CAREER JOURNEY

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YANCOAL
兖煤澳大利亚有限公司

TELL US ABOUT YOUR CAREER JOURNEY.

I started my career in construction as a plant operator in the late 1980s before moving into mining in 1996 as a Mining Operator. Early on, I developed a passion for helping others learn and progressed into a Trainer and Assessor role in 1999.

A significant turning point came in 2001 when I was offered a 12-month secondment into Technical Services to help assist Mining Engineers improve mine plans using operational knowledge from the field. At the time, I was the first person at site to move from an operator role into a professional technical position, which was both exciting and challenging.

In 2002, I successfully applied for a full-time Trainee Mining Engineer role. It meant taking a reduction in pay and stepping into an area where I had little formal experience, but I believed it was the right move for my long-term career. Looking back, it was one of the best decisions I have made.

Over the following years, I completed tertiary qualifications in Mining Engineering and Frontline Business Studies, while also undertaking numerous short courses and other development opportunities. I gained experience across a range of technical roles including Coal Engineer, Dragline Engineer and Scheduling Engineer, contributing to mine optimisation projects and budget planning.

I was promoted to Mine Planning Superintendent in 2007 and Mine Planning Manager in 2008, leading Technical Services across bothat MTW for 10 years and HVO for the next decade4 years. During this period, I also had opportunities to act as Site General Manager on several occasions, which provided valuable leadership experience.

Following the transition from Rio Tinto to Yancoal in 2017, I became Mining Manager at MTW in 2018, General Manager in 2020 and was appointed Executive General Manager Operations in December 2024.

WHAT WAS A DEFINING MOMENT IN YOUR CAREER?

Without question, it was taking the opportunity to move from operations into Technical Services in the early 2000s. There was considerable peer pressure at the time not to make the change, and I was moving into an unfamiliar area without formal qualifications. It also came with a financial sacrifice.

However, I felt strongly that it was the right move for my future. It taught me that career growth doesn't always come from moving upwards. Sometimes you need to be prepared to step sideways, or even backwards, to gain experiences that position you for greater opportunities later on.

WHAT ADVICE WOULD YOU GIVE TO SOMEONE LOOKING TO BUILD A CAREER AT YANCOAL?

Take a balanced approach to your development and focus on building capability over time. Formal education, on-the-job learning, short courses and internal development opportunities all have a role to play.

Don't try to do everything at once. Steady progress is often more valuable than collecting qualifications quickly without gaining meaningful experience. Be patient, play the long game and invest in building the right skills so that when opportunities arise, you are genuinely ready for them.

I'd also encourage people to embrace internal learning opportunities that help them and understand Yancoal's culture, values and ways of working. Developing technical capability is important, but understanding how to lead within the business and contribute to its success is equally critical.

WHAT ARE YOU MOST PROUD OF?

One of my proudest achievements is being part of, and leading, an exceptional team of operational professionals. In 2025, our operations delivered record production and performance above budget, and I feel privileged to work alongside such talented and committed people every day.

IF YOU HADN'T FOLLOWED THIS PATHWAY, WHAT MIGHT PLAN B HAVE LOOKED LIKE?

I likely would have continued progressing through frontline mining operations and supervisory roles. However, I'm grateful I took the opportunity to explore a different pathway when it presented itself.