

ASX/Media Release

19 December 2025

Appointment of Chief Financial Officer

Santos today announces the appointment of Lachlan Harris as Chief Financial Officer, effective immediately.

Mr Harris has been responsible for overseeing the company's financial stewardship since his appointment as Acting Chief Financial Officer in October. In his 15 years with the business, Mr Harris has held a range of leadership positions including across treasury, finance systems and risk. Most recently, he held the roles of Deputy Chief Financial Officer and Treasurer and previously acted in the Chief Financial Officer role.

Santos Managing Director and Chief Executive Officer Kevin Gallagher said:

"I am pleased to confirm Lachlan's appointment as CFO. He has a deep knowledge of our business and the complex markets in which we operate. Throughout his career at Santos, he has built a reputation with the Board, management team, investors and capital markets for his financial acumen, analytical approach, strong risk mindset and leadership capability.

"Lachlan also has a proven track record of driving major initiatives at Santos. Most recently, he led our US\$1 billion 10 year-bond offering, which was significantly oversubscribed.

"With his experience and capability, Lachlan is well positioned to take on the role of CFO and support the business to maintain its laser focus on executing our strategy, in accordance with our disciplined low-cost operating model and capital allocation framework, to deliver long-term value for our shareholders."

Mr Harris is a Fellow of the Chartered Accountants Australia and New Zealand and holds a Bachelor of Commerce (Accounting & Finance).

Ends.

This ASX announcement was approved and authorised for release by Kevin Gallagher, Managing Director and Chief Executive Officer

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