**RAMACO RESOURCES, INC.**

**CHARTER OF THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS**
**(Amended and Restated as of February 18, 2026)**

## Introduction and Purpose

The Board of Directors (the "Board") of Ramaco Resources, Inc. (the "Company") has established the Compensation Committee (the "Committee") with the authority, responsibilities, and duties set forth in this Charter to assist the Board in fulfilling its oversight responsibilities. Consistent with that mandate, the Committee's purpose is to assist the Board in the oversight of the Company's executive officer and director compensation programs; discharge the Board's duties relating to administration of the Company's incentive compensation and any other stock-based plans; and act on specific matters within its delegated authority, as determined by the Board from time to time.

## Membership

The Committee will consist of at least three directors, each of whom must be "independent" as defined by the rules of the Securities and Exchange Commission and the listing requirements of The Nasdaq Stock Market LLC, and who also meet the independence requirements of Rule 10C-1(b)(1) under the Securities Exchange Act of 1934, as amended. In addition, each member will meet the requirements for a "Non-Employee Director" contained in Rule 16b-3 under the Exchange Act and the requirements for an "outside director" for purposes of Section 162(m) of the Internal Revenue Code of 1986, as amended. Actions of the Committee will not be invalid solely due to any temporary noncompliance with the foregoing membership requirements. Committee members, including the Chair, will be appointed annually by the Board and will serve at the pleasure of the Board, with vacancies filled and members removable by majority vote of the Board. If a Chair is not designated by the Board or is not present at a meeting, the Committee may designate a Chair pro tempore by majority vote of the members then in office.

## Authority and Powers

The Committee is delegated all authority of the Board as may be required or advisable to fulfill the purposes of this Charter and has authority to conduct or authorize investigations into any matter within the scope of its responsibilities. The Committee may request any officer, employee, or advisor of the Company to meet with the Committee or its advisors, and will have direct access to all books, records, facilities, personnel, and officers and employees of the Company it deems necessary to fulfill its responsibilities, including senior management. The Committee may delegate to its Chair, any one of its members, or a subcommittee any responsibility and authority with respect to particular matters, as it deems appropriate, provided that any subcommittee will keep minutes and report regularly to the Committee. The Company will provide appropriate funding for compensation to any advisors employed by the Committee and for ordinary administrative expenses necessary or appropriate for the Committee to carry out its duties. Notwithstanding the foregoing, the Committee is under no obligation to implement or

follow the advice or recommendations of any advisor and will at all times exercise its own judgment.

**Meetings; Quorum; Records; Reports**

The Committee will meet at the call of its Chair, two or more members of the Committee, or the Chair of the Board, and will meet as frequently as circumstances dictate, but in any case not less than twice each year. Meetings may be held in person, by conference call or video, or by unanimous written consent, in accordance with the Company's Bylaws, and at such times and places and upon such notice as the Chair determines. A majority of the members will constitute a quorum, and actions will be by affirmative vote of a majority of members present where a quorum is present, or by unanimous written consent. The Committee will keep appropriate records and minutes, which will be filed with the minutes of the meetings of the Board. The Committee will make regular oral or written reports to the Board, directly or through the Chair, concerning its actions and any recommendations.

**Attendance and Executive Sessions**

Attendance at meetings may include other directors, management, advisors, and any other persons whose presence the Committee deems necessary or appropriate; observers may not participate in discussion unless invited and may not vote; and the Committee may exclude any person, including non-Committee directors, from any meeting as it deems appropriate. The Company's Chief Executive Officer and any other officers may not be present during the portion of the meetings at which their compensation is determined. The Committee will meet periodically in executive session without management present and may also meet with such members of management or advisors as it determines appropriate. The Committee will coordinate with other Board committees, as appropriate, to avoid duplication and ensure comprehensive oversight of related risk matters.

**External Advisors and Funding**

The Committee will have the sole authority, in its discretion, to select, retain, terminate, and obtain the advice and assistance of outside legal counsel, compensation consultants, and such other advisors as it deems necessary to fulfill its duties and responsibilities under this Charter, including setting compensation and retention terms and overseeing their work. The Committee may select, or receive advice from, a compensation consultant, legal counsel, or other adviser to the Committee, other than in-house legal counsel, only after taking into consideration the independence factors required by applicable Nasdaq and SEC rules, including: other services provided to the Company by the adviser's employer; fees received from the Company as a percentage of the adviser's employer's total revenue; policies and procedures designed to prevent conflicts; any business or personal relationship of the adviser with a Committee member; any Company stock owned by the adviser; and any business or personal relationship of the adviser or the adviser's employer with an Executive Officer of the Company. The Company will provide appropriate funding, as determined by the Committee, for payment of reasonable compensation to any adviser retained by the Committee and for ordinary administrative expenses necessary or appropriate for the Committee to carry out its duties. The Committee is not required to implement or follow any adviser's advice and will at all times exercise its own judgment.

**Duties and Responsibilities**

The Committee will, without limitation and consistent with the scope of its authority, undertake the following responsibilities:

1. The Committee has general oversight responsibility for the Company's executive compensation plans, policies, and programs and administration of the Company's incentive compensation and other stock-based plans.
2. The Committee will review and approve on at least an annual basis corporate goals and objectives with respect to compensation for the Chief Executive Officer (the "CEO") and the Executive Chairman, evaluate at least once a year the performance of the CEO and Executive Chairman in light of these established goals and objectives, and, based upon these evaluations, determine the annual compensation of the CEO and Executive Chairman, including salary, bonus, incentive, and equity compensation; the CEO and Executive Chairman will not be present during such evaluation by the Committee.
3. The Committee will review and approve on at least an annual basis the evaluation process and compensation structure for the Company's executive officers other than the CEO and Executive Chairman; receive and review the reports and recommendations of the CEO and Executive Chairman regarding the performance and recommended compensation of the executive officers of the Company; and determine the annual compensation, including salary, bonus, incentive, and equity compensation, for such officers; the CEO and Executive Chairman may be present during discussions evaluating and setting compensation for other executive officers but may not vote on such deliberations.
4. The Committee will review the Company's incentive compensation and other stock-based plans and recommend new plans and changes in existing plans to the Board as needed.
5. The Committee will review on at least an annual basis director compensation and make a determination regarding the form and amount of director compensation.
6. The Committee will meet with management to review and discuss the Compensation Discussion and Analysis to be included in the Company's proxy statement or other applicable filings required by the Securities and Exchange Commission.
7. The Committee will conduct an annual evaluation of the performance of its duties under this Charter and present the results of the evaluation to the Board in such manner as the Committee deems appropriate.
8. The Committee will be directly responsible for the appointment, compensation, and oversight of the work of any compensation consultant, legal counsel, and other adviser retained by the Committee, and will annually review and reassess the adequacy of the Committee's Charter, structure, processes, and membership requirements and submit any proposed changes to the Board.

**Reporting; Coordination**

The Committee will make regular oral or written reports to the Board, directly or through the Chair, concerning its actions and recommendations, and will coordinate with other Board committees, as appropriate, to avoid duplication and ensure comprehensive oversight of compensation-related risk matters.

**Charter Review and Performance Evaluation**

Each year, the Committee will review the need for changes to this Charter and recommend any proposed changes to the Board for approval, and it will review and evaluate its own performance and submit itself to review and evaluation by the Board.

**Posting Requirement; Reliance and Limitation of Liability**

The Company will make this Charter available on or through its website as required by applicable rules and regulations, and will disclose in its proxy statement or Annual Report on Form 10-K that a copy of this Charter is available on the Company's website and provide the website address. Nothing in this Charter is intended to create, or should be construed as creating, any responsibility or liability of the Committee members except as otherwise provided under applicable federal or state law, nor is anything intended to preclude or impair the protection provided by Section 141(e) of the Delaware General Corporation Law for good faith reliance by Committee members on reports or other information provided by others.

**Severability**

If any provision of this Charter is found to be invalid or unenforceable, such determination will not affect the remaining provisions, which will continue in full force and effect.

**Effective Date**

This amended and restated Charter is effective as of the date first written above and supersedes any prior version.