

2023 Performance Highlights

Health and safety



63 per cent reduction in moderate harm rate compared to 2022



50 per cent reduction in high potential event rate (with fatality potential) compared to 2022



Over 10,000 Life Saving Rules verifications completed, **150 per cent more than 2022**

Economic sustainability



\$257 million (gross operated; direct and indirect spend) **supporting indigenous suppliers** across Australia, Alaska and PNG landowner groups



\$889 million spend supporting **1612 local businesses** through procurement (gross operated)



Appointment of a **Business Development Lead** to increase procurement opportunities with Aboriginal and Torres Strait Islander businesses

People and culture



Female representation increased to 39.2 per cent of our non-field based employees



Indigenous representation increased to 22.4 per cent of the apprenticeship program



Santos paid approximately **\$950,000 in childcare subsidy payments** to working parents in Australia

Environment



Mutineer, Exeter, Finucane, Fletcher fields floating assets safely and successfully removed including **705 tonnes of equipment**



69 per cent of waste generated is **diverted from disposal**



88 per cent of coal seam gas water **beneficially reused**



Through the Great Artesian Basin Industry Partnership Program, **3,005ML/ year of groundwater is now being saved**

Community



47 per cent increase in Aboriginal and Torres Strait Islander employees compared to 2022



96 Agreements with Traditional Owner groups



206 Cultural Heritage Officers engaged



\$58.8 million in community investment (gross operated)

Climate



Moomba CCS **80 per cent complete** and on track for 2024 start up. Direct Air Capture trials in Cooper Basin commenced



Over \$170m invested in Climate Transition Action Plan initiatives



Undertook a detailed analysis of our material Scope 3 emissions categories allowing for the development of our Scope 3 Emissions Reduction Plan



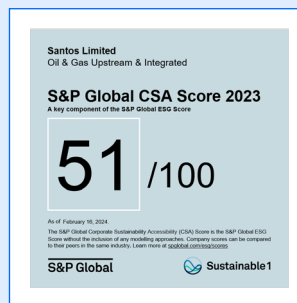
Committed to methane reductions by becoming a signatory to the **'Aiming for Zero Methane Emissions'** initiative and endorsing the **'Zero Routine Flaring by 2030'** initiative

ESG Benchmarking Highlights

S&P GLOBAL CSA SCORE

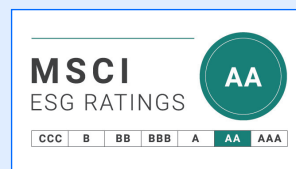
Santos has improved its S&P Global Corporate Sustainability Assessment (CSA) score to **51 with very high data availability, and performs above the Industry mean.**

Updated annually as of 16 February 2024.



MSCI ESG RATINGS

As of 2023, Santos received an MSCI ESG Rating of AA (Leader).



Corporate governance 2023 performance summary

- Continued to embed Compliance Catalyst, an external screening platform, to support enhanced counterparty due diligence screening across our operations for a broad range of counterparty risks, including anti-corruption and sanctions
- No violations of applicable anti-corruption and sanctions laws were recorded in connection with Santos operations.

Community Partnership Highlights

We use our community investment programs to help create a positive legacy, building a better future in the areas we operate. Along with our joint venture partners, Santos has continued to support community partnerships and investment including: ● Resilient Communities ● Economic pathways ● Environment

Papua New Guinea

Partnership with the Kutubu Kundu and Digaso Festival (KKDF) Committee in Pimaga, Kutubu, Southern Highland Province to support the sanitation facility at the festival, including water closet toilets, shower facilities and hand basins to increase hygiene and safety for 2,000 community members and partners in attendance.

Alaska

Alaska Native Science & Engineering Program (ANSEP) provides STEM educational opportunities for students. Santos hosted four students from ANSEP's Summer Bridge and University Success Program, providing hands-on experience and expanding their career opportunities.

Western Australia

Ronald McDonald House Charities (RMHC) WA supporting regional families with free accommodation and services when accessing medical care at Perth Children's Hospital (PCH). More than 37,628 people from across WA accessed the Santos supported Family Room and Kulunga Moort Mia (Noongar for "Children's Family Place") at PCH in 2023.

Australia (National)

In 2023, Santos expanded support for Clontarf Foundation and Stars Foundation across Australia by entering into national partnerships. Both foundations are focused on supporting Indigenous students across Australia.

Timor-Leste

Santalum and support of its Reforestation Program, including the planting of 1,760 trees across 23 hectares of land in 2023.

Timor-Leste

St John of God Nursing Development Program helping improve public health service delivery by providing training to health professionals. 995 health workers received training through the Program in 2023.

Queensland

Mount Tabor Biodiversity Offset Project with the Bidjara people to conserve over 5,000 hectares of rich environment in southwest Queensland.

Whyalla

AusOcean in South Australia aims to protect and raise awareness of the annual Australian Giant Cuttlefish migration by working with Whyalla Secondary College to assemble and maintain rigs containing underwater cameras that provide a live feed. The feed on YouTube received over 11,300 live stream views from over 32 countries.

The Santos Board in 2023 supported the expansion of the Foundation across all of Santos' operating areas in Australia, Timor-Leste and Alaska.

Establishing, launching, and supporting the expanded Santos Foundation is a critical step in realising Santos' Vision 2040 to improve living standards, build respectful relationships and create stronger communities in the areas in which we operate.



Santos Foundation 2023 highlights

- Delivery of the Pimaga rural hospital solar mini-grid in partnership with USAID Papua New Guinea Electrification Project
- Opening of the Pimaga early childhood Literacy Library
- Construction of six new teacher houses
- Delivery of 5,697 COVID-19 vaccinations
- Supporting 356 survivors of family and sexual violence through Bel Isi PNG.

The Foundation, funded primarily by Santos, focuses on:

- **Building Resilient Communities** by supporting access to social infrastructure, systems and services that help build healthy communities
- **Advancing Economic Pathways** by supporting the skills, systems and infrastructure for communities to create economic opportunity.

A lasting positive legacy in the communities we serve



Pimaga teacher housing under construction

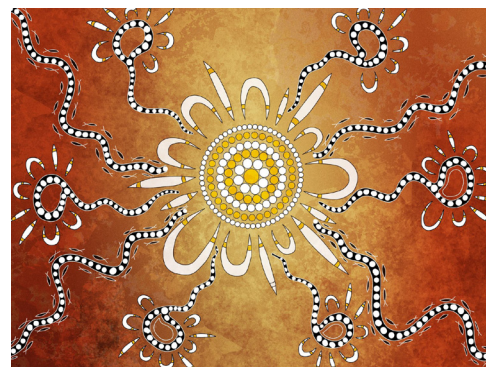
Achieving sustainable long-term goals



Solar mini-grid, Pimaga Rural Hospital

Indigenous Advisory Panel (Australia) — Partnerships for positive and sustainable impact

In 2023, Santos established an Indigenous Advisory Panel (IAP) chaired by the CEO, to enable Santos Executive Leaders and Australian Traditional Owners the chance to work together and deliver tangible, meaningful, and sustainable outcomes for their communities in the areas in which we operate in Australia.



Jonathan Knight

Commissioned artwork, 2023

"The dots in the centre of the Artwork, represents the meeting place (Adelaide) where all members that sit on the IAP attend. The symbols that surround the dots represents the IAP members, women and men. The fish that swim up and back represent the information that we gather from our communities, and bring back to the meeting place for discussion. The six small circles with the women and men symbols represent the six Traditional Owners land groups that sit on the IAP. So the story of this artwork represents people from all different backgrounds, bringing information in for discussion and then taking that information back to their Communities so we help each other and move forward."

IAP 2023 progress highlights:

- An Aboriginal and Torres Strait Islander employment and training pathway
- An Aboriginal and Torres Strait Islander recruitment program initiated resulting in an increase of 17 employees being recruited across Australia
- An overall Aboriginal and Torres Strait Islander contractor workforce increase by 44 per cent in 2023 and permanent workforce increase by 47.2 per cent
- Expansion of early career pathway programs to include a corporate traineeship.



2023 Performance Highlights

Santos supports Fresh Produce Development Project in Papua New Guinea



Fresh produce development project

Santos Sustainable Development and Community Affairs teams, in a partnership with the communities and Farmers Produce Development Agency (FPDA), PNG MPHS, work with families, local women, and youths, teaching them new skills and knowledge on sustainable agricultural practices that aim to protect the soil and produce organic fresh vegetables while increasing and maintaining a profitable farm income that will improve their lives.

Santos partners with Indigenous-owned supplier for Port Bonython operations



Santos and Zancott Knight signed the multimillion-dollar contract

Indigenous-owned supplier Zancott Knight has been contracted by Santos to generate multi-year employment opportunities for local and Indigenous personnel in the Whyalla, and the broader Upper Spencer Gulf region in South Australia. At the contract peak, Zancott Knight will engage semi-skilled and skilled personnel representing services such as electrical, carpentry, plumbing, civils, cleaning, and vegetation management.

Markham Valley Afforestation and Reforestation Project, Papua New Guinea



Cultivating seedlings for the Markham Valley Afforestation and Reforestation Project

Santos' Markham Valley afforestation and reforestation project in Papua New Guinea employed more than 150 people during 2023 and provides biodiversity co-benefits through plantation of mixed native species and fruit trees. Santos has an ambition to expand the project from its current 4,000 hectares of plantations to 12,000 hectares by 2028.



Sustainability Advocacy

All Santos advocacy activities are guided by our policy positions, including those relating to human rights, anti-bribery and corruption, climate, environment, health and safety, local and Indigenous communities and diversity and inclusion.



Human Rights

Santos is committed to supporting and respecting the protection of internationally recognised human rights, as set out in the United Nations International Bill of Rights, and works to align with the UN Guiding Principles on Business and Human Rights and the Voluntary Principles for Security and Human Rights in our practices and procedures. This commitment is reflected in our Human Rights and Modern Slavery Policy.

Read the Santos 2023 Sustainability Report at santos.com/sustainability

