



WE MAKE CLEAN ENERGY HAPPEN®



The Heart of Williams

COMMUNITY
INVESTMENTS
REPORT

2022

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.

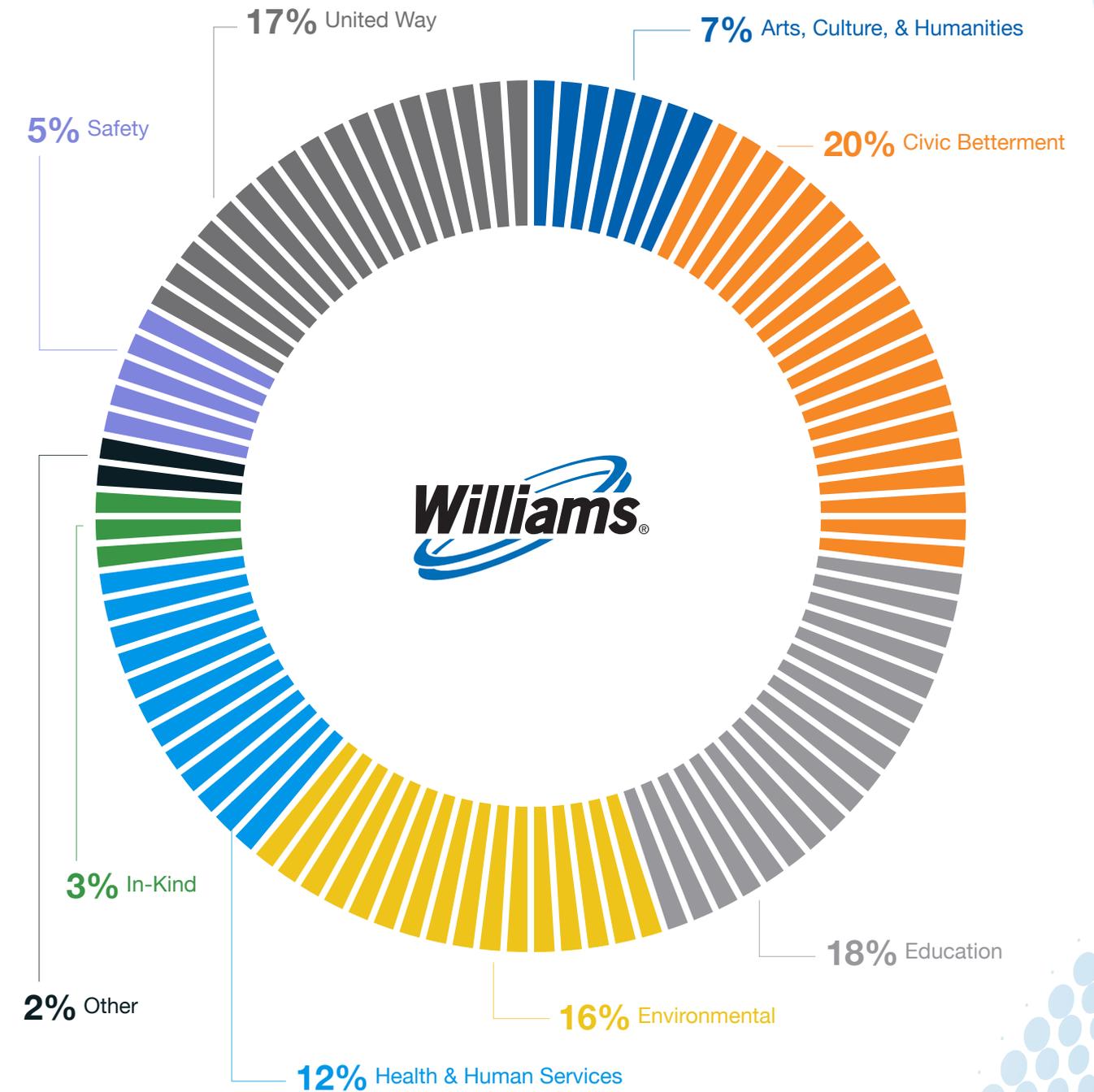
In addition to the personal contributions made by employees, retirees and board members, Williams awarded **more than \$14 million**, including in-kind donations, to more than 2,100 organizations across 50 states in 2022.

Additionally, we launched our first Williams Volunteer Week in 2022. Hundreds of employees volunteered their time and talents across our footprint to help 89 nonprofit organizations during a week focused on giving back. We are thankful for our partnerships with these organizations that inspire change and improve lives every day.





TOTAL GIVING AT A GLANCE



OUR GIVING FOCUS AREAS

For more than a century, Williams has been known as a reliable corporate partner. It's our privilege to help strengthen the fabric of the communities across the nation 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

**LETTER FROM
WILLIAMS FOUNDATION
PRESIDENT**



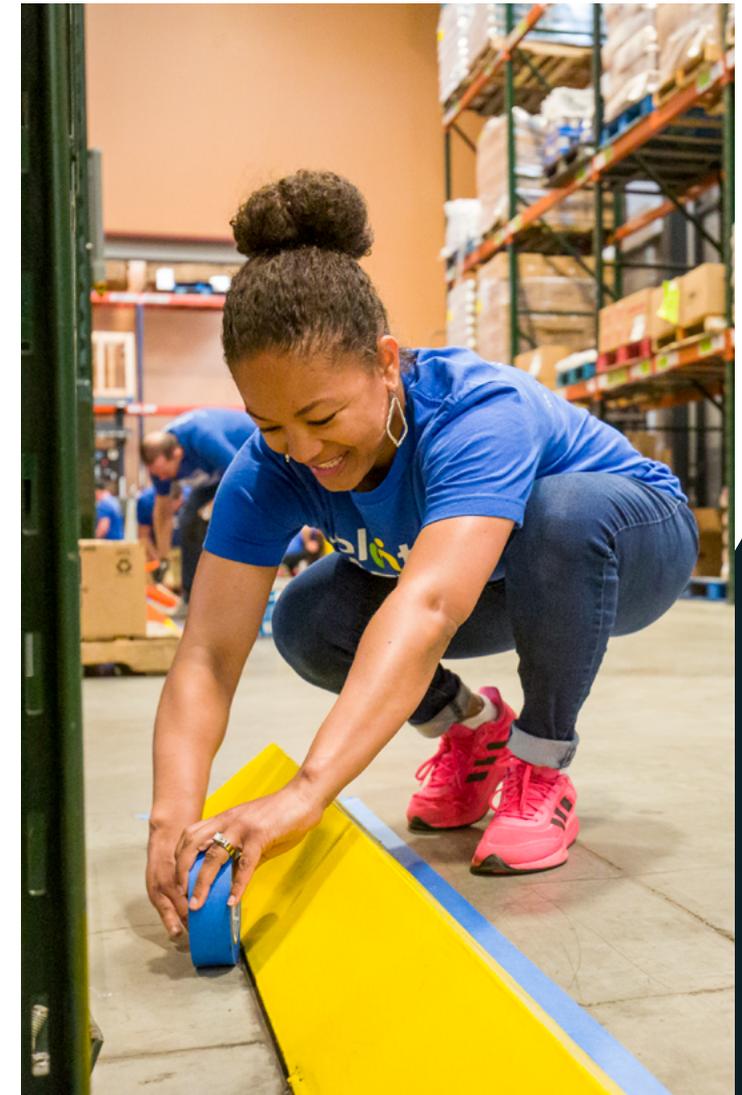
As I look back on 2022, I am filled with immense pride at the tremendous impact we've had in the communities where our employees live and work. From volunteerism to charitable giving and in-kind donations, we are invested community members dedicated to making our hometowns stronger. That responsibility was clear when we launched our first Williams Volunteer Week in April of 2022. Hundreds of employees fanned out across 18 states to help 89 nonprofit organizations that inspire change and improve lives every day. Projects ranged from outdoor beautification to volunteering in elementary school classrooms to helping at food banks.

[Williams Volunteer Week](#) builds on the company's long tradition of being a good neighbor through employee volunteerism and financial support. That's because doing what is right for our local communities is ingrained in who we are at Williams.

I hope this report gives you a glimpse of the deep commitment our leadership and our employees have to our communities – from Sumas, Washington to Long Island, New York.

It's an honor and a privilege to serve our neighbors and support the life-changing work of local nonprofits and schools. It's truly the heart of Williams!

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 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.

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



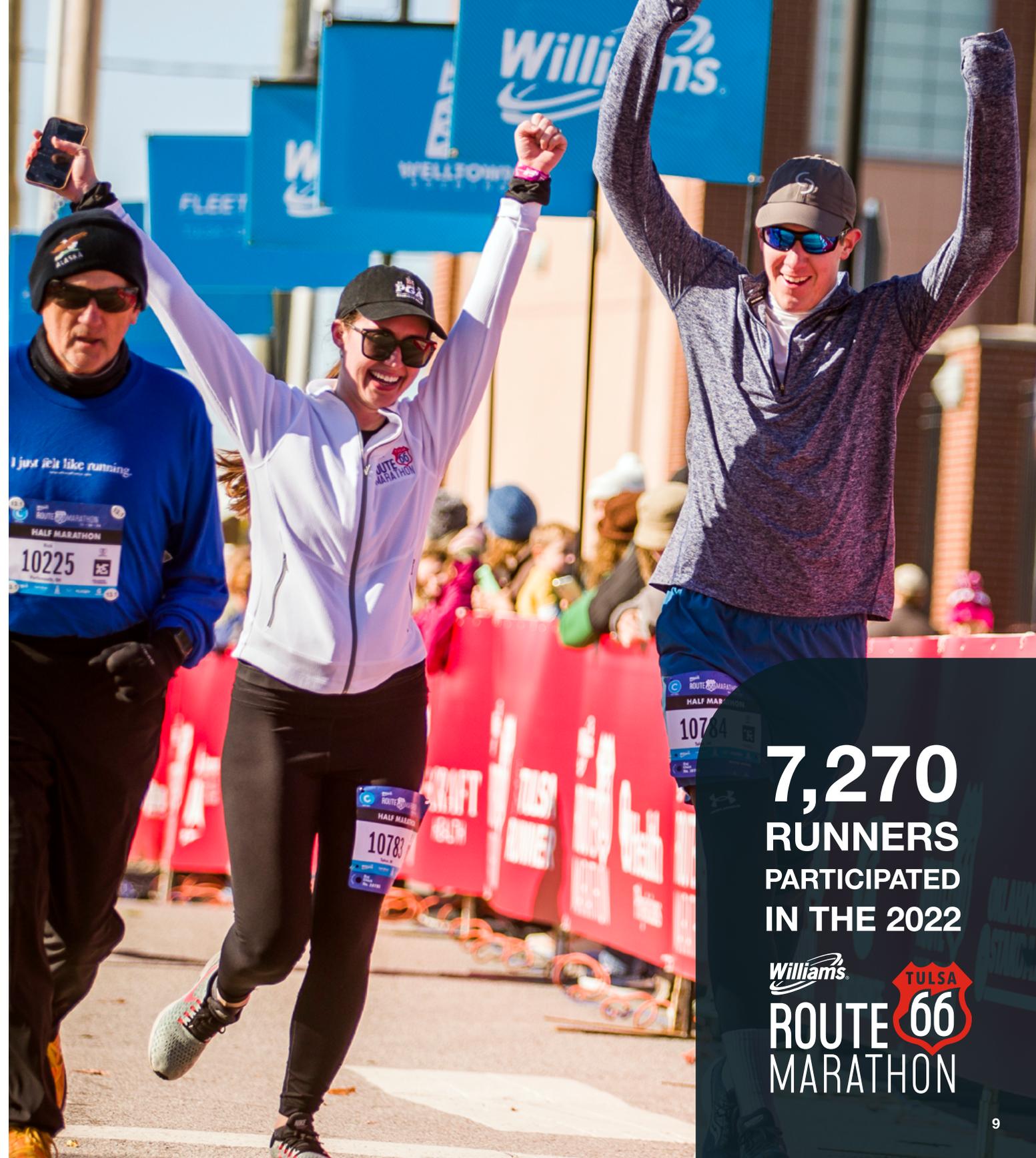
Micheal G. Dunn



John D. Porter



Chad J. Zamarin



7,270
RUNNERS
PARTICIPATED
IN THE 2022

Williams
ROUTE 66
MARATHON

IN-KIND DONATIONS MAKE A DIFFERENCE

Besides cash donations, Williams provided needed items to schools and nonprofit organizations throughout 2022, such as computers and laptops to schools, as well as printing services to nonprofit organizations.

In 2022, Williams Print Services in Tulsa printed 45 projects for local nonprofit organizations valued at **more than \$90,000**.

“Nothing Williams donates will ever go in a landfill. Nonprofits are always strapped for IT support. The idea that they can get a really good quality computer for \$100 instead of \$1,000 is tremendous.”

– GINA BRADFORD, director of 501tech, which refurbishes donated computer equipment for use by nonprofits



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.

We supported **130 local area United Ways** in 2022. As part of our total giving to United Way –



which totaled **more than \$2.4 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.

EDUCATION

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

Williams donated more than \$1 million to STEM education in 2022.



HERE ARE SOME HIGHLIGHTS:

Williams is a multi-year supporter of the [Wendell Scott Foundation](#) in Danville, Virginia, an organization that aims to address racial disparities through educational attainment while honoring the memory of a NASCAR legend.

Williams also supports financial literacy programs of Junior Achievement and its 3DE high school model. In Houston, we worked with 3DE students on a [case study](#) regarding solar installations.

Williams is a key supporter of a [new center](#) dedicated to applied hydrogen research at the University of Wyoming School of Energy Resources.

“It’s important for us to work with industry partners who ultimately will be commercializing these technologies. We need partners like Williams with perspectives about the challenges and opportunities going forward.”

– HOLLY KRUTKA, executive director of the University of Wyoming School of Energy Resources



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.

HERE ARE SOME HIGHLIGHTS:

- Williams [donated to the restoration](#) of the historic Safe Harbor Trestle Bridge in Manor Township, Pennsylvania, which had been closed to hikers, bikers and other outdoor enthusiasts for more than 30 years.
- Williams is [helping complete conversion](#) of the long-abandoned Northern Electric Trolley corridor in northeast Pennsylvania into a recreational trail for hikers and bikers.
- In honor of the nonprofit's 50th anniversary, Williams is helping the Arbor Day Foundation [replant](#) 50,000 longleaf pine trees in North Carolina, South Carolina and Louisiana.
- We are one of the corporate funders of Williams Crossing, a new pedestrian bridge across the Arkansas River near our headquarters in downtown Tulsa.
- Williams is a key supporter of the Commons, a 26-acre multi-use development at Hermann Park Conservancy in Houston.

"Williams has been a tremendous partner for Ducks Unlimited across their footprint. With Williams support, we will add 1,250 acres to Cavalier Wildlife Management Area adjacent to the Great Dismal Swamp National Wildlife Refuge and other protected lands."

– ANDI COOPER, director of Foundation Relations, Ducks Unlimited





"We are honored and excited to continue our community partnership with Williams. Williams is not a company that just says they want to make an impact in the communities they operate in, they roll up their sleeves and take action."

– ASHLEY KILMER, board president, [Susquehanna County Recreation Center](#)

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:

Williams sponsors several veterans-focused events, including the Travis Manion Foundation's 9-11 Heroes Run in Houston and Eagle Ops Welcome Home Run in Tulsa.

Williams is a multi-year supporter of The University of South Carolina's Center for Civil Rights History and Research to fund the preservation of stories, a traveling exhibit and permanent collection.

Williams' Employee Resource Groups incorporate supply drives and volunteer activities throughout the year, including a book drive during Black History Month.



PUBLIC SAFETY

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 2022, we donated over \$665,000 to more than 275 first responder groups throughout our operating areas, including departments where our employees volunteer as firefighters.

Grants to fire stations helped purchase personal protective equipment, rescue tools and upgrades to existing equipment.

Grants to local sheriff and police stations helped purchase vests and upgrade communications through radio purchases.

“Williams’ donation allowed us to purchase upgraded training equipment, including spider straps for backboards to transport patients from the hill to our first aid building or hospitals.”

– Craig Sporcic, Williams employee and volunteer for Elk Mountain Ski Patrol



EMPLOYEE VOLUNTEERISM

Our commitment to being a good neighbor extends beyond financial support. Last year, our employees recorded more than 20,000 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.

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 a leader in providing infrastructure that safely delivers natural gas products to reliably fuel the clean energy economy.

CORE VALUES



AUTHENTIC



SAFETY DRIVEN



RELIABLE PERFORMERS



RESPONSIBLE STEWARDS

CONNECT WITH US





WE MAKE CLEAN ENERGY HAPPEN®