Mission, Values + Strategy

Peabody

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.

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

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

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

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

Integrity
We act in an honest and ethical manner.

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

OUR STRATEGY

- A leading position in U.S. Powder River and Illinois basins
- Seaborne thermal and metallurgical coal platform to capture higher-growth Asian demand centers

Operational Excellence
Drive safety, productivity, cost efficiency and reclamation performance

Financial Strength
Maintain target capital structure that enables sustainable performance through all market cycles and maximize shareholder returns through disciplined capital allocation

Portfolio Management
Continually enhance the value of our portfolio emphasizing high-quality assets targeting the most attractive demand centers

Focused Engagement
Support our license to operate and advocate favorable energy policy and advances in generation technology including HELE and CCUS

Best People
Attract and retain the best people, develop their full potential and align their talents to create competitive advantage