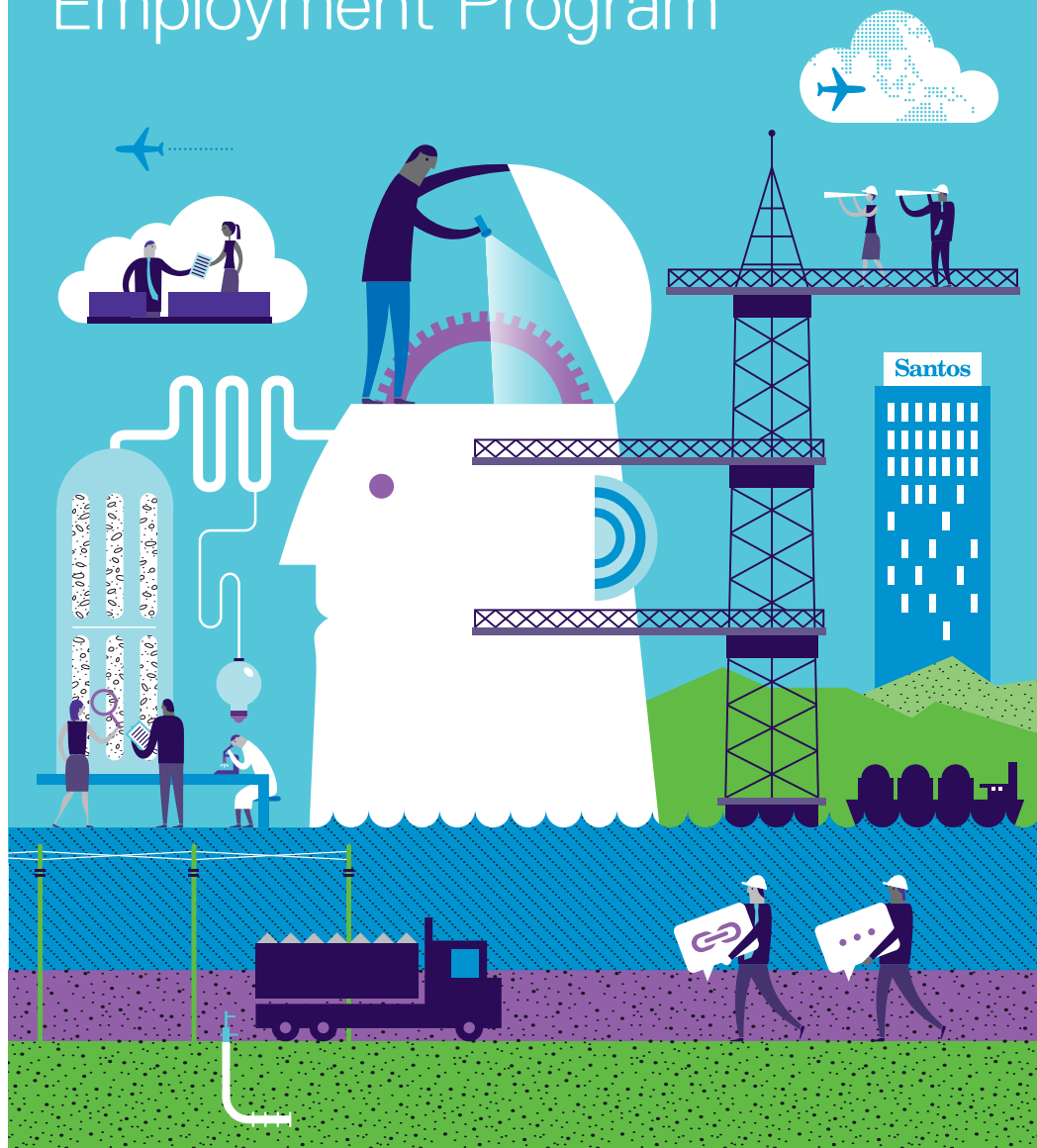


Graduate and Vacation Employment Program



Santos
We have the energy.



Cooper Basin, South Australia



Contents

| | |
|--------------------------------|----|
| Company Profile & Values | 5 |
| Graduate Program | 10 |
| Graduate Development at Santos | 11 |
| Vacation Program | 14 |
| Graduate Recruitment Process | 15 |
| Geoscience Disciplines | 18 |
| Engineering Disciplines | 19 |

Santos recognises the strategic value in recruiting new talent at graduate level and provides excellent opportunities for growth and development through our Graduate Program.

Moomba Plant, South Australia

Company Profile & Values

An Australian energy pioneer since 1954, Santos is one of the leading independent oil and gas producers in the Asia-Pacific region, supplying the energy needs of homes, businesses and major industries across Australia and Asia.

With its origins in the Cooper Basin, Santos has one of the largest exploration and production acreages in Australia and extensive infrastructure and is committed to supplying the domestic markets, unlocking resources and driving value and performance.

The company is underpinned by a portfolio of high-quality liquefied natural gas (LNG), pipeline gas and oil assets across Australia and a significant footprint in Asia including Papua New Guinea, Indonesia and Vietnam.

Our foundations are based on safe, sustainable operations and working together with our shareholders, host communities, governments and business partners.

Santos' vision is to be a leading energy company for Australia and Asia through delivering the base business, tapping our resource riches, being a great place to work and doing it safely and sustainably to deliver a superior shareholder return.

Santos' values are the guiding principles that define how it conducts its business and what it stands for as a company. This means working as a team that:

1. Discovers

By opening our minds to new possibilities, thinking creatively and having the courage to learn from successes and failures, take on new challenges, capture opportunities and resolve problems.

2. Delivers

By taking personal responsibility and pride in our work to deliver timely, quality results that benefit Santos and help achieve our vision and strategy.



3. Collaborates

By recognising the value and power in diversity of thought and communicating openly to understand the perspectives of others; demonstrating leadership by sharing what we know and respectfully challenging each other to achieve the best results for all.

4. Cares

By taking the long-term view to build a sustainable future for our company, our people and the environments and communities in which we operate.

These values are the basis of Santos' commitment to operating with a view to its long-term sustainability as an energy company.



Graduate profile

ELIZABETH MCBRIDE, GEOLOGIST

Elizabeth joined Santos in 2011 as a Graduate Development Geologist in the Gas Development department before rotating into the Petrology team.

Elizabeth is now working in her third role in the Eastern Australia Reservoir Development team as a Geologist.

“

Santos provides the platform for you to have the career you have always wanted.

”

Five minutes with Elizabeth

What has been your favourite role/rotation?

My favourite role was working in the Sedimentology and Petrology team. This role enabled me to put all of the theoretical knowledge I had learnt in my previous role into practice through core logging, rock-typing and scale identification. I gained a true appreciation for the difficulties we have in accessing gas and oil from the rocks in a variety of basins.

Can you remember a time you felt most supported?

During the drilling of my first gas well. This was something I had never done and with invaluable support and late night phone calls from my mentor and team members, I got through it with ease.

What differentiates Santos from other companies?

Being given the opportunity to rotate through various roles, gaining valuable experience from the senior staff, and having a lot of responsibility early on in my career.

Recall a time you thought 'wow!'

When our team had been core logging in a hot core shed in Brisbane for nine months and we recently realised the amount of core we logged was higher than the peak of Mount Everest.





Graduate profile

HELENA WU, SENIOR RESERVOIR ENGINEER

Helena joined the Santos Graduate Program in 2008 initially as a Field Production Engineer based at Ballera, South West Queensland, before rotating into the Gas Development department in 2010 as a Reservoir Engineer looking after Cooper Basin Gas and Permian Oil assets.

In February 2012, Helena moved into a Planning Analyst role within the Gas Strategy and Finance team where she was responsible for modelling, forecasting and identifying the opportunities/threats and implications of various investment/operating scenarios that affect the optimisation of the Santos Eastern Australian portfolio.

Helena currently works as a Reservoir Engineer in the Eastern Australia business unit.

“

I never thought I would be making multi-million dollar decisions and recommendations based on my technical analysis and work on a regular basis. We work in a very capital intensive industry and reservoir engineering in particular is a challenging, high risk/rewards game with lots of uncertainty. It can be the world's best feeling to be celebrating a win with your team.

”

Five minutes with Helena

Why did you join the Santos Graduate Program?

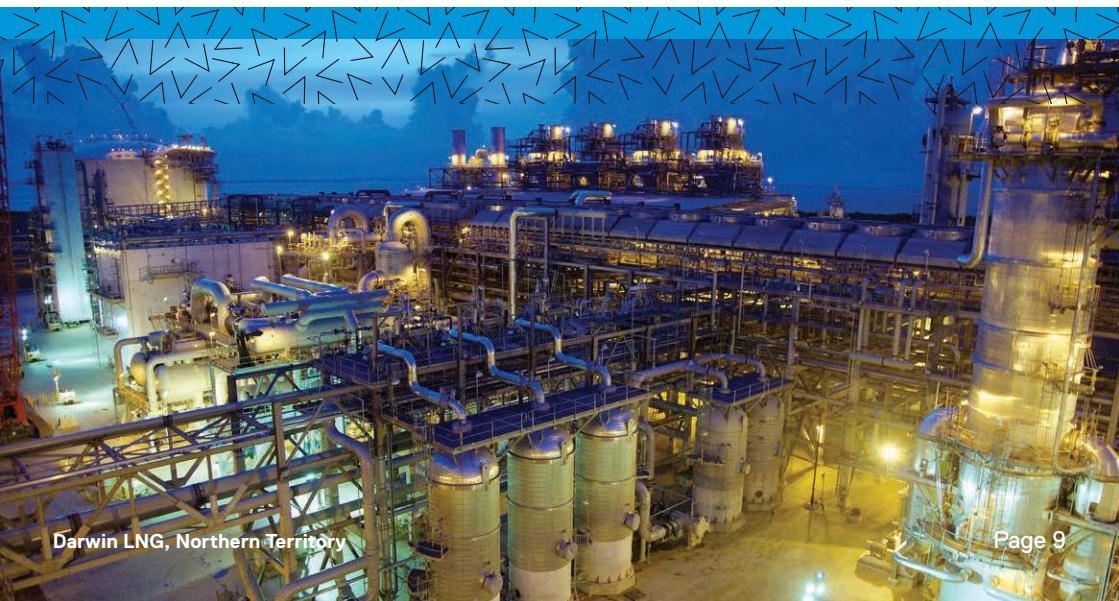
I completed an industry honours project with Santos during my final year of study and really liked what I saw—the people, company culture, everything! The Santos Graduate Program has an excellent reputation for providing opportunities with real, hands-on responsibilities combined with great training and constant support. Being a part of the program has allowed me to hit the ground running with my career.

Explain a time when you felt most supported.

Mentoring is an important and valued part of the Graduate Program. I had an awesome technical mentor when starting out as a Reservoir Engineer. He was a very experienced and well respected engineer with a fantastic, quirky sense of humour. He helped me out a lot with concepts, given my mechanical engineering background, and was a believer of learning by doing. As a graduate, it's great to have your own projects and responsibilities while knowing someone is looking over your shoulder and there to provide support when needed.

What has been your favourite role/rotation?

Working as a Field Production Optimisation Engineer, based out at Ballara on a 'two weeks on, two weeks off' roster. The role was a fantastic opportunity to learn about our operations and understand the challenges faced in the field.



Graduate Program

Santos recognises the strategic value in recruiting new talent at graduate level and provides excellent opportunities for growth and development through our Graduate Program.

Santos' Graduate Program provides accelerated career development incorporating on-the-job technical training and specialist development activities, including:

Graduate Induction Program

which helps first year graduates quickly find their feet at Santos and build networks with their colleagues throughout the company.

Unlocking Performance

Potential where top priority performance scorecards are set annually and regular conversations and feedback are given on performance and development.

Job rotations that give graduates exposure to various teams or locations providing a strong technical foundation and breadth whilst meeting graduate and business needs.

Mentorship and support

where each first-year graduate is assigned a buddy and technical mentor to help with technical work, career guidance and settling the graduate into the organisation.

Graduate Ambassadors

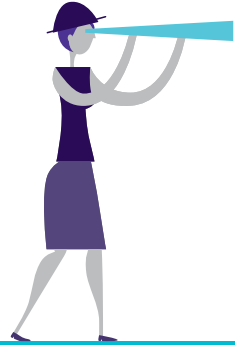
graduate volunteers that organise social functions, assist with networking and graduate recruitment, and contribute to ongoing improvements to the Graduate Program.

Competitive remuneration and benefits package

which offer employees choice including bonus, superannuation, access to a share plan, salary sacrifice scheme, study assistance and education programs, employee assistance program, health and fitness memberships, professional memberships and relocation assistance, where applicable.

A great place to work

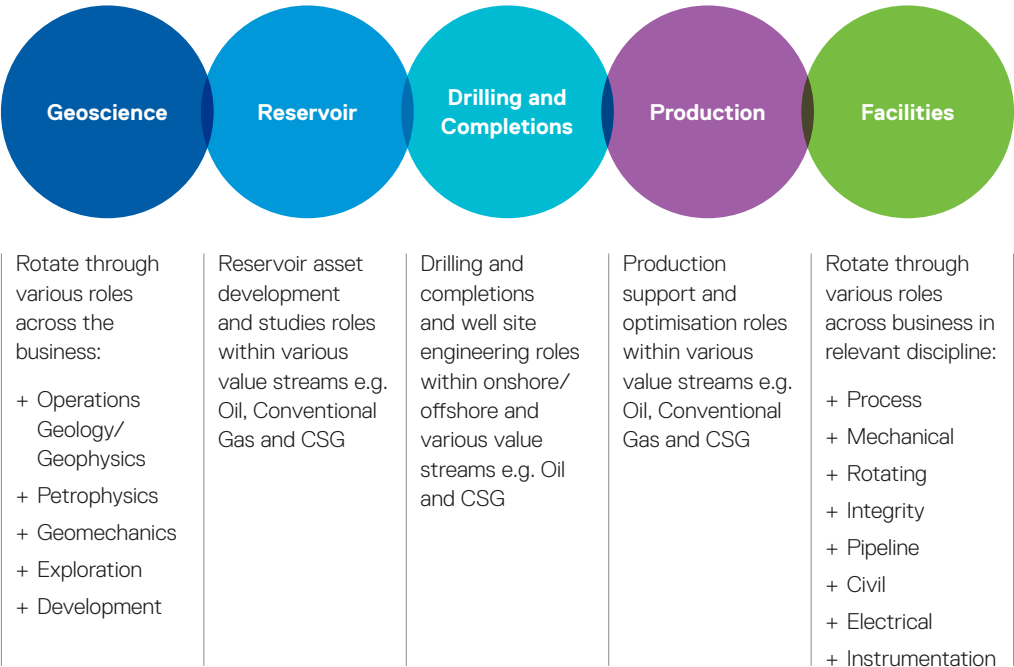
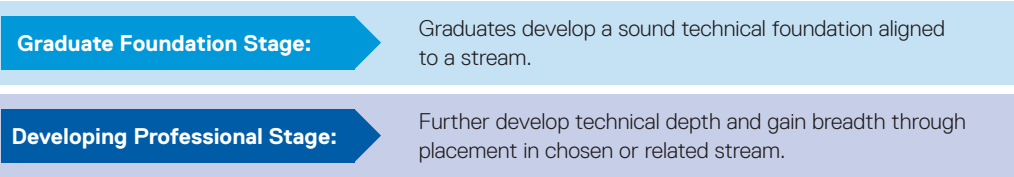
where we understand the increasing importance of flexible work options in maintaining a diverse, adaptable and high performing workforce and involvement in the Santos social club or the many community and volunteering events supported by Santos such as the Santos Tour Down Under.



Our program develops graduates through focused rotations aligned to five discipline streams and is supported by a comprehensive lifecycle induction, mentoring program, on-the-job experiences linked to the discipline stream, and technical and personal training.

Graduate Development at Santos

Building technical and leadership capability through focused rotations aligned to five discipline streams.



| |
|---|
| Santos lifecycle orientation and induction |
| Mentor/buddy |
| Personal and leadership development |
| Technical training linked to rotation |
| Competency development as per discipline |



Graduate profile

THOMAS DELANEY,
SENIOR FRACTURE STIMULATION ENGINEER

Thomas joined Santos in 2009 as a Graduate Engineer working in the Flowline Connections team. He has covered onshore field and office completions roles, particularly fracture stimulation, and spent 12 months in the field. He has also gained experience with drilling contracting and has held the position of Subsurface Lead for the Simultaneous Operations (SIMOPS) team.

In 2013, Thomas moved into a Section Leader role within the Eastern Australia Drilling and Completions team to gain leadership experience, and is now developing his technical skills further as a Senior Fracture Stimulation Engineer.

“

Being primarily an onshore operator with opportunities offshore and internationally enables graduates to round out their development at Santos through early onshore learning experiences and then later in high profile offshore operations.

”

Five minutes with Thomas

What has been the highlight of the Graduate Program?

Being able to visit the United States to see different high efficiency operations for five weeks and learn so much in a short amount of time.

Recall a time you thought 'wow!'

The first time I arrive on site for any large project I've been working on for a long time. Arriving onsite at both the Moomba 191 Shale and the Cowralli pad projects and seeing the level of activity and large amounts of equipment on a location for something I'd been working on for 6–12 months was a great experience.

When have you felt most challenged?

I have felt this a few times at 2.00am in the morning when I get a call to say we're stuck in hole on a fracture stimulation job. We're costing Santos tens of thousands of dollars every hour and being a young engineer, I don't know the solution to the problem. I then need to get all the experienced senior people on the phone and work through the issue to ensure we come up with the best solution. I always learn the most in these high pressure situations.

When have your felt most energised at Santos?

Each time I am recognised for my hard work always motivates me. There are a lot of great leaders at Santos who always ensure young engineers understand the importance of their contribution and are rewarded where applicable.



Vacation Program

Santos offers 12 weeks’ vacation employment to geoscience and engineering students who are currently in their penultimate year of undergraduate study. This employment is offered during November to February each year.

What the program provides

Students in the program will be given the opportunity to improve their technical skills and enhance their personal development. The program provides hands-on experience through challenging project work.

Feedback

At the conclusion of the program, students receive structured performance feedback from their Project Leader. Additionally, they are invited to provide their own feedback through an exit questionnaire.

Program benefits

Students have an opportunity to determine their interest in the oil and gas industry and the company has an opportunity to assess students for possible graduate positions in the following year.

Location of work

Project work will generally be based in our Adelaide, Brisbane or Perth offices. Some projects will require students to travel to our site locations in South Australia and Queensland during the vacation placement.

Vacation Program Recruitment Timetable

| | |
|-------------|---|
| MARCH | Online applications open |
| MARCH–MAY | University presentations and careers fairs |
| MAY | Online applications close |
| JUNE/JULY | Shortlisting, online assessments and telephone interviews |
| JULY/AUGUST | Assessment centre |
| AUGUST/SEPT | Employment offers |

Applications and selection

We require ALL applications to be registered online and these will be reviewed and shortlisted. See our website for application dates. Registrations will be received online when applications are open. Our structured selection process provides all candidates with the same opportunity to demonstrate our required attributes. This is achieved by utilising a consistent candidate evaluation process.



Graduate Program

Our Vacation Program is the main pathway to the Santos Graduate Program, however there may be additional positions that become available through our expressions of interest on-line application. We are keen to hear from applicants who are willing to strive for high quality results working in a dynamic and challenging environment and be flexible in their work location. Applicants will be in the final year of their Honours degree in one of the following disciplines:

- + Geology, Geophysics and Petrophysics
- + Petroleum Engineering
- + Chemical Engineering
- + Mechanical/Mechatronic Engineering
- + Electrical Engineering
- + Civil Engineering
- + Environmental Engineering
- + Computer Science
- + Information Systems Engineering
- + Supply Chain Management
- + Procurement & Logistics

Santos targets high-quality graduates who exemplify Santos' values and are committed to achieving commercial outcomes through technical excellence.

Applicants will need to demonstrate effective communication skills and strong problem solving, analytical, time management and organisational abilities.

Location of work

Our graduates are generally placed into our Adelaide, Brisbane or Perth offices and have the opportunity to travel and work at our site locations throughout Australia. Later in their careers, high-calibre graduates may have the chance to live and work at our overseas locations.

Graduate Recruitment Timetable

Please see the Vacation Program Recruitment Timetable for details of university presentations and careers fairs.

The vacation program is the main pathway to our graduate program but we will advertise additional positions as they arise on our website. You may also submit an Expression of Interest application at any time via our website and we will advise you of opportunities as they arise.

Applications and selection

We require ALL applications to be registered online and these will be reviewed and shortlisted. See our website for application dates. Registrations will be received online when applications are open. Our structured selection process provides all candidates with the same opportunity to demonstrate our required attributes. This is achieved by utilising a consistent candidate evaluation process.





Graduate profile

MATTHEW HEADLAND,
TEAM LEADER RESERVOIR ENGINEERING

Matthew joined the Graduate Program in 2009 as a Graduate Reservoir Engineer in the Eastern Australia Gas Development team, followed by a production engineering role in the Gas Production Engineering and Optimisation team.

Matthew then moved into a new Produce The Limit team as an Asset Engineer, and was promoted to Section Leader Reliability and Maintenance Support in the Upstream Gas Production Support department.

He is now working as a Team Leader in the Eastern Australia Reservoir Engineering department.

“

I never thought a career could
be so fulfilling and so much fun!

”

Five minutes with Matthew

Why did you join the Santos Graduate Program?

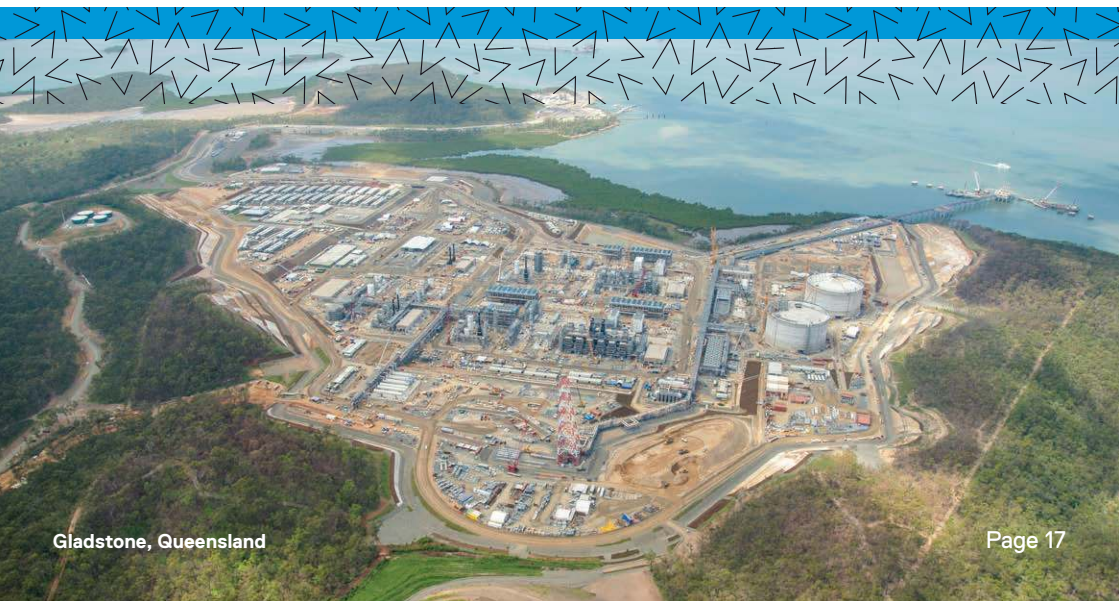
The Santos Graduate Program is well structured and designed to support graduates in determining which direction they would like to take their career. The opportunity to participate in multiple rotations within the graduate program and be part of some major projects at the same time was just too great to miss!

When have you felt most supported?

I have been fortunate enough to have continuous support from my leaders and mentors for my entire time at Santos. In my last rotation as a Production Engineer, I was overwhelmed with the support that was provided to me by a senior engineer in our department who specialised in wireline operations. I think that is one of the great things about Santos. The senior engineers are encouraged to provide assistance and mentoring to graduates which creates a highly supportive environment.

What has been the highlight of the Graduate Program?

As a Production Engineer, I always loved looking for new opportunities to increase gas production from existing wells. I was fortunate enough to have a few big wins come out of some of my projects which is always very exciting.



Geoscience Disciplines

Our Geoscience graduates rotate through a number of roles including:

Geologist

Responsible for assessing the hydrocarbon potential of sedimentary basins and prospects, including regional basin analysis, hydrocarbon systems analysis, detailed structural and stratigraphic studies incorporating surface and subsurface information, hydrocarbon play analysis and risk assessment.

Also responsible for developing depletion plans for producing and yet to be developed fields, including focused reservoir studies and building computer based 3D geological reservoir models.

Geophysicist

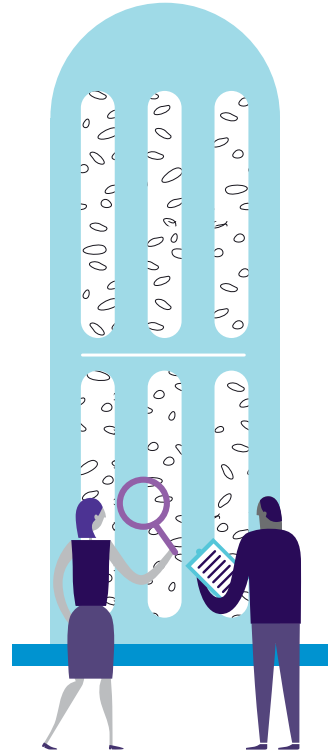
Responsible for seismic data analysis, including structural and stratigraphic interpretation, geophysical modelling, velocity analysis and depth conversion, and seismic attribute analysis.

Petrophysicist

Responsible for integrating well data and well logs to arrive at evaluations of the oil and gas content and productivity of wells and accumulations.

Palynologist

Responsible for the provision of subsurface age determination, inferred stratigraphic correlation, depositional environments, hydrocarbon source rock potential and maturity data by analysing the organic matter contained in the sediments.



Engineering Disciplines

Our Engineering graduates will rotate through various roles across the following disciplines in their chosen stream:

Reservoir engineers

Responsible for identifying the appropriate reservoir appraisal, development and depletion plans to maximise the present value of hydrocarbon reservoirs using a variety of tools including applying analytical techniques and the utilisation of appropriate software packages and computer models.

Drilling and Completions engineers

Responsible for working with the area asset teams and preparing well designs, cost estimates and detailed operational guidelines for new and existing wellbores to meet project objectives. Additional responsibilities include support for incident response, project management, field supervision and cost/invoice review.

Production engineers

Gain a broad understanding of the oil and gas industry and play an increasingly important role in meeting Santos' key business target, our annual production. Production engineers achieve this by investigating and implementing engineering strategies to optimise the production system from the well to the facility/plant. They can be required to work in different time frames—the short term, analysing production system constraints on a daily basis, or the long term, developing conceptual plans. Production engineers work in all Santos' assets, in the office and the field and in onshore and offshore environments.



Environmental engineers

Responsible for evaluating the environmental risks and impacts of engineering projects, conducting auditing and advising on application of environmental law and industry standards to work practices.

Facilities engineers

Responsible for all equipment and systems from the wellhead to the delivery point for oil and gas. It includes the processing of oil and gas and the associated utility systems including water treatment, and covers development, design, construction, commissioning and operations. A facilities engineer works within a discipline e.g. process engineering or mechanical engineering, but has an appreciation of its impacts with other disciplines including subsurface engineering and commercial.

Other Disciplines

From time to time we may recruit disciplines from other areas within our business and will advertise these positions as they arise on our website.



Graduate profile

CANGIE WU, PROJECT ENGINEER

Cangie originated from Melbourne and joined Santos in 2007 as a Graduate Chemical Engineer in a plant support role. She spent time in the Adelaide office before moving to Brisbane.

Cangie has spent a lot of time in the field in both Moomba and Queensland. She has gained an excellent reputation and is often called upon by the Eastern Australian Business Unit leadership team about the Moomba Plant.

Cangie enjoys her current role and working in the Brisbane office as she has been able to develop her mechanical, instrument and electrical expertise.

“

The Santos Graduate Program provided an opportunity to experience both site and office environments. This is very important because you have to understand what happens on both sides of the fence to be effective at what you do.

”

Five minutes with Cangie

When have you felt most energised at Santos?

When Santos first became the sponsor of the Tour Down Under, I signed up for the first event and haven't stopped cycling since.

How have you valued training and development opportunities at Santos?

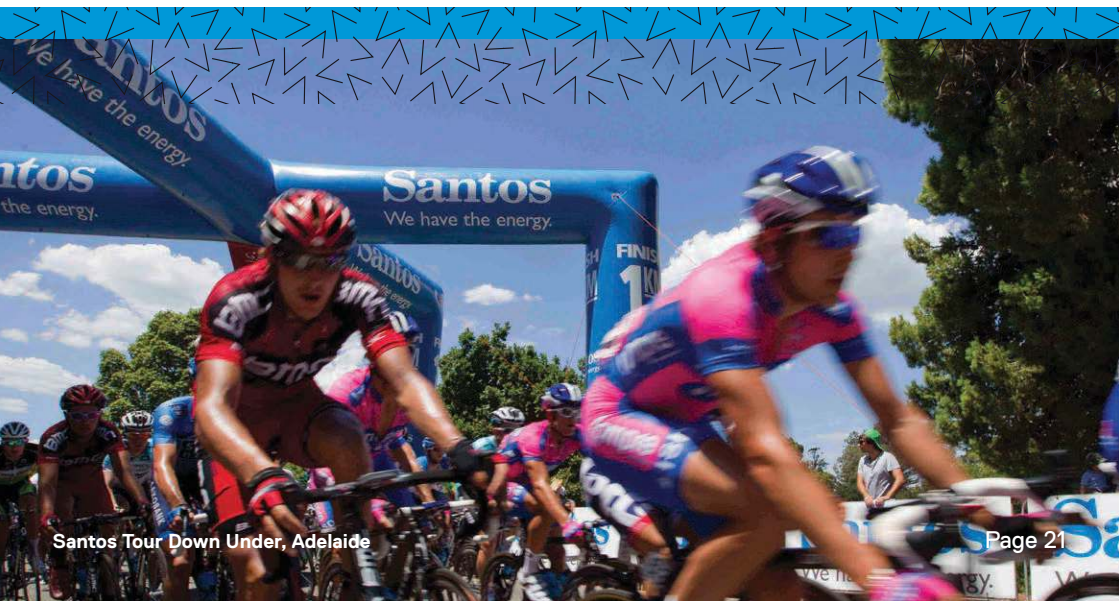
I have to admit that the experiences gained through the first few rotations have shaped me to be the engineer I am today. The skills, knowledge, work behaviours and networks that you pick up in those few years really do stick and I think it really allows me to perform at my best. In terms of training and development opportunities, Santos has always been very accommodating. All my supervisors have helped me map out my career goals and allowed me opportunities to gain skills to get to these goals.

Before starting the Santos Graduate Program, you never thought...

...I would be working in the middle of nowhere and still have fun.

When have you felt most challenged?

When I first started, one of the responsibilities of the role was contractor management which involved a large amount of people management of contractors that have been working sometimes longer than I have been alive for. I was a little lost since it isn't something that I was used to and definitely not something you were taught at university, but after some on-the-job experience and support with other members of the team, I was able to overcome this challenge.



Santos' values are the guiding principles that define how we conduct our business and what we stand for as a company.





Adelaide

Santos Ltd
Ground Floor, Santos Centre
60 Flinders Street
Adelaide South Australia 5000

Brisbane

Santos Ltd
Level 22, Santos Place
32 Turbot Street
Brisbane Queensland 4000

graduate.recruitment@santos.com
www.santos.com