

# Williams 2023 Sustainability Report Performance Data Table



\*Denotes data assured by ERM CVS

†Denotes restated data assured by ERM CVS

Metric	Unit	2019	2020	2021	2022	2023
<b>Environmental Metrics</b>						
<b>Greenhouse Gas Emissions &amp; Energy Use</b>						
Scope 1 greenhouse gas emissions <sup>[1]</sup>	million metric tons CO <sub>2</sub> e	13.48 <sup>†</sup>	12.58 <sup>†</sup>	12.38 <sup>†</sup>	13.24 <sup>†</sup>	13.64 <sup>*</sup>
Carbon dioxide, CO <sub>2</sub> (excluding emissions from exported power and heat) <sup>[1]</sup>	million metric tons CO <sub>2</sub> e	9.51	9.19	9.19	9.92	10.32
Methane, CH <sub>4</sub> <sup>[1]</sup>	million metric tons CO <sub>2</sub> e	3.96	3.39	3.19	3.31	3.31
Nitrous oxide, N <sub>2</sub> O <sup>[1]</sup>	million metric tons CO <sub>2</sub> e	0.0044	0.0043	0.0043	0.0047	0.0052
Scope 1 greenhouse gas emissions, percent methane <sup>[1]</sup>	percent	29% <sup>†</sup>	27% <sup>†</sup>	26% <sup>†</sup>	25% <sup>†</sup>	24% <sup>*</sup>
Scope 1 methane (CH <sub>4</sub> ) emissions <sup>[1]</sup>	metric tons	141,344	120,958	113,810	118,145	118,251
Scope 1 carbon emissions intensity <sup>[2]</sup>	CO <sub>2</sub> e/million USD revenue	1,643	1,630	1,165	1,207	1,251
ONE Future methane intensity, percent gathering and boosting <sup>[3]</sup>	percent	0.071%	0.064%	0.051%	0.046%	0.044%
ONE Future methane intensity, percent processing <sup>[3]</sup>	percent	0.025%	0.025%	0.025%	0.025%	0.025%
ONE Future methane intensity, percent transmission and underground storage <sup>[3]</sup>	percent	0.038%	0.027%	0.026%	0.026%	0.022%

[1] Gross direct (Scope 1) greenhouse gas emissions in millions of metric tons of CO<sub>2</sub>-equivalent (CO<sub>2</sub>e). The consolidation approach is operational control and includes CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. 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 EPA's GHGRP Subpart W (Petroleum and Natural Gas Systems) revisions, Scope 1 emissions for 2023 incorporate an updated reciprocating engine vented emissions emission factor for the Gathering and Boosting segment and an AR5 Global Warming Potential (GWP) for CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. Additionally, Scope 1 emissions for 2023 incorporate offshore Scope 1 emission sources additional to blowdowns, Scope 1 emissions associated with liquid service, and Scope 1 emissions from equipment that Williams owns and operates on producer well pads. Scope 1 emissions for 2023 include seven additional new sources: purging, mobile sources, compressor start-ups, Acid Gas Removal (AGR) units that process liquid streams, crankcase venting, produced water tanks, and pipeline meter station and valve sites. Scope 1 emissions for 2019–2022 have been restated to include all previously listed emission methodology updates and new emission sources for comparison. Emissions that are not applicable under GHGRP or ONE Future protocol are calculated using GHGRP protocols or best engineering practice. Global Potential Warming rates are 28 for CH<sub>4</sub> and 265 for N<sub>2</sub>O. 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 CO<sub>2</sub>-equivalent (CO<sub>2</sub>e), divided by total revenue in million USD. Greenhouse gas emissions include CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. Revenue is based off Total Revenues as reported in the 2023 10-K Filing. In 2023, Williams acquired MountainWest (February) and Cureton Front Range (November). Although we did not own these assets the full year, Williams included the entire RY2023 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 accordance with EPA's GHGRP Subpart W (Petroleum and Natural Gas Systems) revisions, Scope 1 emissions for 2023 incorporate an updated reciprocating engine vented emissions emission factor for the Gathering and Boosting segment and an AR5 Global Warming Potential (GWP) for CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. Additionally, Scope 1 emissions for 2023 incorporate offshore Scope 1 emission sources additional to blowdowns, Scope 1 emissions associated with liquid service, and Scope 1 emissions from equipment that Williams owns and operates on producer well pads. Scope 1 emissions for 2023 include seven additional new sources: purging, mobile sources, compressor start-ups, Acid Gas Removal (AGR) units that process liquid streams, crankcase venting, produced water tanks, and pipeline meter station and valve sites. Scope 1 emissions for 2019–2022 have been restated to include all previously listed emission methodology updates and new emission sources for comparison. Emissions that are not applicable under GHGRP or ONE Future protocol are calculated using GHGRP protocols or best engineering practice. Global Potential Warming rates are 28 for CH<sub>4</sub> and 265 for N<sub>2</sub>O. Williams does not produce biogenic gases from its direct operations. Williams does not produce hydrochlorofluorocarbons, perfluorocarbons, sulfur hexafluoride or nitrogen trifluoride emissions.

[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. 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.

Metric	Unit	2019	2020	2021	2022	2023
GHG (CO <sub>2</sub> e) intensity per energy throughput <sup>[1]</sup>	metric tons CO <sub>2</sub> e/thousand MMBtu	1.07	0.99	0.93	0.90	0.83
Scope 2 greenhouse gas emissions <sup>[2]</sup>	million metric tons CO <sub>2</sub> e	1.55*	1.50*	1.66*	1.78*	1.81*
Sum of Scope 1 and Scope 2 greenhouse gas emissions <sup>[3]</sup>	million metric tons CO <sub>2</sub> e	15.02 <sup>†</sup>	14.07 <sup>†</sup>	14.04 <sup>†</sup>	15.01 <sup>†</sup>	15.46*
Sum of Scope 1 and Scope 2 methane emissions <sup>[3]</sup>	million metric tons CO <sub>2</sub> e	3.9616 <sup>†</sup>	3.3904 <sup>†</sup>	3.1904 <sup>†</sup>	3.3122 <sup>†</sup>	3.3152*
Consumption of Purchased or Acquired Electricity <sup>[4]</sup>	billion kilowatt-hours	3.234	3.421	4.077	4.176	4.312
Total renewable energy consumption (electricity plus fuel)	MWh	405,081	410,628	505,958	538,434	606,400
Percent electricity used that is renewable power <sup>[5]</sup>	percent	12.5%	12.0%	12.4%	12.9%	14.1%
Total non-renewable energy consumption (electricity plus fuel) <sup>[6]</sup>	MWh	47,250,606	45,538,682	46,928,329	50,373,984	52,318,978
Total energy consumption (Renewable and Non-Renewable; electricity plus fuel) <sup>[6]</sup>	MWh	47,655,688	45,949,311	47,434,287	50,912,417	52,925,378
Energy consumption intensity (electricity plus fuel) <sup>[7]</sup>	MWh/million USD revenue	N/A	N/A	N/A	4,643	4,852
Gas flaring <sup>[8]</sup>	thousands of metric tons	130.60	134.47	168.95	156.75	150.79

[1] Total company Scope 1 and Scope 2 emissions in metric tons of CO<sub>2</sub>e from gathering, processing, and transmission segments divided by the sum (in thousand MMBtu) of natural gas transported in all three segments, Subpart NN fractionator outlets, bulk Natural Gas Liquid (NGL) processing plant outlets that are recorded in Subpart W (additional to Subpart NN), NGL and condensate gathered volume, NG and oil pipeline transported volume, and storage injections into above and below-ground storage facilities that Williams owns and operates. In 2023, Williams restated 2019–2022 data to include these energy throughput sources listed above that are additional to natural gas throughput.

[2] Gross location-based energy indirect (Scope 2) greenhouse gas emissions in millions of metric tons of CO<sub>2</sub>-equivalent (CO<sub>2</sub>e). The consolidation approach is operational control. 2023 emissions were calculated using U.S. EPA Power Profiler Emissions Tool 2022, using emission factors from U.S. EPA eGRID2022 multiplied by kWh energy use for all assets that Williams operates. 2022 emissions were calculated using eGRID 2021, 2021 emissions using eGRID 2020, 2020 emissions using eGRID2019, and 2019 emissions using eGRID2018.

[3] Scope 1 emissions for 2023 incorporate an updated reciprocating engine vented emissions emission factor for the Gathering and Boosting segment and an AR5 Global Warming Potential (GWP) for CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. Additionally, Scope 1 emissions for 2023 incorporate offshore Scope 1 emission sources additional to blowdowns, Scope 1 emissions associated with liquid service, and Scope 1 emissions from equipment that Williams owns and operates on producer well pads. Scope 1 emissions for 2023 include seven additional new sources: purging, mobile sources, compressor start-ups, Acid Gas Removal (AGR) units that process liquid streams, crankcase venting, produced water tanks, and pipeline meter station and valve sites. Scope 1 emissions for 2019–2022 have been restated to include all previously listed emission methodology updates and new emission sources for comparison.

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

[5] In 2023, percent of renewable power used was calculated using percent renewables factors from U.S. EPA eGRID2022 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.

[6] In 2023, total energy consumption was updated to include fuel from offshore combustion. 2019–2022 data was restated to include this as well.

[7] Total energy consumption within the organization (renewable and non-renewable) in MWh. Revenue is based off Total Revenues as reported in the 2023 10-K Filing. In 2023, total energy consumption was updated to include fuel from offshore combustion. 2022 data was restated to include this as well.

[8] Data represents metric tons of waste gas and pilot gas routed to a flare.

Metric	Unit	2019	2020	2021	2022	2023
<b>Air Emissions</b>						
Sulfur dioxide (SO <sub>2</sub> ) emitted <sup>[1]</sup>	tons	394	421	430	466	378
Nitrogen oxides (NO <sub>x</sub> ) emitted <sup>[1]</sup>	tons	32,196	27,809	28,177	29,576	30,064
Volatile organic compounds (VOCs) emitted <sup>[1]</sup>	tons	9,208	8,757	7,975	8,648	9,063
Persistent organic pollutants emitted <sup>[1]</sup>	tons	0	0	0	0	0
Hazardous air pollutants <sup>[1]</sup>	tons	2,655	2,444	2,088	2,379	2,053
Particulate matter emitted <sup>[1]</sup>	tons	1,156	1,057	1,024	1,237	1,200
Sulfur dioxides emission intensity <sup>[2]</sup>	kg/million USD revenue	47	49	37	39	31
Nitrogen oxides emission intensity <sup>[2]</sup>	kg/million USD revenue	3,561	3,548	2,405	2,447	2,501
Volatile organic compounds emission intensity <sup>[2]</sup>	kg/million USD revenue	1,019	1,029	681	715	754
<b>Hydrocarbon Spills</b>						
Number of hydrocarbon spills > 1 bbl <sup>[3]</sup>	number	11	9	8	7	9
Volume of hydrocarbon spills > 1 bbl <sup>[3]</sup>	thousands of barrels	0.075	0.058	0.064	0.028	0.021
Volume of hydrocarbon spills > 1 bbl recovered <sup>[3]</sup>	thousands of barrels	0.061	0.050	0.059	0.021	0.018
Volume of hydrocarbon spills > 1 bbl in areas of high biodiversity significance <sup>[4]</sup>	thousands of barrels	N/A	N/A	N/A	N/A	0

[1] 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 or best available data 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.

[2] 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 or best available data 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 2023 10-K Filing.

[3] Spills include all hydrocarbon spills greater than one barrel that reached environment. Williams has no operations in the Arctic. Williams did not experience any accident releases or non-accident releases from rail transportation in 2023.

[4] Volume of hydrocarbon spills in areas of high biodiversity significance as defined by the United Nations Environment Programme World Conservation Monitoring (UNEP — WCMC). Williams utilized the UNEP — WCMC approved alternative methodology to identify areas of high biodiversity significance.

Metric	Unit	2019	2020	2021	2022	2023
<b>Environmental Compliance &amp; Biodiversity</b>						
Number of environmental-related notices of noncompliance <sup>[1]</sup>	number	18	21	22	19	14
Spending on environmental penalties and fines <sup>[2]</sup>	dollars (USD)	98,639	836,544	29,528	27,893	387,463
Environmental accrual for remediation <sup>[3]</sup>	million USD	33.5	33.9	31.0	41.3	48.2
Number of active remediation sites managed by Williams	number	110	106	93	94	92
Total terrestrial acreage disturbed <sup>[4]</sup>	acres	24,132	7,851	602	2,395	2,092
Total terrestrial acreage restored <sup>[5]</sup>	acres	N/A	2,739	2,625	1,092	3,418
Percent of land owned, leased or operated within areas of protected conservation status or endangered species habitat <sup>[6]</sup>	percent	12.1%	12.3%	12.2%	12.0%	13.4%
Number of International Union for Conservation of Nature (IUCN) Red List Species in Williams' areas of operation <sup>[7]</sup>	number	155	132	129	167	218
Critically endangered <sup>[7]</sup>	number	28	26	26	34	43
Endangered <sup>[7]</sup>	number	47	40	43	56	70
Vulnerable <sup>[7]</sup>	number	34	28	30	42	49
Near threatened <sup>[7]</sup>	number	16	17	14	17	21
Least concern <sup>[7]</sup>	number	30	16	16	18	35

[1] 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.

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

[3] Accrued liabilities related to environmental cleanup, remediation and monitoring activities.

[4] 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.

[5] 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.

[6] 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.

[7] Data collected using the U.S. Fish and Wildlife Service Information for Planning and Consultation online tool.

Metric	Unit	2019	2020	2021	2022	2023
<b>Other</b>						
Materials recycled at Tulsa headquarters <sup>[1]</sup>	tons	23	45	34	40	32
Metric ton-kilometers of natural gas transported by pipeline <sup>[2]</sup>	billion metric ton-kilometers	N/A	4,716	5,267	5,743	6,608
<b>Social Metrics</b>						
<b>Communities</b>						
Community investments	million USD	9.7	10.8	12.1	14.2	13.2
Total cash donations	million USD	9.6	10.7	11.7	13.8	12.6
Value of in-kind donations	million USD	0.12	0.10	0.46	0.43	0.62
Value of time contributed by employees <sup>[3]</sup>	million USD	0.84	0.52	0.66	0.63	1.12
Number of incidents of violations involving the rights of Indigenous Peoples <sup>[4]</sup>	number	0	0	0	0	0
<b>Health &amp; Safety</b>						
Lost-time incident rate (LTIR) — employees <sup>[5]</sup>	rate per 200,000 work hours	0.06*	0.48*	0.67*	0.16*	0.19*
Lost-time incident rate (LTIR) — contractors <sup>[6]</sup>	rate per 200,000 work hours	0.09	0.11	0.03	0.18	0.03
Total recordable incident rate (TRIR) — employees <sup>[7]</sup>	rate per 200,000 work hours	0.55*	1.05*	1.23*	0.64*	0.90*

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

[2] 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. 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. In 2023, metric ton-kilometers of natural gas transported by pipeline was updated to include offshore. 2020–2022 data was restated to include this as well.

[3] Volunteer hours are calculated using a rate of \$31.80 x 35,282 hours (Independent Sector, May 2023).

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

[5] Incidents include both injuries and illnesses for Company employees and 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. Data calculated based on 200,000 hours worked.

[6] 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.

[7] Incidents include both injuries and illnesses for Company employees and 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. Data calculated based on 200,000 hours worked.

Metric	Unit	2019	2020	2021	2022	2023
Total recordable incident rate (TRIR) — contractors <sup>[1]</sup>	rate per 200,000 work hours	0.83	0.54	0.31	0.53	0.61
Number of contractor recordable accidents <sup>[2]</sup>	number	46	19	9	15	19
Number of days away, restricted or transferred (DART) <sup>[3]</sup>	number	488	1,108	960	670	1,008
Rate of days away, restricted or transferred (DART) <sup>[4]</sup>	rate per 200,000 work hours	0.18	0.50	0.82	0.31	0.36
Number of high-consequence work-related injuries — employees <sup>[5]</sup>	number	0	0	1	0	0
Rate of high-consequence work-related injuries — employees <sup>[6]</sup>	rate per 200,000 work hours	0.00	0.00	0.02	0.00	0.00
Number of recordable work-related injuries — employees <sup>[5]</sup>	number	29	50	59	31	47
Rate of recordable work-related injuries — employees <sup>[6]</sup>	rate per 200,000 work hours	0.57	1.08	1.26	0.65	0.92
Number of high-consequence work-related injuries — non-employee workers <sup>[7]</sup>	number	0	0	0	0	0
Rate of high-consequence work-related injuries — non-employee workers <sup>[8]</sup>	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 <sup>[7]</sup>	number	0	0	0	0	0
Rate of recordable work-related injuries — non-employee workers <sup>[8]</sup>	rate per 200,000 work hours	0.00	0.00	0.00	0.00	0.00
Number of fatalities — employee	number	0*	0*	0*	0*	0*

[1] 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. Includes fatalities.

[2] 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.

[3] DART numbers listed include employee and non-employee days away, restricted or transferred.

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

[5] Incidents include both injuries and illnesses for Company employees.

[6] Incidents include both injuries and illnesses for Company employee hours. Data calculated based on 200,000 hours worked.

[7] Incidents include both injuries and illnesses for non-employee workers. 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.

[8] Incidents include both injuries and illnesses for 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. Data calculated based on 200,000 hours worked.

Metric	Unit	2019	2020	2021	2022	2023
Employee fatality rate per 1,000 employees	rate per 1,000 employees	0.00	0.00*	0.00*	0.00*	0.00*
Employee fatality rate per 200,000 work hours	rate per 200,000 work hours	0.00*	0.00*	0.00*	0.00*	0.00*
Number of fatalities — contractors <sup>[1]</sup>	number	0	1	0	0	0
Number of fatalities — non-employee workers <sup>[2]</sup>	number	0*	0*	0*	0*	0*
Non-employee worker fatality rate <sup>[3]</sup>	rate per 200,000 work hours	0.00	0.00	0.00	0.00	0.00
Number of fatalities — third-party <sup>[4]</sup>	number	0	0	0	0	0
The number of fatalities as a result of work-related ill health: employees <sup>[5]</sup>	number	N/A	N/A	N/A	0	0
The number of cases of recordable work-related ill health: employees <sup>[6]</sup>	number	N/A	N/A	N/A	1	8
The number of fatalities as a result of work-related ill health: non-employee workers <sup>[7]</sup>	number	N/A	N/A	N/A	0	0
The number of cases of recordable work-related ill health: non-employee workers <sup>[8]</sup>	number	N/A	N/A	N/A	0	0
Number of hours worked — employees <sup>[9]</sup>	number	10,243,612*	9,254,759*	9,345,181*	9,512,397*	10,166,313*
Number of hours worked — non-employee workers <sup>[10]</sup>	number	306,112	231,468	225,370	238,161	289,653
Preventable motor vehicle accident rate — employees <sup>[11]</sup>	rate per 1,000,000 miles	2.27	1.83	1.67	1.89	1.60

[1] 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.

[2] Incidents include both injuries and illnesses for 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.

[3] 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.

[4] 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.

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

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

[7] Incidents include 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 was the first year reporting this metric for ESG.

[8] 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 was the first year reporting this metric for ESG.

[9] Company employees hours.

[10] 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.

[11] 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 not driving at a speed consistent with the existing conditions of the road, weather, traffic or sight distance.

Metric	Unit	2019	2020	2021	2022	2023
Pipeline Performance						
Number of Tier 1 process safety events <sup>[1]</sup>	number	16	13	9	15	22
Total number of Tier 2 process safety events <sup>[2]</sup>	number	N/A	N/A	N/A	31	33
Tier 1 process safety events by business activity: Gathering & Processing <sup>[3]</sup>	number	N/A	N/A	N/A	10	15
Tier 2 process safety events by business activity: Gathering & Processing <sup>[4]</sup>	number	N/A	N/A	N/A	24	24
Tier 1 process safety events by business activity: Transmission & Gulf of Mexico <sup>[5]</sup>	number	N/A	N/A	N/A	5	7
Tier 2 process safety events by business activity: Transmission & Gulf of Mexico <sup>[5]</sup>	number	N/A	N/A	N/A	7	9
Total loss of primary containment events <sup>[6]</sup>	number	N/A	2,223	1,945*	1,870*	2,221*
Loss of primary containment year-to-year change <sup>[6]</sup>	percent	N/A	N/A	-13%	-4%	19%
Number of Department of Transportation reportable releases as a result of third-party damages	number	0	0	0	2	2
Number of reportable pipeline incidents <sup>[7]</sup>	number	10	9*	11*	18*	17*
Percent of reportable pipeline incidents considered significant <sup>[8]</sup>	percent	50%	44%*	64%*	56%*	65%*
Miles of natural gas and hazardous liquid pipelines inspected <sup>[9]</sup>	miles	3,872.4	2,360.4	3,016.7	3,199.6	4,345.6

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

[2] Process Safety Tier 2 Data based on American Petroleum Institute (API) Recommended Practice 754 guidance. 2022 was the first year reporting this metric for ESG. 2022 Tier 2 Total restated from 30 to 31 in 2023 due to additional Process Safety Incident identified after 2022 Sustainability Report was finalized.

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

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

[5] Process Safety Tier 2 Data based on American Petroleum Institute (API) Recommended Practice 754 guidance. 2022 was the first year reporting this metric for ESG. 2022 Tier 2 Total restated from 6 to 7 in 2023 due to additional Process Safety Incident identified after 2022 Sustainability Report was finalized.

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

[7] Includes both 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). They must be reported to the National Response Center, followed later by subsequent incident/accident report forms to Pipeline and Hazardous Materials Safety Administration (PHMSA).

[8] 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.

[9] 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.



Metric	Unit	2019	2020	2021	2022	2023
Percent of natural gas pipelines inspected <sup>[1]</sup>	percent	23.1%	13.2%*	21.2%*	9.4%*	12.9%*
Percent of hazardous liquid pipelines inspected <sup>[2]</sup>	percent	26.2%	22.2%*	4.6%*	21.3%*	17.3%*
<b>Employment &amp; Diversity</b>						
Number of new-hire employees	number	389	279	471	637	798
Percent of new-hires by region: Northeast <sup>[3]</sup>	percent	N/A	N/A	N/A	11%	7%
Percent of new-hires by region: South <sup>[3]</sup>	percent	N/A	N/A	N/A	72%	43%
Percent of new-hires by region: Midwest <sup>[3]</sup>	percent	N/A	N/A	N/A	5%	5%
Percent of new-hires by region: West <sup>[3]</sup>	percent	N/A	N/A	N/A	12%	45%
Percent of new-hires by gender: Female <sup>[4]</sup>	percent	N/A	N/A	N/A	25%	19%
Percent of new-hires by gender: Male	percent	N/A	N/A	N/A	75%	81%
Percent of new-hires under 30 years old	percent	N/A	N/A	N/A	30%	29%
Percent of new-hires between 30–50 years old	percent	N/A	N/A	N/A	59%	53%
Percent of new-hires over 50 years old	percent	N/A	N/A	N/A	11%	18%
Percent of employees promoted	percent	N/A	N/A	N/A	N/A	16%
Percent of all job postings filled with internal candidates	percent	N/A	N/A	N/A	N/A	39%
Percent of leadership job postings filled with internal candidates	percent	N/A	N/A	N/A	N/A	92%
Total employee turnover rate	percent	N/A	N/A	N/A	N/A	9.7%

[1] 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.

[2] 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.

[3] All regions have been updated to align with US Census Bureau terminology and geographic areas. 2022 metrics have been restated to align with these same regions.

[4] The decrease in % of female new hires was largely due to the acquisitions of operational assets 2023. Employees who join Williams through an acquisitions are considered New Hires and operations roles tend to have higher % of men in these roles.

Metric	Unit	2019	2020	2021	2022	2023
Voluntary turnover rate <sup>[1]</sup>	percent	6.1%	4.6%	6.0%	7.8%	7.2%
Involuntary turnover rate	percent	N/A	N/A	N/A	1%	3%
Voluntary turnover rate by region: Northeast <sup>[2]</sup>	percent	N/A	N/A	N/A	7%	5%
Voluntary turnover rate by region: South <sup>[2]</sup>	percent	N/A	N/A	N/A	8%	8%
Voluntary turnover rate by region: Midwest <sup>[2]</sup>	percent	N/A	N/A	N/A	6%	5%
Voluntary turnover rate by region: West <sup>[2]</sup>	percent	N/A	N/A	N/A	9%	9%
Voluntary employee turnover rate, by gender: Female	percent	N/A	N/A	N/A	8%	6%
Voluntary employee turnover rate, by gender: Male	percent	N/A	N/A	N/A	8%	8%
Voluntary employee turnover rate, by age group: under 30 years old	percent	N/A	N/A	N/A	10%	12%
Voluntary employee turnover rate, by age group: between 30–50 years old	percent	N/A	N/A	N/A	7%	6%
Voluntary employee turnover rate, by age group: over 50 years old	percent	N/A	N/A	N/A	9%	7%
Number of permanent employees at year end <sup>[3]</sup>	number	4,793	4,729	4,814	5,023	5,319
Percent male	percent	80%	79%	78%	78%	78%
Percent female	percent	20%	21%	22%	22%	22%
Percent underrepresented ethnicity and race <sup>[4]</sup>	percent	14%	15%	16%	17%	17%
Percent of business (or office) roles, by gender: Male <sup>[5]</sup>	percent	66%	66%	65%	65%	65%
Percent of business (or office) roles, by gender: Female <sup>[5]</sup>	percent	34%	34%	35%	35%	35%

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

[2] All regions have been updated to align with US Census Bureau terminology and geographic areas. 2022 metrics have been restated to align with these same regions.

[3] 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.

[4] Underrepresented ethnicity & 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.

[5] Business (or office) based roles are defined as non-technical professional or support functions. Examples include Financial Analyst, Engineer, Compensation Analyst, Measurement Analyst, etc.

Metric	Unit	2019	2020	2021	2022	2023
Percent of business (or office) roles, by ethnicity: underrepresented <sup>[1]</sup>	percent	19%	19%	21%	22%	22%
Percent of business (or office) roles, by ethnicity: White <sup>[1]</sup>	percent	80%	79%	78%	77%	76%
Percent of field based roles, by ethnicity: underrepresented <sup>[2]</sup>	percent	9%	9%	9%	9%	9%
Percent of field based roles, by gender: Male <sup>[2]</sup>	percent	98%	98%	98%	98%	98%
Percent of field based roles, by gender: Female <sup>[2]</sup>	percent	2%	2%	2%	2%	2%
Number of permanent employees by region <sup>[3]</sup>						
Northeast <sup>[3]</sup>	number	809	786	759	755	757
South <sup>[3]</sup>	number	3,060	3,089	3,204	3,403	3,464
Midwest <sup>[3]</sup>	number	254	254	258	261	272
West <sup>[3]</sup>	number	668	599	592	604	826
Number of full-time employees by gender						
Female	number	979	958	1,024	1,083	1,133
Male	number	3,813	3,747	3,757	3,905	4,150
Number of part-time employees by gender						
Female	number	26	22	19	22	23
Male	number	3	0	3	5	4
Percent of employees under 30 years old	percent	11%	10%	9%	10%	11%
Percent of employees between 30–50 years old	percent	57%	60%	60%	59%	59%
Percent of employees over 50 years old	percent	32%	30%	31%	30%	31%
Percent of STEM related positions held by women	percent	N/A	N/A	N/A	N/A	28%

[1] Business (or office) based roles are defined as non-technical professional or support functions. Examples include Financial Analyst, Engineer, Compensation Analyst, Measurement Analyst, etc.

[2] Field based roles are defined a technical roles directly supporting field operations activities. Roles include, but not limited to, Operations Technician, Asset Integrity Specialist, and Coordinator of Maintenance.

[3] All regions have been updated to align with US Census Bureau terminology and geographic areas. 2019–2022 metrics have been restated to align with these same regions.

Metric	Unit	2019	2020	2021	2022	2023
Percent of employees under collective bargaining agreements at year end	percent	0%	0%	0%	0%	0%
Percent of all management positions, by gender: Male	percent	N/A	N/A	N/A	N/A	79%
Percent of all management positions, by gender: Female	percent	N/A	N/A	N/A	N/A	21%
Percent of all management positions, by ethnicity: White	percent	N/A	N/A	N/A	N/A	85%
Percent of managerial roles held by underrepresented employees	percent	10%	10%	14%	15%	14%
Percent of front line management roles, by gender: Female <sup>[1]</sup>	percent	N/A	N/A	N/A	N/A	19%
Percent of front line management roles, by gender: Male <sup>[1]</sup>	percent	N/A	N/A	N/A	N/A	81%
Percent of middle management roles, by gender: Male <sup>[2]</sup>	percent	N/A	N/A	N/A	N/A	72%
Percent of middle management roles, by ethnicity: underrepresented <sup>[2]</sup>	percent	N/A	N/A	N/A	N/A	14%
Percent of middle management roles, by ethnicity: White <sup>[2]</sup>	percent	N/A	N/A	N/A	N/A	84%
Percent of middle management roles, by gender: Female <sup>[2]</sup>	percent	N/A	N/A	N/A	N/A	28%
Percent of senior management roles, by gender: Female <sup>[3]</sup>	percent	N/A	N/A	N/A	N/A	30%
Percent of senior management roles, by gender: Male <sup>[3]</sup>	percent	N/A	N/A	N/A	N/A	70%
Percent of senior management roles, by ethnicity: White <sup>[3]</sup>	percent	N/A	N/A	N/A	N/A	86%
Percent of senior management roles, by ethnicity: underrepresented <sup>[3]</sup>	percent	9%	12%	12%	11%	14%
Percent of revenue-generating management positions held by women	percent	N/A	N/A	N/A	N/A	32%
Corporate and technical training hours completed by employees	thousands of hours	175	174	232	181	201
Corporate and technical training hours completed per employee	hours	37	37	48	37	38
Corporate and technical training hours completed per employee, by gender: Female	hours	N/A	N/A	N/A	14	10
Corporate and technical training hours completed per employee, by gender: Male <sup>[4]</sup>	hours	N/A	N/A	N/A	43	45

[1] Front line management roles reflect positions at the Supervisor or Manager level.

[2] Middle management roles reflect positions at the Director level.

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

[4] 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.

Metric	Unit	2019	2020	2021	2022	2023
Corporate and technical training hours completed per employee, by employee category: part-time	hours	N/A	N/A	N/A	10	13
Corporate and technical training hours completed per employee, by employee category: full-time	hours	N/A	N/A	N/A	37	38
Corporate and technical training expenditures	million USD	3.77	1.69	2.14	3.13	3.28
Average amount spent per FTE on training and development	dollars (USD)	N/A	360.00	444.54	638.00	622.00
Percent of employees who received a performance review <sup>[1]</sup>	percent	100%	100%	100%	100%	100%
Total number of employees who took parental leave, by gender: Female <sup>[2]</sup>	number	N/A	N/A	N/A	35	35
Total number of employees who took parental leave, by gender: Male <sup>[3]</sup>	number	N/A	N/A	N/A	150	217
Total number of employees that returned to work after parental leave ended, by gender: Female <sup>[3]</sup>	number	N/A	N/A	N/A	34	34
Total number of employees that returned to work after parental leave ended, by gender: Male <sup>[4]</sup>	number	N/A	N/A	N/A	147	215
Retention rate (still employed 12 months after leave) of employees who took parental leave, by gender: Female <sup>[4]</sup>	percent	N/A	N/A	N/A	83%	94%
Retention rate (still employed 12 months after leave) of employees who took parental leave, by gender: Male <sup>[5]</sup>	percent	N/A	N/A	N/A	91%	96%
<b>Governance Metrics</b>						
Spending on taxes <sup>[5]</sup>	million USD	263.8	266.0	266.8	333.7	382.0
Percent votes for the company's executive compensation program <sup>[6]</sup>	percent	97%	77%	94%	96%	96%
Percent of employees that completed compliance and ethics training	percent	100%	100%	100%	100%	100%

[1] 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.

[2] Includes employees that initiated paid parental leave in 2023 — even if they have not yet returned from leave.

[3] Includes all employees who returned to work in 2023, regardless of when parental leave was initiated.

[4] Includes employees who initiated parental leave in 2022 and were still employed 12-months later. The 2022 metrics were restated based on updated calculation methodology.

[5] Includes Social Security, Medicare, state franchise, property, state income, foreign income, 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 2023 calculated based on taxes paid in calendar year. 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.

[6] 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 2023 Sustainability Report, it includes the results from the 2023 annual meeting of stockholders) not the most recent annual meeting of stockholders.

Metric	Unit	2019	2020	2021	2022	2023
Number of inquiries received through ethics reporting channels	number	210	186	164	172	162
Number of inquiries received through ethics reporting channels by Code of Business Conduct category						
Work environment	number	134	92	91	121	107
Health, safety and the environment	number	45	62	41	22	25
Conflicts of interest	number	10	15	8	8	12
Protecting company assets	number	21	17	24	21	18
Number of inquiries received through ethics reporting channels by reporting channel <sup>[1]</sup>						
Human resources	number	58	55	55	72	53
Action line	number	32	15	17	14	31
Management	number	70	74	50	46	48
Business ethics resources center	number	6	4	1	4	10
Other reporting channels	number	44	38	41	36	20
Percent of board members between 30–50 years old <sup>[2]</sup>	percent	8%	8%	8%	8%	0%
Percent of board members over 50 years old <sup>[2]</sup>	percent	92%	92%	92%	92%	100%
Female board members <sup>[2]</sup>	percent	25%	25%	25%	25%	25%
Ethnically diverse board members <sup>[2]</sup>	percent	8%	8%	0%	8%	8%
Percent of employees that completed cybersecurity training	percent	99%	100%	99%	97%	98%
Monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	dollars (USD)	1,944,700	209,002	41,050	0	33,300
Legal and regulatory fines and settlements associated with violations of bribery, corruption or anti-competitive standards	dollars (USD)	0	0	0	0	0

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

[2] All information below is as of December 31, 2023. The Board is comprised of 12 directors including CEO Alan Armstrong. We have three (3) female directors on the Board (3/12 = 25%). The Company has one (1) ethnically diverse director, Mr. Tyson (African American) 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 which is completed annually by directors. Director Stacey Doré turned 51 in July of 2023 and, as she is our youngest director, we have no directors aged 50 or less.