

EIC/GPA Midstream ESG Reporting Template¹



Developed by the Energy Infrastructure Council in collaboration with GPA Midstream Association

Version 2.0 Effective March 2022

Parent Company: The Williams Companies, Inc.
Operating Company: The Williams Companies, Inc.
Report Date: 10/13/2025
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Membership: EIC & GPA Midstream

| | | | Latest Year | Previous Year | Year-2 | |
|------------------|--|------------------------------------|-------------------------|-------------------------|-------------------------|--|
| | Metric | Unit | 2024 | 2023 | 2022 | Comments, Links, Additional Information, and Notes |
| | Activity | | | | | |
| 1.1 | EBITDA | Million US \$ | 7,080 | 6,779 | 6,418 | Adjusted EBITDA as reported in 2024, 2023 and 2022 Q4 Earnings Presentations, Units are in millions of dollars, |
| 1.2 | Gross Throughput | Thousand BOE | 3,094,815 | 3,150,880 | 2,874,913 | Total natural gas throughput for Gathering & Boosting and Transmission & Storage, and NGL from Processing segments. Units are in thousand BOE. Units are in thousands BOE. |
| 1.3 1.4 | Miles of Pipeline (Total Pipeline) Carbon Accounting Basis for Data | Miles Operational/Equity/Financial | 33,154 Operational | 32,783 Operational | 29,851 Operational | Total miles of pipeline in service. Includes onshore and offshore assets under Williams' operational control. |
| | Environment | | Орегилония | Орегисина | орегилопия | |
| | Hydrocarbon Releases | | | | | |
| 2.1 | Number of hydrocarbon liquid releases beyond secondary containment > 5 bbl | # | 1 | 1 | 2 | All reportable and non-reportable hydrocarbon spills over 5 bbls with some volume beyond secondary containment. |
| 2.2 | Volume of hydrocarbon liquid releases beyond secondary containment > 5 bbl | bbls | 8 | 16 | 15 | Total spill volume for all reportable and non-reportable hydrocarbon spills over 5 bbls with some volume beyond secondary containment. |
| 2.3 | Hydrocarbon Liquid Releases Intensity per Mile of Pipeline - Total | bbl/mile | 0.00024 | 0.00049 | 0.00050 | Calculated by dividing the Volume of hydrocarbon liquid releases beyond secondary containment > 5 bbl by Miles of Pipeline. |
| 2.3 | Emissions | bby mic | 0.00024 | 0.00045 | 0.00030 | Casculated by unitning the volune of injurious both injurious sections of Contaminant 2 Just by which of Typenice. |
| 2.4 | | | | | | 2024 Sustainability Report |
| 2.4 | Total GHG Emissions (Scope 1 + Scope 2) - Total | mt co2e | 15,521,000 | 15,570,000 | 15,070,000 | See PDT Footnote 42 for metric information. |
| 2.4.1 | Scope 1 GHG Emissions - Total | mt co2e | 13,391,000 | 13,750,000 | 13,290,000 | 2024 Sustainability Report See PDT Footnote 39 for metric information. |
| 2.4.1.1 | Scope 1 CO2 Emissions - Total | mt CO2 | 10,190,000 | 10,321,700 | 9,922,800 | 2024 Sustainability Report |
| | | | | | | See PDT Footnote 39 for metric information. 2024 Sustainability Report |
| 2.4.1.2 | Scope 1 Methane Emissions - Total | mt CH4 | 113,974 | 122,665 | 120,189 | See PDT Footnote 39 for metric information. |
| 2.4.1.3 | Scope 1 Nitrous Oxide Emissions - Total | mt N2O | 17.89 | 19.18 | 17.11 | 2024 Sustainability Report |
| 2.4.1.4 | Percent of Scope 1 emissions that are methane | % | 24% | 24% | 25% | See PDT Footnote 39 for metric information. |
| 2.4.2 2.4.2.1 | Scope 1 GHG Emissions - EPA Scope 1 CO2 Emissions - EPA | mt co2e mt CO2 | 11,391,668 9,601,841 | 11,790,902 9,708,902 | 11,512,375 9.458.623 | Total CO2 emissions reported to EPA rounded to the pearest ten thousand |
| 2.4.2.2 | Scope 1 Methane Emissions - EPA | mt CH4 | 63,768 | 74,201 | 73,193 | Total CLV emissions reported to EPA rounced to time nearest ten mousand. Total CH4 emissions reported to EPA converted from CO2e rounded to the nearest hundred. |
| 2.4.2.3 | Scope 1 Nitrous Oxide Emissions - EPA | mt N2O | 16.32 | 16.48 | 16.45 | Total N2O emissions reported to EPA converted from CO2e. |
| 2.4.3 | Scope 2 GHG Emissions ⁽⁴⁾ | mt co2e | 2,130,000 | 1,809,525 | 1,779,525 | 2024 Sustainability Report See PDT Footnote 43 for metric information. |
| 2.5 | Total GHG Emissions (Scope 1 + Scope 2) Intensity per Thousand BOE- $Total^{1.4}$ | mt co2e/Thousand BOE | 3.68 | 3.74 | 4.00 | The units for this metric are metric tons of CO2e emitted per thousand BOE Throughput (mt CO2e /Thousand BOE). |
| 2.6 | Scope 1 Methane Emissions Intensity per ONE Future Methodology ⁵ | | | | | |
| 2.6.1 | For Transmission and Storage Sector ⁵ | % | 0.026 | 0.022 | 0.026 | 2024 Sustainability Report |
| 2.0.1 | To Halsinission and Soringe Jector | 76 | 0.020 | 0.022 | 0.020 | See PDT Footnote 41 for metric information. 2024 Sustainability Report |
| 2.6.2 | For Processing Sector ⁵ | % | 0.019 | 0.025 | 0.025 | See PDT Footnote 41 for metric information. |
| 2.6.3 | For Gathering and Boosting Sector ⁵ | % | 0.04 | 0.044 | 0.046 | 2024 Sustainability Report See PDT Footnote 41 for metric information. |
| 2.6.4 | For Production Sector ⁵ | % | N/A | N/A | N/A | See For Foundate 4 for international and |
| 2.7 | Does the company participate in an external emissions reduction program? | Yes/No | Yes | Yes | Yes | Williams is a member of ONE Future, the API Environmental Partnership and is a signatory of the INGAA Methane Emissions Commitment to implement methane reduction activities. |
| 2.8 | Does the company have a greenhouse gas emissions reduction target? | Yes/No | Yes | Yes | Yes | williams is a member of one ruture, the Art conformement rather state of the companies of t |
| 2.9 | NOx Emissions | Metric Tons | 25,551 | 30,064 | 29,576 | 2024 Sustainability Report See PDT Footnote 48 for metric information. |
| 2.10 | SOx Fmissions | | | | | See PD Footnote 4s for metric information. 2024 Sustainability Report |
| 2.10 | SUX EMISSIONS | Metric Tons | 369 | 378 | 466 | See PDT Footnote 48 for metric information. |
| 2.11 | VOC Emissions | Metric Tons | 8,599 | 9,063 | 8,648 | 2024 Sustainability Report See PDT Footnote 48 for metric information. |
| 2.12 | % of electricity used that is renewable | % | 13.70% | 14.10% | 12.90% | 2024 Sustainability Report |
| 2.13 | Did the company bank GHG reductions from Carbon Capture and Storage Projects? | Yes/No | No | No | No | See PDT Footnote 45 for metric information. |
| 2.14 | Does the company seek third party data verification for any environmental metrics? | Yes/No | | | | Williams engages ERM CVS to assure certain environmental and social metrics. |
| | Asset Diversification and Biodiversity | 9 | Yes | Yes | Yes | The ERM CVS Assurance Statement can be found on pages 139-140 in the 2024 Sustainability Report. |
| | Does the company participate in any efforts to expand the share of alternative/renewable energy sources in the company's portfolio? If yes, please provide links to ESG reports, | | | | | Support for this can be found in Williams 2024 Sustainability Report, the Sustainability site (https://www.williams.com/sustainability) and |
| 2.15 | webpages and other disclosures as support. | Yes/No | Yes | Yes | Yes | New Energy Ventures page (https://www.willlams.com/sustainability/new-energy-ventures). |
| 2.16 | Does the company have a biodiversity policy or commitment for new and existing assets? | Yes/No | Yes | Yes | Yes | Support for this can be found in the 2024 Sustainability Report and on our Biodiversity page (https://www.williams.com/sustainability/biodiversity/). |
| | Social | | | | | 2024 Sustainability Report |
| 3.1 | Total Recordable Incident Rate (TRIR) - employees | # | 0.77 | 0.90 | 0.64 | See PDT Footnote 66 for metric information. |
| 3.2 | Total Recordable Incident Rate (TRIR) for major growth projects - contractors | # | 0.60 | 0.61 | 0.53 | 2024 Sustainability Report See PDT Footnote 67 for metric information. We do not break down TRIR or LTIR by major growth projects, we look at total contractors. |
| 3.3 | Days away, restricted or transferred (DART) - employees | # | 0.40 | 0.36 | 0.31 | 2024 Sustainability Report |
| 3.3 | Days away, restricted or transferred (DART) - employees Days away, restricted or transferred (DART) for major growth projects - contractors | # | 0.40 N/A | 0.36 N/A | 0.31 N/A | See PDT Footnote 69 for metric information. DART is not captured for contractors. |
| 3.4 | Lost Time Incident Rate (LTIR) - employees | * | 0.21 | 0.19 | 0.16 | DARI is not captured for contractors. 2024 Sustainability Report |
| 5.5 | | # | | | | See PDT Footnote 64 for metric information. 2024 Sustainability Report |
| 3.6 | Lost Time Incident Rate (LTIR) for major growth projects - contractors | # | 0.09 | 0.03 | 0.18 | 2024 <u>Sustanabunity Report</u> See PDT Footnote 65 for metric information. We do not break down TRIR or LTIR by major growth projects, we look at total contractors. |
| 3.7 | Fatalities - employees | # | 0 | 0 | 0 | 2024 Sustainability Report |
| 3.8 | Fatalities - contractors | # | 0 | 0 | 0 | <u>2024 Sustainability Report</u> See PDT Footnote 77 for metric information. |
| | | | 1 | 1 1 | | See For Founder 27 for medic information. |

| 3.9 | Does the company have an indigenous engagement policy or commitment for new and existing assets? | Yes/No | Yes | No | No | Indigenous Peoples Policy and Statement |
|--------|---|---------|--------|--------|--------|--|
| 3.10 | % workforce that is female | % | 21% | 22% | 22% | 2024 Sustainability Report |
| 3.11 | % workforce from minority groups (EEOC defined) | % | 17% | 17% | 17% | 2024 Sustainability Report |
| 3.12 | % workforce covered under collective bargaining agreements | % | 0% | 0% | 0% | 2024 Sustainability Report |
| | | | | | | Williams engages ERM CVS to assure certain environmental and social metrics. |
| 3.13 | Does the company seek third party data verification for any social metrics? | Yes/No | Yes | Yes | Yes | The ERM CVS Assurance Statement can be found on pages 139-140 in the 2024 Sustainability Report. |
| 3.14 | \$ invested in local communities per every \$100,000 of of adjusted EBITDA | US \$ | 182.37 | 176.50 | 222.15 | Calculated based on number of permanent employees at year end. |
| | Governance ⁶ | | | | | |
| | Oversity | | | | | |
| | Diversity | | | | | 2024 Sustainability Report |
| 4.1 | % directors that are female | % | 25% | 25% | 25% | 2024 Sustainability Report See PDT Footnote Information. |
| | | | | | | |
| 4.2 | % corporate officers (VP and up) that are female | % | 28% | 30% | 27% | 2024 Sustainability Report |
| | | | | | | See PDT Footnote 103 for metric information. |
| 4.3 | % directors from minority groups (EEOC defined) | % | 8% | 8% | 8% | 2024 Sustainability Report |
| | 1 - 1- 1- 1- 1- 1- 1- 1- 1- 1- 1- 1- 1- 1- | | | | | See PDT Footnote 111 for metric information. |
| 4.4 | % corporate officers (VP and up) from minority groups (EEOC defined) | % | 15% | 14% | 11% | 2024 Sustainability Report |
| 4.5 | Is any director under the age of 50? | Yes/No | No | No | No | 2024 Sustainability Report |
| 4.5 | | 163/110 | 140 | 140 | 140 | See PDT Footnote 111 for metric information. |
| | Directors | | | | | |
| 4.6 | % independent directors | % | 83% | 92% | 92% | 2024 Sustainability Report |
| 4.7 | How many directors received less than 80% votes cast in favor when running unopposed in last 5 years? | # | 0 | 0 | 1 | |
| 4.7.1 | Does the company have a formal ESG oversight structure with associated accountability? | Yes/No | Yes | Yes | Yes | 2024 Sustainability Report |
| 4.8 | Does the company have directors with risk management experience? | Yes/No | Yes | Yes | Yes | Annual Proxy Statement Disclosure |
| | Compensation | | | | | Contact Conference Contact Conference Contact Conference Contact Conference Conference Contact Conference Contact Conference Confere |
| 4.9 | Has the company received less than 70% support for Say On Pay in any of the last 5 years? | Yes/No | No | No | No | Annual Shareholder Meeting - 8-K Filings |
| 4.10 | What % of CEO target pay is performance-based? | e/ | 90% | 89% | 89% | Annual Proxy Statement Disclosure Annual Proxy Statement Disclosure |
| | | 76 % | | 74% | 74% | |
| 4.11 | What % of CEO target pay is equity-based? | ,,, | 74% | | | Annual Proxy Statement Disclosure |
| 4.12 | Are there any shareholder return metrics (total return, return on invested capital, etc.) in any Named Executive Officer (NEO) equity compensation plan? | Yes/No | Yes | Yes | Yes | Annual Proxy Statement Disclosure |
| 4.13 | Is at least 10% of Named Executive Officer (NEO) short-term incentive (STI) or long-term incentive (LTI) linked to E or S metrics? | Yes/No | Yes | Yes | Yes | Annual Proxy Statement Disclosure |
| 4.14 | Does the company tie any amount of pay for management and/or employees to ESG objectives? | Yes/No | Yes | Yes | Yes | Annual Proxy Statement Disclosure |
| | | , | | | | Annual Incentive Program (AIP) metrics are same for employees and executives ⁷ . Our AIP includes financial and environmental, social and governance (ESG) metrics. |
| | Share Ownership | | | | | |
| 4.15 | Have any corporate officers or directors made share purchases with personal funds in the last 5 years? | Yes/No | Yes | Yes | Yes | See <u>SEC Form 4 fillings</u> for share purchase information. |
| | Board Oversight | 100,110 | | | | See See Office Among to State parallel in Million |
| | Which of these data sets are collected and shared with board? | | | | | |
| 4.16.1 | William to these data sets are confected and shared with boards? Voluntary employee turnover company-wide and by at least one additional level (e.g. business unit, location, or division) | Yes/No | Yes | Yes | Yes | |
| | | | | | | |
| 4.16.2 | % of employees who participate in company sponsored matching gift programs and/or volunteer for corporate sponsored charitable events | Yes/No | No | No | No | At this time, neither is consistently shared with the Board. |
| 4.16.3 | Gender Pay Ratio | Yes/No | No | No | No | Williams continues to conduct annual pay equity analyses to promote the company's equal employment opportunity policy. |
| 4.16.4 | Underlying data from an employee satisfaction survey that is anonymous and at least annual | Yes/No | No | No | No | We complete an employee engagement survey and share results with the Board, but not annually. |
| | Supply Chain | | | | | |
| 4.17 | Does the company require suppliers to sign off on a code of conduct or equivalent codes? | Yes/No | Yes | Yes | Yes | We require that all suppliers and contractors acknowledge our Code of Conduct for Suppliers and Contractors when signing procurement contracts and new purchase orders. |
| | Cybersecurity | | | | | The require that an applications achieved on conduct to appliers and contractors when againing procurement contractors and new pull-lides officers. |
| | Special company undertake any of the following to manage cybersecurity risk? | | | | | |
| 4 10 1 | | Voc/No | Voc | Voc | Voc | 2014 Sushinghiller Pagest |
| 4.18.1 | Mandatory employee training | Yes/No | Yes | Yes | Yes | 2024 Sustainability Report |
| 4.18.2 | Adherence to industry cybersecurity standards | Yes/No | Yes | Yes | Yes | We follow the NIST Cyber Security Framework and the Center for Internet Security (CIS) controls. |
| | | | | | | we follow the real cyber Security it allowed and the center for internet Security (cds) controls. |
| 4.18.3 | Ongoing evaluation of the threat landscape | Yes/No | Yes | Yes | Yes | We use several external sources for ongoing changes to the threat environment. Examples include, but are not limited to, the Department of Homeland Security, the FBI, and a few Oil and Gas ISAC |
| | - O- O | , | | | | (Information Sharing and Analysis Center). |
| 4.19 | Does the company publish an annual proxy statement? | Yes/No | Yes | Yes | Yes | |
| 4.19 | оез ин сотрану равият ан антиат ргоху заветени: | res/No | res | res | res | |
| (1) - | | | | | | |

[11] Governmental bodies and investors are increasingly focused on companies' ESG practices and disclosures, and increasingly through disclosure, and increasingly through disclosure, while this template provides one approach to reporting on various ESG matters, it does not take all voluntary frameworks or standards into consideration, nor is it designed to address proposed or adopted regulations and legislation. For compliance with proposed or adopted regulations and legislation, companies should seek the advice of counsel.

21 Gross throughput calculation methodology was updated to include builk Natural Gas Liquid (NGL) processing plant outlets that are recorded in Subpart Williams owns and operates. The Gross Throughput metric for 2022 was restated to align with the updated calculation methodology.

[8] Scope 1 emissions incorporate an ARS Global Warming Potential (GWP) for CO2, CH4 and N2O. For new acquisitions in 2024 (with the exception of Crowheart), Williams included the entire RY2024 GHGRP 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. Scope 1 emissions for 2022 and 2023 have been restated to include new emission sources for comparison.

Gross location-based energy indirect (\$cope 2) greenhouse gas emissions in millions of metric tons of CO2-equivalent (CO2e). 2024 emissions were calculated using eGRID 2022, 2022 emissions soro I 2023, using emission factors from U.S. EPA eGRID 2023 multiplied by kWh energy use for all assets that Williams operates. 2023 emissions were calculated using eGRID 2022, 2022 emissions were calculated using eGRID 2021.

DNE Future methane intensities are expressed as a percent to align with ONE Future's goal to achieve an average rate of methane emissions across the entire natural gas value chain that is 1% or less of total (gross) natural gas production. ONE Future expressed as a percent to align with ONE Future 2025 methane eministing to the ONE Future 2025 methane intensity goals for industry sectors of 0.080% for gathering and boosting, 0.111% for processing and 0.301% for transmission and storage. ONE Future methane intensity metrics in this data table are by Williams' segment, and are calculated in accordance with the ONE Future emethane eminents in the ONE Future methane eminents in the one of methane eministing to reciprocating emigines. Units are mass of methane eministing to the one of the one of methane eministing to the one of the one of methane eministing to the one of t

bolider from that reported in the Grompany's proxy statement, age is determined as of the date of the annual meeting of stockholders.

[7] Employees participating in Williams' Trading Incentive Program (~100 employees) are not eligible for the AIP.