

MISSION, VALUES + STRATEGY






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

-  Continuing to reweight our investments toward greater seaborne thermal and seaborne metallurgical coal access to capture higher-growth Asian demand
-  Optimizing our lowest-cost and highest-margin U.S. thermal coal assets to maximize cash generation
-  Executing our financial approach of generating cash, maintaining financial strength, investing wisely and returning cash to shareholders

STRATEGIC ENABLERS

- 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 in the industry and align their talents to maximize their full potential