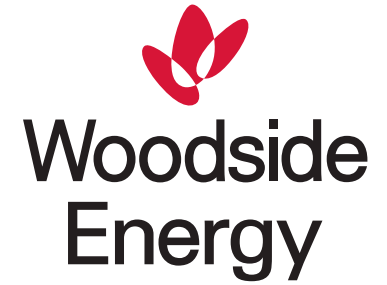


Reconciliation Action Plan Report 2024



About Woodside

Woodside Energy is a global energy company founded in Australia. We provide the energy the world needs to heat and cool homes, keep lights on and support industry.

Our strategy is to thrive through the energy transition by developing a low-cost, lower-carbon, profitable, resilient and diversified portfolio. This strategy is underpinned by three goals: providing energy; creating and returning value to shareholders; and conducting our business sustainably.

For Woodside, a lower-carbon portfolio is one from which the net equity Scope 1 and 2 greenhouse gas emissions, which includes the use of offsets, are being reduced towards targets, and into which new energy products and lower-carbon services are planned to be introduced as a complement to existing and new investments in oil and gas. Our Climate Policy sets out the principles that we believe will assist us achieve this aim.

We are playing our part in the energy transition to a lower-carbon future by supplying vital energy for the world's needs today and investing in new energy for tomorrow.

Our values guide all that we do and underpin our continued focus on safety, environmental and social performance. We recognise that our success is driven by our people and our culture. We aim to deliver superior shareholder returns by creating and growing value for customers, stakeholders and communities.





Acknowledgement of Country

Woodside recognises and respects the rights, cultures, histories and aspirations of Aboriginal and Torres Strait Islander peoples, and their continuing connection to Environment.

We acknowledge the Murujuga Custodian groups - the Ngarluma, Mardudhunera, Yaburara, Yindjibarndi and Wong-Goo-Tt-Oo peoples — and the Whadjuk people of the Noongar Nation, Traditional Custodians of the land where our Perth headquarters, Mia Yellagonga, stands.

Consistent with our First Nations Communities Policy, We do this through building respectful relationships and partnerships with First Nations communities where we are active, in the areas where they are most interested in.

We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples across Australia and Indigenous nations globally.

About the Artist

The Late Mrs E.Y. Porter was a highly respected artist, cultural leader, and founding pillar of Warakurna Artists. Born at Wirrkural near Lupul on the Jameson Road out of Warburton Mission, Mrs Porter grew up walking the lands now known as Mantamaru, Papulankutja and Irruntju. Around the age of ten, she moved with her family to Warburton Mission, attending school and maintaining strong ties to Country during holidays.

In the late 1960s, Mrs Porter and her husband moved to Docker River, where she worked as a health worker.



E.Y. Porter (1948-2025)

Indigenous Artist

Foreword

This Reconciliation Action Plan Report is an opportunity to pause and reflect on the steps we have taken at Woodside, and the work that still lies ahead.

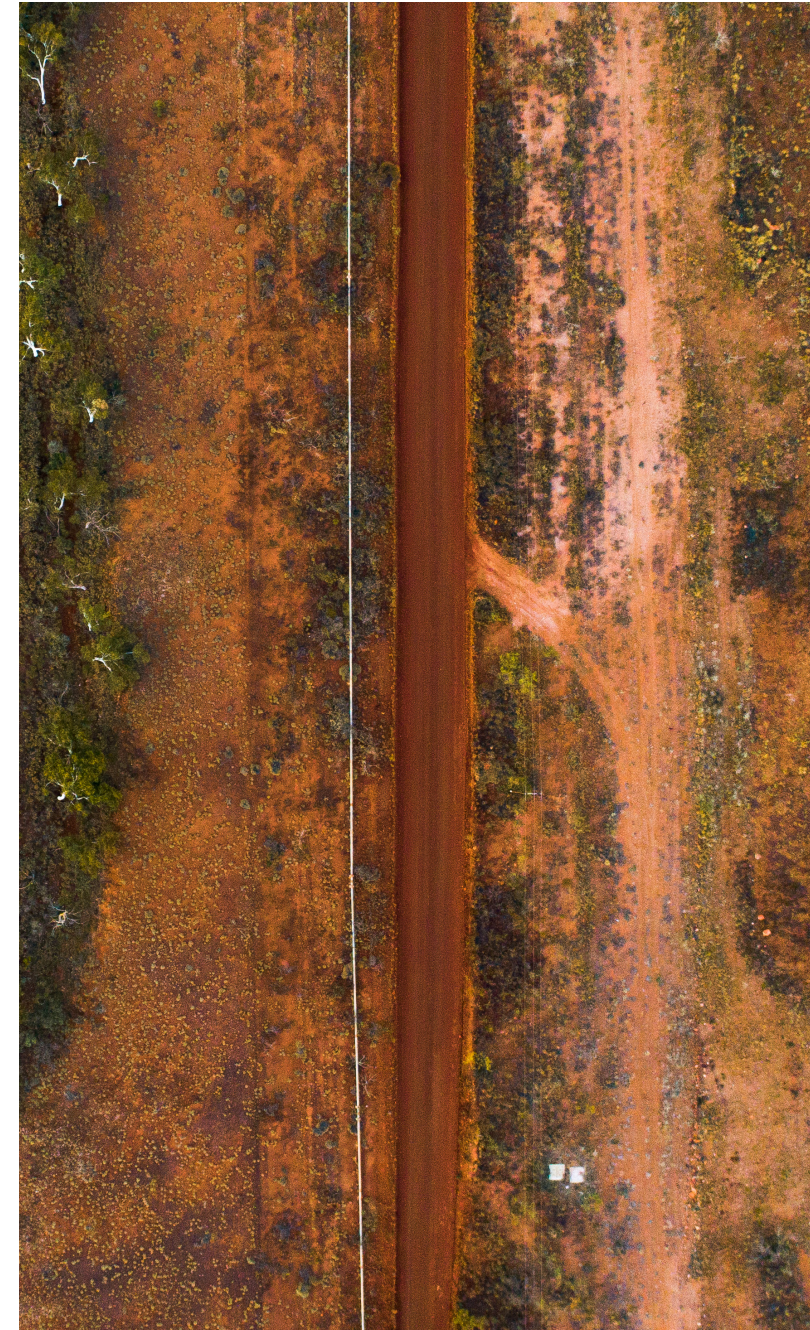
Throughout 2024, we have focused on building strong, enduring relationships with First Nations peoples. Each step matters, from supporting Traditional Owner-led businesses like Cherratta Lodge to growing employment pathways through the Indigenous Wharf Traineeship and celebrating Indigenous leadership through programs like the Executive Indigenous Leadership Program and Cape York Indigenous Leadership Development Program.

We are proud of what we have achieved so far. But we know reconciliation demands more than moments of progress. We will keep listening, learning and remaining committed to improving by moving forward together.

Building capability from within, investing in people, communities and businesses, is integral to realising stronger, self-determined futures.

Woodside's First Nations Communities Policy guides and underpins this work. It reminds us that reconciliation is a living commitment grounded in recognition, trust and meaningful engagement.

We are committed to staying the course and look forward to continuing this work: walking together, learning together, and shaping a stronger future and shared outcomes together.

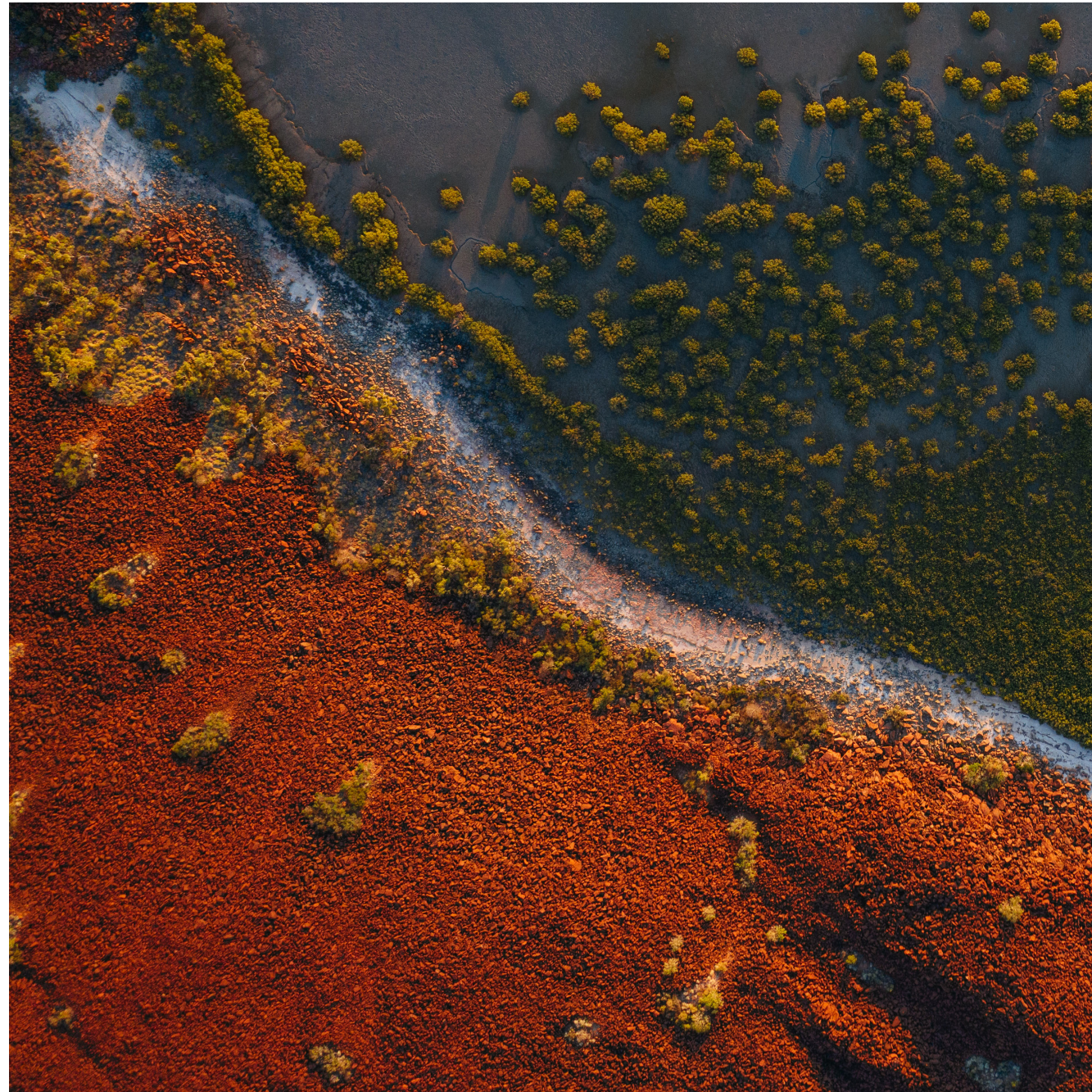


Our Vision for Reconciliation

Woodside's vision for reconciliation is to partner with Aboriginal and Torres Strait Islander peoples to create positive economic, social and cultural outcomes.

We seek to reflect on our shared history, empower Indigenous voices, and work together towards a better, shared future.

Through building respectful relationships, creating opportunities for participation, and protecting cultural heritage, we aim to contribute to strong, sustainable communities and to support self-determination and pride for future generations.





2024 RAP Outcomes Measurement and Performance

Woodside's Reconciliation Action Plan (RAP) Outcomes Measurement Framework tracks progress across nine indicators aligned to the four pillars of Respect for Culture and Heritage, Capability and Capacity, Economic Participation and Stronger Communities.

Each indicator is assessed annually and rated on a five-point scale, with a score of 2 representing the 2020 baseline and a score of 5 indicating outstanding performance. The 2025 targets were set to reflect the ambition of our Elevate RAP commitments.

The spider graph illustrates Woodside's 2024 performance (green line) compared to the 2020 baseline (blue line) and 2025 targets (orange line).

2024 Results Commentary

In 2024, Woodside continued to make strong progress across key areas of our RAP commitments.

4.5 score achieved by **Cultural Heritage Management**

reflecting ongoing collaboration with Traditional Custodians and a strengthened focus on cultural values informing our operations.

4.4 score achieved by **Contribution to Self-Determination**

exceeding our 2025 target and demonstrating the impact of community-led initiatives and Traditional Owner partnerships.

4.3 score achieved by **Indigenous Business Participation**

highlighting the success of procurement strategies designed to build enduring commercial relationships with Indigenous suppliers.

4.0 score achieved by **Promoting Reconciliation**

reaching the 2025 target one year ahead of schedule.

We also saw encouraging progress in areas such as **Workforce Cultural Competency (3.0)** and **Indigenous Employment (3.0)**, with a continued focus on improving cultural learning participation and Indigenous representation across all levels of the organisation.

Opportunities for improvement remain in **Contribution to Increasing Capability and Capacity (2.9)** and **Indigenous Employee Growth and Development (3.4)**. These results highlight the need to further strengthen leadership pathways and targeted support to enable career progression for Indigenous employees.

We remain committed to building capability from within, by investing in Indigenous employment, development, and leadership initiatives, and ensuring that Aboriginal and Torres Strait Islander voices continue to shape our business and our future.

Woodside's First Nations Policy, along with our partnerships with Traditional Custodians, communities and Indigenous organisations, will continue to guide our actions as we work towards achieving our 2025 RAP targets and beyond.



Our RAP Performance

Respect for Culture and Heritage

In 2024, we strengthened cultural heritage management by embedding cultural values into project planning and operational decision-making, including partnerships with Traditional Custodian groups through the Murujuga Aboriginal Corporation. Workforce participation in cultural learning activities reached 68%, supported by initiatives such as on-Country learning sessions, use of the Living Knowledge: The Plants of Murujuga resource, and targeted leadership cultural awareness programs. While we recognise there is more work to do to reach our 2025 cultural competency target, the strong foundations laid this year continue to build a culturally aware and respectful workforce.

Capability and Capacity

We continued to build capability from within by supporting Indigenous employee development through initiatives like the Executive Indigenous Leadership Program, early talent pathways, and expanded mentoring support.

Success stories, such as those of Alishia Stearne and Eddie Huddlestone, highlight the growth of Indigenous leadership within Woodside. The launch of the Indigenous Wharf Traineeship at King Bay Supply Facility created new entry points into operational careers. While we have seen progress in creating pathways, we acknowledge the opportunity to strengthen Indigenous representation at senior leadership levels and enhance targeted career development programs.

Economic Participation

Indigenous business participation grew in 2024, supported by direct engagement and contracting opportunities across operations, including Pluto Train 2, Karratha Gas Plant and broader WA supply chains. Partnerships with businesses like Cherratta Lodge and Indigenous contractors delivering services at major projects have contributed to the growth in Indigenous supplier engagement.

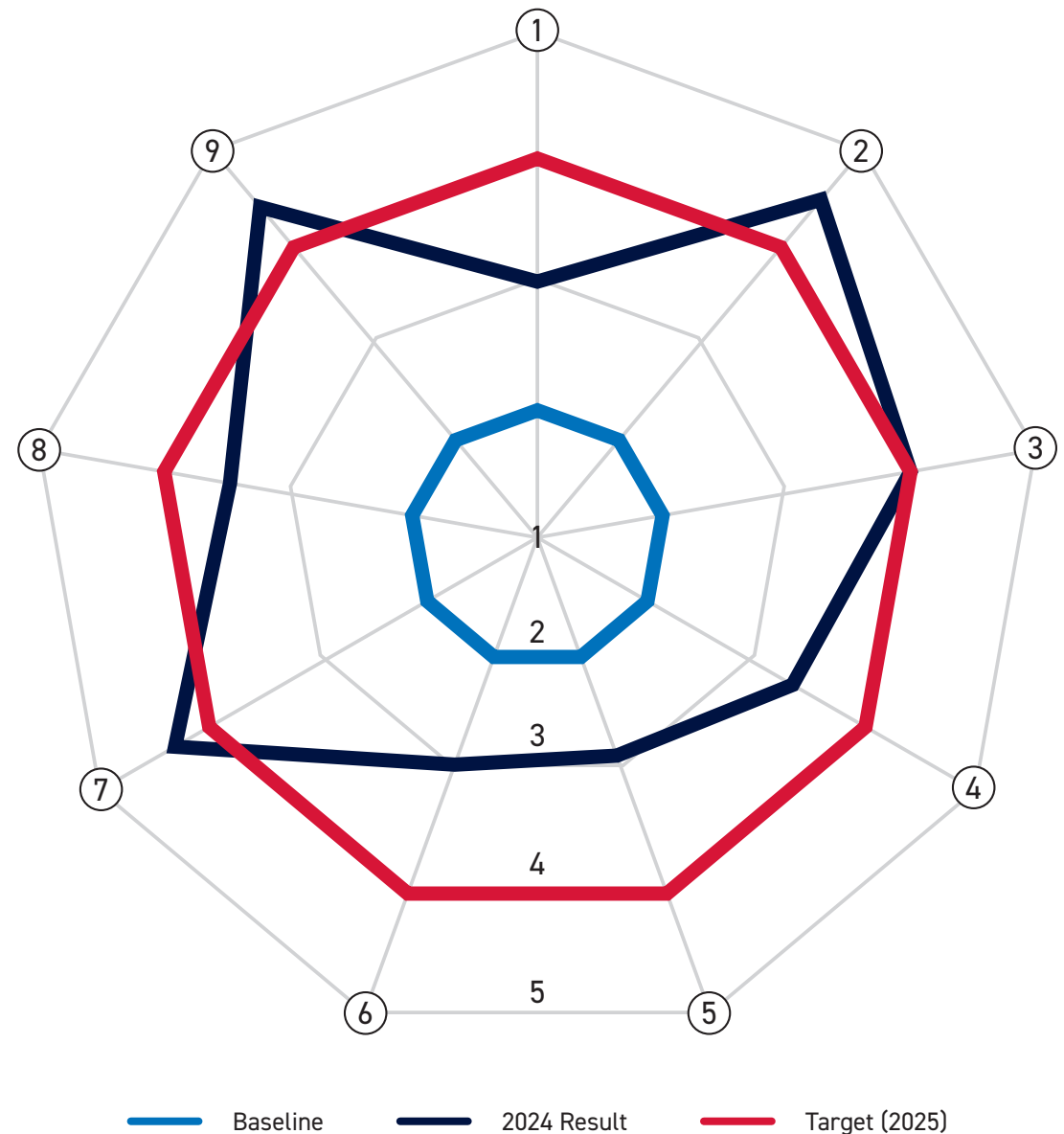
These outcomes are helping to create sustainable local economic opportunities and build the capacity of Indigenous-owned enterprises.

Stronger Communities

We supported Traditional Owner-led initiatives through partnerships with organisations such as One Tree Community Services, Warburton Arts Project, and investment in upgrades to Roebourne District High School. These partnerships contributed to community wellbeing, education and self-determination outcomes. Our work alongside Traditional Custodians and community organisations has helped deliver culturally relevant programs that strengthen long-term community development. In 2024, we exceeded our 2025 target for Contribution to Self-Determination, demonstrating the impact of working collaboratively with communities to deliver local solutions.

Woodside RAP Outcomes Measurement Scorecard

RAP Indicator	Baseline	Target (2025)	2024 Result
① Workforce Cultural Competency	2	4	3.0
② Cultural Heritage Management	2	4	4.5
③ Promoting Reconciliation	2	4	4.0
④ Indigenous Employee Growth & Development	2	4	3.4
⑤ Contribution to Increasing Capability & Capacity	2	4	2.9
⑥ Indigenous Employment	2	4	3.0
⑦ Indigenous Business Participation	2	4	4.3
⑧ Social Contribution Outcomes	2	4	3.5
⑨ Contribution to Self-determination	2	4	4.4



Indigenous Leadership Program Builds Future Leaders at Woodside

Alishia Stearne, Senior Adviser Sustainability Reporting and Assessment, and Eddie Huddleston, Pluto Frontline Instrumentation and Electrical Technician, participated in the Executive Indigenous Leadership Program (EILP) last year.

The six-month course, which finished in November, is part of Woodside's Elevate RAP approach and is hosted by UNSW Business School with the Australian Graduate School of Management. It comprised five modules, delivered online and in-person, including sessions at Uluru and a final presentation in Sydney to a panel of First Nations professionals.

"It was a great opportunity to expand my existing leadership skills," says Alishia, who has over 20 years of experience at Woodside.

"I was pleased to spend time on Country and sharing experiences with my cohort reinforced my connection to country. I realised my own capacity for leadership and I'm excited for the next stage of my career."

Eddie, co-chair of Woodside's Indigenous Collegiate in Karratha, says, "It was an eye-opener. I got a lot out of the content like how to build strategies and knowing who you need to speak to. It's like a chessboard. I also learnt a lot about people!"

Eddie and Alishia were among 35 students nationally and two of four West Australians in the program. This was the third cohort of Woodsiders to participate.



Alishia is a proud Wardandi woman from the South West of Western Australia, with connections to the North West. Eddie is a proud Karajarri man from his mother's side and Mirrawong man from his father's side.

Eddie began his career as an Air Conditioner Technician, working globally before joining Woodside through an apprenticeship program. He has now been with the company for more than a decade, working at Karratha Gas Plant Pluto, and offshore sites.

First Nations Development – Cape York

Woodside is committed to providing First Nations employees with development and leadership opportunities through initiatives like the Navigator Program. As part of this commitment, in 2024, Woodside partnered with the Cape York Institute Leadership Academy, renowned for its contributions to Indigenous leadership development, to deliver a pilot Indigenous Leadership Development Program (ILDP). This program featured workshops in April, May, and June, focusing on three core themes: Leading Self, Leading Team, and Leading Change.

The program aims to empower participants by deepening their understanding of personal values, skills, and attributes, supporting their work now and into the future, and contributing to business initiatives and agendas. Workshops, led by experienced facilitators involved in change and reform agendas, enhanced participants' appreciation for business diversity and understanding of organisational norms.

For the third year, Woodside has also offered the opportunity for First Nations employees to participate in the Australian Graduate

School of Management's (AGSM) Executive Indigenous Leaders Program. Launched in 2017 in partnership with Reconciliation Australia, the EILP aims to develop senior Indigenous business leaders. In 2024, 36 participants from various organisations completed the program, blending Western leadership approaches with Indigenous cultural perspectives. The program includes a final project addressing strategic challenges through an Indigenous lens. Participants receive the AGSM Certificate in Executive Management and Development, offering credits towards further studies.

Woodside helps connect Cherratta to Country

“It was a real honour,” says Rebekka, Villages Coordinator, describing the \$35 million contract between Woodside and a Traditional Owner business in Karratha she worked on for nearly two years. Her words remind us: at Woodside, we deliver more than just oil and gas.

Western Australia's North West faces workforce accommodation challenges. With projects like Pluto Train 1 modifications ramping up, Woodside needed extra beds beyond Bay Village, Kingfisher, and the Bechtel-managed Pluto Train 2 camp.

Discussions with long-standing partner Cherratta Lodge began. Cherratta's owner, Malcolm, proposed a new partnership: transitioning the site into a village owned and operated by a Traditional Owner, creating jobs and mentorship opportunities for Indigenous people.

Malcolm and his business partner Aaron invited Traditional Owner and Ngarluma Elder, Harry Mowarin, into ownership after building trust through successful project work.

“Not everyone wants or can work on a mine site or gas plant,” says Malcolm. “Cherratta offers jobs like gardening, catering, access to trades, apprenticeships, and support for fledgling Indigenous businesses.”

Rebekka and Julie, Manager Contracts Local Content, recognised the significance. Woodside's contract would provide Cherratta with the confidence to transition, securing a set number of rooms over three years for the Pluto Train 1 modifications workforce.

On 1 January, Woodside approved the \$35 million agreement – the first time a village accommodation contract was awarded to a Traditional Owner business.

“By coming together, we created an opportunity that will leave a lasting legacy,” says Rebekka.



Malcolm adds: “We grabbed this little miracle and ran with it.”

Harry calls the connection with Cherratta “life changing” for him and his family. “It’s generational healing. I want to leave something for the next generation so they have a chance at a decent life. It also helps heal the broken connection to my Ngurra, Ngarluma Ngurra.”

A win for Cherratta, for Harry’s people – and for Rebekka and Woodside, showing again that our work is bigger than resources.

One Tree – Empowering Roebourne Through Early Childhood Education

Since 2021, One Tree Community Services (OTCS) has partnered with Woodside to deliver the Pathways Program in Roebourne, addressing community aspirations for children and filling service gaps.

In 2024, five local trainees attained early childhood education and care (ECEC) qualifications, and language programs featuring storytelling by Elders engaged over 60 children. A bush kindergarten, designed by local people and led by an Elders reference group, created a culturally safe space for children to learn on-Country.

Employment of local Roebourne people through the ECEC programs increased by 250% – from four in 2021 to 10 by December 2024.

Yawuru and Noongar woman Georgia Hansen exemplifies the program's success. Starting as a trainee, Georgia has shown remarkable growth.

"I feel really supported at Gurlu Gurlu Maya and by the pathways mentor," she said. "Most of all I love working with young children."

Sophie Martin, General Manager Pathways Program, said:

“Through collaboration, dedication and a focus on cultural values, the Roebourne Elders walking alongside One Tree and Woodside have made a profound difference. The flexible, community-led, long-term approach has been key to the program's success.”



Indigenous Wharf Traineeship Launch Success

An idea sparked by curiosity has led to success at the Woodside Training Academy with the Indigenous Wharf Operator Traineeship.

Last year, Indigenous Development Coach Josh, watching operations at King Bay Supply Facility (KBSF), realised no trainees had ever come through the wharf. Seeing an opportunity, he worked with Programmed Training Services and KBSF leadership to create a two-year Indigenous traineeship, covering forklift operation, loading and unloading offshore supply ships, crane operations, and rigging and dogging activities.

An information session in Karratha attracted around 40 Indigenous participants. One Traditional Owner, Owen, from Karratha, applied and was successful. He became Woodside's first KBSF Wharf Operator Trainee.

I saw the job on Facebook, a couple of mates sent it to me, so I applied," says Owen. "I've been getting plenty of support and learning so much.

His supervisor and crew are already big fans, calling him a natural fit.

In 2024, the Woodside Training Academy welcomed 38 new recruits, with 55% Indigenous participation and 39% female representation. Seventeen are local school leavers, including 10 from Karratha.

Josh reflects: This Wharf Operator traineeship is so good for Woodside. It's another avenue for local employment reach and for pathways programs and it gives back to our Traditional Owner community. It also strengthens and galvanises our connection with stakeholders and contributes to our commitment to community," said Josh.

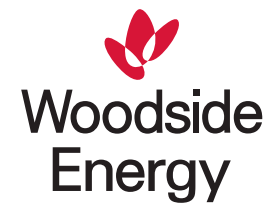


Assurance Statement

In 2024, Woodside engaged GHD to provide independent limited assurance over the results of our RAP Outcomes Measurement Framework.

The assurance process involved GHD reviewing the data, sources and methodology used to assess our performance against the nine RAP outcome indicators, and validating the reported scores against the established 2020 baseline and 2025 targets.

This independent assurance provides confidence in the integrity of our reported results and our commitment to transparency, governance oversight and continuous improvement in reconciliation reporting.



Woodside
Energy