

Promoting Gender Pay Equity

February 2026

At Woodside, our success is built on the strength of our people and culture. We are committed to creating a safe, respectful, and inclusive environment where everyone can thrive and make a difference.

Equal pay for equal work is a cornerstone of that commitment. Woodside ensures that our people are remunerated in a way that reflects the skills, performance and responsibilities of each role. This is aligned with our unwavering dedication to fairness and equality in the workplace.



Our Aspiration

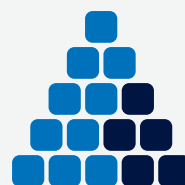
- **Increase representation:** Improve overall representation of women across Woodside.
- **Increase leadership:** Strengthen pathways for women and boost representation in leadership roles.
- **Expand opportunities:** Promote greater female participation in trade and technical roles.
- **Foster belonging:** Create a workplace where all genders feel equally included and valued.

What We Do

- **Flexible work arrangements:** Gender-neutral options that support work-life balance.
- **Parental leave:** Paid, gender-neutral parental leave and continued superannuation contributions during unpaid leave.
- **Pay equity:** Fair pay practices for new hires and promotions.
- **Gender representation monitoring:** Tracking and improving balance through capability development, succession planning, and career advancement.
- **Annual remuneration reviews:** Dedicated budget for pay parity adjustments when needed.
- **Respectful behaviours training:** Equipping leaders to manage bias and champion inclusion.
- **Employee initiatives:** Supporting employee-led gender equality programs and Employee Impact Groups.
- **Embed strategy:** Through our newly developed Culture & Inclusion Strategy, we endeavour to create a work environment and culture which attracts people of all abilities and backgrounds and enables them to be successful.

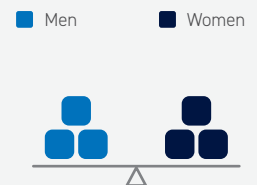
Gender Pay Gap vs Equal Pay

The gender pay gap refers to the difference in average pay between men and women, expressed as a percentage of men's average pay. It is not the same as equal pay, where men and women are paid the same for performing comparable roles. It is also not a comparison of like-for-like roles.



GENDER PAY GAP

A higher representation of men in higher paid roles creates a pay gap between men and women.



EQUAL PAY

Men and women who perform the same or comparable work are paid fairly and equitably.

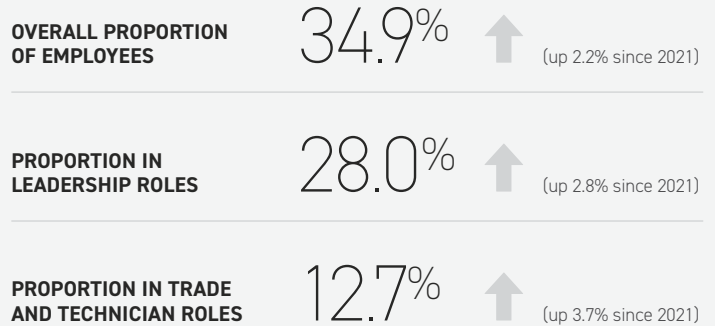
Progress Made

Woodside is steadfast in its commitment to closing the gender pay gap, a goal we are advancing by enhancing the representation of women within our company, especially in leadership and operational roles.

We have observed growth in these areas, which has been supported by our 2021-2025 Inclusion and Diversity Strategy. This strategy set aspirational goals to further increase the representation of women, particularly in leadership, as well as in trade and technician positions.

Looking ahead to 2026, Woodside will introduce our new Culture and Inclusion Strategy. This strategy will focus on fostering our 'One Team' culture and promoting inclusive leadership, as we remain dedicated to achieving equitable representation and ensuring fair pay for all employees.

Since December 2021, representation of women across our business globally has increased:¹



Workplace Gender Equality Agency (WGEA) Data

Our WGEA gender pay gap

This data is based on the WGEA 2024-2025 reports which cover our Australian-based employee workforce.

32.6%

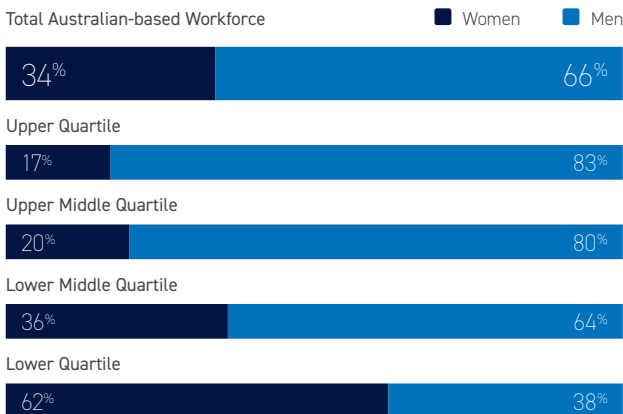
Median total remuneration²

15.4%

Median base salary²

Woodside 2024-2025 gender representation

WGEA presents the workforce data by sectioning employees into quartiles based on total remuneration as below².



What impacts our gender pay gap?

The gender pay gap is not a comparison of like roles at Woodside and is influenced by our current representation across all roles.

We currently have a higher proportion of men in senior roles and operational rostered roles. Operational roles traditionally attract additional allowances, which increase overall remuneration.

We continue to look for opportunities across the company to narrow the gender pay gap by supporting greater gender balance in all roles.

1. Data as at 31 December 2025. Board female representation is 30%.
2. Remuneration for part-time/casuals/part-year employees is converted to annualised, full-time equivalent amounts (data reported from 1 April 2024 to 31 March 2025). Gender pay gap and quartile calculation do not include employees who did not receive payment during the reporting period, voluntary data submitted for overseas reporting managers or employees who identified as non-binary, as this comparison is between women and men.

Further Resources

Our commitments are outlined in [Our Purpose, Strategy and Values](#) and [Our Culture and Inclusion Policy](#).

