



Announcement Summary

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**Entity name**

SANTOS LIMITED

**Date of this announcement**

Tuesday May 30, 2023

**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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
STOAY	SHARE ACQUISITION RIGHTS	3,146,874	23/05/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**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**

30/5/2023



Part 2 - Issue details

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**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**

23/5/2023

**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?**

Yes

**Provide details of the KMP or +associates being issued +securities.**

Name of KMP	Name of registered holder	Number of +securities
Kevin Gallagher	Kevin Gallagher via the employee share plan trustee	506,722
Brett Woods	Brett Woods via the employee share plan trustee	115,546
David Banks	David Banks via the employee share plan trustee	115,546
Anthea McKinnell	Anthea McKinnell via the employee share plan trustee	105,042
Anthony Neilson	Anthony Neilson via the employee share plan trustee	129,201
Brett Darley	Brett Darley via the employee share plan trustee	117,647

**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 payment plans is included in section 7 of the Financial Report in Santos' 2022 Annal 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**



Issue details

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**Number of +securities**

3,146,874

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Part 4 - +Securities on issue

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**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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
STO : ORDINARY FULLY PAID	3,283,688,429

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

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
STOAY : SHARE ACQUISITION RIGHTS	16,731,314
STOAZ : SHARE ACQUISITION RIGHTS SHAREMATCH	2,881,324
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

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**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?**

3,146,874

**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