YANCOAL
兖煤澳大利亚有限公司



CAREER PATHS

YOUR CAREER AT YANCOAL



We are committed to building careers, not just filling roles. Across our operations, maintenance, technical and corporate teams, employees have the opportunity to grow, develop and progress through a range of career pathways.

YOUR CAREER AT YANCOAL

Career growth at Yancoal is not limited to a single direction. Employees can move upwards, across functions, across sites, or into leadership roles, supported by development programs, on-the-job experience and strong leadership.

Your career journey is yours to shape

While leaders, mentors and colleagues are there to provide guidance, support and feedback, you play the key role in defining your career goals and development pathway. We encourage employees to stay curious, continue learning, build strong relationships, seek new experiences and actively look for opportunities to grow and develop across the business.

Develop capability and broaden experience

Early in your career, the focus is often on strengthening technical skills and building a solid foundation of expertise in your chosen field. As you grow and develop, exposure to different roles, functions, projects and locations can help expand your experience and support you in identifying the career pathway that best aligns with your interests and strengths.

Career pathways are often non-linear

Growth and development do not always come through traditional upward progression — sideways moves across teams, functions, projects or locations can provide valuable experience and broaden your capability. Taking on different opportunities across the business can help build new skills, expand your perspective and support long-term career growth.

Performance matters — and so does the way we work together.

At Yancoal, we value employees who deliver strong results while also demonstrating our values, supporting their teams and contributing positively to workplace culture. Career growth comes from building capability, developing leadership behaviours and continuously learning through new experiences and challenges.

WHAT SETS PEOPLE APART?

Career opportunities do not always arrive at the perfect time and there is often an element of timing and circumstance involved in any career journey. However, employees who consistently stand out and position themselves for future opportunities often demonstrate a common set of behaviours and mindsets that help differentiate them from others.

Employees who build rewarding careers at Yancoal often:

- Take ownership and accountability for their work, commitments and development, regardless of their role
- Are prepared to take sideways moves, temporary assignments or even a step backwards in responsibility to gain valuable experience that supports longer-term career goals
- Go the extra mile when required and demonstrate a willingness to contribute beyond their immediate responsibilities
- Remain patient and resilient when opportunities do not arise immediately, recognising that development is a long-term investment
- Focus on building the right skills and experiences over time, understanding that progressing too quickly without sufficient exposure can impact future success
- Consider the broader needs of the business and look for ways to contribute to team and organisational outcomes, not just their own advancement

Remember: There is no single formula for career success. Sometimes timing and opportunity play a part, but employees who consistently demonstrate strong performance, positive behaviours and a commitment to learning are often best placed to make the most of opportunities when they arise.



CAREER PATHWAYS

Explore our Job Families

Job families group together roles that perform similar types of work or require related skills, knowledge and experience. Understanding Yancoal's job families can help you see the breadth of opportunities across our business, explore where your existing skills could take you and identify roles or areas you may want to work towards in the future.

As you explore the job families on the following pages, look beyond your current role or function. You may discover opportunities to progress within your area, make a sideways move into another discipline, or build experience that could open up a completely different career pathway.

YOUR EXPLORATION STARTS HERE

OPERATIONS - MINING

The Mining Operations function at Yancoal is responsible for the safe, efficient and reliable delivery of coal production across our sites.

This function brings together several critical disciplines, including Mining, CHPP (Coal Handling and Preparation Plant), Maintenance, Technical Services, Commercial and Projects, Health, Safety & Training, Environment & Community, and Human Resources.

Mining teams manage the extraction of coal through surface and underground operations, while CHPP teams ensure coal is processed, washed and prepared to meet customer specifications. Maintenance teams support all fixed and mobile plant by ensuring equipment is available, reliable and operating safely. Technical Services provides the engineering, planning and operational support required to optimise production, manage risk and ensure compliance with statutory requirements.



CHPP

- CHPP Manager
- CHPP Superintendent
- CHPP Supervisor
- Senior Process Engineer
- CHPP Technician
- Electrical Engineer
- Mechanical Engineer
- Coal Quality and Logistics Coordinator
- Maintenance Planner
- CHPP Process Engineer
- CHPP Leading Hand



Mining

- General Manager
- Operations Manager
- Mining Manager
- Mining Superintendent
- UG Undermanager
- Mining Supervisor
- Dispatch Supervisor
- UG Deputy
- Shift Engineer
- Haul Supervisor
- Dispatch Officer
- Control Room Operator
- Operator



Maintenance

- Group Manager, Asset Management
- Maintenance Manager
- Maintenance Superintendent
- Asset Specialist
- Maintenance Coordinator
- Maintenance Supervisor
- Maintenance Analyst
- Maintenance Planner
- Asset Health Advisor
- Compliance Engineer
- Reliability Engineer
- Field Hardware Technician
- Graduate Electrical Engineer
- Graduate Mechanical Engineer



Technical Services

- Chief Mining Engineer
- Exploration Manager
- Principal Mining Engineer
- Technical Services Manager
- Geology Superintendent
- Mining Superintendent
- Survey Superintendent
- Senior Mine Geologist
- Senior Mining Engineer
- Senior Mine Surveyor
- Mine Geologist
- Mine Surveyor
- Mining Engineer
- Drill and Blast Engineer
- Graduate Geologist
- Graduate Mining Engineer
- Graduate Surveyor



Samples roles only

OPERATIONS - TEAMS

Commercial and Projects teams manage contracts, procurement, cost control and the delivery of capital and improvement projects.

Health, Safety & Training ensures strong safety systems, regulatory compliance and the ongoing capability development of our workforce.

Environment & Community teams manage environmental performance, approvals and stakeholder engagement with local communities and regulators.

Human Resources supports workforce planning, recruitment, employee relations, payroll and leadership capability.

Commercial and Projects	Health, Safety & Training	Environment & Community	Human Resources
GM Commercial	General Manager, Health and Safety	Group Manager, Approvals	Group Manager HR
Commercial Manager	Health, Safety & Training Manager	Manager Environment & Community	HR Manager
Contracts Manager	Health, Safety & Training Superintendent	Environment & Community Superintendent	Payroll Manager
Commercial Superintendent	Senior Health, Safety & Training Advisor	Senior Environment & Community Advisor	HR Superintendent
Warehouse Superintendent	Health & Safety Specialist	Environment & Community Advisor	Senior HR Advisor
Senior Contracts Advisor	Training and Development Specialist	Environment & Community Officer	Senior Payroll Officer
Senior Accountant	Health, Safety & Training Advisor	Graduate Environment & Community	HR Advisor
Warehouse Supervisor	Emergency Service Officer		HR Officer
Contracts Advisor	Health, Safety & Training Officer		Payroll Officer
Senior Storeperson			
Accountant			
Storeperson			

Samples roles only

OPERATIONS - SUPPORT

The Operations Support functions at Yancoal are predominately based in our Corporate offices.

They provide the strategic and commercial backbone that enables our operations to run efficiently and deliver value to the business. This function comprises disciplines including Procurement, Finance, ICT, Legal, Administration Translation & Coordination, Risk & Audit, and Marketing Infrastructure & Logistics.

Further operational support functions also based out of our corporate offices include roles in Commercial and Projects, Health, Safety & Training, Environment & Community, and Human Resources.

Procurement

General Manager Procurement

Group Manager Business Development

Procurement Manager

Category Manager

Procurement Superintendent

Procurement Specialist

Senior Business Analyst

Procurement Officer

Procurement Analyst

Purchasing Support Officer

Finance

General Manager, Treasury

General Manager Taxation

Finance Manager

Treasury Manager

Senior Financial Accountant

Senior Treasury Analyst

Senior Tax Advisor

Tax Advisor

Treasury Analyst

Financial Accountant

Accounts Payable Officer

ICT

General Manager, ICT

Business Solutions Manager

Digital Operations Manager

Business Process Lead

Digital Network Lead

Network & Systems Administrator

ICT Solutions Architect

ICT Systems Support Officer

Samples roles only

OPERATIONS - SUPPORT

The Operations Support functions at Yancoal are predominately based in our Corporate offices.

They provide the strategic and commercial backbone that enables our operations to run efficiently and deliver value to the business. This function comprises disciplines including Procurement, Finance, ICT, Legal, Administration Translation & Coordination, Risk & Audit, and Marketing Infrastructure & Logistics.

Further operational support functions also based out of our corporate offices include roles in Commercial and Projects, Health, Safety & Training, Environment & Community, and Human Resources.



Administration & Corp Coordination

- Corp Admin & Coordination Manager
- Translation & Coordination Manager
- Executive Assistant
- Personal Assistant/ Receptionist
- Admin Assistant



Legal

- General Counsel
- General Manager Investor Relations
- Senior Manager, Compliance and Legal
- Legal & Cosec Manager
- Senior Legal Counsel
- Legal Counsel
- Junior Lawyer
- Paralegal / Compliance Support Officer



Marketing, Infrastructure & Logistics

- General Manager
- Group Manager
- Manager, Commercial Contracts
- Logistics & Coal Quality Coordinator
- Marketing Technical Analyst/Specialist
- Contracts Coordinator
- Contract Analyst



Risk & Audit

- Group Manager, Audit
- Manager - Risk & Insurance
- Specialist Risk & Insurance

Samples roles only



YOUR CAREER PATHWAY

Career growth at Yancoal is not limited to a single direction. Employees can move upwards, across functions, across sites, or into leadership roles, supported by development programs, on-the-job experience and strong leadership.

PROGRESSION (UPWARDS)

Move into roles with greater responsibility.

Progression opportunities at Yancoal allow employees to grow into roles with increased responsibility, leadership and technical capability. This may include progressing from frontline operational or support roles into supervisory, superintendent or management positions. Career progression is supported through on-the-job experience, leadership development, training opportunities and demonstrated performance and behaviours.

Level	Mining
Manager	Mining Manager
Superintendent	Mining Superintendent
Supervisor	Mining Supervisor
Employee	Operator

MOBILITY (ACROSS)

Move into different teams, functions or sites

Career growth is not always linear, and valuable development can come from moving across different roles, functions, projects or locations. Mobility opportunities at Yancoal help employees broaden their experience, build new capabilities and gain exposure to different parts of the business.

Level	Technical Services	CHPP	Mining	Marketing & Logistics
Manager	Exploration Manager	CHPP Manager	Mining Manager	**Manager, Commercial Contracts**
Superintendent	Geology Superintendent	CHPP Superintendent	Mining Superintendent	↑
Supervisor	Senior Mine Geologist	CHPP Supervisor	**Production Supervisor** →	**Delivery Coordinator, Marketing & Logistics**
Technical Professional	**Mine Geologist** →	**Coal Quality and Logistics Coordinator** ↗		
Employee	**Graduate Geologist** ↑		Operator	



There is no single pathway to success at Yancoal.

Our people have progressed through a combination of promotions, sideways moves, development opportunities and experiences across different functions and locations. The career journeys below showcase the variety of opportunities available and demonstrate how building capability, remaining open to new experiences and taking ownership of your development can create rewarding career outcomes.

CAREER JOURNEYS



David Bennett

- EGM Operations (Yancoal)
- General Manager (MTW)
- Mining Manager (MTW, Yancoal)
- Mine planning Manager (MTW and HVO, Rio Tinto)
- Mine planning Superintendent (MTW and HVO, Rio Tinto)
- Mining Engineer (external)
- Trainer and Assessor (external)
- Mining Operator (external)



Kelly Sopher

- Plant Operator (Stratford)
- Trainee Operator (Programmed Employee)
- Site Administrator (External)



Linda Valencic

- Delivery Coordinator, Marketing & Logistics (Yancoal Corporate)
- Production Supervisor (External)
- Coal Logistics Coordinator (External)
- Production Coal Coordinator (External)
- Short Term Mining Engineer (External)
- Mine Geologist (External)
- Graduate Geologist (External)

GROW YOUR CAREER

At Yancoal we encourage you to take ownership of your career development. While we provide the opportunities for professional growth, career planning starts with you.

Step 1 – Reflect

What are your strengths, interests and goals? Take time to consider what motivates you, the work you enjoy most and the skills and experiences you would like to develop. Reflect on your strengths, career aspirations and the type of role, work environment or leadership opportunities that may be important to your future career journey.

Step 2 – Explore

What roles or pathways interest you? Explore the career pathways and opportunities available across Yancoal, including progression, mobility and development opportunities. Consider which roles align with your interests and aspirations, and identify the experiences, skills or qualifications that may help you move towards those opportunities.

Step 3 – Discuss

Talk to your leader about your career goals and be prepared to discuss your interests and current strengths and development areas. Be open about your career aspirations and goals and ask your manager for feedback on where you may need further capability development before making a move to another role.

Step 4 – Plan

Identify skills, experience and development needed. Work with your leader to create a realistic development plan that builds the skills, behaviours and experiences required for your current and future career goals. Consider development through the 70:20:10 model — 70% from on-the-job experiences and stretch opportunities, 20% from exposure through coaching, mentoring and networking, and 10% from formal training, qualifications and learning programs.

Step 5 – Act

Actively search out the experiences you need to build your capabilities. Network across the organisation and beyond. Sometimes your network will be the best way to find out about internal opportunities to move into other roles, for example:

– Vacancies
– Secondment opportunities
– Transfers
– Recruitment pools
- Subscribe to Yancoal Job Alerts at https://www.yancoal.com.au/careers/

WE SUPPORT YOUR GROWTH

Yancoal Learning Academy

The Yancoal Learning Academy provides employees with access to a range of short courses designed to build professional, leadership and interpersonal skills. Courses are delivered throughout the year and can support both current role effectiveness and future career development.

Study Assistance

Yancoal supports employees undertaking approved external study and qualifications that are relevant to their current or future career opportunities within the business. This may include formal qualifications, industry certifications and statutory qualifications such as Open Cut Examiner (OCE), helping employees build capability for future career progression.

Acting and Step-Up Opportunities

Acting and step-up opportunities provide valuable hands-on experience and exposure to new responsibilities in a supported environment. These opportunities allow employees to build confidence, broaden their skills and demonstrate readiness for future roles.

Leadership Programs

Yancoal invests in leadership development through programs such as LEAD the Way for frontline leaders and IGNITE for high-potential employees aspiring to broader leadership opportunities. These programs focus on building leadership capability, strengthening collaboration and preparing employees for future career growth.

Performance Review Check-ins

Regular performance and development conversations provide an opportunity to discuss career aspirations, strengths and areas for development with your leader. These check-ins help employees create meaningful development plans and identify experiences, learning opportunities and career pathways that support their long-term goals.

Mentoring and Coaching

Formal and informal mentoring relationships can provide valuable guidance, feedback and career insights from experienced colleagues. Coaching and mentoring help employees build confidence, expand networks and accelerate their professional development across the business.

YANCOAL

兖煤澳大利亚有限公司

