RAMACO RESOURCES, INC.

CHARTER OF THE NOMINATING AND CORPORATE GOVERNANCE 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 Nominating and Corporate Governance 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 identify, evaluate, and recommend nominees for appointment or election as directors; review the committee structure of the Board and recommend directors to serve as members or chairs of each committee; review and recommend committee slates and fill vacancies; assist the Board with developing and evaluating candidates for executive officer positions and overseeing executive succession planning; develop and recommend corporate governance guidelines and review them at least annually; and oversee annual self-evaluations of the Board and its committees, all in furtherance of the Board's policy of inclusiveness and diversity.

Membership

The Committee will consist of at least three directors. Each member must be "independent" as defined by the rules of the Securities and Exchange Commission (the "SEC") and the listing requirements of The Nasdaq Stock Market LLC ("Nasdaq"). 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. Vacancies will be filled, and members may be removed, 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. The Committee has authority to conduct or authorize investigations into any matter within the scope of its responsibilities and may request any officer, employee, or advisor of the Company to meet with the Committee or its advisors. The Committee may retain and approve compensation for legal counsel, director search firms, and other advisors as it deems necessary or appropriate, and 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. 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 Committee 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.

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. 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; the Committee may exclude any person, including non-Committee directors, from any meeting as it deems appropriate. The Committee will make regular oral or written reports to the Board, directly or through the Chair, concerning its actions and any recommendations.

Executive Sessions and Coordination

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 governance and 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, director search firms, 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, and the Company will provide appropriate funding therefor. 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.

Duties and Responsibilities

The Committee will, without limitation and consistent with the scope of its authority, undertake the following responsibilities, which are not revised by this restatement:

- Identify, evaluate, and recommend director nominees; manage nominations for election or appointment to the Board; and assess incumbent director performance and relevant factors for renomination.
- Review Board size, composition, and structure and recommend changes; identify directors to fill vacancies on Board committees, including committee chairs, and recommend committee slates annually.

- Assist the Board in developing and evaluating potential candidates for executive officer positions and oversee executive succession plans.
- Develop and recommend a set of corporate governance guidelines applicable to the Company; review at least annually and recommend changes to the Board for approval; and oversee the Company's corporate governance practices and related framework.
- Review and discuss with management the disclosure regarding Committee operations and director independence for inclusion in the Company's proxy statement or Annual Report on Form 10-K, as applicable.
- Oversee the Company's social and governance efforts and progress.
- Develop, subject to Board approval, and oversee the process for periodic performance evaluations of the Board and its committees; conduct an annual performance evaluation of the Committee; review and reassess this Charter at least annually and recommend any proposed changes to the Board for approval; and perform such other duties consistent with this Charter as delegated by the Board.
- Oversee procedures for stockholders to submit nominees and review and evaluate all stockholder nominees for director in accordance with the Committee's nominating criteria.

Nominating Criteria

In evaluating candidates for nomination to the Board or for nomination to committees of the Board, the Committee will take into account applicable requirements for directors or members of Board committees under the Securities Exchange Act of 1934, as amended, the rules and regulations promulgated thereunder, the Nasdaq listing standards, and the factors and requirements set forth in the applicable committee charter, and may consider such other factors and criteria as it deems appropriate, including judgment, skill, integrity, diversity, and business or other experience. The Committee may, but is not required to, consider candidates suggested by management or other members of 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.

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.

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.