

**ATLAS ENERGY SOLUTIONS INC.**  
**CHARTER OF THE COMPENSATION COMMITTEE**  
**OF THE BOARD OF DIRECTORS**  
**(Adopted as of March 8, 2023)**

The Board of Directors (the “Board”) of Atlas Energy Solutions Inc. (the “Company”) has established the Compensation Committee of the Board (the “Committee”) with authority, responsibility and specific duties as described in this Compensation Committee Charter (this “Charter”).

**I. Purposes**

The purposes of the Committee are to:

- A. Oversee the Company’s overall compensation philosophy that applies to all Company employees, including with respect to the management and mitigation of compensation-related risks;
- B. Review, evaluate and approve the agreements, plans, policies and programs of the Company to compensate the Company’s executive officers and directors;
- C. Otherwise discharge the Board’s responsibilities relating to compensation of the Company’s executive officers and directors; and
- D. Perform such other functions as the Board may assign to the Committee from time to time.

The Committee’s goal is to oversee the development and implementation of compensation plans, policies and programs that are designed to provide a competitive level of compensation to attract and retain talented executive officers and directors, reward and encourage maximum corporate and individual performance, promote accountability and align executive officer and director interests with the interests of the Company’s stockholders.

**II. Membership**

The Committee will consist of not less than three members of the Board. Each member of the Committee must be “independent” as defined by the listing requirements of the New York Stock Exchange (the “NYSE”); *provided, however*, that this requirement is subject to the transition periods for compensation committee member independence requirements as set forth in the NYSE Listed Company Manual. In addition, at least two members of the Committee must be “Non-Employee Directors” for the purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (“Rule 16b-3”). Notwithstanding the foregoing membership requirements and subject to applicable law, no action of the Committee will be invalid by reason of any such requirement not being met at the time such action is taken.

The members of the Committee and its Chair will serve at the pleasure of the Board. Subject to the terms of the Stockholders’ Agreement the Company entered into with certain of its

stockholders in connection with its initial public offering, any vacancy on the Committee will be filled by, and any member of the Committee may be removed by, the Board. If the Board does not designate a Chair or if the Chair is not present at a meeting, the Committee may designate a Chair.

### **III. Authority and Responsibilities**

The Committee is delegated all authority of the Board as may be required or advisable to fulfill the purposes of the Committee. Without limiting the generality of the preceding statements, the Committee has the authority, and is entrusted with the responsibility, to take the following actions:

#### **A. Authority**

The Committee has the authority to:

1. Conduct or authorize investigations into any matter within the scope of the responsibilities delegated to the Committee as it deems appropriate, including the authority to require any officer, employee or adviser of the Company meet with the Committee or any advisers that the Committee has engaged;
2. In its sole discretion, retain and determine funding for legal counsel and compensation consultants, as well as other experts and advisers (collectively, "Committee Advisers"), including the authority to retain, approve the fees payable to, amend the engagement with, and terminate any Committee Adviser, as the Committee deems necessary or appropriate to fulfill its responsibilities. The Company must provide for appropriate funding, as the Committee determines, for payment of (a) compensation to any Committee Adviser that the Committee engages and (b) ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties; and
3. Delegate to its Chair, any one of its members or any subcommittee it may form, the responsibility and authority for any particular matter, as it deems appropriate from time to time under the circumstances and consistent with applicable law. To the extent necessary, the Committee may delegate the approval of award grants and other transactions and responsibilities regarding the administration of compensatory programs to a subcommittee consisting solely of members of the Committee or the Board who are (a) "Non-Employee Directors" for the purposes of Rule 16b-3 and/or (b) "outside directors" for the purposes of Section 162(m). Each subcommittee will keep minutes and regularly report to the Committee.

#### **B. Responsibilities**

The Committee has the following responsibilities:

Executive Compensation

1. The Committee will exercise oversight of all matters of executive compensation policy.
2. Each year, the Committee will:
  - a) Evaluate the performance of the Company's Chief Executive Officer and review, modify (if necessary) and approve corporate goals and objectives relevant to the compensation of the Company's Chief Executive Officer;
  - b) Set the compensation of the Company's Chief Executive Officer based on this evaluation and review, including the annual base salary levels; annual cash incentive awards; long-term incentive awards; employment agreements, severance arrangements and change-in-control agreements and provisions; and any special or supplemental benefits;
  - c) Evaluate the performance of the Company's other executive officers, which may be done in consultation with the Chief Executive Officer, and review, modify (if necessary) and approve the Company's executive compensation program in light of the Company's goals and objectives relative to executive compensation;
  - d) Set the compensation of the Company's other executive officers based on this evaluation and review, which may be done in consultation with the Chief Executive Officer, including the annual base salary levels; annual cash incentive awards; long-term incentive awards; employment agreements, severance arrangements and change-in-control agreements and provisions; and any special or supplemental benefits.

In determining any element of compensation, the Committee may consider, among other factors, the Company's performance and relative stockholder return, the value of similar compensation to individuals in similar positions at comparable companies, and the awards historically given to the Chief Executive Officer and other executive officers.

3. Once required, the Committee will review and discuss with the Company's management the Compensation Discussion and Analysis ("CD&A") to be included in the Company's Proxy Statement or Annual Report on Form 10-K, as applicable, and, based on that review, determine whether to recommend to the Board that the CD&A be included in the Proxy Statement or Annual Report on Form 10-K, as applicable, in accordance with applicable rules and regulations.

4. Once required, each year, the Committee will prepare a Compensation Committee Report as required by Item 407(e)(5) of Regulation S-K and publish the report in the Company's Proxy Statement or Annual Report on Form 10-K, as applicable, in accordance with applicable rules and regulations.
5. The Committee will review and recommend to the Board how frequently the Company should submit to stockholders an advisory vote on executive compensation ("say-on-pay"), once required. This review should take into account the historical results of stockholder advisory votes on the frequency of say-on-pay resolutions at the Company.
6. Following each stockholder meeting at which say-on-pay resolutions are proposed for a stockholder advisory vote, the Committee will review the results of the advisory vote, and, if the advisory vote shows 70% or less support, consider whether to make any adjustments to the Company's executive compensation policies and practices.
7. The Committee will prepare and recommend to the Board for adoption a clawback policy that complies with applicable rules and regulations, including the rules and regulations of the Securities and Exchange Commission, and the listing standards of the NYSE.

#### *Incentive and Equity Compensation*

8. As often as it deems necessary and appropriate, the Committee will review and make recommendations to the Board with respect to incentive-compensation plans and equity-based plans that are subject to Board approval.
9. As often as it deems necessary and appropriate, the Committee will review the Company's equity compensation plans to determine whether stockholders need be given the opportunity to vote on the plans, as may be required by law, the Company's certificate of incorporation or bylaws (as amended from time to time), the Company's Corporate Governance Guidelines and the listing standards of the NYSE.

#### *Director Compensation*

10. Each year, the Committee will review director compensation and make a recommendation to the Board regarding the form and amount of director compensation. The Committee will consider that a director's independence may be jeopardized if (a) his or her compensation and perquisites exceed customary levels, (b) the Company makes substantial charitable contributions to organizations with which the director is affiliated or (c) the Company enters into consulting contracts with (or provides other indirect forms of compensation to) the director or an organization with which the

director is affiliated. Directors who are employees of the Company may not receive any additional compensation for service on the Board.

*Other Powers and Responsibilities*

11. The Committee will review and approve, or review and recommend to the Board for its approval, any transaction in equity securities of the Company, or derivatives of those equity securities, between the Company and any officer or director of the Company who is subject to the reporting and short-swing liability provisions of Section 16 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”).
12. The Committee will review, as it deems necessary, appropriate matters related to the Company’s compliance with applicable laws and regulations affecting employee and director compensation and benefits, including, but not limited to, Rule 16b-3, and Section 13(k) of the Exchange Act.
13. If the Committee engages a Committee Adviser, then the Committee is directly responsible for the appointment, compensation and oversight of such Committee Adviser. Prior to any such engagement, the Committee will analyze the relationships such Committee Adviser has with members of the Committee as well as management and the Company as a whole. This analysis will include the specific factors identified by the Securities and Exchange Commission and NYSE as well as any other factors that affect the independence of Committee Advisers.
14. The Committee will receive and review periodic reports on the Company’s compensation plans, policies and programs as they affect all employees.
15. The Committee will evaluate the compensation policies and practices for all employees for any material risks that are reasonably likely to have a material adverse effect on the Company and to align the compensation programs with stockholders’ best interests and avoid motivating the Company’s employees to take excessive risks.
16. The Committee will oversee the Company’s trading policies and anti-hedging and pledging policies applicable to executive officers and directors.

**IV. Procedures**

- A. ***Meetings.*** The Committee will meet at the call of its Chair, two or more members of the Committee, or the Chair of the Board. The Committee will meet at least annually and as frequently as circumstances dictate. Meetings of the Committee may be in person, by conference call or by unanimous written consent, in accordance with the Company’s Bylaws. Meetings of the Committee will be held at such time and place, and upon such notice, as its Chair may from time to time determine. The Committee will keep such records of its meetings as it deems appropriate.

Meetings may, at the discretion of the Committee, include other directors, members of the Company's management, independent advisers and consultants or any other persons whose presence the Committee believes to be necessary or appropriate. Other than Committee members, those in attendance may observe meetings of the Committee, but may not participate in any discussion or deliberation unless the Committee invited them to do so, and in any event they are not entitled to vote. Notwithstanding the foregoing, the Committee may also exclude from its meetings any persons it deems appropriate, including, but not limited to, any director who is not a member of the Committee.

- B. ***Quorum and Approval.*** A majority of the Committee's members will constitute a quorum. The Committee will act on the affirmative vote of a majority of members present at a meeting at which a quorum is present. The Committee may also act by unanimous written consent in lieu of a meeting.
- C. ***Rules.*** The Committee may determine additional rules and procedures, including designation of a secretary of the Committee at any meeting thereof.
- D. ***Reports.*** The Committee will maintain minutes of its meetings and make regular oral or written reports to the Board, directly or through its Chair, of its actions and any recommendations to the Board.
- E. ***Review of Charter.*** Each year, the Committee will review the need for changes in this Charter and recommend any proposed changes to the Board for approval.
- F. ***Performance Review.*** Each year, the Committee will review and evaluate its own performance and submit itself to a review and evaluation by the Board.
- G. ***Fees; Reimbursement of Expenses.*** Each member of the Committee as well as the Chair will be paid the fee set by the Board for the member's services as a member, or Chair, as the case may be, of the Committee. Subject to the Company's Corporate Governance Guidelines and other policies, the Company will reimburse Committee members, including the Chair, for all reasonable expenses incurred in connection with their duties as Committee members or as Chair.

## V. Posting of Charter

The Company will make this Charter available on or through the Company's website as required by applicable rules and regulations. In addition, the Company will disclose in its proxy statement for its annual meeting of stockholders or in its Annual Report on Form 10-K, as applicable, that a copy of this Charter is available on the Company's website and provide the website address.

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*While the Committee 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 of the Committee, 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 of the Committee on reports or other information provided by others.*