



EIC/GPA Midstream ESG Reporting Template ⁽¹⁾

Developed by the Energy Infrastructure Council in collaboration with GPA Midstream Association
Version 2.0 Effective March 2022



Parent Company: The Williams Companies, Inc.
Operating Company: The Williams Companies, Inc.
Report Date: 10/26/2022
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Membership: EIC & GPA Midstream

Metric	Unit	Latest Year 2021	Previous Year 2020	Year-2 2019	Comments, Links, Additional Information, and Notes	
Activity						
1.1	EBITDA	Million US \$	5,635	5,105	5,015	Adjusted EBITDA as reported in 2021, 2020 and 2019 Q4 Earnings Presentations. Units are in millions of dollars.
1.2	Gross Throughput	Thousand BOE	2,068,136.16	1,937,577.93	1,919,655.28	Total gross throughput as reported for EPA Greenhouse Gas Reporting Program (GHGRP) and One Future Gathering & Boosting, Processing and Transmission & Storage segments. Units are in thousands BOE.
1.3	Miles of Pipeline (Total Pipeline)	Miles	29,679	29,813	30,272	Total miles of pipeline in service. Includes onshore and offshore assets under Williams' operational control.
1.4	Carbon Accounting Basis for Data	Operational/Equity/Financial	Operational	Operational	Operational	
Environment ⁽²⁾						
Hydrocarbon Releases						
2.1	Number of hydrocarbon liquid releases beyond secondary containment > 5 bbl	#	5	5	3	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	bbls	53	49	55	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 - Total	bbl/mile	0.00179	0.00164	0.00182	Calculated by dividing the Volume of hydrocarbon liquid releases beyond secondary containment > 5 bbl by Mile of Pipeline. Restated 2019 and 2020 values due to updated Miles of Pipeline.
Emissions						
2.4	Total GHG Emissions (Scope 1 + Scope 2) - Total	mt co2e	11,920,000	11,940,000	12,670,000	Scope 1 and Scope 2 GHG emissions are calculated based on million metric tons CO2e reported in the Sustainability Report.
2.4.1	Scope 1 GHG Emissions - Total	mt co2e	10,260,000	10,430,000	11,130,000	2021 Sustainability Report Williams Companies. See Footnote 4 for metric information.
2.4.1.1	Scope 1 CO2 Emissions - Total	mt CO2	9,090,000	9,140,000	9,460,000	2021 Sustainability Report Williams Companies. See Footnote 4 for metric information.
2.4.1.2	Scope 1 Methane Emissions - Total	mt CH4	46,655	51,600	66,400	2021 Sustainability Report Williams Companies. See Footnote 4 for metric information.
2.4.1.3	Scope 1 Nitrous Oxide Emissions - Total	mt N2O	15.77	15.77	16.11	2021 Sustainability Report Williams Companies. See Footnote 4 for metric information.
2.4.1.4	Percent of Scope 1 emissions that are methane	%	11%	12%	15%	2021 Sustainability Report Williams Companies
2.4.2	Scope 1 GHG Emissions - EPA	mt co2e	9,540,000	9,790,000	10,440,000	Total greenhouse gas emissions reported to EPA rounded to the nearest ten thousand.
2.4.2.1	Scope 1 CO2 Emissions - EPA	mt CO2	8,740,000	8,850,000	9,120,000	Total CO2 emissions reported to EPA rounded to the nearest ten thousand.
2.4.2.2	Scope 1 Methane Emissions - EPA	mt CH4	31,800	37,600	52,800	Total CH4 emissions reported to EPA converted from CO2e rounded to the nearest hundred.
2.4.2.3	Scope 1 Nitrous Oxide Emissions - EPA	mt N2O	15.11	15.08	15.58	Total N2O emissions reported to EPA converted from CO2e.
2.4.3	Scope 2 GHG Emissions	mt co2e	1,660,000	1,500,000	1,550,000	2021 Sustainability Report Williams Companies. See Footnote 5 for metric information.
2.5	Total GHG Emissions (Scope 1 + Scope 2) Intensity per Thousand BOE- Total	mt co2e/Thousand BOE	5.76	6.16	6.60	The units for this metric are metric tons of CO2e emitted per thousand BOE Throughput (mt CO2e/Thousand BOE).
2.6	Scope 1 Methane Emissions Intensity per ONE Future Methodology (See EIC Definitions tab for instructions)					
2.6.1	For Transmission and Storage Sector	%	0.020	0.022	0.032	2021 Sustainability Report Williams Companies
2.6.2	For Processing Sector	%	0.017	0.018	0.017	2021 Sustainability Report Williams Companies
2.6.3	For Gathering and Boosting Sector	%	0.021	0.027	0.032	2021 Sustainability Report Williams Companies
2.6.4	For Production Sector	%	N/A	N/A	N/A	
2.7	Does the company participate in an external emissions reduction program?	Yes/No	Yes	Yes	Yes	Williams is a member of Natural Gas STAR, ONE Future and the API Environmental Partnership.
2.8	Does the company have a greenhouse gas emissions reduction target?	Yes/No	Yes	Yes	No	Climate Commitment Williams Companies
2.9	NOx Emissions	Metric Tons	25,562	27,389	29,208	2021 Sustainability Report Williams Companies
2.10	SOx Emissions	Metric Tons	390	382	386	2021 Sustainability Report Williams Companies
2.11	VOC Emissions	Metric Tons	7,235	7,944	8,353	2021 Sustainability Report Williams Companies
2.12	% of electricity used that is renewable	%	0.00%	0.00%	0.00%	1. In 2021, Williams' facilities used 4.077 million megawatt-hours of electricity to power our operations, and we expect similar usage in future years. As part of Williams' Rooftop Solar initiative, which includes investments in intermittent solar power through combined cycle backup on the grid and tax credits, our Princeton Division office began producing electricity from solar energy in 2021. By the end of 2021, the office produced 11.1 megawatt-hours of electricity, capturing just over \$1,676 in renewable energy credits (RECs) and saving approximately \$1,776 in electric savings. We anticipate solar power production to rise over the spring and summer months of 2022, trending closer to our expectation of 64 megawatt-hours annually. This story can be found on page 39 of the Sustainability Report. The percent of renewable energy used limited to electricity produced and consumed by Williams as a result of this project is 0.0003% ((11.1 mwh/4,077,000 mwh)*100=.0003). 2. In 2021, 2020, and 2019, percent of renewable power used was calculated using percent renewables factors from U.S. EPA eGRID 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. This percentage would have been 12.4% in 2021, 12.0% in 2020, and 12.5% in 2019.
2.13	Did the company bank GHG reductions from Carbon Capture and Storage Projects?	Yes/No	No	No	No	
2.14	Does the company seek third party data verification for any environmental metrics?	Yes/No	Yes	Yes	Yes	Williams engages ERM CVS to assure certain environmental and social metrics. This can be found on page 117 in Williams 2021 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	Support for this can be found in Williams 2021 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	Biodiversity & Land Use Williams Companies
Social						
3.1	Total Recordable Incident Rate (TRIR) - employees	#	1.23	1.05	0.55	Metric per 200,000 work hours. In 2021, we saw an 18% increase in recordable injuries and illnesses, primarily due to COVID-19 cases. COVID-19 cases accounted for 41% of our total OSHA recordable incidents.
3.2	Total Recordable Incident Rate (TRIR) for major growth projects - contractors	#	0.31	0.54	0.83	Metric per 200,000 work hours. We do not breakdown TRIR or LTIR by major growth projects, we look at total contractors.
3.3	Days away, restricted or transferred (DART) - employees	#	0.82	0.5	0.18	2021 Sustainability Report Williams Companies

⁽¹⁾ In March 2022, the SEC proposed extensive climate change disclosure regulation, that, if adopted, would likely require companies to provide more detailed and complex environmental disclosures than contemplated by this template. For example, compliance with the "Emissions" section of this template would likely not be adequate for the purposes of compliance with the SEC's proposed regulation. The proposed regulation also contemplates significant expanded disclosures regarding companies' climate change-related governance, strategy, goals and metrics and risk analyses. For considerations regarding compliance with the proposed climate change disclosure regulations or other regulatory or legislative matters, companies should seek the advice of counsel.

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	#	0.67	0.48	0.06	Metric per 200,000 work hours.
3.6	Lost Time Incident Rate (LTIR) for major growth projects - contractors	#	0.03	0.11	0.09	Metric per 200,000 work hours. We do not breakdown TRIR or LTIR by major growth projects, we look at total contractors.
3.7	Fatalities - employees	#	0	0	0	
3.8	Fatalities - contractors	#	0	1	0	
3.9	Does the company have an indigenous engagement policy or commitment for new and existing assets?	Yes/No	No	No	No	Human Rights Policy and Statement In 2021, Williams had no incidents of violations involving the rights of Indigenous Peoples. Indigenous peoples are included in our Human Rights Policy.
3.10	% workforce that is female	%	22%	21%	20%	
3.11	% workforce from minority groups (EEOC defined)	%	16%	15%	14%	
3.12	% workforce covered under collective bargaining agreements	%	0	0	0	
3.13	Does the company seek third party data verification for any social metrics?	Yes/No	Yes	Yes	Yes	Williams engages ERM CVS to assure certain environmental and social metrics. This can be found on page 117 in Williams 2021 Sustainability Report.
3.14	\$ invested in local communities per every \$100,000 of adjusted EBITDA	US \$	207.88	202.59	184.6	

Governance

Diversity

4.1	% directors that are female	%	31%	25%	25%	See Footnote 6 for metric information.
4.2	% corporate officers (VP and up) that are female	%	19%	19%	16%	
4.3	% directors from minority groups (EEOC defined)	%	8%	8%	8%	See Footnote 6 for metric information.
4.4	% corporate officers (VP and up) from minority groups (EEOC defined)	%	12%	12%	9%	
4.5	Is any director under the age of 50?	Yes/No	Yes	Yes	Yes	

Directors

4.6	% independent directors	%	92%	92%	92%	See Footnote 6 for metric information.
4.7	How many directors received less than 80% votes cast in favor when running unopposed in last 5 years?	#	1	1	0	
4.7.1	Does the company have a formal ESG oversight structure with associated accountability?	Yes/No	Yes	Yes	Yes	
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 - 8-K Filings
4.10	What % of CEO target pay is performance-based?	%	89%	88%	87%	Annual Proxy Statement Disclosure
4.11	What % of CEO target pay is equity-based?	%	75%	72%	70%	Annual Proxy Statement Disclosure
4.12	Are there any shareholder return metrics (total return, return on invested capital, etc.) in any Named Executive Officer (NEO) equity compensation plan?	Yes/No	Yes	Yes	Yes	Annual Proxy Statement Disclosure
4.13	Is at least 10% of Named Executive Officer (NEO) short-term incentive (STI) or long-term incentive (LTI) linked to E or S metrics?	Yes/No	Yes	Yes	Yes	Annual Proxy Statement Disclosure
4.14	Does the company tie any amount of pay for management and/or employees to ESG objectives?	Yes/No	Yes	Yes	Yes	Annual Incentive Program (AIP) metrics are same for employees and executives. Our AIP includes financial and environmental, social and governance (ESG) metrics.

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	
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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	Yes/No	7%;10%	8%; 8%	10%; 16%	% 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 continues to conduct annual pay equity analyses to promote the company's equal employment opportunity policy.
4.16.4	Underlying data from an employee satisfaction survey that is anonymous and at least annual	Yes/No	No	No	No	We complete an employee engagement survey and share results with the Board, but not annually.

Supply Chain

4.17	Does the company require suppliers to sign off on a code of conduct or equivalent codes?	Yes/No	No	No	No	Code of Conduct for Suppliers/Contractors was implemented in November 2020 and it was communicated to top Williams suppliers in 2021. Williams incorporated code of conduct acknowledgment into the new supplier onboarding process in early 2022. We also rolled out an initiative in Q3 of 2022 to require supplier code of conduct acknowledgment from the suppliers that constitute the top 80% of the spend
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Cybersecurity

Does the company undertake any of the following to manage cybersecurity risk?

4.18.1	Mandatory employee training	Yes/No	Yes	Yes	Yes	
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 Department of Homeland Security, the FBI, and a few Oil and Gas ISAC (Information Sharing and Analysis Center).

4.19	Does the company publish an annual proxy statement? If no, expand for more metrics (click "+" to the left)	Yes/No	Yes	Yes	Yes	
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⁽¹⁾ Governmental bodies and investors are increasingly focused on companies' ESG practices and disclosures, and increasingly there are proposed and adopted regulations, legislation and investor expectations that can have a direct impact on companies seeking to comply through disclosure. While this template provides one approach to reporting on various ESG matters, it does not take all voluntary frameworks or standards into consideration, nor is it designed to address proposed or adopted regulations and legislation. For compliance with proposed or adopted regulations and legislation, companies should seek the advice of counsel.

⁽²⁾ Restated miles of pipeline for 2019 and 2020 using the updated EIC definition for Miles of Pipeline.

⁽³⁾ Scope 1 GHG emissions are calculated based on million metric tons CO2e reported in the Sustainability Report. The consolidation approach is operational control and includes CO2, CH4 and N2O. 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.

⁽⁴⁾ Gross location-based energy indirect (Scope 2) greenhouse gas emissions are calculated based on millions of metric tons CO2e as reported in the Sustainability Report. The consolidation approach is operational control.

⁽⁵⁾ 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.