The Williams Companies, Inc.

2025 CDP Corporate Questionnaire 2025

09/18/2025

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

☑ Publicly traded organization

(1.3.3) Description of organization

Williams (NYSE: WMB) is a trusted leader in energy infrastructure, committed to solving one of the greatest challenges of our generation: meeting the world's need for clean, affordable, and reliable energy. Headquartered in Tulsa, Oklahoma, Williams operates across the natural gas value chain — from gathering and processing to interstate transportation and storage — with a footprint spanning 24 states and major positions in 12 of the top U.S. supply basins. Williams owns and operates more than 33,000 miles of pipeline infrastructure, including Transco, the nation's largest-volume natural gas pipeline, and handles approximately one-third of the natural gas used daily in the United States for power generation, heating, and industrial use. Our team of collaborative, courageous, competitive, and creative problem solvers is leading the charge into a lower-emissions future — delivering immediate environmental benefits through our existing network while investing in innovative energy solutions. We are committed to doing things the right way, creating long-term value for our stakeholders, and powering a better tomorrow. The boundaries of the emissions data provided in this disclosure inventory focus on our direct operations that we own and operate (consolidation approach is operational control for Scope 1 and Scope 2). This boundary and the exclusions are referenced in questions 6.1, 6.3, 6.4 and 6.4a. Our CDP responses are not filed with the U.S. Securities and Exchange Commission (SEC) and accordingly are not prepared in accordance with the SEC's rules and regulations applicable to filed reports or documents. We note that the information in the CDP response may contain or incorporate by reference statements that do not directly or exclusively relate to historical facts. To the extent the SEC were to adopt rules, regulations, or otherwise take a position that our CDP responses are subject to liability under Federal securities laws, we note that such statements are "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. These forward-looking statements relate to anticipated financial performance, management's plans and objectives for future operations, business prospects, outcome of regulatory proceedings, market conditions and other matters. We make these forward-looking statements in reliance on the safe harbor protections provided under the Private Securities Litigation Reform Act of 1995. All statements, other than statements of

historical facts, included herein that address activities, events or developments that we expect, believe or anticipate will exist or may occur in the future, are forward-looking statements. Forward-looking statements can be identified by various forms of words such as "anticipates," "believes," "seeks," "could," "may," "should," "continues," "estimates," "expects," "forecasts," "intends," "might," "goals," "objectives," "targets," "planned," "potential," "projects," "scheduled," "will," "assumes," "guidance," "outlook," "in-service date" or other similar expressions. These forward-looking statements are based on management's beliefs and assumptions and on information currently available to management. Certain important factors that could cause actual results to differ, possibly materially, from expectations or estimates reflected in such forward-looking statements can be found in the "Risk Factors" and "Forward-Looking Statements" sections included in Williams's Annual Report on Form 10-K filed with the SEC on February 25, 2025, and in Part II, Item 1A Risk Factors in our subsequently filed Quarterly Reports on Form 10-Q. Given the uncertainties and risk factors that could cause our actual results to differ materially from those contained in any forward-looking statement, we caution investors not to unduly rely on our forward-looking statements. We disclaim any obligations to, and do not intend to, update any particular forward-looking statement included in this questionnaire or announce publicly the result of any revisions to any of the forward-looking statements to reflect future events or developments.

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2024

(1.4.2) Alignment of this reporting period with your financial reporting period

☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

☑ 5 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

☑ 5 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

☑ 2 years

(1.4.1) What is your organization’s annual revenue for the reporting period?

10503000000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	☑ Yes

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

US9694571004

CUSIP number

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

969457100

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

☑ Yes

(1.6.2) Provide your unique identifier

WMB

SEDOL code

(1.6.1) Does your organization use this unique identifier?

☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

☑ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

☑ No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

☑ No

(1.7) Select the countries/areas in which you operate.

☑ United States of America

(1.19) In which part of the oil and gas value chain does your organization operate?

Oil and gas value chain
☑ Midstream

Other divisions
☑ Carbon capture and storage/utilization

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

☑ Upstream value chain

(1.24.3) Highest supplier tier mapped

☑ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

☑ Tier 3 suppliers

(1.24.7) Description of mapping process and coverage

Williams' footprint, spanning interstate natural gas pipeline and gathering and processing operations across the U.S., relies on materials, goods and services from nearly 4,200 suppliers and more than 1,650 contractors. These suppliers play a crucial role in helping us deliver safe, reliable natural gas products that support the clean energy economy. Beyond requiring quality and operational excellence, we prioritize working with suppliers who share our Core Values and are committed to sustainable practices. Our supply chain management and responsible procurement strategy strives to build a more resilient, diverse and sustainable supplier base. Williams defines Tier 1, 2 and 3 suppliers based upon spend, strategic value and supply chain risks. On average, Tier 1 suppliers account for the top 80% of our total annual supplier spend. Williams oversees a supplier assessment program to screen suppliers based on quality, safety, compliance, credit and sustainability criteria. Under the program, new suppliers and existing suppliers undergoing re-evaluation must complete a self-assessment ESG questionnaire. This enables Williams to collaborate with suppliers who align with our expectations on human rights, inclusion, environmental performance, pay equity, workplace harassment and data privacy.

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

The annual financial planning process includes four updates each year where 1 to 3 years of financial estimates could be incorporated.

Medium-term

(2.1.1) From (years)

4

(2.1.3) To (years)

7

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Our annual strategy process is focused on a 10-year outlook on both market potential and our business opportunities. The 4 to 7 year is considered our “midterm” timeframe for this process which helps validate or identify course corrections that may be needed for our corporate Strategy.

Long-term

(2.1.1) From (years)

8

(2.1.2) Is your long-term time horizon open ended?

☑ No

(2.1.3) To (years)

100

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Our long-term strategy specifically identifies potential company results and market opportunities for approximately the next 10 years. However, due to the nature of our business, commodity supply/demand fundamentals and other market trends/ outlooks, as far in the future as they are available, are reviewed and monitored to identify trends that could materially impact our strategy. The 8 plus year time frame is considered long-term for this process.

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

(2.2.1) Process in place

☑ Yes

(2.2.2) Dependencies and/or impacts evaluated in this process

☑ Impacts only

(2.2.4) Primary reason for not evaluating dependencies and/or impacts

☑ No standardized procedure

(2.2.5) Explain why you do not evaluate dependencies and/or impacts and describe any plans to do so in the future

Williams has not evaluated dependencies as defined by TNFD as it is not part of our standardized risk management process and has low risk to our business directly but may consider conducting this assessment in the future. Williams engaged internal and external stakeholders to prioritize ESG topics. This process applied the GRI stakeholder inclusiveness and materiality principles, including GRI's definition of "material" topics, defined as topics "that reflect the organization's most significant impacts on the economy, environment, and people, including impacts on human rights." The results of the ESG materiality assessment indicated that biodiversity and water were not "material topics" to Williams. We discuss these topics in our 2024 Sustainability Report as they are important to Williams and our stakeholders.

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	☑ Yes	☑ Both risks and opportunities	☑ Yes

(2.2.2) Provide details of your organization’s process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

☑ Impacts
☑ Risks
☑ Opportunities

(2.2.2.3) Value chain stages covered

☑ Direct operations
☑ Upstream value chain
☑ Downstream value chain

(2.2.2.4) Coverage

☑ Full

(2.2.2.5) Supplier tiers covered

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

☑ Qualitative only

(2.2.2.8) Frequency of assessment

☑ Annually

(2.2.2.9) Time horizons covered

☑ Short-term
☑ Medium-term
☑ Long-term

(2.2.2.10) Integration of risk management process

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

☑ Not location specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools
☑ TNFD – Taskforce on Nature-related Financial Disclosures

Enterprise Risk Management
☑ COSO Enterprise Risk Management Framework
☑ Internal company methods

Other
☑ Internal company methods
☑ Materiality assessment
☑ Partner and stakeholder consultation/analysis

☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical
☑ Cyclones, hurricanes, typhoons
☑ Flood (coastal, fluvial, pluvial, ground water)
☑ Landslide
☑ Storm (including blizzards, dust, and sandstorms)
☑ Tornado

Chronic physical
☑ Increased severity of extreme weather events
☑ Sea level rise
☑ Soil erosion

Policy
☑ Carbon pricing mechanisms
☑ Changes to national legislation
☑ Increased difficulty in obtaining operations permits
☑ Lack of mature certification and sustainability standards
☑ Poor coordination between regulatory bodies

Market
☑ Availability and/or increased cost of raw materials
☑ Changing customer behavior
☑ Uncertainty in the market signals

Reputation
☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback
☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

☑ Stigmatization of sector

Technology
☑ Transition to lower emissions technology and products
☑ Unsuccessful investment in new technologies

Liability
☑ Exposure to litigation
☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

☑ NGOs
☑ Customers
☑ Employees
☑ Investors
☑ Suppliers
☑ Regulators
☑ Local communities
☑ Indigenous peoples

(2.2.2.15) Has this process changed since the previous reporting year?

☑ No

(2.2.2.16) Further details of process

Climate risk can manifest itself in a variety of ways and it influences Williams' view of our strategic, operational, compliance and reporting risks. Williams conducts an annual enterprise-wide strategic risk assessment (SRA) that identifies and analyzes relevant risks, assessing likelihood and potential outcomes to determine the greatest risks to achieving our strategy. Results of this assessment are shared with the executive team and the BOD during the annual strategy session. Each top risk is assigned an executive leader to own and manage the risk. Performance goals, projects and resources will be stewarded by the executive leader to continuously assess and manage the tops risks within our company risk tolerance. Examples of risks could include impacts to and from our direct operations, pursuit of new opportunities and supplier relationships. Regarding climate risk, we are focused on impacts to and from our direct operations which may occur in the short- and medium-term. Physical risks are primarily identified and managed through our operational and safety programs and processes. They may also be identified in the SRA process through the Climate Adaptation and Resilience or Assets and Operations risks. We have worked to mitigate the impacts of acute physical risk through utilizing imbalance tools, physical barriers, strengthening our assets and additional insurance coverage in our Pipeline Risk Assessment process. Over the past decade, Williams has seen very limited physical damage to our offshore facilities. Being proactive to implement design changes and facility hardening, along with compliance related work with new offshore regulations, has been at the core of our mitigation strategy. For transition risk we consider shifts in public, customer or

regulatory opinions towards products produced with lower emissions, and competition/industry risk, which affects market potential. We also evaluate potential reputational risks based on perceptions that Williams or the industry does not effectively manage its business, deal fairly with stakeholders, accept responsibility to the community or partners with suppliers who do not share our values and stringent operational requirements and climate commitment. We assess potential risk from our partners and suppliers through questionnaires and assessments. Beyond identifying and managing climate related risks in our existing operations, in efforts to respond to climate-related opportunities and to meet emissions reduction commitments, we developed a strategic framework to guide the execution of clean energy opportunities. Our New Energy Ventures (NEV) team exists to identify and pursue opportunities that would deliver emissions reduction for Williams or our customers and provide future growth prospects. Before an NEV opportunity is pursued we consider if our investment will meet the following guiding principles: (i) achieve carbon reductions, (ii) create economic value, (iii) target opportunities where our capabilities provide a competitive advantage and (iv) result in an outcome that is scalable.

Row 2

(2.2.2.1) Environmental issue

☑ Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

☑ Impacts

(2.2.2.3) Value chain stages covered

☑ Direct operations
☑ Upstream value chain

(2.2.2.4) Coverage

☑ Partial

(2.2.2.5) Supplier tiers covered

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

☑ As important matters arise

(2.2.2.9) Time horizons covered

☑ Short-term
☑ Medium-term
☑ Long-term

(2.2.2.11) Location-specificity used

☑ Site-specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools
☑ Biodiversity indicators for site-based impacts
☑ LEAP (Locate, Evaluate, Assess and Prepare) approach, TNFD

Other
☑ Materiality assessment

(2.2.2.14) Partners and stakeholders considered

☑ Local communities
☑ Indigenous peoples

(2.2.2.15) Has this process changed since the previous reporting year?

☑ No

(2.2.2.16) Further details of process

Williams' environmental review process, compliant with the National Environmental Policy Act (NEPA), aligns with the Taskforce on Nature-related Financial Disclosures (TNFD) LEAP (Locate, Evaluate, Assess, and Prepare) approach to identifying, assessing and minimizing biodiversity impacts. Although Williams does not currently conduct a formal LEAP assessment, we use the principles of the LEAP approach to support our due diligence efforts and provide structured guidance for incorporating biodiversity-conscious practices into pipeline construction planning and assessment at all sites. Williams' potential to affect biodiversity occurs during the construction, operation and maintenance of our pipelines; therefore, we focus on opportunities to mitigate biodiversity impacts during project planning and standard maintenance. In the early stages of expansion project and maintenance planning, we conduct environmental reviews that include geographic information system (GIS) analyses, computer-based reviews and site-specific surveys to pinpoint sensitive environmental, cultural and historic areas. This includes identifying areas of High Conservation Value with the intention to protect these areas from the impacts of construction and prevent land use changes within natural habitats. We pay special attention to streams and wetlands; rare, threatened or endangered species; historic properties; and culturally important sites, including those important to Indigenous Peoples. We also seek to understand interconnections (or interdependencies) between natural resources and local communities using stakeholder dialogue, which is important for the long-term success of stewardship efforts and community well-being. This contextual information is valuable for decision making and long-term success of potential mitigation and stewardship efforts. We use the outputs of the GIS analyses, combined with stakeholder feedback, to proactively develop avoidance, minimization or mitigation strategies that address any potential adverse effects from construction and operations.

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

☑ Yes

(2.2.7.2) Description of how interconnections are assessed

Williams assesses the interconnections between impacts, risks and opportunities through processes such as our Strategic Risk Assessment (SRA), annual strategy discussion and operational risk assessments and mitigates impacts and manages risks through performance monitoring, goal setting and management. We are particularly focused on how impacts identified through our impact assessment from the construction, operation and maintenance of our pipelines may translate to risk. For example, spills and releases which have the potential to impact biodiversity also contribute significantly to risk as they affect the safety of our employees, communities and others on site as well as our reputation with communities and regulators as being a good steward, good neighbor, and good employer. Due to the nature of our risks, oversight and management of the risk occurs by those closest to the risk. As mentioned above, community and regulatory relationships (which affect both risks and opportunities) are impacted by our spill and release performance. By being responsible, setting high performance standards, and acting quickly to remedy any situation that does occur, we build strong relationships and trust with communities and agencies. Williams assesses and manages our impacts/risks from spills and releases through several means: Every quarterly Board meeting, the EHS Committee reviews our safety and environmental impact performance. Discussion includes metrics, incident investigation status, lessons learned, and action items set for continuous improvement. Williams had an internal goal to reduce the number of agency reportable spills and releases by 20% in 2024 compared to 2023. Goals for spills and releases, process safety events, and other performance metrics are tracked internally and reported to management weekly by franchise. As required in the Williams Integrated Management System (WIMS) and reinforced by our Code of Conduct for employees and contractors, all spills and releases are tracked in our EHS Management system, no matter how small. This requirement extends beyond employees to any third-party on a Williams site and includes both operations and construction activities. All events categorized as a Tier 2 Process

Safety Incident, a Moderate severity spill/release, or more impactful event must undergo a Causal Factor Analysis to determine the cause of the incident and set action items to prevent future occurrences. All Williams full time employees (with the exception of 100 marketing employees) receive an EHS Report on spills/releases and safety metrics weekly. The Continuous Improvement group within the Safety & Operational Discipline team is charged with reviewing incidents, looking for trends, and recommending ways to improve our operational procedures, practices, training, and performance. Through these processes, laggards are identified and addressed.

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

☑ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

☑ Areas important for biodiversity

(2.3.4) Description of process to identify priority locations

Williams' potential to affect biodiversity occurs during the construction, operation and maintenance of our pipelines; therefore, we focus on opportunities to mitigate biodiversity impacts during project planning and standard maintenance. In the early stages of expansion project and maintenance planning, we conduct environmental reviews that include Geographic Information System (GIS) analyses, computer-based reviews and site-specific surveys to pinpoint sensitive environmental, cultural and historic areas. This includes identifying areas of High Conservation Value, with the intention to protect these areas from the impacts of construction and prevent land use changes within natural habitats. We pay special attention to streams and wetlands; rare, threatened or endangered species; historic properties; and culturally important sites, including those important to Indigenous Peoples. When feasible, we design projects that use or run parallel to existing rights of way to minimize habitat fragmentation and avoid biodiversity hot spots. We develop and execute new projects in compliance with all applicable wildlife regulations, including those issued or enforced by the U.S. Fish and Wildlife Service, Bureau of Land Management, National Oceanic and Atmospheric Administration Fisheries, U.S. Army Corps of Engineers and FERC. Evaluating potential resource impacts early in the project planning process enables Williams to reroute projects that overlap with sensitive biodiversity areas, identify additional natural resource impacts and evaluate permitting feasibility. In addition to working with permitting agencies, Williams also collaborates with interest groups, subject-matter experts, community organizations and land management agencies to develop appropriate impact minimization, restoration and offset plans. We regularly engage with business partners, such as GIS data service providers, to keep our biodiversity and land use data up to date. Additionally, we engage in advocacy partnerships for biodiversity.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

☑ No, we have a list/geospatial map of priority locations, but we will not be disclosing it

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

☑ Qualitative
☑ Quantitative

(2.4.2) Indicator used to define substantive effect

☑ Other, please specify: Financial Loss/Cashflow Impact

(2.4.3) Change to indicator

☑ Absolute decrease

(2.4.5) Absolute increase/ decrease figure

1000000000

(2.4.6) Metrics considered in definition

☑ Frequency of effect occurring
☑ Time horizon over which the effect occurs
☑ Likelihood of effect occurring

(2.4.7) Application of definition

At an enterprise level, an annual survey (Strategic Risk Assessment or SRA) is conducted to assess the impact and likelihood of risks that could influence Williams' strategic objectives. Survey participants utilize their experience to perform a qualitative analysis to rate each risk in accordance with a risk matrix that outlines quantitative guidelines for scoring the risks on both impact and likelihood. In 2024, the largest financial impact rating that a risk could receive is associated with cashflow impact to the organization of $1 billion or more over a three-year period. The combined risk impact and likelihood rating provide for a quantifiable indicator to be used in the final selection of the top risks to our enterprise strategy. From an operational and business perspective, each operating area, business discipline, franchise, project (including capital projects), etc. will perform qualitative and quantitative assessments for each business situation. The definition of substantive effect will vary depending on the risk/return profile (which could include but is not limited to a defined financial impact) of the opportunity/situation. Similarly, cumulative effects of similar risks or multiple episodes of a risk (either quantifiable or non-quantifiable; which may or may not be identified through the SRA process) could be deemed substantive by Williams.

Opportunities

(2.4.1) Type of definition

☑ Qualitative
☑ Quantitative

(2.4.2) Indicator used to define substantive effect

☑ Other, please specify: Project returns

(2.4.3) Change to indicator

☑ % increase

(2.4.4) % change to indicator

☑ 11-20

(2.4.6) Metrics considered in definition

☑ Time horizon over which the effect occurs
☑ Likelihood of effect occurring

(2.4.7) Application of definition

Williams has a variety of low-emissions solutions and technologies we plan to implement in our own operations first to help achieve our emissions reductions targets and then may be used to generate revenues in the future. Examples include but are not limited to NextGen Gas, CCS, and solar and battery storage investments. Williams' New Energy Ventures (NEV) group focuses on advancing these innovative technologies, markets, and business models. NEV collaborates with talent across Williams, along with external partners and customers, to evaluate and implement projects that deliver environmental and financial gains. Williams has numerous opportunities to invest in our business; individual projects must compete for available capital based on strategic fit, capital availability and return on investment. Williams uses a risk-adjusted rate of return threshold to evaluate projects. Williams' emissions reduction projects on both Northwest Pipeline and Transco Pipelines earn a FERC-regulated return on equity. Our FERC-regulated gas transmission business is generally a lower risk investment for the company. This creates a hurdle rate in practice for our NEV projects to compete for capital against modernization or growth projects. Williams may choose to invest in certain projects below the typical regulated return rate due to strategic factors or to progress strategy. In addition, we identified up to $187 million of solar investment opportunities between 2025 - 2027 as part of Williams' NEV capital allocation. Through 2024, Williams spent a total of $79 million to advance development of the identified solar and battery program projects.

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental risks identified
Climate change	☑ Yes, both in direct operations and upstream/downstream value chain

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Reputation

☑ Stigmatization of sector

(3.1.1.4) Value chain stage where the risk occurs

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

☑ United States of America

(3.1.1.9) Organization-specific description of risk

While not anticipated, Williams believes investor advocacy groups, investment funds and other influential investors are increasingly focused on ESG practice and in extreme instances could present a sustentative risk. Shareholders may request us to implement additional sustainability procedures on existing assets or expand investments in other clean energy technologies. Investors' increased focus and activism related to climate change matters and/or their underlying beliefs/thesis around the energy industry and its impact on climate, could hinder access to capital, as investors may decide not to invest in Williams. We have experienced, and we anticipate that we could face in the future, opposition to the operation and expansion of our facilities from certain governmental officials, environmental groups, landowners, tribal groups, and other advocates. Opposition to the operation and expansion of Williams pipelines and facilities can take many forms, including the delay or denial of required governmental permits, organized protests, attempts to block or sabotage our operations, intervention in regulatory or administrative proceedings involving our assets, or lawsuits or other actions designed to prevent, disrupt or delay the operation or expansion of our assets and business. This opposition could negatively influence stakeholders' view of Williams, harming our reputation. As well, the opposition to hydrocarbon infrastructure increases installation costs and can delay in-service dates, potentially adversely impacting our financial condition.

(3.1.1.11) Primary financial effect of the risk

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

☑ Likely

(3.1.1.14) Magnitude

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

In the short-term Williams anticipates potential increases in direct operating costs. This could manifest through delay or denial of required government permits, organized protests, attempts to block or sabotage our operations, intervention in regulatory or administrative proceedings involving our assets, or lawsuits or other actions designed to prevent, disrupt or delay the operation or expansion of our assets and business. In addition, opposition to hydrocarbon infrastructure could increase installation costs or could delay in-service dates, potentially adversely impacting our financial condition. This opposition could also negatively influence stakeholders' view of Williams, harming our reputation.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

☑ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

172000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

172000000

(3.1.1.25) Explanation of financial effect figure

While not a substantive impact, the potential financial impact figure represents a historical cost that Williams incurred after deciding to withdraw investment from one of our projects, Constitution Pipeline. For several years, the pipeline suffered delays in obtaining regulatory approvals and received concerns from landowners and environmental groups about potential environmental impacts. In the fourth quarter 2019, Williams wrote-off the Constitution Pipeline for approximately 172 million, including 145 million for impairment and 27 million for loss on deconsolidation. This historical cost represents an actual impact figure of the effect stakeholder concerns could have on our business therefore we are using it to estimate future potential impacts.

(3.1.1.26) Primary response to risk

Engagement

☑ Engage in multi-stakeholder initiatives

(3.1.1.27) Cost of response to risk

60000

(3.1.1.28) Explanation of cost calculation

Costs of responding to this risk are based on our estimated budget towards stakeholder engagement. In 2024, the estimated total budget for these efforts was 60,000, broken down between open house activities and environmental justice meetings. In 2024, open house activities had an estimated budget of 36,000. Spending breaks down roughly to:

- *20,000: in-person meeting (travel, materials, etc.*
- *1,000: virtual meeting*
- *15,000: advertising*

We held 53 Environmental Justice meetings in 2024, at which climate change/our Climate Commitment was discussed. The estimated cost of these meetings is 24,000.

(3.1.1.29) Description of response

Helping stakeholders understand the environmental and social benefits of natural gas is essential for advancing the clean energy transition and reducing reputational risks. We prioritize early and frequent engagement using polling, research, townhalls, community meetings, media monitoring and educational videos. In 2024, we conducted 607 unique engagements, integrating stakeholder input into the earliest stages of every project. We also held 53 Environmental Justice meetings where climate change and our Climate Commitment were discussed.

Situation: Williams is developing the Southeast Supply Enhancement project to expand infrastructure and increase consumer access to natural gas in the mid-Atlantic and Southeast. The project will provide 1.6 million dekatherms of natural gas by the 2027 winter heating season, enough to supply 9.8 million homes.

Task: We engage stakeholders to understand perspectives and sustain positive community relationships.

Action: We monitored engagement metrics, partnered with an NGO to review perceptions, and created opportunities to share information. Our team hosted open houses, attended agency scoping sessions, held briefings with state and local officials, and met with emergency responders.

Result: In 2024, our Community Outreach team executed comprehensive stakeholder engagement throughout the pre-file process, facilitating seven in-person open houses, one virtual open house, and two FERC scoping sessions. We communicated project details to officials, residents, EJ leaders and media. With Government Affairs and External Communications, we built advocacy that led to supportive resolutions from local governments, numerous favorable FERC comments, and 26 supportive intervenor requests—matching opposition. We also ran targeted digital media and direct mail campaigns to raise awareness and deliver key messages on safety, pipeline integrity and Williams' long history in the mid-Atlantic.

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

☑ Yes

(3.5.1) Select the carbon pricing regulation(s) which impact your operations.

☑ Washington CAR - ETS

(3.5.2) Provide details of each Emissions Trading Scheme (ETS) your organization is regulated by.

Washington CAR - ETS

(3.5.2.1) % of Scope 1 emissions covered by the ETS

2.9

(3.5.2.2) % of Scope 2 emissions covered by the ETS

0

(3.5.2.3) Period start date

01/01/2024

(3.5.2.4) Period end date

12/31/2024

(3.5.2.5) Allowances allocated

0

(3.5.2.6) Allowances purchased

452000

(3.5.2.7) Verified Scope 1 emissions in metric tons CO2e

387185

(3.5.2.8) Verified Scope 2 emissions in metric tons CO2e

0

(3.5.2.9) Details of ownership

☑ Facilities we own and operate

(3.5.2.10) Comment

The program provides (i.e. allocates) a number of no-cost free allowances to electric utilities and natural gas utilities. Williams does not qualify for any of the free allowances.

(3.5.4) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?

Williams is subject to the Washington state Cap-and-Invest (WA C&I) program and began purchasing allowances in 2023. Our strategy for compliance is to evaluate emissions reduction opportunities specific to Washington facilities by contrasting emissions abatement costs versus purchasing allowances governed by the WA C&I program. Williams is making progress on reduction opportunities through the Emissions Reduction Program (ERP), a multi-year investment project that aims to considerably reduce nitrogen oxides (NOX) and methane emissions from Transco and Northwest Pipeline (NWP) compressor stations. In 2024, our leadership provided financial guidance to spend up to $400 million on our ERP. By conducting a phased replacement of legacy natural gas-fired engines with highly-efficient natural gas-fired turbines and electric motor drive compressors equipped with seal and blowdown vent gas recovery systems, we anticipate achieving an estimated 50% reduction in methane from ERP compressor stations by 2030. Additionally, Williams has continued to deploy capital for New Energy Ventures projects, such as solar and battery storage and CCS, demonstrating Williams' continued commitment to cutting emissions.

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	☑ Yes, we have identified opportunities, and some/all are being realized

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Energy source

☑ Use of low-carbon energy sources

(3.6.1.4) Value chain stage where the opportunity occurs

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

☑ United States of America

(3.6.1.8) Organization specific description

Williams has a variety of low-emissions solutions and technologies we plan to implement in our own operations to help achieve Williams' and customers' emissions reductions targets, spur innovation without our business, and to generate future revenues. These include NextGen Gas (natural gas with third-party certified emissions attributes), carbon capture and sequestration (CCS), and solar and battery storage. Williams' solar and battery program offsets electricity usage at facilities by building behind-the-meter photovoltaic solar and battery systems. Two board-approved projects at Transco compressor stations became operational in early 2025, generating 47.2 GWh annually and avoiding 13,000 tons CO2e. We are also developing a 94MWdc utility-scale solar facility in Lakeland, FL, on a reclaimed phosphate mine. The energy generated from this project aligns with Williams' climate commitment objectives, broadens our clean energy initiatives and strengthens collaborations with local communities aiming to achieve a cleaner energy mix. Across its land portfolio, including brownfields, Williams is developing 10 projects, identifying opportunities to build both behind-the-meter and utility-scale solar and battery storage to serve internal and third-party energy demands. In total, commissioned and sanctioned projects total ~110 MW of solar capacity and 160 MW of battery capacity. These systems will generate renewable energy credits that can be sold or retired to offset Scope 2 emissions.

(3.6.1.9) Primary financial effect of the opportunity

☑ Returns on investment in low-emission technology

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

☑ Virtually certain (99–100%)

(3.6.1.12) Magnitude

☑ Low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Williams expects to see increased capital allocation towards New Energy Ventures as projects are commercialized based on realizable project returns through a combination of base project returns, renewable energy credits and tax credits. Additionally, Williams sees its strategic investment in low-emissions solutions and technologies will create competitive advantages for our products and services to win business with sustainability-focused customers domestically and globally (i.e., utilities, LNG exporters/importers, datacenter hyperscalers).

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

☑ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

64000000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

64000000

(3.6.1.23) Explanation of financial effect figures

As part of Williams' path to achieving our emissions-intensity reduction of 30% by 2028, we have progressed two solar projects into construction which were placed in-service in early 2025. In addition, 10 projects are stepping through the project development process. We have identified solar investment opportunities up to $187 million with attractive returns. Williams expects realizable project returns through a combination of base project revenue, renewable energy credits and tax credits.

(3.6.1.24) Cost to realize opportunity

187000000

(3.6.1.25) Explanation of cost calculation

In 2021, we rebranded and expanded the Williams' New Energy Ventures group focused on advancing innovative technologies, markets and business models. New Energy Ventures collaborates with talent across Williams, along with external partners and customers, to evaluate and implement projects that deliver environmental and financial gains. We identified up to $187 million of solar investment opportunities between 2025-2027 as part of Williams' New Energy Ventures capital allocation.

(3.6.1.26) Strategy to realize opportunity

Since 2021, the Williams' New Energy Ventures group has focused on advancing innovative technologies, markets and business models. New Energy Ventures collaborates with talent across Williams, along with external partners and customers, to evaluate and implement projects that deliver environmental and financial gains. We identified up to $187 million of solar investment opportunities between 2025-2027 as part of Williams' New Energy Ventures capital allocation. Through 2024, Williams spent a total of $79 million to advance development of the identified solar and battery program projects.

(Situation) Williams has set short-term and long-term emissions intensity-based reduction targets for 2028 and 2050, respectively.

(Task) In order to meet these goals, Williams will leverage multiple solutions and technologies to reduce emissions. One of the key projects in this portfolio is our solar initiative.

(Action) In 2024, Williams continued advancing solar projects in development and will continue further development of these and other projects. There are two internal projects slated for in-service in 2026, assuming expectations stay consistent from a capital, supply chain and regulatory standpoint. These projects will be developed in Colorado and Florida, and the solar facilities will be located either on land currently owned by Williams or near our operating facilities.

(Result) Investments in intermittent solar power are made viable by the benefits of dispatchable power generation, such as natural gas generation on the grid, renewable energy credits and tax credits.

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

☑ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

☑ Executive directors or equivalent
☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

☑ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

Williams is committed to maintaining a diverse board with a variety of occupational and personal backgrounds to obtain a range of viewpoints and perspectives. In furtherance of this commitment, when considering candidates to fill vacancies or newly created directorships, the Governance and Sustainability Committee requires consideration of candidates representing a diversity of race, ethnicity, and gender within the pool of candidates from which independent Board nominees are chosen. Any third-party consultant requested to furnish a list of candidates also is required to include such diverse candidates. These details and additional info can be found in our Corporate Governance Guidelines.

(4.1.6) Attach the policy (optional)

CURRENT-2025.07.01-Corporate-Governance-Guidelines-Adopted-07.29.25.pdf

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	☑ Yes
Biodiversity	☑ Yes

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

☑ Board mandate

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

☑ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

☑ Overseeing the setting of corporate targets
☑ Monitoring progress towards corporate targets
☑ Reviewing and guiding innovation/R&D priorities

☑ Approving and/or overseeing employee incentives

☑ Monitoring the implementation of the business strategy

☑ Overseeing reporting, audit, and verification processes

☑ Overseeing and guiding the development of a business strategy

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

The Governance and Sustainability Committee oversees the Company's ESG strategy and policies, including matters related to climate change. At each of the four regularly scheduled committee meetings, MSCI, Sustainalytics, DJSI, CDP, Glass Lewis, and ISS rating updates are reviewed. As needed, the Committee discusses the perceived business drivers of these scores. The Environmental, Health and Safety Committee also considers climate-related issues. Environmental and safety performance, compliance, and targets are discussed during all quarterly meetings, as are fugitive emissions, GHG performance, and other topics. This Committee also contributes to and provides recommendations for Williams' Annual Incentive Program (AIP) metrics. Our Strategic Risk Assessment process (SRA) identifies the top risks that could impact Williams' strategic direction. Climate change has the potential to impact several risks within our current risk taxonomy used in the SRA. Results from the SRA are incorporated into annual strategy BOD meeting materials. Williams also uses scenario analysis in our corporate strategy process to identify and test plausible scenarios of Williams' future. One qualitative scenario includes climate-related assumptions and the associated impacts to natural gas demand and to Williams' strategy. The BOD provides guidance and oversight into long-term strategic decisions that ultimately influence climate-related business plans and performance targets. Starting in 2022, when appropriate, the BOD discusses investments and partnerships related to New Energy Ventures (NEV). Examples of investments have or could include the development stage funding in hydrogen generation technology, post combustion capture technology, and university partnerships to support innovation and learn from subject matter experts. Additional examples of NEV business plans that include climate considerations are exploring the use of solar powered facilities across various existing assets, leveraging existing, unused land for new solar developments, and evaluating our current footprint for the best assets for carbon capture pilot projects. The full Board reviews our annual Sustainability Report prior to publication. The Governance and Sustainability Committee retains oversight of ESG strategy and policies and current and emerging issues, trends, developments, stockholder engagement or other public policy matters related to ESG. The Audit Committee shares oversight responsibility with the Governance and Sustainability Committee for ESG focusing on matters of numerical integrity in the Sustainability Report and any other ESG disclosure filings with the SEC.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

☑ Other policy applicable to the board, please specify: Environmental, Health and Safety policy

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

☑ Sporadic – agenda item as important matters arise

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

☑ Overseeing and guiding major capital expenditures

(4.1.2.7) Please explain

Williams strives to preserve the environment for future generations by avoiding, minimizing and mitigating potential impacts on biodiversity and land use during routing, siting and construction. Construction and operation activities that could affect biodiversity are performed at or above regulatory standards. The Environmental, Health and Safety (EHS) Committee of the BOD has governance and oversight responsibilities regarding the Company's management of environmental, health and safety matters, including compliance with applicable laws and regulations. The EHS Committee reviews, monitors and reports to the BOD on the performance and activities on EHS matters and provides oversight to the company's environmental practices to ensure compliance with applicable legal and regulatory requirements. Additionally, the Governance and Sustainability Committee of the BOD oversees the formulation of Williams' ESG strategy and policies, which may include issues pertaining to biodiversity.

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Having at least one board member with expertise on this environmental issue

☑ Other, please specify: Committee and ESG updates to the Governance and Sustainability and EHS Committees

(4.2.3) Environmental expertise of the board member

Experience

☑ Executive-level experience in a role focused on environmental issues

☑ Experience in an organization that is exposed to environmental-scrutiny and is going through a sustainability transition

Other

☑ Other, please specify: Experience in sustainability or transitioning to alternative non-hydrocarbon energy sources, experience in regulatory schemes and best practices to enhance our environmental stewardship

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	☑ Yes
Biodiversity	☑ Yes

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

Other

☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ More frequently than quarterly

(4.3.1.6) Please explain

Williams' Chief Executive Officer (CEO) has ultimate responsibility for the oversight and management of all company risks and therefore is the highest management-level position with responsibility for climate-related risks and opportunities. Additionally, the CEO, when appropriate, is involved in decisions for investment in our clean technology ventures like Context Labs, approves and contributes to the direction of AIP metrics and targets, provides direction and input on the annual strategy session with the BOD and leads global execution of company strategy. The CEO reports directly to the BOD. Additionally, the Executive Vice President responsible for our New Energy Ventures program reports directly to the CEO. Through the organization's design, the CEO has direct responsibility for monitoring the evaluation of alternative energy sources through this program, including certified, low-emissions NextGen Gas, hydrogen and carbon capture, utilization and storage (CCUS).

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ Other, please specify: Environmental, Health and Safety (EHS) Committee

(4.3.1.2) Environmental responsibilities of this position

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

(4.3.1.4) Reporting line

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ As important matters arise

(4.3.1.6) Please explain

Williams strives to preserve the environment for future generations by avoiding, minimizing and mitigating potential impacts on biodiversity and land use during routing, siting and construction. Construction and operation activities that could affect biodiversity are performed at or above regulatory standards. The Environmental, Health and Safety (EHS) Committee of the BOD has oversight responsibilities regarding the Company's management of environmental, health and safety matters, including compliance with applicable laws and regulations. The EHS Committee Chair reports to the BOD at every regularly scheduled meeting regarding the EHS Committee's oversight. Additionally, the Governance and Sustainability Committee of the BOD oversees Williams' ESG strategy and policies, which may include issues pertaining to climate.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Operating Officer (COO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing public policy engagement related to environmental issues

☑ Managing supplier compliance with environmental requirements

Policies, commitments, and targets
☑ Monitoring compliance with corporate environmental policies and/or commitments
☑ Measuring progress towards environmental corporate targets
☑ Setting corporate environmental targets

(4.3.1.4) Reporting line

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ More frequently than quarterly

(4.3.1.6) Please explain

Williams' Chief Operating Officer (COO) sits on the Executive Officer Team (EOT) and reports directly to the Chief Executive Officer (CEO). As part of this role, the COO is responsible for the operational aspect of climate change, including oversight of implementing emissions reduction initiatives, and biodiversity. The COO has responsibility for climate-related issues because the majority of Williams' climate risk is associated with its direct operations. To reduce carbon intensity, and by extension, risk, there are strategic initiatives underway to reduce fugitive methane emissions and modernize our operations through enhanced programs and equipment, mitigate greenhouse gas emissions by utilizing solar energy at compression stations and testing hydrogen fuel blends and enhance emissions data collection by investing in new technologies to identify emissions sources. Additionally, the COO collaborates with the New Energy Ventures program to identify emerging technologies to support our operational emissions reduction efforts. Williams strives to preserve the environment for future generations by avoiding, minimizing and mitigating potential impacts on biodiversity and land use during routing, siting and construction. The Project Execution team, which has oversight for permitting, also reports to the COO and ensures that construction and operations activities that could affect biodiversity are performed at or above regulatory standards.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other
☑ Other, please specify: Environmental, Social and Governance Director

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Setting corporate environmental policies and/or commitments

Strategy and financial planning

☑ Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

☑ Other, please specify: Reports to the VP of IR, ESG and Investment Analysis

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ Quarterly

(4.3.1.6) Please explain

To further integrate overall environmental, social and governance (ESG) strategy including climate change into the day-to-day activities across the organization, Williams has an ESG Director. Because these responsibilities tie directly to our investor relations and capital allocation decisions, the ESG Director reports to Williams' Vice President of Investor Relations, ESG and Investment Analysis. Given the persistent importance of ESG to our long-term business viability, the corporate ESG team shifted to the umbrella of our Chief Financial Officer (CFO) in 2022. The ESG Director is responsible for engaging with shareholders and other stakeholders to understand ESG expectations and communicate our performance, as well as raising the visibility of Williams' ESG capabilities. The ESG Director oversees a team of full-time, dedicated Corporate ESG employees, and we continue to expand the capacity of this team. The ESG Director collaborates with several groups within the organization, including Investor Relations, Communications & Corporate Social Responsibility, Government Affairs & Public Outreach, Corporate Strategic Development and the Corporate Secretary, to promote effective delivery of ESG-related activities and communicate results to investors and key stakeholders. Climate issues are also monitored by the Environmental Specialists, our legal team, the Air Compliance and Emissions Reduction group and, increasingly, the Operations groups regarding our methane Annual Incentive Program.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Operating Officer (COO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing public policy engagement related to environmental issues

☑ Managing supplier compliance with environmental requirements

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Setting corporate environmental policies and/or commitments

(4.3.1.4) Reporting line

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

☑ More frequently than quarterly

(4.3.1.6) Please explain

Williams' Chief Operating Officer (COO) sits on the Executive Officer Team (EOT) and reports directly to the Chief Executive Officer (CEO). As part of this role, the COO is responsible for the operational aspect of climate change, including oversight of implementing emissions reduction initiatives, and biodiversity. The COO has responsibility for climate-related issues because the majority of Williams' climate risk is associated with its direct operations. To reduce carbon intensity, and by extension, risk, there are strategic initiatives underway to reduce fugitive methane emissions and modernize our operations through enhanced programs and

equipment, mitigate greenhouse gas emissions by utilizing solar energy at compression stations and testing hydrogen fuel blends and enhance emissions data collection by investing in new technologies to identify emissions sources. Additionally, the COO collaborates with the New Energy Ventures program to identify emerging technologies to support our operational emissions reduction efforts. Williams strives to preserve the environment for future generations by avoiding, minimizing and mitigating potential impacts on biodiversity and land use during routing, siting and construction. The Project Execution team, which has oversight for permitting, also reports to the COO and ensures that construction and operations activities that could affect biodiversity are performed at or above regulatory standards.

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

10

(4.5.3) Please explain

There are two emissions-based reduction targets that drive internal performance for the Corporate Executive Team, as well as a majority of Williams employees: Improve the ratio of Critical Tier 3 Loss of Primary Containment (LOPC) events with the number of actual Tier 1 and 2 incidents. LOPC is defined by API 754 as an unplanned or uncontrolled release of material from primary containment of a production, storage, distribution, pipeline or related facility used for storage, separation, processing or transfer of material such as a tank, vessel, pipe, pump, compressor or processing equipment. Methane reduction goal to reduce absolute 2024 methane emissions by 5% compared to a 2023 baseline average. Each target is weighted at 5% of our 2024 Annual Incentive Program, or 10% of the total 2024 performance incentives.

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Corporate executive team

(4.5.1.2) Incentives

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Achievement of environmental targets

Emission reduction

☑ Reduction in absolute emissions

(4.5.1.4) Incentive plan the incentives are linked to

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

There are two emissions reduction targets that drive internal performance for the Corporate Executive Team, and these include: •Loss of primary containment (LOPC) target that includes the unplanned or uncontrolled release of methane. Loss of primary containment is defined by API 754 as an unplanned or uncontrolled release of material from primary containment of a production, storage, distribution, pipeline or related facility used for storage, separation, processing or transfer of material such as a tank, vessel, pipe, pump, compressor or processing equipment. In 2024, we introduced a new LOPC reduction target, which is to improve our ratio of Critical Tier 3 Loss of Primary Containment (LOPC) events with the number of actual Tier 1 and 2 incidents. This metric better reflects our efforts to identify leading indicators for Tier 1 or 2 incidents and take action before they escalate. We weighed the LOPC goal at 5% of our 2024 Annual Incentive Program, including the corporate executive team. •In addition to the LOPC goal, Williams maintained a methane emissions reduction goal. For 2024, we set a target to reduce absolute methane emissions by 5% from 2023 baseline. The methane reduction goal was also weighted at 5% for our 2024 AIP. Achieving these targets influences short-term, annual incentives for all the employees eligible for our Annual Incentive Program. 98% of all Williams' employees are eligible to participate in the Williams' Annual Incentive Program (AIP), as a part of our overall pay strategy and total rewards package. The details match those of the Corporate Executive Team. Achieving the targets outlined above influences short-term, annual incentives for all employees eligible for our Annual Incentive Program. Approximately 100 employees, who are not eligible to participate in the AIP, instead participate in our "Trading Incentive Program".

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

By tying incentives to two GHG related targets for the Corporate Executive Team and the majority of all employees, we are driving engagement in reduction efforts throughout the organization. Our 2028 intensity (Int1) target applies to all Scope 1 and 2 (location-based) carbon emissions including methane. Methane makes up approximately 20.5% of our total Scope 1 and 2 emissions, making it a key focus for mitigation efforts. As we seek to maximize natural gas resources to meet growing demand, we are working to reduce greenhouse gas emissions from our operations. To reach our 2028 target, Williams is utilizing technology readily available today such as pursuing methane emissions reduction opportunities through leak detection and repair (LDAR), work practice improvements and evaluating equipment upgrades on a site-specific basis which includes our Emissions Reduction Program (ERP). We are developing work practices to minimize our blowdown and purging emissions across the enterprise. Decreasing pneumatic device emissions by switching from gas-driven to zero emitting. This near-term phase also includes employing emissions reduction strategies through research organizations and trade groups.

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	☑ Yes

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

☑ Climate change
☑ Biodiversity

(4.6.1.2) Level of coverage

☑ Organization-wide

(4.6.1.3) Value chain stages covered

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

Policies cover entire operations, how we interact with our upstream and downstream value chain, and our broader portfolio. We make EH&S considerations a core component in existing operations and in the planning, design and construction of new and expanded assets including the integration of physical risk management into our business and decision processes, regularly promote EH&S awareness among customers and in the communities where we operate and assess EH&S risks related to existing operations, new business ventures and acquisitions.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to respect legally designated protected areas

☑ Commitment to stakeholder engagement and capacity building on environmental issues

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

☑ No, and we do not plan to align in the next two years

(4.6.1.7) Public availability

☑ Publicly available

(4.6.1.8) Attach the policy

www-williams-com-our-company-corporate-governance-environmental-health-safety-#_....pdf

Row 2

(4.6.1.1) Environmental issues covered

☑ Climate change

(4.6.1.2) Level of coverage

☑ Organization-wide

(4.6.1.3) Value chain stages covered

☑ Direct operations

(4.6.1.4) Explain the coverage

Our climate commitment provides comprehensive and actionable climate targets and covers all assets under our operational control, including upstream assets, to reduce emissions and ultimately build a clean energy economy.

(4.6.1.5) Environmental policy content

Climate-specific commitments

☑ Commitment to net-zero emissions

☑ Other climate-related commitment, please specify :2028 GHG intensity target

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

☑ Publicly available

(4.6.1.8) Attach the policy

www-williams-com-sustainability-climate-commitment-....pdf

Row 3

(4.6.1.1) Environmental issues covered

☑ Biodiversity

(4.6.1.2) Level of coverage

☑ Organization-wide

(4.6.1.3) Value chain stages covered

☑ Direct operations

(4.6.1.4) Explain the coverage

Our biodiversity commitment covers all assets under our operational control.

(4.6.1.5) Environmental policy content

Environmental commitments
☑ Commitment to comply with regulations and mandatory standards
☑ Commitment to take environmental action beyond regulatory compliance
☑ Commitment to implementation of nature-based solutions that support landscape restoration and long-term protection of natural ecosystems
☑ Commitment to respect legally designated protected areas
☑ Commitment to stakeholder engagement and capacity building on environmental issues

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

☑ No, and we do not plan to align in the next two years

(4.6.1.7) Public availability

☑ Publicly available

(4.6.1.8) Attach the policy

www-williams-com-sustainability-biodiversity-....pdf

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

☑ Yes

(4.10.2) Collaborative framework or initiative

☑ Task Force on Climate-related Financial Disclosures (TCFD)

☑ Task Force on Nature-related Financial Disclosures (TNFD)

☑ Other, please specify: Oil and Gas Methane Partnership 2.0, Energy Emissions Modelling and Data Lab, GTI Veritas, One Future

(4.10.3) Describe your organization's role within each framework or initiative

TCFD *Williams' annual Sustainability Reports are published with references to TCFD recommendations. Additionally, Williams publishes annual standalone TCFD indices to demonstrate that we are taking action to build a more resilient financial system through climate-related disclosure.*

TNFD *The TNFD Forum is a global multi-disciplinary consultative group of institutions. Membership of the Forum is open to a broad range of institutional types including corporates, financial institutions, public sector institutions including regulators, pension funds and sovereign wealth funds, academic and research organizations, business associations, inter-governmental organizations, as well as conservation and civil society organizations. Williams is one of over 1,100 institutions with membership to the Forum.*

Oil and Gas Methane Partnership 2.0 (OGMP 2.0) *OGMP 2.0 is UNEP's flagship oil and gas reporting and mitigation program. It is the only comprehensive, measurement-based international reporting framework for the sector. In the past two years, nearly 100 companies with operations in more than 60 countries have joined the initiative. In early 2023, Williams became the first U.S. large-scale midstream company to join OGMP 2.0. OGMP 2.0 member companies strive to report methane emissions in accordance with what are widely recognized as the highest established standards while setting industry-leading methane reduction targets. Joining OGMP 2.0 supports Williams' next generation natural gas (NextGen Gas) strategy to drive transparency and decarbonization of the natural gas value chain through technology investments, providing path-specific methane intensity certifications to utilities, LNG export facilities and other clean energy users.*

Energy Emissions Modelling and Data Lab (EEMDL) *EEMDL is a collaborative initiative involving the University of Texas at Austin, Colorado State University and the Colorado School of Mines to provide science-based greenhouse gas emissions assessments of global oil and gas supply chains. The $50 million initiative, sponsored primarily by oil and gas companies, will address the growing need for accurate, timely and transparent accounting of greenhouse gas emissions across global oil and natural gas supply chains. Data and analysis from this new endeavor will help both public and private institutions develop climate strategies and actions informed by accurate data, identifying both opportunities for emissions reductions and verification. Several major energy companies that are also focusing on the accuracy of emissions data are partnering with the new lab, including Williams. Each company will contribute $5 million over five years to the initiative, with more stakeholders from the oil and gas industry, financial sector and non-governmental organizations expected to join in the near future.*

ONE Future *ONE Future was formed when eight companies came together in 2014 with a focus to collectively achieve a science-based average rate of methane emissions across our facilities equivalent to one percent (or less) of total natural gas production. Since its formation, it has grown to more than 50 companies accounting for the some of the largest natural gas producers, transmission and distribution companies in the U.S. ONE Future member companies represent the entire natural gas value chain and account for approximately 23% of the total natural gas production, 61% of the U.S. natural gas transmission miles and 42% of the U.S. natural gas distribution. ONE Future companies work with each other to promote best practices and share learnings on each company's respective science-based, technology and methods for methane reduction; though each member always has the flexibility to deploy its capital where it will be most effective. Williams' partnership with ONE Future and the other member companies demonstrates our ongoing commitment to environmental responsibility.*

GTI Veritas *Veritas, GTI Energy's Methane Emissions Measurement and Verification Initiative, is meeting the urgent need for credible, comparable methane emissions measurement and accelerating actions that reduce methane emissions reductions. The standardized, science-based, technology-neutral, and measurement-informed protocols were built to assemble methane emissions inventories that are verified by direct field measurements. The collaborative effort brought together dozens of industry, research, and environmental stakeholders to engage in development, testing, and review of the Veritas protocols. The technical protocols calculate methane emissions for natural gas systems from production through distribution and LNG and offer a consistent approach to demonstrate emissions reductions in a credible and transparent way. Williams is collaborating with industry partners on this initiative.*

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

☑ Yes, we engaged directly with policy makers

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

☑ Paris Agreement

(4.11.4) Attach commitment or position statement

www-williams-com-sustainability-climate-commitment-....pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

☑ Yes

(4.11.6) Types of transparency register your organization is registered on

☑ Mandatory government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

U.S. House of Representatives Office of the Clerk Registrant ID: 31924 House ID: 319240000 Federal Election Commission ID: C00040394

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

To further integrate overall ESG strategy including the potential effects of climate change into the day-to-day activities across the organization, Williams has an ESG Director. Because these responsibilities tie directly to our investor relations and capital allocation decisions, the ESG Director reports to Williams' Vice President of Investor Relations, ESG, and Investment Analysis. The ESG Director is responsible for understanding ESG expectations, communicating our performance and raising the visibility of Williams' ESG capabilities. The ESG Director oversees a team of full-time, dedicated Corporate ESG employees, and we continue to expand the capacity of this team. The ESG Director collaborates with several groups within the organization to promote effective delivery of ESG-related activities and communicate results to investors and key stakeholders. Williams' growth depends on continued support for energy infrastructure expansion in North America. Government policies at the federal, state and local level affect our existing operations and future project plans. Williams works with government stakeholders and regulatory agencies at the federal, state, and local levels on policies that impact our current and future operations. To ensure consistency in our political engagement activities, our Government Affairs and Outreach team oversees our education of policymakers and other government stakeholders on our projects and policy

positions. Williams also engages with communities related to natural gas and infrastructure to build relationships, establish win-win scenarios and help continue to grow and provide essential infrastructure. We have proven experience working with regulators, policymakers, and stakeholders to minimize risk in order to build the critical infrastructure needed to fuel our clean energy economy. Our dialogue with shareholders allows us to align with shareholder expectations while creating a uniform response across the company. Members of our executive management team attend investor conferences, conference calls, question and answer sessions and non-deal roadshows. During such meetings, management may discuss Williams' strategy, operations, ESG efforts, financial performance as well as broader energy industry topics and trends. The Investor Relations team at Williams also shares these same key messages with the financial community throughout the year via phone calls, video calls and email correspondence.

(4.11.1) On what policies, laws, or regulations that may (positively or negatively) impact the environment has your organization been engaging directly with policy makers in the reporting year?

Row 1

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

Inflation Reduction Act

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

☑ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Financial mechanisms (e.g., taxes, subsidies, etc.)
☑ Subsidies for low-carbon, non-renewable energy projects
☑ Subsidies for renewable energy projects
☑ Subsidies on products or services

(4.11.1.4) Geographic coverage of policy, law, or regulation

☑ National

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

☑ United States of America

(4.11.1.6) Your organization’s position on the policy, law, or regulation

☑ Support with minor exceptions

(4.11.1.7) Details of any exceptions and your organization’s proposed alternative approach to the policy, law, or regulation

Williams supported a color-blind approach to hydrogen production and advocated for all types of hydrogen to qualify for incentives and support.

(4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

☑ Ad-hoc meetings
☑ Provided funding or in-kind support

(4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

0

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

In support of Williams' extensive natural gas infrastructure assets, expansion projects, Climate Commitment and the priorities of our New Energy Ventures (NEV) team, we are focused on leveraging existing technologies while also looking forward and anticipating future innovations and technologies. To that end, Williams supports policies that encourage efficient development of energy infrastructure along with technologies that are aligned with the company's future priorities. Note that we are unable to break out funding by individual issue. In total, we spent 1,260,000 in 2024 in lobbying efforts (this does not include trade association dues).

(4.11.1.11) Indicate if you have evaluated whether your organization’s engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

☑ Paris Agreement

Row 2

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

Federal policymaker consideration of jurisdictional issues and other considerations related to transporting hydrogen via pipeline

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

☑ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Energy and renewables
☑ Alternative fuels

(4.11.1.4) Geographic coverage of policy, law, or regulation

☑ National

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

☑ United States of America

(4.11.1.6) Your organization’s position on the policy, law, or regulation

☑ Support with no exceptions

(4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

☑ Ad-hoc meetings

☑ Provided funding or in-kind support

(4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

0

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

As part of our climate plan and New Energy Ventures (NEV) program, Williams promotes the allowance of using cutting-edge technologies. Historical policies, laws and regulations have been prescriptive and did not allow the industry to advance with science around emission detection and reduction. By engaging in this policy area and others, Williams is working to create reasonable regulation to help us take action in the direction of our climate strategy. Note that we are unable to break out funding by individual issue. In total, we spent 1,260,000 in 202 in lobbying efforts (this does not include trade association dues).

(4.11.1.11) Indicate if you have evaluated whether your organization’s engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

☑ Paris Agreement

Row 3

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

Bipartisan Infrastructure Law

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

☑ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Other

☑ Other, please specify :Clean Energy & Pipeline Safety Funding

(4.11.1.4) Geographic coverage of policy, law, or regulation

☑ National

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

☑ United States of America

(4.11.1.6) Your organization’s position on the policy, law, or regulation

☑ Support with minor exceptions

(4.11.1.7) Details of any exceptions and your organization’s proposed alternative approach to the policy, law, or regulation

Williams met with policymakers to advocate for provisions and funding in the Bipartisan Infrastructure Law (BIL) related to: hydrogen research, development and deployment; carbon capture, storage and utilization; and PHMSA modernization. The final version signed into law incorporated many of these industry-supported provisions. Williams would have preferred to see a stronger focus on natural gas infrastructure and permitting reform in the BIL, but we supported many of the provisions in the final version of this legislation signed by the President.

(4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

☑ Ad-hoc meetings

☑ Provided funding or in-kind support

(4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

0

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

As part of our New Energy Ventures (NEV) program, Williams promotes the allowance of using cutting-edge technologies. Historical policies, laws and regulations have been prescriptive and did not allow the industry to advance with science around emission detection and reduction. By engaging in this policy area and others, Williams is working to create reasonable regulation to help us take action in the direction of our climate strategy. Note that we are unable to break out funding by individual issue. In total, we spent 1,260,000 in 2024 in lobbying efforts (this does not include trade association dues).

(4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

☑ Paris Agreement

Row 4

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

Federal Energy Regulatory Commission Draft Policy Statements on Pipeline Certification and Greenhouse Gas Emissions

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

☑ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Other
☑ Other, please specify: Energy Reliability

(4.11.1.4) Geographic coverage of policy, law, or regulation

☑ National

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

☑ United States of America

(4.11.1.6) Your organization's position on the policy, law, or regulation

☑ Support with minor exceptions

(4.11.1.7) Details of any exceptions and your organization's proposed alternative approach to the policy, law, or regulation

In response to FERC's request for input from industry, Williams provided our recommendations related to: the Commission's authority to regulate GHG emissions; quantifying project GHG emissions; and, potential mitigation approaches. We have had concerns that FERC's proposed policy changes could result in greater regulatory uncertainty related to the permitting and construction of natural gas infrastructure. Williams shared those concerns with the Commission, and, as a result of our efforts and those of other stakeholders, in March 2022, FERC shifted these policies to "draft" status and reinstated the 1999 policy.

(4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

☑ Ad-hoc meetings

☑ Provided funding or in-kind support

(4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

0

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

As part of our New Energy Ventures (NEV) program, Williams promotes the allowance of using cutting-edge technologies. Historical policies, laws and regulations have been prescriptive and did not allow the industry to advance with science around emission detection and reduction. By engaging with the FERC on draft policy

statements on pipeline certification and GHG emissions, Williams is working to create reasonable regulation to help us take action in the direction of our climate strategy. Note that we are unable to break out funding by individual issue. In total, we spent 1,260,000 in 2024 in lobbying efforts (this does not include trade association dues).

(4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

☑ Paris Agreement

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ Other trade association in North America, please specify :The Interstate Natural Gas Association of America (INGAA)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

☑ Yes, and they have changed their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Protecting and improving the environment is a top priority for natural gas and pipeline companies. INGAA's members deliver clean, abundant and affordable natural gas throughout North America. INGAA has announced a set of climate change commitments that outline in detail its mission to help address climate change, including working together as an industry towards reaching net-zero greenhouse gas (GHG) emissions from natural gas transmission and storage by 2050. INGAA's climate commitments include member companies reducing individual GHG emissions from natural gas transmission and storage operations; providing consistent and transparent data collection, measurement and reporting of GHG emissions from operations; and reducing the carbon intensity of natural gas infrastructure by adopting and investing in more innovative technologies.

Williams regularly participates in dialogue about environmental stewardship at the industry level, as a member of INGAA. We also worked with INGAA on its methane fee positioning, encouraging industry-wide and strong methane controls. Our partnership with INGAA was particularly important in 2023 as we achieved alignment with other major industry operators on the regulatory changes that affect our industry.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

142799.94

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

INGAA is a trade organization that advocates regulatory and legislative positions of importance to the natural gas pipeline industry in North America. Williams' funding to INGAA supports this overall mission.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

☑ Paris Agreement

Row 2

(4.11.2.1) Type of indirect engagement

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America
☑ Other trade association in North America, please specify: Business Roundtable

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

☑ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization’s position is consistent with or differs from the organization or individual’s position, and any actions taken to influence their position

Business Roundtable believes corporations should lead by example, support sound public policies and drive the innovation needed to address climate change. Business Roundtable states that the United States should adopt a more comprehensive, coordinated and market-based approach to reduce emissions that is pursued in a manner that ensures environmental effectiveness while fostering innovation, maintaining U.S. competitiveness, maximizing compliance flexibility and minimizing costs to business and society. Business Roundtable supports the following policy actions to address the climate challenge: invest in technology, drive energy efficiency, develop and deploy resiliency and adaptation measures and invest in energy infrastructure and improve permitting processes. Williams and Williams’ CEO are members of Business Roundtable.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

72000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

As stated on BRT's website, its members develop and advocate directly for policies to promote a thriving U.S. economy and expanded opportunity for all Americans. Williams’ funding to BRT supports this mission with a focus on their energy policy engagement.

(4.11.2.11) Indicate if you have evaluated whether your organization’s engagement is aligned with global environmental treaties or policy goals

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization’s engagement on policy, law or regulation

☑ Paris Agreement

Row 3

(4.11.2.1) Type of indirect engagement

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America
☑ American Petroleum Institute

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

☑ Yes, and they have changed their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

American Petroleum Institute (API) represents all segments of America's natural gas and oil industry, which supports more than 11 million U.S. jobs and is backed by a growing grassroots movement of millions of Americans. Its' nearly 600 members produce, process and distribute the majority of the nation's energy and participate in API Energy Excellence®, which is accelerating environmental and safety progress by fostering new technologies and transparent reporting. API was formed in 1919 as a standards-setting organization and has developed more than 800 standards to enhance operational and environmental safety, efficiency and sustainability. API speaks for the oil and natural gas industry to the public, Congress and the Executive Branch, state governments and the media. It negotiates with regulatory agencies, represents the industry in legal proceedings, participates in coalitions and works in partnership with other associations to achieve its members' public policy goals. Williams' CEO serves on the board of the American Petroleum Institute.

Williams' Environmental Justice Project Charter Statement describes how Williams actively engages with communities and minimizes and manages potential impacts. Williams is assessing how to leverage the community engagement best practices identified in API RP 1185: Stakeholder Engagement to enhance our meaningful engagement throughout the full life cycle of our assets.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

35834.39

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

API's mission is to promote safety across the industry globally and to influence public policy in support of a strong, viable U.S. oil and natural gas industry. Williams' funding to API supports this mission with a focus on their efforts related to natural gas.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

☑ Paris Agreement

Row 4

(4.11.2.1) Type of indirect engagement

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America
☑ Other trade association in North America, please specify: Clean Hydrogen Future Coalition

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

☑ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The Clean Hydrogen Future Coalition (CHFC) was founded to bring together a diverse group of stakeholders to promote hydrogen as a critical pathway to achieve global decarbonization objectives while also increasing U.S. global competitiveness. With over 20 leading stakeholder and industry participants, the Clean Hydrogen Future Coalition represents a diverse group of energy companies, labor unions, utilities, NGOs, equipment suppliers and project developers who are committed to the advancement of a net zero CO2 economy that is supported by infrastructure across the supply chain to fully scale clean hydrogen production and use in the U.S.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

200000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Our funding is aimed at providing Williams a seat at the table with the coalition, focusing on developing policy that supports the development of a clean hydrogen economy and creating favorable outcomes for our business.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

☑ Paris Agreement

Row 5

(4.11.2.1) Type of indirect engagement

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America
☑ Other trade association in North America, please specify :Coalition for Renewable Natural Gas

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

☑ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Williams educates and advocates for Renewable Natural Gas (RNG) through its seat the Leadership Advisory Board on the Coalition for Renewable Natural Gas. The Coalition provides policy advocacy and education platform to help ensure sustainability and growth for RNG and to improve recognition of the renewable natural gas process (methane mitigation) as a critical part of the solution to global climate change. The Coalition for Renewable Natural Gas is a non-profit organization dedicated to the sustainable advancement of RNG as a clean, green, alternative and domestic energy resource - and as a key component and partial solution to addressing global climate change. The Coalition for Renewable Natural Gas advocates and educates for sustainable development, deployment and utilization of renewable natural gas so that present and future generations will have access to domestic, renewable, clean fuel and energy. The Coalition for Renewable Natural Gas' Sustainable Methane Abatement & Recycling Timeline (SMART) is an initiative to capture and control methane from 43,000+ organic waste sites in North America by 2050, achieving significant benchmarks by 2025, 2030 and 2040.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

0

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

☑ Paris Agreement

Row 6

(4.11.2.1) Type of indirect engagement

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ Other trade association in North America, please specify: Differentiating Gas Coordinating Council

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

☑ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The Differentiated Gas Coordinating Council (DGCC) is a coalition of stakeholders across the natural gas supply chain dedicated to facilitating a pathway for policymakers, regulators, utilities and gas consumers to utilize differentiated gas as an important option to meet their climate goals. We believe that adopting differentiated gas is the best way to rapidly reduce methane emissions in the oil and gas sector—a win for U.S. energy producers, energy consumers and the climate. Note, the DGCC changed their name to The Natural Gas Innovation Network in early 2025.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

0

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

☑ Paris Agreement

Row 7

(4.11.2.1) Type of indirect engagement

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America
☑ Other trade association in North America, please specify: Partnership to Address Global Emissions

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

☑ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The Partnership to Address Global Emissions (PAGE) is a nonpartisan coalition of like-minded organizations dedicated to promoting U.S. policies, like permitting reform, that protect the climate through the production of natural gas. PAGE believes that increased infrastructure, like pipelines and export terminals, will rapidly increase LNG supply to replace foreign coal, thereby protecting the climate, strengthening the economy, lowering energy costs and bolstering energy security. Williams is classified as a Founding Member.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

0

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

☑ Paris Agreement

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

☑ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

☑ Climate change
☑ Biodiversity

(4.12.1.4) Status of the publication

☑ Complete

(4.12.1.5) Content elements

☑ Risks & Opportunities
☑ Strategy
☑ Emissions figures
☑ Emission targets

(4.12.1.6) Page/section reference

Pg. 4, 29, 31, 32 38, 39

(4.12.1.7) Attach the relevant publication

2024 Williams Annual Report Final.pdf

(4.12.1.8) Comment

N/A

Row 2

(4.12.1.1) Publication

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

☑ Climate change
☑ Biodiversity

(4.12.1.4) Status of the publication

☑ Complete

(4.12.1.5) Content elements

☑ Strategy
☑ Governance
☑ Emission targets
☑ Emissions figures
☑ Risks & Opportunities
☑ Value chain engagement
☑ Biodiversity indicators
☑ Public policy engagement
☑ Content of environmental policies

(4.12.1.6) Page/section reference

Pg. 14, 15, 20, 24-29, 34-36, 38-58

(4.12.1.7) Attach the relevant publication

Williams_2024SustainabilityReport_080525.pdf

(4.12.1.8) Comment

N/A

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

☑ Yes

(5.1.2) Frequency of analysis

☑ Annually

(5.1.1) Provide details of the scenarios used in your organization’s scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios
☑ Bespoke climate transition scenario

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Policy
☑ Market
☑ Technology

(5.1.1.6) Temperature alignment of scenario

☑ 2.0ºC - 2.4ºC

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

☑ 2025
☑ 2030
☑ 2040
☑ 2050
☑ Other, please specify: 2045

(5.1.1.9) Driving forces in scenario

Stakeholder and customer demands
☑ Consumer sentiment

Regulators, legal and policy regimes
☑ Level of action (from local to global)

Relevant technology and science
☑ Other relevant technology and science driving forces, please specify: Our scenario considers the positive and or negative impact of technological advancements on natural gas demand.

Macro and microeconomy
☑ Domestic growth

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Key internal parameters, assumptions and analytical choices are developed around a potential future view of the macroeconomic environment, commodity prices, natural gas production, natural gas demand and momentum and progress of the energy transition for scenario analysis. Factors impacting the energy transition change across the market regularly, and, therefore, we allow flexibility in our scenarios to make assumptions based on new actions, policies, technologies, investments, consumer preferences, legislation and emission targets. We leveraged our third-party consultants and available third-party forecasts, such as Wood Mackenzie, to compare natural gas demand forecasts for the scenarios. Our scenarios are not developed to derive a temperature increase; however, natural gas demand in our scenarios aligns with vendor forecasts which have estimated temperature impacts based on factored methodology. For example, one of our 2024 scenarios, "Green Transformation," assumes U.S. legislative actions prohibiting new gas infrastructure development as the country pursues a rapid decarbonization plan, likely aligning with a Wood Mackenzie Energy Transition Outlook Pledges case which had a 2.0 -degree temperature rise by 2100.

(5.1.1.11) Rationale for choice of scenario

As a part of our annual corporate strategy development process, we generated and evaluated custom qualitative and quantitative strategic scenarios, considering low and high natural gas demand and limited or significant political and social intervention activities for each. Scenarios are developed to evaluate potential business impacts, some of which could be related to climate change, on our strategy and financial results. We believe it is likely that policies, consumer preferences and legislation regarding the climate and energy transition will occur and have the potential to impact our business. The magnitude, timing and implementation is unknown and therefore it is important for Williams to consider potential impacts on our business results.

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

☑ Risk and opportunities identification, assessment and management

☑ Strategy and financial planning

☑ Resilience of business model and strategy

(5.1.2.2) Coverage of analysis

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

During the annual strategy session, the Executive Officer Team presents the strategic scenario analysis to our BOD to assist them in evaluating the strategic impact to Williams' existing business as well as to help identify potential opportunities that could arise. In an effort to test our strategy and identify strategic opportunities, Williams developed customized scenarios. The "Green Transformation" scenario is the most aggressive custom decarbonization scenario and anticipates changes in regulation as well as public opinion. This scenario assumes U.S. legislative actions prohibiting new natural gas infrastructure development (which impacts US natural gas demand growth) and the country pursuing a rapid decarbonization plan. As a result of prior Williams' strategy and scenario discussions, our New Energy Ventures group was created to explore clean energy emerging technologies, implement solar/battery, carbon capture and storage (CCS) and NextGen gas solutions in key areas along our asset footprint. This department continues to build expertise, market intelligence and growth opportunities on clean energy investments.

Williams is developing two large-scale CCS hubs and evaluating several additional CCS opportunities across Williams' footprint as well as progressed to execution the first two of several solar and battery projects. New Energy Ventures has invested in innovative startup companies that fit within our guiding principles and provide frontline exposure to emerging trends, technologies and competitive advantages. Direct portfolio company investments include Aurora Hydrogen, Context Labs, LongPath Technologies, Encino Environmental, Orbital Sidekick, INGU, and ION Clean Energy. Williams has also invested in the Energy Impact Partners and Energy

Innovation Capital funds to collaborate with leading innovative technology ecosystems that are focused on achieving common climate-related goals and solving similar challenges in the space. Since 2022, Williams has assessed 750+ technologies for investment, pilots, or strategic opportunities.

Williams' long-term strategy planning, which included scenario analysis in 2024, led to the creation of the Power Innovation arm under New Energy Ventures. Power Innovation pursues growth opportunities in US power generation to meet robust AI-driven data center energy demand with sustainability in mind. Williams can offer reliable and sustainable turnkey power generation solutions to meet data center demand due to our positioning as a large-scale, sustainable energy infrastructure company. Williams power generation solutions incorporate emissions reduction elements to allow Williams and customers to meet climate-related goals.

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

☑ No, but we are developing a climate transition plan within the next two years

(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

☑ Other, please specify: In consideration

(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

Williams is currently assessing alignment with CDP's key indicators needed to judge a credible transition plan and determining the next steps in its climate transition plan journey.

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

☑ Products and services
☑ Upstream/downstream value chain
☑ Investment in R&D
☑ Operations

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

As a midstream industry leader, we believe we can successfully leverage our business to be an early developer and adopter of clean energy technology as the world moves to a low-carbon future. The basic foundation of reducing emissions is the ability to quantify and measure the emissions of the business. For this reason, Williams has developed a robust Quantification, Measurement, Reporting, and Verification (QMRV) program to be implemented across our value chain. This program allows us to use the NextGen Gas product to provide a path-specific methane intensity certification that meets or exceeds industry leading measurement protocols. Hydrogen is an opportunity that offers versatility as a method for energy storage, a source of fuel and a raw material input for various industrial and energy-intensive processes. This tool for decarbonization could reduce downstream GHG emissions for customers and our infrastructure network, aiding them in achieving their own emissions reduction objectives. Our experience and assets related to treating, processing, storing and transporting gas provide a pathway for us to scale the hydrogen economy. In 2024, Williams supported two regional hydrogen hubs — located in the Pacific Northwest and in Appalachia — which the DOE selected for investment and development. Also, Williams' Corporate Venture Capital (CVC) program is investing in innovations at the forefront of the energy transition that will help Williams close the gap of emissions reduction from known technologies today. Since launching the program in 2021, Williams has made 12 investments totaling $58 million into a combination of energy-focused venture funds and directly into startup equity positions to stay on the leading edge of emerging trends and innovations at the forefront of the energy transition. Williams screened over 188 venture opportunities in 2024. As an example, we previously invested in Orbital Sidekick, a satellite-based methane monitoring company that leads the industry in hyperspectral imaging, allowing Williams to gain intelligence across our widespread asset base. Another investment, Aurora Hydrogen, is a hydrogen production company that is using a novel combination of microwave power with methane feedstock to create low-carbon hydrogen and solid carbon byproduct. We also invested to facilitate a partnership with data software company Context Labs to activate technology enabling Williams to offer differentiated emissions tracking services to its customers across the entire natural gas value chain.

Upstream/downstream value chain

(5.3.1.1) Effect type

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Williams has started considering carbon accounting across our value chain and identifying potential opportunities for emissions reduction. As we think about our downstream and producer customers, they are trying to meet their own targets or demands of their customers, we discuss how to provide additional services around emission monitoring and certifications so that they fully understand the emissions of the product they are buying. Williams recognizes our impact spans beyond our own operations and has begun to expand our climate strategy beyond our value chain only. In 2024, Williams continued working with our customers and technology partners to offer lower-carbon products, including Williams' NextGen Gas. Williams' NextGen Gas is the next evolution of responsibly sourced natural gas—gas that has been verified at the production site as meeting specific environmental standards and practices. NextGen Gas is not only responsibly produced, but also gathered, processed, stored and transported to end users utilizing best practices to minimize environmental impact. Through Williams' NextGen Gas certification process—an industry first— NextGen Gas is securely tracked and independently certified to prove its lower emissions profile across the value chain. In 2024, NextGen Gas successfully completed transactions with 12 different counterparties encompassing a total of 18 transactions and cumulatively transferring over 122 MMBtu of environmental attributes. Williams is leveraging block-chain secured technology via Context Labs' Decarbonization as a Service (DaaS) platform to track and measure end-to-end emissions through the aggregation and reconciliation of multiple sources of data to provide a path-specific methane intensity certification that meets or exceeds industry leading measurement protocols. KPMG LLP is performing third-party verification of the methane intensity certification and low-emission attributes of next gen natural gas. By leveraging block-chain secured technology to measure end-to-end emissions, Williams can bring greater trust and transparency regarding methane intensity to our downstream markets to help customers reduce emissions and meet their climate commitments.

Investment in R&D

(5.3.1.1) Effect type

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Williams participates in and contributes to research initiatives to maintain our position as a thought leader, support technological innovation and develop best practices to reduce GHG emissions for the midstream sector.

(Situation) While we continue to focus on immediate opportunities anchored in our natural gas assets to reduce emissions, scale renewables and build a clean energy economy – we will also look forward and anticipate future innovations and technologies.

(Task) Williams' Corporate Venture Capital program invests in innovative technologies that facilitate a competitive advantage in accessing evolving energy markets. Corporate ventures and partnerships industry coalitions demonstrate our commitment to innovation by fostering technology at the forefront of the energy transition.

(Action) Williams pursues sustainable investments through our Corporate Venture Capital program, which invests in innovative climate change technologies such as hydrogen; carbon capture and sequestration; and renewable and responsible natural gas. Williams works through several pathways in this space, including:

- *Investing directly into start-up companies*
- *Participating as a limited partner in funds set up expressly to invest in low-carbon technologies*
- *Partnering with other like-minded companies with net zero ambitions to fund the development of technical solutions for decarbonizing energy-intensive products or services.*

(Result) Since establishing the Corporate Venture Capital program, Williams has committed approximately $58 million to stay on the leading edge of emerging trends and innovations at the forefront of the energy transition. Williams screened over 188 venture opportunities in 2024. For example: Orbital Sidekick is a satellite-based methane monitoring company that leads the industry in hyperspectral imaging, allowing Williams to gain intelligence across our widespread asset base.

Operations

(5.3.1.1) Effect type

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Reducing GHG emissions from our operations is a key part of our strategy to minimize climate-related risks and realize opportunities. We support effective, voluntary programs to reduce emissions, such as Carbon Capture and Sequestration (CCS), scaling solar energy and conducting leak detection and repair (LDAR) assessments. Williams is currently utilizing CCS, when possible, in our operations. For example, at our Dilley Amine treatment facility in Texas, we capture an amine vent stream, which is primarily carbon dioxide, and inject it into an underground disposal well. Across our land portfolio, our solar team is developing 10 projects totaling approximately 110 megawatts of solar capacity and 160 megawatts of battery capacity. These facilities will generate renewable energy credits that can be sold to the market or retired to offset our Scope 2 emissions. In early 2023, Williams became the first U.S. large-scale integrated midstream company to join OGMP 2.0, the United Nations Environment Programme's (UNEP) measurement-based reporting initiative that improves the accuracy and transparency of methane

emissions reporting in the oil and gas sector. Joining OGMP 2.0 supports Williams' next generation natural gas strategy to drive transparency and decarbonization of the natural gas value chain through operational investments, providing path-specific methane intensity certifications to utilities, LNG export facilities and other clean energy users.

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

☑ Capital expenditures

(5.3.2.2) Effect type

☑ Risks

☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Our strategy to address the risks and opportunities of climate change involves allocating capital and other resources to reduce emissions from our operations and invest in other zero-to-low carbon opportunities. Specific focus areas where climate-related risks and opportunities have influenced our strategic planning include:

- *Connecting the best supplies to the best markets to maximize transportation efficiency, improve cost-effectiveness and significantly reduce emissions;*
- *Operating our assets efficiently through preventive maintenance and equipment upgrades and asset modernization programs to reduce emissions;*
- *Creating the New Energy Ventures group to explore and invest in zero-to-low carbon initiatives and solutions that help reduce emissions for Williams and our customers, in which we focus on: 1) Funding and participating in research related to emissions detection, quantification and reduction technologies; 2) Exploring and implementing renewable energy opportunities, including solar energy; 3) Developing projects for carbon capture, transportation and sequestration; (4) Investing in and implementing quantification, monitoring, reporting, and verification (QMRV) technologies and systems across our footprint; and (5) Pursue power generation growth opportunities that include emissions reduction and operational efficiency solutions such as CCS, waste heat recovery, renewables development, battery technology and best in-class QMRV platform.*
- *Using data analytics to identify and drive strategic emissions reduction initiatives;*

- *Collaborating with peer companies through key industry initiatives and trade organization involvement to uncover and implement innovative best practices.*

Time horizons: We incorporate this short- and long-term considerations into our financial planning.

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Methodology or framework used to assess alignment with your organization's climate transition
	☑ Yes	☑ Other methodology or framework

(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization's climate transition.

Row 1

(5.4.1.1) Methodology or framework used to assess alignment

☑ Other, please specify: Internal methodology

(5.4.1.5) Financial metric

☑ CAPEX

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

354000000

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

7

(5.4.1.8) Percentage share of selected financial metric planned to align in 2025 (%)

8

(5.4.1.9) Percentage share of selected financial metric planned to align in 2030 (%)

19

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization's climate transition

We have accounted for the CAPEX associated with our Modernization programs and our New Energy Ventures (NEV) group, as we work toward achieving our Climate Commitment. Modernization programs support our emissions reductions efforts on regulated infrastructure. Our modernization programs include the Emissions Reduction Program (ERP), a multi-year investment project that aims to considerably reduce NOx and methane emissions from Transco and Northwest Pipeline (NWP) compressor stations. The ERP replaces legacy compression equipment with a combination of modern, NOx limiting natural gas-fired turbines and electric motor drive (EMD) compressors equipped with vent gas reduction systems. The projects incorporate gas recovery technology to reduce vented methane and the turbine compressors help transport natural gas using combustion technologies that go beyond current air quality regulations. Additional modernization emissions reduction spending included testing hydrogen fuel blends in reciprocating compressor engines, evaluating increased and indefinite pressurized hold during compressor downtime, replacing high-bleed pneumatic devices with low- or no-bleed devices and installing dry seal gas capture systems at some compressor stations. NEV is a business development group focused on commercializing innovative technologies, markets and business models. NEV collaborates with talent across Williams to evaluate and implement projects to grow our clean energy business. Reporting year is based on Actuals; the percentage share is based on 2024 total CAPEX. 2025 and 2030 percentage projections are based off 2024 long term strategic planning assumptions.

(5.5) Does your organization invest in research and development (R&D) of low-carbon products or services related to your sector activities?

(5.5.1) Investment in low-carbon R&D

☑ Yes

(5.5.2) Comment

Williams' New Energy Ventures (NEV) group is exploring and supporting emerging technologies, markets and new ways for Williams to advance our clean energy future. Our Carbon Capture and Sequestration (CCS) Development Program utilizes our core competencies of project execution and safe operations to develop the significant infrastructure required to capture, transport and sequester CO2. Williams already captures CO2 at some of our gas processing and treatment plants, and to participate in the build-out of a CO2 economy, we will be exploring other areas further. Williams has established the industry's first NextGen Gas certification process across all segments of the value chain from production through gathering, processing and transmission. By leveraging block-chain secured technology to track and measure end-to-end emissions, we have developed a comprehensive platform to bring greater trust, transparency and transactability to the certified gas market through the aggregation and reconciliation of multiple sources of data to provide a path-specific methane intensity certification that meets or exceeds industry leading measurement protocols. Williams' Corporate Venture Capital (CVC) program is an integral part of NEV, a business development group focused on

commercializing innovative technologies, markets and business models that include clean hydrogen, solar, CCUS and next generation natural gas. Since launching the program in 2021, Williams has made 12 deals totaling $58 million into a combination of energy-focused venture funds and directly into startup equity positions to stay on the leading edge of emerging trends and innovations at the forefront of the energy transition. The company evaluated over 188 venture opportunities in 2024 for investment consideration.

(5.5.7) Provide details of your organization's investments in low-carbon R&D for your sector activities over the last three years.

Row 1

(5.5.7.1) Technology area

☑ Other, please specify: Methane detection and reduction

(5.5.7.2) Stage of development in the reporting year

☑ Applied research and development

(5.5.7.3) Average % of total R&D investment over the last 3 years

5

(5.5.7.4) R&D investment figure in the reporting year (unit currency as selected in 1.2) (optional)

8000

(5.5.7.5) Average % of total R&D investment planned over the next 5 years

5

(5.5.7.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

Williams is a foundational partner of Methane Emissions Technology Evaluation Center (METEC), a methane detection test and research facility led by Colorado State University (CSU) that hosts academic methane research projects and allows new technology providers to test their equipment in a controlled, realistic

environment. In 2023, through continued participation on the METEC Industry Advisory Board, Williams worked with CSU on redesign plans for METEC 2.0 which includes updates to the current site and expansion plans to add mobile methane release capabilities and satellite and offshore platform test facilities.

Row 2

(5.5.7.1) Technology area

☑ Other, please specify: Energy efficiency in the oil and gas value chain

(5.5.7.2) Stage of development in the reporting year

☑ Applied research and development

(5.5.7.3) Average % of total R&D investment over the last 3 years

5

(5.5.7.4) R&D investment figure in the reporting year (unit currency as selected in 1.2) (optional)

4000

(5.5.7.5) Average % of total R&D investment planned over the next 5 years

5

(5.5.7.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

Williams is a member of The Gas Machinery Research Council (GMRC). The GMRC focuses research on improving compression system efficiency, reliability, and emissions output. The GMRC also researches the impacts of energy transition gas blends and gas contaminates on compression equipment to ensure the industry is leading into the clean energy future.

Row 3

(5.5.7.1) Technology area

☑ Pipeline

(5.5.7.2) Stage of development in the reporting year

☑ Applied research and development

(5.5.7.3) Average % of total R&D investment over the last 3 years

30

(5.5.7.4) R&D investment figure in the reporting year (unit currency as selected in 1.2) (optional)

642090

(5.5.7.5) Average % of total R&D investment planned over the next 5 years

40

(5.5.7.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

Williams is a partner of Pipeline Research Council International (PRCI), funding research projects and providing technical expertise to support research and development in pipeline integrity and mechanical reliability. Williams is also involved in PRCI's Emerging Fuels Institute (EFI). The EFI provides PRCI members the opportunity to execute the research needed to ensure the safe transportation and storage of the next generation of energy, such as hydrogen, renewable natural gas (RNG) and other potential gas and liquid fuel sources that will help meet the world's energy needs while reducing the impact to the environment.

Row 4

(5.5.7.1) Technology area

☑ Advanced monitoring techniques

(5.5.7.2) Stage of development in the reporting year

☑ Applied research and development

(5.5.7.3) Average % of total R&D investment over the last 3 years

60

(5.5.7.4) R&D investment figure in the reporting year (unit currency as selected in 1.2) (optional)

1000000

(5.5.7.5) Average % of total R&D investment planned over the next 5 years

50

(5.5.7.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

Williams became a founding sponsor of the Energy Emissions Modeling and Data Lab (EEMDL) in 2022, which is an initiative launched by UT Austin, Colorado State University and Colorado School of Mines with the mission to provide reliable, transparent, science-based and measurement-based GHG assessments of global oil and gas supply chains. The initiative aims to achieve this through three key approaches: developing community models and tools for greenhouse gas emissions assessments; making publicly available timely, high-resolution emissions datasets; and creating educational and training materials to enable widespread use of EEMDL's models and data. Through our partnership with EEMDL, Williams is pioneering a probabilistic statistical approach to source-level and site-level measurement reconciliation. The developed framework will help direct effective methane mitigation across our operations and will be used for OGMP Level 5 reporting.

(5.6) Break down, by fossil fuel expansion activity, your organization's CAPEX in the reporting year and CAPEX planned over the next 5 years.

Exploration of new oil fields

(5.6.1) CAPEX in the reporting year for this expansion activity (unit currency as selected in 1.2)

0

(5.6.2) CAPEX in the reporting year for this expansion activity as % of total CAPEX in the reporting year

0

(5.6.3) CAPEX planned over the next 5 years for this expansion activity as % of total CAPEX planned over the next 5 years

0

(5.6.4) Explain your CAPEX calculations, including any assumptions

Williams' organization boundary for reporting is operational control.

Exploration of new natural gas fields

(5.6.1) CAPEX in the reporting year for this expansion activity (unit currency as selected in 1.2)

0

(5.6.2) CAPEX in the reporting year for this expansion activity as % of total CAPEX in the reporting year

0

(5.6.3) CAPEX planned over the next 5 years for this expansion activity as % of total CAPEX planned over the next 5 years

0

(5.6.4) Explain your CAPEX calculations, including any assumptions

Williams' organization boundary for reporting is operational control.

Expansion of existing oil fields

(5.6.1) CAPEX in the reporting year for this expansion activity (unit currency as selected in 1.2)

0

(5.6.2) CAPEX in the reporting year for this expansion activity as % of total CAPEX in the reporting year

0

(5.6.3) CAPEX planned over the next 5 years for this expansion activity as % of total CAPEX planned over the next 5 years

0

(5.6.4) Explain your CAPEX calculations, including any assumptions

Williams' organization boundary for reporting is operational control.

Expansion of existing natural gas fields

(5.6.1) CAPEX in the reporting year for this expansion activity (unit currency as selected in 1.2)

0

(5.6.2) CAPEX in the reporting year for this expansion activity as % of total CAPEX in the reporting year

0

(5.6.3) CAPEX planned over the next 5 years for this expansion activity as % of total CAPEX planned over the next 5 years

0

(5.6.4) Explain your CAPEX calculations, including any assumptions

Williams' organization boundary for reporting is operational control.

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Environmental externality priced
	☑ Yes	☑ Carbon

(5.10.1) Provide details of your organization’s internal price on carbon.

Row 1

(5.10.1.1) Type of pricing scheme

☑ Shadow price

(5.10.1.2) Objectives for implementing internal price

☑ Navigate regulations
☑ Drive energy efficiency
☑ Stress test investments
☑ Drive low-carbon investment
☑ Conduct cost-benefit analysis
☑ Incentivize consideration of climate-related issues in risk assessment
☑ Reduce upstream value chain emissions
☑ Identify and seize low-carbon opportunities
☑ Influence strategy and/or financial planning
☑ Setting and/or achieving of climate-related policies and targets
☑ Incentivize consideration of climate-related issues in decision making

(5.10.1.3) Factors considered when determining the price

☑ Alignment with the price of a carbon tax
☑ Cost of required measures to achieve climate-related targets
☑ Existing or pending legislation
☑ Price/cost of voluntary carbon offset credits

(5.10.1.4) Calculation methodology and assumptions made in determining the price

Williams used the Regional Greenhouse Gas Initiative's actual weighted average price of $22.23 per short ton of CO2e in 2024 to calculate the gross expense to offset our 2024 Scope 1 emissions, which would be $297.7 million. For assets subject to regional regulations or other carbon pricing mechanisms (i.e. Washington Cap-and-Invests program), we will use the cost of carbon specified to evaluate emissions reduction projects.

(5.10.1.5) Scopes covered

☑ Scope 1
☑ Scope 2

(5.10.1.6) Pricing approach used – spatial variance

☑ Differentiated

(5.10.1.7) Indicate how and why the price is differentiated

For assets subject to regional regulations or other carbon pricing mechanisms (i.e. Washington Cap-and-Invests program), we will use the cost of carbon specified to evaluate emissions reduction projects.

(5.10.1.8) Pricing approach used – temporal variance

☑ Evolutionary

(5.10.1.9) Indicate how you expect the price to change over time

For the Washington Cap-and-Invests program, the effective cost of carbon is dependent on the Emissions Allowance settlement price. This price is variable depending on other program participants' activities. Williams projects the anticipated cost of future emissions allowances to produce an effective cost of carbon for assets subject to this program. For assets not subject to regional regulations or pricing mechanisms, Williams uses a consistent cost of carbon for project evaluation. This effective cost of carbon is regularly benchmarked against internal opportunities and external carbon market values.

(5.10.1.10) Minimum actual price used (currency per metric ton CO2e)

10

(5.10.1.11) Maximum actual price used (currency per metric ton CO2e)

40

(5.10.1.12) Business decision-making processes the internal price is applied to

☑ Capital expenditure

☑ Operations

☑ Opportunity management

(5.10.1.13) Internal price is mandatory within business decision-making processes

☑ No

(5.10.1.14) % total emissions in the reporting year in selected scopes this internal price covers

100

(5.10.1.15) Pricing approach is monitored and evaluated to achieve objectives

☑ Yes

(5.10.1.16) Details of how the pricing approach is monitored and evaluated to achieve your objectives

Williams uses a case-by-case analysis to determine option-specific costs to reduce our operational GHG emissions. Currently, we are operationalizing an internal cost of carbon on particularly scalable and actionable emissions sources and work practices with an eye towards external carbon market values. The operationalization of a cost of carbon method will be aligned with company objectives and will aim to progress Williams toward our climate commitment before a potential regulatory risk is actualized.

Detailed studies are very important regarding actually reducing GHG emissions around our assets. For example, we studied the growing risk of our interdependence with the electrical power grid. We determined that in certain areas, using electric driven compression equipment could reduce grid reliability and natural gas pipeline reliability while actually increasing our combined Scopes 1 and 2 emissions.

We continue to monitor legislative and regulatory developments related to climate change and voluntarily pursue efforts to reduce GHG emissions from our facilities. Using the Regional Greenhouse Gas Initiative's actual weighted average price of $22.23 per short ton of CO2e in 2024, the gross expense to offset Williams' 2024 Scope 1 emissions would be $297.7 million, which could be partially mitigated through customer agreements. This mindset of mitigating risks in a way that delivers long-term value to shareholders also drives our integration of cleaner energies and technologies, which will help mitigate climate change regulation risk.

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	☑ Yes	☑ Climate change
Customers	☑ Yes	☑ Climate change

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Investors and shareholders	☑ Yes	☑ Climate change
Other value chain stakeholders	☑ Yes	☑ Climate change

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

☑ Impact on pollution levels

(5.11.1.3) % Tier 1 suppliers assessed

☑ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Williams reportable spills and methane releases can be traced to the supplier level, which Williams defines as any entity that provides a good or service for the company and includes contractors. Substantive impacts on the environment are defined as any agency reportable spill or methane release from Williams' assets or on a Williams site. These events are captured in our reporting requirements and records kept.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

☑ None

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change
☑ Other, please specify: New suppliers

(5.11.2.4) Please explain

Engaging our supplier base is important in achieving our Climate Commitment, and we do so through a tailored ESG questionnaire that reflects our priorities and objectives. The purpose of this questionnaire is to educate our suppliers about the ESG topics relevant to Williams, particularly focusing on our climate initiatives and goals and to enable us to better understand the environmental sustainability of our suppliers. We prioritize engagement by focusing on new suppliers. Williams also engages suppliers/contractors based on any substantive impacts due to methane releases from Williams' assets or on a Williams site.

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

As part of Williams' Code of Conduct for Suppliers and Contractors (the Code), suppliers and contractors will comply with all applicable environmental laws and regulations. Suppliers will strive to reduce environmental impact in their operations through efforts such as minimizing greenhouse gas emissions and waste and using resources efficiently. Suppliers and contractors who are not in compliance with the Code may be subject to contract termination and/or precluded from future business. To re-establish compliance, the supplier must promptly implement corrective actions.

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

☑ Other, please specify: Code of Conduct

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

☑ Grievance mechanism/ Whistleblowing hotline

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

☑ 100%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

☑ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

☑ 100%

(5.11.6.12) Comment

Suppliers and contractors who are not in compliance with the Code may be subject to contract termination and/or precluded from future business. To re-establish compliance, the supplier must promptly implement corrective actions.

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

☑ Provide training, support and best practices on how to measure GHG emissions

(5.11.7.4) Upstream value chain coverage

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

☑ 26-50%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

☑ Unknown

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

In 2024, Williams hosted a Supplier Summit that brought together key suppliers to discuss and align on our sustainability goals, fostering a collaborative approach to achieving higher standards across the supply chain. The event provided a platform for sharing best practices, addressing challenges and reinforcing our commitment to sustainability and ethical practices. This initiative not only strengthened our relationships with suppliers but also ensured a unified effort towards meeting our objectives.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

☑ No, this engagement is unrelated to meeting an environmental requirement

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

☑ Unknown

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing
☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration
☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services
☑ Run a campaign to encourage innovation to reduce environmental impacts

(5.11.9.3) % of stakeholder type engaged

☑ 76-99%

(5.11.9.4) % stakeholder-associated scope 3 emissions

☑ Unknown

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Williams constantly looks for opportunities to build relationships and develop projects that are mutually beneficial with customers. Our customers often have their own climate commitments, and Williams is proud to partner with them to show how our growth projects and emission reduction program projects can help them achieve their emissions reductions goals. Examples of specific engagement activities include the following:

- *Emissions reduction programs (ERPs): The ERPs on Northwest Pipeline and Transco are broad engagements with all shipper customers on these regulated pipelines. The ERP intends to systematically modernize transmission compression to lower NOx emissions, maintain operational reliability and customer service, and invest in cost effective greenhouse gas emissions reduction technologies.*
- *NextGen Gas: Our NextGen Gas program aims to deliver end-to-end certified, low-carbon natural gas volumes to our customers seeking to reduce the full value chain emissions of their purchased natural gas. NextGen Gas stands out from the average natural gas being delivered to the end customer by other means and pathways. We work with both upstream and downstream operator customers to develop path-specific methane intensity certifications for utilities, LNG export facilities, and other cleaner energy users.*
- *Carbon capture and sequestration (CCS): Williams is strategically engaging with customers to evaluate CCS opportunities. This technology is advantaged by criteria that also drive which customers and partners we engage. Williams plans to leverage our current asset footprint to meet customer demand for ccs as the markets continue to develop.*

While many of our engagement efforts are applied broadly to all customers in a distinct grouping, we also have more bespoke engagements with individual customers with shared aspirations or specific needs. The selection of a customer for engagement is driven by criteria such as geographic area, segment of the industry, regulatory status or requirements, existence of emissions reduction goals or business activity. Based on these criteria, in 2024, a conservative estimate of the number of customers engaged in climate-related topics is 90%. Represented by this figure, Williams engages nearly all customers except for especially small customers that have not yet been fully engaged in the conversation.

(5.11.9.6) Effect of engagement and measures of success

Williams works to help our customers gain a better understanding of the climate debate and its nuances, resulting in better outcomes. We view increases in discussion of climate issues in our industry as a general measure of success. Additionally, the value drivers and needs of customers can vary across our business, so we seek to first understand our customers' goals and measures of success.

- *ERPs: We project that the ERP will reduce Transco and NWP system-wide transmission sector NOx emissions by >75% and compressor methane emissions by ~50% from legacy levels. Since Transco and NWP are regulated pipelines, we consider successful engagement as effective communication and support of our ERP plan of action achieving emissions reductions.*
- *Hydrogen and CCS: Williams was a subrecipient for 2 Department of Energy (DOE) CarbonSAFE grants, Echo Springs and Longleaf.*

Climate change

(5.11.9.1) Type of stakeholder

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

☑ 51-75%

(5.11.9.4) % stakeholder-associated scope 3 emissions

☑ Unknown

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Williams maintains an open dialogue with shareholders, allowing us to share information about our strategy, address concerns and align with shareholder expectations and priorities. Williams regularly engages with our investors' ESG groups and analysts through weekly investor calls and meetings, Annual Meeting of Stockholders, frequent investor updates, in-person and virtual investor conferences and conference calls, shareholders have opportunities to ask questions and provide feedback. These efforts are led by our Corporate ESG and Investor Relations (IR) business functions.

In 2024, members of our executive management team participated in 13 investor conferences, seven non-deal roadshows (NDR) including an ESG-specific NDR, 11 Q&A sessions, 36 conference calls and one Analyst Day. During such meetings, topics of discussion include Williams' strategy, operations, financial performance and ESG efforts, as well as broader energy industry topics and trends. The IR team at Williams also shares these same key messages with the financial community throughout the year through phone calls, video calls and email correspondence, facilitating around 250 investor calls in 2024. We value investor perspectives and carefully consider them when evaluating our long-term corporate strategy and associated ESG efforts. For more information, please visit our Investor Relations website.

We are responsive to shareholder proposals and welcome opportunities to enhance our management of sustainability topics in response to shareholder concerns. In 2024, Williams hosted an ESG-focused non-deal roadshow in New York for the second year in a row, where the discussion focused on key topics including, emissions reduction and clean energy efforts, safety culture, talent development and sustainability governance. To better address the interests of investors and other stakeholders, we updated our climate commitment in early 2024 to align our goals for decarbonization of the natural gas value chain with the continued need for reliable energy infrastructure growth.

(5.11.9.6) Effect of engagement and measures of success

Our investor and shareholder engagement efforts allow Williams to share information about our strategy, address concerns and align with shareholder expectations and priorities. This ultimately maintains our access to capital. Through our 2024 shareholder outreach efforts, we interacted with institutional shareholders from investment firms representing approximately 50% of Williams' institutional shares outstanding.

Climate change

(5.11.9.1) Type of stakeholder

☑ Other value chain stakeholder, please specify: Contractors

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Share information on environmental initiatives, progress and achievements

☑ Other education/information sharing, please specify: Contractor training

(5.11.9.3) % of stakeholder type engaged

☑ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

☑ Unknown

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Williams requires all contractors working on Company assets as part of a construction project to complete environmental training. Each construction project is assigned an environmental training component, which may be either generic or project-specific, depending on the nature of the work. The primary goal of this training is to ensure quality assurance of environmental compliance, focusing on mitigation measures and other relevant regulatory requirements.

This training serves as a first step in ensuring the project meets environmental conditions related to key documents and regulations, including but not limited to: 1) The FERC Certificate, 2) Company design specifications, and 3) Environmental conditions detailed in project specific permits or authorizations.

Before construction begins, Project Environmental Inspectors (EIs) and the contractor's supervisory personnel are provided with copies of the Project permits, compliance documents, and the construction drawings. The Company typically conducts safety and specialized training for its Eis, as well as general environmental awareness training for other construction personnel and contractors. This ensures proper field implementation of the FERC Plan & Procedures, along with other regulatory conditions or necessary mitigation measures.

A Permit/Compliance Release will also be provided, which includes pertinent permits and highlights long-term permit conditions that may require additional training. The focus of the training is to cover critical topics such as spill response and construction management techniques related to daily environmental compliance. Additional training may be required for specific tasks or disciplines, especially when obligations or assurances made to regulatory agencies specify certain conditions. Recent considerations for additional training include but are not limited to: 1) Horizontal Directional Drilling (HDD), and 2) Sensitive cultural or species-driven tasks.

(5.11.9.6) Effect of engagement and measures of success

The impact and measure of success for contractor training is compliance with all applicable laws and regulations, as well as Williams' internal policies. This can also be measured through our environmental performance (spills, releases, biodiversity impacts, etc.).

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

We have selected the approach based on operational control as it allows Williams the ability to control our emissions footprint based on our operation's best practices and emission reduction initiatives. Crowheart's emissions were excluded this year and will be included in next year's calculations.

Biodiversity

(6.1.1) Consolidation approach used

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

The boundaries of the biodiversity data provided in this disclosure focus on facilities we own and operate. We have selected this approach to align with other environmental performance data being provided and other disclosure reporting guidance.

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

(7.1.1.1) Has there been a structural change?

☑ Yes, an acquisition

(7.1.1.2) Name of organization(s) acquired, divested from, or merged with

- *Hartree Partners LP*

- *Blue Racer Midstream*
- *Discovery Producer Services, LLC (Discovery)*
- *Crowheart Energy, LLC*

(7.1.1.3) Details of structural change(s), including completion dates

In January 2024, Williams closed on the acquisition of natural gas storage facilities and pipelines from an affiliate of Hartree Partners LP, located in Louisiana and Mississippi. This strategic acquisition expands our natural gas storage capacity in the Gulf Coast region by approximately 118 Bcf and also adds approximately 230 miles of transmission pipeline. This positions Williams as the largest holder of natural gas storage in proximity to LNG demand in the U.S.

In addition, on January 1, 2024, Williams became the operator of Blue Racer Midstream, a gathering system in southeastern Ohio and the panhandle of West Virginia that primarily handles gas from Utica Shale and southwestern portion of Marcellus Shale. This operatorship enables us to realize greater operational synergies across our business. On August 1, 2024, we closed on the acquisition of the remaining 40 percent interest in Discovery Producer Services, LLC (Discovery). This acquisition gave Williams 100 percent ownership in the 594-mile offshore natural gas gathering and transportation system along the Gulf Coast, a 600 MMcf/d cryogenic natural gas processing plant and a 35 Mbbls/d NGL fractionator plant in Louisiana, along with certain other assets. On November 1, 2024, we also closed on the acquisition of Crowheart Energy, LLC, resulting in more than a 90 percent ownership interest in certain crude oil and natural gas properties in the Wamsutter basin in Wyoming, spanning 1.2 million acres. Prior to this acquisition, we held a 75 percent undivided interest in each well's working interest.

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

☑ Yes, a change in boundary

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

For new acquisitions in 2024 (with the exception of Crowheart), Williams included the entire RY2024 GHG emissions from these assets in our emissions totals in this report. With the integration of legacy Crowheart and Williams operations and management practices still ongoing, Crowheart's emissions were excluded this year and will be included in next year's calculations.

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

☑ No, because the impact does not meet our significance threshold

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

When a new emissions source is identified, or a previously reported emissions source calculation methodology is identified to be understating its emissions total, the base year emissions will be recalculated if either result in an increase of 5% of the base year CO2e emissions total.

(7.1.3.4) Past years' recalculation

☑ Yes

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
☑ US EPA Mandatory Greenhouse Gas Reporting Rule
☑ US EPA Emissions & Generation Resource Integrated Database (eGRID)
☑ Other, please specify: Methane Emissions Estimation Protocol ONE Future, The Oil & Gas Methane Partnership (OGMP) 2.0

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

☑ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

☑ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

Gross location-based energy indirect (Scope 2) greenhouse gas emissions were calculated using eGRID factors from the EPA. While Williams has operations in the United States where grid customers may be provided with product or supplier-specific data, we currently do not have any Energy attribute certificates (EACs) or contracts, supplier-specific emissions factor or residual mix factors to leverage in market-based calculations. Therefore, following the scope 2 data hierarchy we use the same eGRID factors utilized in our location-based accounting.

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

☑ Yes

(7.4.1) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.

Row 1

(7.4.1.1) Source of excluded emissions

Crowheart Energy, LLC.

(7.4.1.2) Scope(s) or Scope 3 category(ies)

☑ Scope 1
☑ Scope 2 (location-based)
☑ Scope 2 (market-based)

(7.4.1.3) Relevance of Scope 1 emissions from this source

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.4) Relevance of location-based Scope 2 emissions from this source

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.5) Relevance of market-based Scope 2 emissions from this source

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.7) Date of completion of acquisition or merger

11/01/2024

(7.4.1.10) Explain why this source is excluded

With the integration of legacy Crowheart and Williams operation and management practices still ongoing, Crowheart's emissions were excluded this year and will be included in next year's calculations.

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

13094792.74

(7.5.3) Methodological details

Scope 1 emissions footnote: Gross direct (Scope 1) greenhouse gas emissions in millions of metric tons of CO2-equivalent (CO2e). 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. Scope 1 emissions for 2020 - 2023 have been restated to reflect a fuel metering assignment correction in the Transmission segment. Emissions that are not applicable under GHGRP or ONE Future protocol) are calculated using GHGRP protocols or best engineering practice. For new acquisitions in 2024 (with the exception of Crowheart), Williams included the entire RY2024 GHG emissions from these assets in our emissions totals in this report. With the integration of legacy Crowheart and Williams operations and management practices still ongoing, Crowheart's emissions were excluded this year and will be included next. Global Potential Warming rates are 28 for CH4 and 265 for N2O. Williams does not produce biogenic gases from its direct operations. Williams does not produce hydrochlorofluorocarbons, perfluorocarbons, sulfur hexafluoride or nitrogen trifluoride emissions.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

1150023.41

(7.5.3) Methodological details

Gross location-based energy indirect (Scope 2) greenhouse gas emissions in millions of metric tons of CO2-equivalent (CO2e). The consolidation approach is operational control. 2024 emissions were calculated using U.S. EPA Power Profiler Emissions Tool 2023, using emission factors from U.S. EPA eGRID2023 multiplied by kWh energy use for all assets that Williams operates. 2023 emissions were calculated using eGRID 2022, 2022 emissions were calculated using eGRID2021, and 2021 emissions using eGRID2020. In 2022, Williams began including corporate office buildings in its Scope 2 emissions reporting.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

1150023.41

(7.5.3) Methodological details

While Williams has operations in the United States where grid customers may be provided with product or supplier-specific data, we currently do not have any Energy attribute certificates (EACs) or contracts, supplier-specific emissions factor or residual mix factors to leverage in market-based calculations. Therefore, following the Scope 2 data hierarchy we use the same eGRID factors utilized in our location-based accounting.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2020

(7.5.3) Methodological details

Not relevant. We have not evaluated our Scope 3 greenhouse gas emissions and thus are unable to evaluate if this will be a significant source of Scope 3 greenhouse gas emissions.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2020

(7.5.3) Methodological details

Not evaluated. We have not evaluated our Scope 3 greenhouse gas emissions and thus are unable to evaluate if this will be a significant source of Scope 3 greenhouse gas emissions.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2020

(7.5.3) Methodological details

Not relevant. Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, gas and natural gas liquids products are transferred by third party truck, rail, and pipeline systems. We estimate that fuel-and-energy related activities (not included in Scope 1 or 2) will be a significant source of Scope 3 greenhouse gas emissions.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2020

(7.5.3) Methodological details

Not relevant. Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we have proportionally small amounts of emissions from upstream transportation and distribution. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2020

(7.5.3) Methodological details

Not relevant. Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we have proportionally small amounts of waste generated in operations. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

1398.0

(7.5.3) Methodological details

Passenger vehicle emissions were calculated by using the EPA passenger vehicles/year method. An emission factor of 4.29 metric tons CO2e/vehicle/year was used. Using the distance-based method calculation for airline miles, the emission factor used was.167 kg CO2e/mi per passenger from ghgprotocol.org. Hotel stays were calculated at a rate of 16.1 kg CO2e/room day, sourced from DEFRA Conversion Factors 2024 Hotel Stays.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

24780

(7.5.3) Methodological details

Using the U.S. Environmental Protection Agency January 2025 emission factor of.297 kg CO2 per mile for a typical passenger vehicle,.000006 kg CH4 per mile for a typical passenger vehicle,.000005 kg N2O per mile for a typical passenger vehicle, and assuming a 30-mile one way commute for each of Williams' approximately 5,800 full-time employees as of June 2025.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2020

(7.5.3) Methodological details

Not relevant. Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we have proportionally small amounts of emissions from upstream leased assets. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2020

(7.5.3) Methodological details

Not relevant. Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we have proportionally small amounts of emissions from downstream transportation and distribution. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2020

(7.5.3) Methodological details

Not relevant. Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we have proportionally small amounts of emissions from processing of sold products. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

19275187.0

(7.5.3) Methodological details

Emissions reported according to Subpart NN – Suppliers of Natural Gas & Natural Gas Liquids, part of the EPA Greenhouse Gas Reporting Program (GHGRP).

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2020

(7.5.3) Methodological details

Not relevant. Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we do not have end of life treatment of sold products. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions and we estimate the emissions to be zero (0).

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2020

(7.5.3) Methodological details

Not relevant. Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we have proportionally small amounts of emissions from downstream leased assets. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2020

(7.5.3) Methodological details

Not relevant. Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we do not have franchises. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions and we estimate the emissions to be zero (0).

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2020

(7.5.3) Methodological details

We have not evaluated our Scope 3 emissions and thus are unable to determine if this will be a significant source of Scope 3 greenhouse gas emissions.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2020

(7.5.3) Methodological details

Not relevant. Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we do not have other (upstream) emissions. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions and we estimate the emissions to be zero (0).

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2020

(7.5.3) Methodological details

Not relevant. Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we do not have other (downstream) emissions. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions and we estimate the emissions to be zero (0).

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

13389355.6

(7.6.3) Methodological details

Gross direct (Scope 1) greenhouse gas emissions in metric tons of CO2-equivalent (CO2e). 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. Scope 1 emissions for 2020–2023 have been restated to reflect a fuel metering assignment correction in the Transmission segment. Emissions that are not applicable under GHGRP or ONE Future protocol are calculated using GHGRP protocols or best engineering practice. For new acquisitions in 2024 (with the exception of Crowheart), Williams included the entire RY2024 GHG emissions from these assets in our emissions totals in this report. With the integration of legacy Crowheart and Williams operations and management practices still ongoing, Crowheart's emissions were excluded this year and will be included in next year's calculations. Global Potential Warming rates are 28 for CH4 and 265 for N2O. Williams does not produce biogenic gases from its direct operations. Williams does not produce hydrochlorofluorocarbons, perfluorocarbons, sulfur hexafluoride or nitrogen trifluoride emissions.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

13752315

(7.6.2) End date

12/31/2023

(7.6.3) Methodological details

Scope 1 emissions calculations for 2023 follow the same methodology as the current reporting year.

Past year 2

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

13290768

(7.6.2) End date

12/31/2022

(7.6.3) Methodological details

Scope 1 emissions calculations for 2022 follow the same methodology as the current reporting year.

Past year 3

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

12422098

(7.6.2) End date

12/31/2021

(7.6.3) Methodological details

Scope 1 emissions calculations for 2021 follow the same methodology as the current reporting year.

Past year 4

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

12621609

(7.6.2) End date

12/31/2020

(7.6.3) Methodological details

Scope 1 emissions calculations for 2020 follow the same methodology as the current reporting year.

Past year 5

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

13475074.01

(7.6.2) End date

12/31/2019

(7.6.3) Methodological details

Scope 1 emissions calculations for 2019 follow the same methodology as the current reporting year.

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

2130475

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

2130475

(7.7.4) Methodological details

Gross location-based energy indirect (Scope 2) greenhouse gas emissions in millions of metric tons of CO2 -equivalent (CO2e). The consolidation approach is operational control. 2024 emissions were calculated using U.S. EPA Power Profiler Emissions Tool 2023, using emission factors from U.S. EPA eGRID2023 multiplied by kWh energy use for all assets that Williams operates. 2023 emissions were calculated using eGRID 2022, 2022 emissions using eGRID 2021, 2021 emissions using eGRID2020 and 2020 emissions using eGRID2019. While Williams has operations in the United States where grid customers may be provided with product or supplier-specific data, we currently do not have any Energy attribute certificates (EACs) or contracts, supplier-specific emissions factor or residual mix factors to leverage in market-based calculations. Therefore, following the Scope 2 data hierarchy we use the same methodology and eGRID factors utilized in our location-based accounting.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

1810000

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

1810000

(7.7.3) End date

12/31/2023

(7.7.4) Methodological details

Scope 2 emissions calculations for 2023 follow the same methodology as the current reporting year.

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

1780000

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

1780000

(7.7.3) End date

12/31/2022

(7.7.4) Methodological details

Scope 2 emissions calculations for 2022 follow the same methodology as the current reporting year.

Past year 3

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

1660000

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

1660000

(7.7.3) End date

12/31/2021

(7.7.4) Methodological details

Scope 2 emissions calculations for 2021 follow the same methodology as the current reporting year.

Past year 4

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

1500000

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

1500000

(7.7.3) End date

12/31/2020

(7.7.4) Methodological details

Scope 2 emissions calculations for 2019 follow the same methodology as the current reporting year.

Past year 5

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

1546057.86

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

1546057.86

(7.7.3) End date

12/31/2019

(7.7.4) Methodological details

Scope 2 emissions calculations for 2019 follow the same methodology as the current reporting year.

(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

☑ Not evaluated

(7.8.5) Please explain

We have not evaluated our Scope 3 greenhouse gas emissions and thus are unable to evaluate if this will be a significant source of Scope 3 greenhouse gas emissions.

Capital goods

(7.8.1) Evaluation status

☑ Not evaluated

(7.8.5) Please explain

Not evaluated. We have not evaluated our Scope 3 greenhouse gas emissions and thus are unable to evaluate if this will be a significant source of Scope 3 greenhouse gas emissions.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

☑ Relevant, not yet calculated

(7.8.5) Please explain

Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, gas and natural gas liquids products are transferred by third party truck, rail, and pipeline systems. We estimate that fuel-and-energy related activities (not included in Scope 1 or 2) will be a significant source of Scope 3 greenhouse gas emissions.

Upstream transportation and distribution

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we have proportionally small amounts of emissions from upstream transportation and distribution. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions.

Waste generated in operations

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we have proportionally small amounts of waste generated in operations. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions.

Business travel

(7.8.1) Evaluation status

☑ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3571.77

(7.8.3) Emissions calculation methodology

☑ Average data method

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Passenger vehicle emissions were calculated by using the EPA passenger vehicles/year method. An emission factor of 4.29 metric tons CO2e/vehicle/year was used. Using the distance-based method calculation for airline miles, the emission factor used was.167 kg CO2e/mi per passenger from ghgprotocol.org. Hotel stays were calculated at a rate of 16.1 kg CO2e/room day, sourced from DEFRA Conversion Factors 2024 Hotel Stays.

Employee commuting

(7.8.1) Evaluation status

☑ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

13607.43

(7.8.3) Emissions calculation methodology

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Employee commuting is approximately 13,600 metric tons CO2e per year, using the U.S. Environmental Protection Agency January 2025 emission factor of.297 kg CO2 per mile for a typical passenger vehicle,.000006 kg CH4 per mile for a typical passenger vehicle,.000005 kg N2O per mile for a typical passenger vehicle, and assuming a 30-mile one way commute for each of Williams' approximately 5,800 full-time employees as of June 2025.

Upstream leased assets

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we have proportionally small amounts of emissions from upstream leased assets. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions.

Downstream transportation and distribution

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we have proportionally small amounts of emissions from downstream transportation and distribution. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions.

Processing of sold products

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we have proportionally small amounts of emissions from processing of sold products. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions.

Use of sold products

(7.8.1) Evaluation status

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

25054807

(7.8.3) Emissions calculation methodology

☑ Site-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

These emissions are reported according to Subpart NN – Suppliers of Natural Gas & Natural Gas Liquids, part of the EPA Greenhouse Gas Reporting Program (GHGRP).

End of life treatment of sold products

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we have proportionally small amounts of emissions from downstream leased assets. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions.

Downstream leased assets

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we do not have franchises. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions and we estimate the emissions to be zero (0).

Franchises

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we do not have franchises. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions and we estimate the emissions to be zero (0).

Investments

(7.8.1) Evaluation status

☑ Not evaluated

(7.8.5) Please explain

We have not evaluated our Scope 3 emissions and thus are unable to determine if this will be a significant source of Scope 3 greenhouse gas emissions.

Other (upstream)

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we do not have other (upstream) emissions. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions and we estimate the emissions to be zero (0).

Other (downstream)

(7.8.1) Evaluation status

☑ Not relevant, explanation provided

(7.8.5) Please explain

Since we have operations across the natural gas value chain, including gathering, processing, interstate transportation and storage of natural gas and natural gas liquids, we do not have other (downstream) emissions. Therefore, we do not anticipate this being a material source of Scope 3 greenhouse gas emissions and we estimate the emissions to be zero (0).

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/31/2023

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

3952

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

12732

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

24976030

Past year 2

(7.8.1.1) End date

12/31/2022

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

2896

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

26786

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

22088300.54

(7.8.1.19) Comment

2022 was our first-year reporting Scope 3 emissions.

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	☑ Third-party verification or assurance process in place
Scope 3	☑ Third-party verification or assurance process in place

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

☑ Annual process

(7.9.1.2) Status in the current reporting year

☑ Complete

(7.9.1.3) Type of verification or assurance

☑ Limited assurance

(7.9.1.4) Attach the statement

ERM CVS - CDP 2025 Limited Assurance Report for WIlliams-090225.pdf

(7.9.1.5) Page/section reference

Pg. 1-2

(7.9.1.6) Relevant standard

☑ ISAE3000

(7.9.1.7) Proportion of reported emissions verified (%)

100

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

☑ Annual process

(7.9.2.3) Status in the current reporting year

☑ Complete

(7.9.2.4) Type of verification or assurance

☑ Limited assurance

(7.9.2.5) Attach the statement

ERM CVS - CDP 2025 Limited Assurance Report for WIlliams-090225.pdf

(7.9.2.6) Page/ section reference

Pg. 1-2

(7.9.2.7) Relevant standard

☑ ISAE3000

(7.9.2.8) Proportion of reported emissions verified (%)

100

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

☑ Scope 3: Use of sold products

(7.9.3.2) Verification or assurance cycle in place

☑ Annual process

(7.9.3.3) Status in the current reporting year

☑ Complete

(7.9.3.4) Type of verification or assurance

☑ Limited assurance

(7.9.3.5) Attach the statement

ERM CVS - CDP 2025 Limited Assurance Report for WIlliams-090225.pdf

(7.9.3.6) Page/section reference

Pg. 1-2

(7.9.3.7) Relevant standard

☑ ISAE3000

(7.9.3.8) Proportion of reported emissions verified (%)

100

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

☑ Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

84803

(7.10.1.2) Direction of change in emissions

☑ Decreased

(7.10.1.3) Emissions value (percentage)

21

(7.10.1.4) Please explain calculation

Used EPA GHG Equivalencies Calculator to convert MWh to CO2e avoided from additional RE consumption in 2024.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

358428

(7.10.1.2) Direction of change in emissions

☑ Decreased

(7.10.1.3) Emissions value (percentage)

2.31

(7.10.1.4) Please explain calculation

Methane emissions reductions described in our response to Question 7.55.2 resulted in a decrease in methane emissions of 358,428 mt CO2e in 2024. These emissions reductions resulted from our company-wide Methane Reduction Annual Incentive Program (338,156 mt CO2e), plus the replacement of 65 legacy natural gas-fired reciprocating compressor engines with 69 new natural gas-fired turbine compressors and three electric motor drive units at Station 80, Station 100, Station 150, Station 155, Station 160, Station 505 and Station 515 (20,272 mt CO2e).

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

63599

(7.10.1.2) Direction of change in emissions

☑ Decreased

(7.10.1.3) Emissions value (percentage)

0.41

(7.10.1.4) Please explain calculation

In 2024, Williams divested 11 facilities that had 63,599 mt CO2e emissions from 2023. Assuming exact emissions for 2024, we can realize the emissions reduction from divestments when compared to Scope 1 and 2 emissions makes up approximately 0.41% emissions reduction.

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

1121085

(7.10.1.2) Direction of change in emissions

☑ Increased

(7.10.1.3) Emissions value (percentage)

7.22

(7.10.1.4) Please explain calculation

With the acquisition of Blue Racer Midstream and Hartee Partners LP affiliate assets Williams adds an additional 1,072,942.48 mt CO2e. Williams also realized and additional 48,142.34 mt Co2e from acquiring the remaining 40% interest of Discovery Producer Services, LLC (Discovery). Lastly, as stated we are not including Crowheart in our 2024 emissions and will include in our emissions for 2025. The percent change in emissions was compared to 2024 Scope 1 & 2 Emissions.

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Williams had no mergers that changed GHG emissions in 2024.

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

661403

(7.10.1.2) Direction of change in emissions

☑ Decreased

(7.10.1.3) Emissions value (percentage)

4.26

(7.10.1.4) Please explain calculation

Williams' mt CO2e emissions resulting from changes in output in 2024 vs 2023 (excluding output from assets acquired in 2024) are covered in this section by industrial segment. The industrial segments are gathering and boosting (G&B), processing, transmission and storage (T&S), transmission pipeline, and "Other". The "Other" segment includes combined GHG emissions from smaller emissions sources, namely liquid transportation piping, and Scope 2 purchased electricity-related emissions at corporate properties (office buildings and hangar). The mt CO2e emissions changes resulting from changes in output in 2024 are itemized below. Change in mt CO2e By Segment Resulting from Changes in Output in 2024 vs 2023 (excluding 2024 acquired assets) Gathering and Boosting = 592,179 mt CO2e (decrease) Processing = -314,740 mt CO2e (decrease) Transportation and Storage = 424,787 mt CO2e (decrease) Transmission Pipeline = 62,070 mt CO2e (increase) Other = 608,233 mt CO2e (increase) Total – All Segments = 661,403 mt CO2e (decrease)

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Williams had no change in methodology that changed the GHG emissions in 2024.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Williams had no change in boundary that changed the GHG emissions in 2024.

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Williams had no changes in physical operating conditions that changed the GHG emissions in 2024.

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

☑ Location-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

☑ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

☑ Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

10194829

(7.15.1.3) GWP Reference

☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 2

(7.15.1.1) Greenhouse gas

☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

3189784

(7.15.1.3) GWP Reference

☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 3

(7.15.1.1) Greenhouse gas

☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

4742

(7.15.1.3) GWP Reference

☑ IPCC Fifth Assessment Report (AR5 – 100 year)

(7.15.4) Break down your total gross global Scope 1 emissions from oil and gas value chain production activities by greenhouse gas type.

Row 1

(7.15.4.1) Emissions category

☑ Combustion (excluding flaring)

(7.15.4.2) Value chain

☑ Midstream

(7.15.4.3) Product

☑ Gas

(7.15.4.4) Gross Scope 1 CO2 emissions (metric tons CO2)

8721564.11

(7.15.4.5) Gross Scope 1 methane emissions (metric tons CH4)

40157

(7.15.4.6) Total gross Scope 1 emissions (metric tons CO2e)

9850427.44

(7.15.4.7) Comment

Emissions are calculated using the U.S. Environmental Protection Agency Greenhouse Gas Reporting Program and ONE Future methodologies.

Row 2

(7.15.4.1) Emissions category

☑ Flaring

(7.15.4.2) Value chain

☑ Midstream

(7.15.4.3) Product

☑ Gas

(7.15.4.4) Gross Scope 1 CO2 emissions (metric tons CO2)

341229.65

(7.15.4.5) Gross Scope 1 methane emissions (metric tons CH4)

1649

(7.15.4.6) Total gross Scope 1 emissions (metric tons CO2e)

387596.38

(7.15.4.7) Comment

Emissions are calculated using the U.S. Environmental Protection Agency Greenhouse Gas Reporting Program and ONE Future methodologies.

Row 3

(7.15.4.1) Emissions category

☑ Venting

(7.15.4.2) Value chain

☑ Midstream

(7.15.4.3) Product

☑ Gas

(7.15.4.4) Gross Scope 1 CO2 emissions (metric tons CO2)

1130491.36

(7.15.4.5) Gross Scope 1 methane emissions (metric tons CH4)

49477

(7.15.4.6) Total gross Scope 1 emissions (metric tons CO2e)

2515937.57

(7.15.4.7) Comment

Emissions are calculated using the U.S. Environmental Protection Agency Greenhouse Gas Reporting Program and ONE Future methodologies. Emissions previously captured in the process emissions category are included in venting emissions to align with the U.S. Environmental Protection Agency Greenhouse Gas Reporting Program source descriptions.

Row 4

(7.15.4.1) Emissions category

☑ Fugitives

(7.15.4.2) Value chain

☑ Midstream

(7.15.4.3) Product

☑ Gas

(7.15.4.4) Gross Scope 1 CO2 emissions (metric tons CO2)

599.73

(7.15.4.5) Gross Scope 1 methane emissions (metric tons CH4)

22637

(7.15.4.6) Total gross Scope 1 emissions (metric tons CO2e)

634446.94

(7.15.4.7) Comment

Emissions are calculated using the U.S. Environmental Protection Agency Greenhouse Gas Reporting Program and ONE Future methodologies.

Row 5

(7.15.4.1) Emissions category

☑ Combustion (excluding flaring)

(7.15.4.2) Value chain

☑ Midstream

(7.15.4.3) Product

☑ Oil

(7.15.4.4) Gross Scope 1 CO2 emissions (metric tons CO2)

944.16

(7.15.4.5) Gross Scope 1 methane emissions (metric tons CH4)

0.001

(7.15.4.6) Total gross Scope 1 emissions (metric tons CO2e)

947.27

(7.15.4.7) Comment

Emissions are calculated using the U.S. Environmental Protection Agency Greenhouse Gas Reporting Program and ONE Future methodologies.

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
United States of America	*13389355.6*	*2130475.42*	*2130475.42*

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

☑ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Production*	*162950*
Row 2	*Gathering and Boosting*	*4781200*
Row 3	*Processing*	*3700700*
Row 4	*Transmission and Storage*	*4744450*

(7.19) Break down your organization's total gross global Scope 1 emissions by sector production activity in metric tons CO2e.

	Gross Scope 1 emissions, metric tons CO2e	Comment
Oil and gas production activities (midstream)	*13389355.6*	*All Scope 1 emissions are midstream.*

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

☑ By activity

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Electric Power for Gathering, Transmission and Processing Assets*	*2130475.42*	*2130475.42*

(7.21) Break down your organization's total gross global Scope 2 emissions by sector production activity in metric tons CO2e.

	Scope 2, location-based, metric tons CO2e	Scope 2, market-based (if applicable), metric tons CO2e	Comment
Oil and gas production activities (midstream)	*2130475.42*	*2130475.42*	*All scope 2 emissions are midstream*

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

13389405.72

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

2130475.42

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

2130475.42

(7.22.4) Please explain

Calculated and reported by Williams GHG Reporting Group (ACER)

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

N/A

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

☑ No

(7.24) Report your methane emissions as percentages of natural gas and hydrocarbon production or throughput.

Row 1

(7.24.1) Oil and gas business division

☑ Midstream

(7.24.2) Estimated total methane emitted expressed as % of natural gas production or throughput at given division

0.712

(7.24.3) Estimated total methane emitted expressed as % of total hydrocarbon production or throughput at given division

0.043

(7.24.4) Indicate whether your methane emissions figure is based on observational data

☑ Estimated or modelled data only

(7.24.5) Details of methodology

Methane emissions in metric tons CH4 divided by throughput of natural gas in million standard cubic feet. Metric tons CH4 divided by throughput of hydrocarbons in mt. Throughput is for the gathering and boosting, natural gas processing, and transmission and storage segments combined. Methane molecules could be processed or moved multiple times among the three segments and multiple counting is not accounted for in this metric.

(7.29) What percentage of your total operational spend in the reporting year was on energy?

☑ More than 5% but less than or equal to 10%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	☑ Yes
Consumption of purchased or acquired electricity	☑ Yes
Consumption of purchased or acquired heat	☑ No
Consumption of purchased or acquired steam	☑ No
Consumption of purchased or acquired cooling	☑ No
Generation of electricity, heat, steam, or cooling	☑ Yes

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

47792868

(7.30.1.4) Total (renewable + non-renewable) MWh

47792868.00

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

732618

(7.30.1.3) MWh from non-renewable sources

4616818

(7.30.1.4) Total (renewable + non-renewable) MWh

5349436.00

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

63.4

(7.30.1.4) Total (renewable + non-renewable) MWh

63.40

Total energy consumption

(7.30.1.1) Heating value

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

732682

(7.30.1.3) MWh from non-renewable sources

52409687

(7.30.1.4) Total (renewable + non-renewable) MWh

53142369.00

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	☑ Yes
Consumption of fuel for the generation of heat	☑ Yes
Consumption of fuel for the generation of steam	☑ No
Consumption of fuel for the generation of cooling	☑ No
Consumption of fuel for co-generation or tri-generation	☑ No

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Other biomass

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Coal

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Oil

(7.30.7.1) Heating value

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Gas

(7.30.7.1) Heating value

☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

47789127

(7.30.7.3) MWh fuel consumed for self-generation of electricity

624272

(7.30.7.4) MWh fuel consumed for self-generation of heat

4909958

(7.30.7.8) Comment

Natural gas fuel tracked by Williams to report annual emissions to the U.S. Environmental Protection Agency Greenhouse Gas Reporting Program and to ONE Future is reported here.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

3741

(7.30.7.3) MWh fuel consumed for self-generation of electricity

3633

(7.30.7.4) MWh fuel consumed for self-generation of heat

4

(7.30.7.8) Comment

Diesel fuel tracked by Williams to report annual emissions to the U.S. Environmental Protection Agency Greenhouse Gas Reporting Program and to ONE Future is reported here.

Total fuel

(7.30.7.1) Heating value

☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

47792868

(7.30.7.3) MWh fuel consumed for self-generation of electricity

627906

(7.30.7.4) MWh fuel consumed for self-generation of heat

4909962

(7.30.7.8) Comment

Total fuel tracked by Williams to report annual emissions to the U.S. Environmental Protection Agency Greenhouse Gas Reporting Program and to ONE Future is reported here.

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

63.4

(7.30.9.2) Generation that is consumed by the organization (MWh)

63.4

(7.30.9.3) Gross generation from renewable sources (MWh)

63.4

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

63.4

Heat

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

☑ United States of America

(7.30.14.2) Sourcing method

☑ None (no active purchases of low-carbon electricity, heat, steam or cooling)

(7.30.14.10) Comment

While Williams has operations in the United States where grid customers may be provided with product or supplier-specific data, we currently do not procure low carbon energy through Energy Attribute Certificates (EACs) or contracts, supplier-specific emissions factors or residual mix factors to leverage in market-based calculations. Therefore, following the Scope 2 data hierarchy we use the same methodology and eGRID factors utilized in our location-based accounting.

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

5350000

(7.30.16.2) Consumption of self-generated electricity (MWh)

63.4

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5350063.40

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.001477657

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

15519831.02

(7.45.3) Metric denominator

☑ unit total revenue

(7.45.4) Metric denominator: Unit total

10503000000

(7.45.5) Scope 2 figure used

☑ Location-based

(7.45.6) % change from previous year

4.28

(7.45.7) Direction of change

☑ Increased

(7.45.8) Reasons for change

☑ Other, please specify: Emissions slight increase, revenue slight decrease

(7.45.9) Please explain

Our scope gross Scope 1 and 2 emissions slightly increased by 0.414% year over year and our revenue decreased by 3.704%, resulting in an overall CO2e emissions per unit currency intensity metric increase of 4.28%.

(7.48) Provide the intensity figures for Scope 1 emissions (metric tons CO2e) per unit of hydrocarbon category.

Row 1

(7.48.1) Unit of hydrocarbon category (denominator)

☑ Million cubic feet of natural gas

(7.48.2) Metric tons CO2e from hydrocarbon category per unit specified

0.82

(7.48.3) % change from previous year

0

(7.48.4) Direction of change

☑ No change

(7.48.5) Reason for change

N/A

(7.48.6) Comment

N/A

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

☑ Other, please specify: Gas flaring

(7.52.2) Metric value

184.26

(7.52.3) Metric numerator

Thousands of metric tons

(7.52.4) Metric denominator (intensity metric only)

N/A

(7.52.5) % change from previous year

22

(7.52.6) Direction of change

☑ Increased

(7.52.7) Please explain

The increase is mainly due to Gathering and Processing asset acquisition, and various operational changes at a few of our processing plants including more plant downtime, new Amine units installed, Sulfur Recovery unit down for an extended period for maintenance while acid gas is routed to the flare, and thermal oxidizer operating full year in 2024 but only partial months in 2023 for repair.

Row 2

(7.52.1) Description

☑ Other, please specify: ONE Future methane intensity, percent gathering and boosting

(7.52.2) Metric value

0.04

(7.52.3) Metric numerator

Mass of methane emitted

(7.52.4) Metric denominator (intensity metric only)

Mass of methane throughput

(7.52.5) % change from previous year

14.83

(7.52.6) Direction of change

☑ Decreased

(7.52.7) Please explain

Gathering Mscfy throughput decreased by 8% and One Future source emission decreased by 15% compared to previous year.

Row 3

(7.52.1) Description

☑ Other, please specify: ONE Future methane intensity, percent processing

(7.52.2) Metric value

0.19

(7.52.3) Metric numerator

Mass of methane emitted

(7.52.4) Metric denominator (intensity metric only)

Mass of methane throughput

(7.52.5) % change from previous year

13

(7.52.6) Direction of change

☑ Decreased

(7.52.7) Please explain

Processing Mscfy throughput increased by 11% and One Future source emission decreased by 13% compared to previous year.

Row 4

(7.52.1) Description

☑ Other, please specify: ONE Future methane intensity, percent transmission and underground storage

(7.52.2) Metric value

0.26

(7.52.3) Metric numerator

Mass of methane emitted

(7.52.4) Metric denominator (intensity metric only)

Mass of methane throughput

(7.52.5) % change from previous year

0

(7.52.6) Direction of change

☑ No change

(7.52.7) Please explain

N/A

(7.53) Did you have an emissions target that was active in the reporting year?

☑ Intensity target

(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

Row 1

(7.53.2.1) Target reference number

☑ Int 1

(7.53.2.2) Is this a science-based target?

☑ Yes, we consider this a science-based target, but we have not committed to seek validation of this target by the Science Based Targets initiative within the next two years

(7.53.2.4) Target ambition

☑ 1.5°C aligned

(7.53.2.5) Date target was set

01/01/2018

(7.53.2.6) Target coverage

☑ Organization-wide

(7.53.2.7) Greenhouse gases covered by target

☑ Carbon dioxide (CO2)
☑ Methane (CH4)
☑ Nitrous oxide (N2O)

(7.53.2.8) Scopes

☑ Scope 1
☑ Scope 2

(7.53.2.9) Scope 2 accounting method

☑ Location-based

(7.53.2.11) Intensity metric

☑ Other, please specify: Metric tons CO2e per thousand mmBTU

(7.53.2.12) End date of base year

12/31/2018

(7.53.2.13) Intensity figure in base year for Scope 1

1.04

(7.53.2.14) Intensity figure in base year for Scope 2

0.09

(7.53.2.33) Intensity figure in base year for all selected Scopes

1.1300000000

(7.53.2.34) % of total base year emissions in Scope 1 covered by this Scope 1 intensity figure

100

(7.53.2.35) % of total base year emissions in Scope 2 covered by this Scope 2 intensity figure

100

(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure

100

(7.53.2.55) End date of target

12/31/2028

(7.53.2.56) Targeted reduction from base year (%)

30

(7.53.2.57) Intensity figure at end date of target for all selected Scopes

0.7910000000

(7.53.2.58) % change anticipated in absolute Scope 1+2 emissions

23

(7.53.2.60) Intensity figure in reporting year for Scope 1

0.748

(7.53.2.61) Intensity figure in reporting year for Scope 2

0.118

(7.53.2.80) Intensity figure in reporting year for all selected Scopes

0.8660000000

(7.53.2.81) Land-related emissions covered by target

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.2.82) % of target achieved relative to base year

77.88

(7.53.2.83) Target status in reporting year

☑ Underway

(7.53.2.85) Explain target coverage and identify any exclusions

Total company Scope 1 and Scope 2 emissions in metric tons of CO2e from gathering, processing, and transmission segments divided by the sum (in Thousand mmBTU) of natural gas transported in all three segments, Subpart NN fractionator outlets, bulk Natural Gas Liquid (NGL) processing plant outlets that are recorded in Subpart W (additional to Subpart NN), NGL and condensate gathered volume, NG and oil pipeline transported volume, and storage injections into above and below-ground storage facilities that Williams owns and operates.

(7.53.2.86) Target objective

We have progressed to a near-term intensity-based metric to better align with our strategy, customer needs, and shareholder interests while maintaining a focus on operational excellence and reducing emissions. The progression of our climate commitment was driven both by investor feedback and our regular evaluation of company goals for alignment with our natural-gas focused strategy. The new goal will allow Williams to responsibly and sustainably grow the natural gas infrastructure that is critical for energy security, reliability, and affordability while implementing best practices for reducing emissions. The new goal also does not conflict with our efforts to meet our long-term target of 5-7% Adjusted EBITDA growth and to increase shareholder value. The new goal baseline of 2018 illustrates Williams' commitment to continuous improvement, even after recent success, and the target date of 2028 keeps our team accountable to near-term results.

(7.53.2.87) Plan for achieving target, and progress made to the end of the reporting year

To reach our 2028 target, Williams is utilizing technology readily available today such as pursuing methane emissions reduction opportunities through leak detection and repair (LDAR), work practice improvements and evaluating equipment upgrades on a site-specific basis which includes our Emissions Reduction Program (ERP). We are developing work practices to minimize our blowdown and purging emissions across the enterprise. Decreasing pneumatic device emissions by switching from gas-driven to air-driven. This near-term phase also includes employing emissions reduction strategies through research organizations and trade groups. Williams is also exploring the use of solar power generation to support the power needs of specific natural gas transmission and processing operations sites. Our 2028 target shows our commitment to executing opportunities here and now and holds our leadership accountable for near-term action and performance. Williams' 24% reduction in emissions intensity since 2018 coupled with our 53% Adjusted EBITDA growth over the same period, reflects our commitment to improving emissions efficiencies across gathering, treating, processing, transporting and storing natural gas.

(7.53.2.88) Target derived using a sectoral decarbonization approach

☑ No

(7.54) Did you have any other climate-related targets that were active in the reporting year?

☑ Targets to reduce methane emissions

(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

Row 1

(7.54.2.1) Target reference number

☑ Oth 1

(7.54.2.2) Date target was set

01/29/2024

(7.54.2.3) Target coverage

☑ Organization-wide

(7.54.2.4) Target type: absolute or intensity

☑ Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Methane reduction target

☑ Other methane reduction target, please specify: Total methane emissions in mt CH4

(7.54.2.7) End date of base year

12/31/2023

(7.54.2.8) Figure or percentage in base year

0

(7.54.2.9) End date of target

12/31/2024

(7.54.2.10) Figure or percentage at end of date of target

5

(7.54.2.11) Figure or percentage in reporting year

11.9

(7.54.2.12) % of target achieved relative to base year

238.0000000000

(7.54.2.13) Target status in reporting year

☑ Achieved

(7.54.2.15) Is this target part of an emissions target?

Yes, Williams CC2.0

(7.54.2.16) Is this target part of an overarching initiative?

☑ Other, please specify: Yes, ONE Future 2025 methane intensity goals and OGMP 2.0 2028 methane intensity goals

(7.54.2.18) Please explain target coverage and identify any exclusions

Williams' Scope 1 and 2 methane emissions.

(7.54.2.19) Target objective

Our Annual Incentive Program includes a methane reduction target to link emissions performance with employee compensation. In 2024, we set an absolute methane reduction target of 5% from a 2023 baseline, and through the hard work and dedication of Williams' employees, we once again outperformed our target.

(7.54.2.21) List the actions which contributed most to achieving this target

We employ several mechanisms to continuously minimize methane emissions from our interstate natural gas transmission and storage operations that focus on reductions from pipeline blowdowns, pneumatic controllers, compressor packing and leaking components. Williams' operating areas are actively purchasing and installing equipment to reduce methane emissions where opportunities are identified. Examples include replacing higher bleeding pneumatic controllers with low bleed controllers and replacing gas pneumatic pumps with non-emitting electric pumps on dehydrator systems.

Row 2

(7.54.2.1) Target reference number

☑ Oth 2

(7.54.2.2) Date target was set

05/31/2024

(7.54.2.3) Target coverage

☑ Organization-wide

(7.54.2.4) Target type: absolute or intensity

☑ Intensity

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Methane reduction target

☑ Other methane reduction target, please specify: Total methane emissions in mt CH4

(7.54.2.6) Target denominator (intensity targets only)

☑ Other, please specify: CH4 throughput (metric tons)

(7.54.2.8) Figure or percentage in base year

0.042

(7.54.2.9) End date of target

12/31/2028

(7.54.2.10) Figure or percentage at end of date of target

0.0375

(7.54.2.11) Figure or percentage in reporting year

0.0466

(7.54.2.12) % of target achieved relative to base year

-102.2222222222

(7.54.2.13) Target status in reporting year

☑ Underway

(7.54.2.15) Is this target part of an emissions target?

Yes, Williams CC2.0

(7.54.2.16) Is this target part of an overarching initiative?

☑ Other, please specify: OGMP 2.0

(7.54.2.18) Please explain target coverage and identify any exclusions

Williams set a 0.0375% Scope 1 methane intensity target (methane emitted/methane throughput) by 2028 on an operational control basis.

(7.54.2.19) Target objective

In early 2023, Williams became the first U.S. large-scale integrated midstream company to join OGMP 2.0, the United Nations Environment Programme's (UNEP) measurement-based reporting initiative that improves the accuracy and transparency of methane emissions reporting in the oil and gas sector. Our early membership in OGMP 2.0 shows our commitment to trustworthy and accurate methane emissions monitoring and continued efforts to reduce emissions from the energy value chain.

(7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year

Williams plans to continue executing the Emissions Reduction Program on Transco and Northwest Pipeline compressor stations, replace gas-driven pneumatic devices, expand LDAR surveys, and continue driving operational excellence to meet the methane intensity target by 2028.

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

☑ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	*0*	*`Numeric input*
To be implemented	*2*	*76580*
Implementation commenced	*0*	*0*
Implemented	*2*	*12900*
Not to be implemented	*0*	*`Numeric input*

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Fugitive emissions reductions
☑ Oil/natural gas methane leak capture/prevention

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

338156

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

☑ Scope 1
☑ Scope 2 (location-based)
☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

77775880

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

☑ Ongoing

(7.55.2.9) Comment

Williams AIP Methane Reduction metric measures the company's total methane emissions from assets under operational control of Williams and establishes an annual company-wide methane emissions reduction goal. The target was to reduce methane emissions by 5% less than the 1-Year (2023) baseline average of 101,715 metric tons methane. We outperformed the target by achieving a 11.9% reduction in total methane emissions for a reduction of 12,077 metric tons methane or 338,156 metric tons CO2e AR5. Throughout the year, our Methane Reduction Focus Teams used the metric to help drive improved performance. This accomplishment is a testament to our employees' commitment and dedication to minimizing our operations' environmental impact. Annual monetary savings includes CO2e savings 338,156 metric tons CO2e x Social Cost of Carbon $230.00/mt CO2e.

Row 2

(7.55.2.1) Initiative category & Initiative type

Non-energy industrial process emissions reductions

☑ Process equipment replacement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

20272

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

☑ Scope 1

(7.55.2.4) Voluntary/Mandatory

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

5512560

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

575200000

(7.55.2.7) Payback period

☑ >25 years

(7.55.2.8) Estimated lifetime of the initiative

☑ Ongoing

(7.55.2.9) Comment

In 2024, under the Transco ERP, updated compressor equipment went into service at Station 80, Station 100, Station 150, Station 155, Station 160, Station 505 and Station 515 as projected. This effort required replacing 65 legacy natural gas-fired reciprocating compressor engines with 69 new natural gas-fired turbine compressors and three electric motor drive units. This is expected to result in a reduction of permitted emissions by approximately 19,180 tons of NOX, 3,704 tons of carbon monoxide, 1,534 tons of volatile organic compounds and 295 tons of formaldehyde per year, along with an estimated reduction in compressor methane potential emissions of 724 tons per year. Annual monetary savings includes CO2e savings (20,272 metric tons CO2e x Social Cost of Carbon $230.00/mt CO2e) and maintenance savings of $850,000.

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

☑ Dedicated budget for other emissions reduction activities

(7.55.3.2) Comment

Our business units are reducing methane emissions through leak detection and repair, work practice improvements and evaluating equipment upgrades on a site-specific basis. For example, as part of our emissions reduction program, we are modernizing gas compression equipment and adding emissions control technologies, such as blowdown and seal vent capture. We are also planning, developing and executing projects to upgrade and modernize our gas networks. Our technical experts also innovate process and equipment improvements that reduce emissions such as piloting our PAGER system in 2023. The PAGER system recovers and burns off pigging emissions via catalytic heater, within our Wetzel Gas Gathering System and Ohio River Supply Hub. By 2024, improvements to the PAGER system led to a 77% increase in the efficiency to the current 20% reduction in pigging emissions. Across our land portfolio, including brownfield land, our solar team oversees 10 projects across the commissioned, sanctioned and early development pipelines. Our commissioned and sanctioned projects will add approximately 110 MW of total solar capacity and 160 MW of total battery capacity. These facilities will generate renewable energy credits to sell to the market or retrieving to offset our Scope 2 emissions. Our Renewable Natural Gas (RNG) program includes constructing new interconnects to facilitate the transport of RNG to customers. Our Carbon Capture, Utilization and Storage (CCUS) Development Program reduces emissions by removing carbon dioxide from point sources and either adapts it for further beneficial use or stores it permanently underground. Participating in the CCUS value chain can reduce the emissions of our own and our customers' operations. We are evaluating the impact of hydrogen blending on pipelines and compressor assets; pursuing potential commercial opportunities across Transco and Northwest Pipeline for clean hydrogen production, transportation, storage and energy hubs; and advocating for hydrogen development with associations, universities and government activity.

Row 2

(7.55.3.1) Method

☑ Employee engagement

(7.55.3.2) Comment

Williams' commitment to supporting the communities our employees call home extends beyond financial support. With supervisor approval, during work hours, employees may volunteer with charitable organizations that address critical needs and fuel their passions. We also fund employee-driven charitable giving programs, including our homegrown giving and matching gifts programs. Our homegrown giving program enables employees to support the unique needs of their local communities through grants designed to support eligible, non-profit organizations. In the last five years, Williams has contributed approximately $65 million to support local communities. Our primary focus areas for charitable giving are education, environmental stewardship, civic and community betterment, public safety and first

responders, arts and cultural enrichment, health and human services and United Way. In 2024, Williams accepted grant applications through our website and encouraged local communities to submit projects that created meaningful impact.

Row 3

(7.55.3.1) Method

☑ Partnering with governments on technology development

(7.55.3.2) Comment

Williams has partnered with governments on technology development, focusing on operational efficiency improvements and emerging fuels like hydrogen. Williams is a founding board member of the Clean Hydrogen Future Coalition, which supports the U.S. adoption of clean hydrogen. Alongside energy companies, public sector stakeholders, labor unions, utilities, NGOs, suppliers and project developers, the coalition identifies actions to scale the clean hydrogen economy. Williams won a grant from the Wyoming Energy Authority and partnered with the University of Wyoming to study the production and transport of hydrogen power in Wyoming. The Wyoming Energy Authority consolidates the state's energy program and advances its strategy by supporting Wyoming's full energy portfolio. It is governed by a board of seven voting members appointed by the Governor and confirmed by the Senate, along with five dedicated ex-officio members to ensure collaboration across Wyoming's energy and business development organizations. Williams is a subrecipient of two DOE CarbonSAFE Grants, Echo Springs and Longleaf. Through Echo Springs, Williams and the University of Wyoming School of Energy Resources will drill an appraisal well in the Wamsutter Basin of Wyoming to assess the area's potential for CO2 storage. Through Longleaf, Williams and its partners are developing a CCS project in Southern Alabama, executing a FEED study and a CO2 Capture Feasibility Study to determine the viability of CO2 gathering and transport.

Row 4

(7.55.3.1) Method

☑ Dedicated budget for low-carbon product R&D

(7.55.3.2) Comment

Our New Energy Ventures (NEV) group explores and invests in no/low carbon initiatives and solutions that help reduce emissions for Williams and our customers, in which we focus on 1) Funding and participating in research related to emissions detection, quantification and reduction technologies; and 2) Exploring and implementing renewable and low-carbon energy opportunities, including renewable natural gas, solar energy, NextGen Gas and hydrogen. Williams' Corporate Venture Capital (CVC) program is an outgrowth of our NEV group. Our New Energy Ventures group took several actions to pursue sustainable investments to execute this strategy, including the following:

- *Placed new, behind-the-meter solar projects and battery storage into service at two Transco compressor stations in early 2025.*

- *Successfully completed NextGen Gas transactions with 12 different counterparties, totaling 25 transactions and transferring more than 108 cumulative Bcf of emissions-certified gas. NextGen Gas leverages our natural gas value chain coupled with new technology to reduce emissions and develop tomorrow's energy solutions.*
- *Received two Department of Energy (DOE) CarbonSAFE Grants which will help fund our Echo Springs and Longleaf hub CCS projects. Echo Springs CCS also received an Energy Matching Fund from the Wyoming Energy Authority.*
- *Continued to include New Energy Ventures investments alongside our more traditional growth projects as they compete on a like-for-like basis as part of our growth capital budget.*

Row 5

(7.55.3.1) Method

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

Diligent compliance with environmental and regulatory requirements is vital to managing our environmental impacts. The Williams Integrated Management System (WIMS) provides Williams-specific guidelines and policies for employees to follow, including compliance with regulations and industry standards. WIMS includes requirements for monitoring greenhouse gas (GHG) emissions, complying with federal reporting and addressing fugitive emissions through our regulatory and voluntary LDAR programs. We prepare and submit an annual GHG emissions inventory to the U.S. Environmental Protection Agency for our midstream gathering, natural gas processing and interstate transmission and storage operations. We also track and report Scope 1 and Scope 2 emissions data in accordance with the Greenhouse Gas Protocol. Scope 1 emissions are those that come from operating our assets. Scope 2 emissions include indirect sources, such as the purchase of electricity to power compressor stations. Accurately tracking GHG emissions with measurable data enables us to identify opportunities to reduce energy consumption and increase operational efficiency.

Row 6

(7.55.3.1) Method

☑ Internal incentives/recognition programs

(7.55.3.2) Comment

A majority of our employees are eligible for Williams' Annual Incentive Program (AIP), as a part of our overall pay strategy and total rewards package. There are two emissions reduction targets that drive internal performance for eligible employees, and these include our loss of primary containment event reduction target and new methane emissions reduction goal. Additionally, through Williams' safety champion awards, we focus on process safety and incident avoidance. This focus includes attention given to releases of natural gas. By incentivizing and recognizing exceptional safety performance, we are able to also drive investment in our emissions

reductions. Every Williams employee is offered an annual incentive opportunity under the Annual Incentive Program (AIP). More than 98% of employees, including operating employees and executive leadership officers, participate in the AIP. The AIP aligns compensation with company and stakeholder priorities and motivates our people to meet shared goals. It ties compensation incentives to Williams' financial, safety and environmental performance, with the goal of enhancing teamwork by aligning front-line and executive leadership goals, promoting organizational achievement and recognizing employee contributions. Williams' AIP measures business performance through two financial metrics and three ESG metrics. Each ESG metric accounts for 5% of the total AIP, tallying 15% of total performance incentives. In 2024, the targets for these metrics were to reduce 2024 methane emissions by 5% compared to a 2023 average baseline; improve our safety oriented High Potential Hazard Identification to Incident Ratio; and improve our Critical Tier 3 Loss of Primary Containment (LOPC) Ratio. These targets clearly communicated our focus on reducing environmental, safety and operational risks and align with our Core Values to be "Responsible Stewards" and "Safety Driven." ESG metrics are reviewed and approved by the board's EHS committee. Our 2025 AIP features the same targets, however the 5% methane emissions reduction target has been updated from an absolute reduction to an intensity-based reduction.

(7.57) Describe your organization's efforts to reduce methane emissions from your activities.

Methane emissions in 2024 totaled ~3.20 million MT CO2e, representing 21% of Williams' Scope 1 and 2 greenhouse gas emissions. To monitor and reduce these emissions, we use a comprehensive GHG dashboard that enables our regional loss of primary containment and emissions reduction teams to coordinate efforts. These cross-functional teams improve visibility across regions and help drive progress toward our methane AIP, Critical Tier 3 LOPC AIP ratio, OGMP 2.0 commitments and broader climate targets. In 2024, Williams continued advancing methane reduction by optimizing operations and facility design. We maintained strong performance in minimizing blowdowns and vented volumes, expanded our Leak Detection and Repair (LDAR) programs to all compressor stations, and carried out timely repairs. We also decreased the number of large release incidents and expanded use of direct measurement in place of generic emissions factors, improving the precision and credibility of our data.

From 2018 through 2024, Williams' expansion projects and acquisitions led to a 41% increase in energy throughput. Our emissions intensity goal reflects this growth while emphasizing efficiency improvements. Since 2018, we achieved a 24% reduction in emissions intensity and 53% Adjusted EBITDA growth, underscoring our ability to expand responsibly while improving environmental performance across gathering, treating, processing, transporting and storing natural gas. In 2024, Williams introduced a new Critical Tier 3 LOPC Ratio comparing events most likely to escalate with Tier 1 and 2 incidents. We set a target of 13:1 and exceeded it with a ratio of 19.98:1. This strong performance reflects a proactive safety culture focused on identifying leading indicators and taking preventive action before incidents occur.

Williams is a member of Our Nation's Energy Future Coalition (ONE Future), a consortium of energy companies voluntarily working to cut methane emissions through shared policy and technical solutions. In 2024, Williams again outperformed ONE Future's 2025 segment targets of 0.08% for gathering and boosting, 0.111% for processing, and 0.301% for transmission and storage. Overall, our methane intensity has declined about 44% since 2018, even as throughput increased, underscoring the effectiveness of our mitigation strategies. Williams is also a member of the Global Carbon Capture and Storage Institute, an international think tank dedicated to accelerating deployment of CCS technologies. We continue execution of the Louisiana Energy Gateway pipeline project, which expands Haynesville gathering capacity by 1.8 Bcf/day, alongside a CCS initiative designed to capture and permanently store up to 750,000 tons of CO2 annually.

Williams regularly engages with industry trade associations including INGAA, API, Southern Gas Association, Liquids Energy Pipeline Association, Association for Materials Protection and Performance, and GPA Midstream. These collaborations allow us to evaluate and provide input on new proposals for rules, regulations and standards before they are finalized. Additionally, through our partnership with the Energy Emissions Modeling and Data Lab at the University of Texas at Austin, Williams is pioneering a probabilistic statistical approach to reconcile source- and site-level methane measurements. This framework will inform OGMP Level 5

reporting and guide targeted methane mitigation across our system. In 2024, emissions at three Williams compressor stations were evaluated; in 2025, the work will expand to additional facility types and multiple measurement technologies. These efforts not only improve measurement accuracy but also enable us to identify substantive source-specific opportunities to reduce emissions

In early 2023, Williams became the first large-scale integrated U.S. midstream company to join OGMP 2.0, UNEP's methane reporting and mitigation framework. Our early membership demonstrates commitment to transparency, accuracy and accountability in methane monitoring and to reducing emissions throughout the energy value chain. In 2024, we set a methane intensity goal in alignment with OGMP 2.0: 0.0375% methane emitted per unit of throughput by 2028. Throughout the year, our QMRV team deployed new measurement campaigns to meet OGMP 2.0 Level 4 reporting standards for all material assets and emissions sources. In recognition of this work, Williams achieved the OGMP 2.0 Pathway to Gold Standard in 2024. This status is awarded when all material-emitting assets report at Level 4 and demonstrate clear progress toward Level 5. Our performance in advancing transparency and planning for Gold Standard reporting was highlighted in UNEP's International Methane Emissions Observatory 2024 Report.

(7.61) Does your organization conduct leak detection and repair (LDAR) or use other methods to find and fix fugitive methane emissions from oil and gas production activities?

☑ Yes

(7.61.1) Describe the protocol through which methane leak detection and repair or other leak detection methods, are conducted for oil and gas production activities, including predominant frequency of inspections, estimates of assets covered, and methodologies employed.

Williams operates more than 33,000 miles of pipeline across 24 U.S. states and offshore in the Gulf of Mexico. We regularly complete integrity assessments of pipelines and repairs for identified defects. These non-destructive inspections on our facilities use various technologies to monitor, measure and mitigate corrosion. Our control centers monitor pipelines for flow, pressure, temperature and other factors and include automated system response to potential leak conditions. We train pipeline control specialists to recognize abnormal conditions that could result in a pipeline leak or rupture. This training includes emergency response exercises for potential leaks and ruptures. Williams uses Optical Gas Imaging (OGI) cameras that utilize thermal imagery to detect methane equipment leaks on a routine basis. OGI surveys are conducted quarterly, semi-annual or annually depending on regulatory applicability. Methane equipment found leaking during an OGI survey is also repaired as required by federal, state, local, or the Williams internal Expanded LDAR Program Standard. The Williams Expanded LDAR Standard includes an Annual OGI Survey requirement called WilLDAR that was implemented to identify and repair methane equipment leaks at Williams compressor stations and facilities that aren't otherwise regulated to do so by federal, state, or local required LDAR Standards. WilLDAR is an effective work practice in significantly reducing fugitive emission of methane to the environment. Beginning in 2022, we performed WilLDAR OGI leak surveys at 43 Transco and Northwest Pipeline compressor stations that did not previously have LDAR requirements. Since it's inception, WilLDAR and the repair of fugitive emission equipment leaks at non-regulated compressor stations and facilities has supported the nearly 21% reduction in methane emissions for 2023 through 2024. In addition to WilLDAR, Williams uses a single software platform, Leaktracker Pro™ (LTP) to maintain leak records from OGI surveys conducted across both gathering and boosting and transmission sectors. The use of LTP allows for improved surveys, record keeping, and in-depth look at trends. In 2023, LTP was also integrated into our Environmental Management System called Williams IBM® Maximo Application Suite (Maximo). This paired system provides immediate communication from the field to support teams and accurately document and schedule repairs. Williams analyzes both LTP and Maximo results to reduce future leaks at our facilities, helping to achieve our emission targets. Williams

maintains individual WilLDAR standards for each industry segment and is developing comprehensive standards that outline roles and responsibilities related to LDAR. Tangential to this effort, Willams also created a new LDAR Program Manager position in 2023. This role will drive consistency, identify other important best practices, investigate new technologies and monitor compliance in the LDAR Space across the Williams Enterprise. As part of our loss of primary containment (LOPC) initiatives, Williams also encourages our operators to listen, look and smell for any fugitive emissions on their regular rounds. Any LOPC discovered through AVO (audio, visual, olfactory) is recorded in Maximo so that we can record performance and learn from even the smallest leaks. In 2022, Williams expanded its greenhouse gas quantification, monitoring, reporting, and verification (QMRV) program that studies, evaluates and implements advanced technologies to better understand the emissions. Williams leveraged publicly available satellite data to identify potential methane sources. We plan to integrate higher resolution and more frequent site-specific satellite data for emissions reduction and compliance tasks. In 2023, Williams implemented additional continuous monitoring technologies paired with other sensors and IT devices to capture more relevant operations and emissions data on-site to improve the emissions reduction insights machine learning software through Context Labs. In 2024, QMRV added 100 new facilities as well as continued to perform top-down aerial flyovers of selected assets as part of our QMRV and NextGen Gas program, verifying the completeness and accuracy of previous measurement programs pursuant to OGMP 2.0 standards.

(7.62) If flaring is relevant to your oil and gas production activities, describe your organization's efforts to reduce flaring, including any flaring reduction targets.

Williams owns an interest in but does not operate production assets or otherwise have oil and gas production activities, therefore it is not relevant to our midstream facilities. While flaring as a whole is not relevant, we do have flares at processing plants in the event of process disruptions or emergency events. We are also required in some states to have regularly operating flares to reduce VOCs to the atmosphere. We do not have any flares targeting methane. Williams works to help reduce flaring from upstream producers. When our gathering and processing facilities unexpectedly go off-line, this can cause flaring at the production well pad. By maintaining high reliability of our compression, we reduce or eliminate this situation. We use a metric "customer impacted volumes" in our front-line employee bonus program to align our team on this effort. In 2024, Williams reported 62 distinct blowdown events in which natural gas was redirected or captured and recompressed instead of being vented. As a result, we prevented 1.22 Bcf of gas from releasing into the atmosphere. This recovered gas is capable of powering more than 89,028 homes for a year and eliminated an estimated 662,920 metric tons of CO2e emissions. Williams is a member of the Texas Methane and Flaring Coalition, which is focused on identifying and promoting best practices for reducing flaring and methane emissions in Texas. Williams is a Coalition member, along with all of Texas' oil and gas trade associations and over 40 oil and gas companies.

(7.66) Is your organization involved in the sequestration of CO2?

☑ Yes

(7.66.1) Provide, in metric tons CO2, gross masses of CO2 transferred in and out of the reporting organization (as defined by the consolidation basis).

CO2 transferred in

(7.66.1.1) CO2 transferred in the reporting year (metric tons CO2)

0

(7.66.1.2) Types of CO2 transfer

☑ Transfer from an industrial process

CO2 transferred out

(7.66.1.1) CO2 transferred in the reporting year (metric tons CO2)

74245.53

(7.66.1.2) Types of CO2 transfer

☑ Sold to the market for use in commercial products
☑ Other, please specify: Acid gas injection into Williams' injection well

(7.66.2) Provide gross masses of CO2 injected and stored for the purposes of CCS during the reporting year according to the injection and storage pathway.

Row 1

(7.66.2.1) Injection and storage pathway

☑ Acid gas injection (CO2 and H2S co-injected into a production reservoir)

(7.66.2.2) Injected CO2 in the reporting year (metric tons CO2)

14182.59

(7.66.2.3) Percentage of injected CO2 intended for long-term (>10,000 year) storage

100

(7.66.2.4) CO2 leakage in the reporting year during injection (metric tons CO2)

0

(7.66.2.5) Year in which injection began

2015

(7.66.2.6) Cumulative CO2 injected and stored (metric tons CO2)

14182.59

(7.66.2.7) Ongoing leakage (average estimated % of stored CO2 per year)

0

(7.66.2.8) Describe your process for monitoring leakage and any long-term storage of the CO2

Williams' Dilley Amine Facility has 62 H2S sensors across the facility. If any one of these sensors is activated, it initiates an emergency shutdown across the facility to ensure the safety of our employees on site. Additionally, there are pressure sensors on the casing at the injection site which monitor the casing below ground. If the pressure in the casing rises past a safe threshold, it initiates an emergency shutdown across the facility. If this occurs, a surface safety valve is deployed on the wellhead to close in the casing and prevent any additional leakage.

(7.66.3) Provide clarification on any other relevant information pertaining to your activities related to transfer and sequestration of CO2.

Another tool we are using to advance our climate commitment and support the lower carbon economy is CCS. Williams currently captures CO2 at two of our gas processing and treatment plants, including our Dilley treatment facility in Texas and Parachute Creek gas processing plant in Colorado. Engaging in the CCS value chain can reduce our operational emissions and support our customers' emissions reduction goals. Williams leverages our core competencies to develop the necessary infrastructure for capturing, transporting and sequestering CO2. We are exploring opportunities to capture CO2 at existing Williams gathering and processing assets, compressor stations and customer facilities; establish partnerships to capture and permanently sequester CO2; and build, own and operate greenfield CO2 infrastructure. Williams is a member of the Global Carbon Capture and Storage Institute, an international think tank dedicated to accelerating CCS deployment worldwide. Through this membership, we collaborate with the broad network of industry experts to advance innovative projects and shape policies that support CCS initiatives. We are also assessing CCS opportunities across our operations and work alongside customers and industry peers to evaluate regional sequestration hubs. We continue to execute on our Louisiana Energy Gateway pipeline project. The expansion increases our natural gas gathering capacity in Haynesville by 1.8 Bcf/day, while an accompanying CCS project will capture and sequester up to an estimated 750,000 tons of CO2 per year. Another project along the Gulf Coast is Longleaf CCS hub. We are conducting a feed study on one of our compressor stations and a feed study on pipeline infrastructure in Alabama as

part of the CarbonSAFE grant received in 2024. Williams is also breaking ground this year on the Echo Springs CCS project, using funds from CarbonSAFE and a Wyoming Energy Authority grant received in 2024. Wyoming is one of the largest emerging hubs for CO2 pipeline infrastructure and projects in the Western U.S. As part of our Corporate Venture Capital program, we invested in ION Clean Energy, a carbon capture technology firm that has developed tools that Williams and our customers can use to further decarbonize operations. In 2025, we kicked off two different feasibility studies that utilize ION's capture technology.

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

☑ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☑ Other, please specify: EIA US Energy Information Administration

(7.74.1.3) Type of product(s) or service(s)

Power

☑ Other, please specify: Renewable Natural Gas (RNG)

(7.74.1.4) Description of product(s) or service(s)

We recognize the important role natural gas can play in helping to address environmental climate change when it comes to displacing other higher-emission fuels with solutions we can execute on today. According to the U.S. Energy Information Administration, between 2005 and 2019, greenhouse gas emissions from the electric sector declined 33%. The majority of this total was attributed to natural gas replacing coal as gas emits half as much carbon dioxide as coal and 30% less than oil per unit of energy delivered. Natural gas is a flexible, lower-emission fuel compared to other hydrocarbons such as coal. In addition, Williams is exploring renewable energy opportunities, including renewable natural gas (RNG). Currently, Williams delivers RNG by partnering with energy companies in Washington, Idaho, Ohio, and Texas to transport methane emissions captured from landfills or dairy farms where the methane is a byproduct of the waste decomposition process. Methane produced from the waste is a renewable fuel because it is captured as biogas rather than being released directly into the atmosphere. As part of Williams' commitment to advancing NG adoption, we develop interconnects and pipeline extensions to support RNG production. The production of RNG generates

environmental attributes, such as California Low Carbon Fuel Standards credits, U.S. Environmental Protection Agency (EPA) Cellulosic Biofuel Renewable Identification Numbers, Renewable Thermal Credits or Voluntary Carbon Offsets

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

☑ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

☑ Other, please specify: EPA Greenhouse Gas Equivalencies Calculator

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

☑ Cradle-to-grave

(7.74.1.8) Functional unit used

Volume of RNG diverted by Williams pipelines interconnected to eight RNG facilities

(7.74.1.9) Reference product/service or baseline scenario used

Equivalent volume of Geologic natural gas

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

☑ Cradle-to-grave

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

1960000

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

The above calculation is a measure of what would have been emitted from various landfill sites and dairy farm operations, had they not been captured from use. The CO2 equivalent and gasoline powered vehicles driven for one year are metrics generated from the EPA's Greenhouse Gas Equivalencies Calculator using the volume of methane that was recovered for use as RNG. This estimated avoided emissions is equivalent to removing 457,349 gasoline-powered passenger cars from the road for one year.

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

0.01

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

☑ No

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

☑ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

☑ Land/water protection
☑ Land/water management
☑ Species management
☑ Education & awareness

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
	☑ Yes, we use indicators	☑ State and benefit indicators ☑ Response indicators ☑ Other, please specify: Species diversity, survivability, percent cover, stabilization / topography

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

☑ Yes

(11.4.2) Comment

As Williams develops and maintains critical infrastructure for the clean energy economy, we strive to protect biodiversity and manage land responsibly. Our goal is to safeguard the environment for future generations by avoiding, reducing and mitigating potential impacts on biodiversity and land during the routing, siting, construction, maintenance, remediation and retirement of pipelines and facilities, as described in our Biodiversity Statement. Williams' pipelines cross federal and state protected lands. We assess proximity and impact to legally protected areas in the early stages of project development through geographic information system (GIS) analyses, computer-based reviews and site-specific surveys. We apply an adaptive mitigation hierarchy to responsibly manage potential impacts on sensitive land and aquatic ecosystems during project development and execution, onshore or offshore. We give special attention to streams and wetlands; rare, threatened or endangered species; historic properties; and culturally important sites, including those valued by Indigenous Peoples.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

☑ No

(11.4.2) Comment

Environmental reviews including Geographic Information System (GIS) analyses, computer-based reviews and site-specific surveys found no operations in or near to this type of area.

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

☑ No

(11.4.2) Comment

Environmental reviews including Geographic Information System (GIS) analyses, computer-based reviews and site-specific surveys found no operations in or near to this type of area.

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

☑ No

(11.4.2) Comment

Environmental reviews including Geographic Information System (GIS) analyses, computer-based reviews and site-specific surveys found no operations in or near to this type of area.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

☑ No

(11.4.2) Comment

Environmental reviews including Geographic Information System (GIS) analyses, computer-based reviews and site-specific surveys found no operations in or near to this type of area.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

☑ Yes

(11.4.2) Comment

Williams' potential to affect biodiversity occurs during the construction, operation and maintenance of our pipelines; therefore, we focus on opportunities to mitigate biodiversity impacts during project planning and standard maintenance. In the early stages of expansion project and maintenance planning, we conduct environmental reviews that include Geographic Information System (GIS) analyses, computer-based reviews and site-specific surveys to pinpoint sensitive environmental, cultural and historic areas. This includes identifying areas of High Conservation Value with the intention to protect these areas from the impacts of construction and prevent land use changes within natural habitats. We pay special attention to streams and wetlands; rare, threatened or endangered species; historic properties; and culturally important sites, including those important to Indigenous Peoples. When feasible, we design projects that use or run parallel to existing rights of way to minimize habitat fragmentation and avoid biodiversity hot spots. We develop and execute new projects in compliance with all applicable wildlife regulations, including those issued or enforced by the U.S. Fish and Wildlife Service, Bureau of Land Management, National Oceanic and Atmospheric Administration Fisheries, U.S. Army Corps of Engineers and FERC. When we cannot avoid intersecting sensitive natural habitats, we apply the adaptive mitigation hierarchy of "avoid, minimize, restore and offset." For pipelines in operation, our approach to sustainable land management, particularly on rights of way, is designed to foster biodiversity, comply with environmental regulations and ensure the safety and integrity of our pipeline system.

(11.4.1) Provide details of your organization's activities in the reporting year located in or near to areas important for biodiversity.

Row 1

(11.4.1.2) Types of area important for biodiversity

☑ Other areas important for biodiversity

(11.4.1.4) Country/area

☑ United States of America

(11.4.1.5) Name of the area important for biodiversity

DeBeque phacelia (plant) critical habitat

(11.4.1.6) Proximity

☑ Overlap

(11.4.1.7) Area of overlap (hectares)

0.4

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

Operation of one existing compressor station facility with a footprint of 0.4 hectares.

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

☑ No

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Williams’ biodiversity practices are governed by company-driven policies and local, state and federal regulations. Our approach to protecting the health of our local ecosystems reflects key principles of the International Finance Corporation’s environmental and social sustainability performance standards. As such, for both onshore and offshore operations, we apply adaptive mitigation hierarchy to “avoid, minimize, restore and offset” potential impacts on sensitive land and aquatic ecosystems during project development and execution. Williams’ potential to affect biodiversity occurs during the construction, operation and maintenance of our pipelines; therefore, we focus on opportunities to mitigate biodiversity impacts during project planning and standard maintenance. In the early stages of expansion

project and maintenance planning, we conduct environmental reviews that include Geographic Information System (GIS) analyses, computer-based reviews and site-specific surveys to pinpoint sensitive environmental, cultural and historic areas. This includes identifying areas of High Conservation Value with the intention to protect these areas from the impacts of construction and prevent land use changes within natural habitats. We pay special attention to streams and wetlands; rare, threatened or endangered species; historic properties; and culturally important sites, including those important to Indigenous Peoples. We use the outputs of the GIS analyses, combined with stakeholder feedback, to contribute to natural resource management strategies that identify and establish plans for mitigating potential adverse effects from project construction and eventual operation. Sustainable development of new projects involves responsibly managing natural resources and preserving ecosystem services in the process. When feasible, we design projects that use or run parallel to existing rights-of-way to minimize habitat fragmentation and avoid biodiversity hot spots. We develop and execute new projects in compliance with all applicable regulations, including those enforced by the U.S. Fish and Wildlife Service, Bureau of Land Management, National Oceanic and Atmospheric Administration Fisheries, U.S. Army Corps of Engineers and FERC. For pipelines in operation, our approach to sustainable land management, particularly on rights of way, is designed to foster biodiversity, comply with environmental regulations and ensure the safety and integrity of our pipeline system.

Row 2

(11.4.1.2) Types of area important for biodiversity

☑ Other areas important for biodiversity

(11.4.1.4) Country/area

☑ United States of America

(11.4.1.5) Name of the area important for biodiversity

Gunnison sage-grouse critical habitat

(11.4.1.6) Proximity

☑ Overlap

(11.4.1.7) Area of overlap (hectares)

1.38

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

Operation of 13 existing aboveground facilities: four valve sites and nine-meter stations with a combined footprint of 1.38 hectares.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

☑ Yes, but mitigation measures have been implemented

(11.4.1.10) Mitigation measures implemented within the selected area

☑ Operational controls

(11.4.1.11) Explain how your organization's activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Williams's facilities located within the critical habitat are limited to stationary valve sites and meter stations, which have small individual footprints, generate minimal noise, and involve little to no associated operational activity.

Row 3

(11.4.1.2) Types of area important for biodiversity

☑ Other areas important for biodiversity

(11.4.1.4) Country/area

☑ United States of America

(11.4.1.5) Name of the area important for biodiversity

Northern spotted owl critical habitat

(11.4.1.6) Proximity

☑ Overlap

(11.4.1.7) Area of overlap (hectares)

0.07

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

Operation of two existing aboveground facilities: one meter site and one valve site with combined footprint of 0.07 hectares.

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

☑ Yes, but mitigation measures have been implemented

(11.4.1.10) Mitigation measures implemented within the selected area

☑ Operational controls

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Williams’ facilities located within the critical habitat are limited to one stationary valve site and one meter site which have small individual footprints, generate minimal noise, and involve little to no associated operational activity.

Row 4

(11.4.1.2) Types of area important for biodiversity

☑ Other areas important for biodiversity

(11.4.1.4) Country/area

☑ United States of America

(11.4.1.5) Name of the area important for biodiversity

Loggerhead sea turtle critical habitat

(11.4.1.6) Proximity

☑ Overlap

(11.4.1.7) Area of overlap (hectares)

0.59

(11.4.1.8) Briefly describe your organization’s activities in the reporting year located in or near to the selected area

Operation of seven existing offshore oil and gas platforms with a footprint of 0.59 hectares.

(11.4.1.9) Indicate whether any of your organization’s activities located in or near to the selected area could negatively affect biodiversity

☑ Yes, but mitigation measures have been implemented

(11.4.1.10) Mitigation measures implemented within the selected area

☑ Operational controls

(11.4.1.11) Explain how your organization’s activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Existing offshore oil and gas platforms are located within Loggerhead Sea Turtle critical habitat, within the Sargassum seaweed fields which serve as feeding grounds. Most of these facilities were constructed prior to the date of critical habitat designation in 2014. Relevant ongoing activities associated with offshore platforms are limited to artificial lighting and occasional marine vessel traffic. Artificial lighting from facilities located closest to the shore could potentially disorient newly hatching sea turtles. Oil and gas platform structures can also add value to biodiversity as artificial reef ecosystems, supporting a complex food chain. According to the National Oceanic and Atmospheric Administration (NOAA), "Plants and invertebrates attach to petroleum platforms only weeks after the platforms are placed in the marine environment. Within a year, the platform can be completely covered with plants and sessile (stationary) invertebrates. The attached plant life and stationary invertebrates attract mobile invertebrates and fish species and thus form a highly complex food chain.”

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	☑ Yes

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Methane emissions

(13.1.1.3) Verification/assurance standard

General standards

☑ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by The Williams Companies, Inc. ("Williams") to provide limited assurance in relation to the selected information. See attached report for details.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Executive Officer (CEO)

(13.3.2) Corresponding job category

☑ Chief Executive Officer (CEO)