



Parent Company: Williams
Operating Company: Williams
Report Date: 1/6/2021
Contact: James Yardley
Membership: EIC, GPA Midstream, Both, Neither: Both

Metric	Unit	Latest Year 2020	Previous Year 2019	Year2 2018	Comments, Links, Additional Information, and Notes
Activity					
1.1 EBTTDA	US \$MM	5,105	5,015	4,638	Adjusted EBTTDA as reported in 2020 and 2019 Q4 Earnings Presentations. ¹ Units are in millions of dollars.
1.2 Gross Throughput	Billion BOE	1,938	1,920	1,815	Total gross throughput as reported in EPA Greenhouse Gas Reporting Program (GHGRP) and One Future Gathering & Boosting, Processing, and Transmission & Storage segments. Units are in billions BOE.
1.3 Mile of Pipeline	mile	27,874	28,845	28,962	Total miles of pipeline for facilities as reported for EPA GHGRP and One Future segments Gathering & Boosting, Processing, and Transmission & Storage. ²
Environment					
Hydrocarbon Releases					
2.1 Number of hydrocarbon liquid releases beyond secondary containment > 5 bbl	#	5	3	6	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	bbl	49	55	575	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	bbl/mile	0.00176	0.00191	0.020	Calculated by dividing the Volume of hydrocarbon liquid releases beyond secondary containment > 5 bbl by Miles of Pipeline.
Emissions					
2.4 Total GHG Emissions (Scope 1 + Scope 2) - Total	mt co2e	11,940,000	12,870,000	11,890,000	Williams 2020 Sustainability Report
2.4.1 Scope 1 GHG Emissions - Total	mt co2e	30,430,000	21,130,000	20,740,000	Williams 2020 Sustainability Report
2.4.1.1 Scope 1 CO2 Emissions - Total	mt	9,140,000	9,460,000	9,090,000	Williams 2020 Sustainability Report
2.4.1.2 Scope 1 Methane Emissions - Total	mt co2e	2,290,000	1,660,000	1,640,000	Williams 2020 Sustainability Report
2.4.2 Scope 1 GHG Emissions - EPA	mt co2e	9,790,000	10,440,000	10,020,000	Total greenhouse gas emissions reported to EPA
2.4.2.1 Scope 1 CO2 Emissions - EPA	mt	8,850,000	9,120,000	8,730,000	Total CO2 emissions reported to EPA
2.4.2.2 Scope 1 Methane Emissions - EPA	mt co2e	940,000	1,320,000	1,290,000	Total methane emissions reported to EPA
2.4.3 Scope 2 GHG Emissions	mt co2e	1,500,000	1,550,000	1,150,000	Williams 2020 Sustainability Report
2.5 Total GHG Emissions (Scope 1 + Scope 2) Intensity per Billion BOE Mile - Total	mt co2e/Billion BOE-Mile	221	220	226	Calculated by dividing the Total GHG Emissions (Scope 1 + 2) by the product of billions of Gross Throughput and Miles of Pipe. ³
2.6 Total GHG Emissions (Scope 1 + Scope 2) Intensity per EBTTDA - Total	mt co2e/\$MM	2,389	2,526	2,564	Calculated by dividing the Total GHG Emissions (Scope 1 + 2) by millions of \$ EBTTDA.
2.7 Scope 1 Methane Emissions Intensity per One Future Methanobbl	0.01, 0.01L, 0.02	0.02, 0.17, 0.02	0.02, 0.17, 0.02	0.02, 0.00, 0.01	One Future methane intensities for Gathering & Boosting, Processing, and Transmission & Storage, respectively.
2.8 Does the company have a greenhouse gas emissions reduction target?	Yes/No	Yes	No	No	Williams Climate Commitment
2.9 NOx Emissions	Metric Tons	31,191	32,206	29,697	Williams 2020 Sustainability Report
2.10 SOx Emissions	Metric Tons	421	425	488	Williams 2020 Sustainability Report
2.11 VOC Emissions	Metric Tons	8,757	9,208	9,554	Williams 2020 Sustainability Report
2.12 Does the company participate in an external emissions reduction program? Examples include ONE Future, The Environmental Partnership, Methane Challenge, EPA Natural Gas Star	Yes/No	Yes	Yes	Yes	Williams has been an EPA Natural Gas Star member since 1995, a One Future member since 2019, and an APE Environmental Partnership member since 2020.
2.13 % of energy used (direct and indirect) that is renewable energy	%	12.0%	12.5%	13.9%	Calculated using the EPA eGrid Power Profiler Energy mixes (i.e. renewable and non-renewable power) and Williams energy consumption (as gathered for scope 2 emissions) in each eGrid subregion.
Does the company seek third party data verification for any environmental metrics?	Yes/No	Yes	Yes	No	Williams engages ERM ODS to assure certain greenhouse gas emissions and safety metrics. This can be found on page 124 in Williams 2020 Sustainability Report.
Asset Diversification and Biodiversity					
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	RNG from landfills was introduced to the Northwest Pipeline system in 2018. In 2020 Williams announced a renewable initiative to invest in on-site solar power generation at several facilities across the company and to continue to expand RNG volumes. Support for this can be found in Williams 2020 Sustainability Report and Sustainability website.
2.16 Does the company have a biodiversity policy or commitment for new and existing assets?	Yes/No	Yes	Yes	Yes	Williams Biodiversity & Land Use Commitment
Social					
3.1 Total Recordable Incident Rate (TRIR) - employees	#	1.05	0.55	0.81	Metric per 200,000 work hours. In 2019, we had 29 Recordable Injury/Fitness cases, with a TRIR of 0.55. In 2020, we had 50 cases, 11 being COVID-19 related, and the TRIR was 1.05, an increase of 72%. Adjusting for Covid cases, the 2020 TRIR would have been 0.82, a 54% increase over 2019.
3.2 Total Recordable Incident Rate (TRIR) for major growth projects - contractors	#	0.54	0.83	N/A	Metric per 200,000 work hours.
3.3 Days away, restricted or transferred (DART) - employees	#	1,108	488	985	260 of the 2020 DART days were COVID-19 related.
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 (LTIR) - employees	#	0.48	0.06	0.25	Metric per 200,000 work hours. In 2019, we had 3 Lost Time Injuries, with a LTIR of 0.06. In 2020, we had 23 Lost Time injuries, 11 being Covid related, and the LTIR was 0.48, an increase of 667%. Adjusting for Covid cases, 2020 LTIR would have been 0.25, a 300% increase over 2019.
3.6 Lost Time Incident Rate (LTIR) for major growth projects - contractors	#	0.11	0.00	N/A	Metric per 200,000 work hours.
3.7 Fatalities - employees	#	0	0	0	
3.8 Fatalities - contractors	#	1	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 bespoke indigenous engagement plan accompanies each project and each asset rather than a one size fits all corporate policy. Indigenous peoples are included in our Human Rights Policy. ⁴
3.10 % workforce that is female	%	21%	20%	21%	
3.11 % workforce from minority groups (EEOC defined)	%	15%	15%	15%	
3.12 % workforce covered under collective bargaining agreements	%	0%	0%	0%	
3.13 Does the company seek third party data verification for social metrics?	Yes/No	Yes	Yes	Yes	
Governance					
Diversity					
4.1 % directors that are female	%	20%	20%	25%	
4.2 % corporate officers FVP and up that are female	%	19%	16%	14%	
4.3 % directors from minority groups (EEOC defined)	%	8%	8%	8%	
4.4 % corporate officers FVP and up from minority groups (EEOC defined)	%	12%	9%	4%	
4.5 % an director under the age of 50?	Yes/No	Yes	Yes	Yes	
Directors					
4.6 % independent directors	%	92%	92%	92%	
4.7 How many directors received less than 80% votes cast in favor when running unopposed in last 5 years?	#	1	0	0	
4.8 Does the company have directors with risk management experience?	Yes/No	Yes	Yes	Yes	
Compensation					
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	Annual Shareholder Meeting - S-K Filings
4.10 What % of CEO travel was a performance-based?	%	89%	87%	86%	Annual Proxy Statement Disclosure
4.11 What % of CEO travel was a results-based?	%	72%	70%	69%	Annual Proxy Statement Disclosure
4.12 Are there any shareholder return metrics tied to returns, (i.e. at least 50% of Named Executive Officer (NEO) short-term incentive (STI) or long-term incentive (LTI) linked to a S metric)?	Yes/No	Yes	Yes	Yes	Annual Proxy Statement Disclosure
4.14 Does the company tie any amount of pay for all employees to ESG objectives?	Yes/No	Yes	Yes	Yes	Annual Incentive metrics same for employees and execs.
Share Ownership					
4.15 Have any corporate officers or directors made share purchases with personal funds in the last 5 years?	Yes/No	Yes	Yes	Yes	
Board Oversight					
Which of these data sets are collected and shared with board?					
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%; 8%	10%; 16%	9%; 7%	% of employees participating in Matching Gifts program; % of employees logging volunteer hours. At this time, neither are consistently shared with the Board.
4.16.3 Gender Pay Ratio	Yes/No	No	No	No	Williams completes an annual pay equity process with a third party consultant.
4.16.4 Underlying data from an employee satisfaction survey that is anonymous and at least annual	Yes/No	No	No	Yes	
Supply Chain					
4.17 Does the company require suppliers to sign off on the code of conduct or equivalent codes?	Yes/No	No	No	No	Code of Conduct for Suppliers/Contractors was implemented in November 2020 with widespread adoption process initiated in July 2021. As new suppliers are contacted, they will be required to acknowledge the Code of Conduct.
Cybersecurity					
Does the company undertake any of the following to					
4.18.1 Mandatory employee training	Yes/No	Yes	Yes	Yes	Annually
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
4.19 Does the company publish an annual proxy statement? If no, expand for more metrics (link to the IR)	Yes/No	Yes	Yes	Yes	

Notes:
1. The EBTTDA is based off net income for all Williams business segments.
2. Total gross throughput based off the gas and NGLs leaving facilities as collected for EPA GHGRP and One Future reporting. These are the same assets whose emissions make up the Total GHG Emissions (Scope 1 + Scope 2). Total metric. This excludes certain segments of Williams business, such as crude oil gathering, purity products pipelines, and NGL pipelines.
3. Miles of pipe as collected for EPA GHGRP and One Future Reporting. These are the same assets whose emissions make up the Total GHG Emissions (Scope 1 + Scope 2). Total metric. This excludes certain segments of Williams business, including but not limited to crude oil gathering, purity products pipelines, and NGL pipelines.
4. Human Rights Policy and Statement | Williams Company
5. The 2018-2019 Miles of Pipeline data was restated in the 2020 Template. This resulted in a restatement of the 2018-2019 Total GHG Emissions (Scope 1 + Scope 2) Intensity per Billion BOE-Mile - Total data in the 2020 Template.