

The Heart of Williams: 2020 Community Investments Report





Invested in Our Communities.

Involvement in the communities where we operate is at the heart of Williams. We believe in giving generously of both our time and resources to make a difference. But it's about more than just writing checks. In all the areas where we live and work, our employees roll up their sleeves to pitch in, help their neighbors and improve their communities.

In addition to the personal contributions made by employees, retirees and board members, Williams awarded \$10.8 million to approximately 2,200 organizations across 49 states in 2020.

We're thankful for our partnerships with organizations that inspire change and improve lives every day.



 Titi O., Engineer I,
at JA in a Day

Our Giving Focus Areas

For more than a century, Williams has been known as a reliable corporate partner in communities across the nation. It's our privilege to help strengthen the fabric of the communities and the lives of our neighbors.

Our community giving is centered on:

- Energizing and engaging employees while growing targeted skills
- Strengthening communities
- Increasing the odds of successful business execution

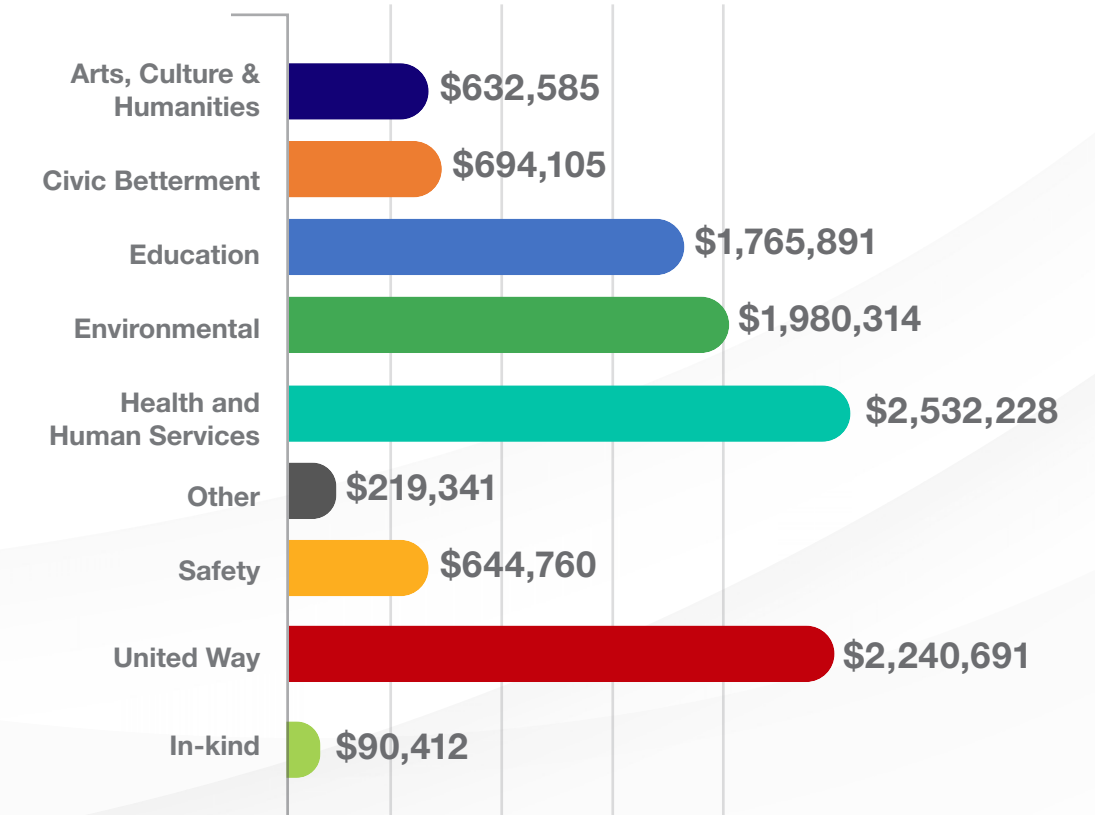
Our primary focus areas for charitable giving include:

- Education
- Environmental stewardship
- Public safety and first responders
- United Way

Organizations may submit grant applications online. Applications are reviewed quarterly.



Total Giving at a Glance



 Beth S., CSR Specialist II, Reading Partners

WE MAKE CLEAN ENERGY HAPPEN® 



Letter from Williams Foundation President

Partners and friends,

For more than 100 years, Williams has been a partner in the communities where our employees call home. It's part of our Core Values to be responsible stewards and reliable partners, especially in communities where the needs are great.

In 2020, with the COVID-19 pandemic, those needs surpassed anything we ever could have imagined. As always, Williams stepped up, pledging an extra \$1 million to support nonprofits struggling to meet the basic needs of families, schools pivoting to remote learning and first responders on the front lines.

Our long-standing support of more than 150 United Ways across the country was stronger than ever in 2020. In our headquarters city, we raised more than \$1.5 million – our 30th consecutive year of raising more than \$1 million for the Tulsa Area United Way. United Way partner agencies and 2-1-1 call centers across the nation provided a critical lifeline to food, rent and utility assistance and mental health resources.

“In 2020, with the COVID-19 pandemic, those needs surpassed anything we ever could have imagined. As always, Williams stepped up, pledging an extra \$1 million to support nonprofits.”

In addition to the pandemic, the devastation of Hurricane Laura took a toll on our employees and neighbors in southwestern Louisiana. Employees from the Houston area mobilized to help United Way in distributing food and supplies to those in need.

In a year of tremendous hardship and tragedy, our commitment to first responders continued. Williams contributed over \$600,000 to more than 400 first responders across the nation.

Throughout the year, we continued supporting efforts to bring science, technology, engineering and math education to those who might not be exposed to high-quality STEM learning opportunities, which lead to careers in well-paying STEM fields. We also funded programs at technical schools and universities to ensure we are building a diverse talent pipeline to meet our company's workforce needs as we drive toward a clean energy future.

Furthermore, our support of initiatives related to environmental conservation aligned with our business objectives to protect our communities, the environment and our critical energy infrastructure.

We take our commitment to communities seriously. It's at the heart of Williams.

Laura Creekmur
President, Williams Foundation

About the Williams Foundation

The Williams Foundation, a non-profit 501(c)3, was established in 1974 to help guide the company's community investments. The Foundation is overseen by a thoughtful and engaged board that advises on charitable giving across the 26 states where the company operates critical natural gas infrastructure.

The Williams Foundation board meets semi-annually and approves a comprehensive budget that supports high-impact programs in the communities where our employees live and work. The Foundation Bylaws and our corporate Charitable Contributions Standard outline our giving process to ensure the integrity of our contributions.

Williams Foundation Board of Directors



Debbie L. Cowan
Chair



Laura Creekmur
President



Peter S. Burgess
Treasurer



T. Lane Wilson
Secretary



Robert E. Riley Jr.
Assistant Secretary



Alan S. Armstrong



**Amanda Mertens
Campbell**



Micheal G. Dunn



John D. Chandler



Chad J. Zamarin



Thousands of runners participated virtually in the 2020 Williams Route 66 Marathon.



Nicole N.,
Communications
Specialist Staff



Lindsay H.,
Employee Relations &
HR Policy Specialist

In-Kind Donations Make a Difference

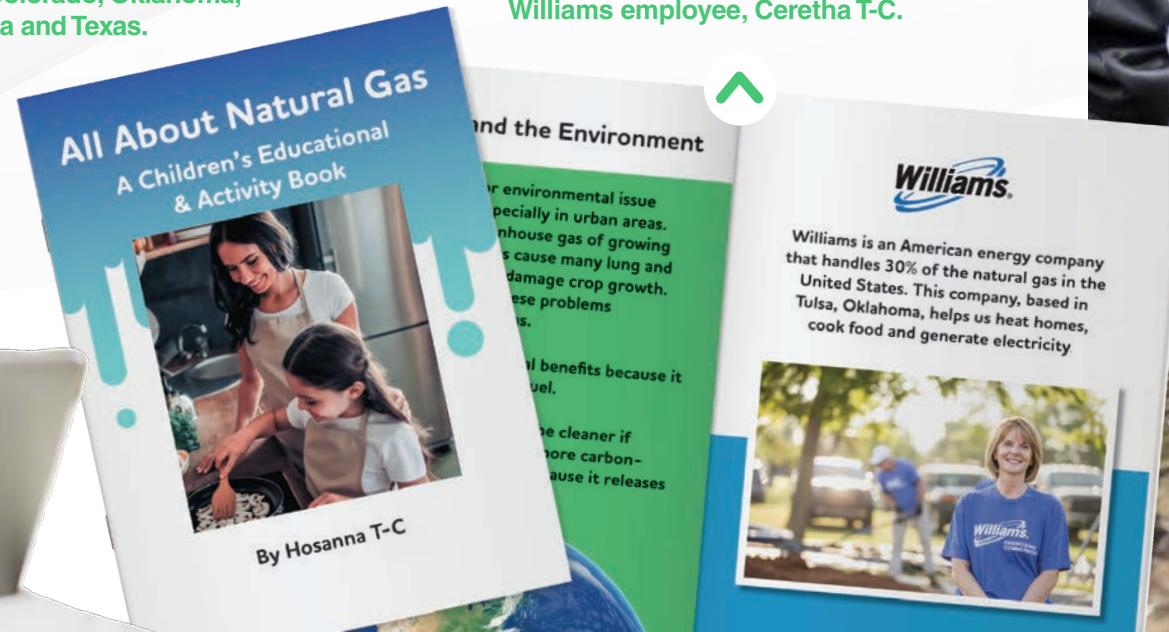
Besides cash contributions, Williams provided needed items to schools and nonprofit organizations throughout 2020, such as printers, monitors and laptops to schools, as well as furniture and printing services to nonprofit organizations.

In 2020, Williams Print Services in Tulsa printed 26 projects for local nonprofit organizations valued at more than \$65,000.

During the height of the pandemic, Williams donated vital personal protection equipment supplies like Tyvek disposable suits and N95 masks to medical facilities in Texas, South Carolina and Pennsylvania. We also contributed gallons of hand sanitizer in Utah and to our partner school Sequoyah Elementary in Oklahoma.

➤ In 2020, Williams provided nearly \$25,000 in computer equipment to schools in Colorado, Oklahoma, Pennsylvania and Texas.

▲ Williams printed English and Spanish versions of this children's activity book created by the daughter of Williams employee, Ceretha T-C.



Catoosa, Oklahoma high school students participate in a Williams-sponsored Trout in the Classroom field trip.

COVID-19 Relief Fund

2020 was a year of tremendous challenge for communities across the globe. The emergence of COVID-19 had devastating consequences for health care services, schools and emergency responders, all while the need for economic assistance grew.

That's why Williams, in addition to our regular giving programs, contributed nearly \$1 million to help nonprofits in our operating areas. We also supported volunteer efforts, like those of Williams engineer Andrew H., who printed hundreds of 3-D face shields for employees of the hospital where his wife works in Danville, Pennsylvania.

- **Food insecurity:** Williams supported numerous food banks, including a program at Moundsville Middle School in West Virginia and the nonprofit Long Island Cares in New York.
- **Health care support:** In addition to grants to buy personal protective equipment for health care workers and first responders, we assisted with innovative technology, including the purchase of a telepresence robot at DeSoto Regional Hospital in Mansfield, Louisiana.
- **Education assistance:** In-kind contributions of laptops and grants to assist with remote learning helped schools and students continue learning during the pandemic.
- **Arts and culture:** Museums and other cultural institutions were hit hard by COVID closures. A grant to the McPherson Opera House in Kansas helped offset financial losses.

“ We are so grateful to Williams for their generous support in our efforts to provide food and supplies to our communities impacted by COVID-19.

We will get through this together. ”

— Paule Pacter,
CEO of Long Island Cares



Williams employee Andrew H. and his wife created 3D masks for health care workers at Geisinger Medical Center in Danville, Pennsylvania.



Williams employee Charolette J., Sr. Administrative Assistant, helps provide supplies to families in Lake Charles, Louisiana, after Hurricane Laura hit the area.



A grant to the McPherson Opera House in Kansas helped offset financial losses due to closures related to COVID-19.

Education

We believe in helping local schools prepare the next generation of employees for leading jobs in STEM fields.

- **Financial literacy:** We support Junior Achievement programs in multiple states through funding and volunteerism. Our early 2020 JA in a Day event at a Tulsa elementary school involved employee volunteers in every classroom.
- **Educator support:** Teachers in 10 states were able to pilot an OpenSciEd curriculum program to teach science concepts in a way that motivates learning and interaction, while minimizing the costs to school districts. Teacher trainings were conducted virtually in 2020.
- **Indigenous support:** Williams was a presenting sponsor of the Native American Youth Summit and made a multi-year commitment to IllumiNative, a new initiative to increase the visibility of Native Nations and peoples.
- **Technical schools:** As part of our support of technical schools, we fund the Williams Scholarship at Lackawanna College to support students in the Petroleum Natural Gas program, along with a lab that offers hands-on training.

Williams donated more than \$900,000 to STEM education in 2020

Ceretha T-C., Senior Auditor, Me & My Math Mentor



Employee disaster relief

Williams provides short-term assistance to employees experiencing severe financial need due to a disaster. After Hurricane Laura hit the Gulf Coast along southwest Louisiana, we provided financial assistance to six employees hit hardest by the storm.



Nicolas X., Engineer II, at United Way Day of Caring









Employee Volunteerism

Our commitment to being a good neighbor extends beyond financial support. Last year, our employees recorded more than 18,000 volunteer hours, serving as advocates, youth mentors, coaches, nonprofit board members and volunteer firefighters. Wherever we operate, you'll find our employees serving as community volunteers and mentors.

Our Mission and Core Values

Williams is committed to being the leader in providing infrastructure that safely delivers natural gas products to reliably fuel the clean energy economy.

 AUTHENTIC	 SAFETY DRIVEN	 RESPONSIBLE STEWARDS	 RELIABLE PERFORMERS
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Get social with us!



▶ Regina S., Client Support Analyst II, at United Way Day of Caring

Environmental Stewardship

As we partner to fuel the clean energy future, we incorporate environmental stewardship into all of our decision-making. We want to preserve the environment for future generations while improving standards of living today. Community giving for environmental projects includes support of conservation districts, wildlife programs and youth education.

“ We thank the Williams Foundation for their generous gift and know that [wildlife] crossings are an effective way to make a positive and direct impact on our wildlife across Wyoming as well as keeping our drivers safe. ”

— Mike Schmid, president of The WYldlife Fund

Endangered species: With Williams support, the Oglebay Good Zoo in Wheeling, West Virginia, established a habitat for red wolves, the second most endangered species in the US.

Reforestation: Williams funded the Arbor Day Foundation's planting of more than 35,000 trees in New Jersey and Virginia as part of efforts to restore natural wildlife habitats and impaired waterways.

Conservation education: High school students from Catoosa, Oklahoma, learned about water conservation by raising and releasing dozens of rainbow trout as part of our partnership with Trout Unlimited.

Habitat protection: As a volunteer effort, Wyoming employees, working in partnership with the state Game and Fish Department, planted 1,500 sagebrush seedlings to support greater sage-grouse and other wildlife.





Public Safety & First Responders

We're committed to safeguarding our people, our neighbors, the environment and our assets. Safety is fundamental to everything we do and a key focus of our community giving. In 2020, we donated over \$600,000 to more than 400 first responder organizations throughout our operating areas, including departments where our employees volunteer as firefighters like Maintenance Coordinator Glenn C. who serves on the Alva Volunteer Fire Department in Oklahoma.

Wyoming wildlife crossing: The Wyoming Game and Fish Department project will protect motorists and migrating animals such as mule deer by constructing special fencing to funnel wildlife to six existing crossing structures over a 16-mile section of highway.

Gear for first responders: Our grants helped volunteer fire departments such as the Prescott Community Fire Company in Lebanon, Pennsylvania, purchase bunker gear and portable radios. Another grant funded safety sirens in New Martinsville, West Virginia, to alert residents of emergencies.

Contractor safety: Williams also sponsored safety leadership courses for project personnel and 140 contractors.

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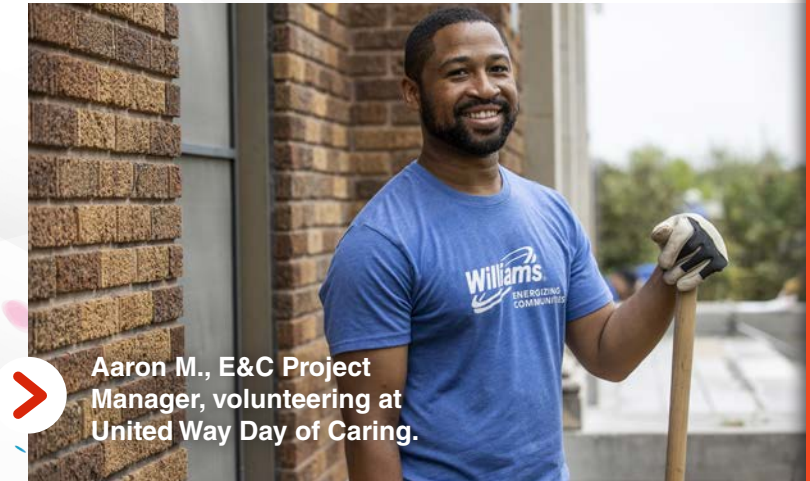
United Way

We believe in the mission of the United Way — bringing people and organizations together to drive lasting change around the country and the world. And this year, the need was even greater for partner agencies struggling to meet increased need during the COVID-19 pandemic.

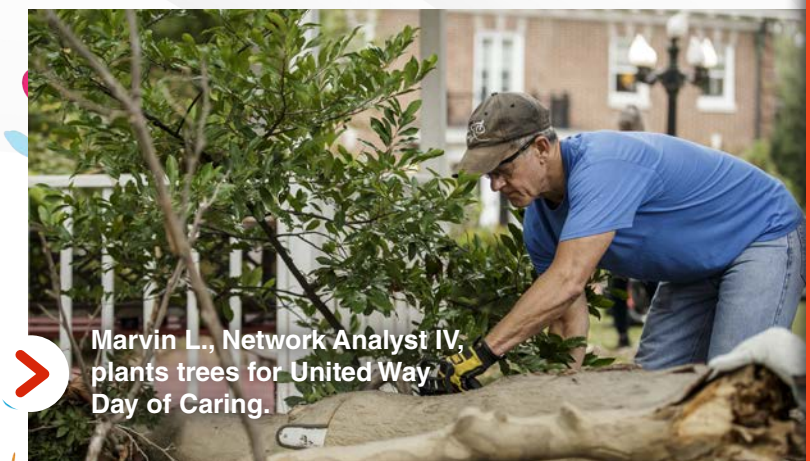
We supported more than 160 local area United Way agencies in 2020, with most employee fundraisers held virtually. As part of our total support for United Way — which exceeded \$4.2 million — we matched all pledges up to \$25,000 and fundraisers up to \$100,000. This overall figure includes the company's fundraiser and pledge match, employee, retiree and board member pledges and fundraisers held throughout 2020.



Debbie C., SVP and Chief Human Resources Officer, kicks off the 2020 United Way Day of Caring.



Aaron M., E&C Project Manager, volunteering at United Way Day of Caring.



Marvin L., Network Analyst IV, plants trees for United Way Day of Caring.



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