



Williams Indigenous Peoples Policy	
Applicability	The Company’s commitment to following this policy applies to all individuals involved in Williams’ operations, including employees, officers, contractors, leased workers, suppliers, vendors, and customers. In instances where Williams does not have direct operational control, we will take reasonable steps to encourage adherence to principles consistent with those outlined in this policy.
Purpose	At Williams, we believe that building sustainable relationships with Indigenous Nations is not only aligned with our core values—Authentic, Safety Driven, Reliable Performers, and Responsible Stewards—but is also essential to our business success. As a natural gas infrastructure company operating across the United States, our work intersects with many diverse communities, including Indigenous Peoples. Maintaining strong, respectful relationships with these communities is fundamental to our continued success as a premier energy infrastructure company.
Policy	<p>Policy Statement</p> <p>Williams is committed to fostering respectful, inclusive, and sustainable relationships with Indigenous Peoples across all areas of our operations.</p> <p>Respect for Indigenous rights and knowledge</p> <p>We recognize the legal and constitutional rights of Indigenous Peoples in the U.S. and the significance of their traditional lands and resources. Williams engages early and sincerely with Indigenous Nations to seek input, mitigate project impacts, and ensure environmentally and culturally responsible operations. We support Indigenous participation through employment, education, procurement, and community development opportunities.</p> <p>Fostering awareness through education</p> <p>We are building—and continue to ensure for our employees—a foundational understanding of the rights, history and cultures of Indigenous Peoples. Through the Williams Indigenous Peoples Council and Native Employee Resource Group, we promote awareness and understanding of Indigenous rights, history, and cultures. All engagements will comply with applicable laws and Williams’ internal policies, including those related to ethics, anti-corruption, and non-discrimination. This policy is a shared responsibility and will be periodically reviewed to ensure continued relevance.</p>



Reservation of Rights	The Company reserves the right to interpret, modify, terminate, or revise this Policy in whole or in part, without notice.
Terms and Definitions	Indigenous Peoples/Groups: The collective term “Indigenous Peoples/groups” is used in this Policy when referring to Indigenous nations, governments and/or Native American tribes and tribal associations in the United States.

Administrative Information	
Policy Owner	<i>Indigenous People Council</i>
Policy Custodian	<i>BERC</i>
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