

2021 Community Investments Report

The Heart of Williams



WE MAKE CLEAN ENERGY HAPPEN®



Invested



Employee volunteers,
United Way Day of Caring

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 where we can make a difference. 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 more than \$12 million to more than 2,000 organizations across 48 states in 2021.

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



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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:

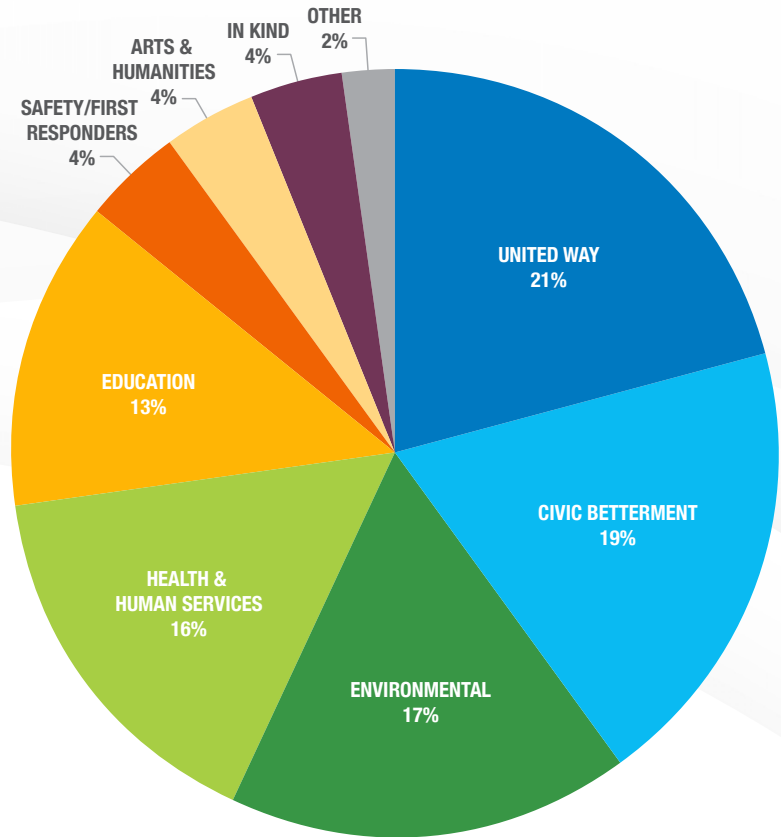
- Energizing and engaging employees while growing targeted skills
- Strengthening communities
- Increasing the odds of successful business execution

Our primary focus areas for charitable giving include:

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



Total Giving at a Glance



Employee volunteers,
United Way Day of Caring

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Letter from Williams Foundation President

For more than a century, Williams has strengthened the communities where we operate. From employee volunteerism to charitable giving and in-kind donations, we know that supporting our neighbors isn't a duty, it's a privilege.

2021 was another year of great need for our communities, as we entered a second year of the pandemic. But we stayed true to our mission to remain active, involved and passionate community leaders.

Throughout our footprint, we found our employees serving as community volunteers and mentors. In 2021, our employees recorded more than 23,000 volunteer hours.

Our long-standing support of more than 100 United Ways across the country was stronger than ever in 2021. In our headquarters city, we raised \$1.5 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.

Our commitment to first responders continued as well. Williams contributed \$519,000 to more than 400 first responder groups across the nation.

Education was a key focus area too. We funded programs at technical schools and universities to ensure we are building

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a diverse talent pipeline to meet our company's workforce needs as we drive toward a clean energy future.

We also supported 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.

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 want to preserve the environment for future generations while improving standards of living today.

This year we are well on our way to continue the tremendous impact we can have to support our neighbors in need. An

inaugural Williams volunteer week themed “We will be there” is bringing together employees and nonprofits across our enterprise.

It's a fitting theme.

We take our commitment to communities seriously.
We will be there.



Laura Creekmur
President, Williams Foundation

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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



7,400 runners
participated in the 2021
Williams Route 66 Marathon.



In-Kind Donations Make a Difference

Besides cash donations, Williams provided needed items to schools and nonprofit organizations throughout 2021, such as computers and laptops to schools, as well as printing services to nonprofit organizations.

In 2021, Williams Print Services in Tulsa printed 31 projects for local nonprofit organizations valued at more than \$87,000.

Williams also provided nearly \$155,000 in computer equipment to Texas high school students and more than \$200,000 of technical equipment to 501Tech, which serves nonprofit organizations in Oklahoma.



“ We believe education is the best way to bridge the gap of poverty, and technology is the fastest and most efficient way to provide the education they need in today’s ever-changing world. Thank you, Williams, for helping to change lives. ”

— **Paul Beck**
President of Cristo Rey Jesuit School



Williams provided nearly \$155,000 in computer equipment to Texas high school students in 2021.

Education

We believe in helping local schools prepare the next generation of employees for leading jobs with employers in science, technology, engineering and mathematics (STEM) fields.

Technical Schools: Williams is a multi-year sponsor of the School of Petroleum and Natural Gas at Lackawanna College in Tunkhannock, Pennsylvania, where students in the [Williams Lab](#) get a hands-on education operating equipment they'd use in our industry.

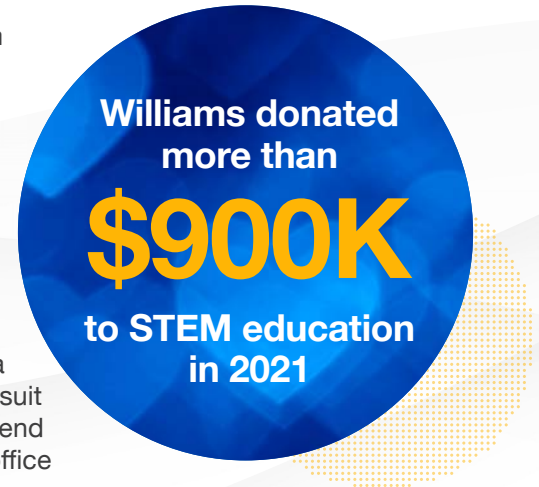
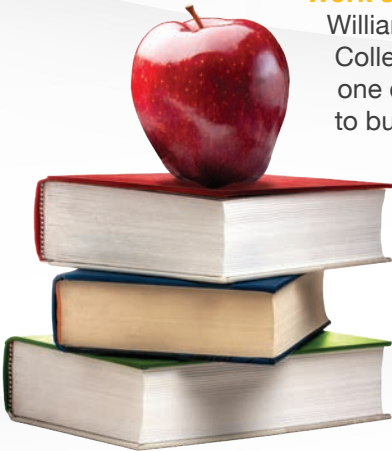
Educator Support: Williams provided funding for a [new building](#) for The Pencil Box, a nonprofit serving over 500 Tulsa County teachers.

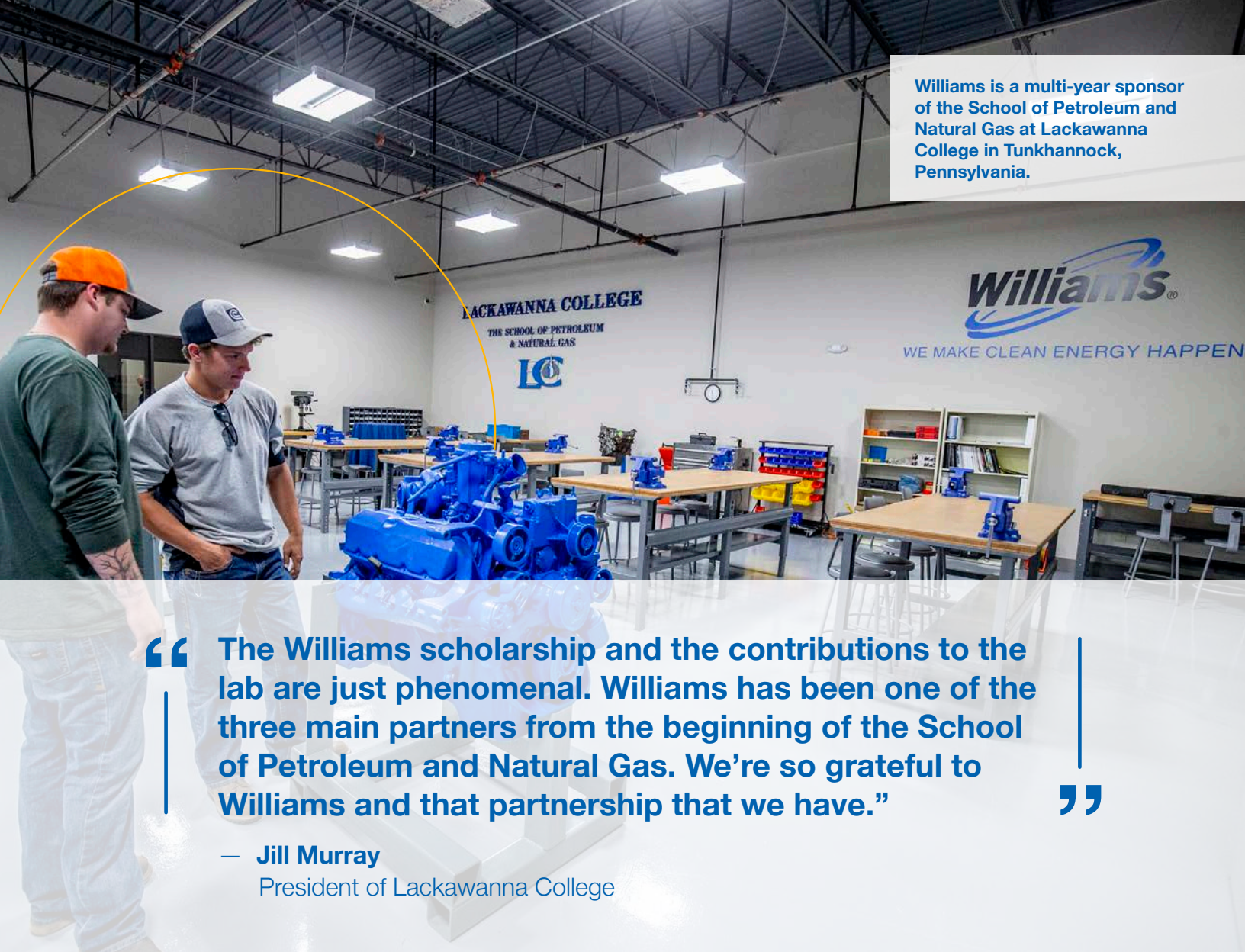
Financial Literacy: Williams supported [Junior Achievement](#) events across our operating areas to prepare students for work and career readiness.

Work study program: Sequent Energy Management, a Williams company, hosts students from Cristo Rey Jesuit College Preparatory School of Houston. Students spend one day each week in a [work-study program](#) at the office to build skills for college and beyond.

Universities: We support Career Services and student workforce preparation at North Carolina A&T State University, a historically black university, or HBCU.

Genesys Works: Continuation of our long-term support of Genesys Works, which provides pathways to career success for high school students in Houston.





Williams is a multi-year sponsor of the School of Petroleum and Natural Gas at Lackawanna College in Tunkhannock, Pennsylvania.

“ The Williams scholarship and the contributions to the lab are just phenomenal. Williams has been one of the three main partners from the beginning of the School of Petroleum and Natural Gas. We’re so grateful to Williams and that partnership that we have.”

— Jill Murray
President of Lackawanna College

Environmental Stewardship

As we partner to fuel the clean energy economy, 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.

“ **Williams’ commitment to wildlife extends beyond their own footprint by repeatedly inquiring about avenues to donate to other programs for Game and Fish and the State of Wyoming that support wildlife.**”

— **Brian Nesvik**
Director of the
Wyoming Game
and Fish Department

Habitat Protection: Williams partnered with [Ducks Unlimited](#) to restore critical habitat for migrating birds passing through the McPherson Valley Wetlands in Kansas.

Clean Water: Williams provided funding to [New York Harbor School](#) so students could gain exposure to the maritime field and environmental stewardship.

Planting Trees: With a grant from Williams, the Arbor Day Foundation planted more than 35,000 trees in forests in Alabama, North Carolina and Virginia.

Growing Communities: Williams provided funding to the town of Opal, Wyoming, for a new community garden that offers a gathering place for recreation, learning and fresh produce.





Students at New York Harbor School learn about environmental stewardship through hands-on activities.

Public Safety & First Responders

We are 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 2021, we donated over \$519,000 to more than 400 first responder groups throughout our operating areas, including departments where our employees volunteer as firefighters.

Emergency Training: Williams is a multi-year supporter of Ground Zero Emergency Training Center in Tuttle, Oklahoma, where search and rescue canine teams are trained, including our own employee [Doug Peters](#), a volunteer first responder in Kansas.

Gear for First Responders: Williams provided grants that allowed Pennsylvania's Fairmount Township to purchase a firefighting brush truck, and West Virginia's Brook County EMS to buy medical supplies.

Contractor Safety: Williams sponsored safety training for more than 500 contractors in 2021.

In 2021, Williams donated more than \$500,000 to more than 400 first responder groups throughout our operating areas.





Doug Peters, Williams employee, and his dog, Mack, a certified rescue dog. Williams is a multi-year supporter of Ground Zero Emergency Training Center in Tuttle, Oklahoma.

United Way

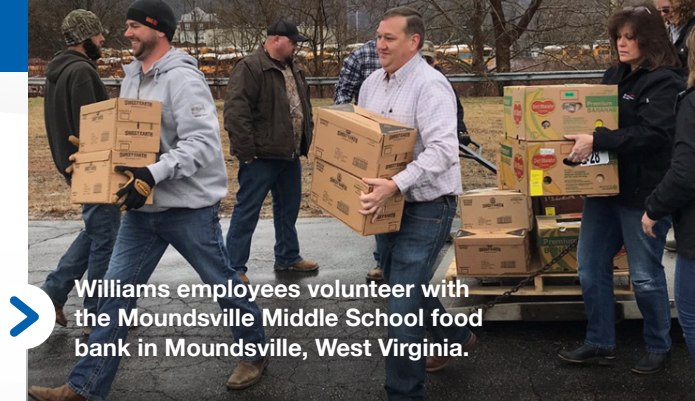
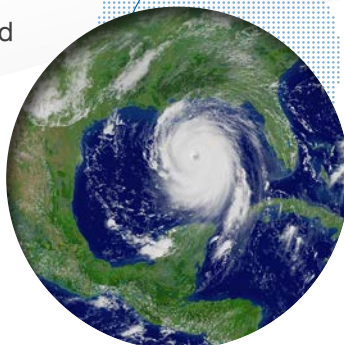
We believe in the mission of the United Way — bringing people and organizations together to drive lasting change around the country and the world. Again this year, the need was great for partner agencies struggling to meet increased need during the continued pandemic.



We supported more than 100 local area United Ways in 2021. As part of our total giving — which totaled nearly \$5 million, we matched fundraisers up to \$100,000 and all donations up to \$25,000 made by employees, retirees and board members to United Ways in states where we operate.

Disaster Relief

Williams provides short-term assistance to employees experiencing severe financial need due to a disaster. After a severe cold weather event hit Texas, Oklahoma and Louisiana in 2021, Williams provided grants to 13 employees, and gave \$40,000 to the American Red Cross and \$10,000 to Feeding Texas.



Williams employees volunteer with the Moundsville Middle School food bank in Moundsville, West Virginia.



Williams is a multi-year sponsor of the Reed Foundation, which operates the Ben E. Hill Community Center in north Tulsa.



Employees march in the 2021 Tulsa Pride parade.

Diversity & Inclusion

In all areas of our giving, we look for ways to support diversity and inclusion efforts in our communities. Here are a few highlights.

Indigenous support: Williams was a sponsor of the Dance of Two Moons, supporting the Indian Health Care Resource Center of Tulsa, and has a multi-year commitment to IllumiNative, a new initiative to increase the visibility of Native Nations and peoples.

Underserved areas: Williams is a financial supporter of the Reed Community Foundation, which will open a [youth community center](#) in north Tulsa.

Veterans: Williams sponsored the 9-11 Heroes Run in Houston, organized by the Travis Manion Foundation, which serves the families of fallen veterans.

Williams employees honor fallen heroes at the 2021 Tulsa Veterans Day parade.



“Williams’ unwavering support of the Eagle Ops’ mission has enabled us to assist over 1,000 service members, veterans and their families through over 80 boots on the ground rally points in 2021.”

— Johnathon Shepherd
Director Operations of Eagle Ops



Employees volunteer at Sequoyah Elementary School at the 2021 Tulsa Area 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 23,000 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.

Williams Vision, Mission and Core Values

VISION: As the world demands reliable, low-cost, low-carbon energy, Williams will be there with the best transport, storage and delivery solutions. We make clean energy happen by being the best-in-class operator of the critical infrastructure that supports a clean energy future.

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

AT WILLIAMS, WE ARE:



AUTHENTIC



SAFETY
DRIVEN



RELIABLE
PERFORMERS



RESPONSIBLE
STEWARDS

GET SOCIAL WITH US!



[williams.com](https://www.williams.com)

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