



■ ■ ■ 2023

Environmental, Social, and Governance Report

Peabody

BUILDING BRIGHTER FUTURES



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President & CEO Statement

As a leading, modern coal company, Peabody understands that stewardship and leadership go hand in hand. Global conflict, weather events, and the ongoing impact of the pandemic have brought access to affordable, reliable, and secure energy and steel into sharp focus around the world. Peabody recognizes the important role we play in delivering products that support economic prosperity and improved quality of life. Likewise, our commitment to sustainability shapes Peabody’s strategy for the future including supporting our stakeholder needs, practicing operational excellence, and championing ESG practices.

From the boardroom to the coal face, Peabody is committed to safety, sustainability, and integrity. Safety is our leading measure of excellence. I am happy to report that in 2022 our workforce achieved its lowest annual global injury rate ever, with three of our operations reporting zero incidents.

During the year, we achieved final bond releases approved on over 3,000 acres of reclaimed land, including full permit release at the Big Sky Mine in Montana. We had approximately \$12 million of

U.S. reclamation bond releases approved and restored more than 2,300 acres in the year.

As we look to the future of energy and the role Peabody will play, we announced a 50 percent ownership in R3 Renewables. R3 Renewables is a renewable energy development company that will pursue the development of over 3 GW of solar PV and 1.5 GW of battery storage capacity over the next five years.

We continue to strengthen our ESG programs, take steps to better support the ESG targets of our stakeholders, and balance the strategic development of coal assets within our portfolio with our emerging renewables projects and our greenhouse gas emission reductions. We believe this is the right combination for our future and a net-zero emissions future.

Along with our emissions targets, we are implementing new ways to attract, train, and retain our workforce. We will make our ESG commitments a reality by continuing to pursue a pipeline of projects targeted to create value for our stakeholders, optimizing our existing assets, and promoting new technology.

Our reputation as a responsible mining company is supported by policies and procedures across our organization that promote ethical decision making. Peabody believes our people are key to better business. We offer an inclusive work environment that engages, recognizes, and develops employees to maximize their full potential.

We are proud of where we are today. We recognize that there is more we can do. As we continue moving forward in 2023, we are energized by the programs we have established, and we remain committed to continuous improvement that will build brighter futures for all of our stakeholders.



Jim Grech
President & CEO
Peabody



“We continue to strengthen our ESG programs, take steps to better support the ESG targets of our stakeholders, and balance the strategic development of coal assets within our portfolio with our emerging renewables projects and our greenhouse gas emission reductions.”

Jim Grech
President & CEO



Our Business

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About Our Company

Peabody is a leading coal producer, providing essential products for the production of affordable, reliable energy and steel. Our commitment to sustainability underpins everything we do and shapes our strategy for the future.

We are focused on three core portfolios—seaborne thermal, seaborne met and U.S. thermal. Our seaborne thermal segment is well positioned to serve continued strong demand from growing Asia Pacific economies and is supported by our high-quality, low-cost mines in Australia. Our seaborne met segment provides an essential ingredient for steelmaking to customers in Asia and Europe. The U.S. thermal segment benefits from our low-cost operations and serves as a foundation for the U.S. energy grid now and in the future.

Mission & Values

Our Mission

To create superior value for shareholders as the leading global supplier of coal, which enables economic prosperity and a better quality of life.



Our Values



Safety
We commit to safety and health as a way of life.



People
We offer an inclusive work environment and engage, recognize and develop employees.



Integrity
We act in an honest and ethical manner.



Customer Focus
We provide customers with quality products and excellent service.



Excellence
We are accountable for our own success. We operate cost-competitive mines by applying continuous improvement and technology-driven solutions.



Sustainability
We take responsibility for the environment, benefit our communities and restore the land for generations that follow.

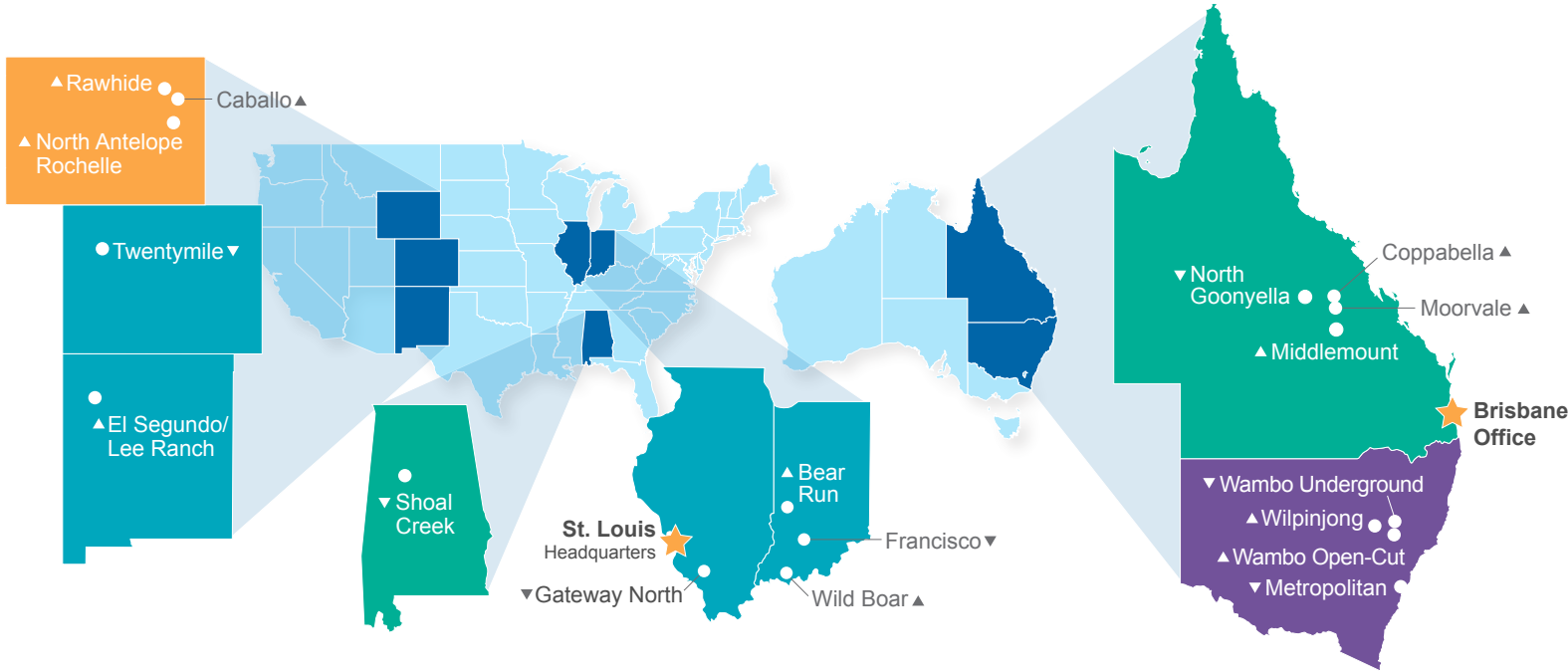


Leadership
We have the courage to lead, and do so through inspiration, innovation, collaboration and execution.

Peabody at a Glance

2022 Quick Facts¹

	TRIFR ² 1.13
	EMPLOYEES ~5,500
	ACRES RESTORED 2,300
	COUNTRIES SERVED 26
	2022 ADJUSTED EBITDA ³ \$1.8 Billion
	TONS SOLD 124 Million Seaborne Thermal: 16M tons Seaborne Met: 7M tons U.S. Thermal: 101M tons
	2022 REVENUES \$5.0 Billion



Mining Operations

■ Seaborne Met ■ PRB Thermal ■ Seaborne Thermal ■ Other U.S. Thermal ▲ Surface Mine ▼ Underground Mine

¹ All statistics are for the year ended December 31, 2022.
² Total Recordable Incident Frequency Rate ('TRIFR') equals recordable incidents per 200,000 hours worked; MSHA reported total U.S. TRIFR for 2022 of 2.77
³ Adjusted EBITDA is a non-GAAP financial measure.

Our ESG Program

We believe that good environmental, social, and governance (“ESG”) practices are good business practices. We are embracing a future in which issues that are material to our ESG strategy are both risks as well as opportunities to differentiate ourselves as the Coal Producer of Choice. This focus, coupled with our commitment to sustainability, will drive the future success of our business. As a part of this commitment, we continue to review our current programs and improve our environmental, social, and governance efforts in ways that mitigate risk and create value.

Throughout this process, we identified opportunities to strengthen our programs and gaps in our current offerings. In 2021, we developed our first targets to reduce greenhouse gas emissions as we move toward our ambition of net-zero emissions by 2050. Attaining these first, near-term targets requires the more robust data management program we are currently implementing, as well as process optimization, technology, and planning to balance growth in customer demand for affordable, reliable energy and steel.

Our success is built on the foundation of our employees. We believe we can better support our current and future employees through enhancements to our existing training, mentorship, and diversity and inclusion programs.

We are deploying expanded programs to attract and retain creative, talented individuals and leverage the diverse perspectives, backgrounds, and expertise of our workforce to drive success in all our focus areas. Together with our customers, suppliers, employees, and other stakeholders, we will continue to make a positive impact on the communities in which we operate and foster a workplace that is fulfilling to all.

2023 ESG Priority Assessment Topics

Environmental

- Greenhouse Gas Emissions
- Biodiversity & Environmental Impact
- Emissions
- Waste
- Energy Use
- Water

Social

- Human Capital Management
- Diversity & Inclusion
- Health & Safety
- Human Rights
- Supply Chain Management
- Community Involvement

Governance

- Risk Management
- Ethics
- Board Composition
- Cybersecurity
- Whistleblower Protection
- Political Contributions



Our Approach to ESG

At Peabody, we are driving a holistic approach to environmental, social, and governance practices to deliver further value across our business and to our stakeholders.

We believe that coal will continue to be essential in the production of affordable, reliable, and secure energy and steel. We will continue to strengthen our position by aligning our strategy and practices with the goals of our stakeholders and remaining focused on creating value for our shareholders.

To identify ESG focus areas that impact our business, our materiality process was guided by the Task Force on Financial Climate-related Disclosures (“TCFD”), the topics recommended by the Sustainability Accounting Standards Board (“SASB”) Sustainable Industry Classification System® (“SICS”) for Coal Operations, and the reporting standards established by the Global Reporting Initiative (“GRI”). Results are then integrated within our risk management systems to assess risks and opportunities across our company and build actionable performance goals.

In 2019, Peabody became a signatory to the UN Global Compact, the world’s largest global corporate sustainability initiative. The UN Global Compact provides a universal framework for sustainability in the areas of human rights, labor, environment, and anti-corruption, and we continue to support and participate in this effort.

Building Brighter Futures

From the boardroom to the coal face, Peabody is committed to safety, sustainability, and integrity. The governing principles that guide our board enable the operational excellence, focused engagement, and financial strength to meet these values.



Environmental

Peabody maintains an Environmental Policy that is incorporated within the safety and sustainability management system. Our Chief Executive Officer, supported by the Chief Operations Officer, operational presidents and functional heads, have overall responsibility for Peabody’s environmental performance, with oversight by our board of directors, including through its Health, Safety, Security, and Environment Committee.



Social

Our social approach is grounded in our belief that not only our products, but our people, are key to a better business and a better society. Peabody has established programs to ensure our values are espoused within our organization and in our collaborations with stakeholders. Our Chief Executive Officer and the Executive Leadership Team have overall responsibility for Peabody’s human capital management program, safety performance, and collaboration in the communities we serve. The board of directors, including through its Compensation Committee, has oversight for these functions.



Governance

Peabody operates under a set of governance principles covering such issues as board and management roles and responsibilities, board composition and director qualifications, election procedures, meeting procedures, committee functions, director orientation and continuing education, management evaluation and succession, corporate governance guidelines, and overall corporate compliance and safety standards. The board of directors and the board’s Nominating and Governance Committee have oversight of these functions.



Environmental

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Role of Coal

As a leading, modern coal company, Peabody understands that stewardship and leadership go hand in hand. Our commitment to sustainability shapes Peabody's strategy for the future.

We believe coal has an important role to play in a net-zero emission future. A diverse energy mix that includes coal ensures reliability, affordability, and energy security. Coal is also a building block for economic progress. It provides the fuel for low-cost baseload electricity that economies need to grow and resources for the production of steel needed to build infrastructure that leads to a better quality of life.

Climate Change

Peabody recognizes that the effects of climate change must be addressed. Peabody also believes that a concerted global effort is required to reduce greenhouse gas (GHG) emissions, including those resulting from the use of energy resources such as coal.

In collaboration with our stakeholders, Peabody has a responsibility to reduce our GHG emissions to fulfill our company ambition of achieving net-zero emissions by 2050. We are committed to an incremental approach in which we establish and report on specific, measurable, near-term targets that will support this ambition.

Peabody is taking direct actions to reduce emissions from our mining operations and driving investment in the development and adoption of low emissions technologies that will be critical for the world to reach its climate goals. Importantly, we believe that the transition to a net-zero emissions economy must balance the need for a timely transition with the necessity for affordable, reliable energy and steel.

Applying emission reduction technology to existing resources and infrastructure must play a key role in reaching a net-zero future.



Commitment to the University of Wyoming School of Energy Resources

Peabody donated \$500,000 to the University of Wyoming School of Energy Resources (SER) to support innovation in the field of carbon engineering and management. In addition to the initial gift, Peabody has made a sustaining commitment of one cent per ton of Wyoming coal sold by Peabody to support these efforts.

This gift will create the Peabody Education, Innovation, and Technology Fund to support SER’s pioneering solutions in carbon engineering, management, capture, utilization, and storage, as well as reclamation, alternative coal uses, regulatory analysis and policy, and more. These technologies are important to reduce carbon emissions while also meeting the world’s energy needs.

Peabody is keenly interested in SER-led work in carbon management, particularly in carbon capture, utilization, and storage—a field in which the company has been involved for many years and in which SER and UW are recognized leaders. The financial support from Peabody will allow SER to expand work in this area with a particular focus on supporting carbon capture, utilization, and storage of Wyoming coal.

Producing more than forty percent of the nation’s coal, the Powder River Basin is the largest coal-producing region in the United States. Peabody’s latest commitment will cultivate critical research avenues intended to help achieve net-zero emissions aspirations and expand markets for Wyoming coal.

Our Net-Zero Aspiration

Peabody believes there is a place for coal in the energy economy of the future. We believe that a transition to a net-zero emissions economy must balance the need for affordable, reliable, and secure energy production to drive continued growth and development. A transition that fails to leverage existing energy generation and transmission infrastructure, while investing in carbon mitigation measures, will compromise energy reliability and the global economy. This will place the burden of higher energy costs on those who can least afford it.

At Peabody, we are embracing the world’s transition to net-zero emissions as an opportunity. We want to create further value for our stockholders by reducing emissions at our operations and developing ways to support our customers’ ESG commitments, including the development of renewables.

As part of this strategy, we are developing a pipeline of projects aimed at reducing emissions by leveraging existing assets and new technology. We know the deployment of technology is imperative to reaching a sustainable, net-zero emissions future. Proven technology exists today to significantly reduce carbon emissions, including high-efficiency, low-emissions coal-fueled generation (HELE) and Carbon Capture and Storage (CCS). We believe that the investments and partnerships we make today will shape the energy economy of the future and improve these technologies.

We support research and key initiatives in low-emissions projects and partnerships such as Low Emission Technology Australia (LETA), Carbon Capture Coalition, Carbon Utilization Research Council (CURC), the University of Wyoming School of Energy Resources (SER), and the Consortium for Clean Coal Utilization at Washington University in St. Louis.



We acknowledge that Peabody has a responsibility to reduce our GHG emissions to fulfill our company ambition of achieving net-zero emissions by 2050.



R3 Renewables Update

Peabody, with a 50 percent joint venture ownership interest, formed R3 Renewables in 2022. R3, a renewable energy development company, is advancing the development of utility-scale solar and battery storage projects. The joint venture brings together collaborative strengths of partners in renewable energy project development, environmental management, extensive land holdings, permitting, and capital markets.



R3 Renewables is currently engaged in the potential development of over 3 GW of solar PV projects with battery storage on or near active coal mining operations. The portfolio size and strategic site locations, each of which is near grid injection points, offer the potential for the development of the largest solar and battery storage projects in both Indiana and Illinois.

Our Commitments & Progress

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Develop Targets for Success

- Create value for our stakeholders through a net reduction of our emissions;
- Set incremental, measurable, and achievable targets to meet our goals;
- Achieve 15 percent net reduction in Scope 1 and 2 GHG emissions by 2026.

Enhance our Data to Guide our Strategy

- Improve data collection and data management programs;
- Understand the unique opportunities for reductions at our facilities.

Develop and Deploy our Project Pipeline

- Leverage our existing assets and new technology;
- Invest in projects that support our business goals and ambitions.

Our Progress

- Evaluating site-based emission reduction projects for deployment;
- Improving data collection and regular tracking mechanisms for emissions data;
- Developing a project pipeline to address near, mid, and long-term investments in technology and innovation that support a net-zero emissions economy.

Environmental Management

Mining is more than just extraction. Our environmental approach addresses the full mining lifecycle, from exploration through mining, processing, closure, and release responsibilities. The [Peabody Health, Safety, Environment & Communities Policy](#) and our environmental standards drive the sustainable use and protection of natural resources while minimizing operation risk.

Establishing a risk-based framework, our Management System is the basis for continuous improvement in health, safety, and environmental stewardship. This includes:

- Our commitment to comply with all applicable environmental standards;
- Appropriate training to ensure all employees and vendors are equipped and knowledgeable to comply with all regulations and our programs;
- Regular review of risk and opportunities, including aspects that could impact the environment;
- Regular monitoring and auditing to ensure program alignment;
- Corrective action plans that address opportunities for improvement.

The Details

Our policies and practices are aligned with the International Finance Corporations' (IFC) Performance Standards on Environmental and Social Sustainability (2012) and are made available to all Peabody employees on the internal Peabody portal. Our operations are audited to these standards regularly, and the results are a component of management compensation.

Peabody utilizes industry-leading practices to efficiently use natural resources and minimize our environmental impact. This strategy includes a focus on reducing greenhouse gas intensity, conserving water, advancing recycling and waste management programs, and applying progressive land reclamation to lessen surface disturbance.

At our sites, our goal is to maximize resource recovery while conserving energy. This reduces costs and minimizes our environmental footprint through lower emissions.

We commit to abide by all applicable environmental regulations in the jurisdictions in which we operate. In addition, we are committed to progressively restoring, monitoring, and maintaining areas disturbed by mining to help ensure that post-mine land use, landform, and environmental outcomes are achieved.

Peabody Environmental Standards

- Cultural Heritage, Closure Planning and Reclamation
- Water Management
- Coal Waste and Water Containment
- Air Quality Management
- Non-coal Waste Management
- Spill Prevention and Response

Land & Bond Release

In the U.S. and Australia, Peabody provides third-party bonding (in excess of U.S. GAAP reclamation liabilities) to provide appropriate assurances that reclamation will occur. At both active and closed mines, bonds are released incrementally when success criteria are met. In the U.S., Peabody had approximately 3,000 acres approved for final phase bond release at the end of 2022, which resulted in the release of \$2.7 million in bonding obligations. This achievement, along with earlier stage bond release in preparation for future, final bond releases, resulted in a \$12.5 million reduction in bonding obligations in the U.S.

In addition to funding every dollar of our coal mine restoration, Peabody pays tens of millions of dollars each year to the Abandoned Mine Land (AML) Reclamation Program for the reclamation of lands mined before the U.S. Surface Mining and Control Reclamation Act of 1977 that have been abandoned by their operators. Peabody recognized \$22.2 million in expenses related to AML fees in 2022.



Since 2017,
Peabody has
received final bond
release for over
35,000 acres.



2022 Big Sky Final Permit Release

In 2022, Peabody received approval for the final bond release at its Big Sky Mine near Colstrip, Montana. This is the first coal mine in Montana to meet or exceed all permit and regulatory requirements and achieve final bond release for all impacted acreage, approximately 3,000 acres in total.

The reclamation is comprised primarily of grazing land complemented by permanent water and wildlife features. Lakes, streams, wetlands, and highwall features that mimic the native outcropping rock add to the sites' beauty and value for ranching and wildlife. The final release occurred after

a wildfire burned all the vegetation in the summer of 2021. The rapid recovery further demonstrates the resiliency and sustainability of the reclaimed land at Big Sky and Peabody's reclamation expertise in the U.S. and Australia.

Big Sky was recognized numerous times by state and federal regulators, including most recently in 2018 with a National Reclamation Award from the Department of Interior Office of Surface Mining. The mine also received the prestigious Director's Award from OSM in 2011 for the exemplary use of geomorphic reclamation techniques and native vegetation.

Land Restoration & Biodiversity

Peabody is committed to progressively restoring areas disturbed by mining to ensure positive post-mine land use, landform, and environmental outcomes. Our approach to contemporaneous reclamation benefits both operations and the environment by minimizing our footprint and efficiently restoring the land as we mine at the lowest cost.

Before any mining activity begins, we complete comprehensive baseline studies. We look at local ecosystems, geology, surface water, groundwater, land uses, and other relevant resources to support detailed assessments. These inform our mine plans and mitigation measures to reduce potential impacts from our operations.

Over the past five years, Peabody has restored one acre of mined land for every acre disturbed, including restoring approximately 2,300 acres of land in 2022. These lands will now serve as wildlife habitat, rangeland, forests, prime farmland, grazing land, and wetlands. Reclaimed lands may also be utilized for renewable energy development projects such as the ongoing work of the R3 Renewables joint venture.

Successful land restoration is a recurring metric within Peabody’s executive compensation program, as well, with the goal of reclaiming as much or more land than we disturb on an annual basis. Peabody facilities have consistently garnered awards for the quality and diversity of restoration activities. Our industry-leading reclamation strategy is key to maintaining our social license to operate while restoring mined land for further opportunities in the communities we serve.



Burton Reclamation

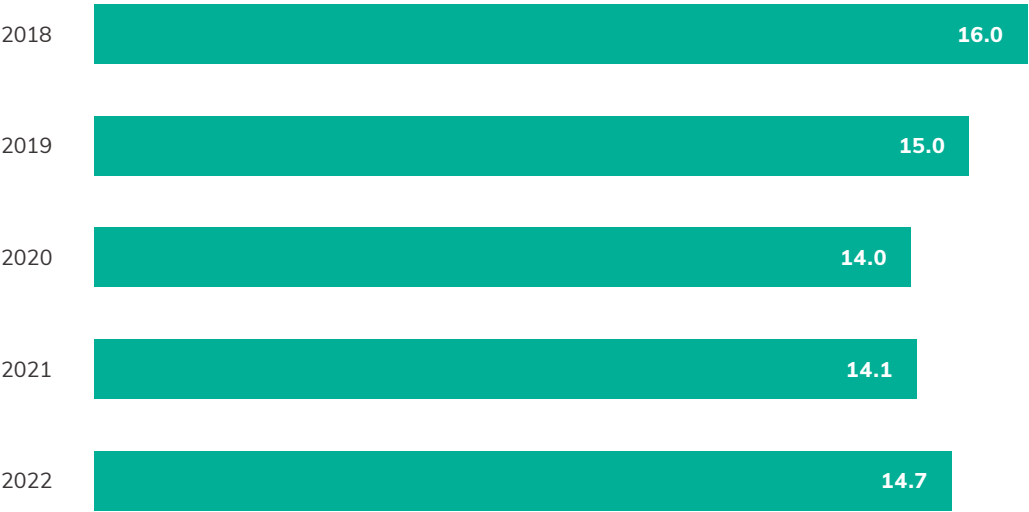
Final rehabilitation of the Burton Mine in Queensland, Australia has progressed since 2018 and is slated for completion in early 2024. Mining at the operation began in 1995 and ceased in 2016, when the facility was placed in care and maintenance. The remaining facility held by Peabody is comprised of four surface pits and associated disturbance that will be fully rehabilitated to fulfill all regulatory and land use requirements. During 2023 and 2024, Peabody will prepare for the partial relinquishment of mining lease and rehabilitated areas, returning the land back to the underlying landowners for sustainable cattle grazing activities.

Air Emissions & Energy Use

Extracting fuel to generate energy requires energy. At Peabody, we are striving to do so in a manner that reduces our greenhouse gas emissions and intensity. Consistent with our approach to responsible environmental management, Peabody intends to leverage strategic opportunities to increase the use of renewable energy within our operations.

Currently, renewable energy comprises 4 percent of our total annual energy usage. Since 2019, Peabody has increased renewable energy usage in electricity consumed by almost 37 percent, with nearly 26 percent of our total electricity usage coming from renewable energy sources as wind and solar energy become a larger component of the grid within the regions we operate.

CO₂e Emission Intensity (lb CO₂-e/unit)



Our first incremental target is to reduce our Scope 1 and Scope 2 GHG emissions by

15%

by 2026 from our 2018 base.

Shoal Creek Flaring

Peabody has begun methane flaring at several locations throughout its U.S. and Australia operations, including the Shoal Creek Mine in Oakman, Alabama. Methane from the mine is captured, rather than vented, and destroyed. Processes such as flaring, methane capture for heat and power generation, and renewable energy developments are potential opportunities for Scope 1 and 2 emission reductions.

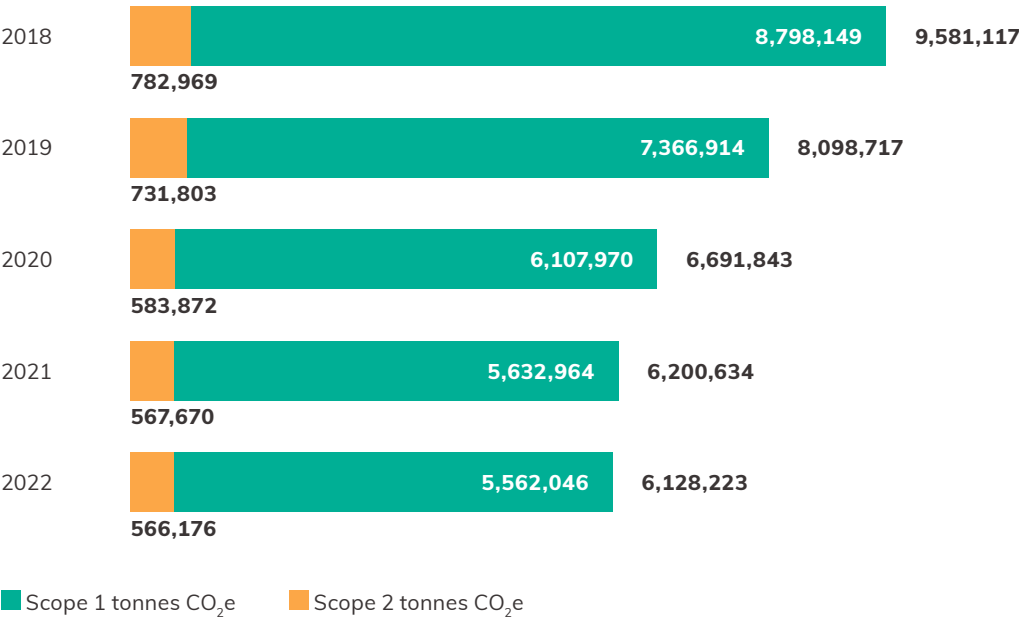
Air Emissions & Energy Use CONTINUED

Peabody’s Scope 1 direct emissions include consumed diesel fuel and fugitive emissions from our operations, and our Scope 2 emissions relate to the consumption of purchased electricity. In 2022, our emission intensity increased by 4 percent from 2021, while overall emissions decreased slightly.

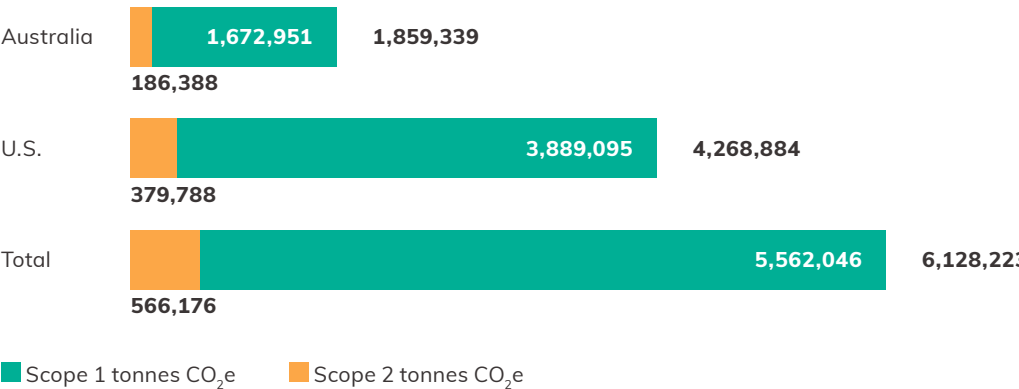
Peabody’s Scope 1 and 2 emissions have decreased by over 20 percent since 2019, and over 35 percent overall since 2018, resulting from GHG emissions reduction efforts and the impact of lower production volumes. As we are projecting higher future production volumes based on increased customer demand, a persistent focus will remain on identifying and implementing site-based strategies to reduce our Scope 1 and 2 emissions and emission intensity, achieve our 2026 target, and establish further measurable, actionable targets in the future.

Peabody is taking direct actions to reduce emissions from our mining operations and is assessing each facility’s emission profile for emission reductions and facility optimization. Peabody has also developed a project pipeline to identify further opportunities for investment in the development and adoption of low emissions technologies that will be critical for the world to reach its climate goals.

Scope 1 and 2 Emissions 2018–2022



2022 Scope 1 and 2 Emissions



Water Use & Management

At Peabody, we strive to conserve water through reuse and recycling to minimize our impact while driving a culture of continuous improvement at our operations.

As a component of the risk management framework, each of our mines aligns its water management strategy with the specific challenges of its region and regularly monitors performance. Our operations in more arid environments focus on conservation, while mines in humid climates routinely manage surplus water from storms or groundwater to help mitigate flood risk. In Australia, our operations must manage excess water during wet cycles and plan for water shortages during dry cycles. All management and use of water at Peabody mines follow the regulatory frameworks specific to the countries and regions where they are located.

In 2022, Peabody withdrew 30 million cubic meters of fresh water across its global operations, primarily for use in dust control and coal processing at preparation plants. In some regions, a significant portion of this water may result from managing stormwater on the mine property and dewatering extraction areas in surface and underground facilities. Water is also used for exploration, coal extraction, and land reclamation activities, with minor amounts used for mine location drinking water, showers, and equipment maintenance. Water sources for Peabody mines include surface water, such as precipitation and runoff, rivers and lakes, ground water, and municipal or purchased water. **Twenty five percent** of the total water withdrawn was recycled in 2022.



Health, Safety, and Environmental Innovation Awards

Each year, Peabody’s Health, Safety, and Environmental Innovation Awards recognize employees across the organization for solutions that help make our operations safer and environmentally friendly. This annual tradition highlights Peabody employees at their finest, encourages creative innovations, and reinforces the values on which we operate, particularly safety and excellence.

In 2022, a team at the Wilpinjong Mine was among the winners for developing a system that automates returning compliant surface water from above mine operations to the natural water system. This new system continuously monitors water quality data. By automating what was previously a manual pumping process, the team increased daily water returns by 300 percent.

Waste

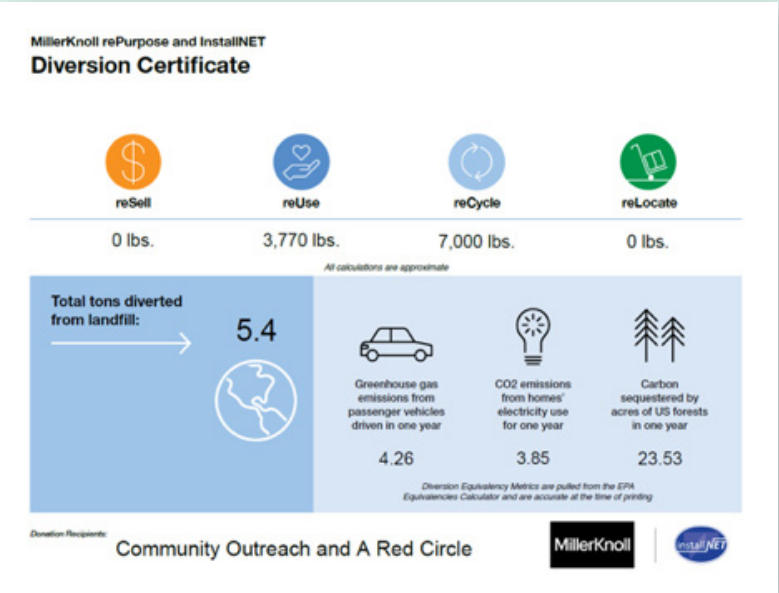
Peabody strives to reduce waste. To align with our risk-based approach to environmental management, we employ waste management practices that minimize waste, especially potentially hazardous waste, and maximize recycling and reuse opportunities before proper disposal. As part of our waste minimization and management program, we established a review and approval process for hazardous materials and utilize less hazardous alternatives where possible. We are not a significant generator of hazardous waste.

When possible, our preferred approach is to utilize mineral waste as backfill in subsurface pits onsite. Waste that cannot be used as backfill is stored in earthen fills or impoundments that are constructed to comply with industry-best practices and strict regulatory performance criteria set in both the U.S. and Australia. Our impoundments contain a mix of coarse refuse and fine coal waste materials, which together have a relatively lower flowability compared to highly-ground, finer materials typically found in non-coal tailings dams.

Peabody currently maintains five active, above-ground coal waste impoundments, three of which are of upstream construction. We also have additional impoundments in various stages of the reclamation process. Two of the active impoundments are located in the U.S., with the remaining three located in Australia. In the U.S., all coal waste impoundments are classified into three MSHA hazard categories: low, significant, and high; in Australia there are five dam failure consequence classifications: low, significant, high, very high, and extreme. The hazard potential of the two active U.S. slurry impoundments is 'low'. In Australia, the three active impoundments have a 'significant' dam failure consequence classification.

Peabody Partners with MillerKnoll’s rePurpose Program for Office Renovation

As part of current renovations at the Corporate Office in St. Louis, Peabody has partnered with the MillerKnoll rePurpose Program, an industry-leading resource for managing surplus office furniture, supplies, and equipment. These items are diverted from the landfill and repurposed for use in the community.



Mineral and Non-Mineral Waste Generation

2022 Mineral Waste
15,901,226 tons

2022 Non-Mineral Waste
26,731 tons



Social

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Human Rights

Peabody provides affordable and reliable energy to communities around the world, but the company’s responsibility to the people and communities it serves does not end with the delivery of that energy. As leaders in the mining industry and business community, we understand that a commitment to human rights goes hand in hand with its dedication to customers, stakeholders, and the environment.

Peabody strives to act ethically and with integrity in all business and relationships. The company expects all external partners, including its supply chains, to adhere to these same principles. We have effective controls and training in place to ensure modern slavery is not taking place anywhere in our own business or any of our supply chains.

Peabody encourages and informs employees and other stakeholders about their ability and obligation to report concerns of misconduct, including human rights violations, through a strong program of workplace communications and online training tools. Our board of directors has established procedures for receiving and investigating reported violations, including a confidential hotline, which is available to both internal employees and external contractors and vendors.

Retaliation in any form against an individual who exercises their right to make a complaint in good faith is strictly forbidden.

Peabody Statement on Human Rights

The [Peabody Statement on Human Rights](#) outlines our commitment to creating a safe and healthy work environment where all employees are treated with fairness and respect. Our policies and practices concerning human rights apply to all employees, visitors, and contractors within our global operations. These standards are supported by Peabody’s Code of Business Conduct and Ethics and our Vendor Code of Conduct and are aligned with the Universal Declaration of Human Rights.

Anti-Slavery Policy

Our [Anti-Slavery Policy](#) includes specific prohibitions against the use of forced, compulsory, or trafficked labor. It also prohibits holding anyone in slavery, servitude, or debt bondage, including adults or children. This policy is part of our contracting processes and complies with Australia’s Modern Slavery Act and other laws and regulations. Our employees receive training about this and other related topics annually and we expect that our suppliers will hold their own suppliers to the same high standards.

Vendor Code of Conduct

The [Vendor Code of Conduct](#) outlines key areas of principles and standards Peabody expects of its business partners, including standards related to health and safety; environmental stewardship; and labor, human rights and employment. With regards to human rights, Peabody’s vendors, at a minimum, comply with all applicable laws, regulations, and standards, including without limitation acting in accordance with the International Bill of Human Rights, United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization Declaration on Fundamental Principles and Rights at Work, as well as the Australian Modern Slavery Act.

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As a global employer, Peabody reiterates our belief that Equal Opportunity Employment is good business and maximizes our ability to attract and retain a qualified, diverse, and high-performance workforce.

As stated in our [Code of Business Conduct and Ethics](#), we are committed to complying with all Equal Employment Opportunity laws. Our own Equal Opportunity Policy Statement requires recruiting, hiring, placing, promoting, training, compensating, transferring, and terminating employees based on job-related qualifications and performance without regard to race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age (as defined by law), disability (unrelated to performance of essential tasks of the position), or veteran status.

We are committed to complying with all applicable labor laws and support the protections afforded under such laws and related election processes. With approximately 34 percent of our global hourly workforce represented by organized labor unions currently, Peabody adheres to the principle that workers have the right to freely choose to form or join trade unions and bargain collectively.

Human Capital

People are at the core of Peabody’s ability to deliver business results and serve our communities. Our Employee Value Proposition’s primary focus ensures that employees’ abilities, motivations, and opportunities contribute to organizational performance.

Peabody offers an inclusive work environment that engages, recognizes, and develops it employees. The company strives to create a safe and healthy work culture where all employees are treated with fairness and respect and are supported and engaged.

Human capital management oversight is the responsibility of the Chief Administrative Officer who is supported by a team with responsibility for health and wellness, compensation, benefits, recruitment, retention, diversity and inclusion, and human rights, with oversight provided by the Board of Directors and the Board’s Compensation Committee.

Peabody provides a safe working environment by providing regular anti-bullying, harassment, and discrimination training to employees. Peabody has in place a confidential third-party compliance line called “Tell Peabody” for employees to report concerns anonymously.



Compensation & Benefits

To attract and retain the best and most qualified employees, Peabody offers a generous compensation program. Peabody uses competitive market information from both compensation surveys and peer reviews to inform compensation decisions. The program is designed to balance the goals of attracting, motivating, rewarding, and retaining employees.

Employees are rewarded through a variety of programs, including competitive salaries, benefits packages, and results-based incentives. The company also offers savings and retirement benefits, including a 401K match, and paid time off.

Peabody recognizes the importance of work/life balance and strives to provide employees flexibility to manage their work and personal demands. Opportunities include part-time employment, modified work schedules, redistributed work hours, and telecommuting. Availability is dependent on location and operational role.

Peabody’s emphasis on healthy living is a natural complement to our safety culture. We provide employees with healthcare benefits that are competitive within the industry.



Compensation & Benefits CONTINUED

BENEFIT	U.S.	AUSTRALIA
Healthcare	Medical plan that can be paired with a health savings account to engage employees in their own health and wellness decisions. Advocacy services and tools to help employees navigate healthcare choices and become educated healthcare consumers. Telemedicine services for employees enrolled in our medical plans.	Universal healthcare coverage is supplemented by Peabody’s “whole approach” remuneration package.
Parental Leave	Six weeks of paid parental leave at 100 percent base pay as the primary caregiver or two weeks of paid parental leave at 100 percent base pay as the secondary caregiver, after the birth or adoption of a child.	National Paid Parental Leave program, and Peabody offers a more generous benefit of 18 weeks of paid parental leave at 100 percent base pay as the primary caregiver or two weeks of paid parental leave at 100 percent base pay as the secondary caregiver of a newborn or recently adopted child.

Employee Assistance

Globally, Peabody provides a variety of health and wellness programs, including annual preventive care incentives, on-site flu vaccinations, fitness center reimbursements, mammography screenings, back and joint pain programs, diabetes prevention programs, tobacco cessation coaching, weight loss support, nutritional counseling, and a wide variety of tools for other life management issues through our Employee Assistance Program.

Peabody’s company-sponsored Employee Assistance Program is available to all employees and their immediate families. The services are provided by an independent service provider with a network of accredited counselors offering support on a variety of issues including mental health, relationships, wellbeing, stress, and personal finances.

Recruitment

Having the best and brightest, but also the right person in the right role is essential to any business. At Peabody, our recruitment efforts strive to achieve this. We ensure our candidate attraction strategies cover a broad range of communication channels, tools, and processes. We work to encourage internal candidates and attract external candidates. We also appeal to active candidates and passive candidates (those not actively looking for employment opportunities) to generate a qualified candidate pool that is also diverse and representative of the broader population in the areas in which we operate.

The Details

Competency-based interview guides tailored to each position are developed by the HR team and address both the technical and behavioral competencies required to successfully fill the position. When complete, they provide an objective assessment of a candidate’s technical and behavioral fit.

Interviews are undertaken in a panel format and include interviewers that can accurately assess a candidate’s technical, behavioral, and cultural fit. This helps ensure consistency and allows for objective hiring decisions.

Because the recruitment and interview process forms much of a prospective candidate’s perception of an organization, Peabody seeks to demonstrate our values throughout this process. First impressions of the organization’s demographic composition are significant and the visible diversity of a workforce, as evidenced by the interview panel, is believed to make the organization more attractive to women and candidates from underrepresented groups.

Our applicant tracking system is configured so that candidates are able, and encouraged, to self-identify as a member of various groups during and after the application process.



Student and Graduate Opportunities

The Australian Graduate and U.S. Scholarship programs are two initiatives Peabody utilizes to attract young professionals to the industry and to Peabody.

Peabody offers recent university graduates the opportunity to develop as mining industry professionals through a two-year graduate program within the Australian operations.

These new hires will work across different sites and technical roles throughout the program to guide their professional development and support our operations and efforts to attract, train, and retain talented professionals.

Peabody makes a financial contribution to university and technical students in the U.S. These students must accept vacation employment with Peabody during studies and work for Peabody for a period of 24 months after graduation.

Retention

As part of a commitment to invest in and develop our employees, Peabody has a well-rounded employee retention strategy. The plan focuses on the following areas:

- Creating a workplace culture where people want to work;
- Improving the quality of our leaders through our Supervisor and Manager development programs;
- Providing ongoing learning and development opportunities for employees;
- Providing market-appropriate compensation and benefits; and
- Providing additional financial incentives.

Peabody teams operate in an environment that is inclusive, collaborative, and engaging. Our people work together and support each other to achieve business outcomes and a sense of pride in a job well done. Two-way open and transparent communication with leadership is encouraged and fosters an environment of trust and respect. Peabody offers a variety

of development opportunities to learn, grow, and advance, including experience-based learning; supervisor, manager, and leadership development programs; and mentoring and on-the-job training.

The Details

Our employees are encouraged to reach their full potential and advance their careers. The Training Room is a virtual platform accessible 24/7 and is powered by the world’s largest marketplace of learning content. This employee-driven platform was created to ensure that our employees, leaders, and teams have the resources to develop, maintain, and grow their skills and capabilities. It offers a variety of courses for employee growth, ranging from Mental Health Awareness and Leading Inclusivity to more technical subjects such as Microsoft Office.

Peabody has a comprehensive Performance and Development Review process. The process provides the opportunity for two-

way communication between employees and managers to discuss performance goals, performance achievements, individual development plans, and career aspirations.

Peabody also has a mentoring program for identified high potential employees and for selected employees identified via our inclusion and diversity initiatives. Selected mentors are assigned mentees for an initial six-month period. Peabody also supports informal mentorship arrangements between senior managers and employees.

Almost all vacant roles are advertised internally so employees can express interest in new and/or promotional opportunities. Peabody has a formal succession planning process in place to create advancement opportunities for high-potential employees and to ensure adequate skills to perform critical roles in case of employee turnover.

Leadership Development

In 2022, Peabody launched a new leadership development training program. Over 90 supervisors and front-line leaders in our mines have completed the training, with over 200 expected to participate in 2023. The training has been developed to equip our supervisors to be great managers as well as technical specialists in their work areas.

Course topics include:

- The Peabody Leadership Model
- The Role of a Supervisor
- Personality/Style Assessment and Review
- Active Listening & Feedback
- Managing Difficult Conversations
- Building Effective Teams
- Safety Leadership
- Team Member to Team Leader
- Finance Overview
- Leading Generational Differences
- Conflict Resolution

New in 2023, an executive leadership program will provide valuable training and mentorship for employees within Peabody that are currently in a Director-level or higher position to grow and develop into future executive leaders.

Employee Engagement & Satisfaction

The Peabody mission statement reflects our values—safety, customer focus, leadership, people, excellence, integrity, and sustainability—and we work to ensure that our employees live by those values each day. Peabody deploys a full employee engagement survey every three years, with pulse surveys twice yearly in the interim, with topics addressing Trust and Confidence, Work/Life Balance, Job Security, and Development and Career Advancement to assess employee engagement and work culture.

Results are aggregated and shared with employees, and these results feed directly into our Employee Value Proposition improvement plans. Results are also presented to Peabody’s executive team, and various actions and interventions are implemented to address concerns.

An online progress report related to these actions and interventions is regularly updated and shared and with the organization to track our progress.

An Update from the Chief Administrative Officer



At Peabody, we believe the best way to manage risk of any kind is with a plan, clear communication, and active management. Our industry, like many, is currently facing a labor shortage that poses a risk to our ability to operate effectively and meet our customers’ needs.

As part of our approach to mitigating this risk and continuing to improve our corporate culture, we have identified four focus areas based on key feedback from the 2021 Employee Value Proposition (EVP) survey:

- Trust, Confidence & Open Communication
- Work/Life Balance & Flexibility
- Stable Organization
- Development & Career Advancement

Throughout 2022 and into 2023, these focus areas have driven the implementation of programs and initiatives, including:

- A review for every salaried role within the company to ensure that employee compensation is competitive with market pay for the role;
- Increased use down into the organization of Individual Development Plans as part of the Performance and Development Review process;

- Enhanced delivery of learning and development opportunities for employees at all levels of the organization, with a focus on front-line leaders in our operations;
- A Peabody-wide employee recognition scheme to provide employees and leaders an opportunity to formally recognize co-workers for extra or exceptional work efforts;
- Revised employee service awards to better reward employee loyalty;
- Enhanced medical coverage options for U.S. employees;
- Partnering with WhereFit to encourage employees to get active and healthy through exercise and wellness;
- Strengthening our Employee Referral Program (ERP) program for employees referring candidates ending up in permanent placement.

We believe these efforts have helped mitigate the staffing risks facing the industry, thereby strengthening our financial position. And we believe that programs to cultivate leadership development and to enhance our recruitment of workers currently underrepresented in our workforce will help further mitigate this risk, positioning us to operate into the future as the coal provider of choice.

Scott Jarboe
CAO
Peabody

Diversity & Inclusion

We continue to build a workforce that is comprised of diverse backgrounds, perspectives, and experiences.

Our policies and practices support diversity of thought, perspective, sexual orientation, gender, gender identity and expression, race, ethnicity, culture, and professional experience, among others. The company’s inclusion programs are formalized in policy and practice and are embedded in our Equal Employment Opportunity policy and our Code of Business Conduct and Ethics.

The Details

Our employees have the right to report issues in a safe and anonymous manner when necessary, through our third-party managed “Tell Peabody” reporting platform. Peabody also has an established process for employees to raise concerns with legal protection. Furthermore, Peabody is committed to continuing our journey towards greater awareness and actions in support of workforce diversity.

Peabody actively supports inclusion and diversity initiatives, including delivering inclusive leader and unconscious bias

education to enable the workforce to begin recognizing, acknowledging, and minimizing potential blind spots in interactions with others, while managing more effectively in today’s workplace.

Our global workforce is comprised of approximately 11 percent women, with 13 percent of Director level or higher positions occupied by women, in addition to the two women on our Board of Directors. Within Peabody Investment Corp, which is centralized in our St. Louis Office, Peabody achieved an overall female placement rate of 39 percent in open positions in 2022 and met the target placement rate for women within senior management and middle management under the Affirmative Action Program goals established by the Office of Federal Contract Compliance Programs. Peabody also achieved an overall minority placement rate of 21 percent in open positions in 2022, and exceeded the target placement rate for minorities within middle management.

As part of Peabody’s ongoing efforts to better understand the demographics of our workforce and the communities in which we operate, Peabody collects data related to employee demographics

within each of our U.S. Operations. This data, with consideration of state and local workforce demographics, can inform our strategy as we implement specific programs and identify opportunities to improve the diversity of our workforce. Depending on the region of operation, these initiatives include outreach to organizations supporting underrepresented ethnic groups, recruitment of military veterans, partnership with workforce development agencies, and collaboration with organizations promoting women in leadership. By understanding the composition of the communities, we serve, Peabody is better positioned to attract a robust and diverse workforce to lead our organization into the future.

An initiative is currently underway to implement a data collection system for Peabody’s Australian operations. This project is slated for completion in 2023. At that time, we will be able to provide further information regarding the diversity of the Australian workforce and further analysis of our global workforce by the end of 2023, published in the 2024 ESG report.

Workplace Diversity

Newsweek’s 2023 Greatest Workplaces for Diversity list named Peabody among the top tier of workplaces for creating a diverse and welcoming workplace nationwide. The company received five stars, the highest rating available.

The list includes the top 1,000 companies that employees say value and respect different kinds of people. The results are based on publicly available data, interviews with HR professionals, and an anonymous online survey of a diverse pool of employees at companies with 1,000 or more employees in the U.S., Newsweek said. Those who took the survey were asked about corporate culture, work environment, and other topics. More than 350,000 companies received reviews.

Diversity & Inclusion

CONTINUED

Peabody U.S. Employee Demographics vs. State Census Demographics

	White	Black or African American	Hispanic or Latino	Asian	Hawaiian or Pacific Islander	Native American	Two or More Races
Peabody Alabama Operations	82.9%	13.8%	0.7%	0.0%	0.2%	0.9%	0.7%
Alabama Census	64.9%	26.8%	4.8%	1.6%	0.1%	0.7%	1.9%
Peabody Arizona Operations	10.8%	0.0%	0.0%	0.0%	0.0%	89.2%	0.0%
Arizona Census	53.2%	5.4%	32.3%	3.8%	0.3%	5.3%	3.1%
Peabody Colorado Operations	83.3%	0.0%	9.7%	0.0%	0.0%	2.7%	2.7%
Colorado Census	67.0%	4.7%	22.3%	3.6%	0.2%	1.7%	3.3%
Peabody Illinois Operations	90.2%	4.4%	1.3%	0.4%	0.4%	1.3%	0.9%
Illinois Census	60.0%	14.7%	18.0%	6.1%	0.1%	0.6%	2.2%
Peabody Indiana Operations	97.1%	0.6%	0.6%	0.1%	0.0%	0.3%	0.5%
Indiana Census	77.5%	10.2%	7.7%	2.7%	0.1%	0.4%	2.3%
Peabody Missouri Operations	79.1%	8.4%	2.6%	8.4%	0.0%	0.5%	0.5%
Missouri Census	78.7%	11.8%	4.7%	2.2%	0.2%	0.6%	2.6%
Peabody New Mexico Operations	37.9%	0.0%	46.3%	0.4%	0.0%	14.2%	0.4%
New Mexico Census	35.9%	2.7%	50.1%	1.9%	0.2%	11.2%	2.7%
Peabody Wyoming Operations	91.9%	0.4%	4.7%	0.1%	0.1%	1.8%	0.4%
Wyoming Census	83.3%	1.2%	10.6%	1.1%	0.1%	2.8%	2.4%

U.S. Census data www.census.gov

Health & Safety

At Peabody, safety is a way of life, our first value, and leading measure of excellence. It is integrated into all areas of our business and at the core of our strong, united workforce. We approach safety as a process and a passion, supporting our goal of an incident-free workplace through a culture of innovation, accountability, and continuous improvement at all levels of the organization.

Peabody’s health and safety efforts are led by the executive leadership team, with oversight by the board’s Health, Safety, Security and Environmental Committee (the “HSSE Committee”). Health and safety are core to the Peabody mission, and the success of the company’s efforts in these areas depends on the daily decisions and actions of each Peabody employee.

In its oversight role for Peabody’s health and safety efforts, the HSSE Committee’s key responsibilities include:

- Reviewing with management the significant risks or exposures faced by the company in the health, safety, security, environmental, and cultural heritage areas;
- Reviewing the company’s health, safety, security, environmental, and cultural heritage objectives, policies, and performance, including processes to ensure compliance with applicable laws and regulations;
- Reviewing the company’s efforts to advance progress on sustainable development.



Health & Safety CONTINUED

Safety Management Systems

Our vision is to operate safe, healthy, and environmentally responsible workplaces that are incident free. Safety and health are core Peabody values and are integrated into all areas of our business. Our goal is to eliminate all workplace incidents, including injuries and occupational illnesses, by identifying risks and systematically developing processes to mitigate or eliminate exposure.

Peabody’s Safety and Sustainability Management System is a risk-based approach that is the basis for continuous improvement in health, safety, and environmental stewardship. Our Safety and Sustainability Management System is independently certified under the U.S. National Mining Association’s CORESafety® framework and sets clear expectations for work activity at operations and the management principles that support a culture of participation and accountability among employees, contractors, visitors, and vendors at our sites.

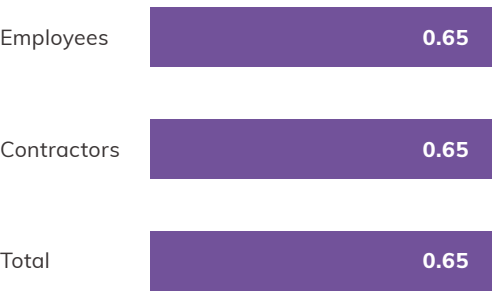
As part of our system, key elements that support our safety and sustainability performance have been established, including the following:

- Identification of key risks within each operation
- Front-line risk assessment to identify and effectively manage hazards during work activities
- Leadership field verification that provides a forum for observation, coaching, and feedback with a focus on the highest risk activities
- Communication and learning that support continuous improvement, including:
 - Safety briefings, risk reviews, and hazard training before entering mines
 - Incident investigation, findings review and best practice sharing when an incident or close call occurs
 - Established roles and responsibilities for management and employees
 - Clear expectations that contractors will align with company safety practices and expectations
 - Regular audits of our practices and procedures to improve the system, including annual internal audits and an external audit every three years
 - Incentives linked to operational safety and audit performance through compensation metrics

Reportable Injury Frequency Rate



Lost Time Injury Frequency Rate



Health & Safety CONTINUED

Peabody offers employees Health and Safety training and development opportunities throughout the year to improve technical knowledge, foster skill development, and cultivate risk awareness. As part of the onboarding process, operations personnel receive Health, Safety, and Environmental training that meet internal standards and external regulatory requirements prior to working onsite. Current Peabody employees in operations participated in over **160,000 hours** of Health and Safety training in 2022.

Over the past year, Peabody achieved improvements in our total reportable injury rate, reportable injury rate for employees, and reportable injury rate for contractors. In 2022, we had our lowest annual global injury rate ever and three of our mines reported zero incidents. Our total reportable injury rate decreased by 4 percent.

Along with these achievements, Peabody also mourned the loss of a contract employee who lost their life at the El Segundo operation in August 2022. This tragedy would be compounded if we did not learn from this incident and incorporate our learning into creating a safer work environment for all of our employees, contractors, and visitors. We continue to drive proactive safety efforts and reinforce the good actions of our people, always striving for zero injuries.



Sentinels of Safety Awards

In 2022, two Peabody mines were presented with the Sentinels of Safety Award by the National Mining Association to honor their safety performance in 2021. The award recognizes those mines that record the most hours in a calendar year without a single lost-time injury and a minimum of 4,000 hours worked.

Twentymile Mine was recognized in the large underground mine category and Shoal Creek Mine received recognition in the small preparation plant category.

These awards are the United States’ most prestigious recognition of mine safety, and only six coal mines received the award in 2022, nationally.

Wambo and Metropolitan Mine Rescue Teams

Mine rescue teams from the Wambo and Metropolitan Mines in our Australian operations took top honors in the 2022 Hunter Valley and Southern Region Mines Rescue competitions.

These competitions test teams’ emergency preparedness capabilities, teamwork and communication skills in a series of high-pressure exercises designed to simulate real-life emergencies that could occur in underground mining operations. These scenarios include underground search and rescue, monitoring of volatile mine conditions, managing confined space hazards, firefighting and first aid.

The Wambo team has performed well historically in the Hunter Valley competition, placing first in nine out of the last ten years of the competition. The Metropolitan team achieved their first ever win in the history of the Southern Region competition in 2022.

Both teams proudly represented their regions in the 2022 Australian Mine Safety Titles in Wollongong.

Community Involvement

Supporting Indigenous Communities

Peabody forges strong and respectful relationships with indigenous people wherever we operate based upon comprehensive engagement and communication frameworks established throughout the mining process.

Our process for managing cultural heritage sites begins with the identification of the project and areas for disturbance as well as a review of existing laws, ownership and possible cultural heritage impacts.

This information is then shared with key stakeholders and an assessment of the environmental impacts and cultural heritage impacts is conducted. Any areas to be disturbed must first go through an internal review and approval process. Once mining has concluded, a post mining survey is conducted.

In the U.S., Peabody is actively completing final reclamation of the Black Mesa/ Kayenta Mine complex in Arizona. We are restoring the land for highly productive use in line with a comprehensive sustainability plan and ongoing involvement from the landowners- the Navajo and Hopi Tribes.

In Australia, Peabody’s mining operations are within the unoccupied traditional lands of many indigenous people. We have a strong, ongoing record of consultation with local indigenous representatives and Native Title parties based on mutual respect, understanding and value for Aboriginal cultural heritage. Consultation and engagement processes begin prior to regulatory approval of any mining project and continue through mining production, land rehabilitation and mine closure.

Peabody is signatory to Native Title and/or Aboriginal Cultural Heritage Agreements with local indigenous peoples at the company’s four Australian operating mines, and at non-operating sites.

Through these agreements indigenous people also have key input into the company’s provision of economic support programs for local indigenous communities, including employment opportunities and traineeships.



NAIDOC Week Celebration

NAIDOC Week celebrations are held across Australia in the first week of July each year to celebrate and recognize the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC Week is an opportunity for all Australians to learn about First Nations cultures and histories and participate in celebrations of the oldest, continuous living cultures on earth.

Peabody’s Queensland Burton operation celebrated 2022 NAIDOC Week with a site visit and morning tea at our Burton mine welcoming Merv Riley, Vice Chairperson from the Barada Barna Aboriginal Corporation.

Community Involvement CONTINUED

Supporting Our Communities

Peabody values the communities in which we operate. The company provides employment opportunities, payroll taxes, coal royalties, and charitable contributions for the local communities where our employees live and work.

Peabody also operates a global philanthropic program to support the people and communities that support us. The program seeks to improve the lives and livelihoods of our employees, their families and the communities where we operate through direct contributions to local educational, health, sporting and social services.

In 2022, Peabody’s operations and offices provided financial support to non-profit organizations which benefit their local communities such as the Riding for the Disabled Association of New South Wales – Mudgee branch, Helensburgh Tigers Rugby League Club, Singleton Hall of Fame Awards, the Mackay Special Children’s Christmas Fund, the St. Louis Crisis Nursery, the BackStoppers, American Red Cross, Junior Achievement, United Way, Team of Mercy, Sullivan Rotary Club, Dugger Coal Museum, Shakamak Softball, Coulterville Police Department, Warrick County Sheriff’s Office, Make A Wish, Miners Christmas and many more.



Wilpinjong Mine Secures Horse Riding Hub for Disabled Community

In 2022, the Wilpinjong Mine and Mudgee Riding for the Disabled Association (RDA) have partnered to officially open a new Ride-ability Hub to offer vital services for people living with a disability. The new, permanent home for the Mudgee RDA, fully funded by our Wilpinjong Mine, is a horse-riding Hub for people with disabilities, including school children and adults.



Y.E.S. House Foundation

Powder River Basin Community Outreach

Peabody contributed \$50,000 to the Y.E.S. House Foundation, an organization committed to the care for young people and their families in Northeast Wyoming through residential and day programs to address substance abuse and family instability. Members of the Peabody team visited the facility to thank the staff and volunteers for their tireless work in building better community outcomes.

Supply Chain Management

Peabody’s commitments to labor, human rights, employment standards, and environmental excellence extend beyond just employees to all vendors and contractors performing work on behalf of the company. Operations leadership, in partnership with the Vice President of Supply Chain Management, has responsibility for partnering with vendors that share our values and deliver quality products and services.

During onboarding, vendors and their employees receive a copy of Peabody’s rules and regulations and receive training to understand the requirements set forth in our policies and standards. Vendors are required to comply with all required health and safety permits, have a system in place for workers to report any incidents, and implement a corrective action plan for incidents and failures. Training requirements to ensure compliance are outlined in the contractual arrangements with the vendor, and overall contractor performance and compliance is overseen by a Peabody project manager at the facility.

Environmental Expectations of Suppliers

Peabody outlines expectations for environmental compliance and stewardship to all vendors in its [Vendor Code of Conduct](#). Suppliers must comply with all laws and regulations—whether local, tribal, or international—and ensure all activities are covered by relevant environmental permits and licenses. Peabody may also outline further requirements in its contractual arrangements with a vendor, depending on the scope or potential impact of the service or product provided.

Social Expectations of Suppliers

Peabody’s vendors must comply with all applicable laws and regulations, as well as all expectations outlined in the Vendor Code of Conduct. Peabody’s vendors must include in their internal policies and procedures a commitment to zero tolerance towards bullying, harassment, or discrimination within the workplace. Peabody’s vendors are expected to follow our principles of acting in accordance with the International Bill of Human Rights, United Nations Guiding Principles of Business and Human Rights, and the International Labor Organization Declaration on Fundamental Principles and Rights at Work. Our Australian vendors are also expected to follow the provisions of the Australian Modern Slavery Act.

In addition, a vendor’s diversity status is obtained in the onboarding process for purposes of tracking diversity spend across the company. In 2022, Peabody spent approximately \$32.5 million with underrepresented vendors.



Peabody’s commitments to labor, human rights, employment standards, and environmental excellence extend beyond just employees to all vendors and contractors performing work on behalf of the company.



Governance

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ESG Oversight

Top to Bottom

ESG is integrated into all areas of our business, from our headquarters in St. Louis, to our offices in Brisbane, and our mines around the world. Our top to bottom approach ensures the board has ultimate oversight of our ESG strategy which is championed by the executive leadership team and senior management and turned into meaningful change by our global workforce.

To ensure the company is living up to its values, Peabody’s corporate ethics, compliance, safety, and environmental programs are subject to **ongoing evaluation and oversight**. The board annually reviews the qualifications and composition of the board and committees as well as the objectives, policies, and efficiency of programs that advance progress on sustainable development.

The Details

The board of directors achieves responsible corporate governance practices through a dotted line reporting relationship between management’s compliance function and the board’s Nominating and Corporate Governance Committee, and through regular compliance reporting to both the board’s Nominating and Corporate Governance, Compensation, and Health, Safety, Security, and Environmental Committees.

Peabody’s Nominating and Corporate Governance Committee is appointed by the board of directors

and must have at least three directors, with the majority independent. This committee serves as the highest-level authority on corporate governance matters. The committee’s responsibilities include maintaining the qualifications and composition of the board and committees; developing global corporate social responsibility and sustainability standards; reviewing potential conflict of interest situations; and overseeing the company’s corporate ethics and compliance program.

The Compensation Committee is appointed by the board of directors and must have at least three directors, with the majority independent. This committee serves as the highest-level authority on compensation and performance matters. The committee’s oversight responsibilities include authority on matters related to compensation of Peabody’s executive officers as well as matters related to human capital management, including diversity and inclusion, pay equity, company culture, employee engagement, employee growth and development practices, and the company’s general approach to employee compensation and benefits.

Likewise, Peabody’s Health, Safety, Security, and Environmental Committee, appointed by the board of directors, must have at least three directors, with the majority independent, and serves as the highest level of authority on health, safety, security, and environmental (HSSE) matters. The committee’s oversight responsibilities regarding the Company’s HSSE areas include monitoring significant risks

or exposures; developing objectives, policies and programs and conducting assessments of impact, and performance; and efforts to advance progress on sustainable development.



Our Board of Directors

Peabody is governed by an **experienced and diverse** board of directors. Our directors come from multiple global, tier-one mining, energy, utility, equipment, and capital markets companies, bringing strong and unique perspectives. The board has broad experience in a variety of areas including mining and related industries, end-user segments (energy/steel), mergers and acquisitions, finance and accounting, human capital and organizational health, restructuring, global operations, health, safety and environmental affairs, governmental affair and administration, public policy, corporate governance, legal and regulatory affairs, board service, and executive management.

Thirty-three percent of our directors are gender and/or racially diverse.

Board Diversity	Malone	Algaze	Bertone	Champion	Chirekos	Gorman	Grech	Laymon	Miller
Skills, Knowledge, and Experience									
Public Company Board Experience	•	•	•	•	•	•	•	•	•
Financial	•	•	•		•	•	•	•	•
Health, Safety, Environmental	•		•	•		•	•	•	
Risk Management	•		•	•	•		•	•	•
Accounting		•			•				
Corporate Governance/Ethics	•		•	•	•			•	•
Legal/Regulatory	•		•						
Human Capital/Organizational Health/Compensation	•							•	
Executive Experience	•		•	•		•	•	•	
Strategic Planning/Oversight	•		•	•	•	•	•	•	•
Technology/Cybersecurity	•								
Mergers and Acquisitions	•	•	•		•	•	•	•	•
Mining or Related	•		•	•	•		•	•	
End User Segments (Energy/Steel)	•		•				•	•	
Commercial Sales/Marketing	•						•		
Global Operations/Supply Chain	•		•	•		•	•		
Government/Public Policy	•			•			•	•	
International (Australia /AsiaPac)	•			•	•	•	•	•	
Restructuring Industry/Company	•	•		•		•	•	•	•
Select Minority Demographics									
Female		•	•						
African American								•	
Latino(a)			•						
Veteran/Military Service									
Prior Service								•	
Board Tenure									
Years	14	3	4	3	6	6	2	6	3
Compliance Considerations									
Independent Director	•	•	•	•	•	•		•	•

Independence

An independent board ensures that meaningful oversight occurs. Eight of our nine directors are independent under NYSE rules, including the non-executive board chair.

Our board has five standing committees:

- **Audit;**
- **Compensation;**
- **Executive;**
- **Health, Safety, Security, and Environmental; and**
- **Nominating and Corporate Governance.**

These committees each have a formal charter that describes its purpose, organizational structure, and responsibilities.

The board and each of its committees regularly holds executive sessions of their independent directors.



Samantha Algaze



Andrea Bertone



Bill Champion



Nicholas Chirekos



Stephen Gorman



Jim Grech



Joe Laymon



Bob Malone



Dave Miller

The Numbers

Members

9

Independent Members

8

Standing Committees

5

Combined Years of Service
to the Board

47

Gender and/or Racial Diversity

33%

Ethics

At Peabody, integrity is one of our most important values. Our [Code of Business Conduct and Ethics](#) outlines policies and procedures that shape how we work and help us maintain a culture of excellence. Peabody employees participate in annual training on the Code of Business Conduct and Ethics.

We understand that a strong adherence to these principles of ethical decision-making promotes the best interest of the company and enhances our reputation as a world-class, responsible mining company for our stakeholders.

The Details

The Code of Business Conduct and Ethics covers key areas including conflicts of interest, antitrust and unfair competition, fraud, commercial relationships, financial reporting, and harassment.

The policies and procedures outlined in the Code of Business Conduct and Ethics support compliance with local, state, federal, tribal land, and international laws and regulations, including securities requirements. 99 percent of salaried employees completed Business Conduct and Ethics training in 2022.



Anti-Bribery & Corruption

The company complies with all applicable laws and regulations in any jurisdiction in which it does business.

Peabody strictly prohibits giving, offering, or promising anything of value to a government official to influence any official act or otherwise violate the law. Peabody prohibits commercial bribery of any kind, as outlined in the [Anti-Bribery and Anti-Corruption Policy](#).

Peabody knows its reputation for fairness and integrity is one of its most valuable assets. Because of this, Peabody cultivates a culture of high ethical standards and behavior.

Annual anti-corruption and anti-bribery training is required for salaried employees.



Whistleblower

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Peabody’s [Whistleblower Policy](#) encourages all current and former directors, officers, employees, and suppliers of Peabody to report any suspected wrongdoing, unethical or improper conduct or dangers at work, or improper circumstances in relation to Peabody.

To safeguard confidentiality, Peabody established “Tell Peabody”; a 24/7 telephone and web-based hotline. Employees, vendors, and contractors may use the hotline to report any issues or concerns anonymously to an independent entity, without risk of retaliation. Reports may also be made to managers, HR representatives, or the General Counsel.

Employees learn about the “Tell Peabody” hotline during the onboarding process and refresher training is provided annually.

All issues reported to the hotline are reviewed and investigated. Each investigation and relevant outcomes are reviewed by the board of directors.

For those outside the company, information about the “Tell Peabody” hotline is available on our public-facing website.

PEABODY

Code of Business Conduct & Ethics

P

Protect and Use Company Assets Properly

Theft, fraud, carelessness, and waste impact our resources and ability to work ethically. Misusing company computers, emails or the internet are some of the inappropriate behaviors that lower the integrity of our workplace.

E

Encourage Speaking Up

We understand it takes courage to speak up; however, we can't fix an issue if we don't know about it. If you know of, suspect, experience or witness misconduct of any kind, talk with your manager, local team, HR or contact the **Tell Peabody Hotline**.

A

Act Respectfully

Treat each other fairly and respectfully to make our workplace an enjoyable and productive environment free from unwelcome behaviors. Speak up about suspected or actual inappropriate behavior.

B

Be Safe At Work - No Drugs, Alcohol or Violence

Avoid being under the influence of, bringing, or sharing controlled substances, illegal drugs, or alcohol at work and when operating our vehicles. Violent or threatening behavior does not belong in our workplace and will not be tolerated.

O

Operate within the Law and Policies

We follow - in both letter and spirit - all of the laws and regulations that apply to our business. We operate safely and act with integrity. This includes timely reporting of misconduct, accidents, injuries, and unsafe equipment, practices and conditions.

D

Decide Ethically

Ethical decision-making is essential to our success. If something seems illegal, against policy or unethical or if made public it makes you uneasy, stop and ask for help from your supervisor, general manager, HR or the Ethics & Compliance Officer.

Y

You Matter

Peabody supports a workplace that is free from unlawful discrimination and harassment, and expects that all employees will treat each other with fairness and respect. Retribution, retaliation and revenge are prohibited.

TELL PEABODY HOTLINE

TellPeabody.com

US: 1-800-514-9324
AU: 1-300-849-285
China: 00.800.1777.9999

SMS text: +1 (314) 690-5024
*carrier fees may apply

integrity@peabodyenergy.com
**Peabody Ethics & Compliance team enters in system

Full version of the Peabody Code of Business Conduct and Ethics is available in the Investor section of PeabodyEnergy.com

Peabody

Over the past three years, 1.3 reports were submitted per 100 employees via “Tell Peabody.”

This program is communicated to all employees during their onboarding process and refresher training is provided annually.

Risk Management

Peabody has established an Enterprise Risk Management (ERM) process that is applied at all levels of the organization. Through this, we have developed a standard framework for evaluating risk. The board of directors, the executive team, and operations management, regularly conduct oversight and reviews of key risk areas.

In assessing our key risks, we also strive to fully understand how those risks may evolve over time, and what steps we can take to mitigate those risks. Management is responsible for the day-to-day management of the risks we face, while the board, as a whole and through its committees, is responsible for the oversight of risk management.

The Details

Risk Assessments are conducted regularly in key operational areas. These are based on potential consequences and likelihood and include escalation criteria. During this process, operations management collaborates with technical team members to review and monitor potentially changing conditions. The gathered information from each area is reported to the executive team who evaluates the adequacy of the assessment and action plans. They also ensure consistency with public disclosures.

In its risk oversight role, the board has the responsibility to satisfy itself that the risk management processes designed and implemented by management are adequate and functioning as intended. Additionally, the board holds strategic planning sessions with management to discuss our strategies, key challenges, and risks and opportunities. The full board receives reports on our enterprise risk management initiatives on an annual basis, at a minimum, and oversees the process of identifying and mitigating our material risks.

Key Operational Areas of the ERM:

- Finance, U.S. Operations
- Australia Operation
- Legal and Government Affairs
- Commercial and Corporate Development
- Human Resources
- Information & Operational Technology
- Corporate Communications

The Role of the Board

While the board has ultimate responsibility for risk oversight, board committees also oversee specific aspects related to our ESG strategy. The Compensation Committee assists the board in fulfilling its oversight responsibilities with respect to the risks arising from our compensation policies and programs and human capital matters. The Health, Safety, Security, and Environmental Committee assists the board in fulfilling its oversight responsibilities with respect to the risks associated with our health, safety, security, and environmental objectives, policies, and performance, including those related to cybersecurity and data privacy. The Nominating and Corporate Governance Committee assists the board in fulfilling its oversight responsibilities with respect to the risks associated with board organization, membership and structure, ethics and compliance, political contributions, and lobbying expenditures, succession planning for our directors and executive officers, and corporate governance.

The board completes annual reviews of the ERM program and outputs. It regularly reviews information relating to marketing, operations, safety performance, trading, finance, business development, cybersecurity, safety and health performance (including pandemic impacts), and environmental, social, and governance objectives, policies, and performance, and the risks associated with each.

Additionally, the board holds strategic planning sessions with management to discuss strategies, key challenges, and risks and opportunities.

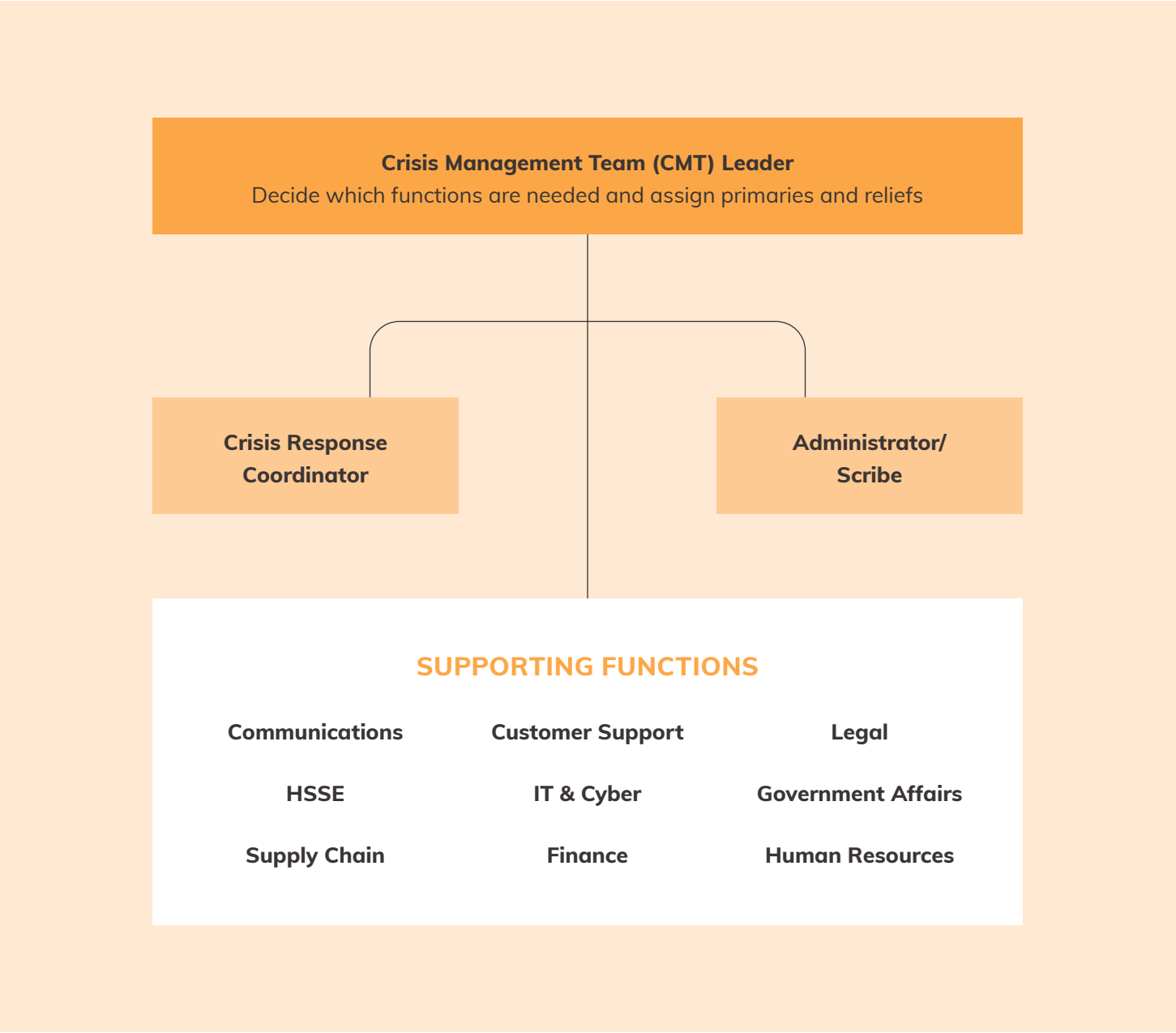
Crisis Management

Should a crisis occur, Peabody maintains and regularly reviews a Crisis Management Plan. This plan includes a scalable structure and can be utilized at both the Corporate and facility level. The plan includes defined roles for members of a Crisis Management Team and Facility Emergency Contacts.

Site-based Incident Management Teams are responsible for the on-site management of serious incidents and crises.

Each Peabody site has its own site-based Incident Management Team structure as part of its Emergency Management Plan and is supported by corporate staff and the Crisis Management Team, when necessary. The site-based Incident Management Team works in tandem with the local emergency response teams and oversees the mitigation and recovery effort.

Crisis and Incident Management Team members receive regular training and conduct annual exercises to test the program and plans. The board of directors is also a key piece of the Crisis Management Team and participates in regular exercises to ensure preparedness. Peabody engages with a broad network of stakeholders, including investors, regulators, and trade associations, to appropriately respond to crises and continually improve the readiness for future responses.



Cybersecurity

Cybersecurity is a significant pillar of risk management at Peabody. Our cybersecurity strategy emphasizes mitigating cyber risk exposure and continuous improvement of cyber defense and resilience capabilities.



The Details

Peabody’s cybersecurity strategy emphasizes:

- Proactive management of cyber risk to ensure compliance with contractual, legal, and regulatory requirements;
- Performing due diligence on third parties to ensure they have sound cybersecurity practices;
- Ensuring essential business services remain available during a business disruption;
- Implementing data policies and standards to protect sensitive company information;
- Exercising cyber incident response plans and risk mitigation strategies to address potential incidents should they occur.

Cybersecurity Risk Assessments and Vendors/Suppliers

The Peabody cybersecurity department completes cyber risk assessments on vendors or prospective vendors that evaluate their relationship to Peabody, such as the type of data furnished to the vendor or connections to Peabody systems. After the vendor’s cybersecurity practices are evaluated, Peabody makes a recommendation regarding the level of risk the vendor contributes to the company or if there are additional security controls recommended for use with the vendor or its platform.



In 2022, there were no breaches that resulted in loss of privacy, data, or company information for customers or employees. All Peabody employees who have access to Peabody data or systems are required to complete annual cybersecurity training. The board of directors also completes annual training. Employees who have access to sensitive data complete targeted training that addresses specific security risks.

Stakeholder Engagement

Peabody seeks to engage stakeholders and build trust through ongoing conversations and transparency. Our stakeholders include investors, employees, customers, suppliers, government regulators, communities, and industry groups.

We value feedback and welcome discussion about business strategy and priorities, operational updates, our holistic approach to ESG, and executive compensation. We encourage open and constructive dialogue with investors during quarterly earnings calls and investor days. In 2022, Peabody reached out to 44 institutional stockholders, accounting for 66 percent of total diluted shares outstanding as of December 31, 2022.

Communications are elevated to the executive leadership team and are forwarded and reviewed by the full board as appropriate.



Peabody Investor Day

During the 2022 Peabody Investor Day event, Dr. Richard Axelbaum gave an informative presentation on the future of coal and the use of advanced coal combustion technology for future power generation.

Dr. Axelbaum serves as the Director of the Consortium for Clean Coal Utilization Washington University St. Louis School of Engineering. He has been recognized for his research in the fossil fuel combustion and innovation to address carbon dioxide emissions.

Political Contributions

Oversight of Political and Lobbying Activities

As a global leader in energy resources, Peabody believes it is important to participate in the political process and engage policymakers on global energy, environmental, and economic matters.

Peabody’s political and lobbying activities are directed by members of the executive leadership team with oversight from the company’s board of directors. Any action is conducted in accordance with applicable law, corporate policies, and our Code of Business Conduct and Ethics.

Peabody is also a member of industry groups, trade associations, and nonprofit organizations. These groups represent the mining industry and business community in discussions with governments and other stakeholders to establish consensus on policy issues.

The Details

In 2022, Peabody made \$31,000 in political contributions through its Political Action Committee (Peabody PAC), a nonpartisan political fund that provides financial support to candidates and is funded entirely through voluntary contributions from eligible Peabody employees. Peabody also made a \$55,000 corporate contribution to the Congressional Leadership Fund.



Peabody’s total U.S. federal lobbying expense for 2022 was approximately \$380,000, as determined using the Lobbying Disclosure Act method for reporting such expenditures. Peabody political contributions, Peabody PAC, and U.S. lobbying expenditures are a matter of public record, and the most current information is available through the Federal Election Commission, state campaign finance reports, and the U.S. Senate and U.S. House of Representatives. Peabody publicly reports U.S.

federal lobbying expenses on a quarterly basis, including issues lobbied. Our reports are filed under the name Peabody Investments Corp.

Peabody has been advised by organizations to which it belongs that approximately \$260,000 of the annual dues and other company payments to U.S. industry groups and trade associations were used for lobbying expenditures and/or political activities in 2022.



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KPI Data Charts

Category	Topic	Unit	2018	2019	2020	2021	2022	GRI	SASB
	Total Revenue	\$ millions	5,582	4,623	2,881	3,318	4,982		
ENVIRONMENTAL									
Emissions									
Emissions	Carbon Intensity	(tons CO ₂ -e/million USD)	1,892	1,931	2,560	2,060	1,356		
Emissions	Carbon Intensity	(LB/ Unit)	16.0	15.0	14.0	14.1	14.7		
Emissions	Scope 1 Emissions ^{a,b}	metric ton CO ₂ e	8,798,149	7,366,914	6,107,970	5,632,964	5,562,046	305-1	EM-CO-110a.1
Emissions	Scope 2 Emissions	metric ton CO ₂ e	782,969	731,804	583,873	567,671	566,176	305-2	
Emissions	CO ₂ Equivalent Emissions Total (Scope 1 & 2)	metric tons CO ₂ -e	9,581,118	8,098,718	6,691,843	6,200,635	6,128,222		
Waste									
Waste	Hazardous Waste	tons	4,468	359	3	2,501	2,382	306-3	EM-CO-150a.5
Waste	Non-Hazardous Waste	tons	23,545	24,976	13,741	9,891	24,371	306-3	
Waste	Total Waste Recycled (Hazardous + Non-Hazardous)	tons	15,634	11,273	4,131	7,075	16,109	306-3	
Waste	Mineral Waste	tons	NA	20,649,144	14,160,416	14,039,518	15,901,226	306-3	EM-CO-150a.3
Waste	Non Mineral Waste Generated	tons	28,013	25,335	13,744	12,392	26,731	306-3	EM-CO-150a.2
Waste	Hazardous Waste Recycled	tons	3,447	140	NA	1,742	1,662	306-3	EM-CO-150a.6
Water									
Water	Water Withdrawal Total	cubic meters		67,232,000	51,800,000	55,067,000	48,424,649	303-3	
Water	Water Recycled	cubic meters		13,701,000	13,013,000	12,234,000	11,983,953		

a U.S. Scope 1 emissions revised for alignment to U.S. EPA methodology

b IPCC AR4 GWP values utilized

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Category	Topic	Unit	2018	2019	2020	2021	2022	GRI	SASB
Water	Percentage of Water Recycled and Reused	%		20%	25%	22%	25%		EM-CO-140a.1.2
Water	Percentage of Water Withdrawn in Areas with High or Extremely High Baseline Stress	%		NA	18%	21%	23%		EM-CO-140a.1.4
Water	Number of water non-compliances resulting in a formal enforcement action	#		NA	0	0	2		EM-CO-140a.2
Water	Fresh Water Withdrawal Total	cubic meters		NA	26,207,000	23,498,000	30,035,920		EM-CO-140a.1
Energy Use									
Energy Use	Energy from Electricity	Gigajoules		4,200,253	3,380,396	3,206,713	3,632,886	302-1	
Energy Use	Percentage Renewable Energy from Electricity	%		19%	24%	26%	26%	302-1	
Energy Use	Energy from Fuel Use	Gigajoules					18,240,873	302-1	
Energy Use	Total Energy	Gigajoules					21,873,760	302-1	
SOCIAL									
Community									
Community	Donations Total	\$	\$1.45M	\$1.59M	\$1.01M	USD: \$0.62M	USD: \$0.88		
Community	Donations Total	\$	\$14,500,000	\$1,590,000	\$1,010,000	\$620,000	\$880,000		
Diversity									
Diversity	% Women Employees	%				11%	11%	405-1	
Diversity	% Non Executive Women Managers	%				13%	12.3%	405-1	



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Category	Topic	Unit	2018	2019	2020	2021	2022	GRI	SASB
Diversity	% Diverse Employees	%				10%	9%	405-1	
Human Capital Management									
Human Capital Management	Turnover of Employees	%	7.5%	10.4%	10.5%	14.7%	14.3%	401-1	SV-PS-330a.2
Health & Safety									
Health & Safety	Employee Health & Safety Training Hours	Hours				86,280	163,000	403-5	
Health & Safety	Total Injury Rate	Rate	1.45	1.70	1.67	1.18	1.13	403-9	
Health & Safety	Total Injury Rate Employees	Rate	1.91	2.06	1.85	1.26	1.15	403-9	
Health & Safety	Total Injury Rate Contractors	Rate	0.09	0.62	1.10	0.93	1.08	403-9	
Health & Safety	Lost Time Injury Rate Total	Rate	0.93	1.21	1.26	0.79	0.65	403-9	
Health & Safety	Lost Time Injury Rate Employees	Rate	1.32	1.54	1.44	0.84	0.65	403-9	
Health & Safety	Lost Time Injury Rate Contractors	Rate	0.03	0.22	0.67	0.62	0.65	403-9	
Health & Safety	NMFR	#		NA	5.5	4.7	24.2	403-9	EM-CO-320a.1
Health & Safety	Employee Fatalities	#		1	0	0	0	403-9	EM-CO-320a.1
Health & Safety	Contractor Fatalities	#		NA	0	0	1	403-9	EM-CO-320a.1



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Category	Topic	Unit	2018	2019	2020	2021	2022	GRI	SASB
Labor									
Labor	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	%		NA	U.S.: 9% Non-U.S.: 63%	U.S.: 11.5% Non-U.S.: 63%	U.S.: 9.1% Non-U.S.: 59.8%		EM-CO-310a.1
Labor	Number and duration of strikes or lockdowns	#		NA	0	7	1 strike, 57 days		EM-CO-310a.2
GOVERNANCE									
Management									
Management	Executive Member Diversity	%				0%	0%	405-1	FN-IB-330a.1
Management	Board Member Diversity	%				33%	33%	405-1	FN-IB-330a.1
Human Rights									
Human Rights	Percentage of (1) proved and (2) probable reserves in or near indigenous land	%			0%	0%	0%		EM-CO-210a.1



BUILDING BRIGHTER FUTURES