Announcement Summary

Entity name

SANTOS LIMITED

Date of this announcement

Wednesday January 24, 2024

The +securities the subject of this notification are:

☑ +Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
STOAY	SHARE ACQUISITION RIGHTS	598,441	05/10/2023

Refer to next page for full details of the announcement

Part 1 - Entity and announcement details

1.1 Name of entity

SANTOS LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ABN

Registration number

80007550923

1.3 ASX issuer code

STO

1.4 The announcement is

☑ New announcement

1.5 Date of this announcement

24/1/2024

Part 2 - Issue details

2.1 The +securities the subject of this notification are:

☑ +Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

☑ has an existing ASX security code ("existing class")

Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

STOAY : SHARE ACQUISITION RIGHTS

Date the +securities the subject of this notification were issued

5/10/2023

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

☑ Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

☑ No

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

A summary of the Santos employee share-based plans is included in section 7 of the Financial Report in Santos' 2022 Annual Report (accessible at https://www.santos.com/wp-content/uploads/2023/02/2022-Annual-Report.pdf)

Any other information the entity wishes to provide about the +securities the subject of this notification

Securities were issued between 5 October and 6 December 2023.

Issue details

Number of +securities

598,441

Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:
(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)

4.1 Quoted +Securities (Total number of each +class of +securities quoted)

ASX +security code and description	Total number of +securities on issue
STO : ORDINARY FULLY PAID	3,247,772,961

4.2 Unquoted +Securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
STOAY : SHARE ACQUISITION RIGHTS	18,657,364
STOAZ : SHARE ACQUISITION RIGHTS SHAREMATCH	2,608,440
STOAM : ORDINARY PARTLY PAID TO 1C, 24C UNPAID PLAN 0	5,000
STOAO : ORDINARY PARTLY PAID TO 1C, 24C UNPAID PLAN 2	5,000

Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

☑ No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

☑ No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

☑ Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

598,441

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

☑ N/A