



# EIC/GPA Midstream ESG Reporting Template <sup>(1)</sup>

Developed by the Energy Infrastructure Council in collaboration with GPA Midstream Association  
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Parent Company: The Williams Companies, Inc.  
Operating Company: The Williams Companies, Inc.  
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Membership: EIC & GPA Midstream

Metric	Unit	Latest Year 2023	Previous Year 2022	Year-2 2021	Comments, Links, Additional Information, and Notes	
<b>Activity</b>						
1.1	EBITDA	Million US \$	6,779	6,418	5,635	Adjusted EBITDA as reported in 2023, 2022 and 2021 Q4 <a href="#">Earnings Presentations</a> . Units are in millions of dollars.
1.2	Gross Throughput	Thousand BOE	3,202,950	2,883,546	2,600,212	Total natural gas throughput for Gathering & Boosting and Transmission & Storage, and NGL from Processing segments. Units are in thousand BOE. Units are in thousands BOE. <sup>2</sup>
1.3	Miles of Pipeline (Total Pipeline)	Miles	32,783	29,851	29,679	Total miles of pipeline in service. Includes onshore and offshore assets under Williams' operational control.
1.4	Carbon Accounting Basis for Data	Operational/Equity/Financial	Operational	Operational	Operational	
<b>Environment <sup>(3)</sup></b>						
<b>Hydrocarbon Releases</b>						
2.1	Number of hydrocarbon liquid releases beyond secondary containment > 5 bbl	#	1	2	5	All reportable and non-reportable hydrocarbon spills over 5 bbls with some volume beyond secondary containment.
2.2	Volume of hydrocarbon liquid releases beyond secondary containment > 5 bbl	bbbls	16	15	53	Total spill volume for all reportable and non-reportable hydrocarbon spills over 5 bbls with some volume beyond secondary containment.
2.3	Hydrocarbon Liquid Releases Intensity per Mile of Pipeline - Total	bbbl/mile	0.00049	0.00050	0.00179	Calculated by dividing the Volume of hydrocarbon liquid releases beyond secondary containment > 5 bbl by Miles of Pipeline.
<b>Emissions</b>						
2.4	Total GHG Emissions (Scope 1 + Scope 2) - Total	mt co2e	15,460,000	15,010,000	14,040,000	<a href="#">2023 Sustainability Report</a> See Footnote 4 for metric information.
2.4.1	Scope 1 GHG Emissions - Total	mt co2e	13,640,000	13,240,000	12,380,000	<a href="#">2023 Sustainability Report</a> See Footnote 4 for metric information.
2.4.1.1	Scope 1 CO2 Emissions - Total	mt CO2	10,320,000	9,920,000	9,190,000	<a href="#">2023 Sustainability Report</a> See Footnote 4 for metric information.
2.4.1.2	Scope 1 Methane Emissions - Total	mt CH4	118,251	118,145	113,810	<a href="#">2023 Sustainability Report</a> See Footnote 4 for metric information.
2.4.1.3	Scope 1 Nitrous Oxide Emissions - Total	mt N2O	19.18	17.11	15.77	<a href="#">2023 Sustainability Report</a> See Footnote 4 for metric information.
2.4.1.4	Percent of Scope 1 emissions that are methane	%	24%	25%	26%	<a href="#">2023 Sustainability Report</a> See Footnote 4 for metric information.
2.4.2	Scope 1 GHG Emissions - EPA	mt co2e	11,780,000	11,350,000	10,680,000	Total greenhouse gas emissions reported to EPA rounded to the nearest ten thousand. See Footnote 4 for metric information.
2.4.2.1	Scope 1 CO2 Emissions - EPA	mt CO2	9,360,000	9,780,000	8,810,000	Total CO2 emissions reported to EPA rounded to the nearest ten thousand.
2.4.2.2	Scope 1 Methane Emissions - EPA	mt CH4	71,200	71,100	66,700	Total CH4 emissions reported to EPA converted from CO2e rounded to the nearest hundred.
2.4.2.3	Scope 1 Nitrous Oxide Emissions - EPA	mt N2O	18.39	16.41	15.23	Total N2O emissions reported to EPA converted from CO2e.
2.4.3	Scope 2 GHG Emissions	mt co2e	1,810,000	1,780,000	1,660,000	<a href="#">2023 Sustainability Report</a> See Footnote 5 for metric information.
2.5	Total GHG Emissions (Scope 1 + Scope 2) Intensity per Thousand BOE- Total	mt co2e/Thousand BOE	4.83	5.21	5.40	The units for this metric are metric tons of CO2e emitted per thousand BOE Throughput (mt CO2e /Thousand BOE). See Footnotes 4 and 5 for GHG emissions information.
2.6	Scope 1 Methane Emissions Intensity per ONE Future Methodology (See EIC Definitions tab for instructions)					
2.6.1	For Transmission and Storage Sector	%	0.022	0.026	0.026	<a href="#">2023 Sustainability Report</a> See Footnote 6 for metric information.
2.6.2	For Processing Sector	%	0.025	0.025	0.025	<a href="#">2023 Sustainability Report</a> See Footnote 6 for metric information.
2.6.3	For Gathering and Boosting Sector	%	0.044	0.046	0.051	<a href="#">2023 Sustainability Report</a> See Footnote 6 for metric information.
2.6.4	For Production Sector	%	N/A	N/A	N/A	<a href="#">2023 Sustainability Report</a> See Footnote 6 for metric information.
2.7	Does the company participate in an external emissions reduction program?	Yes/No	Yes	Yes	Yes	Williams is a member of ONE Future, the API Environmental Partnership and is a signatory of the INGAA Methane Emissions Commitment to implement methane reduction activities.
2.8	Does the company have a greenhouse gas emissions reduction target?	Yes/No	Yes	Yes	Yes	<a href="#">Climate Commitment   Williams Companies</a>
2.9	NOx Emissions	Metric Tons	27,273	26,862	25,547	<a href="#">2023 Sustainability Report</a>
2.10	SOx Emissions	Metric Tons	343	400	395	<a href="#">2023 Sustainability Report</a>
2.11	VOC Emissions	Metric Tons	8,222	7,915	7,143	<a href="#">2023 Sustainability Report</a>
2.12	% of electricity used that is renewable	%	0.00%	0.00%	0.00%	1. In 2022, Williams' facilities used 4.312 million megawatt-hours of electricity to power our operations, and we expect similar usage in future years. As part of Williams' Rooftop Solar initiative, which includes investments in intermittent solar power through combined cycle backup on the grid and tax credits, our Princeton Division office began producing electricity from solar energy in 2021. In 2023, the solar panels produced 59 megawatt-hours of electricity, saving \$8,900 worth of electricity previously purchased from the grid. Additionally, as solar power production rose over the spring and summer months, we secured \$10,100 in renewable energy credits (REC) for a total cost savings of \$18,000. This story can be found on page 49 of the 2023 Sustainability Report. The percent of renewable energy used limited to electricity produced and consumed by Williams in 2023 as a result of this project is 0.0014% ((59 mwh/(4,176,000 mwh)*100= 0.014%). 2. In 2023, 2022, and 2021, percent of renewable power used was calculated using percent renewables factors from U.S. EPA eGRID 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 to get a company-wide percent of renewable power. In 2022, Williams began including corporate office buildings in this metric. This percentage would have been 14.1% in 2023, 12.9% in 2022 and 12.4% in 2021.
2.13	Did the company bank GHG reductions from Carbon Capture and Storage Projects?	Yes/No	No	No	No	
2.14	Does the company seek third party data verification for any environmental metrics?	Yes/No	Yes	Yes	Yes	Williams engages ERM CVS to assure certain environmental and social metrics. The ERM CVS Assurance Statement can be found on pages 127-128 in the <a href="#">2023 Sustainability Report</a> .
<b>Asset Diversification and Biodiversity</b>						
2.15	Does the company participate in any efforts to expand the share of alternative/renewable energy sources in the company's portfolio? If yes, please provide links to ESG reports, webpages and other disclosures as support.	Yes/No	Yes	Yes	Yes	Support for this can be found in Williams 2023 Sustainability Report, the Sustainability site ( <a href="https://www.williams.com/sustainability">https://www.williams.com/sustainability</a> ) and New Energy Ventures page ( <a href="https://www.williams.com/sustainability/new-energy-ventures">https://www.williams.com/sustainability/new-energy-ventures</a> ).
2.16	Does the company have a biodiversity policy or commitment for new and existing assets?	Yes/No	Yes	Yes	Yes	Support for this can be found in the 2023 Sustainability Report and on our Biodiversity page: <a href="https://www.williams.com/sustainability/biodiversity/">https://www.williams.com/sustainability/biodiversity/</a>
<b>Social</b>						
3.1	Total Recordable Incident Rate (TRIR) - employees	#	0.90	0.64	1.23	Metric per 200,000 work hours.
3.2	Total Recordable Incident Rate (TRIR) for major growth projects - contractors	#	0.61	0.53	0.31	Metric per 200,000 work hours. We do not breakdown TRIR or LTR by major growth projects, we look at total contractors.
3.3	Days away, restricted or transferred (DART) - employees	#	0.36	0.31	0.82	Metric per 200,000 work hours.
3.4	Days away, restricted or transferred (DART) for major growth projects - contractors	#	N/A	N/A	N/A	DART is not captured for contractors.
3.5	Lost Time Incident Rate (LTR) - employees	#	0.19	0.16	0.67	Metric per 200,000 work hours.
3.6	Lost Time Incident Rate (LTR) for major growth projects - contractors	#	0.03	0.18	0.03	Metric per 200,000 work hours. We do not breakdown TRIR or LTR by major growth projects, we look at total contractors.

3.7	Fatalities - employees	#	0	0	0	
3.8	Fatalities - contractors	#	0	0	0	
3.9	Does the company have an indigenous engagement policy or commitment for new and existing assets?	Yes/No	No	No	No	<a href="#">2023 Sustainability Report</a> In 2023, Williams had no incidents of violations involving the rights of Indigenous Peoples. Indigenous peoples are included in our Human Rights Policy.
3.10	% workforce that is female	%	22%	22%	22%	<a href="#">Human Rights Policy and Statement</a> <a href="#">2023 Sustainability Report</a>
3.11	% workforce from minority groups (EEOC defined)	%	17%	17%	16%	<a href="#">2023 Sustainability Report</a>
3.12	% workforce covered under collective bargaining agreements	%	0	0	0	<a href="#">2023 Sustainability Report</a>
3.13	Does the company seek third party data verification for any social metrics?	Yes/No	Yes	Yes	Yes	Williams engages ERM CVS to assure certain environmental and social metrics. The ERM CVS Assurance Statement can be found on pages 127-128 in the <a href="#">2023 Sustainability Report</a> .
3.14	\$ invested in local communities per every \$100,000 of adjusted EBITDA	US \$	176.50	222.15	207.88	Calculated based on number of permanent employees at year end.
<b>Governance</b>						
<b>Diversity</b>						
4.1	% directors that are female	%	25%	25%	31%	<a href="#">2023 Sustainability Report</a> See Footnote 7 for metric information.
4.2	% corporate officers (VP and up) that are female	%	30%	27%	19%	<a href="#">2023 Sustainability Report</a> <a href="#">2023 Sustainability Report</a>
4.3	% directors from minority groups (EEOC defined)	%	8%	8%	8%	<a href="#">2023 Sustainability Report</a> See Footnote 7 for metric information.
4.4	% corporate officers (VP and up) from minority groups (EEOC defined)	%	14%	11%	12%	<a href="#">2023 Sustainability Report</a> <a href="#">2023 Sustainability Report</a>
4.5	Is any director under the age of 50?	Yes/No	No	No	Yes	<a href="#">2023 Sustainability Report</a> See Footnote 7 for metric information.
<b>Directors</b>						
4.6	% independent directors	%	92%	92%	92%	<a href="#">2023 Sustainability Report</a>
4.7	How many directors received less than 80% votes cast in favor when running unopposed in last 5 years?	#	1	1	1	
4.7.1	Does the company have a formal ESG oversight structure with associated accountability?	Yes/No	Yes	Yes	Yes	
4.8	Does the company have directors with risk management experience?	Yes/No	Yes	Yes	Yes	
<b>Compensation</b>						
4.9	Has the company received less than 70% support for Say On Pay in any of the last 5 years?	Yes/No	No	No	No	<a href="#">Annual Shareholder Meeting - 8-K Filings</a>
4.10	What % of CEO target pay is performance-based?	%	89%	89%	89%	<a href="#">Annual Proxy Statement Disclosure</a>
4.11	What % of CEO target pay is equity-based?	%	74%	74%	75%	<a href="#">Annual Proxy Statement Disclosure</a>
4.12	Are there any shareholder return metrics (total return, return on invested capital, etc.) in any Named Executive Officer (NEO) equity compensation plan?	Yes/No	Yes	Yes	Yes	<a href="#">Annual Proxy Statement Disclosure</a>
4.13	Is at least 10% of Named Executive Officer (NEO) short-term incentive (STI) or long-term incentive (LTI) linked to E or S metrics?	Yes/No	Yes	Yes	Yes	<a href="#">Annual Proxy Statement Disclosure</a> <a href="#">Annual Proxy Statement Disclosure</a>
4.14	Does the company tie any amount of pay for management and/or employees to ESG objectives?	Yes/No	Yes	Yes	Yes	Annual Incentive Program (AIP) metrics are same for employees and executives <sup>6</sup> . Our AIP includes financial and environmental, social and governance (ESG) metrics.
<b>Share Ownership</b>						
4.15	Have any corporate officers or directors made share purchases with personal funds in the last 5 years?	Yes/No	Yes	Yes	Yes	See SEC Form 4 filings for share purchase information.
<b>Board Oversight</b>						
<b>Which of these data sets are collected and shared with board?</b>						
4.16.1	Voluntary employee turnover company-wide and by at least one additional level (e.g. business unit, location, or division)	Yes/No	Yes	Yes	Yes	
4.16.2	% of employees who participate in company sponsored matching gift programs and/or volunteer for corporate sponsored charitable events	%	8%; 33%	12.7%; 14%	7%; 10%	% of employees participating in Matching Gifts program; % of employees logging volunteer hours. At this time, neither is consistently shared with the Board.
4.16.3	Gender Pay Ratio	Yes/No	No	No	No	Williams continues to conduct annual pay equity analyses to promote the company's equal employment opportunity policy.
4.16.4	Underlying data from an employee satisfaction survey that is anonymous and at least annual	Yes/No	No	No	No	We complete an employee engagement survey and share results with the Board, but not annually.
<b>Supply Chain</b>						
4.17	Does the company require suppliers to sign off on a code of conduct or equivalent codes?	Yes/No	Yes	No	No	We require that all suppliers and contractors acknowledge our Code of Conduct for Suppliers and Contractors when signing procurement contracts and new purchase orders.
<b>Cybersecurity</b>						
<b>Does the company undertake any of the following to manage cybersecurity risk?</b>						
4.18.1	Mandatory employee training	Yes/No	Yes	Yes	Yes	<a href="#">2023 Sustainability Report</a>
4.18.2	Adherence to industry cybersecurity standards	Yes/No	Yes	Yes	Yes	We follow the NIST Cyber Security Framework and the Center for Internet Security (CIS) controls.
4.18.3	Ongoing evaluation of the threat landscape	Yes/No	Yes	Yes	Yes	We use several external sources for ongoing changes to the threat environment. Examples include, but are not limited to, the Department of Homeland Security, the FBI, and a few Oil and Gas ISAC (Information Sharing and Analysis Center).
4.19	Does the company publish an annual proxy statement? If no, expand for more metrics (click "+" to the left)	Yes/No	Yes	Yes	Yes	

<sup>(1)</sup> Governmental bodies and investors are increasingly focused on companies' ESG practices and disclosures, and increasingly there are proposed and adopted regulations, legislation and investor expectations that can have a direct impact on companies seeking to comply through disclosure. While this template provides one approach to reporting on various ESG matters, it does not take all voluntary frameworks or standards into consideration, nor is it designed to address proposed or adopted regulations and legislation. For compliance with proposed or adopted regulations and legislation, companies should seek the advice of counsel.

<sup>(2)</sup> Gross throughput calculation methodology was updated to include bulk Natural Gas Liquid (NGL) processing plant outlets that are recorded in Subpart W (additional to Subpart NN), NGL and condensate gathered volume, natural gas and oil pipeline transported volume, and storage injections into above and below-ground storage facilities that Williams owns and operates. The Gross Throughput metric for 2022 and 2021 was restated to align with the updated calculation methodology.

<sup>(3)</sup> In March 2022, the SEC proposed extensive climate change disclosure regulation, that, if adopted, would likely require companies to provide more detailed and complex environmental disclosures than contemplated by this template. For example, compliance with the "Emissions" section of this template would likely not be adequate for the purposes of compliance with the SEC's proposed regulation. The proposed regulation also contemplates significant expanded disclosures regarding companies' climate change-related governance, strategy, goals and metrics and risk analyses. For considerations regarding compliance with the proposed climate change disclosure regulations or other regulatory or legislative matters, companies should seek the advice of counsel.

<sup>(4)</sup> Scope 1 emissions for 2023 incorporate an updated reciprocating engine vented emissions emission factor for the Gathering and Boosting segment and an ARS 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 2021 and 2022 have been restated to include all previously listed emission methodology updates and new emission sources for comparison.

<sup>(5)</sup> 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 and 2021 emissions were calculated using eGRID2021. In 2022, Williams began including corporate office buildings in its scope 2 emissions reporting.

<sup>(6)</sup> 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. 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.

<sup>(7)</sup> Unless otherwise stated, percentages are determined as of December 31, 2023. 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 2023, which is completed annually by directors. Note that the information reported here may differ 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.

<sup>(8)</sup> Employees participating in Williams' Trading Incentive Program (~100 employees) are not eligible for the AIP.