2024

WARRIOR

Corporate Responsibility Report

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WARRIOR

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.**

Warrior, as one of the leading providers of high quality steelmaking coal, we understand our responsibility to produce coal sustainably and safeguard the natural environments in which we operate. As we execute on our long-term growth strategy, which includes the development of our world-class Blue Creek Mine, we continue to focus on the safety of our people, protecting natural ecosystems and giving back to the communities in which we live and work.

01 Leading in Safety

At Warrior, safety is the leading principle in our values of S.A.F.E.R. (Safety, Accountability, Follow-Through, Excellence, and Responsibility). In 2024, we expanded our safety team and added five new members. Our people are our greatest asset, and we empower them daily to do things the safe way. This commitment has led to Warrior consistently being a safety leader in the mining industry. We are pleased to share another year of strong safety performance, with a 19% improvement in our safety incident rate compared to 2023.

02 Strengthening Our Culture

We support our team members with comprehensive industry-leading benefits, including no-cost healthcare, and retirement plan matching. As we grow our team, we look forward to welcoming over 100 new team members to support our Blue Creek mine project. We recognize that Warrior is a career-destination for many of our employees and we have further expanded a range of training and development programs to empower our team members to realize their full potential, developing the next generation of leaders in support of our long-term growth strategy.

03 Driving Operational Efficiencies

To ensure sustainable operations throughout our enterprise, we prioritize efforts that reduce our carbon and environmental impact.

We are proud to report a **33.5% reduction in Scope 1 and Scope 2 Greenhouse Gas (GHG)** compared to the 2021 baseline year, as part of our progress toward achieving a 50% reduction in our GHG emissions by 2030.

We have also reduced our water usage by 8.5% in this reporting period, as we progress toward our goal to reduce water usage by 25% by 2030. Our recently launched full-scale dry slurry system received final regulatory approvals and permits in Q4 2024, bolstering our ability to replace water-intensive methods in our operations.

04 Caring for Our Communities

We continued our practice of robust engagement with Warrior's community partners, expanding our dedication to building up our local communities and making them more resilient. In 2024, we **donated over $1 million to charitable organizations and provided nearly $500,000 in a grant match to local water infrastructure projects**, as part of our broader community programs, which include volunteer service, disaster relief, educational support, and other targeted financial assistance initiatives.

05 Enhanced Risk Oversight

We've expanded our governance policies to enhance our risk oversight mechanisms in operational safety, cybersecurity, and regulatory compliance. We remain committed to the highest standards of integrity through regular audits, comprehensive training programs, and strict adherence to regulatory requirements and internal policies.

We are proud of the progress we achieved last year on our sustainability journey and look forward to delivering on our mission and meeting the demands of our customers and the broader stakeholders we serve.

Walter J. Scheller, III
Chief Executive Officer

WARRIOR

Safety

33
Safety
Professionals

Eight more than 2023

19%
Improvement

incident rate compared to 2023

Water Consumption

8.5%
Reduction in Water Use

from previous reporting period

**Water Efficiency
Optimization Plan**

Completed
Ahead of Schedule

All phases completed

**Biodiversity &
Land Stewardship**

4 Consecutive
Years

*of Award Winning Performance
and Innovation*

**Community
Impact**

$1.5ᴍᴍ
in Contributions
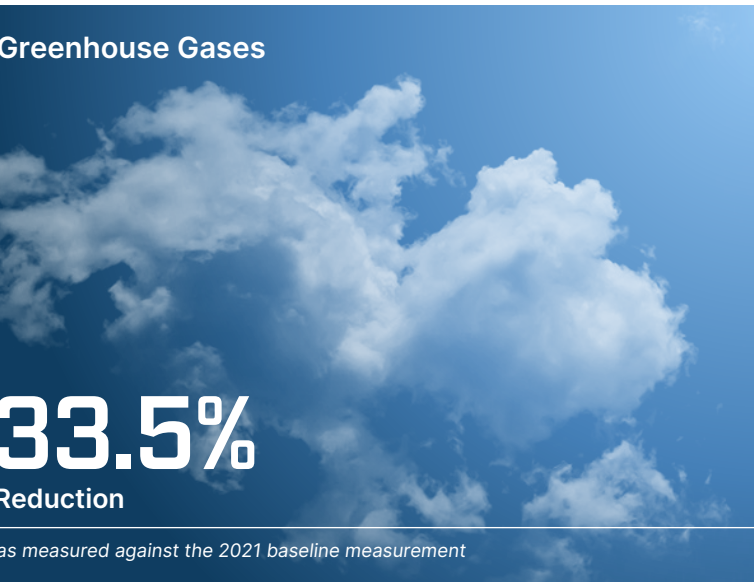
Charitable contributions to our community

Greenhouse Gases

33.5%
Reduction

as measured against the 2021 baseline measurement
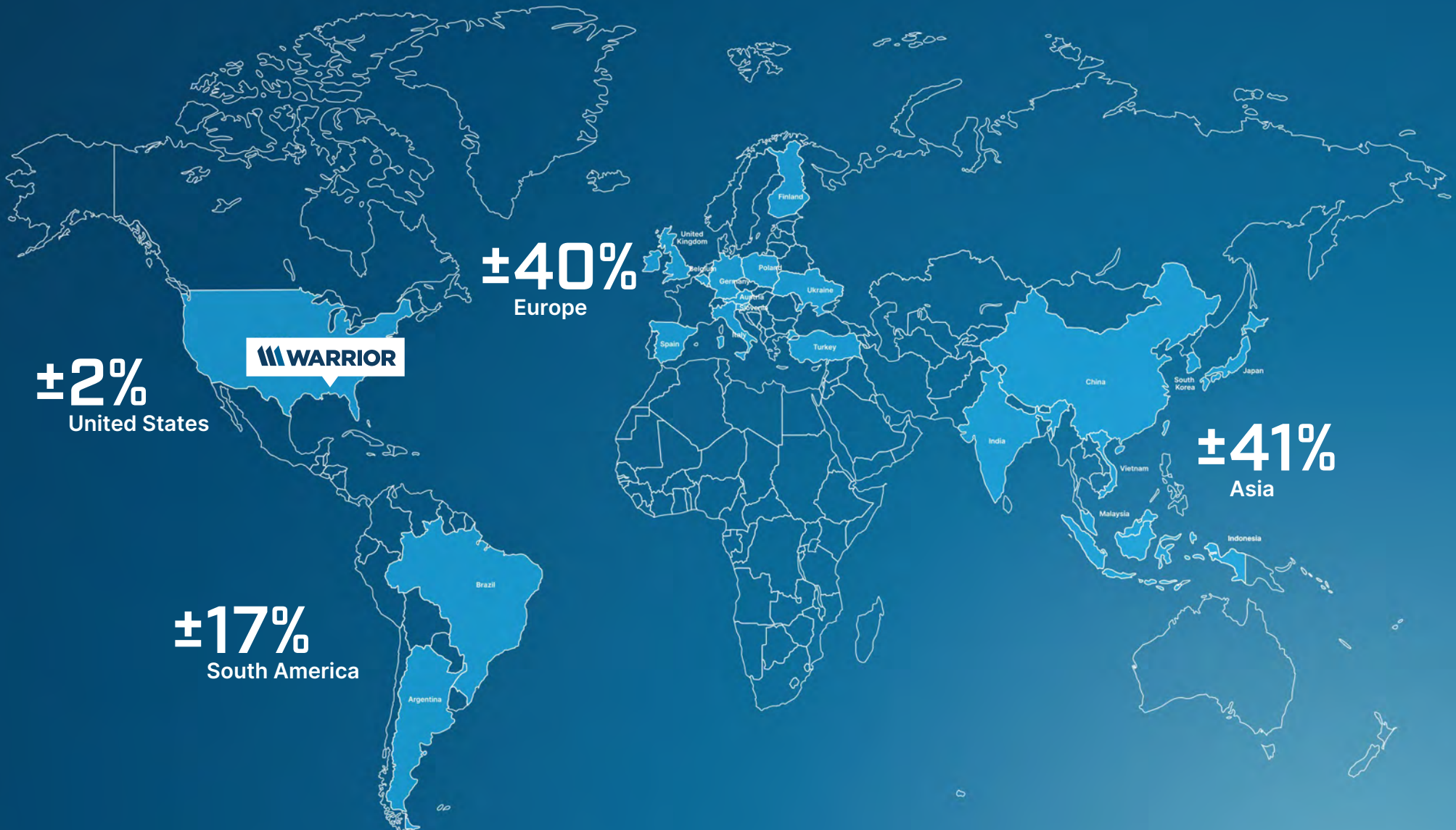
WARRIOR

GLOBAL EXPORTS FOOTPRINT

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

±40% Europe

±2% United States

±41% Asia

±17% South America

Our operations span multiple continents, serving major steel manufacturers across Europe, South America, and Asia. As a prominent producer and exporter of high-quality steelmaking coal, commonly referred to as hard-coking coal (HCC), we take pride in our ability to deliver at large-scale as a low cost producer. Our Alabama-based operations leverage advanced longwall mining techniques to access the Blue Creek coal seam—a rich reserve that produces low-sulfur HCC with exceptional coking properties. The superior quality of our coal makes it a top choice for steelmakers seeking a reliable, high-performing base feed.

At Warrior, safety is more than a priority—it is a deeply ingrained value that defines who we are. We are unwavering in our efforts to protect the health and safety of our workforce, fostering a culture where safety is integrated into every aspect of our operations. Our ultimate aim is to ensure that every employee returns home safely at the end of each day. This steadfast focus on safety reflects our broader commitment to our people and their families.

We approach our business with a long-term perspective, understanding that sustainable success is built on a foundation of operational excellence, rigorous mine safety standards, proactive environmental responsibility, and strong community engagement. By upholding the highest standards of corporate governance and ethical practices, we operate with transparency and integrity. At Warrior, we are not just producing coal; we are driving forward a vision of sustainability—one that equally prioritizes the well-being of our employees, the stewardship of our environment, and the vitality of the communities we serve.

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.

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

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.

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

Well Capitalized Mines
We make continuous investments in our mines.

Steelmaking coal plays a long-term, critical role in an environmentally sustainable world.
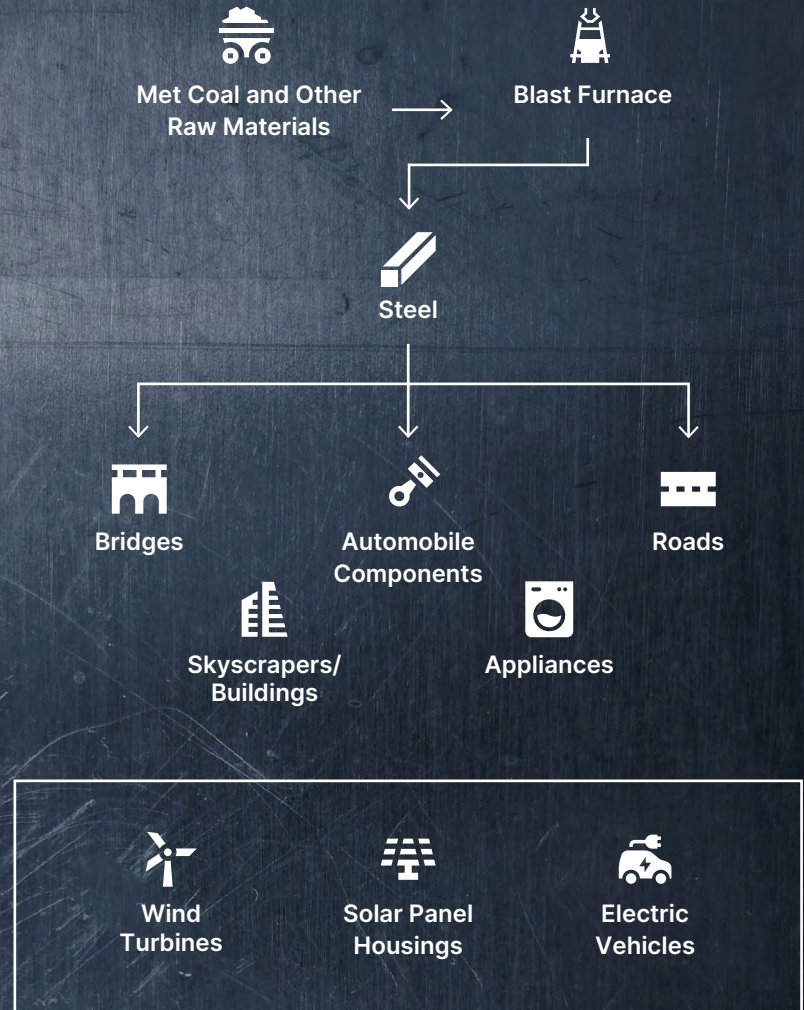
At Warrior, we are proud to focus on producing premium steelmaking coal, an essential material for manufacturing high-quality steel. Mine 7 is renowned for its production of premium low-vol coal, while Mine 4 delivers a premium high-vol A coal. Far more than just a resource, our steelmaking coal is a key driver of progress, enabling the development of infrastructure and groundbreaking technologies. From the railways that interlink nations to the bridges spanning majestic rivers, from towering skyscrapers to cutting-edge electric vehicles, steel forms the indispensable framework of modern society. Its significance lies in its ability to support growth and pave the way for future innovation.

As the world transitions toward lower carbon emissions, green technologies are taking center stage, and high-quality steel is vital to this shift. The steel made with our coal meets the rising demand for advanced, sustainable products while fostering a global move toward reducing environmental impacts. This evolution symbolizes a collective embrace of eco-conscious innovations and practices, where steel plays a critical role in building a greener tomorrow.

Our contribution extends far beyond supplying raw materials for steel production. We are actively shaping a future where sustainability is a tangible outcome rather than an abstract goal. Our commitment to providing premium steelmaking coal aligns with our broader vision of fostering sustainable practices. We believe our role in the steel industry is fundamental to balancing industrial growth with environmental responsibility, leaving a sustainable and enduring legacy for generations to come.

HOW MET COAL PLAYS A PART IN OUR DAILY LIVES.

Met Coal and Other Raw Materials → Blast Furnace

Steel

Bridges

Automobile Components

Roads

Skyscrapers/ Buildings

Appliances

Sustainable Future

Wind Turbines

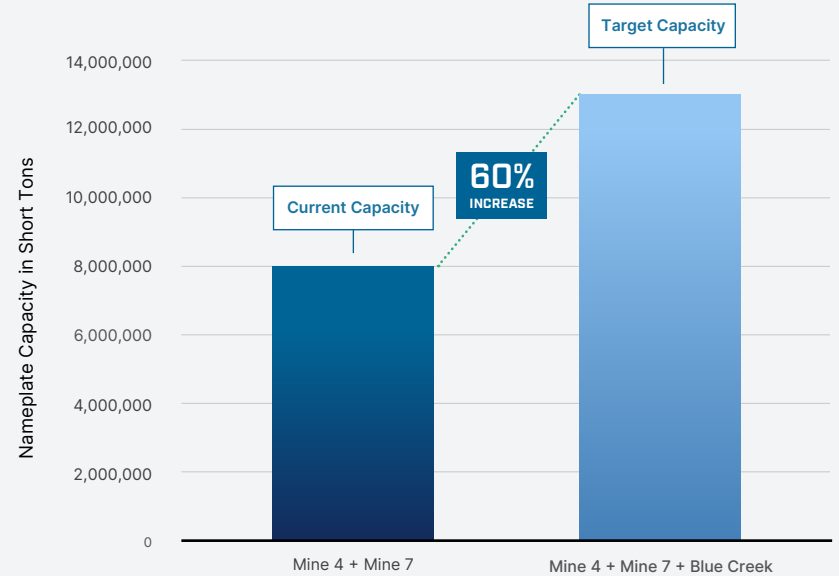Solar Panel Housings

Electric Vehicles

The growth trajectory of these products is expected to increase over the next several decades as the global economy transitions to lower carbon emissions.
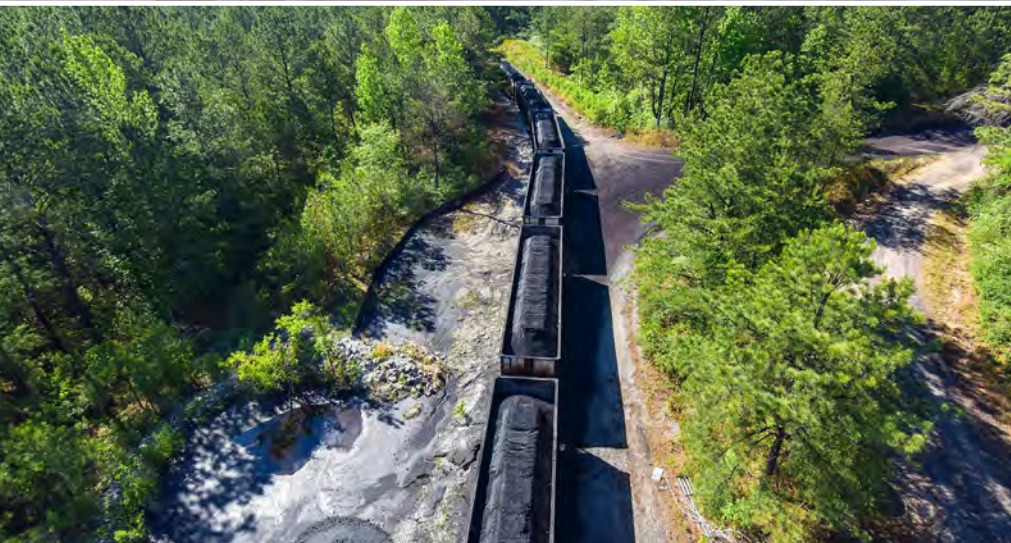
Our strategic positioning, bolstered by approximately 40 years of reserves, resources and potential adjacent reserves, cements our role as a low-cost producer of premium quality steelmaking coal.

Nameplate Capacity Expected Growth

Bar chart titled "Nameplate Capacity Expected Growth." Y-axis labeled "Nameplate Capacity in Short Tons" ranging from 0 to 14,000,000. "Mine 4 + Mine 7" shows Current Capacity of 8,000,000. "Mine 4 + Mine 7 + Blue Creek" shows Target Capacity of approximately 13,000,000, representing a 60% increase.

~40 Years	260 Million
Reserves and resources	Short tons including coal reserves, resources, and adjacent properties
Q2 2026	**60% Increase**
Blue Creek longwall production expected to begin	in capacity with addition of Blue Creek

OUR RESERVES

Warrior is committed to supporting the global steel industry with premium-quality steelmaking coal, a vital component in steel production. Our robust reserve base underscores this commitment, positioning us for long-term operational stability and strategic growth. Warrior holds reserves which are renowned for strong coking properties, superior fluidity, low sulfur content, and strong drum index. This reinforces Warrior's reputation as a reliable supplier to steel manufacturers across Europe, South America, and Asia.

Our total estimated proven and probable reserves as of December 31, 2023 stand at approximately 175.4 million short tons, with additional estimated mineral resources of 43.8 million short tons, exclusive of reserves, based on reserve reports prepared by independent third-party engineers, which totals 219.2 million short tons. Our operational mines, Mine 4 and Mine 7, collectively had approximately 91.4 million short tons of recoverable reserves, 51.1 million short tons at Mine 7 and 40.2 million short tons at Mine 4, which form the core of our operations and contribute to our consistent production output. Our world-

class Blue Creek growth project includes 74.5 million short tons of reserves and 43.8 million short tons of coal resources exclusive of reserves, amounting to a total of 118.3 million short tons. We have the capability to acquire adjacent reserves, that would increase the total Blue Creek reserves and resources 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, resources and potential adjacent 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.

WARRIOR IS A
100% STEELMAKING
COAL PRODUCER

ENVIRONMENTAL PERFORMANCE

- Greenhouse Gas Emissions
- Water & Waste Management
- Biodiversity & Land Stewardship

Resourcing the Future Safely and Responsibly

Greenhouse Gas Emissions

At Warrior, the well-being of our workforce and the sustainability of our operations remain crucial as we continue to minimize our environmental impact.

Recognizing our key role in steel manufacturing, we strive to balance industrial demands with an unwavering commitment to sustainability. In the 2023 Corporate Responsibility Report, we highlighted substantial strides in reducing our greenhouse gas ("GHG") emissions, demonstrating transparency, regulatory alignment, and steady progress toward our 2030 emissions reduction target of 50% from our 2021 baseline year.

After completing our third inventory of Scope 1 and Scope 2 GHG emissions with reference to US EPA and GHG Protocol emission factors and global warming potentials, Warrior achieved notable progress in 2023. Scope 1 emissions,

encompassing direct emissions from Warrior-owned or controlled sources, were reduced by 26.6% compared to 2022 and 37.9% from our 2021 baseline. Collectively, Company-wide total Scope 1 and Scope 2 emissions in 2023 dropped by over 23.9% from 2022 and 33.5% from baseline levels. Our emissions intensity, a measure of CO_2e per unit of production, improved by 51.1% since 2021, showcasing Warrior's ability to maintain high production efficiency while reducing environmental impacts.

These reductions underscore Warrior's commitment to sustainability through strategic investments in modernizing equipment, optimizing fuel use, and advancing methane capture technologies. Building on this momentum, Warrior continues to develop and optimize internal and external resources along with new installations planned in 2025, designed to enhance the tracking of specific ESG targets. This innovative tool will enable more effective
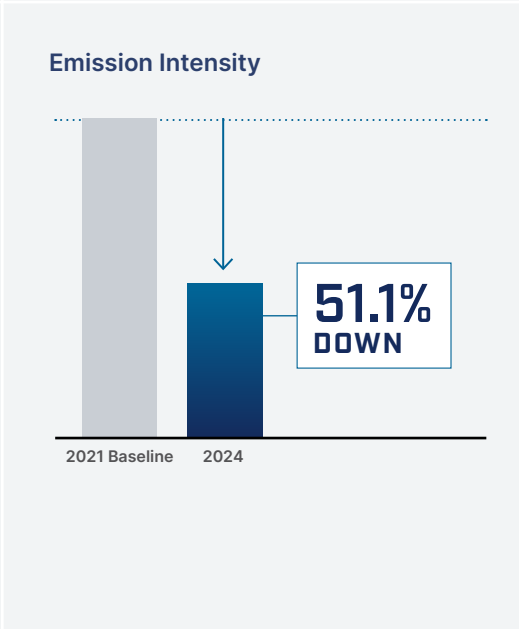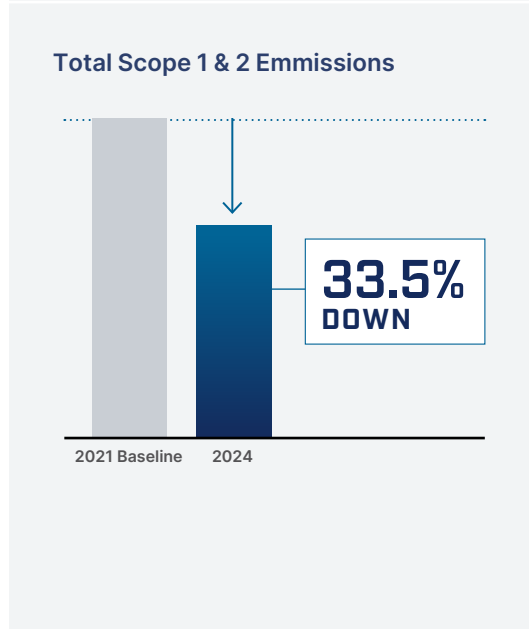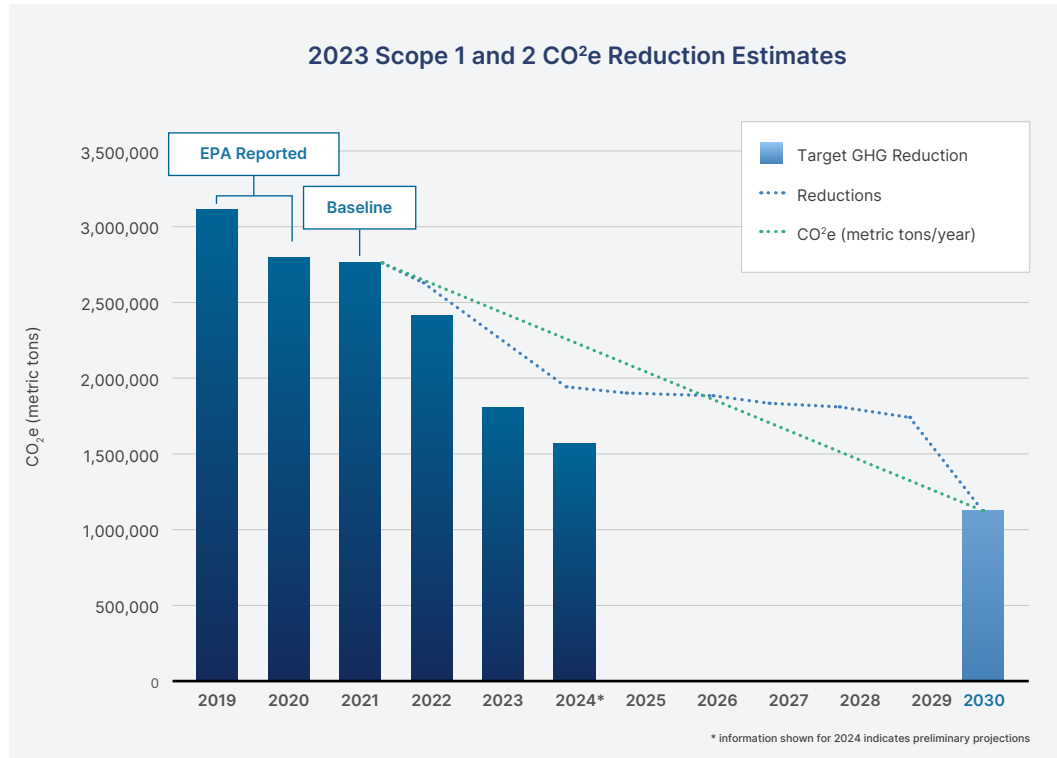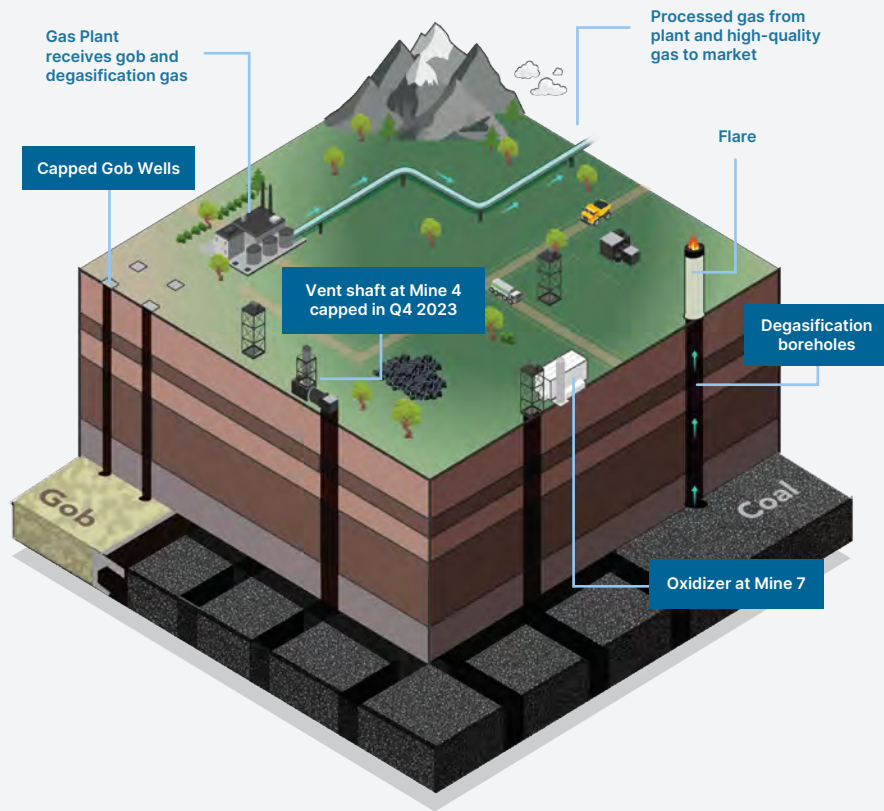
[1] Scope 1 emissions for calendar year 2023: 1.586 million metric tonnes of CO_2e. Scope 1 emissions include the direct GHG emissions from sources that are owned or operated by Warrior. This includes on-site stationary combustion sources, on- and off-road mobile sources, combustion emissions from product transport by barge, rail, and haul truck, and mine venting emissions.

[2] Scope 2 emissions for calendar year 2023: 0.246 million metric tonnes of CO_2e. 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 (CO_2), methane (CH_4), and nitrous oxide (N_2O). Scope 2 emissions also include development work performed at the new Blue Creek Mine in 2023.

[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

2023 Scope 1 and 2 CO²e Reduction Estimates

Legend:
- Target GHG Reduction
- Reductions
- CO_2e (metric tons/year)

EPA Reported

Baseline

Y-axis: CO_2e (metric tons)

X-axis: 2019, 2020, 2021, 2022, 2023, 2024*, 2025, 2026, 2027, 2028, 2029, 2030

* information shown for 2024 indicates preliminary projections

Total Scope 1 & 2 Emmissions

33.5% DOWN

2021 Baseline — 2024

Emission Intensity

51.1% DOWN

2021 Baseline — 2024

Current and Planned GHG Reduction Strategies

Gas Plant receives gob and degasification gas

Processed gas from plant and high-quality gas to market

Capped Gob Wells

Flare

Vent shaft at Mine 4 capped in Q4 2023

Degasification boreholes

Oxidizer at Mine 7

Gob

Coal

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

monitoring of emissions and water demand, optimizing efficiency across company sites as Warrior continues to meet ambitious sustainability goals.

For the first time, Warrior is providing updated current year emissions data within this report. While the official metrics and measurements provided within this report will reflect results through 2023, actual measured Scope 1 and Scope 2 emissions through Q3 2024 are provided with estimated full-year projections to provide a snapshot of current active performance and future trends. For 2024, combined Scope 1 and Scope 2 emissions are projected to measure approximately 1.62 million metric tonnes of CO_2e for the full year. This outlook represents a 11.5% reduction from 2023 levels and a 41.2% decrease from our 2021 baseline. The emissions intensity value for 2024 is projected to improve further to 0.22, reflecting a 58.9% reduction from the 2021 baseline. These projected 2024 results highlight Warrior's continued ability to align sustainability with operational excellence, meeting the demands of the global metallurgical coal market as a reliable partner and supplier.

Central to Warrior's emission reduction efforts is methane management, as methane remains the predominant GHG emissions in our operations. For the full year of 2023, Warrior achieved an estimated methane capture rate of 74% in 2023 through advanced degasification systems and flaring initiatives. Warrior's innovative degasification network enables the transformation of methane, a necessary byproduct of mining, into an energy source, mitigating its release into the atmosphere and turning it into an asset. Preliminary data for 2024 suggests that this progress is sustained, with methane capture efforts continuing to play a pivotal role in achieving our environmental goals. We aim to report full-year 2024 data in the next iteration of our Corporate Responsibility Report.

[4] Data provided for 2024 include complete Scope 1 and 2 data through Q3' 2024 and all VAM emissions for the entire calendar year. Some non-VAM emissions were not finalized at the time of this report and numbers provided represent extrapolated estimates of the remaining Q4' 2024 data. The final numbers will be published and updated upon completion and verification.

Greenhouse Gases

33.5% REDUCTION

Total Scope 1 and Scope 2 GHG Emissions from 2021 Baseline

METHANE CAPTURE

74%

Methane capture rate through advanced degasification systems and flaring initatives.

Warrior remains committed to advancing our methane management technologies as a cornerstone of our sustainability strategy, positioning the Company as a leader in emissions management within the steelmaking coal sector. As part of Warrior's continued efforts to reduce our GHG emissions 50% by 2030 from our 2021 baseline year, the Company will continue to partner with global experts to evaluate installations of Regenerative Thermal Oxidizers and other emerging methane capture technologies at strategic locations across Warrior properties to accelerate our GHG reduction efforts.

This focus ensures Warrior continues to meet ambitious emission reduction targets while contributing to the steel industry's global sustainability goals as a reliable supplier. Through meticulous planning, strategic investments, and a steadfast commitment to sustainability, Warrior has achieved remarkable reductions in GHG emissions while enhancing production efficiency.

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.

Water & Waste Management

Wastewater and Recycling

As a critical component of our sustainability framework, Warrior continues to advance water stewardship, focusing on optimizing water use and minimizing our water footprint. In our current reporting period of Q3 2023 through Q3 2024, Warrior's water consumption was approximately 1.3 billion gallons, supplemented by municipal sources and 1.23 billion gallons withdrawn from freshwater sources, representing an 8.5% decrease from 2023 reported data. Water is vital for our core activities, including processing and dust control, but we strive to always prioritize efficient usage and conservation of community water resources. These actions combined with the planned full-implementation of our dry-slurry system, a dewatering system for slurry tailings, provide an actionable pathway to meet and surpass our previously stated goal of reducing water usage by 25% by 2030.

We maintain high standards in water quality management, adhering to the National Pollutant Discharge Elimination System ("NPDES") with a compliance rate of 99.75% through the reporting period. This consistency highlights our proactive approach in safeguarding local ecosystems and ensuring all discharged water meets strict quality requirements.

Warrior's commitment extends beyond regulatory obligations, with initiatives aimed at reducing freshwater dependency through internal recycling and reuse programs. These strategies are designed to enhance our operational resilience and contribute to sustainable watershed management. By embedding water stewardship within our broader ESG objectives, Warrior affirms its dedication to environmental responsibility, balancing operational needs with community and ecological considerations.

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

Waste/Tailings Storage Facility Management

Warrior currently manages seven certified tailings impoundment facilities, with five classified as low hazard. Our two high-hazard slurry tailings impoundments are subject to comprehensive risk assessments and regular third-party inspections to uphold stringent safety standards and regulatory compliance. Demonstrating our commitment to safe and sustainable operations, we continue to prioritize the diligent management and eventual decommissioning of these sites in alignment with our long-term sustainability objectives. The Company has also joined the newly established Alabama Dam Safety Program, a voluntary program administered through local Emergency Management Agencies which tracks and documents dam performance and inspection data for planning and public safety.

Water Consumption

8.5%

From Previous Reporting Period

Water Efficiency Optimization Plan

COMPLETE

Ahead of Schedule

Water Efficiency & Optimization Plan
COMPLETE

We are committed to reducing use of fresh water in our operations and have been investing in an innovative dry-coal slurry system to optimize water use throughout the coal production process.

Underscoring our proactive and expanding approach to environmental stewardship and operational excellence, our full-scale dry slurry system received final regulatory approvals and permits in Q4 2024. The system uses advanced mechanical and pneumatic technologies to separate coal from impurities without the heavy reliance on water required by traditional slurry systems. By replacing water-intensive methods, the system significantly reduces water usage, minimizes the generation of coal slurry waste, and eliminates the need for large impoundments for waste storage. Not only does this conserve critical natural resources but also reduces the environmental impact associated with wastewater treatment and disposal. The dry slurry system is scheduled to phase into full operating status at Mine No. 7 in early 2025.

With the encouraging results and progress of the Mine 7 dry slurry system, Warrior has announced plans to incorporate a similar system and technology at the new Blue Creek Mine development, which should be testing a system in 2025. Our goal is to continue to be at the forefront of sustainable innovation while maximizing operational efficiency.

PHASE I
Sensor Installation

✅ **COMPLETE**

In 2023, we successfully collaborated with Innovative Wireless Technologies (IWT) to install a wireless network as the initial phase of our water efficiency plan. This provides enhanced monitoring of environmental and water data using a mesh node communication system. This system has been in use for nearly two years and has saved hundreds of hours of time, while also providing real-time and accurate data at sensitive locations. Initial discussions are taking place to expand this system to cover additional areas in the coming years.

PHASE II
Dry Slurry System Evaluation

✅ **COMPLETE**

The second phase involved testing a dewatering pilot system for slurry tailings. After more than a year of testing and optimizing the system, Warrior was able to successfully execute the dry slurry pilot test and move on to the full system implementation stage.

PHASE III
Full System Implementation

✅ **COMPLETE**

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. While the full system is now operational, it is currently optimized for different operating conditions since final regulatory approval was granted in Q4 2024. Warrior anticipates continuing to improve upon and expand this system in coming years at Mine 7 and other sites.

Water Balance

Freshwater Sources → Reservoirs → Mineral Processing → Dry Slurry System → Tailings Impoundments

Reservoirs → Underground Mining

Dry Slurry System → NPDES Discharges

Tailings Impoundments → NPDES Discharges

Reservoirs ← Dry Slurry System (Recycled)
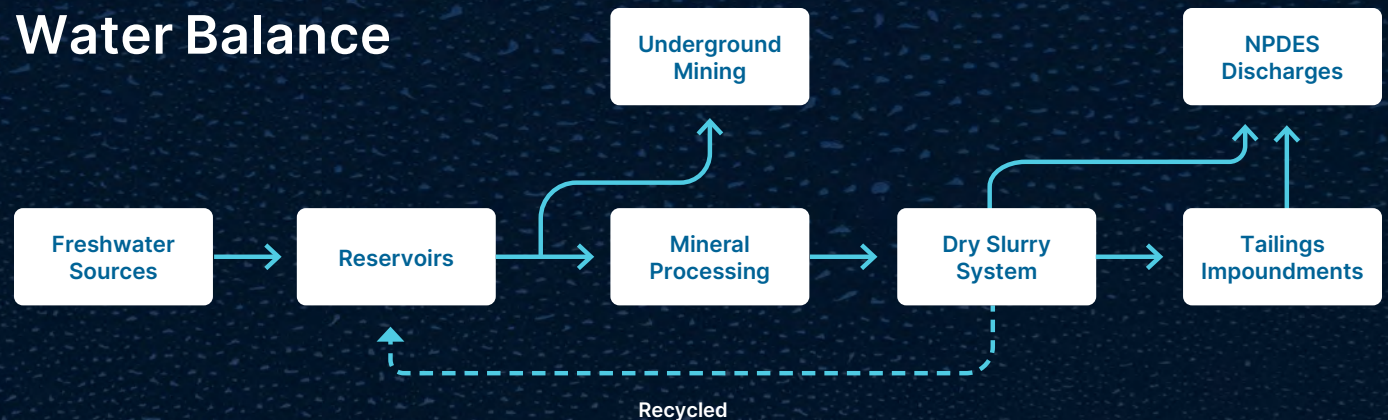
Biodiversity & Land Stewardship

Our commitment to environmental responsibility extends beyond our direct sites, into the rich biodiversity surrounding our operations. We recognize the unique and abundant ecosystems in Alabama, and the essential role these environments play in supporting wildlife and plant species.

Preserving these habitats is at the heart of our biodiversity initiatives, as we strive to be responsible stewards of the land. Our biodiversity strategy begins with detailed environmental assessments conducted before any project commences. These assessments shape our land-use and operational plans, ensuring that sensitive areas are properly identified and protected. We work closely with regulatory bodies, 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 US Fish and Wildlife Service ("USFWS"), to meet or exceed all environmental requirements. Compliance is not just a baseline for Warrior; it is the foundation from which we build upon to go above and beyond expectations.

Alabama's ecosystems are among the most diverse in the country, boasting a remarkable range of species, including crayfish, freshwater turtles, mussels, and snails. To mitigate potential impacts on these vital ecosystems, we integrate conservation and habitat restoration directly into our project plans. This includes targeted efforts to protect and support species such as the northern long-eared bat, the ovate clubshell mussel, and the flattened musk turtle. Regular permit reviews and environmental studies inform our decision-making and adaptive management practices, enabling us to implement alternative operational plans swiftly, when necessary.

Our biodiversity commitment also extends to post-mining land reclamation, where we restore landscapes to foster productive ecosystems. Initiatives include planting native vegetation, stabilizing soil, and creating habitats that encourage the return of wildlife. Through these efforts, we transform post-operational sites into thriving natural areas that benefit both the environment and local communities.
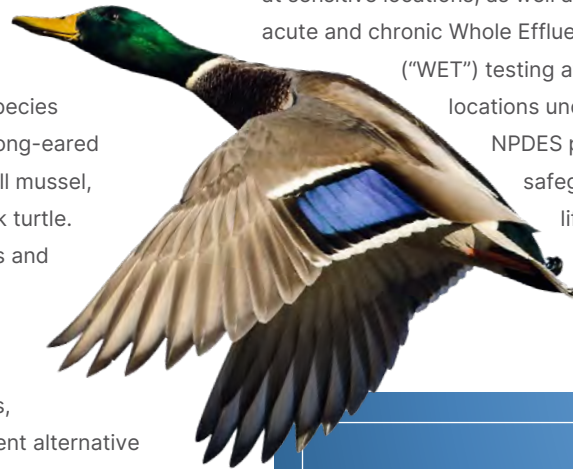
Continuous monitoring of our progress and initiative effectiveness is essential to our mindset of constant improvement. This rigorous management is evident in our water quality efforts, which include the installation of a wireless environmental monitoring and tracking system providing real-time data at sensitive locations, as well as quarterly acute and chronic Whole Effluent Toxicity ("WET") testing at several locations under the NPDES program to safeguard aquatic life.

By collaborating with environmental agencies, conservation groups, and local communities, we align our biodiversity practices with our broader sustainability goals. These collective efforts reinforce Warrior's reputation as a leader in responsible mining and land stewardship, emphasizing our commitment to maintaining ecological balance and ensuring a sustainable future for all of our stakeholders. Prioritizing biodiversity protection is integral to our ESG strategy, demonstrating our dedication to the long-term health of the ecosystems that share our operational landscape.

4 **Consecutive Years**

of award winning performance and innovation

2024 President's Community Safety Award

2023 Water Quality Stewardship Award

2022 Land Stewardship Award

2021 Land Stewardship Award

SOCIAL

- Safety
- Training
- Human Capital
- Community Engagement

Putting People at the Core

Safety

Leading with Safety

Safety is an essential part of our identity and operations, woven into every aspect of our business. In 2024, our commitment to safety remained steadfast across Mine 4, Mine 7, and the newly active world-class Blue Creek Mine, which began safety reporting in September 2024. Regularly tracking safety performance is a critical part of Warrior's operations, with a clear focus on personal injury and reportable accident data. This consistency reflects our dedication to transparent data collection and thorough reporting, which are crucial for identifying risk areas and enhancing our safety practices. Our 2024 incident rate was 1.53, a notable 19% improvement from the prior year's rate of 1.90 for the same period. This reduction showcases our persistent efforts to surpass industry safety standards and foster a culture of continuous risk mitigation and improvement.

Our improvements and constant progress reflect the effectiveness of our ongoing investments in safety protocols, training programs, and advanced safety equipment. We allocate significant resources to these areas, demonstrating our commitment to maintaining and advancing the highest degree of safety standards.

Warrior's safety infrastructure is supported by a team of 33 dedicated safety professionals spread across our corporate and mining operations. This team plays a vital role in embedding our safety culture across all levels of the Company, promoting best practices and reinforcing compliance.

We take immense pride in supporting our two dedicated Mine Rescue teams. These teams exemplify our unwavering commitment to safety and emergency preparedness. Regularly engaging in intensive training and participation in local, regional, and national competitions, our Mine Rescue teams ensure that Warrior is able to quickly and effectively respond to any potential emergency situations.

33
Safety Professionals

Eight more than 2023

19%
Improvement

incident rate compared to 2023

2
Mine Rescue Teams

Every day, all of our mine teams start the days with "safety share" meetings, which encourage open dialogue about safety insights or concerns. This practice, alongside visual safety reminders throughout our facilities, keeps safety top of mind for everyone on-site. Ultimate oversight of our safety program, protocols, and priorities is provided by our dedicated Sustainability, Environmental, Health, and Safety Committee ("SEHS") of the Board of Directors.

Safety at Warrior is a shared responsibility. Every employee, regardless of role, is empowered to uphold safety standards, supported by our "Stop and Correct Authority" process which allows any individual to pause operations if unsafe conditions are detected, ensuring that everyone, including visitors, contribute to maintaining a safe work environment. Comprehensive safety training, regular audits across all operational sites, coaching, and an emphasis on learning from near misses solidify Warrior's proactive approach.

Total Reportable Incidence Rate

National Incidence Rate for Underground Mines
as of Sept. 30, 2024

4.36

Warrior Total Reportable Incidence Rate

1.53

65% LOWER

as of Dec. 31, 2024
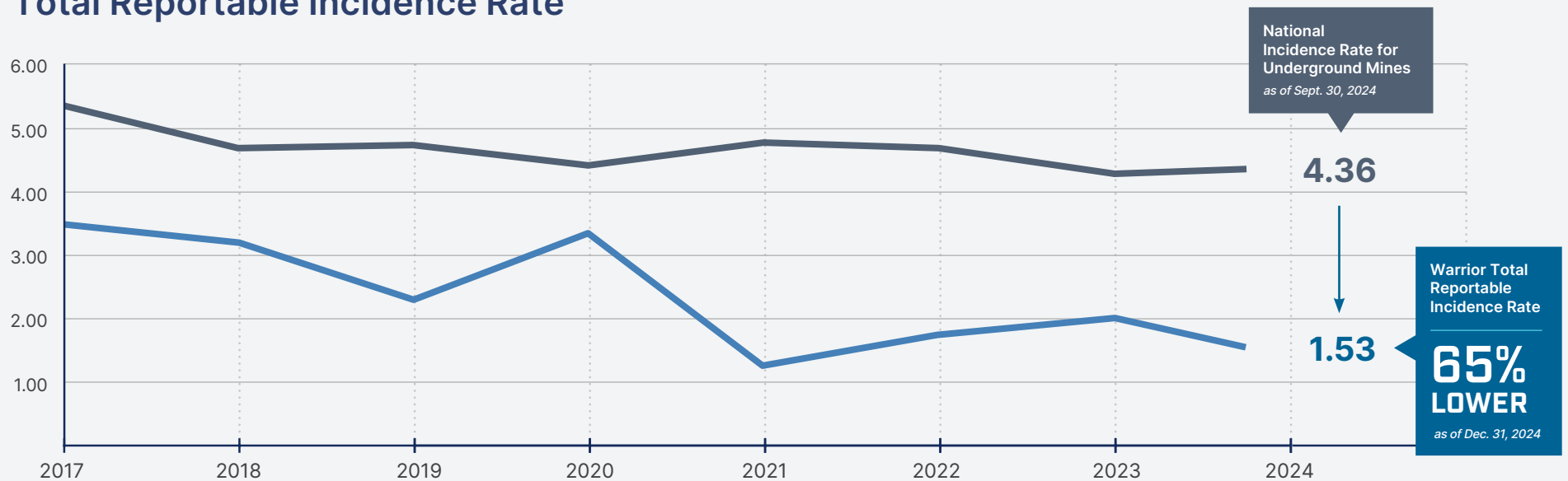
Training

Preparing for Excellence at Every Level

Warrior has made substantial advancements in employee training and development over the past year, adopting innovative techniques and expanding existing programs to enhance safety performance and engagement. This year, we welcomed two additional training professionals to the Warrior team.

To support skill development, we expanded our Maintenance Training program to accommodate larger class sizes. Warrior also partnered with third parties to provide a Learning Management System platform tailored to maintenance training modules, equipping our teams with specialized knowledge of machinery mechanics, hydraulics, and electrical and targeted assessments. In 2024, employees collectively completed nearly 50,000 hours of training, of which more than 21,000 were additional nonrequired hours. We continue to invest in our ongoing employee training and development to ensure our entire workforce is ready to support our long-term growth strategy with the necessary skills and capabilities.

Warrior's New Miner Training program was also expanded in 2024, increasing training hours for miners who are new to the underground operations by nearly 30%. This extended training aims to strengthen retention, encourage engagement, and facilitate a positive start to each miner's career. Our onboarding approach emphasizes safety through planned safety observations, job safety analysis, and risk assessments, ensuring that new miners develop essential safety awareness. New point-of-view ("POV") mining videos offer an immersive training experience that supports retention by simulating realistic scenarios. Before new miners move underground, they can participate in hands-on tasks administered outside of required class time, giving them practical experience with a range of tasks. This approach enables skill development without the added pressure of time constraints. We enhanced skills training for individual contributors to promote continuous learning and operational excellence, and are pleased with the 26 employees who earned their mine foreman certification this year, through the support of Warrior. To enhance the onboarding experience, we also introduced reference workbooks and staged training projects, with trainers now accompanying new miners on their first tour, providing sustained support throughout the initial adjustment period. We are invested in all of our employee's success and constantly seek ways to enhance our offerings and opportunities for their further growth and development.

Technology integration has been a key focus of Warrior's training strategy this year. At our Training Center, we implemented a 12-station eLearning lab, making digital training resources readily accessible. We also launched First Aid refreshers and safety tips on the newly implemented Warrior Way TV – our internal communications method to more quickly communicate information to the Warrior workforce. With the addition of a virtual reality ("VR")

training simulator for continuous miner operations, we've created an immersive, hands-on learning experience that accelerates skill acquisition in realistic environments. Our shift meetings now feature hands-on demonstrations and interactive learning, with training content stored in a centralized digital library for easy access. With upgraded wireless displays, smart boards, and webcams, we've created a training environment that supports greater

engagement and flexibility across all sites. Compliance training for business ethics, anti-corruption, anti-bribery, and cybersecurity has also been streamlined with digital training, incorporating assessments that reinforce knowledge retention.

Safety

50,000
Training Hours

21,000+
Above Required Training hours

30%
Increase in Training
for those new to underground operations

26
New Mine Foreman Certified

Leadership Development

Our leadership development initiatives saw new momentum with the February 2024 launch of the "Warrior Way" program, which brings in-person leadership courses to our salaried team. This training emphasizes our commitment to ensuring our next generation of leaders are equipped with the essential skills such as communication, feedback, goal setting, and team building needed to foster effective leadership across the Company. By incorporating participant feedback surveys, we have ensured that each course iteration builds upon previous sessions. Our new online learning platform provides self-paced, comprehensive digital content, enabling employees to track progress and explore a full library of resources, including a podcast series for those who learn best through listening. In addition, we integrated the Gallup CliftonStrengths talent assessment into our development program, giving employees insight into their unique strengths and how to apply them for greater effectiveness. This leadership training delivered over 5,400 training hours and involved 465 participants, including summer interns, underscoring our commitment to developing future leaders.

Warrior is committed to investing in technology training and resources to ensure advanced development opportunities are readily available for our workforce. Key areas of budget allocation include advanced training technologies such as VR trainers, the eLearning platform, and development tools from world-class training partners. We believe improvements in how we support the development of our skilled workforce is a critical advantage to making sure our team is safe and ready to meet the evolving demands of the global mining industry.

THE
WARRIOR WAY
LEADERSHIP PROGRAM

5,400
Leadership Training Hours

465
Employees Completing Leadership Development

Human Capital

At Warrior, our employees represent much more than a workforce—they are the foundation of our achievements.

As of December 31, 2024, we employed over 1,300 skilled professionals in Alabama, whose dedication and expertise are crucial to reaching our objectives in safety, sustainability, and operational excellence.

We are dedicated to fostering an environment where work is more than just a job, but a meaningful career journey. We define our culture by professionalism, respect, family values, fairness, and compassion, creating a space where employees feel appreciated and motivated to advance their career alongside the Company.

Diversity, equity, and inclusion are deeply embedded in Warrior's core values, as we understand that a diverse range of backgrounds and perspectives propels our success. With this in mind, we prioritize creating a workplace that ensures every team member feels respected and valued, with equitable access to growth opportunities. Our recruitment, development, and retention strategies emphasize inclusivity, reaffirming our role as an equal opportunity employer and

supporting our ability to attract best-in industry talent.

We uphold the highest ethical standards throughout our operations and have implemented comprehensive policies and conduct regular training on topics such as business ethics, anti-corruption, anti-bribery, and prevention of harassment and discrimination.

The Board's Compensation Committee plays a key role in overseeing our employee policies and promoting a culture of well-being and satisfaction. The Committee also assumes ultimate responsibility for ensuring our talent development and retention initiatives continue to attract, develop, engage, and retain the top-tier talent essential for our ongoing success. We recognize that our team is our greatest asset. Our human capital initiatives are designed not just to maintain productivity but to create a supportive community where every member feels empowered to contribute to shared objectives. Nurturing a skilled, productive, and engaged workforce remains central to the prosperity of Warrior.
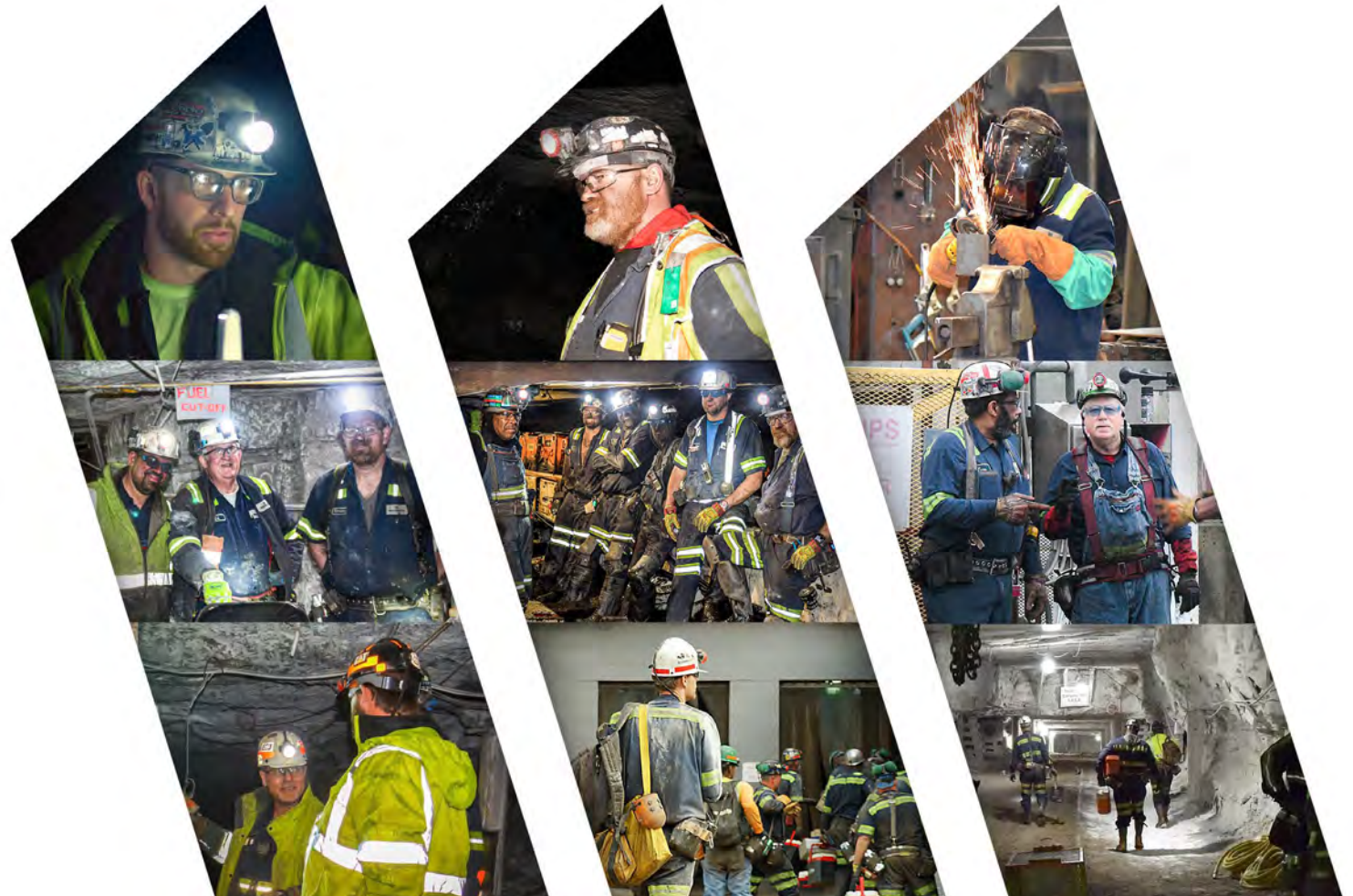
Compensation and Benefits

At Warrior, we recognize that competitive compensation and comprehensive benefits are essential for attracting and retaining top talent. In 2024, we continued to offer a robust compensation framework that rewards contributions and maintains our reputation as an employer of choice. Our compensation packages are designed to be both market-competitive and performance-based, supporting a culture of excellence. We promote teamwork with all employees participating in our variable annual incentive plan, allowing everyone to share in our corporate success when we achieve strong performance.

Our benefits package reflects our commitment to our employees' well-being and exceeds the industry standard. This includes no-cost healthcare coverage—encompassing medical, prescription, dental, vision, and life insurance—ensuring that our team members and their families are supported. Flexible spending accounts and a 401(k) retirement plan with company matching underscore our dedication to long-term financial security. In 2024, we expanded mental health resources and wellness initiatives to keep our employees supported on their well-being journey, engaged, and productive.

Work-life balance is also a key component of our human capital strategy. We offer flexible work arrangements, generous paid time off, and family support programs that allow employees to balance personal and professional responsibilities effectively. Our Volunteer PTO Program, introduced in 2023, continued to encourage community engagement and fostered a culture of giving back.

TOP 10%
Wage Earners in Alabama

100% PAID
Health Insurance Premiums

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. In 2024, 24% of new employees hired were from diverse backgrounds.

Our partnerships with Historically Black Colleges and Universities ("HBCUs"), including Alabama A&M University, Tuskegee University, and Bluefield State University, play a significant role in our recruitment strategy, helping to create educational pathways that lead to rewarding careers at Warrior. Our recruitment outreach efforts also include participation in networking events with organizations such as the Society of Women Engineers at the Colorado School of Mines and Missouri University of Science and Technology, enhancing our connections with underrepresented talent in engineering and mining to ensure we maintain a diverse and resilient talent pipeline.

We also prioritize veteran recruitment, recognizing the unique skills and leadership qualities veterans bring to our workforce. In 2024, we hosted tabling events at Fort Moore and leveraged our ongoing partnership with Recruit Military to connect with transitioning service members and integrate their expertise into our operations.

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

Training programs are an important contributor to our employee retention rates, which have seen a 6.8% decrease in turnover in 2024 compared to 2023. By investing in career development and comprehensive training, we ensure that employees feel equipped to advance within the organization, leading to higher job satisfaction and long-term commitment. We believe a well-trained and engaged workforce is crucial to achieving operational efficiency and sustaining our success.

To gauge employee satisfaction and guide our continuous improvement, we rely on regular feedback through annual employee surveys. These insights help inform future initiatives and demonstrate that we value the voices of our team members. Additionally, company-sponsored events, such as family days and company-wide holiday celebrations, play a vital role in building a sense of community and showing appreciation for our employees' contributions.

Expanded benefits and flexible career growth options further reinforce our supportive work culture, ensuring that employees feel valued and engaged. Our commitment to development, retention, and workplace satisfaction underscores our belief that our employees are our most important asset and are essential to Warrior's ongoing success. These efforts resulted in a year over year decline in employee turnover.

24% Employees Hired in 2024 from Diverse Backgrounds

Workforce Demographics

1336 Employees

- Minority/Ethnically Diverse
- White

TOTAL EMPLOYEES

- Female
- Male

OPERATIONS SUPPORT FACILITIES

- Female
- Male

EXECUTIVE TEAM

- Female
- Male

COLLECTIVE BARGAINING

- Covered by Collective Bargaining

Age Diversity

Age	
60+	~120
50-59	~225
40-49	~360
30-39	~315
18-29	~305

(axis: 0, 50, 100, 150, 200, 250, 300, 350)
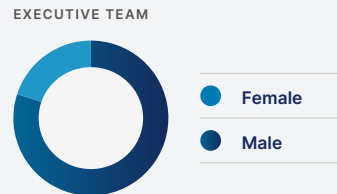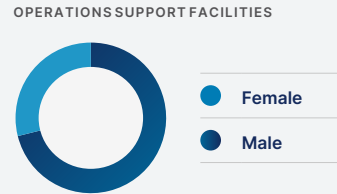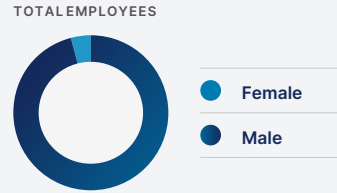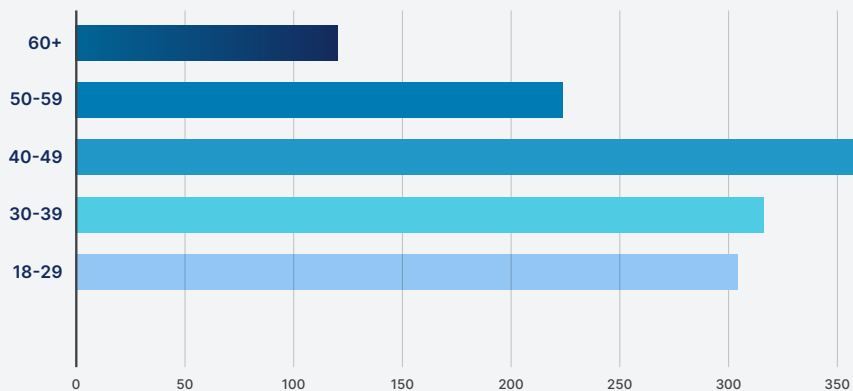
Diversity, Equity, and Inclusion

At Warrior, our commitment to diversity, equity, and inclusion ("DEI") is deeply embedded in our corporate culture and operations and we believe this commitment begins with our Board of Directors and Executive Management Team. As of 2024, our Board was 33% female and 17% racially or ethnically diverse. Our Executive Management Team had 20% female representation, highlighting a balance of perspectives crucial for effective decision-making.

Across all levels of our organization, we actively work to foster an environment where individuals from all backgrounds can thrive. By the end of 2024, over 24% of our workforce identified as racially or ethnically diverse, representing a significant increase from prior years. In key support functions such as the Central Mining Office, women comprise over 29% of the team.

Our workforce's diverse composition spans age and experience as well. As of December 31, 2024, approximately 23% of employees were between the ages of 18 and 29, while 27% were in the 40-49 age range, showcasing a balance of tenure expertise, enhancing our operational strength and adaptability.

We uphold our Code of Business Conduct and Ethics, as well as a Human Rights Policy that guarantees a workplace free from harassment and discrimination to ensure Warrior is a place of respect and inclusivity. We work to create an environment where all employees, regardless of race, gender, age, or other protected characteristics, feel respected and valued. Our commitment to a safe and respectful work environment is reinforced through annual training on business ethics and anti-discrimination practices. Employees also have access to multiple reporting channels, including a confidential hotline managed by a third party, to voice concerns anonymously.

Warrior's dedication to an inclusive culture strengthens our operational excellence and fosters innovation, positioning us as a progressive leader in the industry. Through continuous assessment and targeted initiatives, we remain steadfast in ensuring DEI remains a core characteristic of Warrior's identity and strategic vision.

WARRIOR

We work to create an environment where all employees, regardless of race, gender, age, or other protected characteristics, feel respected and valued.

Community Engagement

Local Communities

In 2024, Warrior continued its unwavering commitment to supporting and uplifting the communities where our employees live and work, contributing over $1,500,000 in donations and community investments. Highlighting Warrior's dedication to community welfare, we made a substantial $1,000,000 donation to the United Way of West Alabama and an additional $100,000 to the Community Food Bank of Central Alabama. These contributions support essential programs focused on health, education, and financial stability, helping to strengthen local communities and provide vital resources to individuals and families in need. By partnering with United Way, Warrior ensures that critical needs are met, reinforcing our dedication to sustainable community development and positive impact.

Warrior's involvement extended to infrastructure projects that address fundamental community needs. In 2024, a $500,000 Warrior-sponsored grant match with the Appalachian Regional Commission advanced water infrastructure initiatives, including critical projects in local areas. Additionally, Warrior supported efforts to provide emergency water supplies to the City of Oakman during a major outage, demonstrating our ongoing commitment

to addressing urgent needs and fostering community resilience.

In response to Hurricane Helene, Warrior raised over $20,000 through employee contributions to aid disaster relief. The Company matched these donations, ultimately sending $50,000 to Samaritan's Purse for disaster recovery efforts. This response exemplifies Warrior's readiness to step up in times of crisis, providing vital support when our neighbors need it most.

Warrior also maintained a strong focus on education and youth throughout 2024. We donated over $15,000 to local Adopt-A-School partners, funding educational programs, extracurricular activities, and other school needs. Beyond financial contributions, Warrior provided printing services for schools, donated hygiene products to middle school graduates, and participated in school-led service projects. By supporting both students and educators, Warrior helps build a foundation for success in local schools, furthering our belief in the transformative power of education.

Warrior's community engagement efforts also included sponsorships for local events that celebrate our region's culture and foster community spirit. In 2024, we

2024 CHARITABLE DONATIONS

$1,500,000+

In 2024, Warrior committed over $1,500,000 in charitable donations. Including to the following organizations and more:
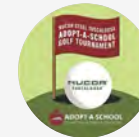
proudly supported events such as the Adopt-A-School Golf Tournament, the City of Tuscaloosa's Celebration on the River, and Winfield's Muleday/Chickenfest. These sponsorships reflect Warrior's dedication to activities that enrich our communities and honor regional heritage.

Warrior employees exemplified their commitment to community service by leveraging the Warrior Volunteer Time Off policy to engage in hands-on projects such as landscaping, painting, trash removal, and pressure washing services. This direct involvement demonstrates Warrior's culture of care and its dedication to creating a positive impact in the areas where we operate.

Warrior's community relations oversight reports directly to the Chief Executive Officer, ensuring robust mechanisms for engaging with local communities and elected officials. Warrior collaborates closely with partners and allies to address community needs, outreach, and emerging issues, further strengthening our ties to the communities we serve.

Through these initiatives, Warrior reinforces its steadfast commitment to fostering the wellbeing of our neighbors. We will continue to cultivate a culture of care, responsibility, and active engagement in the communities where we live and operate.

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 operational development 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.
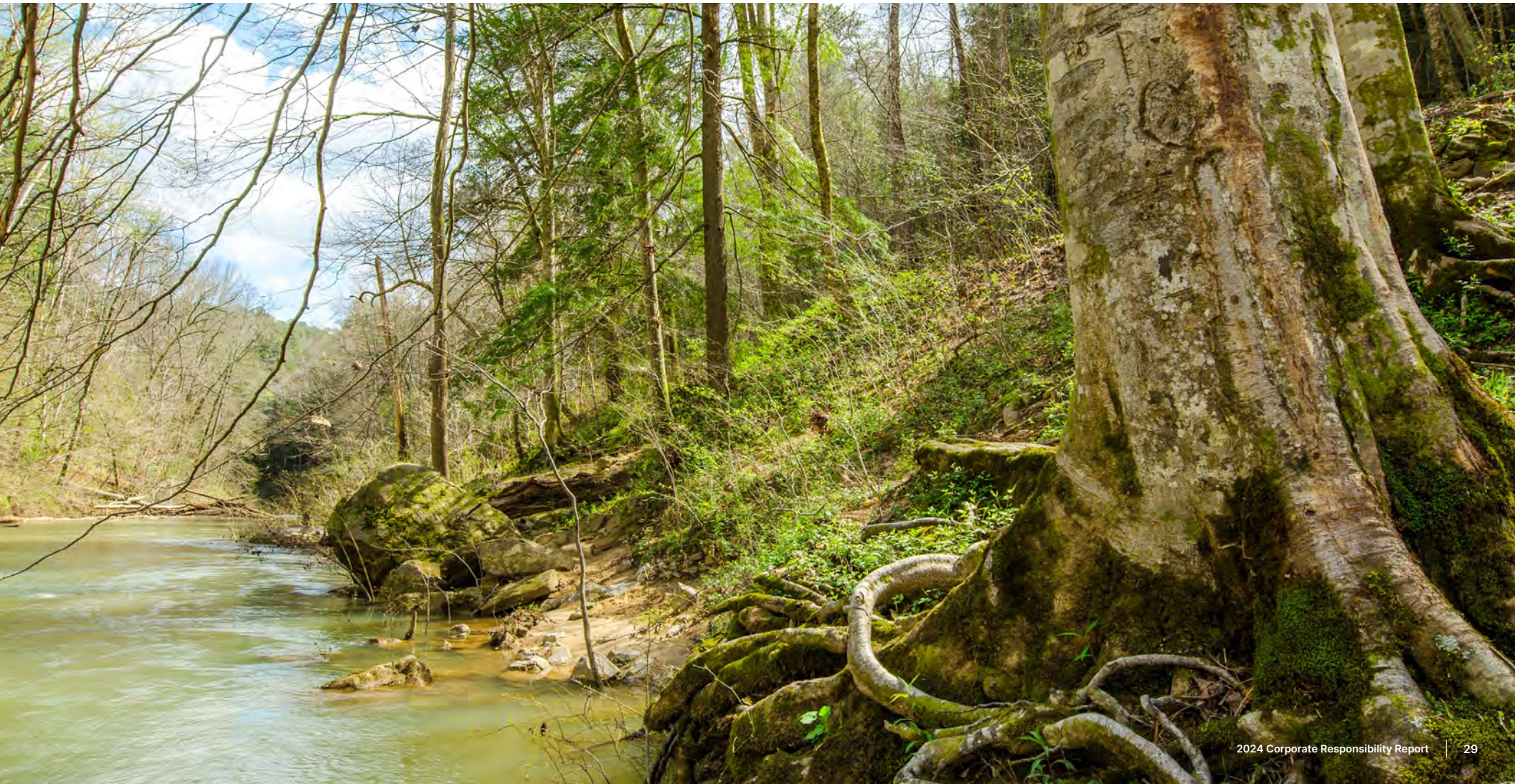
GOVERNANCE

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

Navigating Responsible Growth

Governance

At Warrior, we work to uphold the highest degree of ethical, transparent business practices, which we believe is foundational to our corporate identity.

Our governance framework is designed to incorporate industry-leading standards and best practices, ensuring that integrity and accountability guide our operations. In 2024, we continued to enhance our governance policies, reinforcing our commitment to responsible oversight, sustainable growth, and long-term value creation. Risk management is an essential component of Warrior's governance approach.

In 2024, we enhanced risk oversight mechanisms in key areas such as, cybersecurity and regulatory compliance. Regular audits, comprehensive training programs, and strict adherence to regulatory requirements help ensure that we maintain high standards of integrity across our business.

Warrior's commitment to transparency extends to our engagement with stakeholders. We continue, through this report as well as other disclosures, to expand our reporting efforts and provide detailed disclosures on sustainability performance, financial results, and governance activities in line with the Sustainability Accounting Standards Board

("SASB") framework. This transparency fosters trust, accountability and strengthens our relationships with employees, partners, and the communities in which we operate.

Looking ahead, Warrior remains committed to refining our governance practices to meet evolving regulatory demands and stakeholder expectations. Through ethical leadership, comprehensive oversight, and a commitment to continuous improvement, we aim to solidify our reputation as a responsible, forward-thinking leader in the industry.

Board of Directors

Our Board plays a central role in shaping corporate strategy and maintaining robust governance. Composed of leaders with a diverse mix of expertise, experience, skills, and background, the Board's oversight of Warrior's operations, growth strategy and risks, ensures that corporate decisions align with our ethical standards and stakeholder expectations. The Board, through its Sustainability, Environmental, Health, and Safety Committee, actively oversees critical aspects of our operations, including environmental sustainability and workforce safety. This oversight is integral to fostering a culture of responsibility and resilience. The Board monitors the Company's progress on our sustainability initiatives, aligning our practices with global standards and ensuring accountability in areas such as community engagement, resource stewardship, and employee welfare.

- ● Female
- ● Male
- ● Racially/ Ethnically Diverse

Name	Tenure	Independent	Board of Directors	Audit Committee	Compensation Committee	Nominating and Corporate Governance Committee	Sustainability, Environmental, Health and Safety Committee
J. Brett Harvey	7.4 Years	Yes	Chairman of the Board		Chairperson	Member	
Ana B. Amicarella	6.1 Years	Yes		Member		Member	Chairperson
Walter J. Scheller, III	8.5 Years	No					Member
Lisa M. Schnorr	2.2 Years	Yes		Member	Member	Chairperson	Member
Alan H. Schumacher	7.4 Years	Yes		Chairperson	Member		
Stephen D. Williams	8.5 Years	No					Member

Sustainability Oversight

Sustainability at Warrior is seamlessly integrated into our governance framework, ensuring that ESG principles are part of our corporate strategy. Reporting to the Board, the Sustainability, Environmental, Health, and Safety Committee oversees key sustainability initiatives, monitoring progress and aligning efforts with strategic priorities reinforcing transparency and stakeholder accountability.

Our executive team is charged with executing sustainability strategies in collaboration with cross-departmental leadership support, ensuring ESG commitments are embedded across all operations.

We utilize enhanced data management tools to track performance on metrics such as GHG emissions, water usage, and waste reduction. Our compliance team plays a pivotal role in ensuring adherence to regulatory requirements and ESG best practices.

As we move forward, Warrior will continue to advance our sustainability program, using data-driven approaches and comprehensive governance to create long-term value for all stakeholders.

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 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 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 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 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 plans to launch a Supplier Audit Program in 2025 through which Warrior will conduct regular audits of our suppliers to ensure compliance with our Supplier and Contractor Code of Conduct. These audits are expected to cover labor practices, environmental stewardship, and ethical conduct by our suppliers and contractors, among other factors. Warrior also engages in continuous dialogue with suppliers to address any issues and promote mutual growth as well as sustainability throughout the supply chain.

Ethics & Compliance

At Warrior, ethics and compliance are more than policies—they are core principles that shape our culture and guide every aspect of our operations. Our Code of Business Conduct and Ethics describes and mandates how we put our ethical standards into action and applies to all officers, employees, agents, and Board members.

In 2024, we reinforced this commitment by enhancing our ethics and compliance framework to align with best practices and evolving regulatory standards, including providing more robust training to our employees.

Warrior maintains a zero-tolerance policy toward corruption and bribery, underscoring our dedication to lawful and transparent business practices as demonstrated in our Anit-Bribery, Anti-Corruption and Sanctions Compliance Policy. Our whistleblower program and employee hotline allows all of our employees to report concerns confidentially and without fear of retaliation, ensuring that all issues are addressed promptly and fairly.

Compliance with local, state, and federal regulations is fundamental to our operations. In 2024, we continued to improve our compliance monitoring systems to cover environmental, safety, and financial regulations more comprehensively. Regular audits and continuous risk assessments have enabled proactive compliance management, safeguarding both our business and the communities we serve.

Annual training ensures that our workforce is educated on these standards, reinforcing a culture of respect and fairness. We are proud to share that our team members completed over 500 hours of ethics and compliance training in 2024, which covered critical topics such as anti-corruption, anti-bribery, and workplace conduct. These programs reinforce Warrior's culture of integrity and ensure that ethical practices are upheld in daily operations.

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

Human Rights

Respect for human rights, as the basic freedoms believed to be inherent to all people, is a fundamental value of Warrior. In 2023, we adopted a Human Rights Policy, which is guided by international human rights principles encompassed within the International Bill of Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work. It applies to the Company (including all of its subsidiaries), its employees and management team, and the Board of Directors.

Our policies, including our Code of Conduct and the Human Rights Policy, reflect our commitment to human rights and fair labor conditions, treating all stakeholders – including employees, customers, shareholders and suppliers, and the communities where we operate – with dignity, respect, and equality. We also partner with our stakeholders to help them to do the same.

We adhere to labor laws and respect our employees' right to join, form, or not to join a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives.

The Company's Board of Directors provides oversight of the Company's commitment to human rights and is committed to cultivating an environment that respects all human rights while providing value for all of our stakeholders. In 2025, as part of its commitment to worker and human rights, the Board initiated a proactive, independent, third-party human rights assessment on freedom of association and collective bargaining rights.

Cyber Security

At Warrior, managing cybersecurity risk is a top priority for the Board's oversight responsibilities and focus area of Warrior's governance of digital technology. As our dependence on digital technologies increases, we continue to strengthen our cybersecurity processes and controls. Our enhanced approach is grounded in industry-leading practices, including the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) version 2.0, and is designed to actively manage cyber risks while embedding cybersecurity into our Company's workplace culture. Additionally, Warrior's cybersecurity function undergoes periodic, voluntary audits and penetration testing to identify and proactively address any gaps or vulnerabilities. As a result, Warrior's ISS Cyber Risk Score is 806 out of 850, placing the Company in the low-risk category for experiencing a significant cybersecurity incident within the next 12 months.

These comprehensive and proactive measures demonstrate 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.

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 to shape industry policies that prioritize safety, environmental stewardship, and economic growth. In 2024, we reinforced our advocacy efforts through active participation in trade associations such as the Alabama Mining Association ("AMA"), the National Mining Association ("NMA"), the Business Council of Alabama ("BCA"), and the Waterways Council Inc.

("WCI"). These partnerships enable us to contribute to discussions that advance safety standards and sustainable practices at state and national levels.

In 2024, Warrior's Federal Political Action Committee ("PAC") contributed to bipartisan candidates, underscoring our commitment to transparent and responsible political involvement that aligns with safe, sustainable mining advocacy. All contributions comply with Federal Election Commission ("FEC") guidelines, reinforcing our commitment to ethical practices in public policy.

Sustainability Accounting Standards Board Index

SASB 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 Emisisons 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 Emisisons 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 - Water & 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 & 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 & Waste Management section*
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-CO-160a.1	Corporate Responsibility Report, Environmental Performance - Biodiversity & 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 & 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 & 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 - Human Capital section
	(1) Number and (2) duration of strikes and lockouts	EM-CO-310a.2	2023 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 & 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 - Our 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 - Water & Waste Management section

Activity Matrix	Code	Report Location
Production of thermal coal	EM-CO-000.A	N/A
Production of metallurgical coal	EM-CO-000.B	2023 Annual Report

Forward Looking Statement