

## **SUNCOKE ENERGY, INC.**

### **Compensation Committee Charter**

#### **I. Purpose**

The Compensation Committee (“*Committee*”) is appointed by the Board of Directors (“*Board*”) of SunCoke Energy, Inc. (the “*Company*”) to assist the Board in discharging its responsibilities relating to compensation of the Company’s senior officers, including the Company’s Chief Executive Officer (“*CEO*”) and other executive officers. For purposes of this Compensation Committee Charter (“*Charter*”), the term “executive officers” shall mean the individuals identified by the Company as officers for purposes of SEC rules under Section 16 of the Securities Exchange Act of 1934, as amended (“*Exchange Act*”).

The Committee has overall responsibility for approving and evaluating all compensation plans, policies and programs of the Company as they affect the executive officers and other employees of the Company and its subsidiaries.

In fulfilling its responsibilities under this Charter, the Compensation Committee may obtain the advice and assistance of Company management or in-house counsel, and may select, retain, and replace compensation consultants, legal advisors, or other professionals, as it deems appropriate. Nothing in this charter is intended to impair or preclude the protection provided in Section 141(e) of the Delaware General Corporation Law for reasonable good faith reliance by members of the Committee on reports, data and information provided by such consultants, advisors and others.

Committee shall conduct an annual evaluation of the performance of its duties under this Charter and shall present the results of the evaluation to the Board. The Committee shall conduct this evaluation in such manner as it deems appropriate. At least annually, this Charter will be reviewed and assessed by the Committee and any proposed changes recommended to the Board for approval.

#### **II. Membership**

The Committee shall consist of no fewer than three members, each of whom shall meet the independence requirements of the New York Stock Exchange (the “*NYSE*”). At least two members of the Committee also shall qualify as “non- employee” directors within the meaning of Rule 16b-3 under the Exchange Act, and also may be required to qualify as “outside” directors within the meaning of Section 162(m) of the Internal Revenue Code (“*Code*”). A subsequent determination that any member of the Committee does not qualify as a “non-employee director” will not invalidate any previous action by the Committee, except to the extent required by law or deemed appropriate to satisfy regulatory standards.

The members of the Committee shall be appointed by the Board on the recommendation of the Governance Committee. Committee members shall serve at the pleasure of the Board. Any vacancy on the Committee shall be filled by, and any member of the Committee may be removed by, an affirmative vote of a majority of the Board. The Committee will be responsible for establishing its own procedural rules, subject to the provisions of this Charter, the

Company's By-laws, the Corporate Governance Guidelines of the Company, and the rules of the NYSE.

### **III. Meetings, Agenda, Minutes & Reports**

The Committee shall meet, physically and/or telephonically, as often as it determines necessary. In order to discharge its responsibilities, the Committee shall, each year in advance, establish a schedule of meetings. Additional meetings will be scheduled as required. The Committee Chair shall preside at each meeting. A majority of the members of the Committee shall constitute a quorum. If the Committee Chair is not present at a meeting, the Committee, by majority vote of the Committee members present at such meeting, shall designate one of its members as the acting chair of such meeting. The Committee Chair or majority of the Committee members may call a meeting of the Committee at any time. The Committee may act only by unanimous written consent or by the affirmative vote of a majority of its members at a meeting.

The Committee Chair, in consultation with the other members of the Committee and appropriate officers of the Company, will establish the agenda for each Committee meeting. Any Committee member may submit items to be included on the agenda, and Committee members may raise subjects not on the agenda at any meeting. The agenda, together with materials relating to the matters to be discussed at each meeting, shall be sent to members of the Committee prior to each meeting. At each meeting, the Committee shall have the opportunity to meet in executive session, without any members of management, non-independent directors, or other persons present.

Minutes for all meetings of the Committee shall be prepared to document the Committee's discharge of its responsibilities. The minutes shall be circulated in draft form to all Committee members to ensure an accurate final record, and shall be approved at a subsequent meeting of the Committee. The minutes, as finally approved, shall be placed in the corporate minute books of the Company by the Secretary of the Company.

The Committee may invite any director, officer or employee of the Company, or any representative of the Company's advisors, to attend a meeting or to meet with any member or representative of the Committee as deemed necessary or appropriate in order to assist The Committee in performing its responsibilities. The Committee shall make regular reports to the Board regarding its deliberations, decisions, and recommendations. The Committee shall annually review the Committee's own performance and report its findings to the Board

### **IV. Authority and Responsibilities**

The Committee is delegated such authority of the Board as may be required or advisable to fulfill the purpose of the Committee. The Committee's responsibilities are limited to the oversight responsibilities set forth in this Charter, and nothing herein contained is intended to create, or should be construed as creating, any responsibility or liability of the Committee members, except to the extent otherwise provided under applicable federal or state law.

In consultation with management and the Committee's independent consultant, the Committee shall establish the Company's general compensation philosophy, and oversee the development and implementation of executive compensation programs. The Committee shall

review, on a periodic basis, the Company's executive compensation programs and make any modifications that the Committee may deem necessary or advisable.

A. **Compensation Matters:** The Committee shall exercise oversight of all matters of executive compensation policy, including review and approval of the Company's peer companies and data sources for purposes of evaluating the Company's compensation competitiveness and establishing the appropriate competitive positioning of the levels and mix of compensation elements such as base salary levels; annual cash incentive awards; long-term incentive awards; employment agreements, severance arrangements; change-in-control provisions; and any special or supplemental benefits.

1. **CEO Compensation.** Each year, the Board establishes measurable performance goals and objectives for the CEO and the Company, and reviews and evaluates the CEO's performance in light of these goals and objectives. The Committee annually provides a recommendation to the full Board regarding the compensation levels and incentive payouts applicable to the CEO, based upon the Board's review and assessment of the CEO's performance. In its review of the incentive components of CEO compensation, the Committee also may consider a number of factors, including, but not limited to the Company's performance and relative shareholder return, the value of similar incentive awards to CEOs at comparable companies and the awards given to the CEO in past years. The Board then makes a determination regarding CEO compensation, after considering the Committee's recommendations.

2. **Executive Officer Compensation.** The Committee shall, at least annually, review and make recommendations to the Board regarding the annual compensation of the Company's executive officers. The Committee shall, periodically and as and when appropriate, review and recommend approval of the following as they affect the executive officers: (a) cash-based and equity-based incentive awards and opportunities; (b) employment agreements and severance arrangements; (c) change-in-control agreements and change-in-control provisions affecting any elements of compensation and benefits; and (d) special or supplemental compensation and benefits for current and former executive officers, including supplemental retirement benefits and perquisites provided both during and after employment.

3. **Director Compensation & Stock Ownership Guidelines.** The Committee shall annually review and make recommendations to the Board regarding director stock ownership and retention guidelines, and the form and amount of director compensation (including under any incentive compensation plans and equity-based compensation plans). Directors who are employees of the Company shall not receive any additional compensation for service on the Board.

4. **Required Disclosure:** In evaluating and making recommendations regarding executive compensation, including compensation of the CEO, the Committee shall consider the results of the most recent stockholder advisory vote on executive compensation required by Section 14A of the Exchange Act. The Committee shall review and discuss the Compensation Discussion and

Analysis (the “CD&A”), required to be included in the Company’s proxy statement and its annual report on Form 10-K by the rules and regulations of the Securities and Exchange Commission (“SEC”) with management, and, based on such review and discussion, determine whether or not to recommend to the Board that the CD&A be so included. The Committee shall produce the annual Compensation Committee Report for inclusion in the Company’s proxy statement in compliance with the rules and regulations promulgated by the SEC.

5. Other Matters: The Committee will evaluate and determine the adequacy of stock ownership guidelines for the CEO and other executive officers and, at least annually, will monitor compliance with such guidelines. In addition, the Committee will fulfill any other duties or responsibilities expressly delegated to the Committee by the Board from time to time relating to the Company’s compensation programs.

B. Human Capital Management/ & Succession Planning: The Committee shall assist the Board in its oversight of the Company’s policies and strategies related to human capital management, including with respect to matters such as diversity, equity and inclusion, workplace environment and culture, and talent recruitment, development and retention. At least annually, the Committee shall oversee succession planning for positions held by executive officers, and review succession planning and management development with the Board, including recommendations and evaluations of potential successors to fill executive officer positions.

C. Delegation of Authority: The Committee may delegate to its Chairman, or any subcommittee, the responsibility and authority for any particular matter, as the Committee may, from time to time, deem appropriate. In particular, 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 Committee members who are: (1) “Non-Employee Directors” for the purposes of Exchange Act Rule 16b-3; and/or (2) “outside directors” for the purposes of Section 162(m) of the Code; provided, however, that the approvals of such award grants and other transactions by the subcommittee, shall be presented to the full Committee at its next scheduled meeting.

D. Conduct of Investigations; Retention of Independent Advisors: The Committee shall have the authority, to the extent it deems necessary or appropriate, to retain independent legal, compensation and other advisors, and to conduct or authorize investigations into any matter within the scope of responsibilities delegated by the Board to the Committee. The Committee shall have the authority to request any officer, employee or advisor of the Company to meet with the Committee or any advisors engaged by the Committee.

Prior to retaining or receiving advice from a compensation consultant, legal counsel or other advisor (other than in-house legal counsel and other advisors consulting on broad-based plans or providing non-customized compensation information). The Committee annually shall assess the independence of such advisor, taking into consideration factors relevant to such advisor’s independence, including, without

limitation, the factors specified in the applicable New York Stock Exchange listing standards and/or regulations of the U.S. Securities and Exchange Commission.

1. Independent Compensation Consultant: The Committee shall have the sole authority to appoint or replace any independent compensation consultant, to be used in the evaluation of Executive Officer compensation, as the Committee deems necessary or appropriate to fulfill its responsibilities. Such independent compensation consultant shall report directly to the Committee. The Committee shall be directly responsible for the compensation and oversight of the work of the independent compensation consultant. At least annually, the Committee shall assess whether the work of compensation consultants involved in determining or recommending executive compensation has raised any conflict of interest that is required to be disclosed in the Company's annual report and/or proxy statement.

2. Funding: The Company shall provide appropriate funding, as determined by the Committee, for payment of compensation to the independent compensation consultant employed by the Committee, as well as funding for the payment of ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

## **V. Compliance Oversight**

The Committee shall receive periodic reports on the Company's compensation programs as they affect all employees. The Committee shall oversee the Company's compliance with SEC rules and regulations regarding shareholder approval of certain executive compensation matters, including advisory votes on executive compensation and the frequency of such votes, and the requirement under NYSE rules that, with limited exceptions, shareholders approve equity compensation plans.

The Committee shall review and approve (or review and recommend to the Board for its approval of) 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 profits liability provisions of Section 16 of the Exchange Act. The Committee shall monitor the Company's compliance with the requirements of the Sarbanes-Oxley Act of 2002 relating to loans to directors and officers and with all other applicable laws affecting employee compensation and benefits.

The Committee will review the relationship between the Company's incentive compensation arrangements and the Company's risk management policies and procedures (including internal controls), as they relate to compensation practices, to determine whether they encourage excessive risk-taking. The Committee will evaluate compensation policies and practices that could mitigate any such risk, and may recommend such revisions or adjustments as the Committee deems necessary or appropriate.

**May 12, 2022**