

Voluntary Principles on Security and Human Rights Annual Report 2025

Woodside Energy Group Ltd.

April 2026

FINAL

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1. WOODSIDE'S COMMITMENT TO THE VOLUNTARY PRINCIPLES

Woodside Energy Group Ltd ("Woodside") manages its global business respecting the human rights of all people, including our employees, our contractors, those working in our supply chains and the communities within which we operate.

Our business conduct is informed by the UN Guiding Principles on Business and Human Rights, which define the accountabilities of governments in protecting human rights, and of business in respecting human rights.

Woodside's [Code of Conduct](#), which was reviewed and updated in 2025, applies to all Woodside personnel, regardless of their role or location within Woodside. Everyone, inclusive of employees and contractors, who works for Woodside must comply with the Code of Conduct, which includes our human rights principles and commitments.

Woodside's [Human Rights Policy](#) sets out the standards we expect our people and suppliers to abide by. It outlines our commitment to managing security in a way that respects human rights, as reflected in our consistent commitment to the Voluntary Principles on Security and Human Rights (VPSHR) over the past 10 years.

1.1 Internal Promotion of the Voluntary Principles

Our internal Security and Human Rights (SHR) approach sets company-wide requirements to protect our people, communities, assets, and the environment, while respecting the rights of those affected by our security arrangements, in line with the VPSHR.

In 2025, our internal SHR guideline was revised to embed a global, fit-for-risk approach.

Key VPSHR-related activities undertaken during 2025 included:

- Progressing Woodside's SHR assurance program.
- Delivering targeted SHR training for relevant contractors through our self-administered e-learning platform.
- Delivering annual Code of Conduct refresher training for all employees and contractors.
- Continuing participation in Woodside's Human Rights Working Group to promote awareness and understanding of the VPSHR across the company.
- Developing a VPSHR risk assessment tool for countries identified as high risk following initial SHR assessments.
- Ongoing consolidation of VPSHR approaches across high-risk locations and assets to ensure alignment and identify gaps.

1.2 External Promotion of the Voluntary Principles

In 2025, Woodside promoted the implementation of the VPSHR by:

- Maintaining an ongoing dialogue/engagement with the Armed Forces of the Republic of Senegal (Senegalese Navy) regarding the VPSHR.
- Continuing to ensure our contract delivery requirements (CDRs) for security contracts incorporate SHR requirements and provisions for risk-based assurance.
- Reporting on our commitment to and implementation of the VPSHR in Woodside's annual Sustainability Report, available on the Woodside website.
- Woodside representatives attending the March 2025 VPSHR Plenary, held in London, to share, learn and engage with other VPSHR members.

2. POLICIES, PROCEDURES AND RELATED ACTIVITIES

2.1 Risk Assessment

Woodside conducts SHR full risk assessments in countries where we have operations or activities that are identified as high risk. Country risk ratings are determined through an initial screening and risk assessment using a standardised tool. This assessment includes a fit-for-purpose review of the country's conflict environment and dynamics, security provisioning and socio-economic context.

Where the initial risk assessment identifies a country as high risk, a more detailed and comprehensive SHR risk assessment is undertaken. Recommendations arising from these assessments are incorporated into the annual VPSHR Implementation Plan. In 2025, Woodside developed a dedicated risk assessment tool for high-risk countries to assess potential risks and impacts supporting consistent VPSHR assessments and the application of associated SHR controls.

For other jurisdictions where Woodside has ongoing operations, risk is managed through an annual questionnaire completed by relevant locations. This process surveys private security providers (PSPs) and covers conduct, contractual conformity, and assurance over security CDRs.

2.2 Engagement with Security Providers/Forces

Woodside conducts SHR due diligence on all PSPs prior to contract award. This process includes completion of a VPSHR questionnaire. Woodside's commitment to the VPSHR is embedded in standard contractual clauses for PSPs and major contracts engaged to provide security services.

These contractual requirements address personnel screening, training (including VPSHR and international human rights and humanitarian law), conformance with the International Code of Conduct for Private Security Providers and International Finance Corporation (IFC) Performance Standard 4, incident reporting and investigation processes, subcontractor management, and use of force provisions.

Woodside reserves the right to conduct audits, assurance activities, and conformity assessments of security contractors at any time. In 2025, no security related human rights incidents were identified or reported in connection with Woodside's activities globally.

3. COUNTRY IMPLEMENTATION

3.1 Australia

In Australia, during 2025, Woodside continued to focus on compliance across Australian security contracts and maintained ongoing engagement with third-party providers where external venues were utilised for company events. Our emphasis on e-learning continued, with training completion maintained and ongoing maintenance undertaken.

3.2 United States

In 2025, following the acquisition of Beaumont New Ammonia (BNA) from OCI, Woodside integrated VPSHR requirements and guidance into relevant contracts and training programs. Initial assessments determined the operations to be low risk from a security and human rights perspective. Notwithstanding this rating, PSPs are expected to complete relevant e-learning modules and undergo VPSHR conformity assessments in 2026.

3.3 Senegal

In Senegal, we continued to consistently implement our VPSHR framework, maintaining ongoing awareness and ensuring the safe management of potential security-related human rights issues. In 2025, we conducted the annual VPSHR conformance assessments for both our primary in-country PSP and our land transportation contractor, as scheduled. These assessments underscore our continuing commitment to delivering consistent training for employees and contractors, aligned with our human rights policy and approach.

Throughout 2025, we continued to adhere to Senegalese legislation governing offshore oil and gas platforms and vessels, which require the continuous presence of an embarked, unarmed Senegalese naval officer in a liaison role, onboard the Léopold Sédar Senghor Floating, Production, Storage and Offloading (FPSO) facility. We maintained active engagement with MODEC (contracted to operate the FPSO), our joint venture partner Petrosen, the Senegalese Navy, and other Senegalese Government authorities, building a shared understanding of the offshore security environment. This collaboration aims to maintain and enhance our management framework for addressing maritime security and safety risks effectively.

3.4 Mexico

In 2025, Woodside's new PSP delivering security services in Mexico commenced a VPSHR training program. Nominated key personnel commenced Woodside's e-learning modules, with training scheduled for completion in 2026. A VPSHR conformity assessment was also completed in 2025, with no issues identified.

Woodside maintains active engagement with the Mexican Navy, with discussions covering matters such as search and rescue coordination and responses to offshore hydrocarbon-related incidents, as the Trion project prepares for drilling operations in 2026. Broader discussions on security-related issues commenced in 2025 and are expected to continue in 2026, supporting the development of a shared understanding of potential security risks and the application of the VPSHR.

3.5 India

Following the establishment of Woodside's Bengaluru office in 2025, the project was progressed through SHR program, including completion of an initial risk assessment. Based on this assessment, the location was determined to be high risk, and a full SHR risk assessment is scheduled for completion in 2026.

4. PRIORITIES FOR 2026

In 2026, we plan to expand and improve our Security and Human Rights Framework, regarding our assurance program, training, and the activities of PSPs in high-risk locations for security and human rights.

Further priorities for 2026 are outlined below.

4.1 General

- Implementing the findings from the review of our SHR processes, procedures and tools by an external consultancy across all locations and assets (see 1.1 above).
- Promoting our e-learning on SHR to our PSPs and contractors.
- Promoting materials and opportunities for in-person conversations and safety shares on the VPSHR.

4.2 Australia

- Distribution of materials for in-person engagements and safety shares on VPSHR.
- Continuing prioritisation of VPSHR requirements for embedded contractors.

4.3 United States

- Reviewing PSP contracts novated to us through the acquisition of BNA.
- Performing PSP conformity assessment for the BNA contract.

4.4 Senegal

- Woodside plans to continue to implement VPSHR conformance and assurance activities through scheduled conformance assessments of in-country private security

providers and key contractors, with VPSHR requirements embedded within contractual arrangements and supported by ongoing training, monitoring, and audit rights.

- Woodside plans to continue to monitor the security and human rights risk environment in Senegal through regular security risk assessments, half-yearly risk reporting, and BRM-led reviews, ensuring potential security-related human rights impacts are identified, assessed, and managed through operational planning and Concept of Operations.
- Woodside plans to continue to engage proactively with government and joint venture stakeholders to support effective implementation of the VPSHR, including ongoing engagement with the Senegalese Navy, relevant authorities, and the FPSO operator, in alignment with Senegalese legal requirements and Woodside's VPSHR framework.

4.5 Mexico

- Completion of e-learning training for PSPs and contractors' security providers.
- Integration of the SHR quarterly review into the Key Performance Indicators (KPI) plan for the new PSP in Mexico, with observations reflected in the 2025 Annual Report.
- Completion of conformity assessments and assurance activities with PSPs engaged by contractors on the Trion Project in Mexico.
- Evaluation of engagement with the Tamaulipas State Police and the Mexican Navy, with a focus on alignment with the VPSHR.

4.6 India

- Completion of full SHR risk assessment, including identified and application of relevant controls.
- Completion of learning activities for PSPs, delivered through face-to-face sessions and / or e-learning.
- Distribution of VPSHR materials to support in person discussions and safety share conversations.

4.7 Timor-Leste

- In 2026, Woodside plans to reinforce its focus on security and human rights as part of the PSP market engagement process.
- Completion of learning activities for PSPs, delivered through face-to-face sessions and / or e-learning.