

2024

Social Investment Impact Report



Social Investment Strategy: 2021-2025

As a global energy company founded in Australia, with domestic and international operations, we are proud to be part of the diverse communities in which we work.

Woodside has a strong history of investment in the communities where our employees live and work. There is an important role for us to play in supporting regional development in these host communities by helping to improve local capability and capacity so they can thrive.

Woodside's Social Investment Strategy identifies three social outcome areas to further our ability to support community development and focus on long-term outcomes.

Cover image: Surf Lifesaving WA volunteer lifesavers, Mullaloo beach, Australia.



Improve Knowledge

Environment and cultural heritage

Climate change and energy



Through our partners, we are raising awareness and understanding of the environment, climate change, energy and cultural heritage.



Create Opportunities

Early childhood development and education

Employment and economic participation



Our partnerships create quality education and lifelong learning opportunities, support community employment and drive economic diversification.



Build Resilience

Wellbeing

Community identity



We collaborate with our partners to support safe, vibrant and sustainable communities.

We continue to work with our community partners to focus on outcomes that positively contribute to the targets outlined in [Woodside's Reconciliation Action Plan](#) and [Inclusion and Diversity Policy](#).

The importance of demonstrating our social impact will continue to underpin how we shape existing and new partnerships, with emphasis placed on outcomes and impact rather than outputs.

A\$35.4

Million

Total social investment spent globally through strategic partnerships, our philanthropy program, the value of time our employees spent volunteering and mandatory spend.



A\$21.1

Million

Strategic partnerships

These multi-year partnerships are established to support capacity and capability building of partner organisations.



A\$5.3

Million

Volunteering

More than 2600 of our employees participated in 15,200 hours of corporate volunteering globally during 2024.



A\$2.5

Million

Philanthropy

Provided through corporate donations and small grants in host communities.



A\$6.5

Million

Mandatory contribution

Required by government regulations or First Nations contractual agreements.

Our social investment data is verified annually by Business for Societal Impact.



Partnering for positive impact

By measuring impact, we are able to better understand how we have supported our valued partners to improve knowledge, create opportunities and build resilience in the communities where we are active.

Impact data provides detailed insights into the success of programs and identifies areas for improvement and greater long-term focus.

Based on survey responses from our community partner organisations,¹ as a result of partnering with Woodside:



100%

of partners advised they were able to reach more participants or spend more time with existing participants.



91%

of partners reported improved management processes as a result of Woodside's support.



97%

of partners advised that they had improved their capacity or were able to deliver new programs.



92%

of the total number of people assessed are healthier, happier or more comfortable as a result of the partnership.



93%

of partners reported they have been able to employ more staff or receive support from volunteers as a result of Woodside's support.



¹ Surveyed community partners who responded to our 2024 impact survey.

Pictured: Woodside volunteers at Trees for Houston, USA.



We collaborate with both government and non-government research organisations, academic institutions and scientific professionals to build our understanding of the diverse environments in which we work.

Through our partners, we are raising awareness and understanding of the environment, climate change, energy transition and cultural heritage.



Our partnerships with the Ningaloo Turtle Program in Western Australia and the Turtle Village Trust in Trinidad and Tobago have made contributions to marine conservation. In the Ningaloo Coast World Heritage area, **48** dedicated volunteers invested **3892** hours to monitor beaches for nesting turtles. In Trinidad and Tobago, community volunteers tagged **293** new turtles and recorded **7500** nesting turtles.



Our collaboration with Restore or Retreat resulted in the successful planting of **12,000** black mangroves in Louisiana, USA.



Through our partnership with Wetlands International, we transformed **250,000m²** of salinated land in Senegal into productive rice fields, boosting local agriculture and food security.



Our environmental science programs have resulted in **18** global peer-reviewed scientific papers, while our partnership with Monash University in Australia has resulted in a further **14** peer-reviewed papers.



Pictured: Ningaloo Turtle Program, Western Australia.



Empowering communities

In partnership with Wetlands International Woodside aims to enhance community resilience in the Saloum Delta region in Senegal through a program focusing on ecosystem restoration, environmental conservation, and climate adaptation efforts.

The program engages local communities and in particular, women, by providing resources and training for practices such as rice production.

In 2024, 100 local farmers were trained in land restoration techniques which aim to enable them to rehabilitate land for agriculture to improve food security.

A significant accomplishment of the program was the restoration of 250,000m² (equivalent to about 35 soccer pitches) of previous salinised land into productive rice fields. Women's groups were provided with rice huskers, enabling them to process rice near their fields, saving time and effort previously lost in travelling long distances and increasing productivity of rice processing.

Thirty community members were trained in managing savings, contributing toward financial inclusion and economic resilience.

Training was also provided in mangrove conservation, equipping over 100 community members with skills to participate in environmental preservation efforts.

As an alternative energy source, refillable gas cylinders have been provided to community members, reducing the need for cutting and burning of mangrove wood.

Biodigesters using livestock waste, organic household waste, and fish processing byproducts have been introduced. This initiative directly benefits 4000 community members, indirectly over 35,000 people and responds to the community's interest in exploring alternative energy sources.



Pictured: Empowering women in the Saloum Delta through the Wetlands International partnership, Senegal.



Restoring resilience

In 2024, Woodside partnered with Restore or Retreat to help combat coastal erosion in the Port Fourchon region of Louisiana in the United States.

The towering cypress trees, winding bayous and vibrant marshlands not only serve as ecological treasures but also support local livelihoods in fishing, tourism and cultural practices.

However, the area is under threat from coastal erosion.

Woodside's support of the Port Fourchon Terracing, Living Shoreline Stabilisation and Vegetation Project assists Restore or Retreat to tackle this challenge.

In a collaborative effort with Ducks Unlimited, another Woodside community partner, Restore or Retreat has enhanced existing terracing through the construction of a further 20 earthen terraces. These terraces support the resilience of the coastal area that is utilised for both recreational and commercial activities.

Restore or Retreat Project Coordinator, Polly Glover highlighted the important role the partnership has played in procuring vegetation stock and leveraging volunteer resources for the project.

"In 2024, the project has engaged 66 volunteers, accumulating a total of 32 hours each in the field. About 12,000 black mangroves have been planted across 27,000 metres of earthen terraces—a significant step towards combating coastal erosion in Southern Louisiana," said Polly.

The project is important for mitigating the impact of storm surges from the coast along Louisiana Highway 1, as its the primary access route to Grand Island for local residents.

The terraces are also expected to recreate and mimic the once existent woody ridges in the marsh area. They will work to create critical habitat for migratory waterfowl, fishes and serve as a potential nesting area for birds.

Pictured: Woodside volunteers planting black mangrove in Port Fourchon, USA.





Seas of knowledge

For several years Woodside has partnered with the Buccoo Reef Trust, an environmental group based in Tobago, to implement educational initiatives aimed at raising awareness and appreciation for coastal ecosystems.

These programs include Building Environmental Awareness of Coastal Habitats, Sea, Sun and Science Trailblazers, Junior Sea Stars, and Polyp Pioneers. The goal is to promote understanding and critical thinking skills with regard to coastal environments.

In 2024, 30 students from seven secondary schools participated in the Sea, Sun and Science Trailblazers program, which involved 120 hours of training and 16 field trips. Activities ranged from wetland visits to sea turtle observations, marine organism identification, beach clean-ups, and exploration of Tobago's tropical rainforest and small islets.

The Buccoo Reef Trust is committed to cultivating environmentally conscious young people. Beach clean-ups undertaken by the students resulted in the removal of 681kg of litter from beaches, including glass bottles, plastics, discarded ropes and nets, boat and engine parts and other debris.

Over the years, these programs have benefited 1480 students from 18 schools and four universities through 266 environmental field trips.

"The Sea, Sun and Science program has been the guiding light that led me to embark on the journey of studying Biodiversity and Conservation Biology. Prior to this experience, I was uncertain of my path, but now, I am driven with purpose." said former participant, Sania Huang.

Pictured: Participants of the Sea, Sun and Science Trailblazers embarking on a field trip in Tobago.





King of the reef

In 2018, a collaboration between Recfishwest, the Exmouth community in Western Australia and a consortium of partners resulted in the creation of King Reef – the first integrated artificial reef to be deployed in the southern hemisphere.

Exmouth's King Reef repurposes decommissioned steel buoys, augmented by purpose-built concrete modules. With ongoing support from Woodside, King Reef offers accessible and enjoyable fishing and diving opportunities, while supporting biodiversity outcomes.

In 2024, Woodside's partnership with Recfishwest supported a collaboration with the Exmouth Game Fishing Club (EGFC) to deliver the citizen science 'King of the Reef' event.

Over a four-month period from June to September 2024, many local and visiting fishers contributed to marine science research by entering their catches via the Track My Fish App.

By the end of the event, more than 280 fish were logged by almost 80 people, with 20 different fish species recorded at King Reef.

Recfishwest's Artificial Reefs Approvals Officer Eligh Quigley said, "The catch data from the fishing community is providing insight into the species diversity around King Reef and is also strengthening fishers' sense of stewardship of the environment."

EGFC Events Manager Ben Knaggs was not surprised at the variety of fish species recorded.

"This is one of the fastest growing artificial reefs in Australia, and it has certainly demonstrated its unique biodiversity during this event," said Ben.

While many fishers were local to Exmouth, around 30% of entrants had travelled from other parts of WA and interstate, supporting the local Exmouth economy.

Pictured: Ben from EGFC with a Giant Trevally near Exmouth, Western Australia.





CREATE OPPORTUNITIES

Our partnerships create quality education and lifelong learning opportunities, supporting community employment and driving economic diversification.

We will continue to partner with not-for-profit organisations, schools, academic institutions and government to support education, from a child's early years through to employment.



In Timor-Leste, our partnership with Lorosa'e English Language Institute has improved English skills for over **40** undergraduate students, opening global opportunities and boosting confidence.



In Mexico, partnering with Teach for Mexico has supported the academic and socio-emotional development of **2428** students.



83% of pre-service teachers reported increased confidence in teaching earth and space science through our partnership with Australian Earth Science Education.



In Trinidad and Tobago, our collaboration with the ARROW Foundation and the Ministry of Education has enhanced literacy for over **350** primary students, achieving nearly three years' growth in reading and spelling.



Our partnership with One Tree Community Services in Roebourne, Western Australia resulted in a **250%** increase in local employment via Early Childhood Education and Care programs.



152 teachers in the Pilbara region of Western Australia benefited from professional learning through the Karratha and Roebourne Education Initiative.



Pictured: Roebourne District High School, Western Australia.



Building bright futures

In 2024 Woodside began supporting the Barbara Bush Houston Literacy Foundation in Texas, United States to assist with the expansion of its My Home Library and Curiosity Cruiser mobile library initiatives.

As part of the My Home Library program, over 950 economically disadvantaged students in the Houston Independent School District were each provided with a set of six new books, offering them the opportunity to explore new worlds, expand their imagination and build their own home library.

Woodside volunteers, along with Foundation staff, distributed book bundles to each of the students at McGowen Elementary and Eliot Elementary Schools.

"Through volunteering at Eliot Elementary School with the My Home Library program, I had the incredible opportunity to witness the transformative power of education and literacy in the lives of these young students. The joy on their faces as they received their book bundles and the enthusiasm in their voices as we interacted with the classrooms was truly inspiring. It's moments like these that remind me of the importance of giving back to our community and nurturing a love for reading in the next generation," said Krystle Harmon, Woodside employee.

The Curiosity Cruiser, one of four mobile libraries equipped with various educational technologies like laptops, iPads, and 3D printers, offers science, technology, reading, engineering, art, and math programs to children aged six to 15 during after-school and summer hours, as well as providing access to free books.

During its visit to the Woodside Houston office, the Curiosity Cruiser arrived empty, ready to be filled with over 1000 books donated by employees in an office-wide book drive. Additionally, Woodside employees visited a local women's shelter with the Curiosity Cruiser to provide an afternoon of learning and engagement with children residing there.

Julie Finck, President and CEO of the Barbara Bush Houston Literacy Foundation expressed gratitude for Woodside's support of the My Home Library and Curiosity Cruiser programs, highlighting how our employee volunteers have helped reach more underserved Houston children and families than ever before.

"Together, we are making a difference in the lives of those we support by promoting literacy in the community," Julie added.

Pictured: Woodside volunteer Krystle distributing books, Houston, USA.





Wave of innovation

RiverLab, established in 2016 through a collaborative effort between the University of Western Australia (UWA) and Woodside, offers a unique opportunity for students to engage in practical ocean engineering challenges.

Wave energy converters, designed to capture energy from ocean waves that move towards the shoreline, has the potential to play a role in the generation of renewable energy. However, designing them to operate effectively in diverse ocean conditions poses significant challenges.

RiverLab helps to overcome these challenges by supporting student projects that build and test model scale wave energy converters in a variety of offshore conditions.

In 2024, 22 students successfully completed 11 projects at RiverLab, one of which examined rainbow trapping as a method to improve performance of wave energy converters arranged in an array.

Rainbow trapping aims to enhance the efficiency of energy absorption from different wavelengths in different parts of the array. It requires devices of different sizes, or devices that can be tuned or adjusted to different wavelengths. In this project, submerged air-filled devices were tuned to achieve greater efficiency, with results pointing the way towards improved arrays in future.

The results of projects like this through RiverLab are equipping students with specialised skills in wave energy technology.

Megan McDougall, a Bachelor of Philosophy (Honours) student, shared her RiverLab experience.

"Being a RiverLab student has provided me with hands-on research and data analysis skills in wave energy technology. This opportunity has fuelled my enthusiasm to drive innovations in renewable technology and contribute to the ongoing energy transition in Western Australia," said Megan.

Pictured: UWA RiverLab student, Megan at the lab in Perth, Australia.





A community-led success story

One Tree Community Services (OTCS) has partnered with Woodside since 2021 to provide the Pathways Program to the Roebourne community in the Pilbara Region of Western Australia.

The program was developed through consultation with community to reflect their aspirations for children, and to address gaps identified in services being delivered.

2024 culminated in five local trainees having attained their early childhood education and care (ECEC) qualifications. Language programs, including storytelling by Elders in the community have been delivered by local women engaging over 60 children.

A bush kindergarten (outdoor classroom) that was designed and implemented by local people and led by an Elders reference group, aims to create a culturally safe space for children to learn on-Country and showcase the strength and leadership of local women. The employment of local Roebourne people through the ECEC programs has increased 250% (from four in 2021 to 10 by December 2024).

The success of this Pathways Program is exemplified by Georgia Hansen, a young Yawuru and Noongar woman who embodies the program's achievements. Starting her journey as a trainee, Georgia has demonstrated remarkable growth and dedication, earning recognition for her commitment to education, children and community.

"I feel really supported at Gurlu Gurlu Maya and by the Pathways mentor with my training, most of all I really like working with the young children in my workplace," said Georgia.

Pathways Program General Manager, Sophie Martin said "The Pathways Program demonstrated the transformative power of community-led initiatives by creating positive impacts for vulnerable communities. Through collaboration, dedication and a focus on cultural values, the Roebourne Elders walking alongside OTCS and Woodside have made a profound difference in Roebourne.

"The collaboration between OTCS and Woodside has been instrumental in driving positive outcomes for the Roebourne community. The community-led, long-term approach supported by flexible funding has been key to the program's success," said Sophie.

Pictured: Sparking children's minds through creativity, One Tree Community Services in Roebourne, Australia.





A boost to English skills for Timor-Leste's future graduates

Since 2022, Woodside has collaborated with Lorosa'e English Language Institute (LELI) in Timor-Leste to help provide an enriched educational experience by supporting specialised English training for final-year undergraduate students.

In the past academic year, over 40 students from the National University of Timor-Leste, Dili Institute of Technology and the Institute of Business in Dili completed the Woodside English Development Program (WEDP).

The educational program covered subjects including English proficiency and English for oil and gas. There was also a focus on advancing professional skills such as writing resumes, developing presentations and preparing for job interviews. All students in the cohort passed, with many achieving merit or distinction grades.

LELI's General Manager, Tom Quinney, commended the project. "This partnership exemplifies the powerful collaboration between the public and private sectors, opening doors to global opportunities, enhanced communication and stronger connections for Timor-Leste," he said.

"We anticipate that improved English proficiency will help to unlock a range of future possibilities."

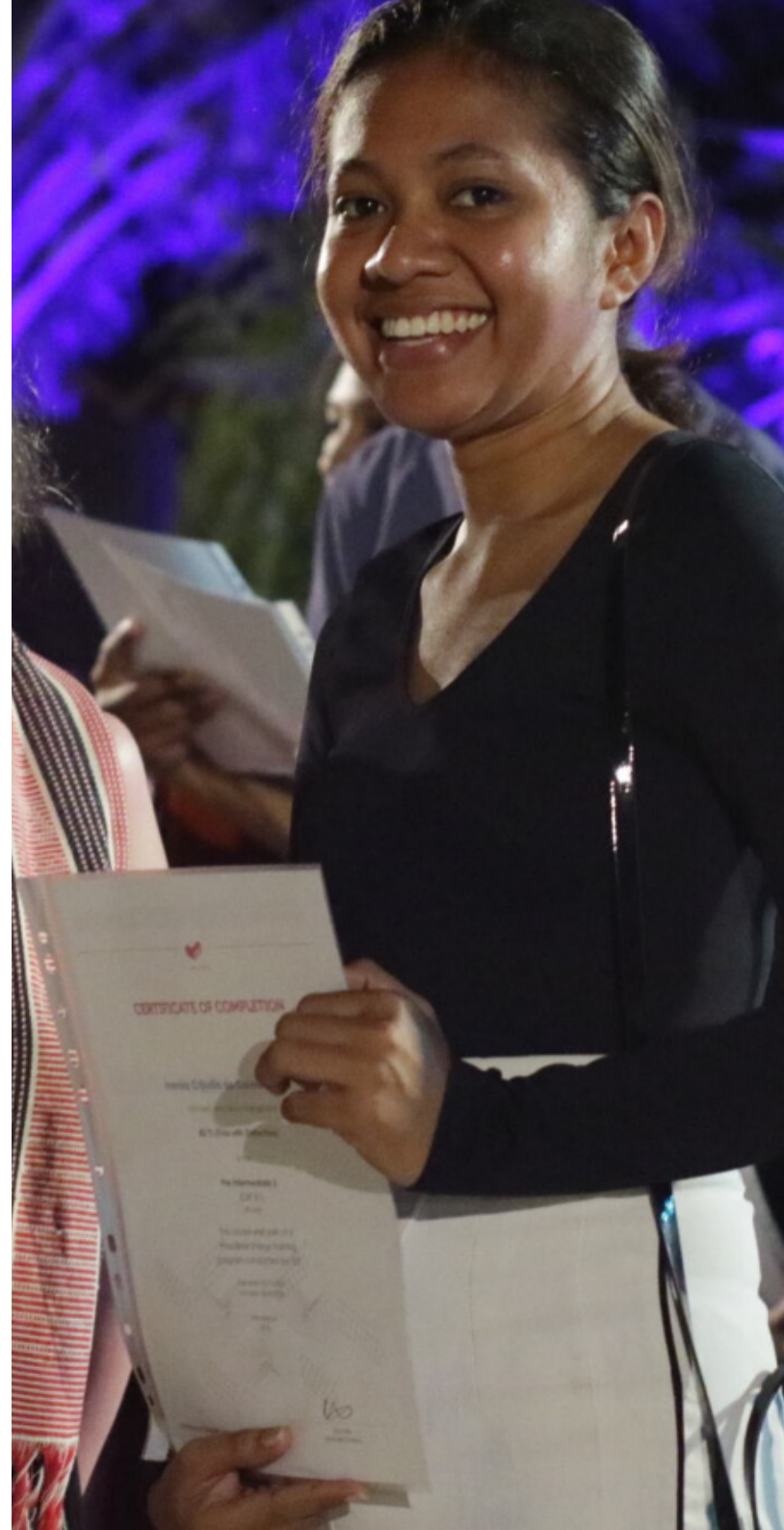
Feedback from students also highlighted the supportive and engaging learning environment WEDP provided, strengthening English proficiency and offering the potential for future workplace and academic success. A survey showed 100% of students agreed or strongly agreed that their English skills had improved due to the program.

One program participant, Inersia, emphasised the program's impact on her professional and personal goals, stating, "I am deeply appreciative for this generous initiative, as I have enhanced my English skills in terms of writing, reading, listening and speaking."

"Additionally, as equally as important, this program has boosted my self confidence in pursuing my dreams and career development in the oil and gas industry."

In October 2024, the program welcomed the next cohort, expanding the intake to 51 undergraduates.

Pictured: LELI program participant Inersia at her graduation, Timor-Leste.





We collaborate with our partners to support safe and sustainable communities.

We enhance community connections through cultural engagement, wellness initiatives, and community programs to promote healthy, vibrant, and inclusive communities.

Our contributions will continue to provide opportunities for those involved to learn, grow and inspire others.



In Australia, our donation of **A\$1.25 million** to Telethon supported **161** beneficiary organisations, benefiting sick, vulnerable, and disadvantaged children.



In Houston, employees raised over **US\$700,000** for United Way, creating opportunities to enhance well-being of beneficiaries through financial stability, healthcare, and youth programs.



Our partnership with Caritas in Mexico supported the delivery and distribution of over **168,000** nutritious breakfasts in vulnerable communities in the south of Tamaulipas.



Across the globe, more than **2600** employees—over **55%** of our workforce—contributed **15,200** hours of work time to support community groups and nonprofit organisations.



Pictured: United Way volunteers, Houston, USA.



Enhancing beach safety

Since its establishment in 2012, Woodside's collaboration with Surf Life Saving WA (SLSWA) has been instrumental in enhancing community safety programs along the Western Australian coastline.

In 2024, this enduring partnership has continued to generate positive outcomes through initiatives like the Woodside Nippers Program and the Lifesaver Safety Program, which are essential in cultivating surf safety skills, community engagement and supporting the overall wellbeing of beach patrons.

During the 2023-24 surf lifesaving season, the Woodside Nippers Program engaged 8254 participants. The program aims to equip children aged five to 12 years with essential life skills, such as water safety including how to identify rips and dangerous surf conditions and to foster confidence and encourage them to actively participate in various beach activities.

The Lifesaver Safety Program highlights the partnership's commitment to ensuring the safety and protection of the community, with Woodside's support providing high-quality essential safety equipment to surf lifesavers, including Personal Flotation Devices and high-visibility water safety vests.

Sun safety is also a key element, with wide-brimmed hats and lifesaver patrol uniforms provided through the partnership to more than 6100 patrolling volunteers.

Mullaloo Surf Club Lifesaving Manager, Nathan Vartesi attests to the value of the partnership.

"The Woodside partnership brings to us uniforms; we get the tops and the shorts and wide brim hats. We're out here for eight hours at a time so keeping us sun-safe is essential.

"As the Lifesaving Manager and as a father who has a child in the Woodside Nipper Program, I think it's an important partnership that provides benefits all the way through all age groups and surf clubs," said Nathan.

SLSWA President Heidi Gan expressed her appreciation for Woodside's ongoing commitment to supporting surf lifesaving initiatives.

"Woodside has been a valued partner of SLSWA for many years, enabling us to enhance our coastal safety programs and continue to provide essential resources for our volunteers and members," said Heidi.



Pictured: SLSWA volunteer lifesaver, Mullaloo beach, Australia.



Nourishing communities

Since 1984, Cáritas de Tampico has been working alongside vulnerable community members within the cities of Tampico, Altamira and Ciudad Madero, in Mexico.

Woodside's community partnership supports a number of initiatives including the processing and distribution of soy, aimed at supplying nutritious protein-packed soy-based breakfasts.

These breakfasts are prepared and distributed on weekdays to families experiencing malnutrition. For some families, this provides significant daily support, giving them the necessary energy to carry out their activities.

In 2024, Cáritas de Tampico prepared and distributed over 168,000 nutritious breakfasts to vulnerable communities with Woodside's support. Families benefiting from the breakfast program have also been offered cooking classes that include the use of soybeans in meal preparation.

Woodside's funding has also enabled community health support initiatives for vulnerable people, particularly those without access to medical services. This support has included food packages, essential medications, specialised clinical tests and eye surgery when necessary, directly impacting 26 individuals. This support has improved the quality of life for beneficiaries, offering food resources and a supportive network catering to their health and nutritional needs during challenging times.

Woodside's support of Cáritas de Tampico has enabled the acquisition of a vehicle that has become a pillar of their daily mission with the community. "This vehicle has transformed the way the program is delivered, allowing us reach those in greatest need more efficiently and quickly," said Ayde Montes, Caritas de Tampico's Director of Public Relations.

Pictured: Recipients of a nutritious food thanks to Caritas de Tampico, Mexico.





Journey of reconciliation

In 2024 Woodside renewed its partnership with Reconciliation WA (RWA), reinforcing the shared commitment to truth-telling, corporate leadership, and advocacy in driving reconciliation outcomes across Western Australia.

Since its inception in 2022, this partnership has expanded to include initiatives with a focus on supporting Australia's National Reconciliation Week and more recently the delivery of a Reconciliation Memoirs program. These initiatives are aimed at strengthening relationships, historical understanding, and acceptance of our shared history as we take steps towards a more inclusive future.

National Reconciliation Week (NRW) presents a unique opportunity for the broader Western Australian community to come together, connect, and actively engage in meaningful conversations and activities that advocate for unity and reconciliation. Throughout the week, a diverse range of programs and events are held, encouraging participation and fostering a deeper understanding of Aboriginal and Torres Strait Islander cultures and histories. These programs aim to inspire and empower individuals and communities to reflect on their roles in the reconciliation journey, promote truth-telling, and support educational initiatives. NRW serves as a catalyst for building stronger relationships based on mutual respect and understanding, ensuring the reconciliation movement continues to thrive and grow.

David Eriksen Co-Chair of the Woodside Reconciliation Committee reflected, "I am proud of the impactful initiatives undertaken during NRW. In 2024, through events like the Walk for Reconciliation, Virtual Breakfast, and Senior Leader Panel Discussion, we have demonstrated our commitment to fostering understanding, unity, and collaboration within our organisation and the broader community. These efforts reflect our dedication to advancing reconciliation outcomes and promoting a more inclusive and equitable society through meaningful engagement and dialogue."

Jody Nunn, CEO of RWA acknowledged Woodside's ongoing commitment to supporting Reconciliation initiatives and also the continued journey of reconciliation as an organisation.

"Woodside has been a partner of RWA for many years which enables us to continue to grow, strengthen, regionalise and build accessibility to our reconciliation programs and projects, driving the movement forward. It is important and continuous work that requires leadership and focus," said Jody.

"As we continue to build capacity and strengthen our efforts, we are reminded that reconciliation is a journey we undertake together. It is a call to action for all Australians to stand in solidarity, to listen, to learn, and to actively contribute to a more equitable, united society."

Pictured: Employees participating in the Walk for Reconciliation near Karratha, Australia.





Enriching minds in remote communities

In early 2024, the Principal of Mingenew Primary School approached West Australian Ballet (WAB) with a vision: to introduce educational ballet workshops to enrich the young minds of students within the small regional town located 383 kilometres north of Perth in Western Australia. The aim was to offer students a week-long in-school residency and bring the magic of ballet to the community.

Thanks to the support from Woodside this vision was turned into reality.

Inspired by the success of the Woodside-funded 'Chance to Dance' program implemented in nine primary schools across Western Australia, a tailored program was developed specifically for Mingenew Primary School.

Drawing from the community's rich harvest culture, the curiosity of its young people and the abundant wildflowers that flourish in the region, the program was aptly named Wonder and Bloom.

Ballet and dance activities were customised for different age groups in collaboration with teachers and school staff, with a focus on promoting social and emotional wellbeing and mental health among the young participants.

In November 2024, the program was conducted by two professional WAB Teaching Artists for the 77 primary students aged four to 12 years.

Feedback from teachers highlighted the Wonder and Bloom initiative as a truly transformative experience, with comments such as: "The Teaching Artists were incredibly engaging and made a genuine effort to understand our students, making them feel truly valued. Our families were eager to witness the students' progress at the end of the week," said one of the Mingenew teachers.

A survey conducted by WAB post-program indicated that Wonder and Bloom had a positive impact on 100% of participants.





Community support and philanthropy

Woodside seeks to cultivate a workplace culture in which our employees are encouraged to give back to the community through volunteering and workplace giving programs.



Pictured: Woodside Cancer 200 participants, Perth, Western Australia.

Top employee supported fundraisers



A\$41,295

The Push-Up Challenge
Supporting Lifeline WA and Headspace



A\$24,208

Australia's Biggest Morning Tea
Supporting Cancer Council Western Australia



US\$700,000

United Way Houston
Giving back to the Houston community



A\$208,708

Cancer 200
Raising funds for cancer research



A\$34,470

End of year appeal
Supporting the Salvation Army, Foodbank and International Red Cross



A\$71,019

Movember
Supporting mental health through the Movember Foundation

Volunteering highlights



15,200 hours in company time
equating to over **A\$5.3 million**

Emergency relief



US\$200,000

donated towards Hurricane relief in the USA



A record year for volunteering

As one of the first companies in Australia to introduce corporate volunteering in 2005, we have embedded volunteering into the fabric of our organisational culture. Our employees are regularly recognised for being passionate, enthusiastic and hard-working volunteers.

In 2024, over 2600 employees (accounting for over 55% of our workforce across the globe) contributed 15,200 hours supporting community groups and not-for-profit organisations, marking the most volunteering hours in our history.

Whether it's helping in community kitchens in Perth, Western Australia, packing boxes in Houston, Texas or planting trees in Senegal, our employees access a wealth of opportunities for meaningful engagement with community groups and not-for-profit organisations.

In post-volunteering surveys, 90% of employees surveyed expressed their intention to recommend volunteering to other colleagues and 88% reported volunteering improved their sense of wellbeing and happiness.

As Matt, in Woodside's Houston office noticed after volunteering during the annual United Way campaign.

Pictured: Woodside employee volunteering during the annual United Way campaign in Houston, USA.

"The variety of service projects offered us the chance to choose how we could give back...This is our largest annual volunteering campaign in Houston, and I eagerly anticipate this time each year," said Matt.

Volunteering provides valuable opportunities to support local needs and gives our employees a chance to better connect with the communities in which they live and work.

For instance, Woodside employees in our Dakar office in Senegal responded to a need raised by La Maison Rose Women's Shelter and volunteered to help build a rooftop garden on an unused rooftop, providing a peaceful sanctuary in a bustling neighbourhood. Thanks to the Woodside volunteers, this previously unused rooftop now serves as a beautiful, peaceful location for women and children.

"This project reinforced the links between Woodside and the local community, providing an opportunity to grow together in a supportive and sustainable way," said Meta, from Woodside's Dakar office.

Volunteering is, and will continue to be, part of Woodside's DNA. As we look forward to celebrating 20 years of corporate volunteering in 2025, we're proud to reflect on the positive impact our employees continuously have through their volunteering efforts in our host communities.





Fostering camaraderie

In 2024 Woodside, Baker Hughes and Bechtel teamed up in a fun charity tricycle race to raise money for Woodside's annual giving campaign supporting United Way of Greater Houston, Texas.

The race successfully raised US\$150,000, fostered camaraderie and increased awareness of the annual campaign.

United Way of Greater Houston's Chief Advancement Officer Dr. Angel Harris, recognised the race as a unifying force for the community.

"Events like the tricycle race don't just make giving fun, they give our community a reason to rally around a shared cause," said Angel.

"We're so grateful to Woodside, not just for their own team's engagement and generosity, but for bringing even more leaders together to help our neighbours land on their feet and stay there."

Woodside's Executive Vice President and Chief Operating Officer International Daniel Kalms emphasised the significance of giving back to the Houston community through United Way.

"Our signature tricycle race has become a highlight of our annual United Way campaign and this year we are grateful to Bechtel and Baker Hughes for accepting our offer to participate and for their generosity in donating to our campaign," said Daniel.

The annual campaign supports employee fundraising and volunteering opportunities, with Woodside matching contributions dollar for dollar, resulting in a total of US\$700,000 donated to United Way in 2024.

Pictured: Executive Vice President and Chief Operating Officer International, Daniel Kalms, racing for a good cause in Houston, USA.





Inspiring growth

In August 2024, Woodside hosted Tracey Brand as part of the Jawun Indigenous Leader in Residence program. This was the second time Woodside participated in the program, building on its 15-year collaboration with Jawun.

The program aims to support Indigenous leaders at senior management levels step up their management capability and network value through enhanced exposure and development within a corporate setting.

Tracey, an Eastern Arrernte woman from Central Australia, shadowed different Woodside senior leaders in their various engagements and leadership activities.

The week-long experience provided Tracey with the opportunity to build understanding of different leadership styles, management approaches and strategic planning processes while expanding her own corporate relationships and network.

Executive Vice President Sustainability, Policy and External Affairs, Tony Cudmore was Woodside's Executive Lead of the program in 2024. Tony reflected, "We were able to share a lot with Tracey - and we also learned a lot too. So, it was a brilliant way of engaging in genuine mutual understanding

and development."

For Tracey the highly impactful experience resulted in considerable learnings and uplift in her role as an Indigenous female leader. Commenting on the supportive and inclusive culture at Woodside and its commitment to sustainability and communities, Tracey said, "The opportunity to participate in the Jawun leaders in residence program with Woodside in Perth, provided invaluable learnings that had a significant impact on my leadership journey. Working alongside Woodside Executives, provided tremendously rich insight into leadership styles, business strategy, structures and mechanisms, team dynamics, and systems in efficient team-based projects.

"The experience grew my leadership capabilities and renewed my strategic approach - it also had a significant impact on my decision to explore other leadership opportunities and take up a new leadership position with the Coalition of Peaks."

"I am grateful for the opportunity Jawun afforded me and the generosity and trust of Woodside Executives and teams that included me in their incredibly busy leadership schedules and debriefs."

Pictured: Jawun Indigenous Leader in Residence program participant Tracey Brand (centre)



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