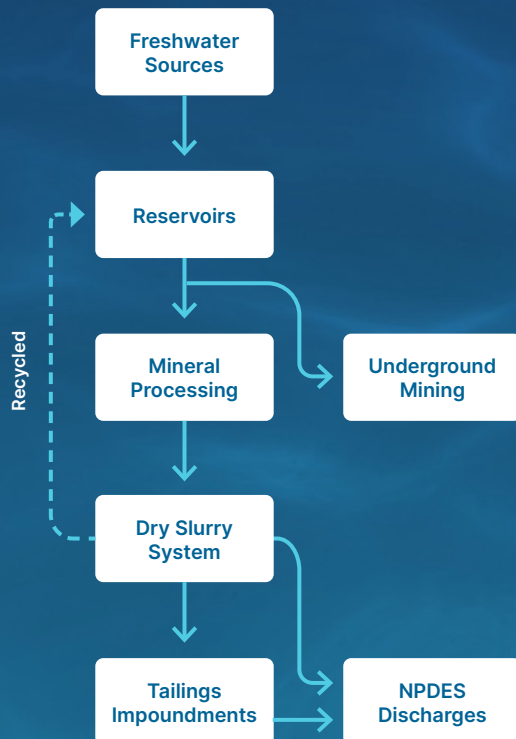


Water Efficiency & Optimization Plan

PROGRESS UPDATES

Encouraged by the success at Mine 7, we are planning to implement these advanced water management technologies at Mine 4 and are currently targeting their use for the upcoming Blue Creek mine. Our goal is to be at the forefront of the industry in implementing innovative water management technologies, thereby boosting operational efficiency and reducing our environmental impact.

Water Balance



PHASE I

Sensor Installation



In 2023, we collaborated with Innovative Wireless Technologies (IWT) to install the initial phase of our water efficiency plan. This provides enhanced monitoring of environmental and water data using a mesh node communication system which will allow constant, real-time readings of water levels and certain water quality parameters at sensitive locations. This system will also allow for wireless communication in remote areas which were previously unable to be tracked with standard instrumentation. This is a huge step to improve water efficiency and quality control, as this will allow company management to monitor, track, and optimize the withdrawal of water from nearby freshwater sources while simultaneously making the jobsite a safer environment with less man hours required to monitor this information manually.

PHASE II

Dry Slurry System Evaluation

Overall, our goal is to achieve a 25% reduction in slurry tailings and a 20% increase in our water recycle rate for the Mine 7 processing system by 2025.



The second phase involved testing a dewatering pilot system for slurry tailings. After more than a year of testing and optimizing the system, we are pleased to report successful results of the dry slurry system.

PHASE III

Full System Implementation

By 2030, Mine 7 tailings impoundment dams are scheduled to be permanently deactivated and retired, as the mine plans to no longer generate slurry tailings as part of standard operating procedures.



Due to the success observed during the testing of the pilot unit, Warrior made an immediate commitment towards the construction of the full-scale dry slurry system. The full scale system was completed in October 2023, more than two years ahead of our previously stated plans. This unit is currently undergoing testing and system optimization while awaiting final regulatory approvals.

The second portion of the final phase of our water efficiency plans involves automating mechanical controls for water withdrawal systems across several critical Warrior sites. This is currently the only aspect of the plan not yet completed but is anticipated to be installed well ahead of schedule. The automating of mechanical controls for water withdrawal systems should enable Mine 7 to recycle more than 50% of water utilized for processing, thus resulting in a significant long-term reduction of our water demand. The implementation of the newly installed full-scale dry slurry system and monitoring system is anticipated to allow the company to achieve our stated goals.

Biodiversity

At Warrior, we are deeply committed to understanding and mitigating our environmental impact, particularly concerning the rich biodiversity surrounding our operations in Alabama. Recognizing the delicate nature of local ecosystems, we dedicate ourselves to being responsible stewards, employing proactive measures to preserve this natural heritage. Our efforts have been acknowledged through industry accolades, including the 2021 and 2022 Land Stewardship Awards and the 2023 Water Quality Stewardship Award, reflecting our ongoing dedication to environmental excellence.

Our operations adhere to stringent state and federal regulations, ensuring compliance and stewardship. We work closely with key regulatory bodies like the Alabama Department of Environmental Management (ADEM), Alabama Surface Mining Commission (ASMC), Office of Surface Mining Reclamation and Enforcement (OSMRE), MSHA, US Army Corps of Engineers (USACE), and US Fish and Wildlife Service (USFWS), highlighting our commitment to uphold the highest standards in environmental management and biodiversity conservation.

Alabama's biodiversity is extraordinary, with the state being a leader in species diversity east of the Mississippi River. Home

to the most diverse populations of crayfish, freshwater turtles, mussels, and snails in the United States, the region's natural richness is unmatched. Our environmental stewardship includes meticulous permit reviews by the regional USFWS office to prevent any adverse impacts on these protected species and their habitats.

In our efforts to minimize impacts on these ecosystems, our planning and environmental studies are meticulously designed. We focus on protecting species such as the northern long-eared bat, the ovate clubshell mussel, and the flattened musk turtle. Our adherence to National Pollutant Discharge System (NPDES) permits involves conducting quarterly toxicity tests, crucial for monitoring water quality and its effects on local aquatic life.

Our proactive environmental management strategy includes promptly implementing alternative operational plans when potential impacts are detected. We seek insights from field professionals during the permitting process to make well-informed decisions regarding biodiversity. This strategy is evident in our successful management practices, such as having only one of our 60 permitted discharge locations requiring perpetual treatment for acid rock drainage, showcasing our effective environmental management and commitment to biodiversity conservation.



LAND REDUCTION



2021 Land Stewardship Award

Warrior earned the "Land Stewardship Award" from the Alabama Mining Association for a wetland development project.



2022 Land Stewardship Award

Warrior earned the "Land Stewardship Award" from the Alabama Mining Association for installation of the Phase 1 Dry Slurry System, which is the first of its kind to operate at a coal facility in the United States



2023 Water Quality Stewardship Award

Warrior earned the "Water Quality Stewardship Award" for the use of advanced systems to maximize the capture of ultra fine coal, which minimizes the amount of waste materials.



ENVIRONMENTAL PERFORMANCE

Reserves

At Warrior, our dedication is firmly rooted in producing steelmaking coal, a crucial element for the steel industry globally. Our premium steelmaking coal, recognized for its high CSR values, exceptional fluidity, low sulfur content, and robust drum index, plays an indispensable role for steel manufacturers in Europe, South America, and Asia.

Our commitment extends beyond production to encompass responsible sourcing. This steadfast commitment to sustainable practices and ethical business decisions ensures that our customers receive steelmaking coal that is sourced responsibly, fostering a deep-seated trust with our global partners. This trust is a fundamental aspect of our business, underlining our role as a reliable and ethical supplier in the global market.

Efficiency and strategic planning are at the heart of our operations. Our logistical capabilities enable us to deliver our product to European and South American markets swiftly, offering our customers significant advantages in

inventory management and reduced working capital needs. This efficiency in delivery is a testament to our operational excellence and customer-centric approach.

As of December 31, 2022, under the SEC rules governing mineral reserves, specifically subpart 1300 of Regulation S-K under the Modernization of Property Disclosures for Mining Registrants, our estimated reserves stand at 183.2 million short tons, with additional estimated mineral resources of 43.2 million short tons exclusive of reserves. Our operational mines, Mine 4 and Mine 7, collectively had approximately 98.0 million short tons of recoverable reserves. The undeveloped Blue Creek Mine had 75.2 million short tons of recoverable reserves and 43.2 million short tons of coal resources exclusive of reserves, amounting to a total of 118.4 million short tons. We have the capability to acquire adjacent reserves, that would increase the total Blue Creek reserves to over 158.7 million short tons. This potential for growth underpins our long-term operational

strategy, highlighting our readiness to scale and evolve in response to market demands.

Our strategic positioning, bolstered by more than 40 years of reserves, cements our role as a low-cost producer of premium quality steelmaking coal. This positioning enables us to adeptly navigate and adapt to market fluctuations, maintaining our competitive edge in the steelmaking coal market. The ongoing strong demand for steelmaking coal, paired with our disciplined approach to capital expenditure, positions Warrior for sustained success and growth. This forward-thinking approach ensures that we remain at the forefront of the steelmaking coal industry, ready to meet the evolving needs of the global steel market.

100% STEELMAKING COAL PRODUCER

Our Mine 7 produces a premium low vol coal similar to coal referred to as the “benchmark HCC” produced in Australia. Our Mine 4 produces a premium high vol A coal.

Putting People at the Core

SOCIAL

- Safety
- Training
- Human Capital
- Community Engagement



Safety

Making safety our top priority.

At Warrior, safety transcends being a mere slogan; it's a core principle that is deeply embedded in our company culture and operational ethos. Our unwavering commitment to safety encompasses every aspect of our business, ensuring the well-being of not only our employees but also our visitors, partners, and the local community. Our ultimate goal is always zero safety incidents, a testament to our rigorous approach to risk mitigation and safety protocols.

We acknowledge with deep sadness the fatality that occurred at Mine 4 on August 30, 2023. This tragic incident, the first since Warrior began operations in 2016, has only intensified our dedication to maintaining and enhancing our safety standards. In the aftermath, we have cooperated fully with both State and Federal agencies to investigate the cause and prevent any future occurrences.

Our daily operations reflect our commitment to safety. Every meeting at Warrior begins with a "safety share," encouraging employees to openly discuss safety issues or concerns. This practice, coupled with visual safety reminders throughout our facilities, reinforces the

significance of well-being for our team, the public, and the environment. We take pride in our safety record, which consistently surpasses the U.S. industry rate. As of September 30, 2023, our total incidence rate stood at 2.06, significantly lower than the national average of 4.27 for underground coal mines, marking a 52% lower incidence rate.

Leadership at Warrior is acutely aware of its role in upholding and advocating for safety. The Board's Sustainability, Environmental, Health, and Safety Committee plays an instrumental role in overseeing our safety policies and programs. This includes ensuring compliance, monitoring health and safety trends, and setting development goals for safety policies and practices. Led by both our Chief Administrative Officer and Vice President of Safety, this top-tier focus on safety is integrated into our safety governance through regular reporting on safety efforts, challenges, and progress. Furthermore, safety performance is a key component of our incentive compensation program, underscoring its significance in our corporate culture.

Safety at Warrior is a collective



responsibility. While we have a dedicated team of safety professionals, every employee, irrespective of their role, is tasked with maintaining a safe working environment. Our “Stop and Correct Authority” process empowers everyone on site, including visitors, to intervene and halt operations if they identify any unsafe behavior. We ensure that all our employees undergo comprehensive safety training annually, supplemented by regular safety shares, coaching, and audits. Our proactive stance on safety involves meticulous tracking and analysis of near misses, development of corrective action plans, and reinforcement of positive safety behaviors.

In summary, safety at Warrior is not just a policy; it's a fundamental value that guides our actions and decisions. Our dedication to creating a safe working environment is unwavering, as we continually strive to enhance our safety standards, ensuring the well-being of everyone involved with Warrior.



**52% Lower
Incidence Rate**

than U.S. rate* for underground mining

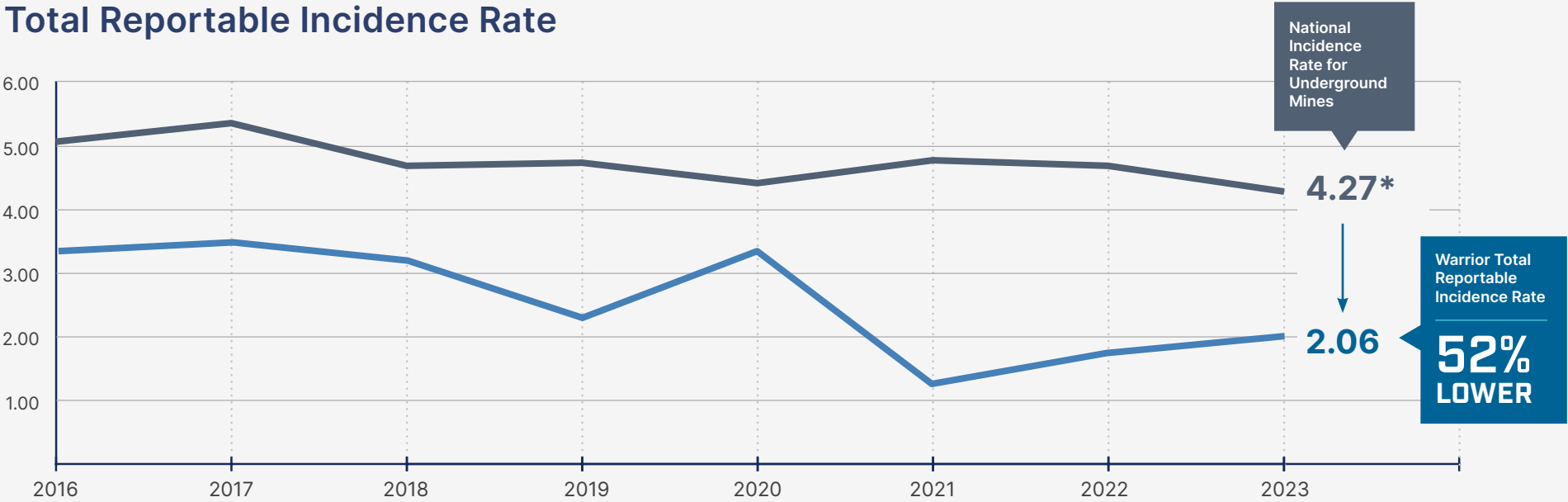
Two

Dedicated Mine
Rescue Teams

25

Dedicated Safety
Professionals

Total Reportable Incidence Rate



* Represents available information for the nine months ended September 30, 2023.



SOCIAL

Training

Equipping our team for success.

Warrior's commitment to employee development is anchored in our comprehensive training programs, which are designed to equip our team members with essential skills for their roles in the mining industry. Our dedicated Training Center, a hub of learning and skill enhancement, is equipped with multiple classrooms, specialized training equipment, and staffed by experienced professionals. This facility is a cornerstone of our investment in workforce development. With the growth of our Blue Creek mine, we're expanding these training capabilities, ensuring accessible and effective learning opportunities for all employees.

In 2023, Warrior's training initiatives were expansive: over 260 training sessions were conducted, involving all employees. This resulted in over 4,500 training days, accumulating to more than 36,000 hours of dedicated training. These figures underscore our commitment to providing comprehensive and practical training to our workforce.

The "Apprentice Miner Program" at Warrior is a prime example of our dedication to nurturing new talent. Offering an extensive 120 hours of training, triple the legal requirement, this program immerses participants in a simulated mine environment, equipped with tools and machinery donated by Warrior. This approach ensures that

entrants to the mining industry are well-prepared for the challenges ahead, with practical, hands-on experience. The fact that participants are paid throughout their training further signifies our investment in their future right from the start.

Our training initiatives also include specialized certification programs, such as the Foreman Certification, encompassing Fireboss and Mine Foreman certifications, as well as Mine Examiner training. These programs are designed not just to meet compliance standards, but to instill in-depth knowledge and practical application skills, ensuring our employees are adept at navigating real-world scenarios in the mining environment.

Emergency preparedness is an integral part of our training regime. All new employees undergo rigorous training in fire safety and emergency response, including hands-on fire training and smoke simulation exercises. This training is not just about compliance; it's about empowering our employees to respond confidently and effectively in emergency situations, ensuring their own safety and that of their colleagues.

At Warrior, we believe that continuous improvement and learning are key to personal and professional growth. Our training programs are tailored to foster this

ethos, offering diverse learning experiences that cater to the varied learning styles and career aspirations of our employees. From practical, on-the-job training to classroom-based learning and advanced certifications, we provide a holistic and supportive environment for career development. This approach not only enhances the skills of our workforce but also contributes to their overall job satisfaction and career progression. As we continue to evolve and expand our operations, our commitment to training and development remains steadfast, reflecting our belief in the potential and value of every team member at Warrior.

260+

TRAINING SESSIONS

36,000+

TRAINING HOURS

4,500+

TRAINING DAYS

\$5+ Million

SPENT ON TRAINING IN 2023





SOCIAL

Human Capital

At Warrior, our team is more than just a workforce; they are the cornerstone of our success. Employing over 1,100 dedicated individuals in Alabama as of December 31, 2023, we recognize the vital role our employees play in achieving our goals in safety, sustainability, and business performance. Their skills, commitment, and hard work are integral to both our day-to-day operations and our long-term growth. We are deeply committed to creating a workplace that transcends the traditional view of jobs as merely a means to an end. Instead, we focus on fostering a career-oriented environment where each role is seen as a crucial part of a larger journey. This environment is characterized by professionalism, family values, respect, fairness, and compassion, ensuring that our employees feel valued and are motivated to grow with us.

Diversity, equity, and inclusion are not just policies at Warrior; they are core values that are actively practiced and promoted. We recognize that a diverse workforce drives success, and we've tailored our training programs and workplace practices to support this belief. Our approach ensures that every team member, regardless of background, feels respected, valued, and is given equal opportunities for professional growth. Inclusivity is also a key focus in our recruitment, development, and retention strategies, reflecting our commitment as an equal opportunity employer. Our adherence to labor laws and support for workers' rights, including the right to unionize and collectively bargain, is evident in our responsive actions to the end of the nearly two-year strike by the United Mine Workers of America in 2023.

To ensure a safe and inclusive work environment, Warrior has implemented comprehensive policies and conducts annual training on business ethics, anti-corruption, and harassment and discrimination. Our Supplier and Contractor Code of Conduct clearly outlines our expectations, extending our core values to all business relationships. We also offer multiple channels, including a confidential hotline, for employees to report concerns, ensuring that everyone's voice is heard and valued.



Our Board's Compensation Committee plays a pivotal role in overseeing these human resource policies and practices. The committee is dedicated to fostering strong, positive relationships between the company and its employees and cultivating a workplace culture that supports well-being and job satisfaction. Additionally, the committee focuses on implementing strategies for talent development and retention, essential for attracting, developing, and retaining top talent. This approach ensures the continuous growth and success of our workforce.

At Warrior, we recognize that our employees are our most valuable asset.

Our ongoing efforts in human capital development extend beyond maintaining productivity; we are committed to building a supportive and dynamic community where each member feels empowered to contribute to our collective goals. Our focus on nurturing a skilled, productive, engaged, and committed workforce is central to the success of our company and the communities we serve.



Compensation and Benefits

At Warrior, we understand the critical importance of attracting and retaining exceptional talent as a cornerstone of our success. We strive to achieve this by offering a top-tier compensation and benefits package that stands out in the industry. Our goal is to make our employees feel valued and motivated to continue their career growth with us, recognizing their contributions as essential to our collective achievements.

Our comprehensive benefits package is thoughtfully designed to meet the most crucial needs of our employees. This includes healthcare coverage at no cost to the employee, covering medical, prescription, dental, vision, and life insurance. By prioritizing their health and well-being, we ensure that our team members have the support they need to excel in both their personal and professional lives. Additionally, we offer flexible spending accounts for medical expenses, providing our employees the flexibility to make informed health and wellness decisions while enjoying tax benefits.

Recognizing the importance of financial security, Warrior offers a robust 401(k) retirement plan to full-time employees, complete with a generous company match. This aspect of our compensation package underscores our commitment to the long-term financial well-being of our team members. We believe in the importance of work-life balance and demonstrate this belief through our generous Paid Time Off (PTO) policy. Alongside company holidays and idle periods, the average employee in 2023 enjoyed significant time away from work, equating to approximately 35% of scheduled workdays. Furthermore, our newly implemented Volunteer PTO Program encourages employees to engage with their communities, aligning with their personal values and interests.

Our comprehensive Employee Assistance Program (EAP), available to all full-time employees and their immediate families, offers a wide range of support services. These services, delivered by an independent provider, include mental health support with access to accredited counselors, advice on personal relationships and overall well-being, and assistance with stress management and financial planning.

At Warrior, our dedication to our team is reflected in the continual evaluation and enhancement of our total compensation package. Our aim is to remain competitive and effective in attracting, rewarding, and retaining top talent. By focusing on the holistic well-being of our workforce, we affirm our commitment to being an employer of choice. We ensure that each member of our team feels valued and supported, not just in their roles within the company, but also in their lives outside of work. Our commitment to our employees and their families reinforces our belief that they are integral to the success and future of Warrior.

Top 10%

Wage Earners in
Alabama

100%

Company Paid Health
Insurance Premiums





Talent Attraction

At Warrior, we are dedicated to fostering a diverse and inclusive workforce, recognizing the importance of diversity in driving our success. Our commitment to diversity and growth is reflected in our policies and practices, which are designed to promote equality and create an inclusive work environment. We believe that a diverse team, with a range of perspectives, ideas, and skills, is crucial in enriching our company culture and fueling innovation.

Our strategies for attracting external candidates are diverse and comprehensive. We utilize a variety of communication channels, tools, and processes to reach a broad spectrum of talent. Our goal is to cultivate an experienced and diverse candidate pool, ensuring access to the best talent available. This involves expanding our recruitment channels to engage with a wide range of potential candidates across multiple platforms and networks. Additionally, our active collaboration with educational institutions plays a significant role in attracting top talent from key fields, ensuring a steady pipeline of skilled talent into our workforce.

Warrior places particular emphasis on recruiting minorities and veterans, understanding the unique perspectives and skills they bring to our team. Our focused efforts include active recruitment from Historically Black Colleges and Universities (HBCUs), tapping into a pool of diverse

talent. We have expanded our partnerships to offer a range of internship opportunities, providing valuable experiences for students and recent graduates. Furthermore, our participation in military job fairs underscores our commitment to connecting with veterans and recognizing the distinct capabilities and experiences they contribute to our workforce.

Through these concerted efforts, Warrior aims to build a workforce that reflects the diversity of the communities we serve. 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 diversity and inclusion in all aspects of our talent attraction strategy, we are better positioned to innovate, grow, and succeed in a competitive global market.

Employee Development and Retention

At Warrior, we deeply understand the importance of employee engagement, development, and retention in maintaining a highly skilled workforce. Our approach is centered around understanding and addressing the unique needs and aspirations of our employees, thereby fostering a work environment that is both positive and productive.

Our holistic retention program extends well beyond offering competitive compensation and benefits; it's about genuinely valuing

our employees and their families. We focus on assisting each employee in achieving a healthy balance between their professional responsibilities and personal life. A key tool in our retention strategy is our annual Employee Engagement Survey, which provides us with candid feedback from our team members. This feedback is invaluable in enhancing our workplace culture and ensuring the retention of our talented workforce.

We place significant emphasis on nurturing our existing talent, alongside our commitment to workforce diversity that extends beyond external recruitment. We offer a range of programs for our full-time employees, including on-the-job

training for enhancing job-specific skills, company-sponsored programs to broaden general knowledge and competencies, and leadership training aimed at nurturing future leaders within our organization. This allows for opportunities for in-house development, enables employees to grow within the organization and increases their levels of responsibility. Skill enhancement is also a key focus, with continuous learning and development options available to help our team members advance in their careers. In 2023, we invested in Leadership Development Training demonstrating our commitment to fostering a skilled and capable workforce. Additionally, we support

educational advancement through tuition reimbursement, aligning individual personal development with our organizational goals.

Our unwavering commitment to employee development and retention reflects our belief that a satisfied, well-trained workforce is fundamental to our success. We continually strive to create an environment where every team member feels valued, supported, and empowered to grow both personally and professionally. At Warrior, we recognize that our employees are our greatest asset, and we are dedicated to investing in their growth and satisfaction. This commitment underpins our efforts to build a supportive and dynamic community where every member feels

empowered to contribute to our collective goals.

Career pathways and succession planning are also integral components of our development initiatives. We aim to help employees pursue rewarding career paths, fulfilling their personal goals while simultaneously supporting our company's succession planning. By focusing on creating robust talent pipelines and encouraging educational advancement, we ensure a continuous pipeline of skilled professionals within our ranks.



Diversity, Equity, and Inclusion

At Warrior, we are steadfast in our commitment to fostering an environment where every individual can thrive, deeply embedding respect, diversity, and inclusivity into the core of our culture. This commitment is reflected in every aspect of our operations, from the way we conduct our business to the policies that guide our workplace interactions.

Our workforce is a mosaic of diverse backgrounds and experiences, making it stronger and more dynamic. We believe this diversity is a crucial driver of innovation and efficiency, enriching our company culture and enhancing our operational performance. By embracing diversity in our workforce, we create an environment that fosters a wealth of perspectives and ideas, contributing significantly to our innovative and dynamic work environment.

Our dedication to diversity and the protection of rights is underscored by our Code of Business Conduct and Ethics and our Human Rights Policy. These policies guarantee a workplace free from harassment and discrimination, ensuring that all employees, irrespective of gender, race, age, sexual orientation, or any other protected class, feel respected and valued. We provide our employees with multiple channels, including a third-party-managed confidential hotline, to report any issues anonymously, ensuring an environment of trust and safety.

The commitment to diversity and inclusion starts at the highest level of our organization.

As of the end of 2023, our Board of Directors was 33% female and 17% racially or ethnically diverse, reflecting our commitment to diversity at the top. During its annual self-evaluation, the Board assesses its composition in terms of skills, experience, backgrounds, and diversity to ensure alignment with our strategic goals and business challenges. Our Executive Management Team, with 20% female representation, further exemplifies our commitment to embracing diversity at all organizational levels.

Our workforce diversity metrics as of December 31, 2023, show that over 24% of our workforce is racially or ethnically diverse, up from 18% as of December 31, 2022. While only 4% of our entire full-time workforce is comprised of women, women play an integral role across our operations support facilities, like our Central Mining Office, where they represent more than 33% of the workforce. This underscores our efforts to promote gender diversity across all facets of our operations.

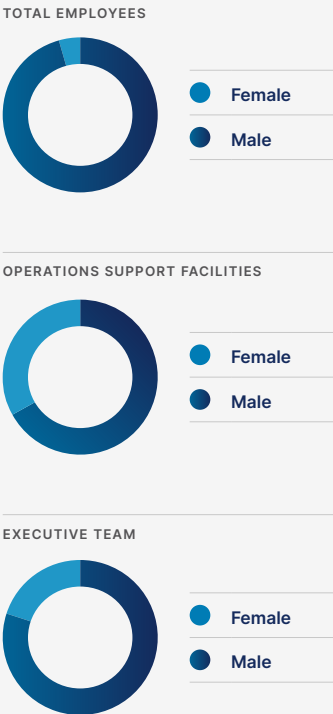
Our journey towards diversity, equity, and inclusion is ongoing. We are continuously working to cultivate a workplace where diversity is not just accepted but celebrated. Our focus is to create an atmosphere where every employee feels valued, respected, and empowered. This unwavering commitment enriches our company culture and strengthens our position as an industry leader. We strive to maintain our status as an employer of choice and a progressive force in the sector, ensuring that our dedication to diversity, equity, and inclusion remains a defining characteristic of our organization.

Workforce Demographics

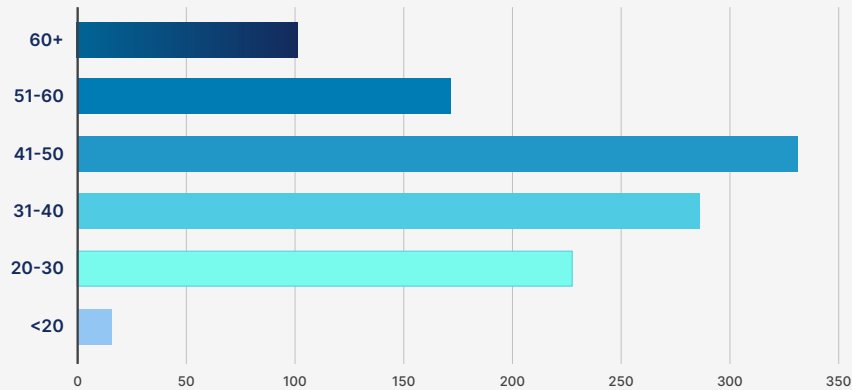
Racial/Ethnic Diversity



Gender Diversity



Age Diversity



Community Engagement

Local Communities

At Warrior, our engagement with local communities is a fundamental aspect of our operations. We recognize the importance of community support and actively engage with a diverse array of local stakeholders. This engagement involves building trust-based relationships through constructive interactions with local schools, landowners, government officials, residents, and the families of our employees. By fostering dialogue and collaboration, we aim to create strong, sustainable relationships that contribute to the well-being and development of the communities we are a part of.

Our commitment to health and safety goes beyond our operational boundaries, extending into the communities that surround us. This is evident in our environmental performance record and our regular initiatives to provide educational assistance and insights into our industry. We strive to maintain open communication with community stakeholders, believing that informed and engaged communities are integral to our shared success.

Supporting local causes and organizations is a cornerstone of our community engagement strategy. In 2023, our commitment to this cause was underscored by our contribution of over one million dollars to local nonprofits through

sponsorships and donations. This financial support is a tangible reflection of our dedication to the communities in which we operate. Furthermore, our External Affairs group plays a crucial role in building these community relationships. By actively collaborating with trade associations, community partners, non-governmental organizations (NGOs), and nonprofits, we provide valuable information and expertise about our company and industry, thereby enhancing the mutual understanding and partnership between Warrior and our community stakeholders.

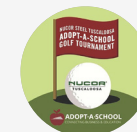
Our continuous commitment to community engagement is deeply rooted in the understanding that our success is inextricably linked to the well-being and vitality of the communities we serve. We are steadfast in our resolve to make a positive impact and to be a responsible, contributing member of both our local and broader communities. This ongoing dedication to community engagement is a testament to our deep commitment to fostering respectful and collaborative relationships. At Warrior, we believe that by working together with our communities, we can achieve sustainable growth and create a legacy of positive impact for future generations.



2023 CHARITABLE DONATIONS

\$1,000,000+

In 2023, Warrior committed over \$1,000,000 in charitable donations. Including to the following organizations and more:



Indigenous Peoples and Historic Lands

We recognize and respect the United Nations Declaration on the Rights of Indigenous Peoples and the human rights policies it embodies, including the principle of free, prior, and informed consent. Warrior does not have assets or proven or probable reserves within or contiguous 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 which could potentially be impacted by mining activities would be identified and addressed in accordance with all applicable laws and regulations. In the future, if such lands are identified, consultation would begin early in the process and continue throughout all phases of the mining life cycle, including production, closure, and reclamation.

Warrior coordinates with regulatory agencies to verify that future proposed activities will not adversely impact fragile or historic lands or result in significant damage to important historic, cultural, scientific, and aesthetic values and natural systems as defined by the National Environmental Policy Act (NEPA), The Indian Lands Program, National Historic Preservation Act, and Archaeological Resources Protection Act, among other regulations. Such coordination and compliance are integral to maintaining harmony with essential environmental and cultural preservation standards.



Navigating Responsible Growth

GOVERNANCE

- Ethics and Compliance
- Cybersecurity
- Enterprise Risk Management
- Sustainability Oversight
- Public Policy



03

Governance

Warrior emphasizes a strong belief in ethical, honest business practices and has established standards of business conduct for all officers, employees, agents, and members of the Board. Our approach to governance is defined by standards which incorporate industry best practices that are in line with our peers. Every day, we work to improve how we facilitate sustainability, growth, and diversification. Our Board of Directors oversees our company's policies, creating strategies and initiatives that embrace these matters. This group thoughtfully grounds

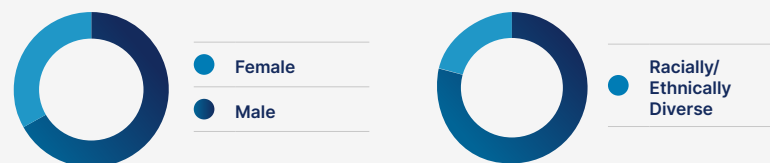
our operation in sound corporate governance and strong financial performance to the benefit of all employees, partners, and stakeholders.

At Warrior, we maintain a governing body of talented and dedicated directors with a diverse mix of expertise, experience, skills, and backgrounds. Our Board is committed to maintaining an environment that is respectful of all human rights, including those of our employees, suppliers, vendors, subcontractors, and other partners and individuals in the

communities where we operate. The Board of Directors regularly review ESG goals and receive reports on the ESG ratings assigned to Warrior. Our corporate governance also actively addresses health and safety, the elimination of compulsory labor and human trafficking, the abolishment of child labor, the removal of harassment and unlawful discrimination from the workplace, and competitive compensation. In support of our commitment, we have incorporated this awareness into our annual training required for all employees.

Board of Directors

Our Board members are active and former executives of major corporations and individuals with experience in international business, energy and natural resources, operations, finance, and investment banking. The Board recognizes the importance of diversity of thought and background at all levels and recently approved a Board Diversity policy promoting inclusion at the Board level. For more information on the roles and responsibilities of each of our committees and our Board members, visit our website warriormetcoal.com



Name	Tenure	Independent	Board of Directors	Audit Committee	Compensation Committee	Nominating and Corporate Governance Committee	Sustainability, Environmental, Health and Safety Committee
J. Brett Harvey	6.4 Years	Yes	Chairman of the Board		Chairperson	Member	
Ana B. Amicarella	5.1 Years	Yes		Member		Member	Chairperson
Walter J. Scheller, III	7.5 Years	No					Member
Lisa M. Schnorr	1.2 Years	Yes		Member	Member	Chairperson	
Alan H. Schumacher	6.4 Years	Yes		Chairperson	Member		
Stephen D. Williams	7.5 Years	No					Member

Ethics and Compliance

At Warrior, ethics and compliance are ingrained as core principles of our organizational culture, going beyond mere policies. This ethos begins with our leadership and is essential at every level of our organization. Our Board of Directors, along with every member of our team, is committed to acting with integrity, transparency, and respect. We strive to earn trust, value diversity, and foster safe, inclusive environments, recognizing that these elements are fundamental to our business conduct and interactions with all stakeholders.

The role of our Nominating and Corporate Governance Committee is pivotal in shaping our approach to ethics and compliance. This committee is tasked with the development of our Corporate Governance Guidelines, recommending suitable Board candidates, and overseeing the evaluation of both the Board and Management Team. The

collective effort of all four Board Committees sets a robust tone for corporate governance, ethics, and compliance, as detailed in their respective charters. Through regular executive sessions with independent directors and annual performance evaluations, we ensure effective governance and ethical oversight.

Maintaining legal and ethical compliance is a shared responsibility among all directors, officers, and employees at Warrior. Adherence to all applicable laws, regulations, our Code of Business Conduct and Ethics, Corporate Governance Guidelines, and all other company policies is mandatory. Any failure to comply with these standards or to report violations can lead to disciplinary action.

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



Cybersecurity

At Warrior, managing cybersecurity risk is a critical aspect of our oversight and governance of digital technology. Despite our stringent efforts, we experienced a ransomware attack in 2023. Fortunately, this event did not have any impact on our operations and prompted us to further strengthen our cybersecurity processes and controls. Our enhanced approach is grounded in industry-leading practices and is designed to actively manage cyber risks while embedding cybersecurity into our company's workplace culture. Our ISS Cyber Risk Score is near the top of the range compared to industry peers.

These comprehensive and proactive measures shows Warrior's dedication to maintaining a robust cybersecurity posture, safeguarding our digital infrastructure, and ensuring the protection of sensitive information. Our commitment to cybersecurity is an ongoing effort, reflecting our resolve to adapt and respond to evolving cyber threats in the digital landscape.

Enterprise Risk Management

Though management is responsible for the day-to-day management of risks the company faces, the Board of Directors, as a whole and through its committees, has the ultimate responsibility for oversight of the company's risks and risk management strategy. Each of the Board's standing committees also assists the Board in risk oversight, and the Board has delegated to certain committees oversight responsibility for those risks that are directly related to their areas of focus. The Audit Committee reviews our policies and guidelines with respect to risk assessment and risk management.

The Audit Committee receives periodic reports from management regarding the 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 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). Generally speaking, the shorter the time frame and the higher the magnitude of the risk, the greater the priority that is given by management to 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 Audit Committee annually and updates are discussed quarterly. The Audit Committee communicates the results of the annual process and quarterly updates to the full Board.



Sustainability Oversight

At Warrior, sustainability issues are a fundamental and integral part of our corporate governance framework. Our Board of Directors plays a crucial role in overseeing our corporate strategy, which prominently includes focusing on key sustainability risks and opportunities. This strategic integration ensures that sustainability is a core component of our overall business approach.

Our Executive Team is directly responsible for all aspects of sustainability. This responsibility includes the identification and management of sustainability risks and opportunities, the development and adherence to relevant policies, and the comprehensive reporting on sustainability initiatives. We take a holistic approach to sustainability, ensuring that environmental, social, and governance considerations are integral to our operations and decision-making processes.

The commitment to sustainability is further reinforced through our Board Committees. The Sustainability,

Environmental, Health, and Safety Committee has broad oversight over sustainability-related risks, opportunities, and disclosures, with specific focus areas including safety and environmental policies, performance, and initiatives. The Audit Committee is tasked with overseeing Warrior's compliance program, ensuring adherence to legal and regulatory requirements, our Code of Business Conduct and Ethics, and other compliance monitoring policies and procedures. The Compensation Committee oversees executive compensation, workforce culture, talent management, and diversity, equity, and inclusion policies and practices. Meanwhile, the Nominating and Corporate Governance Committee oversees improvements in Warrior's governance process, director qualifications, determining director independence, and reviews shareholder proposals, ensuring alignment with our corporate governance principles.

We maintain transparency and availability of our policies related to specific sustainability issues. Stakeholders can

easily access these policies on our website, which includes, but is not limited to, business ethics, corporate governance, employee and supplier codes of conduct, and human rights policies.

At Warrior, sustainability is not just a standalone concept but a guiding principle that permeates every aspect of our business. From governance to daily operations, we are committed to upholding the highest standards of sustainability. Our practices are designed to comply with regulatory requirements and to make positive contributions to the environment and society. This commitment to sustainability reflects our dedication to responsible business practices and our long-term vision for a sustainable future.

Public Policy

At Warrior, engaging with a diverse array of stakeholders is a fundamental aspect of our operations, emphasizing the importance of building trust through education and transparency. Our stakeholder engagement strategy encompasses a wide variety of groups, each playing a unique role in our business ecosystem. These key stakeholders include our employees, investors, customers, suppliers, industry groups, regulators, non-governmental organizations (NGOs), and the communities we serve. By actively engaging with these diverse groups, we strive to create a collaborative environment that supports our business goals and positively contributes to the industry and society.

We are actively involved in trade associations at both state and national levels, advocating for responsible mining practices and engaging constructively in the political process. This active participation enables us to establish and maintain constructive relationships with regulators and other key stakeholders. Our employees hold leadership positions and are actively involved in all associations where Warrior is a member, including the Alabama Mining Association, Business Council of Alabama, National Mining Association, Waterways Council, and the West Alabama Chamber of Commerce.

In our role as a leading producer of steelmaking coal, we recognize our responsibility to participate in the political process at various levels, including state, federal, and local. We have earned a reputation as a trusted source for industry

information and advocacy for our stakeholders. Our approach to public policy and the political process is anchored in integrity and transparency. We are committed to promoting public policy solutions that address key issues relevant to our industry, such as permitting, environmental sustainability, tax and trade, and workforce development.

The Warrior Federal Political Action Committee (PAC) plays a critical role in our political engagement. As a nonpartisan political fund, the PAC is registered with the Federal Election Commission (FEC) and operates under regulations set by the FEC under the Federal Election Campaign Act of 1971, as amended. The PAC's contributions to candidates and other political committees, totaling over \$10,000 in 2023, are disclosed in reports filed regularly with the FEC, ensuring transparency and public accessibility.

At Warrior, we are committed to ongoing stakeholder engagement as a vital part of our business strategy. We are dedicated to maintaining open, honest, and transparent communications with all our stakeholders, understanding that this engagement is crucial for supporting our business objectives and reinforcing our role as a responsible and proactive member of the communities and industries we serve. Our continuous efforts in stakeholder engagement demonstrate our commitment to integrity, transparency, and responsible advocacy in every aspect of our operations.



Sustainability Accounting Standards Board Index

SASB

Topic	Accounting Metric	Code	Disclosure 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-term 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) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress	EM-CO-140a.1	Corporate Responsibility Report, Environmental Performance - Water and Waste 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 - Water and Waste 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 - Water and Waste Management section*
Biodiversity Impacts	Description of environmental management practices for active sites	EM-CO-160a.1	Corporate Responsibility Report, Environmental Performance - Biodiversity section
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	EM-CO-160a.2	Corporate Responsibility Report, Environmental Performance - Biodiversity 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 section
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	EM-CO-310a.1	2022 Annual Report
	Number and duration of strikes and lockouts	EM-CO-310a.2	2022 Annual Report
Workforce Health and Safety	1) MSHA All-Incidence rate, (2) fatality rate, and (3) near miss frequency rate (NMFR)	EM-CO-320a.1	Corporate Responsibility Report, Social - Safety and Training section
	Discussion of management of accident and safety risks and long-term health and safety risks	EM-CO-320a.2	Corporate Responsibility Report, Social - Safety and Training section

* Partial disclosure in 2022 report

Activity Matrix

Topic	Code	Disclosure Location
Production of Thermal Coal	EM-CO-110a.1	NA – Warrior does not mine thermal coal
Production of metallurgical coal	EM-CO-140a.1	2022 Annual Report

Forward Looking Statement

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 sustainability objectives, commitments, plans, targets, goals and strategies, are forward-looking statements and are based on current market 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, 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; the impact of global pandemics, such as the novel coronavirus (“COVID-19”) pandemic, on our business, employees, suppliers, and customers, including the risk of a decline in demand for the company’s steelmaking coal due to the impact of any such global pandemic on steel manufacturers or on global economic markets; the inability of the company to effectively operate its mines and the resulting decrease in production; the inability of the company to ship its products to customers in the case of a partial or complete shut-down of the Port of Mobile; delays in the Port of Mobile 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; 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; 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; the company’s ability to develop Blue Creek, any projections or estimates regarding Blue Creek, including the expected returns from this project, if any, and the ability of Blue Creek to enhance the company’s portfolio of assets, the company’s ability to develop or acquire met coal reserves in an economically feasible manner; significant cost increases and fluctuations, and delay in the delivery of raw materials, mining equipment and purchased components; fluctuations in the amount of cash the company generates from operations; 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 filings with the U.S. Securities and Exchange Commission (“SEC”), including its Form 10-K for the year ended December 31, 2022 and other reports filed from time to time with 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. Any forward-looking statement speaks only as of the date on which it is made, and, except as required by law, the company does not undertake any obligation to update or revise any forward-looking statement, whether as a result of new information, future events or otherwise. New factors emerge from time to time, and it is not possible for the company to predict all such factors. In this report, we refer to direct operating greenhouse gas emissions (inclusive of scope 1 and scope 2 emissions). We note 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). Warrior only controls its direct operating emissions. This statement is not intended to suggest that Warrior is addressing the emissions from use of its energy products in its emissions reduction plan.

When considering forward-looking statements made by us 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. We have no duty to, and do not intend to, update or revise the forward-looking statements in this Corporate Responsibility Report after the date of this Corporate Responsibility Report, except as may be required by law. 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.

In addition, many of the standards and performance metrics used and referred to in this report continue to evolve and are based on management expectations and assumptions believed to be reasonable at the time of preparation but should not be considered guarantees. The standards and performance metrics used, and the expectations and assumptions they are based on, have not, unless otherwise expressly specified, been verified by any third party.



WARRIORMETCOAL.COM