

WE MAKE CLEAN ENERGY HAPPENSM



THE HEART OF WILLIAMS

2019 COMMUNITY INVESTMENTS REPORT



Honoring the legacy
of Dr. Martin Luther King Jr.
by marching in Tulsa's
annual parade.

LETTER FROM WILLIAMS FOUNDATION PRESIDENT



Partners and Friends,
Rolling up our sleeves
and making a difference.
That's the Heart of Williams.

Communities are the neighborhoods where our employees work, live and play. For more than a century, the Williams name has been associated with energy, innovation and trust. We have a long history of building and operating facilities that move safe, affordable, reliable natural gas products that heat and fuel the nation's clean energy economy.

We take a long-term view and work hard to maintain our reputation as an industry standout and community leader. Strengthening our hometowns through active employee involvement and company investments — while providing clean energy — is at the heart of what we do.

When a neighbor is in need, Williams is there to help.

In handling over 30% of the natural gas in the U.S., we have a responsibility to partner with communities and invest in local priorities. Over the past 10 years, Williams has contributed more than \$100 million to local youth activities, STEM education, workforce readiness efforts, conservation programs, parks, disaster relief and other initiatives that make our communities stronger.

Across 25 states where our employees live and work, we're thankful for our partnerships with organizations that inspire change and improve lives every day.

We look forward to seeing what we can accomplish together this year!

A stylized, handwritten signature of Laura Creekmur in blue ink.

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 25 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

COMMUNITY GIVING

Involvement in the communities where we operate is at the heart of Williams. Our employees believe in giving generously of both time and resources wherever we can make a difference. In addition to the personal contributions made by employees, retirees and board members, Williams awarded \$9.7 million to nonprofits in 2019. Our community investments are aligned with the following focus areas:



EMPLOYEE ACCOUNTABILITY

Williams employees care about their communities. We support their passions through Homegrown Giving Grants and Matching Gifts programs. We encourage community leadership and volunteerism.



COMMUNITY IMPACT

Williams is committed to strengthening the communities where we do business. We support organizations that:

- Assist with basic human needs, like local United Ways
- Promote community safety and partner with local first responders
- Increase college readiness and graduation rates
- Enhance community infrastructure and the environment



BUSINESS EXECUTION

Williams' giving helps our employees build relationships in areas where we operate. We partner with our customers and vendors to amplify community impact. We support STEM education, colleges, and technical schools to build our current and future workforce. And we're prepared to provide critical funding in the event of a disaster.

WILLIAMS 2019 TOTAL GIVING AT A GLANCE

TOTAL GIVING

\$9.7 million

VOLUNTEER HOURS

32,968

UNITED WAY GIVING*

\$2.5 million

STEM EDUCATION

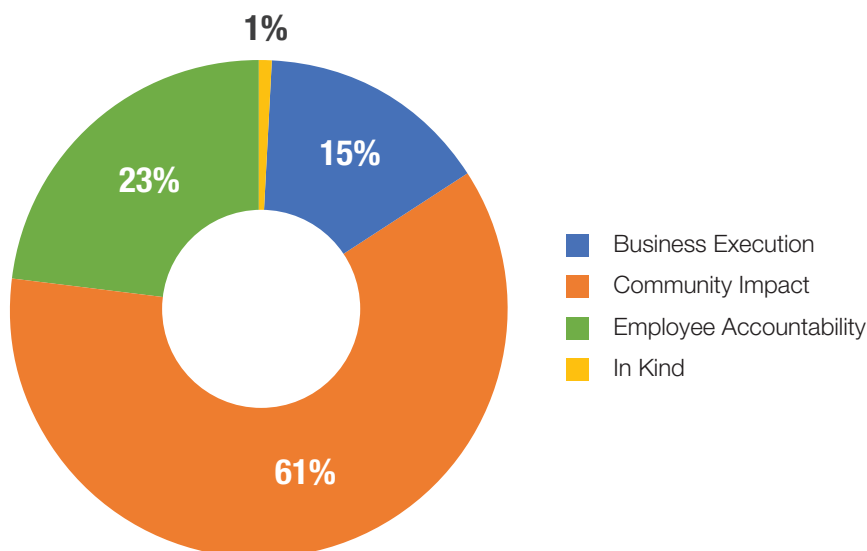
\$887,633


FIRST RESPONDERS

\$462,700

* This figure reflects the company contribution only; does not include an additional \$2.6 million in fundraisers and employee, retiree and board member pledges.

2019 GIVING BY FOCUS AREA





We put our commitment to the environment into action by planting trees in Salt Lake City, Utah.

ENVIRONMENTAL STEWARDSHIP

We strive to preserve the environment while improving standards of living for future generations. As we partner with our customers to fuel the clean energy economy, we incorporate environmental considerations into all of our decision making.

Community giving for environmental projects includes support of conservation districts, wildlife programs and youth education.

PUBLIC SAFETY

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 2019, we donated to 266 first responder organizations across our operating areas.

EMPLOYEE ACCOUNTABILITY

- **HOMEGROWN GIVING GRANTS** ranging from \$100 to \$2,500 for non-profit organizations in which employees are involved
- **MATCHING GIFTS** to eligible 501(c)(3) organizations, dollar-for-dollar up to \$10,000 per employee or board member and up to \$5,000 per retiree, per calendar year
- **UNITED WAY MATCH** up to \$25,000 per employee, retiree or board member in areas where the company operates
- **POLITICAL ACTION COMMITTEE MATCH** program allows members who give at least \$200 in PAC contributions in a calendar year to request a dollar-for-dollar contribution to a charity of their choice; other leadership levels include a \$1.50 match for each dollar contributed

WILLIAMS' 2019 CONTRIBUTION:

\$583,000

\$1,327,288

\$1,160,027

\$330,513

UNITED WAY AND EDUCATION

We believe in the mission of the United Way — bringing people and organizations together to drive lasting change around the country and the world.

As part of our commitment to the United Way, we match donations up to \$25,000 made by employees, retirees and board members to United Ways in states where we have company operations. We support more than 180 local area United Ways through volunteerism, fundraisers and financial contributions.

We believe in helping local schools and preparing the next generation of employees for leading jobs in STEM fields. As part of this commitment, we support engineering programs at the college level, technical schools and K-12 in-school and out-of-school STEM learning. In the past five years, we have contributed more than \$4 million to STEM education. As members of the national STEM Funders Network, we actively engage in cross-sector partnerships and support several STEM Learning Ecosystems in areas where we operate.

SHARING TIME AND TALENTS

Our commitment to being a good neighbor extends beyond financial support. Last year, our employees recorded more than 32,000 volunteer hours, serving as advocates, youth mentors, coaches, nonprofit board members and volunteer firefighters. Wherever we operate, our employees are actively engaged in making our communities better.



Williams employees serve as math and reading tutors at schools across Williams' communities.

Williams employees build bikes as part of United Way Day of Caring activities.



OUR MISSION

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

OUR CORE VALUES are engrained in how we do our work every day on behalf of our stakeholders.

AT WILLIAMS, WE ARE:



AUTHENTIC



SAFETY DRIVEN



**RELIABLE
PERFORMERS**



**RESPONSIBLE
STEWARDS**



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