

THE KEE BOARD

OFFICIAL NEWSLETTER OF KEE GROUP



Photo by Shane Roach, KEE IT Support Officer

NEWS IN BRIEF

INDUSTRY NEWS

GLOBAL TRADITIONS

EMPLOYEE PROFILE

As we look back on another year, I am happy to reflect on the achievements that continue to define the **KEE** Group journey. **KEE** has demonstrated sustained growth and an unwavering commitment to excellence, innovation, and service—qualities that sit firmly at the heart of who we are. From expanding our operational capabilities across the divisions, to strengthening our partnerships with clients and contractors, **KEE** has delivered outcomes that raise industry standards.

Through leadership opportunities, growth challenges, and a focus on wellbeing, we have empowered our staff to grow professionally and personally. Their dedication is the engine that drives every success story within **KEE**.

Innovation too has played a role in shaping our achievements. We've introduced new equipment, streamlined our operations, and embraced sustainable practices that reduce environmental impact while improving performance for our clients. These initiatives demonstrate our future-focused mindset and our belief that progress comes from both action and responsibility.

Thank you for your continued support, trust, and collaboration. We look forward to building even greater success together in the years ahead.

David Cox, CEO

NEWS IN BRIEF

KEE Hire:

As 2026 approaches, Western Australia's construction and resources sector shows no signs of



INDUSTRY NEWS

- Skyway, a joint venture between BMD and CIMIC Group's CPB Contractors, has been appointed to deliver the upgrade works for Perth Airport's major expansion project. This will include constructing a new three-kilometre, 45-metre-wide parallel runway, representing a significant milestone in the airport's \$5 billion transformation plan. This large-scale upgrade will boost passenger capacity, improve operational efficiency, and enhance Perth's standing as a key aviation gateway for WA.
- The Stephenson Avenue Extension (S2M Perth Extension) is now nearing completion, marking a major milestone in one of Perth's most significant transport infrastructure projects. Valued at around \$461 million, the project will connect Scarborough Beach Road to Cedric Street via a new interchange with the Mitchell Freeway. The 80-metre-long, 40-metre-wide bridge deck has now been fully installed. Stage 1 opened in early 2022, while Stage 2 is expected to open in stages from late 2025, with full completion anticipated by early 2026.

We held our Pink Ribbon Breakfast at **KEE** Group HQ in support of the National Breast Cancer Foundation, proudly raising a total of \$5,000! Administrator Erica Paull is pictured with her raffle win.



slowing down—and neither do we at **KEE** Hire. Across the metro area, major infrastructure works are now underway, including the much-anticipated Reid Highway upgrades and the significant improvements planned for Tonkin Highway.

Meanwhile, in the Pilbara, The Perdaman project continues to power ahead, driving large-scale demand for machinery, transport, and on-ground support. The project is a world-class urea and ammonia plant, set to become Australia's largest fertiliser facility. It will produce 2.3 million tonnes of urea annually from natural gas—significantly reducing the nation's reliance on imports.

Natalie Martin, On Hire Manager

KEE Surfacing:

Christmas has come early for the Surfacing division with the arrival of 21 brand-new pieces of surfacing equipment, proudly adorned with our refreshed branding, 'Persequi Eccellentiam—in pursuit of excellence; always'. Each new machine embodies this commitment, reflecting **KEE** Surfacing's ongoing drive to deliver the highest standards in everything we do.

This monumental acquisition marks the largest single road machinery purchase ever made with Wirtgen Group in WA—an incredible milestone which further cements our position as one of the region's leading road construction and maintenance specialists. The expanded fleet includes state-of-the-art pavers, profilers, and rollers, allowing us to deliver projects with greater speed, precision, and efficiency.

Well done to the teams on MRL, S2M, Boolardy Airport and Metconnx, who have upheld the highest standards—continually exceeding client expectations and strengthening our reputation for excellence. Many congratulations to Darren Phillips and his partner, Tatum, on the arrival of their baby boy, Luka Kai Phillips—a plant operator in the making! We'd also like to recognise Erin McIntosh for her exceptional work over recent months.

Anthony Serpo, Growth & Strategy Mgr



CHRISTMAS FUN FACTS

-Venezuela's Roller-Skating Mass

In Caracas, it's tradition to roller-skate to early morning church services on Christmas Day. Roads are even closed to cars so everyone can skate safely!

-Iceland's 13 Yule Lads

Forget one Santa—children in Iceland get visits from 13 mischievous Yule Lads, each leaving gifts (or rotten potatoes!) depending on behaviour.

-Greenland's Unusual Delicacy

Some Greenlanders serve kiviak—a traditional dish made by fermenting seabirds inside a seal skin—for Christmas celebrations..

-South Africa's Fried Caterpillars

In some regions, Christmas includes snacking on fried Emperor Moth caterpillars, considered a high-protein festive treat!

"The happiness of your life depends upon the quality of your thoughts."

— Marcus Aurelius,
Roman Emperor and Philosopher

KEE Logistics:

As the year draws to a close, we reflect on a year marked by dedication, resilience, and the unwavering spirit of the people who keep our wheels turning. This Christmas, we celebrate the remarkable community that makes **KEE** Transport more than just a company—it's a family on the move, going places together.

Let's take pride in what we've achieved together:

- Fleet expansions to better serve our growing customer base.
 - Improved safety benchmarks, thanks to our team's vigilance and training.
 - New partnerships strengthening our regional presence.
 - Technology upgrades enhancing efficiency and the driver experience.
- These milestones belong to every member of the **KEE** Transport family.

KEE Fuel would like to extend our warmest Christmas wishes to our customers, partners, and staff. This time of year reminds us just how grateful we are for the trust you place in us—whether it's keeping your machinery running, your generators powering businesses after hours, or your fleet moving forward. Our customers remain at the heart of everything we do. Throughout the past year, we've continued to invest in reliable service through our dedicated rigid fleet, backed by the dependable support our customers both expect and deserve.

From our family to yours, Merry Christmas and Happy New Year!

May your season be safe, peaceful, and filled with good cheer.

Brett Thiele, GM KEE Logistics

EMPLOYEE PROFILE

JOHN HUBER; KEE SURFACING ESTIMATOR



ENERGY AND DRIVE

If you've ever met John Huber, you'll know he's not one to sit still for long. Whether it's crunching numbers at his desk, hitting the trails for a run, or carving down a snow-covered mountain, John brings the same energy, curiosity, and drive to everything he does. At just 26, he's one of the younger members of **KEE** Surfacing's team, but his wide-ranging experience and level-headed approach make him an integral part of the estimating crew.

Born and bred in Perth, John grew up in what he calls "a simple, outdoor childhood." "Life was all about building stuff, breaking stuff and having fun," he laughs. "I was a really energetic kid who just wanted to be outside all the time." That sense of energy hasn't faded.

Even in his downtime, John keeps active—running, swimming, and playing soccer. He's already tackled major events like the Chevron City to Surf and the Perth Running Festival, where he was placed an impressive 130th out of 2,366 competitors in the 10km event, running his personal best pace at 4:21 per kilometre. Outside of running, John's passion for snowboarding has taken him from the slopes of Switzerland to Canada, with Japan next on his list in 2026. He loves the thrill of carving down a mountain, soaking up the scenery, and enjoying the social side of après-ski. His favourite destination so far? Whistler Blackcomb—"the sheer size and variety of trails between two mountains is unreal."

Over the past five years, John has built an impressive résumé across both the civil construction and mining sectors, working for Eire Total Access, Monadelphous, Westcore Drilling and NK West. He's done it all—from labouring on-site and working as a driller's offsider to serving as a junior scheduler and HSE advisor. That hands-on grounding, combined with his Bachelor of Commerce (majoring in Project Management) and Certificate IV in Workplace Health and Safety, gives him a unique perspective when it comes to estimating. "It's not just numbers on a page," he says. "You've got to understand the risks, the expectations and the most practical ways to get the job done."

Since joining **KEE**, John has found his rhythm—and his people. The first thing he noticed was the good banter. "From day one I noticed someone is always laughing while getting the job done. You could say multitasking at its finest!" A typical day for John begins with coffee, emails, and a balancing act of quotes, tenders and project packages. But for him, estimating is about more than pricing—it's about people. "Price is one thing, relationships are another. A client's happy to spend the money if they trust the brand, the people and the quality of the work. Relationships make or break deals. Never burn bridges and always aim to find a resolution."

John's philosophy on life mirrors his approach to work: be respectful and always show gratitude. That mindset, combined with his skills and determination, makes him a valued part of the **KEE** family. Looking ahead, John's excited to keep learning, growing, and taking on new challenges with the Surfacing Team.

As he puts it, "I've learnt a lot in my short time here—and I'm only just getting started."