RAMACO RESOURCES, INC.

CHARTER OF THE ENVIRONMENTAL, HEALTH, AND SAFETY COMMITTEE OF THE BOARD OF DIRECTORS
(Amended and Restated as of February 18, 2026)

The Board of Directors (the "Board") of Ramaco Resources, Inc., a Delaware corporation (the "Company"), has established the Environmental, Health, and Safety Committee of the Board (the "Committee") with the authority, responsibilities, and specific duties described in this Environmental, Health, and Safety Committee Charter (this "Charter"). This Charter clarifies that the Committee's role is advisory in nature and does not include delegated decision-making authority or the power to bind the Company or management. The Committee provides non-binding recommendations intended to inform the Board's oversight and management's implementation.

Purpose

The purpose of the Committee is to assist the Board, in an advisory capacity, by providing oversight and support in assessing the effectiveness of the Company's environmental, health, and safety policies, programs, and initiatives (as may be amended from time to time, the "Policies and Procedures"). The Committee's input is advisory and intended to support the Board's oversight of the Company's compliance with applicable environmental, health, and safety laws, rules, and regulations, as well as management's execution of related strategies and controls. The Committee does not exercise executive, supervisory, or decision-making authority. The Company's compliance with the Policies and Procedures will be reported to the Board in accordance with Section V below. The Committee will also perform such other advisory functions as the Board may assign to the Committee from time to time.

Membership

The members of the Committee (each a "Member") shall be appointed by the Board and shall consist of at least three members of the Board, the majority of whom must at all times be "independent" as defined by the rules of the Securities and Exchange Commission and the listing requirements of the NASDAQ Stock Market LLC. The Board shall designate the Chairman of the Committee (the "Chairman"). The Board shall have the power at any time to remove any Member and fill any vacancy on the Committee. A Member may resign by giving written notice to the Board and may resign from the Committee without resigning from the Board. Each Member shall have significant experience in at least one of the following areas: (i) an energy-focused company; (ii) a manufacturing company in the chemical, energy or materials industry; or (iii) in matters relating to environment, health, and safety.

Meetings and Procedures

The Committee shall meet at the request of the Chairman, two or more Members of the Committee, or the Chairman of the Board, and shall meet as often as circumstances dictate, but in any event at least quarterly. Meetings may be in person, by conference call or video, or by unanimous written consent. Meetings of the Committee will be held at such time and place, and

upon such notice, as the Chairman may from time to time determine. The Committee will maintain minutes of its meetings, which shall be kept in the books and records of the Company. A majority of the Members shall constitute a quorum. The Committee will act on the affirmative vote of a majority of Members present at a meeting in which a quorum is present, or by unanimous written consent in lieu of a meeting. In the absence of the Chairman during any Committee meeting, the Committee may designate a Chairman pro tempore. The Committee may invite any consultant, outside legal counsel, member of the Board, officer, or employee of the Company to attend meetings of the Committee as the Chairman considers appropriate. Invitees may observe meetings of the Committee and may participate in discussions at the invitation of the Committee but are not entitled to vote. The Committee shall have access to professional advice from employees of the Company and from any external advisors (including, but not limited to, consultants and outside legal counsel). Subject to the Company's Corporate Governance Guidelines and other policies, Members will be reimbursed by the Company for all reasonable expenses incurred in connection with their duties as Members.

Authority and Responsibilities

The Committee acts in an advisory capacity in carrying out its oversight function. The Committee does not possess delegated authority to manage or direct the Company's environmental, health, and safety activities and may not bind the Company; management retains responsibility for day-to-day operations and implementation, and the Board retains ultimate oversight. Recommendations of the Committee are non-binding and advisory.

- Review the status of the Company's environmental, health, and safety performance to ensure compliance with its Policies and Procedures, goals, and applicable laws and regulations.
- Review and provide guidance to the Company regarding current and emerging environmental, health, and safety issues and the significant risks or exposures faced by the Company in the environmental, health, and safety areas, and the steps taken by management to address such risks.
- Review the strategy and available resources of the Company to ensure sustainable development and compliance with respect to environmental, health, and safety matters.
- Review the Company's environmental, health, and safety Policies and Procedures, systems, and available industry benchmarks against industry standards and best practices.
- Review processes designed to mitigate key environmental, health, and safety risks. [
- Review methods used to communicate the Company's environmental, health, and safety values to employees, including the use of notices concerning safety throughout the Company's facilities and training courses.
- Review and discuss with key management personnel any material noncompliance by the Company with environmental, health, and safety laws, and management's response to such noncompliance.
- Review and discuss any significant legislative, regulatory, political and social issues and trends that may affect the environmental, health, and safety Policies and Procedures in place and management's response to such matters.
- Review any audit results and findings on environmental, health, and safety matters, or action plans instituted pursuant to audits, or findings made as a result of any investigations into significant occurrences.

On at least an annual basis, the Committee shall review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval, and shall annually review its own performance and report the results of this evaluation to the Board pursuant to Section V below. [

Clarification of scope and limitations. The Committee's role is advisory and supportive; it does not (i) replace or duplicate the responsibilities of other Board committees; (ii) direct management or supervise day-to-day environmental, health, and safety activities; or (iii) approve, authorize, or commit the Company to any environmental, health, and safety strategy, expenditure, engagement, or position, except as expressly delegated by the Board on a specific matter.

Reports to the Board

The Chairman, or a delegate of the Committee chosen by the Chairman, shall make regular reports to the Board. On an annual basis, the Chairman will report to the Board whether the Committee has performed all items required to be performed by this Charter and, to the extent that the Committee has not been able to perform any such item, the Chairman will inform the Board why the Committee did not do so. All such reports are advisory and intended to inform the Board's oversight.

While the Members have the duties and responsibilities set forth in this Charter, nothing contained in this Charter is intended to create, or should be construed as creating, any responsibility or liability of the Members, except to the extent otherwise provided under applicable federal or state law. Further, nothing in this Charter is intended to preclude or impair the protection provided in Section 141(e) of the Delaware General Corporation Law for good faith reliance by Members on reports or other information provided by others.

Reliance; No Expansion of Duties

In carrying out their responsibilities, Members are entitled to rely in good faith on the integrity of the Company's officers and employees and the advice of the Committee's advisers, consistent with Section 141(e) of the Delaware General Corporation Law. Nothing in this Charter is intended to expand applicable standards of liability under federal or state law.

No Delegation of Board Authority; No Management Authority

This Charter does not delegate to the Committee any of the authority or responsibilities of the Board except as expressly set forth herein, and the Committee does not possess authority to bind the Company or direct management's day-to-day activities. The Committee's recommendations are non-binding and subject to the Board's discretion and management's implementation.