



As an Australian-headquartered global energy company operating across three continents, we are proud to be part of the diverse communities in which we work.



Surf Lifesaving WA, volunteer life savers, Mullaloo Beach, Western Australia.

There is an important role for us to play in supporting social development in our host communities. Over the past five years, our social investment strategy has been guided by a commitment to create meaningful and measurable outcomes - improving knowledge, creating opportunities and building resilience.

Through collaboration with local organisations and a focus on long-term impact, our programs continue to make a meaningful difference. Insights from our ongoing social impact assessments reflect progress in strengthening capability, deepening community partnerships and supporting community-led priorities. This progress is the result of the dedication of our community partners and the commitment of our people.

By actively listening to our community partners and refining our strategy, we have amplified positive change and fostered long-term community resilience.

This report presents the outcomes of our social investment activity over recent years and reflects the lessons, progress and community partnerships that continue to shape our approach.

Looking ahead, our commitment remains unchanged: to collaborate meaningfully, to focus on what matters most to our communities and to deliver lasting positive outcomes. Together, we will continue to build a future where our social investments create real value, both locally and globally. We thank our community partners, employees and communities for their trust and collaboration. The achievements highlighted in this report reflect our shared journey and inspire us to reach even greater heights in the years to come.

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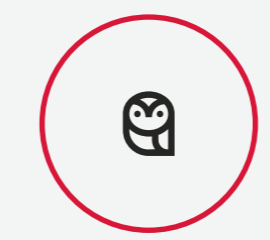


Cover image: Students participating in a STEM workshop, Karratha Australia.

# Social Investment Strategy



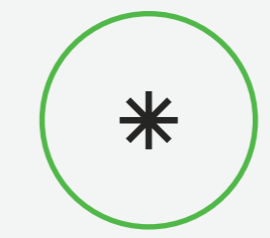
## 2021 - 2025



### IMPROVE KNOWLEDGE

ENVIRONMENT AND CULTURAL HERITAGE  
CLIMATE CHANGE AND ENERGY

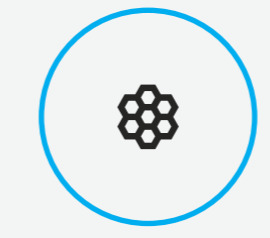
Through our community partners, we are raising awareness and understanding of the environment, climate change, energy transition and cultural heritage.



### CREATE OPPORTUNITIES

EARLY CHILDHOOD DEVELOPMENT AND EDUCATION  
EMPLOYMENT AND ECONOMIC PARTICIPATION

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



### BUILD RESILIENCE

WELLBEING  
COMMUNITY IDENTITY

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

**Woodside's 2021-2025 Social Investment Strategy has delivered meaningful and measurable outcomes for communities globally.**

Guided by three social outcome areas – improve knowledge, create opportunities, and build resilience – we have collaborated with local

organisations and invested in long-term initiatives, to focus on outcomes that matter most to our host communities. We continue to work with our community partners to focus on delivering positive outcomes that support the principles of our Sustainable Communities Policy.

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

# Social investment performance 2021 – 2025

A\$154.3M

Total social investment spent globally through strategic partnerships, our philanthropy program, the value of time our employees spent volunteering and mandatory spend (2023 – 2025).

A\$104.9M

A\$104.9M invested in strategic partnerships to support capacity and capability building of partner organisations and deliver shared measurable outcomes.

A\$18M

Our employees participated in over 67,000 hours of corporate volunteering, valued at A\$18M, in communities we call home.

A\$11.6M

A\$11.6M provided through corporate donations and small grants in host communities.



Tec de Monterrey scholarship recipients, Mexico.

Since 2021, data from our annual social impact measurement survey of community partner organisations shows our social investment programs have delivered sustained and measurable benefits.

These programs have built the capacity of community organisations, expanded their reach, improved livelihoods and embedded stronger governance and management processes across education, employment, community wellbeing and environmental initiatives.

The consistently high survey scores (90%+ across most categories) indicate our social investment strategy has been effective in generating both social value and organisational resilience.

Survey evidence shows our community partnership model, which emphasises building local capabilities and fostering direct community involvement, has helped to support long-term community resilience.

The information in the bar chart summarises the outcomes delivered over the life of our 2021–2025 Social Investment Strategy, reflecting the scale, reach and effectiveness of our long-term investments and partnerships.

## COMMUNITY PARTNER SURVEY INSIGHTS (2021 – 2025)

Aggregated results reflecting outcomes attributable to Woodside’s social investment funding.

98% of community partners advised they were able to reach more participants or spend more time with existing participants.

96% of community partners advised 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 our support.

88% of partners reported improved management processes as a result of our support.

82% of community partners reported they have been able to employ more staff or receive support from volunteers as a result of our funding.

Responses are aggregated from community partners who completed Woodside’s annual social impact surveys across the 2021–2025 period.

# A\$39.8M



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



Woodside employees volunteering at Target Hunger, Houston.

# A\$25.3M

**STRATEGIC PARTNERSHIPS**

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

# A\$2.3M

**PHILANTHROPY**

Provided through corporate donations and small grants in host communities.

# A\$5M

**VOLUNTEERING**

More than 1,900 of our employees participated in 14,049 hours of corporate volunteering globally during 2025.

# A\$7.2M

**MANDATORY CONTRIBUTION**

Required by government regulations or contractual agreements with Indigenous People.

## Partnering for positive impact

By measuring impact, we gain valuable insights into how our support assists partners in enhancing knowledge, creating opportunities and strengthening resilience within the communities where we operate. Impact data delivers comprehensive information on program effectiveness and highlights areas for long-term focus.

### 2025 COMMUNITY PARTNER SURVEY INSIGHTS

Partner-reported outcomes attributable to Woodside's social investment funding.



# Improve knowledge

4,140

In the Ningaloo Coast World Heritage area, in Western Australia, 49 volunteers contributed 4,140 hours to turtle nesting beach monitoring patrols.

850

In coastal Louisiana, we partnered with conservation groups to help restore wetlands —building 850 Cajun Coral reef structures.

27

Through our collaboration with Wetlands International in Senegal, 27 hectares of salt affected land were restored and converted into productive rice fields.

12

Our environmental science programs have resulted in 12 global peer reviewed scientific papers.

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

Through these partnerships, we aim to raise awareness and understanding of the environment, climate change, energy transition and cultural heritage.



Least Tern (Sternula antillarum), South Lafourche, Louisiana.

## CASE STUDY

# Supporting coastal resilience in southern Louisiana

The marine environment of the southern coast of Louisiana in the United States - including its coastal wetlands, marshes and barrier islands - plays a vital role in supporting diverse plant and animal species while helping protect local communities from storms, flooding and land loss.

These valuable habitats continue to face increasing pressure from coastal erosion.

In Louisiana's Bayou region, we are working in collaboration with three conservation groups - Ducks Unlimited, Restore or Retreat, and the Coastal Conservation Association of Louisiana (CCA LA) on five coastal resilience programs. These programs aim to restore, stabilise and preserve the region's coastlines and marine ecosystems.

In early 2025, Duncan's Reef, the largest project to date under CCA's REEF Louisiana program, was completed. The reef features 850 Cajun Coral structures, designed to create essential habitat for marine life, enhance biodiversity and reinforce Louisiana's fishing grounds.

**"From our follow up visits in June 2025 for data collection, we were able to observe the return of the Least Terns (Sternula antillarum). This marks the first time in 11 years these particular birds have been seen in South Lafourche, Louisiana."**

Polly Glover, Program Coordinator, Restore or Retreat.



Cajun Coral modules showing sessile organism growth just a few weeks after installation, South Lafourche, Louisiana.

Nearby, the Port Fourchon Terracing and Living Shoreline Project – delivered in collaboration with Restore or Retreat – has contributed to the return of bird species not seen in the area for many years.

Complementing this work, the construction of 27,000 metres of earthen terraces with Ducks Unlimited further strengthened habitat resilience.

Protecting the Fourchon area is particularly important as it includes Louisiana Highway 1, a primary access route for residents and businesses located in the Fourchon and Grand Isle areas.

"This project incorporates both a well-established restoration technique involving earthen terraces and an innovative approach featuring a nature

based 'living shoreline' known as Cajun Coral," said Andi Cooper, Director of Foundation Relations at Ducks Unlimited.

"Earthen terraces have served as a reliable coastal restoration method in Louisiana since the 1990s. I'm excited to share that just a couple months after construction, we are already starting to see the early colonisation of the Cajun Coral."

In contrast to traditional concrete seawalls, the living shorelines offer habitat for marine organisms and function as effective oyster reefs. Collectively, these terraces and the living shoreline are designed to promote marsh development, enhance biodiversity and help safeguard the community against storm-related events.

CASE STUDY

# Where We Come From: The artists of Ngarluma and Yindjibarndi country

Woodside's collaboration with FORM to deliver the Roebourne Arts Development Program played an important role in strengthening knowledge and understanding of Ngarluma and Yindjibarndi culture, both within the Pilbara region in the north-western Australia, where Roebourne is based and across the State.

The community-led exhibition 'Where We Come From: The Artists of Ngarluma and Yindjibarndi Country', presented at FORM Gallery in Perth, showcased the rich cultural narratives, lived histories and artistic traditions of local Aboriginal artists.

Developed through extensive community consultation, the exhibition reflected a shared desire among Roebourne artists to amplify their stories and deepen public understanding of Country.

FORM worked closely with artists to design a program that provided significant professional development opportunity for artists.

Across the program, artists and curators led cultural learning experiences, with more than 3,300 people engaging with the exhibition. These activities - including gallery walkthroughs, storytelling sessions, panel discussions and children's workshops on kinship systems - offered visitors meaningful insights while helping to broaden awareness of Ngarluma and Yindjibarndi cultural identity and creative expression.

The program strengthened intergenerational and intercultural knowledge exchange, with artists from multiple Pilbara art groups collaborating on curation, interpretation and community engagement. This collaboration supported the continuation of cultural practices and reinforced the central role of art as a vehicle for teaching, sharing and preserving culture.

Our employees also took part in guided learning activities, deepening their cultural understanding and building stronger foundations for respectful, long-term relationships with the communities.

The success of the 'Where We Come From' has inspired plans to replicate the model locally in Roebourne, ensuring that opportunities for cultural learning continue to grow while creating a resilient arts ecosystem that provides long term sustainability for artists and art centres, through diverse income streams.



Cheeditha Art Group artist Sharon Warrie participating in the 2025 Career Development camp, Perth, Western Australia. Photograph by Marnie Richardson.

**The result was a community-led exhibition that celebrated the cultural history of Ngarluma and Yindjibarndi Country while providing artists with hands-on experience in curation, exhibition design and public engagement - skills vital for building sustainable careers in the arts.**

CASE STUDY

# Renewed marine research collaboration with the WA Museum

In 2025, we extended our 28-year collaboration with the Western Australian Museum and the Foundation for the WA Museum until 2030 to support research along the Gascoyne coast, north-western Australia.

The research will provide new insights into marine conservation and increase cultural and historical knowledge. It has the potential to lead to the discovery of many new species.

The first phase of the project will focus on the examination of legacy material held in the WA Museum's collections. This will allow the Museum research team to assess existing collections, identify knowledge gaps and

determine key focus areas for research and fieldwork in the years ahead.

WA Museum CEO Alec Coles said, "The continuation of this vital research collaboration enables us to gain new insights into past and present ecosystems, map species distributions and monitor changes in ocean health. Importantly, it will facilitate whole-genome sequencing and provide key baseline data for biodiversity research and conservation."

Since 2008, our community partnership with the WA Museum and the Foundation for the WA Museum has been pivotal in enhancing the understanding of Western Australia's unique marine biodiversity.

Together, this enduring collaboration continues to deepen our understanding of Western Australia's coastline and strengthen the foundations for future scientific discovery.



A vibrant blue-and-yellow nudibranch resting on a coral reef, Kimberley region, Western Australia.

700+

New marine species discovered

575,000 km<sup>2</sup>

Western Australia's marine sites surveyed

55,000

Specimens catalogued

160

Peer reviewed articles and books

147

Scientist and trainers involved



Children's workshop at Where We Come From, FORM Gallery, 2025, Perth, Western Australia. Photography by Jess Allan, image courtesy of FORM Building a State of Creativity.



Colourful coral, illustrating the diversity found in marine ecosystems, in Western Australia.

# Watheroo Biodiversity Project

The Watheroo Biodiversity Project is a collaborative effort to restore landscapes and support biodiversity in Western Australia's northern Wheatbelt region. The project focuses on having positive biodiversity outcomes for habitats, threatened species and ecological function, through working with government agencies, non-government-organisations and local Indigenous and community groups.

As of December 2025, we have planted approximately 5.5 million seedlings across 8,500 hectares in the Watheroo area. The land under reforestation is adjacent to a large area of conservation estate, comprised of the Watheroo National Park and connected reserves, as well as a significant area of remnant vegetation currently designated as unallocated Crown land. Together the combined area is over 130,000 hectares. In addition to generating Australian Carbon Credits Units (for more information see Section 3.6.7 Carbon credits of Woodside's 2025 Annual Report), the plantings will provide additional habitat for fauna and create connectivity between these areas of remnant vegetation and conservation estate.

Given the significant area of conservation estate in the area, a key relationship for the Watheroo Biodiversity Project is with the Department of Biodiversity, Conservation and Attractions (DBCA) which manage this land. In 2025, we collaborated with DBCA's Turquoise Coast District on a

program to better understand biodiversity within the Watheroo National Park, which covers over 44,000 hectares of land. The program included targeted and passive monitoring of key native species including malleefowl (a threatened, ground dwelling bird), as well as invasive species such as cats, foxes and goats. Outcomes of the program can be used to inform regional conservation priorities and programs to protect threatened species or for invasive species management.

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**One highlight of the Watheroo Biodiversity Project is the support for threatened Carnaby's black cockatoos. These large birds are under threat primarily from habitat loss due to historic land clearing.**

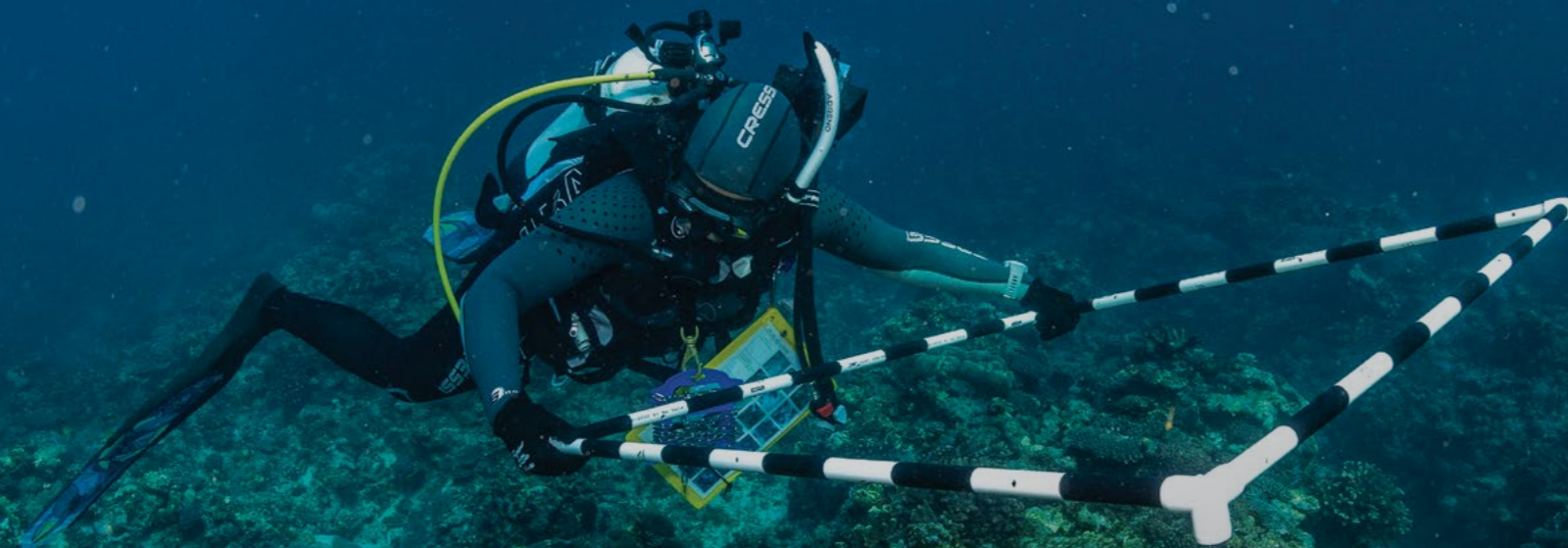
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Together with not-for-profit conservation charity group Carnaby's Crusaders, numerous artificial hollows were installed in 2024 and 2025 to address a shortage of natural nesting sites, because hollows large enough for the species to nest within typically only form in trees well over 100 years of age.

Additional programs within the project include a large scale Light Detection and Ranging (LiDAR) survey to provide insight into the current status of the vulnerable malleefowl population in the region, motion detection camera fauna monitoring, annual bird surveys to track change within the land under reforestation, vegetation surveys to understand current condition of and stressors on remnant vegetation, and management of invasive species.



# Scientists and communities bolster reef understanding



CSIRO researcher conducting coral surveys at Ningaloo, Western Australia.

Western Australia's Ningaloo Coast hosts one of the world's longest fringing coral reef ecosystems, supporting hundreds of species of coral and marine creatures. Its ecological and cultural value led to World Heritage listing in 2011.

Addressing the challenges it faces requires robust scientific research to identify key pressures, understand their impacts and inform effective mitigation and management strategies. This requires up-to-date knowledge of the organisms that build and erode the reef, as well as the environmental factors that influence reef change.

The Ningaloo Outlook program was designed to deepen understanding of the Ningaloo Reef ecosystem and its important ecological value.

The program supported a range of research activities centred on four focus areas: shallow reefs, deep reefs, turtles and whale sharks. It also encouraged active participation by industry staff and the Exmouth community, including local students and teachers.

Ningaloo Outlook established strong collaborations with teachers at Exmouth District High School, working together to create hands-on STEM (science, technology, engineering and mathematics) activities that brought real-world marine science into the classroom. These activities provided students with learning experiences about the Ningaloo region's ecosystem and helped them explore how marine debris affects ocean ecosystems.

Ningaloo Outlook has provided critical data on the health and trends of the region's natural assets, as well as detailed insights into the movements of key fauna to and from Ningaloo. The program also sought to extend existing assessments of corals, fish and turtles to provide new information on the ability of the reef to continue to grow in the face of rising pressures.

100

More than 100 presentations at scientific conferences have been delivered.

65

The research included 65 expeditions involving dozens of scientists, who collected a wide range of data using diverse tools, from autonomous underwater vehicles to satellite tracking devices.

40

More than 40 research papers in international peer reviewed journals have been published.

7

Funded 7 PhD scholarships



The Ningaloo Outlook project has uncovered new discoveries, such as close kin mark recapture (a genetic method that estimates population size by identifying close relatives in DNA samples) being used to obtain estimates of whale shark adult population size in the Indian Ocean using samples from Ningaloo, Madagascar and Tanzania.

Through DNA sequencing, several cases were discovered where animals from Ningaloo shared the same parent as animals in Madagascar and Tanzania, providing the first evidence that whale sharks at sites 8,000 km apart, and on opposite ends of the Indian Ocean, share the same parent.

# Create opportunities

**A\$14.4B** US\$ converted to A\$ using the 2025 average exchange rate of 1.55153.

In 2025 we spent more than A\$14.4 billion in goods and services of which 57% was with Australia suppliers.

**12,000**

We supported Loop Upcycling to create 12,000 hours of employment through our donated personal protective equipment (PPE).

**A\$90.3M**

In 2025 we spent A\$90.3 million with Indigenous businesses in Australia, of which A\$65 million was with Traditional Owner businesses.

**71%**

71% of students participating in the Schools that Learn program in Mexico demonstrated growth in social and emotional skills in 2025.

Our partnerships foster quality education and lifelong learning, bolster community employment and encourage economic diversification.

We remain committed to working alongside not-for-profit organisations, schools, academic institutions and government entities to promote education from early childhood through to career development.



Traditional Owner and Ngartuma Elder Harry Mowarin talks about his vision for Cherratta Lodge, in Karratha, Western Australia.

## CASE STUDY

# Sunnyside collaboration empowers Indigenous rangers

Our support has enabled a team of Indigenous rangers to develop new skills and gain valuable land management experience.

Rangers from the Gnaala Karla Booja Aboriginal Corporation (GKB), which represents Noongar Traditional Owners in the Gnaala Karla Boodja region in south-west Western Australia, successfully installed fencing at our Sunnyside carbon farm near Balingup, 200 km south-west of Perth, in late 2025.

With support from lead contractor Nativ Carbon, the fencing scope was awarded to GKB Impact – a social enterprise driving economic development, cultural heritage protection and community empowerment for GKB members.

The project involved removing 4.5 km of old fencing and installing more than 9 km of new fencing, securing the area for potential livestock grazing in the future.

“The Sunnyside project presented a great opportunity for our rangers to develop new skills in fencing construction, and an excellent platform for our leadership team to improve in areas of project planning, resource management and team coordination,” said Jackie Parker, Chief Executive Officer of GKB Impact.

**“Capacity building is a term often used without fully understanding what it looks like, and the layered resources required to properly achieve it. With multi-tiered support from Woodside, the GKB Impact ranger team were able to immerse themselves in different aspects of land and environmental management, which boosted confidence and skills, and will play an essential role in building economic sustainability and growth of the team.”**

Jackie Parker, Chief Executive Officer of GKB Impact.



Rangers from the Gnaala Karla Booja Aboriginal Corporation (GKB), installing fences, south west Western Australia.

“Exposure to other aspects of this carbon farming project, such as feral animal impact and weed management, created interest within the team to explore and potentially develop other service offerings to support GKB Impact’s future work aspirations.”

Awarding the Sunnyside fencing scope and providing a supporting grant to GKB Impact, enabled important land management skills and experience to be developed and is part of our meaningful engagement with Traditional Owners across our carbon portfolio.

**In 2025, Woodside’s carbon team planted more than two million biodiverse seedlings and over 200 kg of seed across more than 4,000 hectares of land on 12 properties in Western Australia and New South Wales. These are slated to deliver carbon credits to offset a portion of our future Scope 1 and 2 greenhouse gas emissions.**

## CASE STUDY

# Support workforce upskilling and boost economic participation

We recognise the critical role that local businesses play in fostering vibrant, resilient communities across our host regions.

Our partnerships with chambers of commerce and industry reflect our commitment to supporting economic growth and development at a local level. By working closely, we aim to empower businesses, nurture talent and create lasting opportunities that benefit both the community and broader regional economy.

In the North West of Western Australia, our long-standing collaborations with the local chambers of commerce in Karratha, Exmouth and Onslow have evolved in line with local community needs.

The collaboration with the Karratha and Districts Chambers of Commerce (KDCCI) supports three major programs: Pilbara Indigenous

Network Group, The Network (including Pilbara Women in Business), and Grow Local (Business Capability Build Program) as well as other community events such as career expos.

Grow Local helped local business owners unlock their potential and overcome challenges with 17 workshops and 83 business advisory sessions in 2025 on topics including Indigenous engagement, net zero economy and tender writing. There has been significant growth in Indigenous business participation in procurement workshops and leadership training, connecting Indigenous businesses with industry leaders and providing practical skills.

**"Woodside's investment in KDCCI goes well beyond sponsorship, it's a partnership that delivers real economic return for the Pilbara. A strong focus on local procurement helps local businesses win work, grow capability and keep value in the regional economy."**

Sarah Whelan, CEO KDCCI.



KDCCI Careers Expo, Karratha, Western Australia.

**"Woodside's support allows us to deliver meaningful opportunities that empower women, strengthen local leadership and build a more resilient and inclusive Onslow."**

OCCI CEO Bree Maher on the program becoming a vital pillar for women in the community.

In Exmouth, the funding provided to the Exmouth Chamber of Commerce and Industry (ECCI) enables the organisation to run its Business Accelerator program. An annual series of workshops and training activities designed to build local industry resilience by supporting the capability, capacity and connectedness of local businesses.

The Business Accelerator Program is designed to connect local businesses with self-paced online training modules run by specialist third-parties and connects businesses through a micro-credential program with short courses providing certification in industry-relevant skills.

Feedback from attendees highlights the benefits of such ECCI events.

"It was so incredibly important for women in business in such a remote location to have this opportunity to receive information, network and share their challenges and solutions," said one participant.

The funding we provide to the Onslow Chamber of Commerce and Industry (OCCI) enables it to deliver upskilling workshops for local businesses, a support group for female business owners, the Business Excellence Awards and training for Chamber staff.

In 2025, 11 programs, workshops and courses covered topics including marketing, leadership and communication to foster growth of local businesses.

OCCI also hosted five Women of Onslow program events during 2025 to connect female business owners. Feedback from attendees suggests strong support for this initiative.

## CASE STUDY

# Supplier program on the crest of a Blue Wave in Louisiana

Woodside is backing locally owned businesses in southern Louisiana through a collaboration with Blue Wave, a supplier development program bolstering business growth.

Through the program, we sponsored 23 growing businesses, supporting the company's approach to local economic participation with a focus on three key elements: local spend, minority owned (small and medium) businesses and supplier development.

Vice President Gulf of America Paa-Joe Akoto-Ampaw says that with our growing US Gulf Coast presence, the company is proud to invest in the communities where we operate while strengthening relationships.

"Our decision to partner with Blue Wave and support the Supplier Development Program aligns with Woodside's ongoing approach to investing

meaningfully in our communities by creating a sustainable future for locally owned businesses in southern Louisiana," Paa-Joe explains.

The Blue Wave initiative is geared at enabling stronger and more diverse value chains in collaboration with corporations, civil organisations and non-government organisations.

Local suppliers receive mentoring that will help them better understand the international standards required by major corporations and government organisations to compete for higher added-value business opportunities.

The program also helps companies perform self-assessments, identify capability gaps and build development plans. Participants are supported to increase their knowledge and capability by leveraging tools, a library of templates, online training, workshops and consulting services focused on specific challenges.

The 2025 cohort adds to the 80 businesses that have already graduated since the partnership began, building a growing wave of local success.

"This is our fourth collaboration with Blue Wave, having worked with them previously in both the Louisiana region as well as Mexico," Manager Contracts Logan Robertson explains.

**"We're excited to continue our strategic partnership with Blue Wave as it creates an opportunity for locally owned companies to find workable solutions to the numerous challenges faced in finding contracts with larger corporations."**

Logan Robertson,  
Manager Contracts, Woodside.

## CASE STUDY

# Building Senegal's next generation of energy talent

In Africa, through funding for a new technical training program, we aim to create pathways for Senegalese recruited by MODEC for the Sangomar project.

The first cohort of 14 trainees marked the launch of the program in 2025, with a second cohort of 14 set to follow in 2027. The initiative supports Senegal's local content goals by helping develop skilled technicians ready to contribute to the country's growing energy sector.

This collaboration between Woodside, MODEC and the Institut National du Pétrole et du Gaz (INPG) marks an important milestone in strengthening Senegal's energy industry.

The program combines classroom learning, practical workshops and on-the-job training. The first 14 participants, selected from more than 2,000 applicants, complete an intensive course at INPG, followed by advanced modules in France with IFP Training.

"At Woodside, we believe the best investment we can make is in people," said Principal HR Business Partner Aissatou Sy.

"By funding this program, we are empowering local talent and helping to build a confident, capable workforce that will sustain this industry for many years to come," she said.

Beyond the classroom, our support aims to strengthen local teaching capacity, improve training infrastructure at INPG and promote knowledge transfer among community partners.

Our support for local economic participation in Senegal was recognised with a prestigious honour at the 2025 African Energy Week Awards. The annual awards celebrate organisations shaping the future of Africa's energy sector through energy security and positive change.

We were named International Local Content Champion of the Year – Non-African Company, acknowledging a commitment to ensuring local people and businesses play a central role in a major energy project.



Woodside is honoured to be recognised as International Local Content Champion of the Year (Non-African company) at African Energy Week 2025.

**"Woodside Energy demonstrates how international companies can drive real, lasting change in Africa. Through the Sangomar project and its broader partnerships - and now, as the company advances to Phase 2 - Woodside has shown that investing in local talent, suppliers and industrial capacity is not just the right thing to do; it is essential for building a truly sustainable energy sector across the continent."**

NJ Ayuk, Executive Chairman of the African Energy Chamber.

CASE STUDY

# Student Leadership Alliance: delivers student success

In 2025, more than 200 primary school students, participated in the Student Leadership Alliance (SLA), an initiative under the Karratha and Roebourne Education Initiative (KREI) designed to develop leadership and communication skills.



Student Leadership Alliance forum, Karratha, Western Australia.

Schools selected their student leaders for key events and welcomed students aspiring to develop leadership skills. The SLA's collaborative approach ensured opportunities were accessible to a broad range of students, supporting their transition to secondary school and encouraging engagement in leadership roles within their communities.

Activities delivered through the SLA, including leadership days, forums, and Science, Technology, Engineering and Maths (STEM) events, complemented classroom learning by building confidence and teamwork.

"These experiences equipped students with skills in communication, teamwork, resilience,

and decision-making, while fostering readiness for secondary school leadership roles," said Danielle Watson, SLA Coordinator at the Department of Education Western Australia.

Staff observed a record number of students applying for leadership positions for the following year, indicating a growing culture of student leadership and initiative. Younger students were inspired to seek out leadership opportunities, and alumni expressed a sense of belonging and readiness as they transitioned to secondary school.

Parents noted improvements in confidence and maturity, while students reported learning new skills and setting personal goals.

A Faction Captain at one primary school said: "I loved the Leaders' Day. I didn't have a favourite activity as I liked all of it."

SLA also strengthened educational quality through collaborations with organisations such as Pilbara Heart Horses and the Western Australian Space Science Education Centre. These collaborations introduced equine-assisted learning and STEM workshops, expanding access to experiential learning and fostering interest in science and technology.

**"The SLA is creating a pipeline of future leaders by embedding leadership values early and connecting students with secondary school mentors. Feedback from parents and educators confirms the program's positive influence on student confidence and engagement."**

Danielle Watson, SLA Coordinator.

# Supporting education in north-western Australia

93%

of Karratha's 2024 Clontarf Academy Year 12 graduates were successfully transitioned into employment or further study by December 2025.

83%

was the average school attendance rate achieved by Follow the Dream students in Karratha and Roebourne in 2025, compared to the 67%\* average for Aboriginal students across Western Australia.

\* average ATSI attendance (primary/secondary combined) in WA public schools.

220

Indigenous girls and young women were mentored and empowered through Stars Foundation's program in 2025, spanning three key Karratha schools, with 89% of Year 12 Stars at Karratha Senior High School successfully completing their final year.

22

Karratha-based apprentices and trainees, recruited by our partner Programmed Training Services, joined the Woodside Training Academy in 2025, marking a significant investment in the region's future workforce. This intake included seven operator trainees, 10 apprentices, three pre-pathway trainees and two school-based trainees.

# Building future STEM leaders in Houston

In 2024, we launched a two-year collaboration with Friends of Energy Institute, a not-for-profit organisation supporting the Energy Institute High School, in Houston, Texas.

As the first high school in the United States dedicated to a project-based Science, Technology, Engineering and Maths (STEM) curriculum, Energy Institute High School offers students a unique environment where engineering, technology, and problem-solving are embedded in everyday learning.

Through this collaboration, we are strengthening the foundations of STEM education by funding advanced science labs, makerspace equipment, and robotics initiatives. This investment broadens students' hands-on opportunities, enabling them to engage with engineering, design and fabrication, and practice teamwork.

In 2025, our support enabled the delivery of 54 practical physics and chemistry labs for more than 300 students. It also expanded access to robotics opportunities, with over 150 students participating in teams that competed in 17 competitions across Texas.

According to Moises Hernandez, Energy's FIRST (For Inspiration and Recognition of Science and Technology) Robotics Coach, the program has opened new pathways for students: "Woodside's generous support has been a game-changer for our robotics program. It has allowed us to expand Energy Robotics to include a junior varsity team, giving more students hands-on opportunities to explore programming, fabrication, and other engineering disciplines," he shared.

During the FRC (FIRST Robotics Competition) season, Energy's teams earned multiple District Championship finalist titles and were recognised for Gracious Professionalism and the Team Spirit Award. VEX Robotics participation has surged more than 50% from the previous year, growing to four teams including inaugural all-girls and all-freshman teams. They collectively secured seven tournament awards and three invitations to the State of Texas VEX Robotics Championships.



Friends of Energy Institute is powering hands-on STEM learning at Houston's Energy Institute High School.

In 2025, one highlight of the collaboration was a student-led robotics exhibition hosted on campus, where employees gained first-hand insights into the students' robotics projects, highlighting student innovation. Live demonstrations from both the VEX Robotics program and FIRST Robotics teams showcased the school's cutting-edge approach to STEM education.

These outcomes have had a meaningful influence on the school community, as Principal Lori Lambropoulos explained: "Woodside's generosity has truly transformed our campus. The support has helped our robotics and advanced science programs thrive," she said.

As Energy Institute High School continues to expand its STEM programs, our support is helping students push boundaries, test ideas, imagine new possibilities and gain confidence through hands-on learning and competition.

**"This growth means we can reach students earlier in their high school journey, building confidence and technical skills that prepare them for advanced competitions and future STEM careers. Our students aren't just learning—they're innovating, and winning competitions."**

Moises Hernandez, Energy's FIRST (For Inspiration and Recognition of Science and Technology) Robotics Coach.

# Empowering students and educators in Mexico

Schools that Learn is an educational improvement program delivered by Enseña por México in collaboration with Proyecto Nuevo Maestro (PNM), with our support.

The program aims to strengthen students' social and emotional skills, improve academic outcomes, and build leadership capacity among teachers and school principals, helping contribute to positive, inclusive and resilient school communities.

The program has delivered strong, measurable outcomes, with 71% of participating students demonstrating sustained growth in social and emotional skills, reaching the highest levels of emotional wellbeing. In addition, 81% of students improved their academic performance by 12% or more compared with initial assessments.

Enseña por México, a non-government organisation and member of the Teach For All network, recruits young professionals, known as agents of change. The young professionals commit to teaching in schools for two years, supporting educational quality and student wellbeing. PNM works directly with teachers and school principals, strengthening pedagogical practice and school leadership through targeted training, workshops and ongoing educational support.

The program was introduced in 2020 in elementary, secondary and high schools across Tampico, Ciudad Madero and Altamira in southern Tamaulipas. It expanded to Matamoros in 2023 and began operating in preschool institutions in 2024.

To date, Schools that Learn has supported the academic and social-emotional development of more than 13,500 students and strengthened

leadership skills among more than 1,200 teachers and school principals, reaching more than 70,000 people directly and indirectly, including students, educators and parents.

María Delgado, a teacher at Lázaro Cárdenas Elementary School in Matamoros, said the program helped her create a safe and trusting learning environment that supports both academic learning and students' emotional development.

Beyond education, the initiative has also addressed critical infrastructure challenges. Following water shortages in 2024 that forced temporary school closures, we donated rainwater harvesting and treatment systems to schools in Tamaulipas. These systems now supply around 30% of annual water needs in six schools, benefiting more than 6,000 users and supporting safe, functional learning environments and continuity of education.

**In 2025, the Schools that Learn program reached 5,100 students across 25 schools and supported 345 teachers and principals in 12 schools. Teachers report tangible improvements in classroom environments.**



Students participating in the Schools that Learn program, México.

CASE STUDY

# Looking out for each other – helping university students in Louisiana

We are a proud supporter of Nicholls State University in its retention efforts for first-generation and high-risk student populations through our support for the Nicholls Foundation.



Woodside employees visit to Nicholls State University, Thibodaux, Louisiana.

Of the university's students who graduated during the 2024-25 academic year, 100% were either directly employed or accepted into graduate programs, demonstrating that our investment in aiding student success is having a tangible benefit for scholarship recipients and program participants.

Central to this success is the Woodside Living Learning Community (LLC) which is designed to promote the connection between first-year students (called "freshmen"), mentees and upperclassmen mentors (students in following years). LLC members live near each other on campus and engage in a designated space in the residence hall, with a new cohort welcomed each year.

Woodside LLC is an academic program that unites students through celebrating common and individual experiences, ultimately guiding participants to flourish and succeed in all facets of life.

It seeks to empower young men and women to see their intrinsic worth and foster a legacy of mentorship, leadership, equality, academic success and professionalism.

The Woodside LLC fosters this academic and social engagement through leadership conferences, team-building events, community service activities and recruitment events among continuing and first-time Nicholls students.

Adriana Magallon is one Nicholls State student who believes the Woodside Energy LLC has helped foster community and new friendships among young women in her group.

"It is awesome to have a space of our own for events, study groups, and when promoting our organisation," Adriana said.

"Without this space, this group of students would not have a meeting place to call our own."

**"We're so pleased to have Woodside's partnership. With its generous support, this LLC plays a key role in enabling lasting friendships and valuable career and academic connections. The Woodside LLC is dedicated to creating an environment where students can grow, form deeper connections, setting them up for success during their time at Nicholls and beyond."**

Lacey Hoffpauir, Chief Innovation Officer, Nicholls State University.

CASE STUDY

# Accelerating innovation through global collaborations

In 2025 we invested more than A\$35 million in our collaborations with universities, technology partners and commercial ventures to advance new ideas and technologies.

By combining our core capabilities with global engagements, we can tackle complex challenges and drive continuous improvement in business innovation.

To turn ideas into impact, innovators need access to customers, investors and strategic partners. That is why we co-created a unique opportunity for Australian start-ups to accelerate climate innovation on a global stage.

In September 2025, we collaborated with Greentown Labs to deliver a Start-up Exchange in Houston, held during the Houston Energy and Climate Start-up Week. Together with Equinor, the program brought seven start-ups – including three from Australia – to one of the world's leading energy hubs for a week of high-impact engagement.

**"For early-stage start-ups like ours, it's really good to get introductions to big corporates, knowledgeable people on the topic, and the possibility to pitch at various events."**

Jasper Bouwmeester, CEO of SpiroPak on the exchange opening doors.



Jasper Bouwmeester pitching SpiroPak's innovation at the Start-up Energy Exchange in Houston, hosted by Greentown Labs in collaboration with Woodside.

The entrepreneurs participated in pitches, curated meetings, panels, and networking that provided exposure and the opportunity to form and nurture key relationships in the United States market. The week culminated with a large pitch and panel discussion event at the infamous Ion, which gathered more than 350 attendees.

The impact was clear to Gabrielle Hall, Australian Consul-General and Trade and Investment Commissioner in Houston.

"In my 10 years in government I've never seen a corporate lead a delegation of startups to an international market and put together something like this... Normally it's governments that do this. It's the epitome of a customer-driven approach," said Gabrielle.

The exchange illustrated how we can be the connector that opens international markets to early-stage entrepreneurs. The success of the event was demonstrated in the weeks following the program, with start-ups reporting ongoing discussions with several energy majors' technology scouting teams and early pilot conversations emerging from introductions made in Houston.

A key insight from the Greentown Labs was international collaboration thrives when driven by market demand and anchored in trusted relationships. Initiatives like this showcase what's possible when innovation, industry and international collaboration align to scale solutions that matter.

# Build resilience

A\$1.125M

## Western Australia

Contributed A\$1.125 million to the Telethon Appeal. Key outcomes included funding two neonatal transfer systems for the Royal Flying Doctor Service in the Pilbara and Kimberley, and expanding Supertee's support for pediatric patients at Broome Hospital.

40,000+

## Louisiana

Delivered food assistance to 40,000+ people in need through our partnership with Bayou Community Foundation.

430

## Timor-Leste

Supported the Order of Malta and ALOLA Foundation in delivering medical treatment to more than 430 patients for critical conditions like respiratory infections and hypertension.

120

## Senegal

120 women trained and equipped, new sources of income created and literacy strengthened through our partnership with PanAfricare.

Woodside employees supporting Telethon in the Channel 7 call room.



Working closely with our partners, we support the development of 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.

## CASE STUDY

# Improving healthcare access in remote areas of Timor-Leste

Remote communities in Timor-Leste, particularly in Manufahi Municipality, in central Timor-Leste, face significant barriers to healthcare due to rugged terrain, poor infrastructure and a shortage of health professionals.

Recognising these challenges, the Health Outreach Program was launched. The initiative aligns with the Ministry of Health's Programa Integrado Saúde (PIS), and aims to deliver essential medical services directly to underserved villages.

To establish the program, the Alola Foundation and Ordem de Malta Clinic (OMC) met with local stakeholders in Manufahi to introduce the program and identify collaboration opportunities. Within months, OMC and the Alola Foundation, joined SSK Same and SSK Alas to launch the program's first activation in the remote communities of Manus and Naelebok located in the Taitudak village, Alas Administrative Post.

The program provides a mobile clinic that also acts as a refrigerated vaccine carrier to the local health centres, strengthening cold chain management, and

delivering integrated services such as antenatal care, vaccinations, nutrition screening, tuberculosis consultations, dental care, and health education.

In 2025, more than 430 patients received treatment for conditions like respiratory infections and hypertension. To deliver this service, a multidisciplinary team—including nurses, midwives, a general practitioner, pharmacist, and nutritionist—set up temporary clinics in local gathering spaces.

"For people living in remote areas, the nearest hospital might be many hours away over difficult roads. Many people cannot afford the transport or are too sick to travel.

"We are very pleased because this is the first time we have had a proper check-up in years," one resident of Manus Aldeia said. "It means a lot that you came all the way here to see us."



Bringing essential healthcare closer to home—Woodside and Sunrise Joint Venture partners delivering mobile medical services to remote communities in Timor-Leste through the Health Outreach Program.

The second phase of the program brought vital medical services to Wesar and Weberec, two remote villages in Dotik, Alas, Manufahi. Previously, residents faced long, difficult journeys to reach healthcare, often allowing minor illnesses to become serious.

**"The mobile clinic removes this geographic barrier. By bringing the 'clinic on wheels' to the heart of the community, even the most isolated people receive the same high-quality care as those living in the city."**

Dr. Haunara Caldas, Family Medicine, Ordem de Malta Clinic.

Local parents also see the benefits. Joana, a mother from Wesar was able to access care for herself and her children. Like many others, Joana often postpones medical visits due to the exhausting walk required to reach the nearest health post. By removing barriers of distance, time and cost, the program delivered immediate impact by providing not only medical care but also hope – empowering residents to protect their health without needing to sacrifice their livelihoods.

"We are happy because we can directly have a consultation in our place," said one resident. "No need to have long walks to get consultation and it was free including medicines, also, we can bring our family to get the same services."

## CASE STUDY

# Helping Senegalese women gain economic independence – and find their voice

In Senegal, we have partnered with PETROSEN, the State-owned petroleum company, in supporting PanAfricare to assist women diversify their sources of income.



Linguères de l'Émergence members, Senegal.

In Toubab Dialao, a picturesque fishing village about 50 km south of Senegal's capital, Dakar, some of its women belong to a local business group called Linguères de l'Émergence ('Women Leaders in Economic Empowerment'). For a long time, their lives were organised around the rhythm of the tides, as fishing was more than just a means of subsistence – it was the heart of community life.

With headquarters in Dakar, PanAfricare is founded and led by Africans, with roots going back half-a-century to Africare – a non-government organisation that pioneered participatory development programs and built strong relationships with communities across sub-Saharan Africa.

Our support enables workshops introducing the people of Toubab Dialao to more diversified sources of income, including soap-making, fruit and vegetable processing, and the production of

local juices using local ingredients. In 2025, 28 workshops were held, training more than 540 women. For the first time, the women could create products that had value year-round, independent of the ocean's tides.

The women also began learning Wolofal, the written form of Wolof – a widely spoken language in Senegal. What began simply as reading and writing lessons, soon became a source of pride.

From an entrepreneurial perspective, learning written Wolofal enabled the women to keep records, organise production and improve communications. It also strengthened their confidence, created positive effects within their families and communities, and fostered greater participation and economic empowerment.

With new skills, growing confidence, and the equipment needed to apply them, the group began

producing and selling their products – both to the group's members and at the local market. Income became more stable, and responsibilities are now shared with greater confidence.

Improved literacy levels enable the women to take on tasks previously handled only by an accountant, reducing reliance on a single person. Instead of depending entirely on the uncertainty of the sea and weather, they now run their own activities, plan ahead, and manage resources more predictably and with less pressure.

The profits generated by their activities also enabled women to reinvest in their projects, supporting their goal of becoming fully self-reliant.

Adja Fatou Dramé, President of Linguères de l'Émergence, a local economic group, said, "Now, even without fishing, we have other activities thanks to PanAfricare's trainings."

"This project has opened many doors for us. We now make soap, process fruits and vegetables such as coconut-ginger, and produce local juices."

The impact in Toubab Dialao is clear: 120 women have been trained and equipped, new sources of income created, and literacy strengthened.

The benefits go even further. Something deeper has emerged: the women now display greater confidence and independence and enjoy a stronger voice within their community.

**"Some of us can now read and write in our own language. It may seem small, but for us, it has opened a new door."**

Workshop participant.

## CASE STUDY



Transforming donated PPE into durable new products - building confidence, earning income and creating a fresh start through Loop's upcycling program. Western Australia.

# Turning textiles into opportunity

Adopting an innovative approach to social and environmental impact, we have joined forces with Loop Upcycling – a Western Australian social enterprise at the forefront of textile upcycling.

Through our partnership with Loop Upcycling redundant PPE is transformed into practical, high-quality products – reducing textile waste, creating inclusive employment, and supporting a shift to a circular economy.

Loop's environmental outcomes are matched by strong social impact. The organisation supports people experiencing or living with disadvantage by helping them overcome barriers to employment. Its model provides flexible, paid work tailored to individual circumstances, alongside opportunities for skills development, mentorship and confidence-building. Through purposeful work and participation in a supportive team environment, participants can reconnect socially and progress toward their personal and professional goals.

Since 2022, Loop has supported more than 80 people through its training and employment programs, many of whom may otherwise have faced significant barriers to work. Participants include people with lived experience of domestic violence, refugees and people exiting incarceration.

Junie (not her real name) joined Loop after leaving a situation characterised by domestic violence. She began with part-time shifts learning basic sewing and quality control. "I'd lost all confidence and hadn't worked in years," Junie said. "Coming to

Loop helped me rebuild my sense of purpose. It's more than a job – it's being part of something that's giving people and materials a second chance." Junie now supports onboarding and mentors new participants starting their employment journey.

**"The partnership demonstrates how social procurement can create jobs, reduce waste and strengthen communities."**

Franco Randazzo, CEO and Managing Director of Loop Upcycling.

This year, the program created more than 12,000 hours of flexible, supported employment and produced more than 3,400 upcycled items, including tote bags, laundry bags, laptop sleeves, dog vests and bucket hats. The program welcomed 18 new participants, many transitioning from community service or reintegration programs into sustainable paid roles. Several participants have progressed into supervisory or design assistant positions within Loop's operations.

Loop estimates that every A\$1 spent generates approximately A\$2.80 in social value, supporting skill development, wellbeing and community inclusion. As Loop expands its operations and training facilities, the partnership continues to create local employment opportunities while contributing to a more inclusive and circular economy.

# Strengthening grassroots capacity through Woodside community grants

At the heart of our community grants program is a commitment to supporting grassroots initiatives that matter most to our communities whether that means improving community spaces, enhancing liveability or celebrating local talent.

These grants provide valued support to local community and not-for-profit organisations, reflecting our commitment to develop opportunities for community wellbeing.

Each grant ensures funding reaches those groups best placed to make a direct and lasting impact.

For more than two decades, our grants program in the north-west of Western Australia (WA) has supported local communities in meaningful and enduring ways.

Our support enables a wide range of local projects, such as the purchase of solar generators, cyclone resistant security screens, sports and IT equipment, furniture, and essential canteen and first aid supplies.

In 2025, Karratha Community Garden used their grant to partner with Pilbara Heart Horses, delivering equine assisted learning activities that promote emotional and physical wellbeing while fostering connection and care in a natural setting.

"Thanks to Woodside's support, Plant with a Pony created a gentle entry point into the garden for new members, and volunteers. The program strengthened community partnerships, increased engagement, and a supported sense of care for this place." Kirstin Hunter, Chairperson - Karratha Community Garden.

In Exmouth, WA, a grant awarded to the Exmouth Playgroup enabled a much-needed refurbishment of its outdoor area after many years of wear from constant use, sun exposure and cyclone damage. The transformed space now features a sensory based outdoor play environment, providing children with opportunities to build their senses and develop fine motor skills in a safe and engaging setting.

In the South West of WA, we supported Indigenous businesses with essential resources such as fencing and planting equipment, while in Victoria, our grants were awarded to two surf lifesaving clubs, who both used the funds to help improve first aid and rescue capability among members.

In Louisiana, United States, our grants supported communities through collaborations with the Community Foundation of Southwest Louisiana (Good Neighbour Fund) and the Bayou Community Foundation.

Through the Good Neighbour Fund, we provided funding in the Calcasieu Parish area to support local schools, first responder organisations, and not-for-profit groups in delivering emergency relief. Our contributions help to address urgent local needs, and advance initiatives that strengthen community wellbeing.

Our collaboration with the Bayou Community Foundation is helping vulnerable people in Terrebonne, Lafourche, and Grand Isle Parishes by supporting food banks and food distribution services, as well as providing capacity-building programs targeting education, workforce development, and community wellbeing.

"Hunger is on the rise in Terrebonne and Lafourche as local residents of limited means, particularly

children and seniors, continue to struggle with the impacts of Hurricanes Ida and Francine and cuts to food assistance programs," explains Daisy Cheramie, Executive Director of Terrebonne Churches United Food Bank, the recipient of a US\$25,000 grant from Bayou Community Foundation. "This investment from Bayou Community Foundation through its partnership with Woodside Energy helped us purchase and distribute food to feed more than 40,000 neighbours in need to fill this critical need. Together, we are



Students enjoy equine-assisted learning at Karratha Community Garden, Karratha, Western Australia.

**"These projects demonstrate the tangible impact of our community grants. By addressing critical infrastructure needs in schools, particularly those affecting girls' attendance, we are supporting stronger educational outcomes and more resilient communities."**

Mame Fatou, Senior Adviser, Corporate Affairs Senegal.

fighting hunger in our Bayou Region."

In Senegal, our community grants focused on strengthening access to education and improving learning environments, particularly for children and young girls in underserved areas.

At Joal School, community grant funding supported the construction of sanitation facilities. This initiative addressed critical hygiene and safety needs and has contributed to improved girls'

school attendance and retention by fostering a more inclusive and dignified learning environment.

In the Sine-Saloum region, construction of two new classrooms at Dionewar School is progressing well and is expected to be completed by the first quarter of the year. In rural areas such as Dionewar, each classroom can accommodate up to 60 students, significantly expanding local capacity and access to education.

# Community support and philanthropy

US\$800K

**United Way Houston**

Giving back to the Houston community.

A\$43.4K

**The Push-Up Challenge**

Supporting Lifeline WA and Headspace.

A\$294K

**MACA Cancer 200 Ride**

Raising funds for cancer research.

A\$58.6K

**End of year appeal**

Supporting the Salvation Army and International Red Cross.

A\$91.1K

**Movember**

Supporting mental health through the Movember Foundation

A\$29.8K

**Australia's Biggest Morning Tea**

Supporting Cancer Council Western Australia.

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

Woodside team members participating in the MACA Cancer 200 Ride.



## CASE STUDY

### Hands across borders: global volunteering impact

In 2005, we were one of the first companies in Australia to introduce corporate volunteering. Over the past two decades, our employees have contributed more than 150,000 hours to support community groups and not-for-profit organisations.

Our employees' enthusiasm has helped embed volunteering into our company's culture and our volunteering partners often applaud our staff for their passion, dedication, and unwavering commitment to giving back.

This appetite for giving back shows no sign of diminishing.

In 2025, more than 1,900 employees (about 41% of our global workforce) contributed 14,049 hours supporting community groups and not-for-profit organisations. From preparing food

hampers for disadvantaged families in Mexico and donating blood in Singapore, to helping wildlife sanctuaries in Perth and packing essential supplies in Houston, our employees continually contribute with empathy, enthusiasm and energy.

Dan, a member of the Karratha community for nearly 30 years, has coordinated our volunteering in the Pilbara city for the past 11 years.

"Looking at the support Woodside provides through corporate volunteering to local organisations gives me a huge sense of pride," she declares.

**"Volunteering makes me feel proud, it makes me feel like a part of my community, and it gives me a sense of belonging to be able to give back."**

Sonja, a dedicated United Way Campaign volunteer, explains her motivation.



Woodside employee Dan loves giving back - championing corporate volunteering in the North West and supporting the Karratha State Emergency Service in her own time.

Her advice to those contemplating volunteering? "Just do it! It's so rewarding to know that something you've done can assist someone in need."

Across the other side of the world, our staff in our Houston office eagerly await the United Way Campaign every year. In 2025, 327 volunteers got involved in a range of activities to support residents in deprived communities.

Many of our employees throughout the world share a commitment to donating blood so lives can be saved. Across three days in 2025, seven members of our Singapore office donated an estimated 10 pints of blood and plasma products, potentially saving up to 30 lives.

David, a seasoned organiser of donation drives in the 'Lion City' and an enthusiastic donor himself, encourages others to give whenever they are able.

"Have fun with your team while saving lives," he suggests.

We are already looking forward to the International Year of Volunteering in 2026.

"Our teams are excited to continue supporting the most vulnerable in our communities and strengthening the bonds that make us One Team," Tony Cudmore, Executive Vice President Sustainability Policy and External Affairs says.

Volunteering provides valuable opportunities to support local needs and helps our people connect with the communities in which they live and work.

At Woodside, we are proud to reflect on the positive impact our employees have made – and will continue to make – through their efforts in our host communities.

## CASE STUDY

# Celebrating impactful partnerships and strengthening community ties

Our inaugural 'Community Connect – Impact in Action' brought our staff and community partners together so they could get to know each other better and learn more about the positive impact our collaborations are having.



Woodside's Community Connect – Impact in Action brought employees and Perth-based community partners together to celebrate collaboration, share stories and strengthen the connections creating positive impact across Western Australia.

Julie Fallon, Executive Vice President Technical and Energy Development, attended and reflected on Woodside's enduring commitment to supporting WA community organisations.

"Community Connect was a celebration of Woodside's long history of supporting the community through the tireless work of some of our valued community partners and the impact they create."

"The event gave our people the opportunity to learn more about Woodside's collective work in community, and for our community organisations to engage and grow their networks and support base."

The event featured interactive booths which provided a platform for staff to connect with some of our long term community partners such as the Clontarf Foundation, WA Museum

Foundation, WA Youth Orchestras, Scitech, Your Toolkit and Yirra Yaakin Theatre Company.

It provided the opportunity for engaging discussions between our employees and community partners and also for the partners themselves to interact with each other.

From cultural custodians and life savers to innovators and artists, every partner enthusiastically showcased the diverse and meaningful impact their contributions were making through successful collaboration.

Community Connect was generally regarded as a resounding success, with most participants noting in post-event surveys that the event strongly aligned with our core values.

Employees further shared how proud they were of the breadth and diversity of our community support.

Significantly, 82% of community partners reported making new connections with other

**"We found the Woodside employees to be generous and genuinely curious about what we had to say about our relationship with Woodside."**

Peter, Partnership Manager at Yirra Yaakin Theatre Company.

organisations, promising the opportunity to extend the collaborations. Community partners also highlighted how engaged our employees were in the community work being displayed.

Julie said the event was a valuable showcase of our commitment to strengthening communities and making a meaningful, positive impact in WA.

"Our community partnerships are driving real progress in building a stronger, more resilient community," Julie emphasised. "And it was inspiring to see so many Woodsiders interested in the great work they are doing."

## CASE STUDY

# Enduring partnership with Jawun

In some regions of Australia, Indigenous communities often encounter unique challenges in accessing resources and opportunities for sustainable development.



Woodside employee Sandip (centre) at Gnaala Karla Booja Aboriginal Corporation, South West Australia.

Since 2012, we have partnered with Jawun, a not-for-profit organisation that facilitates corporate and public sector secondments into Indigenous organisations across urban, regional, and remote Australian communities.

Through this collaboration 108 employees have contributed their expertise to help address the community challenges, building lasting relationships and supporting Indigenous-led priorities.

Over half of our alumni remain actively engaged with their host Indigenous organisations, with 75% participating in ongoing Indigenous-related projects or initiatives, demonstrating the enduring impact of the community partnership.

By building lasting connections, this community partnership is creating collaborative networks that continue to benefit communities beyond the initial secondment.

Jawun CEO, Shane Webster said: "Our partnership with Woodside demonstrates what's possible when organisations commit to Indigenous-led priorities. Together, we're building capacity, fostering leadership, and creating pathways for sustainable change. The ongoing collaboration is a testament to the power of shared vision and mutual respect."

**"Working alongside Aboriginal leaders gave me a profound appreciation for their history and culture. It also offered me a unique opportunity to collaborate with and contribute to the amazing journey they are on. Their spirit and commitment to sustainable change inspired me to think differently about the role of corporate partnerships in local community development."**

Sandip, reflecting on the experience.

Our secondees continue to have highly favourable impact on Indigenous organisations. In 2025, nearly all (97-100%) of responding Indigenous organisations reported our secondees transferred valuable skills, and strengthening strategy, governance, systems, and collaboration.

Alumni experiences demonstrate the community partnership's significant influence on attitudes and awareness regarding Indigenous issues. 88% of alumni said their secondment increased awareness and discussion of Indigenous issues, while 98% reported a positive shift in their perspective on social change and the role of Indigenous communities.

In 2025, Sandip from our Technical and Energy Development team became the second International based participant to join the Jawun program.

During Sandip's secondment in the South West region of Australia, he played a key role in strengthening community partnerships by developing a strategic partnership plan for the Gnaala Karla Booja and the Harvey Aboriginal Corporations, respectively.



CASE STUDY

# Woodside Development Fund

## Helping communities shape tomorrow

Communities are navigating complex challenges—challenges without single or simple solutions. In 2014, we asked: How can we best support the growth of strong, healthy, and sustainable communities?

The answer was the Woodside Development Fund (WDF): a 10-year commitment to improving early childhood outcomes in communities.

The WDF was a shift away from the traditional single partner community investment to a portfolio of catalytic initiatives—many place-based— to strengthen the systems supporting children aged birth to eight years, the most critical years of human development. The WDF showed how business and communities can drive change together— disrupting systems, influencing policy, and delivering long-term impact.




It took a bold, long-term approach—investing in the parts of the system that shape outcomes for children and families.

**"No-one understood place-based models or framework[s], what was needed, who were needed to come together. This has shifted and Woodside has been an important part of that journey."**

A member of the ECD Focus Group reflected.

Guided by input from more than 100 early childhood experts and community members, the WDF backed community-led initiatives, used evidence to inform its decisions, and tracked impact through a shared outcomes framework.

**The WDF targeted investment in three focus areas critical for lasting change:**

-  Collaboration
-  Capability
-  Advocacy

As an early mover in early childhood systems change, the WDF played a catalytic role in:

- Driving social innovation through place-based programs
- Shaping Australian national policy through advocacy efforts
- Building community ownership and shared value
- Demonstrating the power of long-term corporate funding to help shift systems

**"It was ahead of its time...They empowered local leaders to develop their own outcomes framework... It became a genuine community empowered movement."**

ECD Sector Leader.

Across a decade, the Woodside invested A\$16.5 million through the WDF, supporting 17 initiatives.

Throughout this period, positive shifts were observed in outcomes, each shaped by vastly different local contexts. The results translated into meaningful changes for people, places, and programs on the ground.

Through co-designed solutions, supporting long-term outcomes, and empowering local leadership, the WDF contributed to building local capacity, improving services, and influencing policy. Demonstrating how business and philanthropy can work together with communities to support lasting, meaningful change.

CASE STUDY

# Demonstrating Impact

Capacity building and facilities established through WDF-supported programs in Senegal and Myanmar helped unlock additional investment, amplifying long-term impact.

In Kwinana and Cockburn in Western Australia, the Connecting Communities for Kids (CCK) innovative, community co-designed Maaraka Dabakan program improved early identification of developmental concerns, driving a 27% increase in referrals year-on-year.

Three partners in Myanmar, Kwinana/ Cockburn near Perth in Western Australia and on the Dampier Peninsula in the Kimberley region of Western Australia successfully transitioned to community-led models, backed by strong local ownership and engagement.

In Senegal, the WDF program helped shape the country's national preschool reform after the program demonstrated the impact of its early learning approach using strong evidence and evaluation to build credibility and influence national policy.

The Cost of Late Intervention report (2019), co-funded by WDF, quantified the long-term economic consequences of inaction, helping to, and changed the conversation. "It really shifted the narrative," one stakeholder noted. "Early intervention isn't a compelling case. But reframing it 'if you don't do these things, it will cost you' that opened doors."

In Ayeyarwady, Myanmar where early childhood services were previously unavailable, playgroups and health checks were established across 50 villages. Each reporting period, around 2,600 children attended the playgroups.

Through evidence-based training, over 87% of 700 teachers and 43 inspectors in Senegal reported improved skills, marking an important shift in a country where fewer than 1 in 5 children access pre-primary education.



The journey wasn't without challenges. Evolving community needs, reduced internal resourcing, weaker alignment in regions without a long-term presence, and difficulties in sustaining funding for some partners limited momentum at times.

Yet its flexible, trust-based approach enabled community-led innovation, strengthened services, and attracted new investment offering valuable lessons for future funders committed to meaningful, long-term change.

As one community partner and ECD sector leader put it: "We need to have an innovation space for testing new ideas. This was Woodside's point of difference. WDF was a hidden gem".

The WDF backed people who knew their communities and their sector; it gave partner organisations room to lead, and stayed committed to lasting change. This approach wasn't just about delivering programs. It was about creating the conditions for impact that could live well beyond the WDF itself. <sup>1</sup>

<sup>1</sup> Data in this case study is taken from the ten-year review of the WDF, undertaken by an independent consultancy in 2025. The review included analysing data from partner reports, as well as undertaking interviews with, and surveys of, early childhood sector experts, representatives from WDF partner organisations and internal stakeholders.



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## HEAD OFFICE

Woodside Energy Group Ltd  
Mia Yellagonga  
11 Mount Street  
Perth WA 6000  
Postal Address  
GPO Box D188  
Perth WA 6840  
Australia

T +61 8 9348 4000  
E [companyinfo@woodside.com](mailto:companyinfo@woodside.com)