Williams WE MAKE CLEAN ENERGY HAPPEN®

Performance Data Table

** Denotes data assured by ERM CVS*

Metric	Unit	2017	2018	2019	2020	2021
Environmental Metrics						
Greenhouse Gas Emissions & Energy Use						
Scope 1 greenhouse gas emissions[1]	million metric tons CO_2e	12.27	10.74	11.13*	10.43*	10.26*
Carbon dioxide, CO_2 (excluding emissions from exported power and heat)	million metric tons CO_2e	10.40	9.09	9.46	9.14	9.09
Methane, CH_4	million metric tons CO_2e	1.86	1.64	1.66	1.29	1.17*
Nitrous oxide, N_2O	million metric tons CO_2e	0.0051	0.0048	0.0048	0.0047	0.0047
Scope 1 greenhouse gas emissions, percent methane[1]	percent	15%	15%	15%	12%	11%*
Scope 1 carbon emissions intensity[2]	CO_2e/million USD revenue	1,524	1,232	1,363	1,351	965
Scope 1 methane (CH_4) emissions[3]	metric tons	74,400	65,600	66,400	51,600	46,655

[1] Gross direct (Scope 1) greenhouse gas emissions in millions of metric tons of CO_2-equivalent (CO_2e). The consolidation approach is operational control and includes CO_2, CH_4 and N_2O. 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. Methane emissions from sources that aren't applicable under the GHGRP are calculated using ONE Future protocol for 2018–2021 only. Data excludes emissions from offshore assets, corporate office buildings and company vehicles. Global Potential Warming rates are 25 for CH_4 and 298 for N_2O. No Williams facilities are covered by permits with potential to emit (PTE) limits for greenhouse gases. 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_2-equivalent (CO_2e), divided by total revenue in million USD. Greenhouse gas emissions include CO_2, CH_4 and N_2O. Revenue is based off Total Revenues as reported in the 2021 10-K Filing.

[3] For 2017-2020, Scope 1 methane (CH4) emissions in metric tons CH4 were calculated based upon Scope 1 methane emissions reported in metric tons CO2e. 2021 Scope 1 methane (CH4) emissions were reported directly as metric tons methane.

Metric	Unit	2017	2018	2019	2020	2021
ONE Future methane intensity, percent gathering and boosting[4]	percent	N/A	0.042%	0.032%	0.027%	0.021%
ONE Future methane intensity, percent processing[4]	percent	N/A	0.020%	0.017%	0.018%	0.017%
ONE Future methane intensity, percent transmission and underground storage[4]	percent	N/A	0.031%	0.032%	0.022%	0.020%
Scope 2 greenhouse gas emissions[5]	million metric tons CO_2e	N/A	1.15	1.55*	1.50*	1.66*
Sum of Scope 1 and 2 greenhouse gas emissions	million metric tons CO_2e	N/A	11.89	12.67*	11.94*	11.92*
Sum of Scope 1 and 2 methane emissions	million metric tons CO_2e	N/A	1.6358	1.6474	1.2808	1.1697
Energy use[6]	billion kilowatt-hours	N/A	2.204	3.234	3.421	4.077
Percent of energy use from renewable power[7]	percent	N/A	13.3%	12.5%	12.0%	12.4%
Gas flaring[8]	thousands of metric tons	N/A	N/A	130.60	134.47	163.92

[4] 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. 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.

[5] Gross location-based energy indirect (Scope 2) greenhouse gas emissions in millions of metric tons of CO_2-equivalent (CO_2e). The consolidation approach is operational control. 2021 emissions were calculated using U.S. EPA Power Profiler Emissions Tool 2020, using emission factors from U.S. EPA eGRID2020 multiplied by kWh energy use for all assets that Williams operates. 2019 emissions were calculated using eGRID2018, which was the tool available at the time of calculation and more representative of the emissions factors at the time. Emissions in 2018 were calculated using the eGRID2016, which was the tool available at time of calculation and more representative of the emissions factors at the time. Corporate building energy use is excluded.

[6] Figure represents Williams owned and operated assets, and excludes corporate offices. Increased purchased power use in 2021 is principally the result of: (1) addition and operation of a third processing train at Williams' Oak Grove Gas Plant; (2) increased operation of electric equipment at Transco Stations 100, 175 and 185; (3) operation of Williams' new Transco Station 605; and (4) increased operation of electrical equipment at Williams' Parachute Gas Plant.

[7] In 2021, percent of renewable power used was calculated using percent renewables factors from U.S. EPA eGRID2020 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, excluding corporate office buildings, to get a company-wide percent of renewable power.

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

Metric	Unit	2017	2018	2019	2020	2021
Air Emissions						
Sulfur dioxide (SO_2) emitted[9]	tons	671	488	425	421	430
Nitrogen oxides (NO_x) emitted[9]	tons	30,696	29,697	32,196	30,191	28,177
Volatile organic compounds (VOCs) emitted[9]	tons	13,173	9,353	9,208	8,757	7,975
Persistent organic pollutants emitted[9]	tons	0	0	0	0	0
Hazardous air pollutants emitted[9]	tons	N/A	N/A	2,655	2,444	2,088
Particulate matter emitted[9]	tons	N/A	N/A	1,156	1,057	1,024
Sulfur dioxides emission intensity[10]	kg/million USD revenue	76	51	47	49	37
Nitrogen oxides emission intensity[10]	kg/million USD revenue	3,467	3,102	3,561	3,548	2,405
Volatile organic compounds emission intensity[10]	kg/million USD revenue	1,488	977	1,019	1,029	681
Hydrocarbon Spills						
Number of reportable spills and releases[11]	number	150	102	83	56	80
Volume of reportable spills to soil or water[11]	thousands of barrels	1.684	1.118	0.598	0.382	0.740
Number of reportable spills to soil or water[11]	number	89	53	54	36	37

[9] 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.

[10] 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 2021 10-K Filing.

[11] Agency reportable is defined as requiring reporting to federal, state or local agency. In 2020, we restated 2016–2019 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	2017	2018	2019	2020	2021
Number of reportable hydrocarbon spills > 1 bbl[12]	number	14	9	8	4	2
Volume of reportable hydrocarbon spills > 1 bbl[12]	thousands of barrels	0.793	0.512	0.068	0.031	0.046
Number of hydrocarbon spills > 1 bbl[13]	number	15	11	11	9	8
Volume of hydrocarbon spills > 1 bbl[13]	thousands of barrels	0.839	0.595	0.075	0.058	0.064
Volume of hydrocarbon spills > 1 bbl recovered[13]	thousands of barrels	0.232	0.290	0.061	0.050	0.059
Environmental Compliance & Biodiversity						
Number of environmental-related notices of noncompliance	number	45	26	18	21	21
Spending on environmental penalties and fines	dollars (USD)	299,891	351,150	98,639	836,544	29,528
Environmental accrual for remediation[14]	million USD	39.5	36.7	33.5	33.9	31.0
Number of active remediation sites managed by Williams	number	N/A	75	110	106	93
Total terrestrial acreage disturbed[15]	acres	N/A	N/A	24,132	7,851	602
Total terrestrial acreage restored[16]	acres	N/A	N/A	N/A	2,739	2,625
Percent of land owned, leased or operated within areas of protected conservation status or endangered species habitat[17]	percent	N/A	N/A	12.1%	12.3%	12.2%

[12] Spills include reportable spills only, greater than 1 barrel, containing hydrocarbons. Williams has no operations in the Arctic. In 2020, we restated 2017–2019 numbers and volumes of reportable hydrocarbon spills, which resulted in decreases in our number and volume of reportable hydrocarbon spills.

[13] 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 2021. Williams had no accident releases or non-accident releases from rail transportation in 2021.

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

[15] 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.

[16] 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.

[17] 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	2017	2018	2019	2020	2021
Number of International Union for Conservation of Nature (IUCN) Red List Species in Williams' areas of operation[18]	number	N/A	140	155	132	129
Critically endangered	number	N/A	26	28	26	26
Endangered	number	N/A	42	47	40	43
Vulnerable	number	N/A	30	34	28	30
Near threatened	number	N/A	12	16	17	14
Least concern	number	N/A	30	30	16	16
Other						
Materials recycled at Tulsa headquarters[19]	tons	N/A	N/A	23	45	34
Metric ton-kilometers of natural gas transported by pipeline[20]	billion metric ton-kilometers	N/A	N/A	N/A	9,262	10,289

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

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

[20] Billion metric tons of natural gas throughput times kilometers of natural gas 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 the 2021 report, we restated 2020 metric ton-kilometers natural gas transported by pipeline. This was due to a correction to the molecular weight of natural gas used in the calculation.

Metric	Unit	2017	2018	2019	2020	2021
Social Metrics						
Communities						
Community investments	million USD	10.7	10.2	9.7	10.8	12.1
Total cash donations	million USD	10.3	10.0	9.6	10.7	11.7
Value of in-kind donations	million USD	0.40	0.17	0.12	0.10	0.46
Value of time contributed by employees[21]	million USD	0.26	0.66	0.84	0.52	0.66
Number of incidents of violations involving the rights of Indigenous Peoples[22]	number	N/A	0	0	0	0
Health & Safety						
Lost-time incident rate (LTIR) — employees[23] [24]	rate per 200,000 work hours	0.26	0.25	0.06*	0.48*	0.67*
Lost-time incident rate (LTIR) — contractors[25] [26]	rate per 200,000 work hours	N/A	N/A	0.09	0.11	0.03
Total recordable incident rate (TRIR) — employees[23] [24]	rate per 200,000 work hours	1.09	0.81	0.55*	1.05*	1.23*
Total recordable incident rate (TRIR) — contractors[25] [26]	rate per 200,000 work hours	N/A	N/A	0.83	0.54	0.31
Number of contractor recordable accidents[25]	number	N/A	N/A	46	19	9

[21] Volunteer hours are calculated using a rate of $28.54 x 23,216 hours (Independent Sector, April 2021).

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

[23] 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.

[24] Data calculated based on 200,000 hours worked. Includes fatalities.

[25] 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.

[26] Data calculated based on 200,000 hours worked. Excludes fatalities.

Metric	Unit	2017	2018	2019	2020	2021
Number of days away, restricted or transferred (DART)[24] [27]	number	696	985	488	1,108	960
Rate of days away, restricted or transferred (DART)[24] [28]	rate per 200,000 work hours	0.42	0.35	0.18	0.50	0.82
Number of high-consequence work-related injuries — employees[23]	number	0	3	0	0	1
Rate of high-consequence work-related injuries — employees[23] [24]	rate per 200,000 work hours	0.00	0.06	0.00	0.00	0.02
Number of recordable work-related injuries — employees[23]	number	55	45	29	50	59
Rate of recordable work-related injuries — employees[23] [24]	rate per 200,000 work hours	1.15	0.87	0.57	1.08	1.26
Number of high-consequence work-related injuries — non-employee workers[23]	number	0	0	0	0	0
Rate of high-consequence work-related injuries — non-employee workers[23] [24]	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[23]	number	0	0	0	0	0
Rate of recordable work-related injuries — non-employee workers[23] [24]	rate per 200,000 work hours	0.00	0.00	0.00	0.00	0.00
Number of fatalities — employees[23]	number	0	0	0*	0*	0*
Employee fatality rate per 1,000 employees[23]	rate per 1,000 employees	0.00	0.00	0.00*	0.00*	0.00*
Employee fatality rate per 200,000 work hours[23]	rate per 200,000 work hours	0.00	0.00	0.00*	0.00*	0.00*

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

[28] DART rate includes employee and non-employee days away, restricted or transferred.

Metric	Unit	2017	2018	2019	2020	2021
Number of fatalities — contractors[25]	number	1	0	0	1	0
Non-employee worker fatality rate[23]	rate per 200,000 work hours	0.00	0.00	0.00	0.00	0.00
Number of fatalities — third-party[29]	number	0	0	0	0	0
Number of fatalities — non-employee workers[23]	number	0	0	0*	0*	0*
Number of hours worked — employees[23]	number	9,538,142	10,307,130	10,243,612*	9,254,759*	9,345,181*
Number of hours worked — non-employee workers[23]	number	339,831	327,882	306,112	231,468	225,370
Preventable motor vehicle accident rate — employees[23] [30]	rate per 1,000,000 miles	2.34	1.90	2.27	1.83	1.67
Pipeline Performance						
Number of Tier 1 process safety events[31]	number	57	29	16	13	9
Number of Department of Transportation reportable releases as a result of third-party damages	number	1	0	0	0	0
Number of reportable pipeline incidents[32]	number	15	4	10	9*	11*
Percent of reportable pipeline incidents considered significant[33]	percent	60%	50%	50%	44%*	64%*

[29] 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.

[30] 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. During 2019, there was a change in reporting systems that resulted in five PMVAs not being included. We have adjusted the 2019 rate accordingly.

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

[32] Natural Gas Incidents and Hazardous Liquid accidents (as defined in U.S. 49 Code of Federal Regulations (CFR) Part 191.3 and 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).

[33] 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.

Metric	Unit	2017	2018	2019	2020	2021
Miles of natural gas and hazardous liquid pipelines inspected[34]	miles	3,063.0	4,374.8	3,872.4	2,360.4	3,016.7
Percent of natural gas pipelines inspected[35] [36]	percent	17.5%	28.4%	23.1%	13.2%*	21.2%*
Percent of hazardous liquid pipelines inspected[36] [37]	percent	26.6%	13.3%	26.2%	22.2%*	4.6%*
Number of pipeline assessments that required no remediation in High Consequence Areas[38]						
Gas	number	12	42	51	52	30
Liquid	number	8	7	11	7	1
Employment & Diversity						
Number of new-hire employees	number	578	583	389	279	471
Voluntary turnover rate[39]	rate	6.4	6.1	6.1	4.6	6.0
Total number of temporary employees	number	0	0	0	0	5
Percent of employees under collective bargaining agreements at year end	percent	0%	0%	0%	0%	0%

[34] 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 49 CFR 192 and 195 and it is used to track Integrity Assessment(s). Miles of pipeline inspected includes 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.

[35] 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.

[36] 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.

[37] 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.

[38] 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.

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

Metric	Unit	2017	2018	2019	2020	2021
Number of permanent employees at year end[40]	number	5,460	5,337	4,793	4,729	4,814
Percent men	percent	79%	79%	80%	79%	78%
Percent women	percent	21%	21%	20%	21%	22%
Percent underrepresented ethnicity & race[41]	percent	16%	15%	14%	15%	16%
Percent of technical and support roles held by men[42]	percent	N/A	86%	88%	88%	88%
Percent of professional and managerial roles held by men[43]	percent	N/A	73%	72%	72%	71%
Percent of technical and support roles held by women	percent	N/A	14%	12%	12%	12%*
Percent of professional and managerial roles held by women	percent	N/A	27%	28%	28%	29%*
Percent of technical and support roles held by underrepresented employees	percent	N/A	13%	12%	12%	13%*
Percent of professional and managerial roles held by underrepresented employees	percent	N/A	16%	16%	17%	19%*
Percent of professional roles held by underrepresented employees	percent	N/A	18%	18%	18%	21%
Percent of managerial roles held by underrepresented employees	percent	N/A	12%	10%	10%	14%
Percent of senior managerial roles held by underrepresented employees[44]	percent	N/A	4%	9%	12%	12%
Percent of managerial roles held by women or underrepresented employees	percent	N/A	24%	23%	26%	30%

[40] 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.

[41] 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.

[42] 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.

[43] 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).

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

Metric	Unit	2017	2018	2019	2020	2021
Percent of managerial roles held by underrepresented women	percent	N/A	3%	3%	3%	5%
Percent of managerial roles held by underrepresented men	percent	N/A	9%	7%	7%	9%
Number of permanent employees by region[45]						
Atlantic-Gulf	number	N/A	1,586	1,408	1,438	1,562
Northeast	number	N/A	1,366	1,287	1,250	1,224
West	number	N/A	1,192	1,007	928	912
Tulsa Headquarters	number	N/A	1,193	1,091	1,113	1,116
Number of full-time employees by gender						
Women	number	1,099	1,107	979	958	1,024
Men	number	4,143	4,176	3,813	3,747	3,757
Number of part-time employees by gender						
Women	number	35	30	26	22	19
Men	number	6	3	3	0	3
Percent of employees under 30 years old	percent	11%	11%	11%	10%	9%
Percent of employees between 30–50 years old	percent	51%	53%	57%	60%	60%
Percent of employees over 50 years old	percent	38%	36%	32%	30%	31%

[45] 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. Remote employees are included in the region that best describes the Williams' location(s) they support. Historic data from 2018, 2019 and 2020 have been restated accordingly.

Metric	Unit	2017	2018	2019	2020	2021
Corporate and technical training hours completed by employees	thousands of hours	182	172	175	174	232
Corporate and technical training hours completed per employee	hours	33	32	37	37	48
Corporate and technical training expenditures	million USD	3.71	3.54	3.77	1.69	2.14
Average amount spent per FTE on training and development	dollars (USD)	N/A	N/A	N/A	360.00	444.54
Percent of employees who received a performance review[46]	percent	100%	100%	100%	100%	100%
Governance Metrics						
Spending on taxes[47]	million USD	260.9	261.2	263.8	266.0	266.8
Percent votes for the company's executive compensation program[48]	percent	97%	97%	97%	77%	94%
Percent of employees that completed compliance and ethics training	percent	100%	100%	100%	100%	100%
Number of inquiries received through ethics reporting channels	number	215	203	210	186	164
Number of inquiries received through ethics reporting channels by Code of Business Conduct category						
Work environment	number	149	134	134	92	91
Health, safety and the environment	number	30	31	45	62	41
Conflicts of interest	number	18	19	10	15	8
Protecting company assets	number	18	19	21	17	24

[46] 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.

[47] Includes Social Security, Medicare, state franchise, property, state, foreign, federal and state transaction taxes. Property taxes: ACMP property taxes only included in years after 2017. Only includes property taxes from Williams subsidiaries operated/managed by Williams. 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, NM Gas Processors Tax and WV Motor Fuel Tax.

[48] 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 2021 Sustainability Report, it includes the results from the 2021 annual meeting of stockholders) not the most recent annual meeting of stockholders.

Metric	Unit	2017	2018	2019	2020	2021
Number of inquiries received through ethics reporting channels by reporting channel[49]						
Human resources	number	71	74	58	55	55
Action line	number	55	51	32	15	17
Management	number	56	40	70	74	50
Business ethics resources center	number	13	5	6	4	1
Other reporting channels	number	20	33	44	38	41
Percent of board members between 30–50 years old[50]	percent	0%	8%	8%	8%	8%
Percent of board members over 50 years old[51]	percent	100%	92%	92%	92%	92%
Female board members[51]	percent	18%	25%	25%	25%	25%
Ethnically diverse board members[51]	percent	0%	8%	8%	8%	0%
Percent of employees that completed cybersecurity training	percent	N/A	99.0%	99.4%	99.7%	98.7%
Monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations[51]	dollars (USD)	53,500	0	1,944,700	209,002	41,050
Legal and regulatory fines and settlements associated with violations of bribery, corruption or anti-competitive standards	dollars (USD)	0	0	0	0	0

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

[50] Percentages are determined as of December 31, 2021. Ms. Vicki Fuller resigned from the Board effective December 1, 2021, leaving the Company with 12 directors as of December 31, 2021. However, the Company had one diverse director, Ms. Fuller (African American), out of a total of 13 directors during the first 11 months of 2021. This equates to the board comprising approximately 8% ethnically diverse directors for approximately 92% of 2021. Similarly, Ms. Fuller's resignation affected the calculation of female representation on the board which, as of December 31, 2021, was three females out of 12 directors (25%) while for the first 11 months of 2021, it was four females out of 13 total directors (approximately 31%). Ages are based on the director responses to the Company's D&O Questionnaire, 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 2022, and excludes the directors who retired after the April 26, 2022 annual meeting of stockholders.

[51] In 2021, the Company paid a total of $41,050 in monetary losses associated with legal proceedings associated with federal pipeline and storage regulations. These involved a Notice of Probable Violation from PHMSA at Station 240, which was resolved with a final order and penalty payment of $41,000 on December 1. 2021; and a Notice of Violation from the North Carolina DOL at Station 145, which was resolved with a penalty payment of $50 on May 6, 2021.