

Performance Data Table

Note: Metrics included in the Performance Data Table do not include MountainWest assets.

*Denotes data assured by ERM CVS

†Denotes restated methane-related data assured by ERM CVS

Metric	Unit	2018	2019	2020	2021	2022
Environmental Metrics						
Greenhouse Gas Emissions & Energy Use						
Scope 1 greenhouse gas emissions ^[1]	million metric tons CO ₂ e	11.74	12.19†	11.44†	11.27†	12.09*
Carbon dioxide, CO ₂ (excluding emissions from exported power and heat)	million metric tons CO ₂ e	9.10	9.46	9.14	9.14	9.85
Methane, CH ₄	million metric tons CO ₂ e	2.64	2.73	2.30	2.13	2.23
Nitrous oxide, N ₂ O	million metric tons CO ₂ e	0.0047	0.0048	0.0047	0.0047	0.0051
Scope 1 greenhouse gas emissions, percent methane ^[1]	percent	22%	22%	20%	19%†	18%*
Scope 1 carbon emissions intensity ^[2]	CO ₂ e/million USD revenue	1,352	1,487	1,482	1,060	1,103
Scope 1 methane (CH ₄) emissions	metric tons	105,354	109,023	91,849	85,047	89,395

[1] Gross direct (Scope 1) greenhouse gas emissions in millions of metric tons of CO₂-equivalent (CO₂e). The consolidation approach is operational control and includes CO₂, CH₄ and N₂O. Emissions are based on calendar years. Emissions from facilities that are applicable under the U.S. EPA Greenhouse Gas Reporting Program (GHGRP) are calculated using the GHGRP methodology. Emissions from facilities that are not applicable to the GHGRP due to reporting thresholds are calculated referencing GHGRP and ONE Future protocols. In accordance with ONE Future's updated (2022) protocol, Scope 1 emissions for 2022 incorporate AP-42 methane slip emission factors for reciprocating engines. Scope 1 emissions for 2022 include two additional new sources: offshore blowdowns and other large release events. Scope 1 emissions for 2018–2021 have been restated to include AP-42 methane slip emission factors, offshore blowdowns, and other large release events for comparison. Methane emissions that aren't applicable under GHGRP or ONE Future protocol (offshore blowdowns and other large release events for 2018–2022) are calculated using GHGRP protocols or best engineering practice. Data excludes emissions from company vehicles. Global Potential Warming rates are 25 for CH₄ and 298 for N₂O. Williams does not produce biogenic gases from its direct operations. Williams does not produce hydrochlorofluorocarbons, perfluorocarbons, sulfur hexafluoride or nitrogen trifluoride emissions.

[2] Gross direct (Scope 1) greenhouse gas emissions in metric tons of CO₂-equivalent (CO₂e), divided by total revenue in million USD. Greenhouse gas emissions include CO₂, CH₄ and N₂O. Revenue is based off Total Revenues as reported in the 2022 10-K Filing. In 2022, Williams acquired Trace Midstream (April) and NorTex Midstream (August). Although we did not own these assets the full year, Williams included the entire RY2022 GHG emissions from these assets in our GHG reporting. Williams did not have revenue generated from these assets until after their respective acquisitions were closed. This increase in emissions per revenue is skewed by the accounting of emissions and revenues for different time scales, as required by reporting convention. It is anticipated that the emissions per revenue metric of these assets to be lower in subsequent years. In 2022, Williams updated our Scope 1 emissions calculation methodology to incorporate AP-42 methane slip emission factors for reciprocating engines, as well as including emissions from two new sources: offshore blowdowns and other large release events. Carbon emissions intensity metrics for 2018–2021 have been restated to include AP-42 methane slip emission factors, offshore blowdowns, and other large release events.

Metric	Unit	2018	2019	2020	2021	2022
ONE Future methane intensity, percent gathering and boosting ^[3]	percent	0.078%	0.071%	0.064%	0.051%	0.046%
ONE Future methane intensity, percent processing ^[3]	percent	0.030%	0.025%	0.025%	0.025%	0.025%
ONE Future methane intensity, percent transmission and underground storage ^[3]	percent	0.037%	0.038%	0.027%	0.026%	0.026%
GHG (CO ₂ e) intensity per natural gas throughput ^[4]	million metric tons CO ₂ e/MMscf	1.14	1.11	1.05	0.98	0.95
Scope 2 greenhouse gas emissions ^[5]	million metric tons CO ₂ e	1.15	1.55*	1.50*	1.66*	1.78*
Sum of Scope 1 and Scope 2 greenhouse gas emissions ^{[5], [6]}	million metric tons CO ₂ e	12.89	13.74†	12.93†	12.93†	13.87*
Sum of Scope 1 and Scope 2 methane emissions ^{[5], [6]}	million metric tons CO ₂ e	2.6400	2.7300	2.3000	2.1300†	2.2382*
Consumption of purchased or acquired electricity ^[7]	billion kilowatt-hours	2.204	3.234	3.421	4.077	4.176
Total renewable energy consumption (electricity plus fuel)	MWh	N/A	405,081	410,628	505,958	538,434
Percent electricity used that is renewable power ^[8]	percent	N/A	12.5%	12.0%	12.4%	12.9%
Total non-renewable energy consumption (electricity plus fuel)	MWh	N/A	47,223,518	45,501,964	46,889,218	50,331,087
Total energy consumption (Renewable and Non-Renewable; electricity plus fuel)	MWh	N/A	47,628,600	45,912,593	47,395,176	50,869,520

[3] ONE Future methane intensities are expressed as a percent to align with ONE Future's goal to achieve an average rate of methane emissions across the entire natural gas value chain that is 1% or less of total (gross) natural gas production. ONE Future has also broken down this 1% goal into sub-goals for each sector of the oil and gas industry. Williams has committed to the ONE Future 2025 methane intensity goals for industry sectors of 0.080% for gathering and boosting, 0.111% for processing and 0.301% for transmission and storage. ONE Future methane intensity metrics in this data table are by Williams' segment, and are calculated in accordance with the ONE Future methodology, including methane slip for reciprocating engines. 2018–2021 metrics were restated in 2022 to include methane slip for reciprocating engines. Units are mass of methane emitted per mass of methane throughput. Intensity is based on company-specific methane throughput and is not adjusted to gross production.

[4] Total company Scope 1 and Scope 2 emissions in metric tons of CO₂e from gathering, processing, and transmission segments divided by the sum of natural gas (in MMscf) transported in all three segments.

[5] Gross location-based energy indirect (Scope 2) greenhouse gas emissions in millions of metric tons of CO₂-equivalent (CO₂e). The consolidation approach is operational control. 2022 emissions were calculated using U.S. EPA Power Profiler Emissions Tool 2021, using emission factors from U.S. EPA eGRID2021 multiplied by kWh energy use for all assets that Williams operates. 2021 emissions were calculated using eGRID 2020, 2020 emissions using eGRID2019, 2019 emissions using eGRID2018, and 2018 emissions using eGRID2016, which was the tool available at time of calculation. In 2022, Williams began including corporate office buildings in its scope 2 emissions reporting.

[6] Gross direct (Scope 1) greenhouse gas emissions in millions of metric tons of CO₂-equivalent (CO₂e). The consolidation approach is operational control and includes CO₂, CH₄ and N₂O. Emissions are based on calendar years. Emissions from facilities that are applicable under the U.S. EPA Greenhouse Gas Reporting Program (GHGRP) are calculated using the GHGRP methodology. Emissions from facilities that are not applicable to the GHGRP due to reporting thresholds are calculated referencing GHGRP and ONE Future protocols. In accordance with ONE Future's updated (2022) protocol, Scope 1 emissions for 2022 incorporate AP-42 methane slip emission factors for reciprocating engines. Scope 1 emissions for 2022 include two additional new sources: offshore blowdowns and other large release events. Scope 1 emissions for 2018–2021 have been restated to include AP-42 methane slip emission factors, offshore blowdowns, and other large release events for comparison. Methane emissions that aren't applicable under GHGRP or ONE Future protocol (offshore blowdowns and other large release events for 2018–2022) are calculated using GHGRP protocols or best engineering practice. Data excludes emissions from company vehicles. Global Potential Warming rates are 25 for CH₄ and 298 for N₂O. Williams does not produce biogenic gases from its direct operations. Williams does not produce hydrochlorofluorocarbons, perfluorocarbons, sulfur hexafluoride or nitrogen trifluoride emissions.

[7] Figure represents Williams owned and operated assets, and as of 2022 includes Williams corporate offices.

[8] In 2022, percent of purchased electricity that was renewable power was calculated using percent renewables factors from U.S. EPA eGRID2021 multiplied by kWh energy use for all assets in each subregion. The renewable energy usage in all regions was summed and divided by the total kWh energy use for all assets that Williams owns and operates, including corporate office buildings, to get a company-wide percent of renewable power.

Metric	Unit	2018	2019	2020	2021	2022
Energy consumption intensity (electricity plus fuel) ^[9]	MWh/million USD revenue	N/A	N/A	N/A	N/A	4,639
Gas flaring ^[10]	thousands of metric tons	N/A	130.60	134.47	168.95	156.75
Air Emissions						
Sulfur dioxide (SO ₂) emitted ^[11]	tons	488	394	421	430	466
Nitrogen oxides (NO _x) emitted ^[11]	tons	29,697	32,196	27,809	28,177	29,576
Volatile organic compounds (VOCs) emitted ^[11]	tons	9,353	9,208	8,757	7,975	8,648
Persistent organic pollutants emitted ^[11]	tons	0	0	0	0	0
Hazardous air pollutants ^[11]	tons	N/A	2,655	2,444	2,088	2,379
Particulate matter emitted ^[11]	tons	N/A	1,156	1,057	1,024	1,237
Sulfur dioxides emission intensity ^[12]	kg/million USD revenue	51	47	49	37	39
Nitrogen oxides emission intensity ^[12]	kg/million USD revenue	3,102	3,561	3,548	2,405	2,447
Volatile organic compounds emission intensity ^[12]	kg/million USD revenue	977	1,019	1,029	681	715
Hydrocarbon Spills						
Number of reportable spills and releases ^[13]	number	102	83	56	80	90
Volume of reportable spills to soil or water ^[13]	thousands of barrels	1.118	0.598	0.382	0.740	0.666
Number of reportable spills to soil or water ^[13]	number	53	54	36	37	47

[9] Total energy consumption within the organization (renewable and non-renewable) in MWh. Revenue is based off Total Revenues as reported in the 2022 10-K Filing.

[10] Data represents metric tons of waste gas and pilot gas routed to a flare. 2021 restatement of gas flaring reflects correction of flared emissions for a processing facility.

[11] Emissions are calculated according to permit requirements. If no annual emissions inventory or rolling 12-month emissions recordkeeping is required, the facilities' permitted potential to emit was used in its place. These emissions are from operations we own and operate and exclude office buildings, fleets and offshore assets. Particulate matter data represents the total of PM2.5 + PM10. Williams does not report data aligned with IPIECA's Oil and Gas Industry Guidance on Voluntary Sustainability Reporting. In 2022, Williams restated 2019 SO₂ and 2020 NO_x emissions to reflect emissions reported to regulatory agency after original CSR publication date.

[12] Emissions are calculated according to permit requirements, normalized by dollars of revenue. If no annual emissions inventory or rolling 12-month emissions recordkeeping is required, the facilities' permitted potential to emit was used in its place. These emissions are from operations we own and operate and exclude office buildings, fleets and offshore assets. Revenue is based off Total Revenues as reported in the 2022 10-K Filing.

[13] Agency reportable is defined as requiring reporting to federal, state or local agency. In 2020, we restated 2018 and 2019 number of reportable spills and releases, volume of reportable spills to soil or water, and number of reportable spills to soil or water in this report. This was to include spills that had been reported to the appropriate agencies, but not included in internal reporting.

Metric	Unit	2018	2019	2020	2021	2022
Number of reportable hydrocarbon spills > 1 bbl ^[14]	number	9	8	4	2	5
Volume of reportable hydrocarbon spills > 1 bbl ^[14]	thousands of barrels	0.512	0.068	0.031	0.046	0.025
Number of hydrocarbon spills > 1 bbl ^[15]	number	11	11	9	8	7
Volume of hydrocarbon spills > 1 bbl ^[15]	thousands of barrels	0.595	0.075	0.058	0.064	0.028
Volume of hydrocarbon spills > 1 bbl recovered ^[15]	thousands of barrels	0.290	0.061	0.050	0.059	0.021
Environmental Compliance & Biodiversity						
Number of environmental-related notices of noncompliance ^[16]	number	26	18	21	22	19
Spending on environmental penalties and fines ^[17]	dollars (USD)	351,150	98,639	836,544	29,528	27,893
Environmental accrual for remediation ^[18]	million USD	36.7	33.5	33.9	31.0	41.3
Number of active remediation sites managed by Williams	number	75	110	106	93	94
Total terrestrial acreage disturbed ^[19]	acres	N/A	24,132	7,851	602	2,395
Total terrestrial acreage restored ^[20]	acres	N/A	N/A	2,739	2,625	1,092
Percent of land owned, leased or operated within areas of protected conservation status or endangered species habitat ^[21]	percent	N/A	12.1%	12.3%	12.2%	12.0%

[14] Spills include reportable spills only, greater than 1 barrel, containing hydrocarbons. Williams has no operations in the Arctic. In 2020, we restated 2018 and 2019 numbers and volumes of reportable hydrocarbon spills, which resulted in decreases in our number and volume of reportable hydrocarbon spills.

[15] Spills include all spills greater than 1 barrel containing hydrocarbons that impacted the environment. Williams has no operations in the Arctic. Williams had no hydrocarbon spills greater than 1 bbl in Unusually Sensitive Areas in 2022. Williams did not experience any accident releases or non-accident releases from rail transportation in 2022.

[16] Williams' Environmental Notice of Violation Process WIMS Operating Requirement defines an Notice of Violation as "a written notice of a regulatory violation or non-compliance issue received from an appropriate Regulatory Authority. An NOV may or may not include the assessment of an associated penalty." In 2022, we restated the number of environmental-related notices of non-compliance for 2021. This was to include a notice of noncompliance that was recorded in Maximo after the 2021 Sustainability Report was finalized.

[17] Dollar amount paid in the reporting year including penalties and fines for notices of non-compliance that may have occurred in previous years.

[18] Accrued liabilities related to environmental clean-up, remediation and monitoring activities.

[19] Land disturbed total is calculated using total owned acreage for aboveground facilities. Rights-of-way are assumed to be restored according to federal, state and other agency requirements post-construction.

[20] Land restored total is calculated using total project area acreage that is tracked by each permit specialist in the environmental permit tracking tool. Rights-of-way are assumed to be restored according to federal, state and other agency requirements post-construction.

[21] Percentage includes aboveground facilities and pipeline rights-of-way assumed to be 100 ft wide within 5 km of an area that is protected conservation or endangered species habitat. GIS layers used include U.S. Fish & Wildlife Service (FWS) Threatened & Endangered Species Critical Habitat, National Marine Fisheries Service (NMFS) Threatened & Endangered Species Critical Habitat, FWS National Wilderness boundaries and Williams asset data. In 2021, Williams restated this percentage for years 2019 and 2020 due to errors in previous year's calculations of Williams' total footprint.

Metric	Unit	2018	2019	2020	2021	2022
Number of International Union for Conservation of Nature (IUCN) Red List Species in Williams' areas of operation ^[22]	number	140	155	132	129	167
Critically endangered	number	26	28	26	26	34
Endangered	number	42	47	40	43	56
Vulnerable	number	30	34	28	30	42
Near threatened	number	12	16	17	14	17
Least concern	number	30	30	16	16	18
Other						
Materials recycled at Tulsa headquarters ^[23]	tons	N/A	23	45	34	40
Metric ton-kilometers of natural gas transported by pipeline ^[24]	billion metric ton-kilometers	N/A	N/A	4,550	5,092	5,545

Social Metrics

Communities

Community investments	million USD	10.2	9.7	10.8	12.1	14.2
Total cash donations	million USD	10.0	9.6	10.7	11.7	13.8
Value of in-kind donations	million USD	0.17	0.12	0.10	0.46	0.43
Value of time contributed by employees ^[25]	million USD	0.66	0.84	0.52	0.66	0.63
Number of incidents of violations involving the rights of Indigenous Peoples ^[26]	number	0	0	0	0	0

[22] Data collected using the U.S. FWS's Information for Planning and Consultation online tool.

[23] Recycled materials include paper, plastic and cardboard recycling collected at the One Williams Center headquarters.

[24] Sum of the product of billion metric tons of natural gas transported through gathering pipelines times kilometers of gathering pipelines, and product of billion metric tons of natural gas transported through transmission pipelines times kilometers of transmission pipelines. Years prior to 2022 have been restated to meet this convention. Crude oil and refined petroleum products are excluded as they are de minimis. Pipeline transportation represents the predominant mode of transport and the vast majority of all products transported by Williams.

[25] Volunteer hours are calculated using a rate of \$29.95 x 20,999 hours (Independent Sector, April 2022).

[26] Number is based on number of violations of rights of Indigenous People in calendar year.

Metric	Unit	2018	2019	2020	2021	2022
Health & Safety						
Lost-time incident rate (LTIR) — employees ^[27]	rate per 200,000 work hours	0.25	0.06*	0.48*	0.67*	0.16*
Lost-time incident rate (LTIR) — contractors ^[28]	rate per 200,000 work hours	N/A	0.09	0.11	0.03	0.18
Total recordable incident rate (TRIR) — employees ^[29]	rate per 200,000 work hours	0.85	0.55*	1.05*	1.23*	0.64*
Total recordable incident rate (TRIR) — contractors ^[30]	rate per 200,000 work hours	N/A	0.83	0.54	0.31	0.53
Number of contractor recordable accidents ^[30]	number	N/A	46	19	9	15
Number of days away, restricted or transferred (DART) ^[31]	number	985	488	1,108	960	670
Rate of days away, restricted or transferred (DART) ^[32]	rate per 200,000 work hours	0.35	0.18	0.50	0.82	0.31
Number of high-consequence work-related injuries — employees ^[33]	number	3	0	0	1	0
Rate of high-consequence work-related injuries — employees ^[34]	rate per 200,000 work hours	0.06	0.00	0.00	0.02	0.00
Number of recordable work-related injuries — employees ^[34]	number	45	29	50	59	31
Rate of recordable work-related injuries — employees ^[34]	rate per 200,000 work hours	0.87	0.57	1.08	1.26	0.65

[27] Incidents include both injuries and illnesses. Company employees and non-employee hours and injuries/illnesses are included. Non-employee workers are supplied by a third party that are intended to supplement or temporarily replace existing workforce and are given direction directly from a Williams employee. Data calculated based on 200,000 hours worked. Includes fatalities.

[28] Contractors are employed by a third-party company that provides specific services to Williams pursuant to an agreement under which the third-party company retains the right to control the means and manner of achieving the contracted-for services. Data calculated based on 200,000 hours worked. Excludes fatalities.

[29] Incidents include both injuries and illnesses. Company employees and non-employee hours and injuries/illnesses are included. Non-employee workers are supplied by a third party that are intended to supplement or temporarily replace existing workforce and are given direction directly from a Williams employee. Data calculated based on 200,000 hours worked. Includes fatalities. The 2018 TRIR — employees metric was restated due to a prior mathematical error.

[30] Contractors are employed by a third-party company that provides specific services to Williams pursuant to an agreement under which the third-party company retains the right to control the means and manner of achieving the contracted-for services.

[31] DART numbers listed include employee and non-employee days away, restricted or transferred. Data calculated based on 200,000 hours worked. Includes fatalities.

[32] DART rate includes employee and non-employee days away, restricted or transferred. Data calculated based on 200,000 hours worked. Includes fatalities.

[33] Incidents include both injuries and illnesses. Company employees injuries/illnesses are included.

[34] Incidents include both injuries and illnesses. Company employee hours and injuries/illnesses are included. Data calculated based on 200,000 hours worked. Includes fatalities.

Metric	Unit	2018	2019	2020	2021	2022
Number of high-consequence work-related injuries — non-employee workers ^[35]	number	0	0	0	0	0
Rate of high-consequence work-related injuries — non-employee workers ^[36]	rate per 200,000 work hours	0.00	0.00	0.00	0.00	0.00
Number of recordable work-related injuries — non-employee workers ^[35]	number	0	0	0	0	0
Rate of recordable work-related injuries — non-employee workers ^[36]	rate per 200,000 work hours	0.00	0.00	0.00	0.00	0.00
Number of fatalities — employees ^[37]	number	0	0*	0*	0*	0*
Employee fatality rate per 1,000 employees ^[37]	rate per 1,000 employees	0.00	0.00	0.00*	0.00*	0.00*
Employee fatality rate per 200,000 work hours ^[37]	rate per 200,000 work hours	0.00	0.00*	0.00*	0.00*	0.00*
Number of fatalities — contractors ^[38]	number	0	0	1	0	0
Non-employee worker fatality rate ^[36]	rate per 200,000 work hours	0.00	0.00	0.00	0.00	0.00
Number of fatalities — third-party ^[39]	number	0	0	0	0	0
Number of fatalities — non-employee workers ^[40]	number	0	0*	0*	0*	0*
The number of fatalities as a result of work-related ill health: employees ^[41]	number	N/A	N/A	N/A	N/A	0
The number of cases of recordable work-related ill health: employees ^[42]	number	N/A	N/A	N/A	N/A	1
The number of fatalities as a result of work-related ill health: workers who are not employees but whose work and/or workplace is controlled by the organization ^[43]	number	N/A	N/A	N/A	N/A	0

[35] Incidents include both injuries and illnesses. Non-employee injuries/illnesses are included. Non-employee workers are supplied by a third party that are intended to supplement or temporarily replace existing workforce and are given direction directly from a Williams employee.

[36] Incidents include both injuries and illnesses. Non-employee hours and injuries/illnesses are included. Non-employee workers are supplied by a third party that are intended to supplement or temporarily replace existing workforce and are given direction directly from a Williams employee. Data calculated based on 200,000 hours worked. Includes fatalities.

[37] Incidents include both injuries and illnesses. Non-employee workers are supplied by a third party that are intended to supplement or temporarily replace existing workforce and are given direction directly from a Williams employee.

[38] Contractors are employed by a third-party company that provides specific services to Williams pursuant to an agreement under which the third-party company retains the right to control the means and manner of achieving the contracted-for services.

[39] Third-party fatalities are those that are not employees, contractors or non-employee workers who have died on a company site or on a company facility or as a result of company operations.

[40] Incidents include both injuries and illnesses. Company employees and non-employee hours and injuries/illnesses are included. Non-employee workers are supplied by a third party that are intended to supplement or temporarily replace existing workforce and are given direction directly from a Williams employee.

[41] Incidents include work-related, fatality illnesses for employees only. 2022 is the first year reporting this metric for ESG.

[42] Incidents include recordable illnesses for employees only. 2022 is the first year reporting this metric for ESG.

[43] Incidents include work-related, fatality illnesses for non-employees only. Non-employee workers are supplied by a third party that are intended to supplement or temporarily replace existing workforce and are given direction directly from a Williams employee. 2022 is the first year reporting this metric for ESG.

Metric	Unit	2018	2019	2020	2021	2022
The number of cases of recordable work-related ill health: workers who are not employees but whose work and/or workplace is controlled by the organization ^[44]	number	N/A	N/A	N/A	N/A	0
Number of hours worked — employees ^[45]	number	10,307,130	10,243,612*	9,254,759*	9,345,181*	9,512,397*
Number of hours worked — non-employee workers ^[46]	number	327,882	306,112	231,468	225,370	238,161
Preventable motor vehicle accident rate — employees ^[47]	rate per 1,000,000 miles	1.9	2.27	1.83	1.67	1.89
Pipeline Performance						
Number of Tier 1 process safety events ^[48]	number	29	16	13	9	15
Total number of Tier 2 process safety events ^[49]	number	N/A	N/A	N/A	N/A	30
Tier 1 process safety events by business activity: Gathering & Processing ^[50]	number	N/A	N/A	N/A	N/A	10
Tier 2 process safety events by business activity: Gathering & Processing ^[49]	number	N/A	N/A	N/A	N/A	24
Tier 1 process safety events by business activity: Transmission & Gulf of Mexico ^[50]	number	N/A	N/A	N/A	N/A	5
Tier 2 process safety events by business activity: Transmission & Gulf of Mexico ^[49]	number	N/A	N/A	N/A	N/A	6
Total loss of primary containment events ^[51]	number	N/A	N/A	2,223	1,945*	1,870*
Loss of primary containment year-to-year change ^[51]	percent	N/A	N/A	N/A	-13%	-4%
Number of Department of Transportation reportable releases as a result of third-party damages	number	0	0	0	0	2

[44] Incidents include recordable illnesses for non-employees only. Non-employee workers are supplied by a third party that are intended to supplement or temporarily replace existing workforce and are given direction directly from a Williams employee. 2022 is the first year reporting this metric for ESG.

[45] Company employees hours.

[46] Non-employee hours. Non-employee workers are supplied by a third party that are intended to supplement or temporarily replace existing workforce and are given direction directly from a Williams employee.

[47] Company employees and non-employee PMVAs and mileage are included. Non-employee workers are supplied by a third party that are intended to supplement or temporarily replace existing workforce and are given direction directly from a Williams employee. A preventable incident is one in which the driver failed to do everything reasonable to avoid the incident and could include: backing, hitting a fixed object, rear-ending a vehicle, striking a pedestrian, misjudging available clearance and not driving at a speed consistent with the existing conditions of the road, weather, traffic or sight distance.

[48] Process Safety Tier 1 Data based on American Petroleum Institute (API) Recommended Practice 754 guidance.

[49] Process Safety Tier 2 Data based on American Petroleum Institute (API) Recommended Practice 754 guidance. 2022 is the first year reporting this metric for ESG.

[50] Process Safety Tier 1 Data based on American Petroleum Institute (API) Recommended Practice 754 guidance. 2022 is the first year reporting this metric for ESG.

[51] In 2020, Williams began tracking Loss of Primary Containment data aligning with American Petroleum Institute (API) Recommended Practice 754 guidance.

Metric	Unit	2018	2019	2020	2021	2022
Number of reportable pipeline incidents ^[52]	number	4	10	9*	11*	18*
Percent of reportable pipeline incidents considered significant ^[53]	percent	50%	50%	44%*	64%*	56%*
Miles of natural gas and hazardous liquid pipelines inspected ^[54]	miles	4,374.8	3,872.4	2,360.4	3,016.7	3,199.6
Percent of natural gas pipelines inspected ^[55]	percent	28.4%	23.1%	13.2%*	21.2%*	9.4%*
Percent of hazardous liquid pipelines inspected ^[56]	percent	13.3%	26.2%	22.2%*	4.6%*	21.3%*
Number of pipeline assessments that required no remediation in High Consequence Areas ^[57]						
Gas	number	42	51	52	30	87
Liquid	number	7	11	7	1	23

Employment & Diversity

Number of new-hire employees	number	583	389	279	471	637
Percent of new-hires from the Atlantic-Gulf region	percent	N/A	N/A	N/A	N/A	40%
Percent of new-hires from the Northeast region	percent	N/A	N/A	N/A	N/A	18%

[52] Natural Gas Incidents and Hazardous Liquid accidents (as defined in U.S. 49 Code of Federal Regulations (CFR) Part 191.3 and U.S. 49 CFR Part 195.50 respectively) must be reported to the National Response Center, followed later by subsequent incident/accident report forms to Pipeline and Hazardous Materials Safety Administration (PHMSA).

[53] PHMSA defines "Significant Incidents" as those including any of the following conditions: (1) Fatality or injury requiring in-patient hospitalization; (2) \$50,000 or more in total costs, measured in 1984 dollars; (3) Highly volatile liquid releases of 5 barrels or more or other liquid releases of 50 barrels or more; and (4) Liquid releases resulting in an unintentional fire or explosion.

[54] The assessment data for the Sustainability Report was pulled from the company's Baseline Assessment Plan (BAP). The BAP fulfills an Integrity Management requirement of both U.S. 49 CFR 192 and 195 and it is used to track Integrity Assessment(s). Miles of pipeline inspected include inspections done through all techniques, including direct assessments. Direct Assessments are done based on testing in certain sites that are deemed to be highest risk or highest potential for integrity concerns and the miles from the whole segment are assumed inspected.

[55] Natural gas pipeline is defined according to U.S. 49 CFR 192 as all parts of those physical facilities through which gas moves in transportation, including pipe, valves and other appurtenance attached to pipe, compressor units, metering stations, regulator stations, delivery stations, holders and fabricated assemblies. While PHMSA broadly defines natural gas and hazardous liquid pipelines above, this metric specifically reflects the subset of pipelines that are included in the company's Baseline Assessment Plan. This includes pipelines that are subject to Integrity Management regulations, in addition to other pipelines that the company has chosen to assess. The types of assessments performed include: Internal inspection tools capable of detecting corrosion, and any other threats to which a pipeline segment is susceptible; Pressure tests; Direct assessment to address threats of external corrosion, internal corrosion or stress corrosion cracking; Other technology that the company demonstrates can provide an equivalent understanding of the condition of the pipeline.

[56] Hazardous liquid pipeline is defined per U.S. 49 CFR 195 as all parts of a pipeline facility through which a hazardous liquid or carbon dioxide moves in transportation, including, but not limited to, line pipe, valves and other appurtenances connected to line pipe, pumping units, fabricated assemblies associated with pumping units, metering and delivery stations and fabricated assemblies therein, and breakout tanks. While PHMSA broadly defines natural gas and hazardous liquid pipelines above, this metric specifically reflects the subset of pipelines that are included in the company's Baseline Assessment Plan. This includes pipelines that are subject to Integrity Management regulations, in addition to other pipelines that the company has chosen to assess. The types of assessments performed include: Internal inspection tools capable of detecting corrosion, and any other threats to which a pipeline segment is susceptible; Pressure tests; Direct assessment to address threats of external corrosion, internal corrosion or stress corrosion cracking; Other technology that the company demonstrates can provide an equivalent understanding of the condition of the pipeline.

[57] High Consequence Areas (HCAs) are populated areas, navigable waterways or environmentally sensitive areas that are adjacent to a pipeline and are at risk of damage in the event of a pipeline incident/accident. PHMSA defines natural gas HCAs in 49 CFR Part 192.903 and hazardous liquid HCAs in 49 CFR Part 195.450.

Metric	Unit	2018	2019	2020	2021	2022
Percent of new-hires from the West region	percent	N/A	N/A	N/A	N/A	17%
Percent of new-hires from the Tulsa Headquarters	percent	N/A	N/A	N/A	N/A	25%
Percent of new-hires by gender: women	percent	N/A	N/A	N/A	N/A	25%
Percent of new-hires by gender: men	percent	N/A	N/A	N/A	N/A	75%
Percent of new-hires under 30 years old	percent	N/A	N/A	N/A	N/A	30%
Percent of new-hires between 30–50 years old	percent	N/A	N/A	N/A	N/A	59%
Percent of new-hires over 50 years old	percent	N/A	N/A	N/A	N/A	11%
Voluntary turnover rate ^[58]	rate	6.1	6.1	4.6	6.0	7.8
Employees that left the company involuntarily in 2022, expressed as a percentage of total employees	percent	N/A	N/A	N/A	N/A	1%
Voluntary employee turnover rate in the Atlantic-Gulf region	percent	N/A	N/A	N/A	N/A	9%
Voluntary employee turnover rate in the Northeast region	percent	N/A	N/A	N/A	N/A	7%
Voluntary employee turnover rate in the West region	percent	N/A	N/A	N/A	N/A	9%
Voluntary employee turnover rate in the Tulsa Headquarters	percent	N/A	N/A	N/A	N/A	6%
Voluntary employee turnover rate, by gender: women	percent	N/A	N/A	N/A	N/A	8%
Voluntary employee turnover rate, by gender: men	percent	N/A	N/A	N/A	N/A	8%
Voluntary employee turnover rate, by age group: under 30 years old	percent	N/A	N/A	N/A	N/A	10%
Voluntary employee turnover rate, by age group: between 30–50 years old	percent	N/A	N/A	N/A	N/A	7%

[58] Data includes employees voluntarily terminating from Williams, excluding any impacts from non-recurring programs or offerings.

Metric	Unit	2018	2019	2020	2021	2022
Voluntary employee turnover rate, by age group: over 50 years old	percent	N/A	N/A	N/A	N/A	9%
Total number of temporary employees	number	0	0	0	5	12
Percent of employees under collective bargaining agreements at year end	percent	0%	0%	0%	0%	0%
Number of permanent employees at year end ^[59]	number	5,337	4,793	4,729	4,814	5,023
Percent men	percent	79%	80%	79%	78%	78%
Percent women	percent	21%	20%	21%	22%	22%
Percent underrepresented ethnicity and race ^[60]	percent	15%	14%	15%	16%	17%
Percent of technical and support roles held by men ^[61]	percent	86%	88%	88%	88%	89%
Percent of professional and managerial roles held by men ^[62]	percent	73%	72%	72%	71%	69%
Percent of technical and support roles held by women	percent	14%	12%	12%	12%*	11%*
Percent of professional and managerial roles held by women	percent	27%	28%	28%	29%*	31%*
Percent of technical and support roles held by underrepresented employees	percent	13%	12%	12%	13%*	13%*
Percent of professional and managerial roles held by underrepresented employees	percent	16%	16%	17%	19%*	20%*
Percent of professional roles held by underrepresented employees	percent	18%	18%	18%	21%	22%
Percent of managerial roles held by underrepresented employees	percent	12%	10%	10%	14%	15%

[59] The difference in total full-time employees and full-time employees broken down by gender is due to employees that have elected to not specify or disclose gender.

[60] Underrepresented ethnicity and race, and Underrepresented throughout this table, refers to employees of the following race/ethnicity: American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, or Two or More Races.

[61] Technical roles achieve results through individual and team-based contributions. They use operational and technical skills to support work done typically in a non-office setting, such as a pipeline station or processing facility. Support roles achieve results through individual and team-based contributions. They use technical and operations skills to support office-related or administrative work.

[62] Professional roles primarily achieve results through individual contributions, internal consulting and project management. These roles typically require a relevant undergraduate degree and practical experience in a related field. Managerial roles primarily achieve results through others. These roles require skills in management and/or business knowledge. These roles are accountable for functional and/or program management and typically manage the work of two or more individuals. Managerial roles, unless otherwise specified, reflect all levels of management (junior, middle and senior).

Metric	Unit	2018	2019	2020	2021	2022
Percent of senior managerial roles held by underrepresented employees ^[63]	percent	4%	9%	12%	12%	11%
Percent of managerial roles held by women or underrepresented employees	percent	24%	23%	26%	30%	31%
Percent of managerial roles held by underrepresented women	percent	3%	3%	3%	5%	5%
Percent of managerial roles held by underrepresented men	percent	9%	7%	7%	9%	10%
Number of permanent employees by region ^[64]						
Atlantic-Gulf	number	1,586	1,408	1,438	1,562	1,652
Northeast	number	1,366	1,287	1,250	1,224	1,234
West	number	1,192	1,007	928	912	931
Tulsa Headquarters	number	1,193	1,091	1,113	1,116	1,206
Number of full-time employees by gender						
Women	number	1,107	979	958	1,024	1,083
Men	number	4,176	3,813	3,747	3,757	3,905
Number of part-time employees by gender						
Women	number	30	26	22	19	22
Men	number	3	3	0	3	5

[63] Senior managerial roles reflect executive positions at and above the Vice President level.

[64] In 2021, Williams updated its methodology for counting permanent employees by region to better account for remote employees as well as geographic and organizational alignment. Historic data from 2018, 2019 and 2020 were restated accordingly in 2021. Remote employees are included in the region that best describes the Williams' location(s) they support.

Metric	Unit	2018	2019	2020	2021	2022
Percent of employees under 30 years old	percent	11%	11%	10%	9%	10%
Percent of employees between 30–50 years old	percent	53%	57%	60%	60%	59%
Percent of employees over 50 years old	percent	36%	32%	30%	31%	30%
Corporate and technical training hours completed by employees	thousands of hours	172	175	174	232	181
Corporate and technical training hours completed per employee	hours	32	37	37	48	37
Corporate and technical training hours completed per employee, by gender: women	hours	N/A	N/A	N/A	N/A	14
Corporate and technical training hours completed per employee, by gender: men ^[65]	hours	N/A	N/A	N/A	N/A	43
Corporate and technical training hours completed per employee, by employee category: part-time	hours	N/A	N/A	N/A	N/A	10
Corporate and technical training hours completed per employee, by employee category: full-time	hours	N/A	N/A	N/A	N/A	37
Corporate and technical training expenditures	million USD	3.54	3.77	1.69	2.14	3.13
Average amount spent per FTE on training and development	dollars (USD)	N/A	N/A	360.00	444.54	638.00
Percent of employees who received a performance review ^[66]	percent	100%	100%	100%	100%	100%
Total number of employees who took parental leave in 2022, by gender: women ^[67]	number	N/A	N/A	N/A	N/A	35
Total number of employees who took parental leave in 2022, by gender: men ^[67]	number	N/A	N/A	N/A	N/A	150

[65] Training hours are higher for male employees due to required annual training programs required of operational employees, and the higher proportion of male employees to females in operational roles.

[66] Data represents eligible employees. Ineligible employees include interns, employees on long-term disability leave and external new hires joining the organization on or after August 1 and thus deemed too new to assess.

[67] Includes employees that initiated paid parental leave in 2022—even if they have not yet returned from leave.

Metric	Unit	2018	2019	2020	2021	2022
Total number of employees that returned to work in 2022 after parental leave ended, by gender: women ^[68]	number	N/A	N/A	N/A	N/A	34
Total number of employees that returned to work in 2022 after parental leave ended, by gender: men ^[68]	number	N/A	N/A	N/A	N/A	147
Retention rate (still employed 12 months after leave) of employees who took parental leave, by gender: women ^[69]	percent	N/A	N/A	N/A	N/A	97%
Retention rate (still employed 12 months after leave) of employees who took parental leave, by gender: men ^[69]	percent	N/A	N/A	N/A	N/A	98%

Governance Metrics

Spending on taxes ^[70]	million USD	261.2	263.8	266.0	266.8	333.7
Percent votes for the company's executive compensation program ^[71]	percent	97%	97%	77%	94%	96%
Percent of employees that completed compliance and ethics training	percent	100%	100%	100%	100%	100%
Number of inquiries received through ethics reporting channels	number	203	210	186	164	172
Number of inquiries received through ethics reporting channels by Code of Business Conduct category						
Work environment	number	134	134	92	91	121
Health, safety and the environment	number	31	45	62	41	22
Conflicts of interest	number	19	10	15	8	8
Protecting company assets	number	19	21	17	24	21

[68] Includes all employees who returned to work in 2022, regardless of when parental leave was initiated.

[69] Includes employees who initiated parental leave in 2021 and returned to work on or before 12/31/2021.

[70] Includes Social Security, Medicare, state franchise, property, state income, foreign income (new in 2022), federal income and state/federal/foreign transaction taxes. Property tax numbers reflect assets owned and operated by Williams and does not reflect JV ownership interest. Property taxes for 2022 calculated based on taxes paid in calendar year, whereas previous years reported property taxes paid on tax year basis. Federal transaction taxes: The Federal portion is primarily Federal Excise Tax and Federal PERC Fees. State transaction taxes: The State portion is primarily Sales/Use, OH CAT Tax, TX Utility Tax, and WV Motor Fuel Tax.

[71] Percentage is calculated based on votes reported in the applicable Form 8-K and is defined as votes "for" divided by the sum of votes "for" plus votes "against." Percentage is from the Annual Meeting that occurred the year of the report (i.e., for the 2022 Sustainability Report, it includes the results from the 2022 annual meeting of stockholders) not the most recent annual meeting of stockholders.

Metric	Unit	2018	2019	2020	2021	2022
Number of inquiries received through ethics reporting channels by reporting channel ^[72]						
Human resources	number	74	58	55	55	72
Action line	number	51	32	15	17	14
Management	number	40	70	74	50	46
Business ethics resources center	number	5	6	4	1	4
Other reporting channels	number	33	44	38	41	36
Percent of board members between 30–50 years old ^[73]						
Percent of board members over 50 years old ^[73]	percent	92%	92%	92%	92%	92%
Female board members ^[73]	percent	25%	25%	25%	25%	25%
Ethnically diverse board members ^[73]	percent	8%	8%	8%	0%	8%
Percent of employees that completed cybersecurity training	percent	99%	99%	100%	99%	97%
Monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	dollars (USD)	0	1,944,700	209,002	41,050	0
Legal and regulatory fines and settlements associated with violations of bribery, corruption or anti-competitive standards	dollars (USD)	0	0	0	0	0

[72] Other reporting channels include the Williams call center, social media and enterprise security.

[73] Unless otherwise stated, percentages are determined as of December 31, 2022. Richard Muncrief and Jesse Tyson were appointed to the board effective March 1, 2022. Charles Cogut and Stephen Chazen retired from the board effective April 26, 2022. Effective February 10, 2023, Nancy Buese resigned from the board and the board appointed an additional female director, Carri Lockhart. As of the date of this report, female directors make up 25% of our board. Also, as of the date of this report, the Company has one ethnically diverse director, Mr. Tyson (African American), out of a total of 12, which equates to the board being comprised of approximately 8% ethnically diverse directors. Ages are based on the director responses to the Company's D&O Questionnaire at the end of 2022, which is completed annually by directors. Note that the information reported here differs from that reported in the Company's proxy statement. For the proxy statement, age is determined as of the date of the annual meeting of stockholders and includes the directors appointed in March of 2023, and excludes the directors who retired after the April 25, 2023 annual meeting of stockholders.