

PROGRAM GUIDELINES

Through the Peabody Energy Matching Gifts Program, the company offers a way to maximize — up to USD\$2,500 per person each calendar year — employees' cash or securities contributions to their favorite charitable organizations, empowering our communities. Thank you for your efforts to make our communities stronger and more vibrant through your gifts to qualifying organizations.

WHO CAN PARTICIPATE

All active full-time, part-time, represented and non-represented employees of Peabody Energy, globally, are eligible to participate. Members of Peabody Energy's Board of Directors are also eligible. Gifts from employee spouses, other family members, temporary employees, interns, retirees and contractors are not eligible for the program.

ELIGIBLE ORGANIZATIONS IN THE U.S.

Eligible organizations must be located in the U.S. or one of its possessions and be recognized by the Internal Revenue Service as tax-exempt and designated a public charity under section 501(c)(3) of the Internal Revenue Service Code of 1986, as amended (the "Code") or an instrumentality of a federal, state or local government under section 170(c) of the Code, but not a private foundation under section 509(a) of the Code. The organization must have no political affiliation and must be open to full nondiscriminatory participation.

ELIGIBLE ORGANIZATIONS OUTSIDE THE U.S.

Peabody's matching gifts administrator, JK Group, performs due diligence on the matching gifts eligibility of all non-domestic organizations. This includes receiving information that must be recognized as tax-exempt by the Internal Revenue Service (IRS) and designated a public charity under Section 501(c)(3) of the IRS Code, or evidence that a gift will be used for charitable purposes.

ELIGIBLE GIFTS

- U.S. Patriot Act Compliance: U.S. companies must follow strict guidelines for processing contributions to foreign entities to ensure that these organizations do not in any way support terrorism. Peabody Energy reserves the right to decline a gift match to organizations that, as determined by JK Group due diligence, do not meet these strict guidelines. If you are unsure whether an organization is eligible, please contact our matching gifts program at (U.S. participants) 1-866-625-4278 (8 a.m. – 6 p.m. EST) or (international participants) 609-799-7830.
- All Peabody Energy matching gifts will be paid out in U.S. Dollars *only*. Your gift amount in U.S. Dollar currency will be calculated based on the exchange rate that is in effect at your donation date. For more information on currency exchange rates, please visit the [currency conversion site](#).
- The minimum gift eligible for a match from Peabody is USD\$50. For installment gifts, each match request must be submitted separately and meet the USD\$50 minimum gift requirement.
- The maximum gift amount matched per donor, per calendar year, is USD\$2,500. If a participant makes several contributions in one year, gifts will be matched in the order received after January 1 of that year, up to the maximum annual donor limit of USD\$2,500. The donor's maximum annual limit coincides with the January 1 to December 31 calendar year. Matching Gifts must be requested within the same calendar year that the personal gift is made.
- The gift must be a donation, from the donor's personal funds, which has been paid directly to an approved organization. Gifts must be contributions *previously made, not merely pledged*.
- Gifts must be in the form of check, credit card, or marketable securities with a quoted market value.
- You may be asked to provide evidence of your contribution in the form of a cancelled check, bank statement or credit card statement, or a transfer of stock certificate. For donations of stock, the value will be determined at the market value of the stock on the day that the donation is made to the organization.
- No other form of property, real or personal, will be matched.

References to Peabody refer to Peabody Energy and its affiliates. Peabody Energy reserves the right to change the program and/or the guidelines at any time without prior notice. The policies and procedures described above are not conditions of employment nor are they intended to create or constitute a contract between Peabody and any one or all of its employees.

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INELIGIBLE GIFTS

Peabody Energy reserves the right to refuse requests for matching gifts to organizations whose objectives are deemed to be detrimental to the interests of our company. Furthermore, even if an organization is eligible, certain types of gifts are not. Examples include:

- Gifts where a direct value is received as a result of the donation; i.e., dinner tickets, sporting events, raffle tickets, memberships, etc.
- Gifts to private individuals.
- Gifts to organizations classified by the IRS as 501(c)(3) Private Foundations or Private Operating Foundations.
- Gifts to non-accredited colleges, universities, elementary or secondary schools.
- Cumulative gifts from several individuals reported as one contribution. For example, a sponsored-pledge event where a participant has gathered financial pledges in support of their participation, such as a marathon, triathlon, bike ride, walk, etc. In this scenario, the sponsored-participant may not submit a matching request for donations that originate from other persons. However, those participants who make a gift to the sponsored-participant's event via the eligible organization may submit for their gift to be matched.
- Gifts made by or through Community Trusts or similar organizations, including Charitable Remainder Trusts or Donor Advised Funds.
- Gifts to organizations whose primary purpose is to promote religion, even if volunteering is specified for a community outreach program, such as a soup kitchen or homeless shelter.
- Gifts made to organizations that discriminate in any way with national equal opportunity policies.
- Gifts for primarily political purposes or whose chief purpose is to influence legislation.
- Gifts to booster clubs, fraternal or social groups.
- Gifts made for tuition fees, books or loan repayments or for services in lieu of tuition payments.
- Subscription fees for publications or memberships providing substantial personal benefits.
- Gifts or dues to alumni(ae), fraternities, sororities or similar groups.
- Insurance premiums that name an organization as beneficiary.
- Bequests or life income trust arrangements.
- Gifts of real or personal property other than Securities as described above.
- In-kind gifts.
- Gifts made with Peabody funds or reimbursed to a participant from Peabody funds.
- Gifts to Political Action Committee (P.A.C) designated charities (which receive matches through Peabody's P.A.C. program when the program is operating).
- Gifts to the United Way. (Why? The United Way receives support from Peabody Energy through the company's annual fundraising drive.) Certain exceptions apply; for example, donations through the United Way during times of disaster relief may be set up as eligible for limited periods of time.

HOW TO USE THE MATCHING GIFTS PROGRAM

Participants may request matching gifts through an online request process using the Peabody Energy Matching Gifts Program website at <http://www.easymatch.com/peabodyenergy>.

- **For U.S. Participants:** Click the "Login" link on the left side of your screen. Following the instructions, simply type in your unique Peabody ID (sans the alpha character) as your username and the last four digits of your social security number as your password, and then click on the "Submit a New Request" link to begin your matching request process.
- **For International Participants:** If this is the first time you are logging in to apply for matching gifts, type in only your unique Peabody Energy ID (sans the alpha character), and then click "Login." You will then be prompted to create a password. You will use this for all subsequent log-ins. Then click on the "Submit a New Request" link to begin your matching request process.

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MATCH SCHEDULE

Following receipt of your match request, the Peabody Matching Gifts Program administrator will contact the designated organization to verify receipt of your gift. Note: It may take at *least 90* days to process matches, as due diligence is required for every gift.

Eligible requests are typically processed/paid to the recipient organization on a quarterly schedule (dates not guaranteed and are subject to change based on diligence requirements). Disbursement of funds to the recipient organization will typically occur three to six months after the participant's matching gift request. Receipt of gift must be verified by the organization.

Organizations that do not cash checks within six months of disbursement will be contacted for follow up. Should those contact attempts prove unsuccessful, the disbursement check will be voided and no match will be made.

Matching Gifts must be requested within the same calendar year that the personal gift is made.

NEED HELP?

You may check the status of your matching request or obtain more information about the program at any time using the Peabody Energy Matching Gifts Program website at <http://www.easymatch.com/peabodyenergy>.

You may also contact the program administration office via email at peabodyenergy@easymatch.com or call 1 866 625 4278 during regular business hours which are 8 a.m. to 6 p.m. EST, Monday through Friday, excluding New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas. International participants may use the JK Group toll number 609-799-7830.