



2025

Sustainability Report

BUILDING BRIGHTER FUTURES

Peabody



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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.



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President & CEO Statement

Dear Stakeholders,

At Peabody, we approach our sustainability, human capital and governance practices as an opportunity to deliver further value across our business and to our stakeholders. This year, I am pleased to report that Peabody made significant progress advancing our goals by remaining focused on safety, environmental performance, production and other key priorities. You will find the impact of these guiding principles detailed in this report.

Safety is our first value and our measure of excellence. In 2024, both U.S. and Australian operations achieved record low total recordable injury frequency rates (TRIFR), generating a new record low combined global value of 0.81 recordable accidents per 200,000 hours worked and besting the previous record of 1.13 set in 2022. Globally, we also achieved our lowest recorded annual injury severity rate, well below industry averages. Three of our operations completed 2024 with no reportable injuries.

In 2024, Peabody successfully reached our first incremental target for greenhouse gas (GHG) emissions reductions, reducing our Scope 1 and Scope 2 GHG emissions by over 35 percent from our 2018 baseline. Our new incremental and measurable targets are included on page 17 of

this report. As a result of our industry-leading reclamation efforts, Peabody also achieved a record \$118 million in bond release approval for reclaimed land in the U.S. Likewise, graded land exceeded disturbed land by a ratio of 1.7 to 1, improving the prior best ratio of 1.3 to 1 in 2023.

Over the past several years, Peabody has worked to reweight our portfolio towards seaborne metallurgical coal. This goal reflects the world's continued and growing need for steelmaking coal. This year we achieved several milestones in the development of our Centurion Mine and reached an agreement to acquire four world-class steelmaking coal operations in Australia's Bowen Basin. This acquisition is expected to further transform Peabody's portfolio with metallurgical coal representing approximately three quarters of the company's pro forma EBITDA by 2026.

We continue to support innovative research into the development of clean coal technologies through our partnerships with Washington University in St. Louis and the University of Wyoming School of Energy Research. Along with this, we are reimagining the use of our coal assets to create shareholder value while supporting the communities in which we operate. In November, we announced a partnership with RWE, a leading renewable energy company, to strategically advance renewable energy projects with a

capacity of more than 5.5 GW of solar energy and battery storage across Indiana and Illinois on land previously used for mining. These projects will help sustain jobs and economic benefits in mining communities. Likewise, at our Centurion Mine in Queensland, Australia, we are in pre-development to build a 5 MW power station that will utilize gas removed from the mine. This is a next step in reducing our emissions and will also help lower our energy costs by self-powering a portion of our operation.

Globally, the demand for steelmaking coal used to build infrastructure and thermal coal used to generate electricity continues to increase. Peabody will continue responsibly supplying this critical ingredient for economic growth to the world. We are proud of what we accomplished in 2024, and we look forward to building brighter futures in the years ahead.

Thank you,

Jim Grech
President and Chief Executive Officer



At Peabody, we approach our sustainability, human capital and governance practices as an opportunity to deliver further value across our business and to our stakeholders.”





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About Our Company

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

We are focused on three core portfolios — seaborne metallurgical, seaborne thermal and U.S. thermal. Our seaborne met segment provides an essential ingredient needed for steelmaking to customers in Asia and Europe. 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. The U.S. thermal segment benefits from our low-cost operations and serves as a foundation for the U.S. energy grid now and into the future.

We continue the strategic reweighting of our portfolio to primarily metallurgical coal through the development of our Centurion Mine and an agreement to acquire four premium steelmaking coal mines in Australia's Bowen Basin.



Our commitment to sustainability underpins everything we do and shapes our strategy for the future.”



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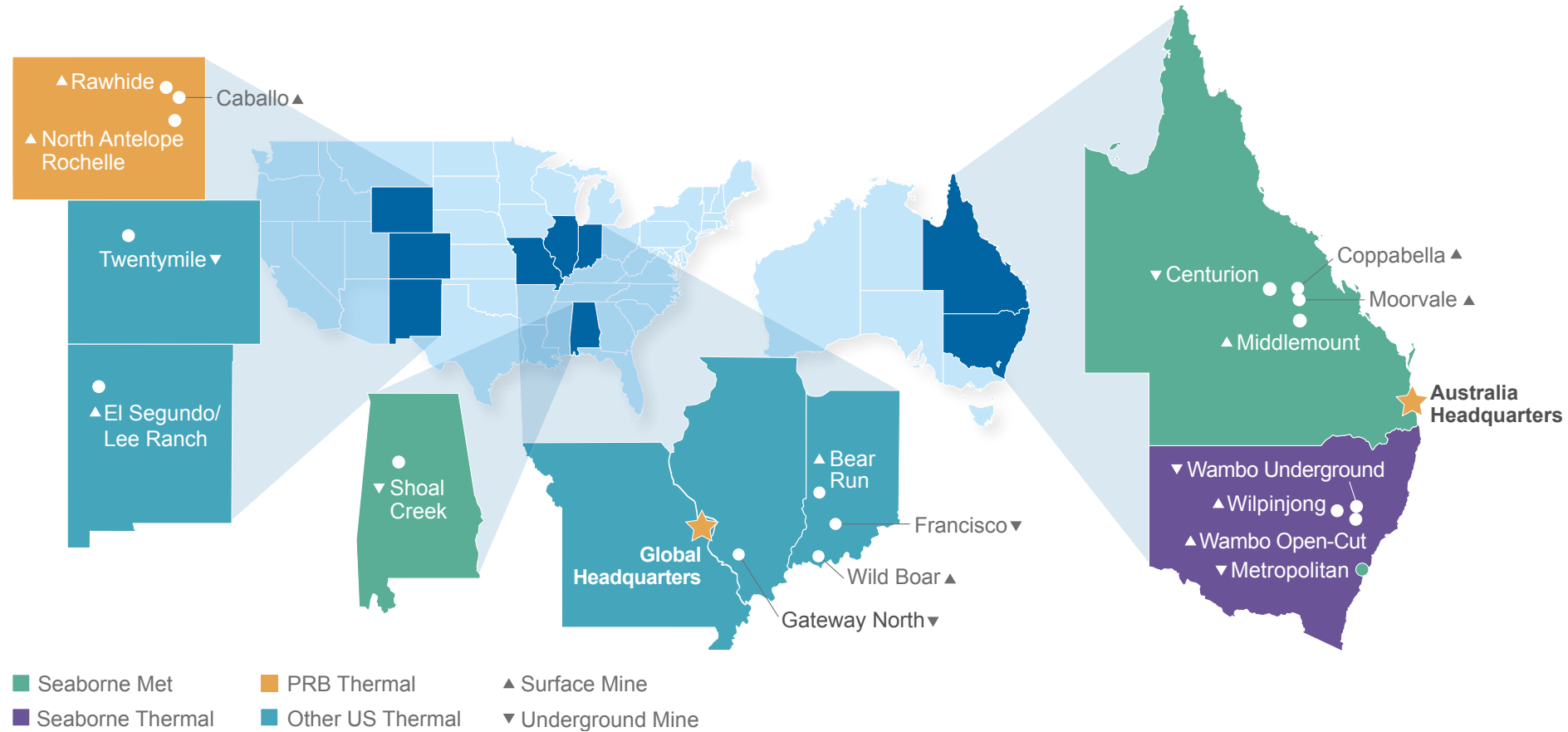


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Peabody At a Glance



2024 QUICK FACTS¹

2024 TRIFR
0.81

Employees
5,500

Acres Restored
2,963

Bond Release:
\$118M

2024 Tons Sold
118M

Countries Served
18

2024 Adjusted EBITDA
\$871.7M

2024 Revenue
\$4.2B

Seaborne Thermal: 16.4 million
Seaborne Metallurgical: 7.3 million
US Thermal: 94.2 million



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Mission and 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.



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Building Brighter Futures



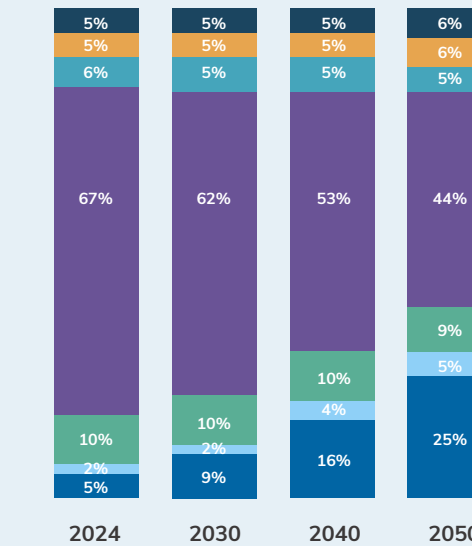
Coal is one of the most widely used industrial materials on Earth. It provides necessary ingredients for the production of steel used in critical infrastructure, including hospitals, schools and bridges. Coal also provides low-cost baseload energy needed to meet rapidly growing, worldwide demand for electricity, particularly in light of the expansion of energy-hungry data centers for AI.

The use of coal relies on multiple benefits. It is abundant in resources around the world, relatively straightforward to extract, dense in energy content, easy to transport and highly affordable relative to a number of other sources of steelmaking ingredients and fuel for energy.

Globally, as countries modernize, the demand for coal continues to increase. Over the next 25 years, analysts expect the demand for metallurgical coal to increase by 132 percent in India alone.*

GLOBAL STEEL PRODUCTION

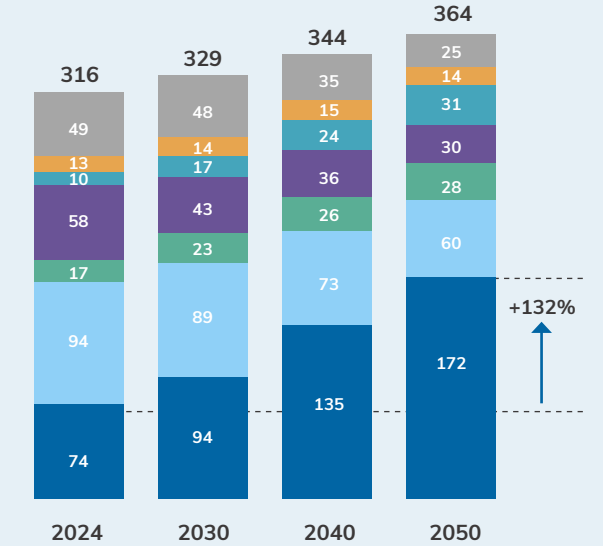
(% of Global Production)



India South East Asia Asia (Other) China Europe Americas Other

SEABORNE METALLURGICAL COAL DEMAND

(Million Tonnes)



India China Japan/Korea/Taiwan Brazil Vietnam Asia Other

+132%

Likewise, U.S. electricity demand is increasing for the first time in over a decade because of new data centers, increased manufacturing needs and the electrification of vehicles and household appliances.

At Peabody, sustainability is integrated into all facets of our business operations. The governing principles that guide our board enable the

operational excellence, focused engagement and financial strength to meet these values. We believe coal is a building block for economic progress that leads to better quality of life. Even as the world prioritizes emission reductions over time, coal will continue to play a critical role in improving the daily lives of people around the world.

* Source: Wood Mackenzie Data Service



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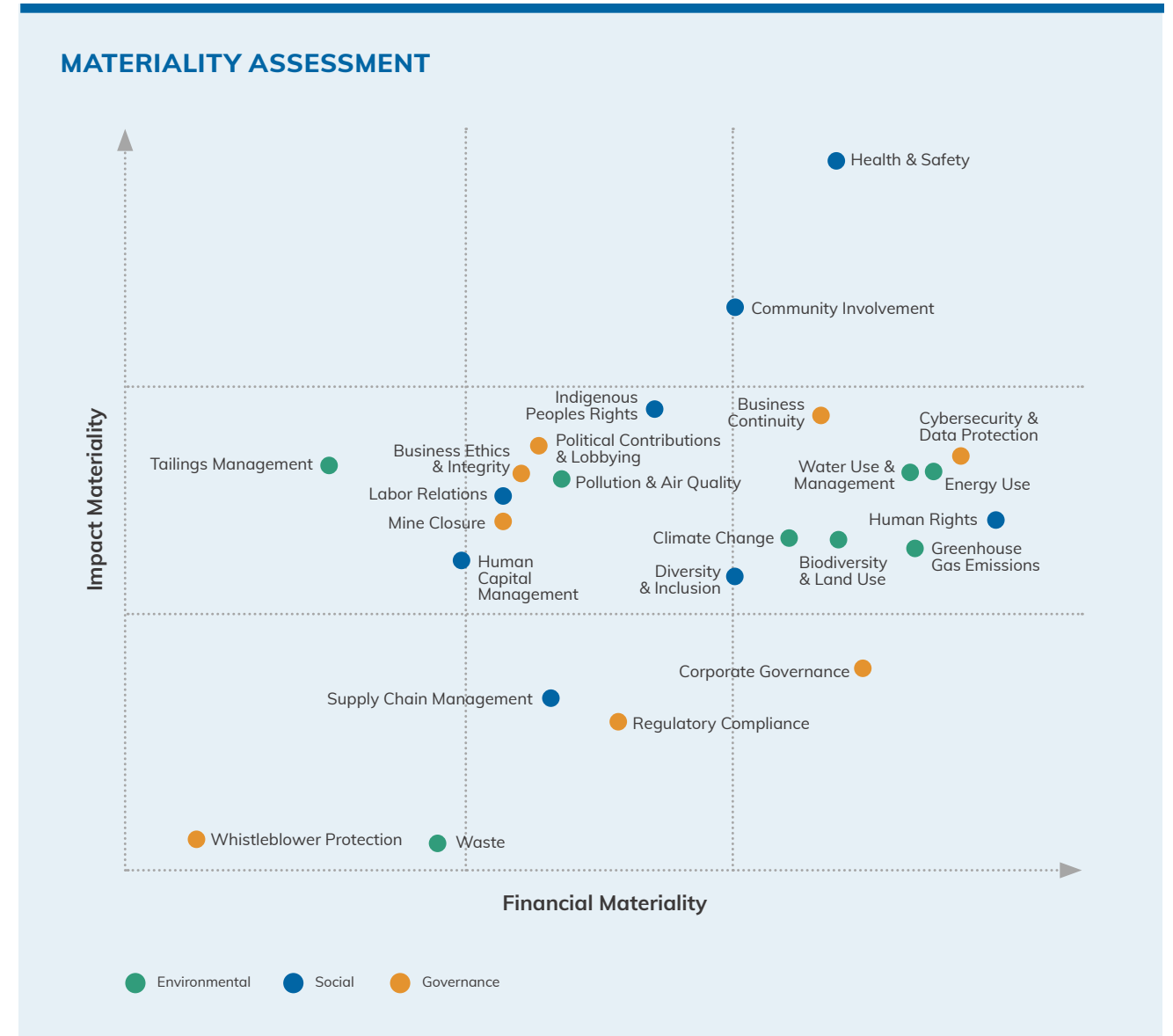
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Our Materiality Assessment

At Peabody, we are driving a risk-based approach to safety, sustainability, human capital and governance practices that deliver further value across our business and to our stakeholders.

To identify and prioritize focus areas for program development, we have refreshed our materiality assessment. Throughout this process, we consider the feedback and perspectives of both internal and external stakeholders and consider risks and opportunities for our business, as well as the ways in which our business might offer risks and opportunities to the people and environment around us.

The topics considered throughout the assessment were guided by the Sustainability Accounting Standards Board (SASB), the reporting standards established by the Global Reporting Initiative (GRI) and the guidelines outlined by the Corporate Sustainability Reporting Directive (CSRD), among other standards. Results are then integrated within our enterprise risk management system to build actionable performance goals and the processes that support this performance. We continue to build and enhance programs in these strategic areas that mitigate risk, realize opportunity and measure performance through transparent metrics and disclosure.





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Our Sustainability Program

We strive to be the coal producer of choice. This means maintaining financial strength, delivering a diversity of products to support our customers' needs, practicing operational excellence and championing sustainability. We believe that good safety, sustainability, human capital and governance practices drive strong business practices.

We regularly assess the needs and expectations of our customers, shareholders and broader stakeholder community to ensure our strategy effectively supports material risks and opportunities to our organization. Similarly, we commit to continually improving our processes to

enhance our performance in ways that mitigate risk and create value. This approach encourages innovation, cultivates resilience and will drive the future success of our business.

Peabody is a signatory to the United Nations Global Compact, the world's largest global corporate sustainability initiative, which provides a framework for sustainability. We continue our journey to incorporate the UN Global Compact and the UN Sustainable Development Goals into our strategy, culture and operations. We reaffirm our support of the Ten Principles of the UN Global Compact in the areas of human rights, labor, environment and anti-corruption.



OUR ALIGNMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS



United Nations Global Compact

Click the icon to navigate to the relevant section



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Biodiversity and Land Use

Our Approach

At Peabody, we believe that the land on which we operate is a valuable resource, and stewardship of the land, from exploration to mine closure, underpins our commitment to sustainability. Peabody is committed to minimizing our footprint through efficient mine planning and the progressive restoration of areas disturbed by mining activities. This strategy ensures positive post-mine land use, landform, biodiversity and environmental outcomes.

Our Practice

Before any mining activity begins, we complete comprehensive baseline studies that consider local ecosystems, geology, surface water, groundwater and land use to develop the detailed assessments required for mining approvals. These assessments inform our mine plans and the practices necessary to reduce potential impacts from our operations, respect critical habitat and execute cost-effective reclamation that supports biodiversity outcomes in post-mine ecosystems.

To achieve Peabody's approach, we assess the risk of potential impacts from our operations and activities and regularly track and report our success in progressively reclaiming areas disturbed by mining activities. Where controls or permit conditions inform key practices on site,

relevant personnel receive training to ensure regulatory compliance is achieved and Peabody's expectations are communicated and implemented. Where applicable, Peabody also engages with our stakeholders, including our Traditional Owners and Indigenous groups to incorporate their knowledge and perspectives into the reclamation practice that will shape post-mine land use.

Our Performance

Progressive rehabilitation drives our biodiversity outcomes at Peabody. Successful land restoration is a metric within Peabody's executive compensation program, with a target of reclaiming as much, or more, land than we disturb annually. This approach balances cost-optimized operational excellence and our commitment to minimizing environmental impacts from our mines.

Throughout our operations and our history, we have served as a leader in reclamation performance and contemporaneous rehabilitation practices, and that proud history continues today. Our reclamation staff are leaders in the science and methodology that have supported our performance. Our investment in timely and progressive reclamation has opened the door for further land use and redevelopment, including opportunities for renewable energy development on reclaimed mine land.

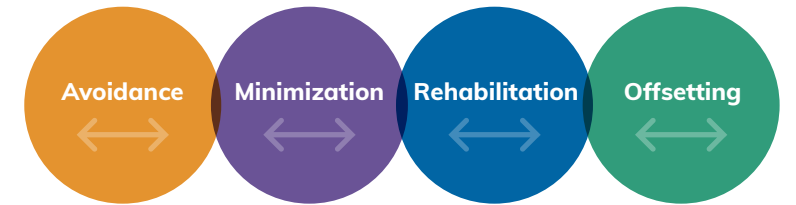
MITIGATION HIERARCHY

We are guided by a mitigation hierarchy that outlines our approach to limiting negative impacts on biodiversity from mining activities.

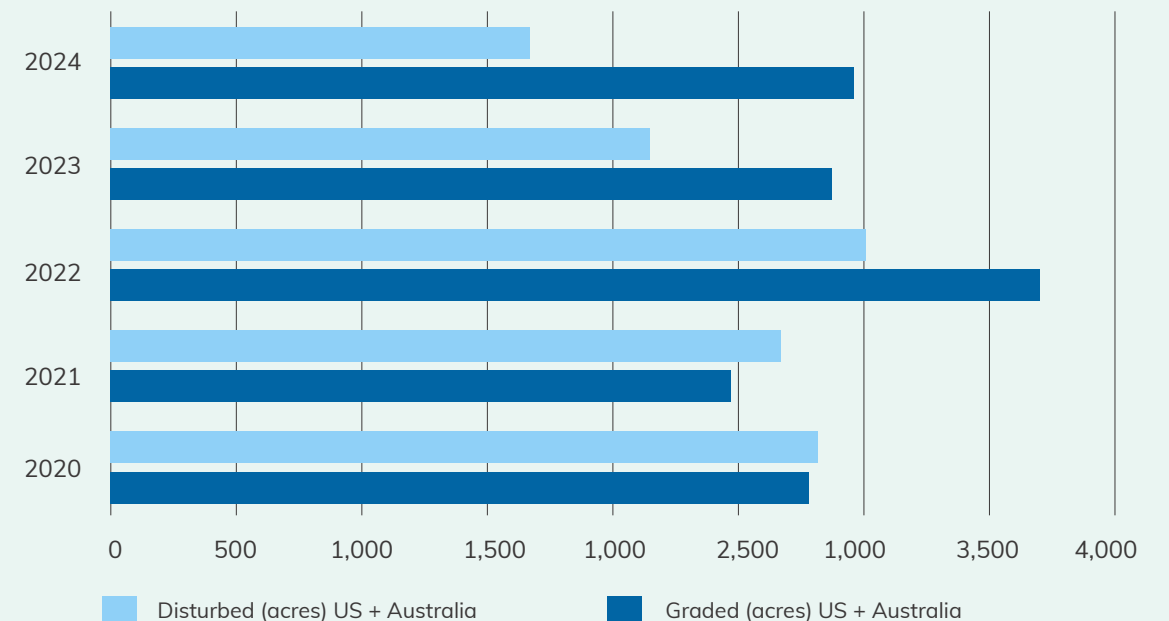
At the heart of our strategy are the four iterative actions: avoidance, mitigation, rehabilitation, and offsetting.

- Mine planning to avoid impacts to land and biodiversity

- Minimization of any negative impacts through control
- Contemporaneous restoration practices
- Offsets to mitigate residual impacts on biodiversity



LAND REHABILITATED VS DISTURBED





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Biodiversity and Land Use CONTINUED

While Peabody’s target for annual reclamation performance is one acre of mined land restored for every acre disturbed, 2024 proved to be a year of company-best performance, with 2,963 acres restored. Peabody operations restored 1.7 acres of mined land for every acre disturbed, well exceeding our target. Our progressive land reclamation program resulted in \$118M of bond release and supported the rehabilitation of wildlife habitat, rangeland, forests, prime farmland, grazing land and wetlands.

[Learn more](#)

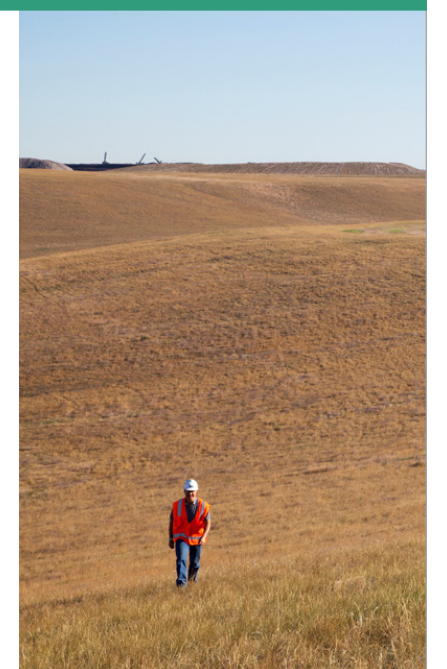
NORTH ANTELOPE ROCHELLE MINE (NARM) WINS RECLAMATION AWARD

The Wyoming Department of Environmental Quality presented the 2024 Excellence in Reclamation Award for coal to Peabody’s North Antelope Rochelle Mine. The team was recognized for their work at the 3,682-acre southeast reclamation area.

The coal seam in the Powder River Basin (PRB) is 65-80 feet thick and its removal can result in flat post-mining topographies. Designing the primary post-mine drainages to mirror the lower elevation and grade of the mine’s haul roads and using additional material to increase the elevation and slope of the uplands allowed for greater landscape diversity. This maximized the value of the post-mining land use for wildlife habitat and livestock grazing.

Ecologically valuable wetlands, reservoirs, playas and stock wells were distributed throughout the landscape at a density greater than prior to mining and the upland landforms benefit wildlife by offering additional wind protection and shelter.

“The proactive upfront planning conducted by the North Antelope Rochelle Mine on this project was very impressive. This is an excellent example of a mining company taking decades of reclamation experience and using it to achieve success on the ground over a large area, with enormous benefits to the post-mining land use of wildlife and livestock,” Matt Kunze, Wyoming Department of Environmental Quality, said.



WILPINJONG MINE RECEIVES ENVIRONMENTAL EXCELLENCE AWARD

In 2024, Wilpinjong Mine received an Environmental Excellence Award from the New South Wales Mineral Council for successful efforts to preserve habitat occupied by two threatened bat species. Colonies of the Eastern Horseshoe Bat (*Rhinolophus megaohyllus*) and Large Bent-winged Bat (*Miniopterus orianae oceanensis*) were identified in a historical mine adit proximal to mining operations. To ensure protection of the colonies and their continued use of this habitat, the Wilpinjong environmental team consulted a bat expert and structurally enhanced the adit’s access point.

The installation of a wide box-shaped steel pipe provides a structurally secure secondary access point that can withstand a full collapse of the rock entrance. Selecting this structure allowed for a fast and minimally invasive installation, reducing disruptive impacts on the colonies. Continued monitoring has demonstrated active and increasing utilization of the access structure.

[Learn more](#)

RECLAIMED LAND TO BECOME INDIANA PARK

In 2024, Peabody sold 4,000 acres of land in Sullivan County, Indiana to the Sentinel Landscapes Partnership. As one of the largest land conservation transactions in recent Indiana history, it will lead to the creation of the Busseron Creek Fish & Wildlife Area which will be open to the public.

The partnership is a coalition of federal agencies, state and local governments and non-governmental organizations that work with willing landowners and land managers to advance sustainable land around military installations and ranges.

The newly conserved land, parts of which were mined and reclaimed by Peabody, is a cornerstone for biodiversity, clean water and flood mitigation through its extensive wetlands. The property’s transfer to the Indiana Department of Natural Resources ensures it will support public activities in the future such as hunting, hiking, kayaking and bird watching, while also contributing to climate resilience and ecological health.

Climate

Our Approach

Sustainability is a core value at Peabody, and we believe that assessing and responding to the risks and opportunities posed by a changing climate is a part of our sustainable journey that also creates opportunities for innovation.

We are committed to aligning our programs and targets with the expectations of our customers and stakeholders to deliver an approach to performance that is measurable, actionable and supportive of our business strategy.

Our Practices

As part of risk management and business continuity, we continue to assess new and emerging risks resulting from near-term and long-term changes to climate that could impact operation of our mines, transportation of our products and consistency of our supply chain. We also assess potential impacts to our operations that may result from changes in policy, regulation, financing or market conditions from government or stakeholder response to a changing climate. We believe these practices are key to operating sustainable and resilient mining operations that are focused on aligning with the goals of our customers and the expectations of our shareholders.

Our Performance

Coal continues to be 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, particularly the infrastructure for renewable energy, that leads to better quality of life.





We remain committed to participating in the energy transition and are reorienting our portfolio toward the steelmaking coal required to build the infrastructure necessary for the world's economic growth. As part of the transition, we will continue to responsibly grow our non-thermal revenue from our initiatives to use our assets in new ways, including our investment in R3 Renewables. We will responsibly mine our existing thermal coal reserves, given the importance of coal as a fuel to support increasing global energy needs, although we expect lower demand leading to reduced annual volumes from our U.S. thermal mines by 20-40 million tons by 2035 (versus 2021 production).

We will continue to take direct actions to reduce emissions from our mining operations and drive investment in the development and adoption of low-emissions technologies that will be critical for the world to reach its climate goals. We believe that applying emission reduction technology to existing resources and infrastructure must balance the need for a timely transition with the necessity for steel and affordable, reliable energy.






CLIMATE RISKS AND OPPORTUNITIES

THE RISKS




Physical Risks:

-  Disruption to water supplies for mining operations
-  Disruption to transportation infrastructure for products and supply chain
-  Damage to equipment and infrastructure from weather events
-  Electrical grid failure and power outages

Transitional Risks:

-  Closure of coal-fired electricity generating plants
-  Increased cost of regulatory compliance
-  Limitations on construction of new coal-fired electricity generating plants
-  Limited access to capital and financial markets for investment and development
-  Reputational damage to organization

THE OPPORTUNITIES

-  Collaborative focus on the development of high-efficiency, low-emissions technologies
-  Investment and development of CCUS technologies
-  Increased steel demand related to construction and infrastructure development of post-mine land uses for renewable energy projects



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Climate CONTINUED

RWE AND PEABODY PARTNER TO DEVELOP SOLAR AND ENERGY STORAGE PIPELINE ON REPURPOSED, RECLAIMED MINE LANDS

RWE, a leading renewable energy company, and Peabody announced a new partnership to strategically advance renewable energy projects by repurposing reclaimed land previously used for mining. This innovative global partnership brings together RWE’s expertise in developing and operating clean energy projects and Peabody’s significant land resources, particularly in the Midwest, as well as its industry leading reclamation capabilities.

The renewable projects planned for the reclaimed lands have the potential to generate enough electricity to power the equivalent of more than 850,000 homes across the region. The initiative not only advances renewable energy development in the Midcontinent Independent System Operator (MISO) region, but also promotes economic development by creating local jobs and increasing tax revenues for the communities involved. The projects maintain existing agricultural lands, ensuring that rural areas benefit from economic growth. The partnership intends to fulfill growing electricity demand by bringing renewable power to the grid, and jobs and revenues to communities that have contributed to U.S. energy in other forms for generations.



We are committed to aligning our programs and targets with the expectations of our customers and stakeholders to deliver an approach to performance that is measurable, actionable and supportive of our business strategy.”

[View Peabody’s Statement on Climate Change](#) ➔





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Greenhouse Gas Emissions

Our Approach

We believe that the most effective approach to reducing greenhouse gas emissions is through measurable, incremental near-term targets.

Peabody's Scope 1 direct emissions include consumed diesel fuel and fugitive emissions from our operations, and our Scope 2 emissions related to the consumption of purchased electricity.

PEABODY'S EMISSIONS REDUCTIONS TARGETS

20% reduction in Scope 1 and 2 emissions by 2030¹

Avoid: reduce production from US thermal segment, aligned with forecast demand

Mitigate: expand methane mitigation and utilization strategy

Offset: optimize our offset portfolio to meet compliance requirements

¹ Reduction measured against a 2023 emissions baseline

While Peabody has not established specific targets addressing the reduction of Scope 3 emissions, we will continue to support our customers' and suppliers' emission reduction goals through investment in research and technology and advocacy for the policies that support these goals.

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

Our Practices

The vision and strategy outlined by our Executive Management Team, with oversight from our Board of Directors, will guide the process as we select the right investments to shape the most effective emission reduction solutions. We also believe partnerships with our customers, our supply chain and research institutions will be key to maturing the technology that will deliver efficient and economic emission reductions into the future. We believe that the investments and partnerships we make today will shape the energy economy of the future and create new opportunities for our operations and our products.





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Greenhouse Gas Emissions CONTINUED

Our Performance

We have achieved our first near-term emission reduction target of a 15 percent reduction in Scope 1 and 2 emissions from our 2018 baseline. We believe a continued, incremental approach to emission reductions supports our commitment to align our programs and performance with the goals and expectations of our stakeholders and customers.

We are targeting a subsequent 20 percent reduction in Scope 1 and 2 emissions, from a 2023 baseline, by 2030.

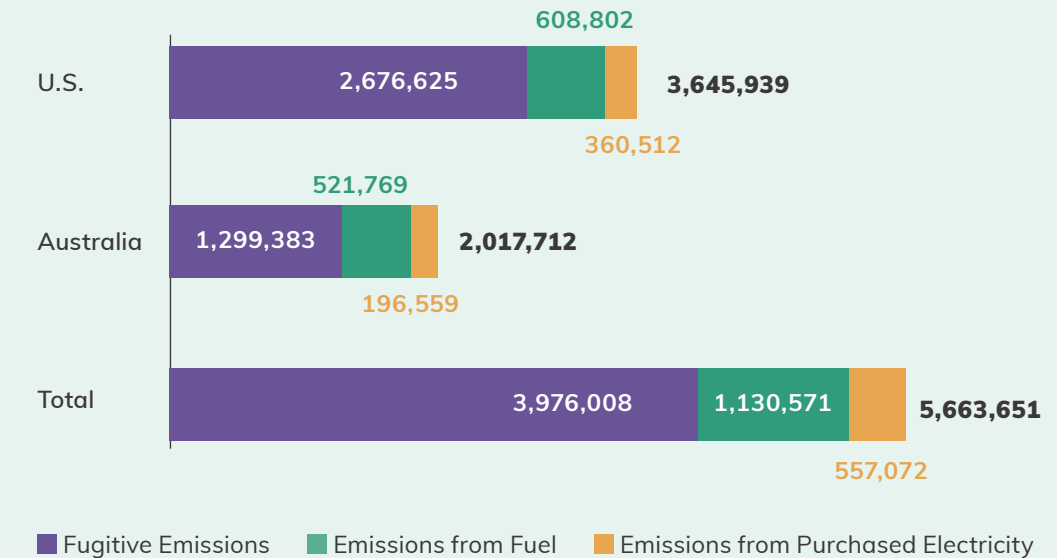
We aim to achieve this target by:

- Incorporating the risks and opportunities in each mine's emission profile to optimize emission and energy performance
- Prioritizing emission reduction initiatives that create value and mitigate risk, especially in relation to the cost structure of each of our mines
- Minimizing dependence on purchased offsets through effective emission reduction

EMISSION REDUCTIONS – THE OPPORTUNITIES – SCOPE 1, 2 AND 3 EMISSIONS

Scope 1		Scope 2	Scope 3
Fugitives From Mining	Emissions From Fuels	Emissions From Purchased Electricity	Emissions From Activities in Value Stream
Coal seam gas drainage Flaring Gas sales Power generation Sealing underground mining areas Regenerative thermal oxidation	Enhanced mine planning Alternate material handling and conveyance Electric mining equipment Alternative fuels	Wind and solar energy generation on reclaimed mine land Pumped hydro projects for power generation Power generation via coal seam gas	Carbon capture and storage for coal-fired power generation Low emission coal-derived materials for roads and construction

SCOPE 1 AND 2 EMISSIONS SOURCE



We believe that the investments and partnerships we make today will shape the energy economy of the future and create new opportunities for our operations and our products.”



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Energy Use

Our Approach

We continually assess new ways to reduce our energy consumption, minimizing our costs and reducing our Scope 1 and Scope 2 greenhouse gas emissions. This strategy is consistent with our approach to environmental management: reducing potential impacts is good for the environment and good for our business.

Our Practices

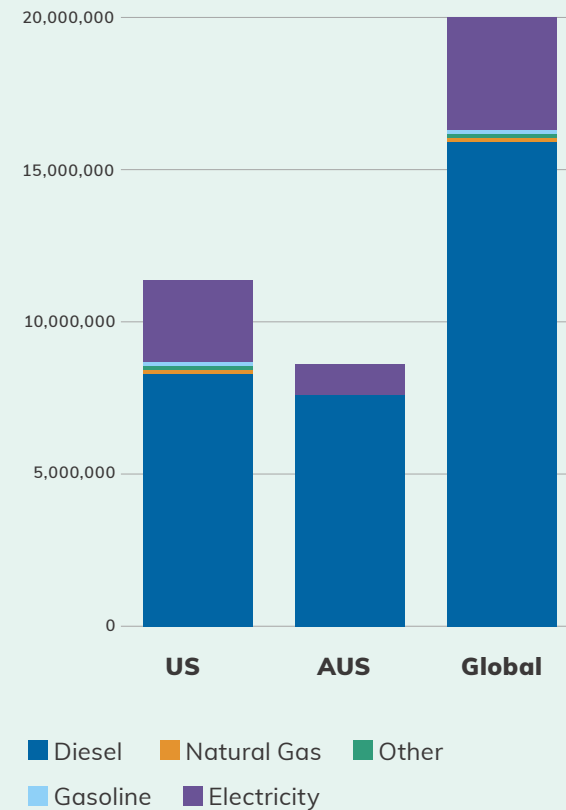
Our mines, processing plants and haulage equipment require energy to create our products. Electricity and other fuels, such as diesel, power our haulage fleet, pumps, conveyors and maintenance areas within our operations on a daily basis.

Our investments in our equipment fleet will leverage newer engines, hybrid technologies and enhanced data analysis to drive efficiency and reduce emissions in our near-term future. Several of our mining operations already utilize electric equipment, such as draglines, shovels, longwall shields and continuous miners during the mining process.

As electrification technology matures within the mining sector, we will continue to collaborate with our suppliers and identify opportunities for integration of these technologies into our strategy.

ENERGY CONSUMPTION AND SOURCE

(Gigajoules)



METROPOLITAN MINE EQUIPMENT ELECTRIFICATION

Metropolitan Mine in New South Wales has invested in the DRIFTEX, an innovative electric vehicle developed by Ampcontrol to improve mining operations. The vehicle eliminates carbon emissions from diesel machinery, reduces noise and enhances worker safety by eliminating the need for hearing protection. With a fast 10-minute charge, DRIFTEX supports energy efficiency and allows the mine to adapt to evolving industry standards in sustainable mining practices.

[Learn more](#)



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Tailings

Our Approach

Peabody is committed to maintaining programs and practices that protect people, minimize environmental impact, prevent uncontrolled releases or failure of a facility or structure and minimize post-mining closure and rehabilitation liabilities.

The proper or improper management of mineral waste in tailings impoundments can impact surrounding communities, the environment and our business. At Peabody, we are committed to ensuring that all facilities are managed in accordance with their design to minimize risk to our communities and environment.

Our Practices

The design, construction, monitoring, operation, maintenance and remediation of impoundments and dams must align with the regulatory requirements of the jurisdiction in which the facility is based. Facility design must be based on the site-specific risks and the industry standard for geological, geotechnical, hydrological, climatic, seismic and refuse characterization strategies.

A detailed options analysis is completed prior to the construction of any above-ground storage facility. This analysis considers aspects including

life-of-mine storage requirements, disposal methodologies, environmental and community impacts, operational management and closure requirements.

Where possible, our preferred approach is to store mineral residue below ground in available mining voids. If mining voids are not available, a detailed design is completed in alignment with local and federal legislation.

Each facility has been designed based on the location and type of structure, with material characterization, geological, geotechnical, hydrological, climatic and seismic information used in the assessment and design.

We take a risk-based approach to tailings/slurry management that considers all aspects related to tailings throughout the life of operation and into closure, including:

- Life-of-mine storage capacity
- Handling and storage protocols
- Disposal methodology
- Impacts to communities and ecosystems

Conformance to design specifications, monitoring requirements and maintenance protocol are assessed on a regular basis in compliance with Peabody's Coal Waste Containment standard.

TAILINGS/SLURRY IMPOUNDMENTS

Mine/Facility	Location	Construction Method	Hazard or Failure Consequence Classification	Operating Status
AUSTRALIAN FACILITIES				
Centurion Co-Disposal	QLD, AUS	Upstream	Significant	Under care and Maintenance
Coppabella Co-Disposal	QLD, AUS	Upstream	Significant	Active
Moorvale Co-Disposal	QLD, AUS	Upstream	Significant	Active
North East Tailing, Wambo	NSW, AUS	Within an existing mining void and later raised by spoil embankment and rim embankment	Significant	Inactive-Capping
Hunter Pit Tailing, Wambo	NSW, AUS	Within an existing mining void and later raised by spoil embankment and rim embankment	High C	Inactive-Capping
TD6 Wilpinjong	NSW, AUS	In-pit void (Tailings dam within existing mining voids)	Significant	Active
USA FACILITIES				
Cell-3, GWN	IL,USA	Incised dike then Upstream	Low	Reclamation process ongoing
Cell-5, GWN	IL,USA	Downstream Incised dike	Low	Active
Impoundment 'H'-Shoal Creek	AL, USA	Downstream	High	Active
Impoundment 'C'-Shoal Creek	AL, USA	Downstream	Low	Slurry dumping stopped at design capacity
Willow Lake	IL,USA	Downstream	High	Reclamation process ongoing



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Tailings CONTINUED

AIR QUALITY MINE IMPOUNDMENT CLOSURE

The Air Quality Mine in Indiana began coal mining operations in 1993 including the construction of a 109-acre impoundment for mineral waste from the coal washing process.

In 2012, with approval from the Mine Safety and Health Administration and the Indiana Department of Natural Resources, final reclamation of the refuse site began. Dewatering and installation of temporary erosion control and containment structures were the initial steps taken in the reclamation process, followed by safe seasonal progressive capping, topsoiling and seeding over the next 10 years. Final reclamation of the Air Quality Mine refuse impoundment was completed in October 2024, and Phase 1 bond release has been achieved for the the majority of the project.

Reclamation of coal refuse impoundments presents different challenges than other forms of reclamation at Peabody's mines. Patience and the prioritization of work during the warmest and driest time of the year are key to completing safe and sustainable reclamation of refuse impoundments.





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Pollution and Air Quality

Our Approach

As part of our broader commitment to the communities in which we operate, we prioritize air quality and pollution management across our operations by following all applicable regulations and implementing environmental controls.

Our Practices

IDENTIFYING AND MEASURING CONTAMINANTS

Peabody utilizes industry-leading practices to use natural resources efficiently and minimize the environmental impact of our operations. This strategy includes a focus on establishing detailed risk assessments for each site to identify sources of pollution and evaluate their potential impacts. These assessments provide the foundation for implementing suitable control measures to effectively address and mitigate each environmental risk.

MANAGEMENT PROCEDURES

We commit to abide by all applicable environmental regulations in the jurisdictions in which we operate. Management plans at each facility help ensure that routine operations align with identified controls, as well as company and regulatory standards. These include compliance with the Peabody Air Quality Management Standard, as well as the Peabody Spill Prevention and Response Standard.

MONITORING AIR QUALITY

Peabody's site-specific management plans incorporate extensive monitoring procedures, including dust monitoring, regular area inspections and internal and external audits. This ensures that necessary control procedures are promptly implemented where pollution exceeds acceptable limits.

STANDARDS AND ASSURANCE

Sites are governed by a series of internal and external audits. Internal audits are completed in line with the Peabody Safety and Sustainability Management System, while external audits are completed in jurisdictions where required by the local government agency.

Our Performance

Peabody strives to consistently improve our environmental performance and minimize potential impacts. In 2024, Peabody received one notice of violation within the United States operations and zero violations within the Australian operations. While we continue to drive improvement to zero violations, our 2024 compliance marks the best recorded annual performance in Peabody's long history.



SEDIMENT MONITORING AT METROPOLITAN MINE

At the Metropolitan Mine, sediment in water retention structures has traditionally been monitored using visual inspections. Sediment levels directly affect the available capacity of these structures to contain future stormwater events, and accurate sediment measurements are crucial to minimizing licensed discharges of mine water.

An investigation of available technologies led the site Environmental team to trial a bespoke underwater sediment level sensing system which has not traditionally been utilized for this application. The implementation of this technology, coupled with telemetry, has enabled site environmental staff to ascertain the quantity of sediment contained in structures and subsequent available water capacity.

The real-time data has allowed Metropolitan Mine to better understand sediment accumulation rates and patterns during dry and wet cycles and plan a desilting schedule to better minimize sedimentation and maximize site stormwater retention capacity.



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Waste

Our Approach

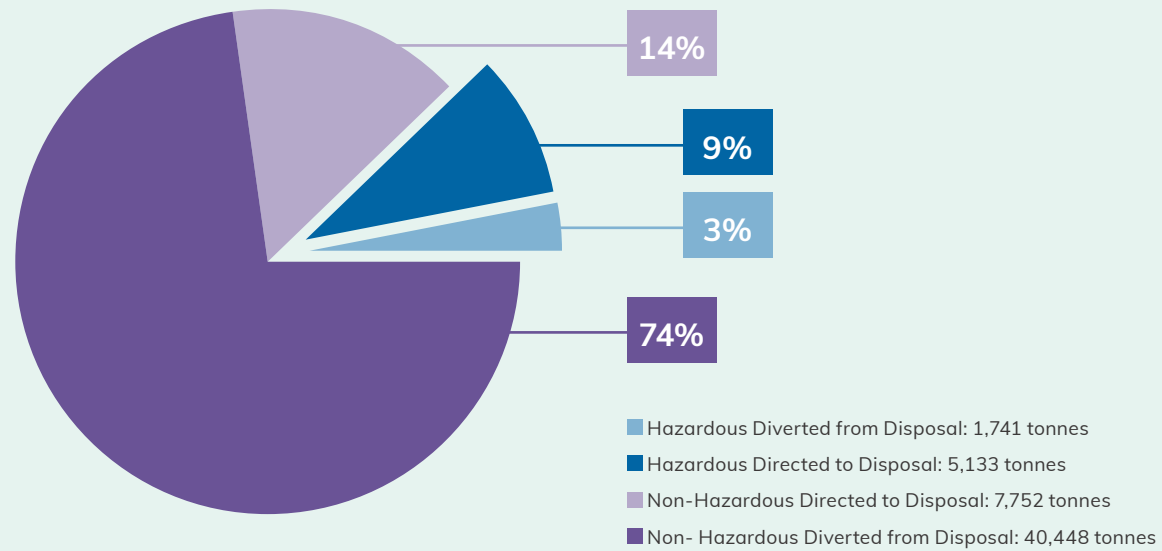
At Peabody, we strive to minimize our waste footprint both onsite and offsite, while meeting all regional legislative requirements for the management and disposal of waste materials.

Our Practices

As a part of our risk-based approach to environmental management, we employ waste management practices that identify, characterize and minimize waste, especially potentially hazardous waste, and maximize recycling and reuse opportunities before proper disposal.

To support our waste minimization and management program, we maintain a review and approval process for hazardous materials and utilize less hazardous alternatives where possible.

NON-MINERAL WASTE GENERATED BY DISPOSAL METHOD





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Water Use and Management

Our Approach

Peabody recognizes that water is a shared resource, with social, cultural, environmental and economic values. We strive to continually improve our water management throughout the life of our assets, including closure.

Our intention is to minimize our impact on the environment while mitigating operational risk and driving a culture of continuous improvement at our operations. While we manage and utilize water as part of daily operations, we acknowledge that water is a vital resource to the communities in which we operate and an important component of thriving ecosystems.

Our Practices

As a component of our risk management framework, each of our mines aligns its water management strategy with the specific challenges of its region and regularly monitors performance. We actively participate in watershed working groups and industry associations to ensure a holistic approach to water management and engagement with our communities of interest.

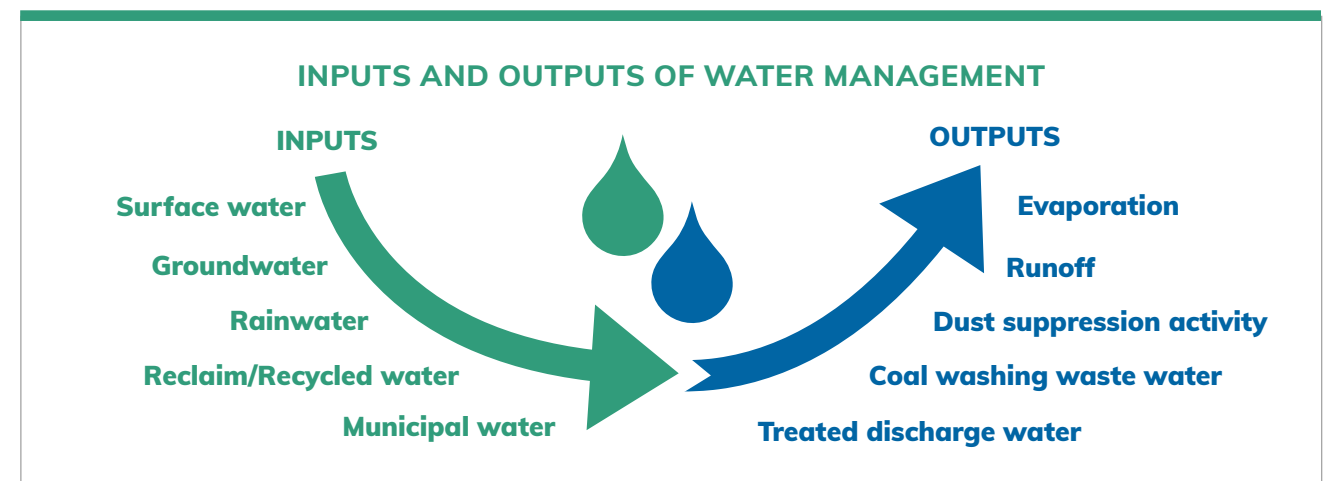
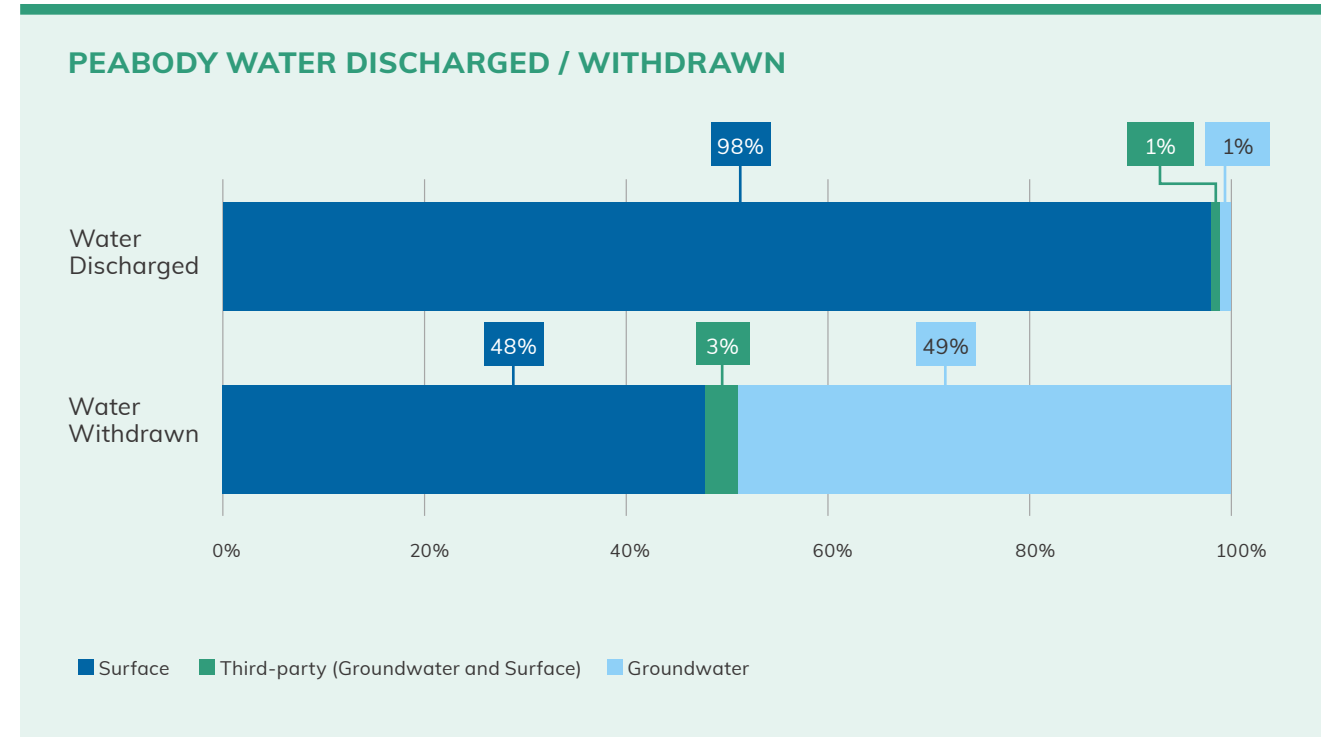
Our operations in more arid environments focus on water conservation, while mines in humid climates routinely manage surplus water from storms or groundwater to help mitigate flood risk. In Australia, our operations must manage

excess water during wet cycles and plan for water shortages during dry cycles. Operational risks associated with water are reviewed annually to help ensure that adequate planning and controls have been implemented to meet each operation's unique water budget. All management and use of water at Peabody mines follow the regulatory frameworks specific to the countries and regions where they are located.

Our Performance

In 2024, Peabody withdrew 34,221 megaliters of fresh water across its global operations, predominantly from direct rainfall, and primarily for use in dust control and coal processing at preparation plants. This water may be used and recycled multiple times for process needs on site prior to discharge in accordance with regulations and water quality discharge requirements.

In some regions, a significant portion of this sourced 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 rainfall and direct runoff, surface water, such as rivers and lakes, ground water and municipal or purchased water.





Social

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Community Involvement

Our Approach

Peabody is committed to being a responsible and valued member of the communities in which we operate through ongoing participation in philanthropic and community betterment events and initiatives, local trade and industry associations and local emergency response organizations. Peabody acknowledges the Indigenous peoples and communities we work alongside and is committed to engaging meaningfully with these important partners throughout the mining life cycle.

with relevant groups in the proactive and sustainable management of cultural heritage and the environment. Peabody's approach across all operations is grounded in meaningful engagement with Indigenous communities, emphasizing the importance of ongoing consultation and dialogue. Each site strives to work collaboratively with Indigenous peoples, acknowledging and respecting their rights, knowledge and interests within mining operations.

Our Practices

Each facility has developed its own engagement strategy and program within the local community, ranging from donations to local schools, charities and emergency services; supporting arts programs, sports programs and organizations; contributing to Indigenous organizations and utilizing Indigenous businesses; holding safety and sustainability days onsite; volunteering for community service projects and representing Peabody through participation in community events. Regular formal meetings and informal community engagement and information sessions are also held across sites to facilitate information-sharing and provide opportunities for feedback.

Peabody also recognizes the important role Indigenous people play as the custodians of their heritage and Country and works accordingly

Our Performance

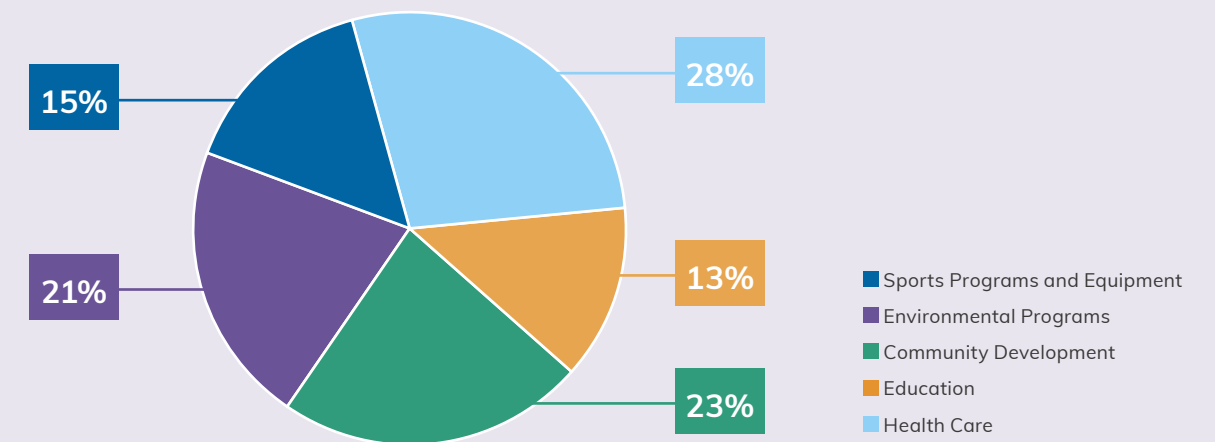
These partnerships and programs are key to communicating our values and culture to the communities in which we operate. Our philanthropic programs aim to support the people and communities that support us. The programs seek to improve the lives and livelihoods of our employees, their families and the communities where we operate through direct contributions to local educational, health, sporting and social services.

Peabody is signatory to Native Title and/or Aboriginal Cultural Heritage Agreements with local Indigenous peoples at all of our 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.

2024 SOCIAL INVESTMENT

Peabody's 2024 social investment aimed to improve societal well-being and support community development initiatives through the following categories:

- **Sports Programs and Equipment:** Supporting engagement and participation in both recreational and competitive sports to foster a culture of teamwork and resilience.
- **Environmental Programs:** Promoting environmental education through school and community-based programs.
- **Arts & Culture:** Investing in and developing skills which further creative expression and cultural preservation through art.
- **Community Development:** Supporting programs and charities targeting social inclusion, cultural awareness and safety initiatives.
- **Education:** Supporting primary, secondary and tertiary education through financial contributions and physical donations, including funding research and projects.
- **Health Care:** Aiding community health and well-being through supporting research, treatment and awareness programs that target mental health and chronic conditions.





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Community Involvement CONTINUED

ELLENSFIELD ROAD

Peabody has reopened Ellensfield Road to light vehicles, improving access between Central Queensland mining communities such as Glenden and Moranbah. The road, which connects Sutor Development Road and Red Hill Road, had been closed in 2021 following a mine fire. Peabody's investment in road upgrades will make the route safer for local residents, enabling easier access to services and activities. However, the road remains closed to heavy vehicle traffic to prevent damage. Isaac Regional Council mayor Kelly Vea praised the reopening, emphasizing the importance of safety and speed limits to ensure the road remains accessible.



METROPOLITAN MINE PARTNERS FOR FROG CONSERVATION

Metropolitan Mine, in partnership with Symbio Wildlife, has contributed \$220,000 to a breed-to-release program to help reintroduce an endangered frog species into the Royal National Park south of Sydney.

The Southern Stuttering Frog once thrived in coastal areas of New South Wales but is believed to have been geographically extinct in Royal National Park for over 15 years following state-wide population decline due to the chytrid fungus. Many members of the Metropolitan Mine crew have close ties to the community and local biodiversity, emphasizing the support of this program from within Peabody to contribute to positive and lasting environmental outcomes.

The breeding initiative utilizes purpose-built breeding facilities, careful selection of the best release points and a comprehensive monitoring program to observe the frogs following their release in late 2024. The project also engages Helensburgh school students, who will grow vegetables as feedstock for the frogs and positively contribute to real-world conservation beyond the classroom.



COAL MINER'S CHRISTMAS DONATION DRIVE

Peabody's Bear Run and Wild Boar Mines continued longstanding partnerships with local schools to provide Christmas gifts for Indiana children in need. Funds are raised through employee donations, raffles and vendor donations. Bear Run provided gifts for 50 children across 12 schools while Wild Boar collected \$6,200 for children in Vincennes, Indiana.





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Cultural Heritage Management

Our Approach

At Peabody we understand that many of our operations are on or near land that is culturally significant to Indigenous peoples and communities. We also understand there are longstanding ties between our mine sites and the communities in which we operate with several historical heritage sites located across our mining leases.

Our approach to managing cultural heritage is grounded in proactive engagement, which is essential for the positive and sustainable management of cultural heritage, mitigating risks and maintaining our social license to operate.

Our Practices

Peabody recognizes the important role Indigenous people play as key stakeholders in our mining operations and in the sustainable and proactive management of their cultural heritage and the environment. We have a strong, ongoing record of consultation with local Indigenous representatives and Native Title parties based on mutual respect, understanding and value for Indigenous cultural heritage.

Within Peabody's Australian operations, identification and management of Indigenous Australian cultural heritage begins with consultation with the relevant Traditional

Owner group. Consultation and engagement processes begin prior to regulatory approval of any mining project and continue through mining production, land rehabilitation and mine closure. Our engagement approach focuses on genuine dialogue, respect for traditional decision-making frameworks and a commitment to working in good faith.

Similarly, at Peabody's U.S. operations, disturbance areas and project activities first go through an internal review and approval process. Consultation with Indigenous stakeholders is then undertaken, and cultural heritage assessments are conducted as a component of the environmental permitting process where ground disturbance is required outside of developed areas. Mitigation or management agreements are then put into place as necessary, based on the findings. Once mining has concluded, a post-mining survey of the disturbed area is conducted.

Our Performance

As part of the management of Peabody's cultural heritage sites in Australia, training programs have been developed to ensure the value of these places is understood by all staff and contractors on site. These include several online training and induction modules, regular on-site cultural awareness sessions facilitated by the relevant Aboriginal Australian party and the integration of

content on the management of cultural heritage into corporate leadership and professional development programs to enhance understanding and foster informed decision-making.

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 Nation and the Hopi Tribe.





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Cultural Heritage Management CONTINUED

KAYENTA RECEIVES RECLAMATION AWARD

Peabody's Kayenta Mine was again recognized for their outstanding reclamation efforts in 2024. The American Society of Reclamation Sciences awarded Kayenta with the Distinction in Reclamation Award.

At Kayenta, the reclamation efforts were unique in the use of a dragline to help achieve the final grade necessary for the site. The spoil ridge created during mining had to be placed back in the final pit. This could be achieved most cost effectively with a dragline, and Peabody committed to reclaiming the pit with the dragline prior to shutting down the machine.

Now that the land has been completely reclaimed, the local Navajo population takes pride in raising animals and utilizing the land to provide nourishment. Hopefully, the area will be used for years to come by local residents who traditionally used the land prior to mining, by wildlife that roam the area and by community members who will utilize the abundant cultural plants for medicinal use.

Tony Kesoli Lii'bilNaghahi, of the Navajo Nation, wrote in a recommendation letter for the award, "As Peabody Coal Company moved into the area, the local community was indignant of the caveats of mining. However, it is with honor that I praise the reclamation department. Regardless of the tremendous impacts from the mining, they came in, with deep commitment in mind right from the start in restoring the ecosystem and is keeping steadfast with this envisage to their present effort."



WAMBO HOMESTEAD COMPLEX – HUNTER VALLEY, NSW

The Wambo Homestead Complex, located within Peabody's Wambo mining lease in the Hunter Valley region of New South Wales, comprises a cluster of buildings constructed between 1833 and 1900, including the main homestead, worker cottages, stables, stud master's residence and various outbuildings. Recognized at the State-level for its significant heritage values, the homestead's buildings collectively illustrate the pastoral history and agricultural and economic development of the region.

Over the past decade, the Wambo Coal Mine has established strong relationships with heritage stakeholders, including local councils, government regulators, heritage consultants and architects and community organizations, to ensure that the homestead retains its character and integrity.

Peabody undertakes a regular annual maintenance audit and photographic recording of all the buildings within the Complex and supports a Community Consultative Committee which keeps the community informed of heritage and other environmental issues. Consultation has focused on regular condition assessments, prioritizing urgent repairs and carefully planning restoration works. Essential maintenance and restoration activities have included roof repairs, structural reinforcements and the preservation of historically significant features such as timbers and masonry. Management activities have included controlled buffer zones and vibration monitoring to help to limit potential impacts from mining activities.

By adhering to the site's Conservation Management Plan guidelines and collaborating with the community and heritage specialists, Peabody has sought to balance the operational needs of the mine with the protection of one of the region's most important heritage precincts, ensuring this notable piece of the Hunter Valley's heritage remains intact for future generations.





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Diversity

Our Approach

We continue to build a workforce that is comprised of diverse backgrounds, perspectives and experiences. At the heart of our success is our people. Peabody is working to cultivate a people-centric culture that values diversity and empowers its people to contribute their unique skills and perspectives.

Our Practices

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 approach is formalized in policy and practice and embedded in our Equal Employment Opportunity policy and our Code of Business Conduct and Ethics.

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.

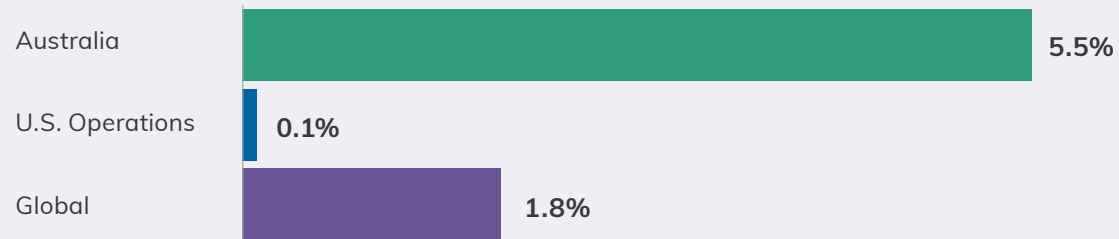
As part of Peabody's ongoing efforts to better understand the demographics of our workforce and the communities in which we operate, Peabody collects employee ethnicity data within each of our U.S. operations and reports this information under the Federal Equal Opportunity for Employment Act. We do not utilize goals or quotas in our hiring process. Instead, this data, which is included in the appendix of the report, is utilized to inform our Human Capital strategy and to identify opportunities to expand our universe of applicants. Our goal is to bring the best talent into our workforce by accessing the largest talent pool possible, including previously underrepresented groups of potential employees.

Depending on the region of operation, these initiatives include outreach to various affinity organizations, 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 the talent we need to lead our organization into the future. As stated above, we do not utilize workforce demographic targets or quotas for hiring and retention, but we rely on our broad recruitment efforts, a people-centric business culture and a strong employee value proposition to attract and retain the best and brightest workforce for our organization.

Our Performance

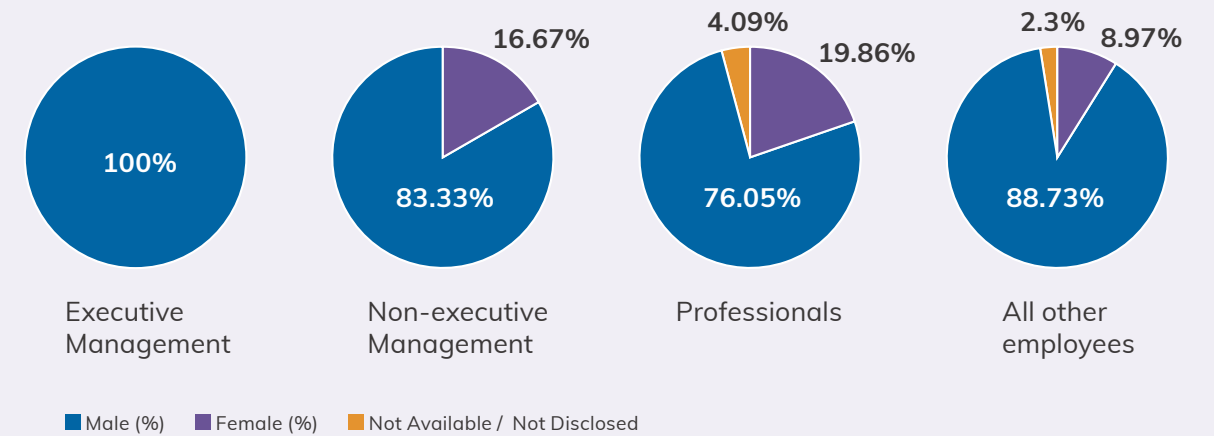
To better access the talent needed to safely and efficiently operate our assets, especially in a labor-constrained industry such as ours, Peabody actively recruits from a variety of platforms. We have developed successful programs that recruit from underrepresented demographics within our industry to enhance our talented workforce. Recently, these programs have included Spanish-language recruiting efforts at our Twentymile Mine in Craig, Colorado, to help address a severe staffing shortage, and targeted recruiting for veterans and ex-forces in U.S. and Australian operations.

GENDER PAY GAP PERFORMANCE



2023 WGEA Industry benchmark for Australian coal sector is 12.3%

OUR WORKFORCE





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Health and Safety

Our Approach

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.

Our Practices

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.

Our vision is to operate safe, healthy and environmentally responsible workplaces that are incident-free. We aim to eliminate all workplace incidents, including injuries and occupational illnesses, by identifying risks and systematically developing processes to mitigate or eliminate exposure.

Our Performance

Peabody's Safety and Sustainability Management System (SSMS) is a risk-based approach that is the basis for continuous improvement in health, safety and environmental stewardship. Our SSMS 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.

KEY PERFORMANCE STATISTIC

0.81 | **2.78**
Peabody | Industry Average*

Reportable injuries per 200,000 hours worked in 2024.

*US Mine Safety and Health Administration All Injury Rate – Coal Mine Safety and Health

2024 PEABODY SAFETY PERFORMANCE STATISTICS



United States



Australia



Global

Total Injury Rate Employees

0.85

0.79

0.79

Total Injury Rate Contractors

1.11

0.77

0.88

Total Injury Rate

0.9

0.78

0.81

Lost Time Injury Rate Employees

0.56

0.42

0.49

Lost Time Injury Rate Contractors

0.28

0.28

0.28

Lost Time Total Injury Rate Total

0.51

0.36

0.43



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Health and Safety CONTINUED

PEABODY MINES HONORED FOR SAFETY INNOVATIONS

At the Queensland Mining Industry Health and Safety Conference, the Centurion Mine was recognized as a finalist in the Innovation category for its industry-first solution: incorporating pre-existing LiDAR technology to design a Surface-to-Seam Torpedo Probe dubbed LiDAR Torpedo Probe.

In 2018, an underground fire at the Centurion Mine Complex (formerly North Goonyella) required operations to halt. The mine was evacuated and no one was injured, but critical risk assessments were needed underground before humans could safely enter for reconnaissance works. This posed a significant challenge to site management, as it was necessary to have quality images to complete a portion of the risk assessment.

Through deployment of the LiDAR Torpedo Probe, the information was collected to complete the risk assessment. This work ensured roadway seals were constructed correctly from the surface, and the mine could be reopened safely, among many other achievements.

Continuing Peabody's tradition of excellence and innovation in safety practices, the Metropolitan Mine was recognized at the NSW Mining Health, Safety, Environment & Community Awards where it received the Health Excellence Award for its innovative Spring Panther system.

Spring Panther is a low-cost, high-return initiative combining a spring balancer with a lightweight monorail system to eliminate substantial manual handling risks from using hand bolters. Previously, the workforce at Metropolitan manually operated heavy hand bolters to carry out highly repetitive daily tasks. Consequently, there were negative effects on the quality of life of our workforce including increased muscle tension and related ailments as well as the flow on affects to productivity and costs.

Spring Panther addresses the necessity to modernize practices and protect workers from acute and chronic injuries, while benefiting production by cutting costs from injury payouts and lost labor.

TWO PEABODY OPERATIONS WIN SENTINELS OF SAFETY AWARDS

Peabody's Shoal Creek and El Segundo Mines were honored with Sentinels of Safety awards by the National Mining Association for outstanding safety performance in 2023. Shoal Creek received the award in the large coal processing category, while El Segundo was recognized in the large surface coal category. These achievements highlight Peabody's commitment to mine safety, with two awards in the large coal mines category being a significant accomplishment. CEO Jim Grech encouraged the team to aim for a clean sweep in next year's awards.

FUNDRAISING CAMPAIGNS FOR HEALTH CAUSES

Peabody's Australian team continued its annual fundraising campaigns in support of the McGrath Foundation, Movember and the Prostate Cancer Foundation of Australia (PCFA). In October 2024, the team raised funds for the McGrath Foundation, supporting breast cancer awareness through morning teas and selling pink high-vis shirts. November focuses on men's health, with participation in Movember raising awareness for prostate cancer, testicular cancer and mental health. Employees are encouraged to donate, and those contributing \$60 or more will receive a Peabody-branded travel bag. Last year, Peabody raised over \$120,000 for these causes.





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Human Capital Management

Our Approach

Our Human Capital strategy reflects our commitment to our values: fostering a workplace that prioritizes safety, values people, upholds integrity, promotes leadership, pursues excellence, focuses on customers and champions sustainability.



Our Practices

At the heart of our success is our people. Peabody is working to cultivate a people-centric culture that values the diverse backgrounds and experiences of our workforce, and to foster an environment where every employee feels respected, heard and empowered to contribute their unique skills and perspectives.

We are committed to maintaining a workplace that prioritizes the health and well-being of our employees. Peabody's commitment to ethical conduct and transparency builds trust within our workforce and with external stakeholders. Our goal is to achieve and sustain zero harm through rigorous safety protocols, continuous training and a culture that empowers all employees to prioritize safety and integrity in every aspect of their work. We encourage our people to speak up as an agent of change, including through our anonymous "Tell Peabody" line, to address potentially unsafe situations, or when they encounter any behavior that fails to meet these high standards.

Our Performance

We maintain talent pipelines in high schools, trade schools and universities, including programs focused on recruiting historically underrepresented groups into our workforce. Additionally, we are recruiting internationally for hard-to-fill technical roles and leveraging favorable work visa arrangements between the United States and Australia.

Building on our previous success in recruiting military veterans, we are implementing targeted outreach initiatives, reinforcing our commitment to further developing our diverse and skilled workforce.

Peabody recognizes the importance of leadership at every level of our organization. We invest in leadership development programs, particularly for

our front-line leaders, to empower our employees to take on leadership roles, driving innovation and guiding the company towards sustained growth.

We believe that training our leaders to be engaged and effective managers is the best way to support and develop our entire workforce, which in turn drives results for our stockholders.

INVESTING IN OUR HUMAN CAPITAL

By investing in our human capital, we not only secure the success of our company, but also contribute to a resilient and sustainable future for our employees, our customers and the communities in which we operate. We do this through our:

Commitment to Excellence:

We encourage a mindset of continuous improvement and strive for excellence in our operations, technologies, products and services. Our commitment to excellence positions us as leaders in the coal mining industry.

Customer Focus:

Peabody places a strong emphasis on understanding and exceeding customer needs and expectations. By actively engaging with our customers on a variety of issues, we help ensure that our products, our services and the way we operate our business meet their evolving needs. Customer partnership and satisfaction is not just a goal; it is the cornerstone of our success.

Sustainability at the Core:

As a responsible global citizen, sustainability is embedded in the core of Peabody's operations. We recognize the importance of minimizing our environmental footprint, contributing positively to the communities in which we operate and ensuring the long-term viability of our industry through sustainable practices.



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Human Capital Management CONTINUED

GROWING WITH PEABODY

Our Career Framework ensures that skills are being used efficiently across jobs to promote innovation, eliminate risk and create an impact. There are a variety of ways to build your career at Peabody, and many careers include a combination of approaches.

Grow in place:

Deepen your knowledge and skills. Aspire to become a subject matter expert — the “go-to” person in your field.

Diversify skills:

Move laterally to gain new experiences, knowledge and skills. Gain a different view of our organization and tackle new challenges.

Change career streams:

Move from individual contributor (support and professional career streams) to people manager (management and executive career streams), or vice versa.

Expand responsibilities:

Take on greater responsibilities through progression and promotion in your current career stream or a different one.

EMPLOYEE TURNOVER TRENDS: 2023 VS. 2024

Age Group	2023	2024	Gender	2023	2024
Under 30 years old	19%	22%	Males	85%	88%
30-50 years old	53%	54%	Females	12%	9%
Over 50 years old	28%	24%	Gender Not Disclosed	3%	3%

SPOTLIGHT ON OUR PEOPLE: DONNIE HAWK

In 2024, Donnie Hawk, Peabody’s Senior Production Manager at Wild Boar Mine, received the Vance “Pat” Wiram Award for Innovation in Reclamation and Mining Technology. Donnie has devoted over 40 years to mining and reclamation across multiple Peabody mine sites, utilizing his talents to produce high-quality post-mine land for crop production and farming and to restore sites to natural, pre-mine conditions. Innovative and highly effective planning techniques developed by Donnie have allowed him to exceed land reclamation quality and expectations on multiple occasions and several of these methods are still used today.

To overcome large quantities of loose soil sliding into the mining pit at Francisco Mine, Donnie helped develop containment pits that maintained clear mining workspaces and allowed continued use of containment areas while simultaneously producing high-quality topsoil for reclamation. He improved and maintained the integrity of restored topsoil topography by implementing the use of LPG dozers to minimize soil compaction and promote root growth, as well as designing Water and Sediment Control Basins which mitigate topsoil erosion during rainfall events. Both of these practices are still in use at Francisco Mine to date.

Donnie’s vast experience in mine and rehabilitation practices and his use of GPS technologies have been employed in numerous, highly successful post-mine topography plans. At Wild Boar Mine alone, these plans and their implementation have cumulatively contributed to the restoration of an extra 295.6 acres of prime farmland, over 35 miles of streams and over 257 acres of wetlands, which is nearly twice the permit-required amount. These exceptional outcomes were achieved while maintaining optimization of post-mine land conditions and availability for future generations. Donnie has been the recipient of several mining and reclamation awards for his outstanding efforts in this field and continues to pioneer and support Peabody’s reclamation practices.



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Human Rights

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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](#).

Our Practices

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

Peabody strives to act ethically and with integrity in all business aspects and relationships.

The company expects all external partners, including its supply chains, to adhere to these same principles, and we communicate these expectations through our Code of Business Ethics and Vendor Code of Conduct. We have controls and training in place to help 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 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.





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Human Rights CONTINUED

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, whether 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.

The [Vendor Code of Conduct](#) outlines key principles and standards Peabody expects its business partners to align with, 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. This includes, 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.

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. All issues reported to the hotline are reviewed and investigated. Information about investigations and relevant outcomes is regularly reviewed by the Board of Directors.





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Labor Relations

Our Approach

As a global employer, we believe that equal opportunity employment is good business and maximizes our ability to attract and retain a qualified, diverse and high-performance workforce. Peabody's commitments to labor, human rights, employment standards and environmental excellence extend beyond Peabody employees to all vendors and contractors performing work on behalf of the company.

Our Practices

Our Equal Opportunity Policy Statement requires recruiting, hiring, placing, promoting, training, compensating, transferring and terminating

employees based on job-related qualifications and performance to be conducted 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, as outlined in our Code of Business Conduct and Ethics.

With approximately 37 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.

Our Performance

We utilize 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 while incentivizing behaviors that align with the interests of our shareholders.

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 with flexibility to manage their work and personal demands. Opportunities include part-time employment, modified work schedules, redistributed work hours and telecommuting. Availability of these opportunities is dependent on location and operational role.

We regularly review these policies and our value proposition to ensure our programs are effective and align with our Human Capital strategy.

TOTAL REWARDS STRATEGY



Support the company's mission to create superior value for shareholders as the leading global supplier of coal, which enables economic prosperity and a better quality of life.



Promote the values of Safety, Customer Focus, Leadership, People, Excellence, Integrity and Sustainability.



Offer a comprehensive total rewards package to attract and retain the best people in the industry and align their talents to maximize their full potential.

FOCAL POINT COMPENSATION REVIEW PROCESS

STEP ONE

- Update market pay with annual salaries
- Survey participation
- Review job matches for updates

STEP TWO

- Review critical roles with Executive Leadership Team
- Engage in Focal Point analysis.

STEP THREE

- Deliver Focal Point analysis to each Executive Leadership Team member
- Review results and discuss potential salary adjustments

STEP FOUR

- Provide effected employees with communications
- Post salary adjustments



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Business Continuity

Our Approach

As part of our commitment to our employees, our communities and our shareholders, Peabody has established processes and governance that address risks to our core business functions. Through these processes and governance systems, risks associated with people, production and distribution systems are identified and controls are implemented. This strategy ensures our business is resilient, even in the face of challenges.

Our Practices

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 and communicating these risks to the appropriate levels of management. 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 them. Within this review, we consider the adequacy of current controls to ensure resilience and business continuity during potential disruptions.

OUR APPROACH TO CRISIS MANAGEMENT PLANNING

Crisis Management Drills



Board of Directors and Executive Leadership Team conduct simulated crisis management drills based on scripted scenarios developed by an independent firm. Findings are documented and inform planning and control improvements.

Review Crisis Management Plan



Annually, Corporate Crisis Management Teams in St. Louis and Brisbane review and test the crisis management plan. Opportunities and lessons learned are used to drive improvements.

Incident Response



Each operation maintains incident-ready emergency response and an incident Management Team. The teams are also tested by tabletop and onsite exercises at least annually. Key findings are shared with the Executive Leadership Team.



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Business Continuity CONTINUED

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 the risk management program.

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 and ensures 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, risks and opportunities. The full

board receives reports on our Enterprise Risk Management initiatives on an annual basis, at a minimum. It also oversees the process of identifying and mitigating our material risks, and management's ERM team annually interviews individual directors as part of their risk identification efforts.

Should a crisis occur, Peabody maintains and regularly reviews its 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 and interfaces with the response plans necessary to address specific risks or regulatory requirements that may apply to each operation.

Each Peabody site has its own site-based Incident Management Team that is responsible for on-site management of serious incidents and crises as part of its Emergency Management Plan. These teams are supported by corporate staff and the Crisis Management Team when necessary. The site-based Incident Management Team works in tandem with local emergency response teams and oversees the mitigation and recovery efforts.

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 test its own, board-specific Crisis Management Plan and to ensure preparedness.

Peabody engages with a broad network of stakeholders, including investors, regulators and trade associations, to identify potential risks that may require a crisis management response and uses these inputs to continually improve readiness for future responses.



Each Peabody site has its own site-based Incident Management Team that is responsible for on-site management of serious incidents and crises as part of its Emergency Management Plan.”



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Corporate Governance

Our Approach

OUR BOARD

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), academia, mergers and acquisitions, finance and accounting, human capital and organizational health, restructuring, global operations, health, safety and environmental affairs, government affairs and administration, public policy, corporate governance, legal and regulatory affairs, board service and executive management.

- **Experience Level 3** = Technical Expertise or Advanced Knowledge (e.g. direct hands-on experience and subject matter expert during his/her career)
- **Experience Level 2** = Managerial knowledge (e.g. experience derived through general managerial experience)
- **Experience Level 1** = Working knowledge (e.g. exposure as a Board committee member at Peabody or another company)
- **None** = Limited knowledge (e.g. exposure comes from Board and Committee report-outs only)

BOARD OF DIRECTORS SKILLS MATRIX

	Malone	Banks	Bertone	Champion	Chirekos	Gorman	Grech	Laymon
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)	●	●	●	●	●	●	●	●
Academia/Education	●	●	●	●	●	●	●	●
SEC Regulatory	●	●	●	●	●	●	●	●
Commercial Sales/Marketing	●	●	●	●	●	●	●	●
Global Operations/Supply Chain	●	●	●	●	●	●	●	●
Government/Public Policy	●	●	●	●	●	●	●	●
International (Australia /AsiaPac)	●	●	●	●	●	●	●	●
Restructuring Industry/Company	●	●	●	●	●	●	●	●



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BOARD INDEPENDENCE

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

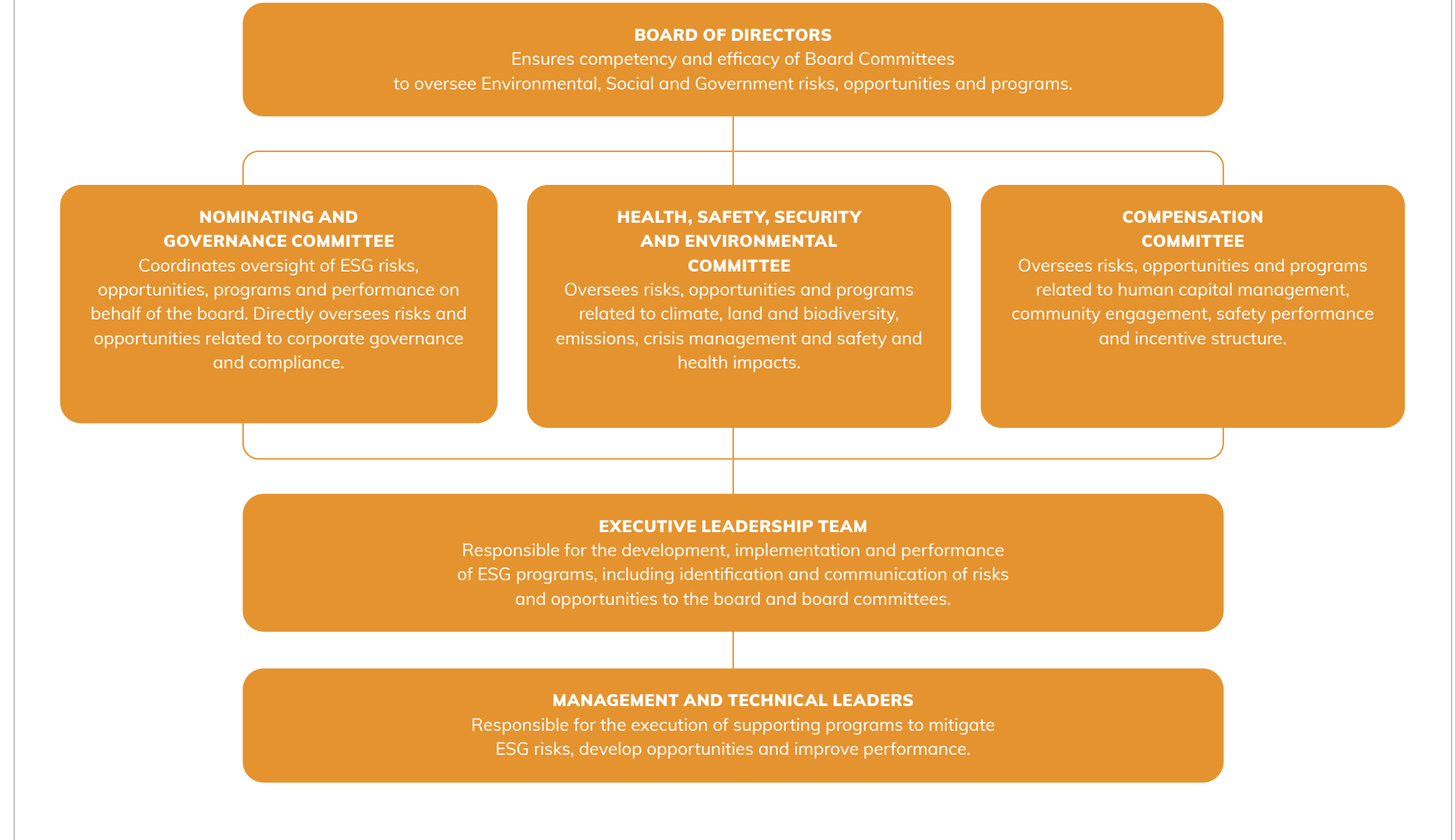
Our board has five standing committees:

- Audit
- Compensation
- Executive
- Health, Safety, Security and Environmental
- 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 with their independent directors.



BOARD OF DIRECTORS COMMITTEE RESPONSIBILITIES





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OVERSIGHT

Peabody's programs, including 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 efficacy of programs that advance the company. 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 and Health, Safety, Security and Environmental Committees.

ENVIRONMENTAL

Peabody maintains an Environmental Policy that is championed by our Executive Leadership Team, who have overall responsibility for Peabody's environmental performance. Our Board of Directors and the board's Health, Safety, Security and Environmental Committee provide oversight for this policy and supporting functions. The committee's oversight responsibilities include significant risks and opportunities identified in the HSSE areas; objectives, policies, programs and performance metrics; and efforts to advance progress on sustainable development.

SOCIAL

We believe that not only our products, but our people and communities, are key to a better business and a better society. Our Executive Leadership Team has 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 and responsibility for the review of key risks, opportunities and performance metrics in this area.

GOVERNANCE

We operate under a set of governance principles that guide our board and enable operational excellence, focused engagement and financial strength. These principles include such areas as board and management roles and responsibilities, board composition and director qualifications, management evaluation and succession and overall corporate compliance. The Board of Directors and the board's Nominating and Governance Committee have oversight of these functions, as well as the risks and opportunities identified in this area.

RISK OVERSIGHT

Board of Directors

Oversight of enterprise risk management:

- Environmental, social and governance risks
- Outputs of risk assessments
- Adequacy of controls

Nominating and Governance Committee

Risks and opportunities related to:

- Board organization, membership and structure
- Ethics and compliance
- Political contributions
- Lobbying expenditures
- Succession planning for ELT
- Corporate governance

Compensation Committee

Risks and opportunities related to:

- Human capital matters
- Compensation and metrics

Health, Safety, Security and Environmental Committee

Risks and opportunities related to:

- Health, safety, security and environmental matters
- Cybersecurity and data privacy



Business Ethics and Integrity

Our Approach

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. We are committed to complying with all applicable laws and regulations of any jurisdiction in which we do business.

Our Practices

At Peabody, integrity is one of our core values. We embrace this value and communicate our expectations for our employees through our Code of Business Conduct and Ethics, which outlines policies and procedures that shape how we work and drive a culture of excellence.

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.

To ensure that this policy is practiced, Peabody salaried employees are required to 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 interests of the company and enhances our reputation as a world-class, responsible mining company for our stakeholders.

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](#) and annual anti-corruption and anti-bribery training is required for salaried employees.

KEY CORPORATE COMPLIANCE AREAS



Whistleblower Policy

Ensures confidentiality for employees, vendors and contractors to report concerns regarding potentially unethical or improper conduct in the workplace without the risk of retaliation.



Anti-Bribery and Anti-Corruption Policy

Explicitly prohibits commercial bribery of any kind.



Vendor Code of Conduct

Communicates Peabody's expectations and policies to our Vendors and anyone performing work on behalf of the Company.



Anti-Slavery Policy

Prohibits the use of any form of forced, compulsory or trafficked labor by any person or organization working for or on behalf of Peabody, including our supply chain.



Code of Business Conduct and Ethics

Covers areas of business ethics and integrity for Peabody employees, including areas of legal compliance, bullying and harassment, fraud, and conflicts of interest.

Ethics and Integrity

Whistleblower Protection

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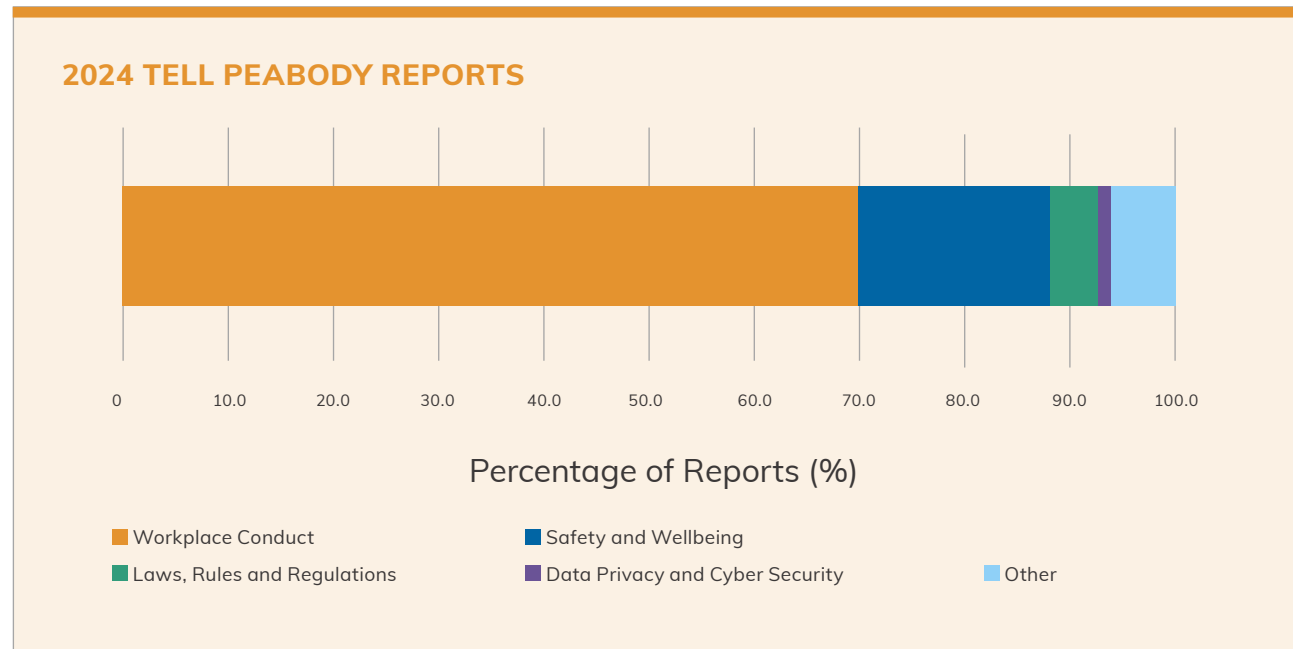
Peabody's Whistleblower Policy encourages all current and former directors, officers, employees and suppliers of Peabody to report any suspected wrongdoing, unethical or improper conduct or dangers at work or improper circumstances in relation to Peabody.

Our Practices

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. Information about investigations and relevant outcomes is regularly 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

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Political Contributions and Lobbying

Our Approach

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.

Our Practices

Peabody’s political contribution 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.

Our Performance

In 2024, Peabody made \$249,700 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’s total U.S. federal lobbying expense for 2024 was approximately \$690,000, 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 and are available on [Peabody’s website](#).

FOUNDING MEMBER OF COAL AUSTRALIA

In 2024, Peabody was proud to become a founding member of new mining industry association, Coal Australia. Coal Australia’s purpose is to provide a compelling and credible voice for Australia’s coal industry that promotes the significant and positive contribution of the sector to Australia’s future. It aims to improve public understanding of the uses of coal that are critical to current global economics, quality of life and the transition to renewable energies, and advocate on behalf of Australia’s coal industry, including producers, suppliers, customers, employees and coal communities.

Peabody belongs to organizations that may have further lobbying and expenditures. In 2024, approximately \$321,840 of the annual dues and other company payments to U.S. industry groups and trade associations were used for these activities and expenditures.

In Australia, Peabody makes no direct political contributions to candidates or parties. In 2024, Peabody was a member of the Minerals Council of Australia, the New South Wales Minerals Council, the Queensland Resources Council and Coal Australia. These organizations conduct political advocacy on behalf of member companies, with Coal Australia also providing direct financial support to third party organizations to campaign in support of pro-coal mining policies.



U.S. ELECTION TO RESHAPE AMERICAN ENERGY LANDSCAPE

The Trump administration, with a GOP controlled Congress, is well positioned to reshape the American energy landscape. As one of his first acts, President Trump issued an executive order declaring a national energy emergency. The Order directs agencies to utilize their statutory emergency powers to speed up development and authorization of energy projects. The Order defines “energy” as: “crude oil, natural gas, lease condensates, natural gas liquids, refined petroleum products, uranium, coal, biofuels, geothermal heat, the kinetic movement of flowing water and critical minerals.” This declaration included a mandatory review of all federal rules that have the potential to burden the use of domestic energy. President Trump also emphasized, while speaking at the World Economic Forum, the importance of coal for reliable baseload power, especially considering the surging energy demand driven by Artificial Intelligence and data centers. These developments, in conjunction with the rapidly increasing demand for energy in the U.S., paint a positive outlook for thermal coal.



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Supply Chain Management

Our Approach

Peabody’s commitments to labor, human rights, employment standards and environmental excellence extend beyond Peabody 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.

Our Practices

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 necessary 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.

Contractor performance and compliance with our standards is overseen by a Peabody project manager while work is being performed at any of our facilities.

PEABODY’S EXPECTATIONS OF SUPPLIERS: ENVIRONMENTAL

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. As part of our risk-based approach, Peabody may also outline further requirements or controls in its contractual arrangements with a vendor if necessary, depending on the scope or potential impact of the service or product provided. Vendors on site are required to adhere to our environmental management practices and performance to these standards is monitored by the Peabody project manager for the duration of the project.

HUMAN CAPITAL

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.

Our Policies

- [Anti-Bribery and Corruption Policy](#)
- [Anti-Slavery Policy](#)
- [Health, Safety and Communities Policy](#)
- [Code of Business Conduct and Ethics](#)





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Cybersecurity and Data Protection

Our Approach

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.

Our Practices

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; and
- Exercising cyber incident response plans and risk mitigation strategies to address potential incidents should they occur.

The Peabody cybersecurity department also completes cyber risk assessments on vendors and prospective vendors to assess the types of data furnished to the vendor or connections to Peabody systems. They then evaluate these factors and

make recommendations regarding potential risks and whether additional security controls may be necessary to mitigate these risks.

ARTIFICIAL INTELLIGENCE

Artificial Intelligence (AI) has the future potential to enhance productivity within the mining industry. Peabody recognizes the need to comprehensively understand the capabilities and limitations of AI technology, both now and into the future.

In the mining industry, AI can be used for a variety of purposes, including:

EXPLORATION

- Analyzing data for identifying geological deposits.
- Optimizing exploration operations through the identification of optimal mineral extraction methods, decreasing expenses and enhancing efficiency.
- Improving safety by identifying potential hazards in mining operations.

IN MINING PROCESSES

- Identifying potential hazards such as unstable ground or the presence of toxic gases. This information can be used to improve safety procedures and reduce the risk of accidents.
- Optimizing mining process by identifying the most efficient way to extract minerals from the ground. This can help to reduce costs and improve productivity.

- Improving quality control by identifying defects in mined materials. This information can be used to improve the quality of the final product and reduce the risk of recalls.
- Reducing environmental impacts of mining by identifying ways to minimize waste and pollution. This information can be used to develop more sustainable mining practices.

Our Performance

In 2024, there were no data breaches that resulted in loss of privacy, data or company information for customers or employees. To align with best practices, Peabody has implemented an upgrade to our firewall infrastructure and initiated implementation of new data protection protocol within our current cybersecurity tools to reduce risk of data loss or theft.

Risks related to cybersecurity threats will continue to evolve, and Peabody will continue to follow the National Institute of Standards and Technology Cybersecurity Framework to ensure incident response processes align with industry standards. We work closely with a third-party managed Security Operations Center to monitor and manage alerts and threat indicators. Peabody also works closely with industry partners for continued alignment with knowledge and controls against the latest threats in mining and energy.

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. Training is regularly updated to include both awareness and updated defences for emerging risks.

In 2024, Peabody commissioned an enterprise study of AI risks and appropriate controls to mitigate them. Key areas of risk are Data Privacy and Protection, Legal and Liability Concerns and Impact of AI on the Workforce. Controls recommended for these risks include legal and policy guardrails, technical controls and employee education. An AI Center of Excellence was established with the responsibility to evaluate and implement controls, update risk assessment processes for AI solutions, provide employee education and define policy on the effective adoption of AI. As Peabody matures its capabilities, the strategy is to evaluate solutions on a case-by-case basis using a risk-based approach that aligns with the existing Enterprise Risk Management framework.



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For additional information, see the complete [2024 Performance Data](#).





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Performance Data

Category	Topic	Unit	2021	2022	2023	2024	GRI	SASB
Total Revenue		\$ million USD	3,318	4,982	4,947	4,237		
							202-1	
Emissions	Carbon Intensity	tonnes* CO ₂ -e/million \$USD	1,990	1,307	1,228	1,337		305-4
Emissions	Carbon Intensity	tonnes CO ₂ -e/tonnes mined	0.051	0.051	0.047	0.047		305-4
Emissions	Scope 1 Emissions ^a	tonnes CO ₂ -e	6,035,223	5,944,217	5,466,875	5,106,580		305-1
Emissions	Scope 2 Emissions ^a	tonnes CO ₂ -e	567,606	566,113	607,151	557,072		305-2
Emissions	CO ₂ Equivalent Emissions Total (Scope 1 & 2) ^a	tonnes CO ₂ -e	6,602,829	6,510,330	6,074,026	5,663,651	"305-1; 305-2"	EM-CO-110a.1,2
Waste	Hazardous Waste	tonnes	2,269	2,161	4,029	6,873		306-3
Waste	Non-Hazardous Waste	tonnes	8,973	22,109	19,850	48,200		306-3
Waste	Non Mineral Waste Generated	tonnes	11,242	24,250	24,417	55,073		306-3
Waste	Mineral Waste	tonnes	12,736,440	14,425,353	10,740,241	10,759,295		306-3
Waste	Hazardous Waste Recycled or Reused	tonnes	1,580	1,508	1,766	1,741		306-4
Waste	Total Waste Recycled (Hazardous + Non-Hazardous)	tonnes	6,418	14,614	14,837	28,060		306-4
Water	Water Withdrawal Total	megaliters	55,067	48,425	53,744	56,328		303-3
Water	Fresh Water Withdrawal Total	megaliters	23,498	30,036	10,119	34,221		303-3; 303-5
Water	Water Discharge Total	megaliters			58,290	40,315		303-4
Water	Percentage of Water Withdrawn in Areas with High or Extremely High Baseline Stress ^b	%	21%	23%	7%	8%		
Water	Number of Water Non-Compliances Resulting in a Formal Enforcement Action	#	0	2	2	0		
Energy Use	Energy from Electricity	Gigajoules	3,206,713	3,632,886	4,048,297	3,710,182		302-1
Energy Use	Energy from Fuel Use	Gigajoules		18,240,873	19,719,075	16,268,091		302-1
Energy Use	Total Energy	Gigajoules		21,873,760	25,241,341	19,978,273		302-1



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Performance Data CONTINUED

Category	Topic	Unit	2021	2022	2023	2024	GRI	SASB
Diversity	% Women Employees	%	11%	11%	11%	11%	405-1	
Diversity	% Non Executive Women Managers	%	13%	12%	16%	17%	405-1	
Human Capital Management	Turnover of Employees	%	14.7%	14.3%	22.3%	21.9%	401-1	
Health & Safety	Employee Health & Safety Training Hours	Hours	86,280	163,000	100,145	107,996	403-5	EM-MM-320a.1
Health & Safety	Total Injury Rate	Rate	1.18	1.13	1.18	0.81	403-9	EM-CO-320a.1
Health & Safety	Total Injury Rate Employees	Rate	1.26	1.15	1.18	0.79	403-9	EM-CO-320a.1
Health & Safety	Total Injury Rate Contractors	Rate	0.93	1.08	1.18	0.88	403-9	EM-CO-320a.1
Health & Safety	Lost Time Injury Rate Total	Rate			0.76	0.43	403-9	EM-CO-320a.1
Health & Safety	Lost Time Injury Rate Employees	Rate			0.80	0.49	403-9	EM-CO-320a.1
Health & Safety	Lost Time Injury Rate Contractors	Rate	0.62	0.65	0.66	0.28	403-9	EM-CO-320a.1
Health & Safety	NMFR	#	4.7	24.2	0.47	0.74		EM-CO-320a.1
Health & Safety	Employee Fatalities	#	0	0	0	0	403-9	EM-CO-320a.1
Health & Safety	Contractor Fatalities	#	0	1	1	0	403-9	EM-CO-320a.1
Labor	Percentage of Active Workforce Covered Under Collective Bargaining Agreements, Broken Down by U.S. and Foreign Employees	%	U.S.: 11.5% Non-U.S.: 63%	U.S.: 9.1% Non-U.S.: 59.8%	U.S.: 8.3% Non-U.S.: 56.0%	U.S.: 8.5% Non-U.S.: 67.8%		EM-CO-310a.1
Labor	Number and Duration of Strikes or Lockdowns	#	7	1 Strike, 57 Days	0	1 strike, 16 days		EM-CO-310a.2
Management	Executive Member Diversity	%	0%	0%	0%	0%	405-1	
Management	Board Member Diversity	%	33%	33%	40%	33%	405-1	

^a Ippc AR5 Gwp Values Utilized And Emissions Restated
^b Updated WRI model utilized in 2023 for determination of high water stress
*metric tonnes

[View the complete 2024 Performance Data](#) →



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Workforce Demographic Data

Job Categories	RACE/ETHNICITY														Total
	HISPANIC OR LATINO		NOT HISPANIC OR LATINO												
	Male	Female	MALE					FEMALE							
		White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	0	0	27	0	2	0	0	1	2	0	0	0	0	0	32
First/Mid-Level Officials and Managers	15	1	316	5	8	0	10	2	38	5	2	0	1	1	404
Professionals	3	2	76	5	4	0	0	1	48	7	2	0	1	0	149
Technicians	0	0	35	1	0	0	0	0	4	0	0	0	0	0	40
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	4	5	37	0	0	0	5	0	40	1	0	0	3	1	96
Craft Workers	94	6	1979	26	4	3	62	13	123	0	0	0	5	1	2316
Operatives	90	8	367	41	2	0	26	7	22	1	0	0	6	0	570
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	1	0	4	0	0	0	0	0	2	0	0	0	0	0	7
Current 2023 Reporting Year Total	207	22	2841	78	20	3	103	24	279	14	4	0	16	3	3614
Prior 2022 Reporting Year Total	190	19	2881	79	19	3	92	23	263	16	3	0	14	1	3603

Data sourced from 2023 U.S. Equal Employment Opportunity Commission (EEOC) 2023 Employer Information Report, Peabody Energy Corporation



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