

# Public Report - Employee Data Tables

Program: 2025 - 26 Gender Equality Reporting  
 Corporate group of: Santos Limited  
 Total group employee count: 2,906

**Table 1** – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	128	302	0	0	430
	Full-time contract	0	1	0	0	1
	Part-time permanent	12	3	0	0	15
Professionals	Full-time permanent	455	957	46	48	1,412
	Full-time contract	8	5	0	0	13
	Part-time permanent	90	19	0	0	109
	Part-time contract	2	0	0	0	2
Technicians And Trades Workers	Full-time permanent	67	677	0	0	744
	Full-time contract	1	1	0	0	2
	Part-time permanent	2	26	0	0	28
Clerical And Administrative Workers	Full-time permanent	89	36	0	0	125
	Full-time contract	2	0	0	0	2
	Part-time permanent	23	0	0	0	23

\* Total employees includes Non-binary

**Table 2 – Gender composition of manager categories**

Manager category	Employment status	No. of employees		Total employees*
		F	M	
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	5	6	11
HOB	Full-time permanent	10	13	23
GM	Full-time permanent	12	21	33
	Full-time permanent	2	53	55
SM	Full-time contract	0	1	1
	Part-time permanent	1	0	1
	Full-time permanent	99	208	307
OM	Part-time permanent	11	3	14

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period**

**Question 1**  
**How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	3	5	23	52	79	197	359
Part-time	Permanent	0	0	1	0	12	7	20
Full-time	Fixed-term	0	0	0	0	1	0	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**Question 2**  
**How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	All managers		Total*
		Female	Male	
Full-time	Permanent	10	18	28
Part-time	Permanent	1	0	1
Full-time	Fixed-term	0	0	0
Part-time	Fixed-term	0	0	0
N/A	Casual	0	0	0

**Question 3**  
**How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	5	9	32	99	156	360	661
Part-time	Permanent	0	0	8	2	22	6	38
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**Question 4**  
**How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1	0	6	6	90	128	231
Part-time	Permanent	0	0	0	0	6	0	6
Full-time	Fixed-term	0	0	0	0	9	2	11
Part-time	Fixed-term	0	0	0	0	2	0	2
N/A	Casual	0	0	0	0	0	0	0

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period (continued)**

**Question 5  
How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	4	8	10	46	71	139
Part-time	Permanent	0	0	1	0	6	1	8
Full-time	Fixed-term	0	0	1	0	1	2	4
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**Question 6  
How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	4	13	48	68	133
Part-time	Permanent	0	0	2	1	19	7	29
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**Question 7  
How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	7	0	40	47
Part-time	Permanent	0	0	0	1	0	0	1
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual	0	0	0	0	0	0	0

**Question 8  
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	5	7	12
Part-time	Permanent	0	0	0	0	1	0	1
Full-time	Fixed-term	0	0	0	0	0	0	0
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

\* Total employees includes Non-binary