



ASX / Media Release

25 September 2023

CEO flexible working arrangement to year end

The Santos Board of Directors has approved a flexible working arrangement for Santos Managing Director and CEO, Kevin Gallagher, to enable him to support a family member's medical treatment through to the end of the year.

Mr Gallagher will continue in the role of Managing Director and CEO, leading the Santos executive leadership team in overseeing the key growth initiatives and strategic imperatives for Santos. However, over this period, he will step back from several external commitments and delegate some non-strategic day-to-day functions to members of the executive leadership team.

External commitments to be delegated will include participation in industry bodies, conferences and extended overseas or domestic travel. This will enable Mr Gallagher to spend more of his time in Adelaide to provide the flexibility to attend to family commitments and undertake his work between the office and home.

Santos Board Chair, Keith Spence, said the Board of Directors fully supports the CEO's decision and has full confidence that he will continue to execute his role effectively under these arrangements.

"Mr Gallagher has the full backing of the Board to manage his time to enable him to be available to support his family through a period of intense medical treatment and, with the support of the executive leadership team, be able to continue to lead Santos," Mr Spence said.

"Mr Gallagher has a strong executive leadership team and I'd like to thank them for their support through taking on some additional responsibilities during this time."

Managing Director and CEO, Kevin Gallagher, said he is appreciative of the support shown.

The flexible working arrangements are effective immediately.

The CEO has asked the privacy of his family be respected at this time.

Ends.

This ASX announcement was approved and authorised for release by the Board of Directors.

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