

<p>Form 5500</p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p>This Form is Open to Public Inspection</p>
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Part I Annual Report Identification Information
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A This return/report is for: a multiemployer plan a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan a DFE (specify) _____

B This return/report is: the first return/report the final return/report

an amended return/report a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. ▶

D Check box if filing under: Form 5558 automatic extension the DFVC program

special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶

Part II Basic Plan Information—enter all requested information

<p>1a Name of plan <u>THE WILLIAMS INVESTMENT PLUS PLAN</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>008</u></p>
<p>2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>THE WILLIAMS COMPANIES, INC.</u></p> <p><u>P. O. BOX 2400, MD 42 TULSA, OK 74102</u></p> <p><u>ONE WILLIAMS CENTER, 42ND FLOOR TULSA, OK 74172</u></p>	<p>1c Effective date of plan <u>07/01/1987</u></p> <p>2b Employer Identification Number (EIN) <u>73-0569878</u></p> <p>2c Plan Sponsor's telephone number <u>800-945-5426</u></p> <p>2d Business code (see instructions) <u>551112</u></p>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/07/2025	DIANE KNIGHTS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/08/2025	DALE MILLS
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

<p>3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor</p> <p>THE WILLIAMS COMPANIES, INC. ADMINISTRATIVE COMMITTEE</p> <p>P. O. BOX 2400, MD 42 TULSA, OK 74102</p>	<p>3b Administrator's EIN 73-1288043</p> <p>3c Administrator's telephone number 800-945-5426</p>
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<p>4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:</p> <p>a Sponsor's name</p> <p>c Plan Name</p>	<p>4b EIN</p> <p>4d PN</p>
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5 Total number of participants at the beginning of the plan year	5	7070
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6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
a(1) Total number of active participants at the beginning of the plan year	6a(1)	5204
a(2) Total number of active participants at the end of the plan year	6a(2)	5692
b Retired or separated participants receiving benefits.....	6b	12
c Other retired or separated participants entitled to future benefits	6c	1734
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d	7438
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e	13
f Total. Add lines 6d and 6e	6f	7451
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	7011
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	7360
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	108

7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	
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8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2E 2F 2G 2J 2K 2O 2R 2S 2T 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

<p>9a Plan funding arrangement (check all that apply)</p> <p>(1) <input type="checkbox"/> Insurance</p> <p>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts</p> <p>(3) <input checked="" type="checkbox"/> Trust</p> <p>(4) <input type="checkbox"/> General assets of the sponsor</p>	<p>9b Plan benefit arrangement (check all that apply)</p> <p>(1) <input type="checkbox"/> Insurance</p> <p>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts</p> <p>(3) <input checked="" type="checkbox"/> Trust</p> <p>(4) <input type="checkbox"/> General assets of the sponsor</p>
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) **R** (Retirement Plan Information)
- (2) **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) **DCG** (Individual Plan Information) – Number Attached _____
- (5) **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) **H** (Financial Information)
- (2) **I** (Financial Information – Small Plan)
- (3) **A** (Insurance Information) – Number Attached _____
- (4) **C** (Service Provider Information)
- (5) **D** (DFE/Participating Plan Information)
- (6) **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) Yes No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) Yes No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan THE WILLIAMS INVESTMENT PLUS PLAN	B Three-digit plan number (PN) ▶	008
C Plan sponsor's name as shown on line 2a of Form 5500 THE WILLIAMS COMPANIES, INC.	D Employer Identification Number (EIN) 73-0569878	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... Yes No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

THE VANGUARD GROUP, INC.

23-1945930

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

T. ROWE PRICE ASSOCIATES, INC.

52-0556948

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

WILLIAM BLAIR INVESTMENT MGMT, LLC

47-2614791

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

MACQUARIE INVESTMENT MGMT ADVISERS

23-2859590

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

LSV ASSET MANAGEMENT

23-2772200

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

PRUDENTIAL TRUST COMPANY

23-6994310

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

PACIFIC INVESTMENT MGMT CO LLC

33-0629048

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FIDELITY MANAGEMENT TRUST COMPANY

04-3022712

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

DODGE & COX FUNDS

94-1441976

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDELITY INVEST. INSTL. OPER. CO.,

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 21 25 28 33 37 38 49 50 64 65 71	PARTY-IN-INTEREST	270824	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

MERCER INVESTMENT CONSULTING, INC.

61-0736136

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 27	PARTY-IN-INTEREST	163955	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	PARTY-IN-INTEREST	81502	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

MERCER (US) INC.

13-2834414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 27	PARTY-IN-INTEREST	12300	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 <hr/> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>THE WILLIAMS INVESTMENT PLUS PLAN</u>	B Three-digit plan number (PN) ▶	<u>008</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>THE WILLIAMS COMPANIES, INC.</u>	D Employer Identification Number (EIN) <u>73-0569878</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FIDELITY MANAGEDINCOME PORTFOLIO II</u>		
b Name of sponsor of entity listed in (a): <u>FIDELITY MANAGEMENT TRUST COMPANY</u>		
c EIN-PN <u>04-3022712-025</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>61705276</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FIDELITY DIVERSIFIED INTN'L COMM PL</u>		
b Name of sponsor of entity listed in (a): <u>FIDELITY MANAGEMENT TRUST COMPANY</u>		
c EIN-PN <u>04-3022712-134</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>56320661</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>PRUDENTIAL CORE PLUS BOND FUND CL5</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL TRUST COMPANY</u>		
c EIN-PN <u>23-6994310-165</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>34052584</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD TARGET RET INCOME TRUST I</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083968-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>15114826</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD TARGET RET 2070 TRUST I</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>87-7035538-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1429069</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD TARGET RET 2020 TRUST I</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083983-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>29205636</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD TARGET RET 2025 TRUST I</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083981-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>40369854</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RET 2030 TRUST I		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083979-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 145875046

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RET 2035 TRUST I		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083977-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 58797242

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RET 2040 TRUST I		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083975-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 159946277

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RET 2045 TRUST I		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083973-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 72988312

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RET 2050 TRUST I		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-6083969-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 129401737

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RET 2055 TRUST I		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 27-6715074-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 53711093

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RET 2060 TRUST I		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 45-3799212-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 21617865

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RET 2065 TRUST I		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 82-6190443-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 9750049

a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

<p style="text-align: center;">SCHEDULE G (Form 5500)</p> <p style="text-align: center; font-size: small;">Department of Treasury Internal Revenue Service</p> <hr/> <p style="text-align: center; font-size: small;">Department of Labor Employee Benefits Security Administration</p>	<p>Financial Transaction Schedules</p> <p>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</p> <p style="text-align: center;">▶ File as an attachment to Form 5500.</p>	<p style="font-size: x-small;">OMB No. 1210-0110</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p style="text-align: center; font-weight: bold;">This Form is Open to Public Inspection.</p>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<p>A Name of plan THE WILLIAMS INVESTMENT PLUS PLAN</p>	<p>B Three-digit plan number (PN) ▶ 008</p>
<p>C Plan sponsor's name as shown on line 2a of Form 5500 THE WILLIAMS COMPANIES, INC.</p>	<p>D Employer Identification Number (EIN) 73-0569878</p>

Part I Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible
 Complete as many entries as needed to report all loans or fixed income obligations in default or classified as uncollectible. Check box (a) if obligor is known to be a party in interest. Attach Overdue Loan Explanation for each loan listed. See Instructions.

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
<input type="checkbox"/>		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
<input type="checkbox"/>		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
<input type="checkbox"/>		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items			
<input type="checkbox"/>					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest
(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items			
<input type="checkbox"/>					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest
(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items			
<input type="checkbox"/>					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest
(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items			
<input type="checkbox"/>					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest
(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items			
<input type="checkbox"/>					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

Part II Schedule of Leases in Default or Classified as Uncollectible					
Complete as many entries as needed to report all leases in default or classified as uncollectible. Check box (a) if lessor or lessee is known to be a party in interest. Attach Overdue Lease Explanation for each lease listed. (See instructions)					
(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)		
<input type="checkbox"/>					
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears
(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)		
<input type="checkbox"/>					
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears
(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)		
<input type="checkbox"/>					
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears
(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)		
<input type="checkbox"/>					
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears
(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)		
<input type="checkbox"/>					
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears
(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)		
<input type="checkbox"/>					
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

Part III Nonexempt Transactions

Complete as many entries as needed to report all nonexempt transactions. **Caution:** If a nonexempt prohibited transaction occurred with respect to a disqualified person, file Form 5330 with the IRS to pay the excise tax on the transaction.

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
MACQUARIE INVESTMENT MGMT ADVISORS	PARTY-IN-INTEREST	IMPROPER PAYMENT OF A COMMISSION BY THE PLAN TO A BROKER			
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction
		255			24

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan THE WILLIAMS INVESTMENT PLUS PLAN	B Three-digit plan number (PN) ▶ 008
C Plan sponsor's name as shown on line 2a of Form 5500 THE WILLIAMS COMPANIES, INC.	D Employer Identification Number (EIN) 73-0569878

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	110607	215
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	18502519	22259639
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	1345085	710759
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	2621774	2741587
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	533727	535455
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	417555133	449178330
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	25069950	28270660
(9) Value of interest in common/collective trusts	1c(9)	799783507	890285527
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	289988335	432960134
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	117513614	139898503

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	8178225	11801616
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	1681202476	1978642425
Liabilities			
g Benefit claims payable.....	1g	0	138421
h Operating payables.....	1h	593192	629488
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	783497	424733
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	1376689	1192642
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	1679825787	1977449783

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	65948743	
(B) Participants.....	2a(1)(B)	68608219	
(C) Others (including rollovers).....	2a(1)(C)	14387648	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		148944610
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	173309	
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)	71568	
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	2030793	
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		2275670
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	4738722	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	12349185	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		17087907
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	178635657	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	164956336	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		13679321
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	98125861	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		87413162
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		48308716
c Other income	2c		21893626
d Total income. Add all income amounts in column (b) and enter total	2d		437728873

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	173994767	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		173994767
f Corrective distributions (see instructions)	2f		9992
g Certain deemed distributions of participant loans (see instructions)	2g		92
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	352326	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	2261143	
(6) Bank or trust company trustee/custodial fees	2i(6)	69386	
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		2682855
j Total expenses. Add all expense amounts in column (b) and enter total	2j		176687706

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		261041167
l Transfers of assets:			
(1) To this plan	2l(1)		36582829
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **ERNST & YOUNG LLP**

(2) EIN: **34-6565596**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	X		255
e Was this plan covered by a fidelity bond?	X		40000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>THE WILLIAMS INVESTMENT PLUS PLAN</u>	B Three-digit plan number (PN) ▶	<u>008</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>THE WILLIAMS COMPANIES, INC.</u>	D Employer Identification Number (EIN) <u>73-0569878</u>	

Part I	Distributions
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All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....

1		0
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2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 04-6568107

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....

3	
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Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline?..... Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock? Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.



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Report of Independent Auditors

To the Plan Participants and the Plan Administrator of
The Williams Investment Plus Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2024 Financial Statements

We have performed an audit of the financial statements of The Williams Investment Plus Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2024, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes (collectively referred to as the “financial statements”).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of December 31, 2024, and for the year then ended, stating that the certified investment information, as described in Note 6 to the financial statements, is complete and accurate.

Opinion on the 2024 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor’s Responsibilities for the Audit of the 2024 Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



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Basis for Opinion on the 2024 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2024 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2024 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2024 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2024 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.



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In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Other Matters

Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) as of December 31, 2024 and nonexempt transactions for the year then ended (referred to as the "supplemental schedules"), are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure



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under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditor's Report on the 2023 Financial Statements

We audited the financial statements of the Plan as of and for the year ended December 31, 2023 and expressed an unmodified opinion on those financial statements in our report dated June 13, 2024.

Ernst & Young LLP

June 16, 2025

THE WILLIAMS INVESTMENT PLUS PLAN

Financial Statements and Supplemental Schedules

As of December 31, 2024 and 2023 and for the Year ended December 31, 2024

THE WILLIAMS INVESTMENT PLUS PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2024 and 2023

	2024	2023
Assets:		
Investments (at fair value)	\$ 1,927,401,152	\$ 1,636,174,315
Notes receivable from participants	28,270,660	25,069,950
Non-interest bearing cash	215	110,607
Receivables	710,759	1,345,085
Contribution receivable	22,259,639	18,502,519
Total assets	1,978,642,425	1,681,202,476
Liabilities:		
Accrued liabilities	1,054,221	1,376,689
Total liabilities	1,054,221	1,376,689
Net assets available for benefits	\$ 1,977,588,204	\$ 1,679,825,787

See accompanying notes.

THE WILLIAMS INVESTMENT PLUS PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year Ended December 31, 2024

Additions to net assets:	
Contributions:	
Participant	\$ 68,608,219
Employer	65,948,743
Rollovers	14,387,648
Total contributions	<u>148,944,610</u>
Net investment income:	
Net appreciation in fair value of investments	263,742,700
Dividends	21,430,427
Interest	1,580,343
Total net investment income	<u>286,753,470</u>
Interest income on notes receivable from participants	<u>2,030,793</u>
Total additions to net assets	437,728,873
Deductions from net assets:	
Withdrawals	173,818,563
Administrative expenses	2,682,855
Dividend distributions	47,867
Total deductions from net assets	<u>176,549,285</u>
Net increase during the year	261,179,588
Transfer from Blue Racer Midstream 401(k) Plan	26,201,401
Transfer from Blue Racer Midstream Holdings, LLC 401(k) Plan	10,381,428
Net assets available for benefits at beginning of year	<u>1,679,825,787</u>
Net assets available for benefits at end of year	<u>\$ 1,977,588,204</u>

See accompanying notes.

THE WILLIAMS INVESTMENT PLUS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024

Note 1--Description of plan

The information included below regarding The Williams Investment Plus Plan (the “Plan”) provides only a general description of the Plan. Participants should refer to the Plan document, as amended and restated, and Summary Plan Description for a more complete description of the Plan’s provisions.

General

The Plan is a defined contribution plan maintained for the benefit of substantially all employees of The Williams Companies, Inc., and its participating subsidiaries (collectively, “Williams” or “Employer”) as provided in the Plan. A small amount of the Plan is an employee stock ownership plan (“ESOP”) and includes shares of Williams common stock held in the Transtock and Williams Companies Employee Stock Ownership Plan (“WESOP”) Accounts, as defined in the Plan.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). The Plan is intended to constitute a plan described in Section 404(c) of ERISA and Title 29 of the Code of Federal Regulations Section 2550.404c-1, and the fiduciaries of the Plan may be relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

In 2023, Williams agreed to assume operatorship of Blue Racer Midstream, LLC, a 50 percent-owned nonconsolidated investment. On January 1, 2024, employees of Blue Racer Midstream, LLC and Blue Racer Midstream Holdings, LLC became employees of Williams and eligible to participate in the Plan. Full vesting credit was granted to participants in the Blue Racer Midstream 401(k) Plan and the Blue Racer Midstream Holdings, LLC 401(k) Plan. Additionally, on May 20, 2024, these two 401(k) plans were merged into the Plan. The net assets transferred into the Plan are reflected on the Statement of Changes in Net Assets Available for Benefits as a transfer from Blue Racer Midstream 401(k) Plan and the Blue Racer Midstream Holdings, LLC 401(k) Plan, respectively.

THE WILLIAMS INVESTMENT PLUS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024

Administration

The Administrative Committee is the Plan administrator. The Investment Committee has the responsibility to monitor the performance of the trustee, investment funds and investment managers, and select, remove, and replace the trustee, any investment fund and any investment manager. The Benefits Committee has the authority and responsibility to determine whether to override the terms of the Plan which require the availability of common stock issued by The Williams Companies, Inc. The Benefits Committee, in its settlor capacity, may amend the Plan, provided it is a nonmaterial amendment as detailed in the Plan. The Compensation and Management Development Committee of Williams' Board of Directors, in its settlor capacity, has the right to terminate or amend the Plan. Fidelity Management Trust Company ("FMTC") is the trustee and record keeper. Additionally, Fidelity Investments Institutional Operations Company, Inc., provides certain other record keeping services for the Plan.

Contributions

Each eligible participant has contribution accounts consisting primarily of, as applicable, pre-tax, Roth, catchup, rollover, and employer contribution accounts. Certain participants may also have additional contribution accounts, as applicable.

Each eligible employee participant may contribute from 1 percent to 100 percent of their eligible compensation per pay period on a pre-tax and/or Roth basis. The maximum pre-tax and/or Roth contribution percentage for Highly Compensated Employees is subject to periodic adjustment in order to meet discrimination testing requirements and certain annual maximum statutory limits imposed by the Internal Revenue Service ("IRS"). The Employer will contribute an amount equal to 100 percent of each participant's contribution per pay period up to a maximum of 6 percent of their eligible compensation. In addition, the Plan allows for discretionary Employer contributions. No such discretionary Employer contributions were made in 2024 except as described in the following paragraph.

Additionally, eligible active employees who are not eligible to receive compensation credits under Williams' defined benefit pension plan are eligible to receive a 4.5 percent Employer Fixed Annual Contribution made by Williams. The Employer Fixed Annual Contribution is made after the end of each Plan year and included in Contribution receivable on the Statements of Net Assets Available for Benefits. Eligible employees generally must be an active employee at year end to receive this contribution, with exceptions for retirement, disability, death, divestiture, and reduction in force.

The Plan also includes an automatic enrollment feature. Eligible participants who do not make an affirmative election to contribute or an affirmative election not to contribute within 60 days of hire are automatically enrolled in the Plan. If automatically enrolled, 3 percent of the participant's eligible compensation is withheld on a pre-tax basis and invested in the default investment option designated by the Investment Committee. The participant has the right to

THE WILLIAMS INVESTMENT PLUS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024

change the contribution percentage, elect to discontinue contributions to the Plan, or make investment changes at any time.

Participants may elect to invest in various investment options subject to certain restrictions and provided they allocate their contribution in multiples of 1 percent. Investment options include common/collective trusts, separately managed accounts that invest primarily in common stocks, mutual funds, and a self-directed brokerage fund. A participant may change their investment election at any time. Participants may also exchange or rebalance any investment in their Plan account in accordance with the Plan's investment provisions.

The Plan does not allow participants' contributions, including employer and employee contributions, loan payments, and rollovers to be made or invested in shares of Williams common stock. A small amount of Williams common stock continues to be held in the Transtock and WESOP Accounts within the Plan's Legacy WMB Stock Fund. Prior to February 28, 2025, dividend payments on Williams common stock not passed through to the participant were allowed to be reinvested in additional shares of Williams common stock until the participant elected to receive such dividends in cash. Effective February 28, 2025, all dividend payments on Williams common stock are distributed to participants in cash as soon as administratively possible after the dividend payable date and are no longer allowed to be used for reinvestment in additional Williams common stock shares.

Vesting

Participants have a nonforfeitable vested interest in the current fair value of the assets purchased with their contributions. Eligible participants become 20 percent vested in the employer contributions made on their behalf after one year of service as defined by the Plan. Such vesting increases an additional 20 percent for each year of service, and participants become 100 percent vested upon five years of service. In addition, a participant may become totally vested in their account by reason of their death, total and permanent disability, attainment of age 65, eligibility to receive early retirement benefits under a pension plan of Williams, reduction in work force, complete discontinuance of employer contributions, or termination or partial termination of the Plan. Upon certain sales of assets or companies, participants that have an involuntary termination of employment as a result of such sale are also 100 percent vested.

Employer contributions that are not vested at the time a participant withdraws from the Plan by reason of termination of employment, other than permanent job elimination or permanent reduction in work force, are used for certain items as specified in the Plan document, including the reduction of future employer contributions and payment of Plan expenses. During 2024, employer contributions were reduced by \$1,026,370 from forfeited nonvested accounts.

THE WILLIAMS INVESTMENT PLUS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024

Distributions and in-service withdrawals

Participants are entitled to receive the vested portion of their account when they cease to be an employee of Williams for any reason including retirement. Upon termination of service, a participant has distribution options available as outlined in the Plan.

Generally, the payment of benefits under the Plan shall be made in cash. However, with respect to amounts held in the Plan's Legacy WMB Stock Fund, the participant may request payment of benefits under the Plan in common stock held within the fund.

Eligible employee participants may request a partial withdrawal from the Plan of their rollover contribution accounts and a portion, as defined in the Plan document, of their Prior Plans After-Tax Account. Eligible employee participants may make two such withdrawals during any Plan year and are not suspended from participation in the Plan following such a withdrawal. Outstanding loans will reduce the amount available for partial withdrawals.

Eligible participants who have completed two years of service and who are employees may request an additional in-service withdrawal from the Plan. The amount available for this withdrawal is calculated as defined in the Plan, but in no event shall it exceed the vested portion of the participant's Employer Matching Contribution Account, Employer Cash Contribution Account, and the balance of the After-Tax Account. Outstanding loans will reduce the amount available for additional in-service withdrawals. Upon electing an additional in-service withdrawal, a participant is suspended from participation in the Plan for three months. Only one such withdrawal may be made every 12 months.

A participant who is at least age 59½ may request a post-59½ withdrawal from the Plan. The withdrawal can include the vested portion of certain of the participant's employer and employee contribution accounts. Outstanding loans will reduce the amount available for post-59½ withdrawals. Such withdrawal may be requested at any time and does not cause the participant to be suspended from the Plan.

An eligible employee participant who has a balance in a WESOP Account or Transtock Account may withdraw such balance at any time. Such withdrawal does not cause the participant to be suspended from the Plan.

Withdrawals from an eligible employee participant's Pre-Tax Account and Roth Account before age 59½ may be made if the participant has suffered a financial hardship condition, as defined in the Plan. Such withdrawal does not cause the participant to be suspended from the Plan.

A participant who is under age 59½ and is totally and permanently disabled, as defined in the Plan, may make a withdrawal from the eligible amounts in their Pre-Tax Account and Roth Account or request a full distribution from the Plan.

THE WILLIAMS INVESTMENT PLUS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024

Participant loans

The Plan permits eligible employee participants to obtain up to two loans from their account balances within specified limitations. Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 reduced by the aggregate of the highest outstanding balances of such loans during the immediately preceding 12-month period, or 50 percent of their vested balance. Loan terms may not exceed 58 months unless the loan is for the purchase of a primary residence, in which case the loan term may not exceed 25 years. Periodic principal and interest payments are reinvested according to the participant's current investment election on file. The interest rate is equal to the prime rate of interest plus one percentage point or such other rate as the Administrative Committee shall specify. Principal and interest are paid ratably through payroll deductions. If the participant's employment is terminated, the participant may continue to make principal and interest payments subject to certain limitations. Participants may make additional partial payments of the loan at any time and in such form as required by the record keeper.

Other

Each participant has their own individual account. Contributions and investment earnings are recorded to individual participant accounts. Plan investments are valued daily. The fair value per share of each fund is multiplied by the number of shares of the fund held in the participant's account to arrive at their account balance.

Net investment income (loss), including the net change in fair value of investments, on assets held in allocated accounts is applied to the individual participant accounts based on each participant's account balances.

The ESOP allows for the election of dividend pass-through, which are cash dividends paid directly to participants, for the dividends received on the shares of Williams common stock held within the Plan's ESOP.

While the Compensation and Management Development Committee of the Williams Board of Directors has not expressed any intent to terminate the Plan, it may do so, in its settlor capacity, at any time. In the event of any Plan termination, all amounts credited to participants' accounts will become fully vested and assets of the Plan will be distributed in accordance with the Plan document.

THE WILLIAMS INVESTMENT PLUS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024

Note 2--Summary of significant accounting policies

Basis of accounting

The accompanying financial statements of the Plan are prepared on the accrual basis of accounting. However, benefit payments to participants are recorded when paid.

Notes receivable from participants

Notes receivable from participants are measured at their unpaid principal balance plus any estimated accrued and unpaid interest. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be a distribution, the participant loan balance is reduced, and a withdrawal is recorded. Thus, no allowance for credit losses is required or recorded.

Use of estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires the Plan's Administrative Committee to make estimates that affect the amounts reported in the financial statements, accompanying notes, and supplemental schedules. Actual results could differ from those estimates.

Risks and uncertainties

The Plan provides for various investment securities. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility risk. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the Statements of Net Assets Available for Benefits and participants' account balances.

Investment valuation and income recognition

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. A discussion of fair value measurements is included in Note 3.

Purchases and sales of securities are recorded on a trade-date basis, which may result in amounts due to or from brokers related to unsettled trades. Dividend income is recorded on the ex-dividend date. Net appreciation (depreciation) in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

THE WILLIAMS INVESTMENT PLUS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024

Contributions

Participant contributions are recorded when Williams makes payroll deductions from eligible Plan participants. Employer contributions are accrued in the period in which they become obligations of Williams.

Administrative expenses

Certain administrative expenses of the Plan, including audit and legal fees, are paid by Williams and are not presented within the Statement of Changes in Net Assets Available for Benefits.

Subsequent events

The Plan's Administrative Committee has evaluated subsequent events through June 16, 2025, the date the financial statements were available to be issued.

Note 3--Fair value measurements

The fair value hierarchy prioritizes the inputs used to measure fair value, giving the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1 measurement) and the lowest priority to unobservable inputs (Level 3 measurement). Fair value balances are classified based on the observability of those inputs. The fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

The Plan's Level 1 investments primarily consist of mutual funds, common stocks, and money market funds that are traded on U.S. exchanges, as well as interest-bearing cash. The Plan's Level 2 investments primarily consist of common stocks traded on foreign exchanges, certificates of deposit, and government and corporate bonds. The Plan's Level 3 investments primarily consist of private placement common stocks and corporate bonds that are not traded on an exchange.

The fair values of common stocks traded on U.S. exchanges and exchange-traded funds within the self-directed brokerage fund are derived from quoted market prices as of the close of business on the last business day of the Plan year. The fair value of common stocks traded on foreign exchanges are also derived from quoted market prices as of the close of business on an active foreign exchange on the last business day of the Plan year. The valuation requires translation of the foreign currency to U.S. dollars, and the foreign exchange rate used in the translation is considered an observable input to the valuation. Shares of money market funds and mutual funds are valued at fair value based on published market prices as of the close of business on the last business day of the Plan year, which represent the net asset values ("NAV") of the shares held by the Plan. The carrying value of interest-bearing cash approximates fair value

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because of the short-term nature of this investment. The units of the common/collective trusts are valued at fair value using the NAV practical expedient as determined by the issuer based on the current fair values of the underlying assets of the fund (see Note 4). There have been no significant changes in the preceding valuation methodologies used at December 31, 2024 and 2023.

The valuation methods described above may produce a fair value that may not be indicative of net realizable value or reflective of future fair values. The use of different methodologies or assumptions to determine fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth, by level within the fair value hierarchy, the Plan's assets that are measured at fair value as of December 31, 2024 and 2023, with the exception of the common/collective trusts measured at fair value using the NAV practical expedient. The combined fair value for the common/collective trusts is provided to permit reconciliation of the fair value hierarchy to the amounts presented in the Statements of Net Assets Available for Benefits.

	Level 1	Level 2	Level 3	Total
2024:				
Interest-bearing cash	\$ 2,741,587	\$ —	\$ —	\$ 2,741,587
Mutual funds	432,960,134	—	—	432,960,134
Self-directed brokerage fund	135,583,529	4,314,974	—	139,898,503
Common stocks	460,130,433	703,289	146,224	460,979,946
Corporate bonds	—	535,455	—	535,455
	<u>\$1,031,415,683</u>	<u>\$ 5,553,718</u>	<u>\$ 146,224</u>	1,037,115,625
Common/collective trusts				890,285,527
Total investments at fair value				<u>\$1,927,401,152</u>
2023:				
Interest-bearing cash	\$ 2,621,774	\$ —	\$ —	\$ 2,621,774
Mutual funds	289,988,335	—	—	289,988,335
Self-directed brokerage fund	112,375,367	5,138,247	—	117,513,614
Common stocks	424,944,171	666,206	122,981	425,733,358
Corporate bonds	—	366,459	167,268	533,727
	<u>\$ 829,929,647</u>	<u>\$ 6,170,912</u>	<u>\$ 290,249</u>	836,390,808
Common/collective trusts				799,783,507
Total investments at fair value				<u>\$1,636,174,315</u>

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Note 4--Common/collective trusts

The Plan holds investments in several common/collective trusts that invest primarily in mutual funds, fixed income securities, and international equity securities. These common/collective trusts have no unfunded commitments. Generally, participant-directed redemptions occur daily. In some cases, FMTC may require up to ten days to settle these redemptions. However, FMTC may require additional notice for redemptions directed by a plan sponsor.

Additionally, the Plan holds investments in the Fidelity Managed Income Portfolio II Fund (“MIP II Fund”), a common/collective trust, which is managed by FMTC as trustee (“MIP II Fund Trustee”). Participant-directed withdrawals of MIP II Fund units may be made on any business day. Participant-directed exchanges to another investment option may be made on any business day as long as the exchange is not directed into a competing fund (money market funds or certain other types of fixed income funds). Transferred amounts must be held in a noncompeting investment option for 90 days before subsequent transfers to a competing fund may occur. Withdrawals directed by a plan sponsor must be preceded by 12-months written notice to the MIP II Fund Trustee. The MIP II Fund Trustee may in its discretion complete any such plan-level withdrawals before the expiration of such 12-month period. Additionally, the MIP II Fund Trustee may defer completing a withdrawal directed by a participant or plan sponsor where doing so might adversely affect the MIP II Fund portfolio. The MIP II Fund Trustee shall make the payments available as quickly as cash flows and prudent portfolio management permit.

Note 5--Transactions with parties-in-interest

Certain investments held by the Plan are managed by the trustee. Additionally, certain investments held within the Plan are in Williams common stock. Therefore, these transactions qualify as party-in-interest transactions. These transactions are exempt from the prohibited transaction rules under ERISA.

Note 6--Certified investment information

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedules, including investments and notes receivable from participants held at December 31, 2024, and net appreciation in fair value of investments, interest, dividends, and interest income on notes receivable from participants for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by FMTC.

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Note 7--Tax status and federal income taxes

The Plan has received a determination letter from the IRS dated July 24, 2015, stating that the Plan, as amended, is qualified under Section 401(a) of the Internal Revenue Code (the “Code”) and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan has been further amended and restated. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The Plan administrator believes the Plan is being operated in compliance with the applicable requirements of the Code and therefore believes that the Plan, as amended and restated, is qualified and the related trust is tax-exempt.

Plan management is required by generally accepted accounting principles to evaluate uncertain tax positions taken by the Plan. The financial statement impact of a tax position must be recognized when the position is more likely than not, based on its technical merits, to be sustained upon examination by the IRS. As of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken.

Note 8--Differences between financial statements and Form 5500

The following is a reconciliation of Net Assets Available for Benefits per the financial statements to the Form 5500 at December 31:

	2024	2023
Net assets available for benefits per the financial statements	\$ 1,977,588,204	\$ 1,679,825,787
Amounts allocated to withdrawing participants	(138,421)	—
Net assets available for benefits per the Form 5500	<u>\$ 1,977,449,783</u>	<u>\$ 1,679,825,787</u>

The following is a reconciliation of Net increase during the year per the Statement of Changes in Net Assets Available for Benefits to net income (loss) per the Form 5500 for the year ended December 31, 2024:

Net increase during the year	\$ 261,179,588
Less: Amounts allocated to withdrawing participants at December 31, 2024	(138,421)
Net income per Form 5500	<u>\$ 261,041,167</u>

Amounts allocated to withdrawing participants are recorded on the Form 5500 for benefit payments that have been processed and approved for payment prior to December 31, but not yet paid as of that date.

SUPPLEMENTAL SCHEDULES

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Schedule G, Part III - Schedule of Nonexempt Transactions for the year ended December 31, 2024

(a) Identity of party involved	(b) Relationship to plan, employer or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par, or maturity value	(g) Transaction expenses	(j) Net gain (or loss) on each transaction
Macquarie Investment Management Advisors	Party-in-interest	Improper payment of a commission by the Plan to a broker.	\$ 255	\$ 24

Note: Columns (d), (e), (f), (h), and (i) are not applicable.

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 Schedule H, line 4i - Schedule of Assets (Held at End of Year)
 December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
<u>Common/Collective Trusts</u>				
*	Fidelity Managed Income Portfolio II Class 4	61,705,276 shares	\$	61,705,276
*	Fidelity Diversified International Commingled Pool	3,008,582 shares		56,320,661
	Prudential Core Plus Bond Fund Class 5	182,921 shares		34,052,584
	Vanguard Target Retirement Income Trust I	222,375 shares		15,114,826
	Vanguard Target Retirement 2020 Trust I	386,165 shares		29,205,636
	Vanguard Target Retirement 2025 Trust I	503,114 shares		40,369,854
	Vanguard Target Retirement 2030 Trust I	1,733,512 shares		145,875,046
	Vanguard Target Retirement 2035 Trust I	657,761 shares		58,797,242
	Vanguard Target Retirement 2040 Trust I	1,670,283 shares		159,946,277
	Vanguard Target Retirement 2045 Trust I	731,712 shares		72,988,312
	Vanguard Target Retirement 2050 Trust I	1,270,263 shares		129,401,737
	Vanguard Target Retirement 2055 Trust I	432,456 shares		53,711,093
	Vanguard Target Retirement 2060 Trust I	331,207 shares		21,617,865
	Vanguard Target Retirement 2065 Trust I	242,841 shares		9,750,049
	Vanguard Target Retirement 2070 Trust I	58,377 shares		1,429,069
				890,285,527
<u>Registered Investment Companies (Mutual Funds)</u>				
	PIMCO Real Return Fund Institutional Class	1,126,198 shares		11,228,189
*	Fidelity U.S. Bond Index Fund	1,818,886 shares		18,589,013
	Vanguard Extended Market Index Fund Institutional	292,134 shares		42,087,704
	Vanguard Institutional Index Fund Institutional Plus	533,576 shares		265,096,638
	Vanguard Total International Stock Index Fund Institutional	198,634 shares		25,170,930
	Dodge & Cox Stock Fund Class X	271,575 shares		69,846,424
				432,018,898
<u>Common Stock</u>				
*	The Williams Companies, Inc.	217,989 shares		11,801,616
				11,801,616
<u>Investments held in Separately Managed Accounts</u>				
<u>Macquarie U.S. Large Cap Value Equity Portfolio:</u>				
<u>Interest-bearing Cash:</u>				
	BROWN BROTHERS HARRIMAN STIF FUND	8,586 shares		8,586
<u>LSV U.S. Small/Mid Cap Value Equity Portfolio:</u>				
<u>Interest-bearing Cash:</u>				
	BROWN BROTHERS HARRIMAN STIF FUND	814,616 shares		814,616
<u>Common Stock:</u>				
	ACADEMY SPORTS & OUTDOORS INC	3,300 shares		189,849
	ACUITY BRANDS INC	500 shares		146,065

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Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
	AGCO CORP	4,700 shares		439,356
	ALBERTSONS COS INC	13,000 shares		255,320
	ALLISON TRANSMISSION HLDGS INC	6,600 shares		713,196
	AMC NETWORKS INC CL A	3,600 shares		35,640
	AMDOCS LTD	3,500 shares		297,990
	AMERICAN ASSETS TRUST INC	9,000 shares		236,340
	AMERICAN FINL GROUP INC OHIO	1,100 shares		150,623
	AMERICAN PUBLIC EDUCATION INC	14,600 shares		314,922
	AMKOR TECHNOLOGY INC	11,700 shares		300,573
	APA CORP	11,591 shares		267,636
	APPLE HOSPITALITY REIT INC	14,100 shares		216,435
	ARCBEST CORP	2,500 shares		233,300
	ARMADA HOFFLER PROPERTIES INC	14,004 shares		143,261
	ARROW ELECTRONICS INC	4,700 shares		531,664
	ATKORE INC	3,200 shares		267,040
	AUTOLIV INC	2,200 shares		206,338
	AUTONATION INC	1,200 shares		203,808
	BANCO LATINOAMERICANO DE COMER(BLADEX)	6,700 shares		238,319
	BASSETT FURNITURE INDS INC	6,400 shares		88,512
	BAXTER INTL INC	6,600 shares		192,456
	BERKSHIRE HILLS BANCORP INC	5,300 shares		150,679
	BERRY GLOBAL GROUP INC	5,800 shares		375,086
	BERRY PETROLEUM CORP	20,200 shares		83,426
	BLOCK H & R INC	6,600 shares		348,744
	BLOOMIN BRANDS INC	9,400 shares		114,774
	BLUE OWL CAPITAL CORP	17,534 shares		265,114
	BORGWARNER INC	6,800 shares		216,172
	BRIXMOR PPTY GROUP INC	5,600 shares		155,904
	BRUNSWICK CORP	2,000 shares		129,360
	BUILDERS FIRSTSOURCE	3,300 shares		471,669
	BUNGE GLOBAL SA	2,800 shares		217,728
	C N A FINANCIAL CORP	4,600 shares		222,502
	CAPRI HOLDINGS LTD	3,500 shares		73,710
	CARLYLE SECURED LENDING INC	11,100 shares		199,023
	CF INDUSTRIES HOLDINGS INC	3,600 shares		307,152
	CHATHAM LODGING TRUST	9,100 shares		81,445
	CHEMOURS CO/ THE	6,800 shares		114,920
	CIRRUS LOGIC INC	2,800 shares		278,824
	CITIZENS FINANCIAL GROUP INC	6,979 shares		305,401
	CITY OFFICE REIT INC	15,100 shares		83,352
	CNH INDUSTRIAL NV	45,300 shares		513,249

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Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
	CNO FINANCIAL GROUP INC	14,600 shares		543,266
	CNX RESOURCES CORP	8,100 shares		297,027
	COMMUNITY TRUST BANCORP INC	4,100 shares		217,423
	CONAGRA BRANDS INC	5,600 shares		155,400
	CONCENTRA GROUP HOLDINGS PARENT INC	2,905 shares		57,461
	CORPAY INC	800 shares		270,736
	CROCS INC	1,400 shares		153,342
	CSG SYSTEMS INTL INC	3,300 shares		168,663
	CUSTOMERS BANCORP INC	7,500 shares		365,100
	DAVITA INC	1,800 shares		269,190
	DELUXE CORP	4,300 shares		97,137
	DROPBOX INC CL A	12,300 shares		369,492
	DXP ENTERPRISES INC	400 shares		33,048
	EASTMAN CHEMICAL CO	2,200 shares		200,904
	EL POLLO LOCO HLDGS INC	21,100 shares		243,494
	EMPLOYERS HOLDINGS INC	5,617 shares		287,759
	ENTERTAINMENT PPTYS TR	4,888 shares		216,441
	EQUITABLE HOLDINGS INC	3,000 shares		141,510
	EXELIXIS INC	16,300 shares		542,790
	FARMERS NATL BANC CORP	9,800 shares		139,356
	FEDERATED HERMES INC	6,500 shares		267,215
	FIDELITY NATIONAL FINL INC	3,800 shares		213,332
	FIFTH THIRD BANCORP	6,600 shares		279,048
	FINANCIAL INSTITUTIONS INC	6,500 shares		177,385
	FIRST BUSEY CORP	7,500 shares		176,775
	FIRST HORIZON CORP	22,800 shares		459,192
	FIRST INTERNET BANCORP	5,400 shares		194,346
	FLEX LTD	9,400 shares		360,866
	FOX CORP CL A	11,100 shares		539,238
	GAP INC	9,500 shares		224,485
	GATES INDUSTRIAL CORP PLC	11,100 shares		228,327
	GEN DIGITAL INC	10,600 shares		290,228
	GLOBAL MEDICAL REIT INC	21,500 shares		165,980
	GOODYEAR TIRE & RUBBER CO	11,600 shares		104,400
	GRAPHIC PACKAGING HOLDING CO	10,300 shares		279,748
	GREAT SOUTHERN BANCORP INC	2,914 shares		173,966
	GREENBRIER COMPANIES INC	5,300 shares		323,247
	GUESS INC	7,900 shares		111,074
	HANMI FINANCIAL CORPORATION	8,800 shares		207,856
	HARLEY-DAVIDSON INC	7,900 shares		238,027
	HARMONY BIOSCIENCES HOLDINGS INC	6,100 shares		209,901

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 Schedule H, line 4i - Schedule of Assets (Held at End of Year)
 December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
	HAVERTY FURNITURE COS INC	8,200 shares		182,532
	HBT FINANCIAL INC	9,825 shares		215,167
	HEIDRICK & STRUGGLES INTL INC	5,900 shares		261,429
	HELMERICH & PAYNE INC	5,400 shares		172,908
	HERBALIFE LTD	5,000 shares		33,450
	HF SINCLAIR CORP	8,200 shares		287,410
	HOPE BANCORP INC	16,800 shares		206,472
	HORIZON BANCORP INC INDIANA	13,000 shares		209,430
	HOST HOTELS & RESORTS INC	20,800 shares		364,416
	HUNTINGTON INGALLS INDUSTRIES INC	800 shares		151,176
	INCYTE CORP	4,500 shares		310,815
	INDUSTRIAL LOGISTICS PROPERTIES TR	7,587 shares		27,692
	INGEVITY CORP	2,169 shares		88,387
	INGLES MARKETS INC-CL A	1,400 shares		90,216
	INGREDION INC	3,400 shares		467,704
	INNOVATIVE INDUSTRIAL PROPERTIES INC	1,500 shares		99,960
	INTERNATIONAL MONEY EXPRESS INC	11,400 shares		237,462
	IRONWOOD PHARMA CL A (PEND)	25,900 shares		114,737
	JABIL INC	4,200 shares		604,380
	JACK IN THE BOX INC	3,000 shares		124,920
	JACKSON FINANCIAL INC	3,500 shares		304,780
	JAKKS PACIFIC INC	4,600 shares		129,490
	JAZZ PHARMA PLC	5,200 shares		640,380
	KOHL'S CORP	3,800 shares		53,352
	KOPPERS HLDGS INC	4,900 shares		158,760
	MACYS INC	9,200 shares		155,756
	MAGNERA CORP	1,602 shares		29,108
	MANPOWERGROUP INC	3,300 shares		190,476
	MATADOR RESOURCES COMPANY	5,300 shares		298,178
	MATTEL INC	14,200 shares		251,766
	MGIC INVESTMENT CORP	13,000 shares		308,230
	MGM RESORTS INTERNATIONAL	5,100 shares		176,715
	MIDLAND STATES BANCORP INC	7,200 shares		175,680
	MILLERKNOLL INC	14,600 shares		329,814
	MOLSON COORS BEVERAGE CO B	8,300 shares		475,756
	MOOG INC CL A	570 shares		112,199
	MOSAIC CO NEW	6,100 shares		149,938
	MUELLER INDUSTRIES INC	7,000 shares		555,520
	MURPHY OIL CORP	7,000 shares		211,820
	NATIONAL FUEL GAS CO NJ	4,000 shares		242,720
	NAVIENT CORP	16,900 shares		224,601

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December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
	NCR ATLEOS CORP	2,300 shares		78,016
	NCR VOYIX CORP	4,600 shares		63,664
	NEW MOUNTAIN FINANCE CORP	11,800 shares		132,868
	NEXSTAR MEDIA GROUP INC	2,100 shares		331,737
	NORTHRIM BANCORP INC	3,200 shares		249,408
	NRG ENERGY INC	6,900 shares		622,518
	ODP CORP/THE	4,170 shares		94,826
	OFG BANCORP	6,448 shares		272,879
	O-I GLASS INC	11,900 shares		128,996
	OMEGA HEALTHCARE INVESTORS INC	4,700 shares		177,895
	ORGANON & CO	13,467 shares		200,928
	OSHKOSH CORP	2,800 shares		266,196
	OWENS CORNING INC	2,400 shares		408,768
	PENNANTPARK INVESTMENT CORP	33,903 shares		240,033
	PENSKE AUTOMOTIVE GROUP INC	3,400 shares		518,296
	PERDOCEO EDUCATION CORP	7,200 shares		190,584
	PHINIA INC	2,600 shares		125,242
	PIEDMONT OFFICE REALTY TRUST A	21,600 shares		197,640
	PLAYTIKA HOLDING CORP	22,300 shares		154,762
	POLARIS INC	1,900 shares		109,478
	PREFERRED BANK LOS ANGELES	2,360 shares		203,857
	PREMIER FINANCIAL CORP	7,600 shares		194,332
	PROG HOLDINGS INC	6,700 shares		283,142
	PULTEGROUP INC	3,600 shares		392,040
	PVH CORP	2,780 shares		293,985
	RADIAN GROUP INC	9,800 shares		310,856
	RBB BANCORP	8,100 shares		165,969
	REGIONAL MANAGEMENT CORP	5,400 shares		183,492
	REGIONS FINANCIAL CORP	11,100 shares		261,072
	REINSURANCE GROUP OF AMERICA	1,400 shares		299,082
	REVELYST INC	5,500 shares		105,765
	RYDER SYSTEM INC	2,700 shares		423,522
	SABRA HEALTHCARE REIT INC	11,900 shares		206,108
	SANMINA CORP	4,600 shares		348,082
	SCORPIO TANKERS INC	2,800 shares		139,132
	SELECT MEDICAL HLDGS CORP	3,600 shares		67,860
	SHUTTERSTOCK INC	3,500 shares		106,225
	SILGAN HOLDINGS INC	2,500 shares		130,125
	SIRIUS XM HOLDINGS INC	4,700 shares		107,160
	SKYWORKS SOLUTIONS INC	2,100 shares		186,228
	SM ENERGY CO	4,700 shares		182,172

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Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
	SNAP-ON INCORPORATED	1,200 shares		407,376
	SONOCO PRODUCTS CO	4,400 shares		214,940
	SUNCOKE ENERGY INC	24,100 shares		257,870
	TD SYNEX CORP	2,100 shares		246,288
	TEXTRON INC	6,300 shares		481,887
	TOLL BROTHERS INC	3,600 shares		453,420
	UGI CORP NEW	4,800 shares		135,504
	UNITED AIRLINES HOLDINGS INC	4,400 shares		427,240
	UNITED THERAPEUTICS CORP DEL	1,600 shares		564,544
	UNITI GROUP INC	19,900 shares		109,450
	UNIVERSAL HEALTH SVCS INC CL B	2,100 shares		376,782
	UNUM GROUP	7,000 shares		511,210
	VAREX IMAGING CORP	15,879 shares		231,675
	VILLAGE SUPER MKT INC CL A NEW	5,000 shares		159,450
	VITESSE ENERGY INC	694 shares		17,350
	WABASH NATIONAL CORP	7,300 shares		125,049
	WESTERN UNION CO	17,500 shares		185,500
	WHIRLPOOL CORP	2,000 shares		228,960
	WINNEBAGO INDUSTRIES INC	3,100 shares		148,118
	WORLD KINECT CORP	4,100 shares		112,791
	XEROX HOLDINGS CORP	8,825 shares		74,395
	ZIONS BANCORP	8,200 shares		444,850
T. Rowe Price U.S. Large-Cap Core Growth Equity Portfolio:				
<u>Interest-bearing Cash:</u>				
	BROWN BROTHERS HARRIMAN STIF FUND	766,120 shares		766,120
<u>Registered Investment Company (Mutual Fund):</u>				
*	T ROWE PRICE GOVERNMENT RESERVE INVESTMENT FUND	941,236 shares		941,236
<u>Common Stock:</u>				
	ADVANCED MICRO DEVICES INC	1,217 shares		147,001
	ADYEN BV	426 shares		634,108
	ALPHABET INC CL A	24,193 shares		4,579,735
	ALPHABET INC CL C	112,478 shares		21,420,310
	AMAZON.COM INC	136,241 shares		29,889,913
	APPLE INC	129,673 shares		32,472,713
	ASML HLDG NV (NY REG SHS) NEW YORK REGISTERED SHAR	3,830 shares		2,654,496
	ASTRAZENECA PLC SPONS ADR	2,739 shares		179,459
	ATLISSIAN CORP PLC CLS A	797 shares		193,974

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 December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
	BILL HOLDINGS INC	6,610 shares		559,933
	BROADCOM INC	28,469 shares		6,600,253
	CARVANA CO CL A	29,216 shares		5,941,366
	CHIPOTLE MEXICAN GRILL INC	51,040 shares		3,077,712
	CHUBB LTD	11,697 shares		3,231,881
	CINTAS CORP	3,742 shares		683,663
	COLGATE-PALMOLIVE CO	12,706 shares		1,155,102
	CONFLUENT INC	9,732 shares		272,107
	CONSTELLATION ENERGY CORP	10,650 shares		2,382,511
	CROWDSTRIKE HOLDINGS INC	2,596 shares		888,247
	DANAHER CORP	9,975 shares		2,289,761
	DATABRICKS INC SER G PC PP	1,533 shares		141,803
	DATADOG INC CL A	4,282 shares		611,855
	DOLLAR GENERAL CORP	1,713 shares		129,880
	DOORDASH INC	7,649 shares		1,283,120
	ELEVANCE HEALTH INC	2,161 shares		797,193
	ELI LILLY & CO	13,175 shares		10,171,100
	FISERV INC	3,976 shares		816,750
	FORTINET INC	1,030 shares		97,314
	GE AEROSPACE	13,068 shares		2,179,612
	GE VERNOVA INC	2,654 shares		872,980
	GOLDMAN SACHS GROUP INC	2,610 shares		1,494,538
	HUMANA INC	3,391 shares		860,331
	INTUIT INC	3,459 shares		2,173,982
	INTUITIVE SURGICAL INC	10,604 shares		5,534,864
	LAM RESEARCH CORP	1,340 shares		96,788
	LINDE PLC	2,925 shares		1,224,610
	LULULEMON ATHLETICA INC	1,676 shares		640,919
	MARSH & MCLENNAN COS INC	6,503 shares		1,381,302
	MASTERCARD INC CL A	15,287 shares		8,049,676
	META PLATFORMS INC CL A	36,556 shares		21,403,904
	MICROSOFT CORP	95,047 shares		40,062,311
	MONDELEZ INTL INC	9,900 shares		591,327
	MONGODB INC CL A	1,262 shares		293,806
	MONOLITHIC POWER SYS INC	2,269 shares		1,342,567
	MORGAN STANLEY	12,654 shares		1,590,861
	MSCI INC	168 shares		100,802
	NETFLIX INC	7,966 shares		7,100,255
	NIKE INC CL B	1,401 shares		106,014
	NVIDIA CORP	311,511 shares		41,832,812
	OLD DOMINION FREIGHT LINES INC	5,144 shares		907,402

THE WILLIAMS INVESTMENT PLUS PLAN

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Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
	PROCTER & GAMBLE CO	6,000 shares		1,005,900
	ROPER TECHNOLOGIES INC	3,427 shares		1,781,526
	ROSS STORES INC	10,345 shares		1,564,888
	S&P GLOBAL INC	2,724 shares		1,356,634
	SCHLUMBERGER LTD	18,200 shares		697,788
	SCHWAB CHARLES CORP	14,226 shares		1,052,866
	SEA LTD ADR	10,691 shares		1,134,315
	SERVICENOW INC	7,478 shares		7,927,577
	SHERWIN WILLIAMS CO	3,672 shares		1,248,223
	SHOPIFY INC CL A	650 shares		69,180
	SHOPIFY INC CL A	23,571 shares		2,506,304
	SNOWFLAKE INC CL A	382 shares		58,985
	STRYKER CORP	4,882 shares		1,757,764
	SYNOPSIS INC	5,665 shares		2,749,564
	TAIWAN SEMIC MFG CO LTD SP ADR	7,828 shares		1,545,952
	TE CONNECTIVITY PLC	8,596 shares		1,228,970
	TESLA INC	27,414 shares		11,070,870
	TEXAS INSTRUMENTS INC	2,582 shares		484,151
	THE BOOKING HOLDINGS INC	653 shares		3,244,378
	THERMO FISHER SCIENTIFIC INC	4,125 shares		2,145,949
	TJX COMPANIES INC NEW	11,725 shares		1,416,497
	T-MOBILE US INC	15,587 shares		3,440,519
	TRANSDIGM GROUP INC	695 shares		880,760
	UNITEDHEALTH GROUP INC	9,222 shares		4,665,041
	VERALTO CORP	2,336 shares		237,922
	VISA INC CL A	31,148 shares		9,844,014
	ZOETIS INC CL A	323 shares		52,626
Corporate Bonds:				
	CARVANA CO PIK VAR 06/01/2030 144A	Par value of \$171,466 Variable Due 6/1/2030		188,261
	CARVANA CO PIK VAR 06/01/2031 144A	Par value of \$203,745 Variable Due 6/1/2031		244,283
	CARVANA CO PIK VAR 12/01/2028 144A	Par value of \$96,380 Variable Due 12/1/2028		102,911
William Blair U.S. Small/Mid Cap Growth Equity Portfolio:				
Interest-bearing Cash:				
	BROWN BROTHERS HARRIMAN STIF FUND	1,152,265 shares		1,152,265
Common Stock:				
	ABIOMED INC CVR	2,047 shares		4,422
	ACADIA HEALTHCARE CO INC	14,750 shares		584,838
	ACV AUCTIONS INC CL A	41,967 shares		906,487

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Schedule H, line 4i - Schedule of Assets (Held at End of Year)

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(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
	ADVANCED DRAINAGE SYSTEMS INC	5,678 shares		656,377
	AMICUS THERAPEUTICS INC	75,043 shares		706,905
	AVANTOR INC	22,735 shares		479,026
	AZEK CO INC	17,815 shares		845,678
	BALDWIN INSURANCE GROUP INC/THE	16,426 shares		636,672
	BIO TECHNE CORP	6,612 shares		476,262
	BLUEPRINT MEDICINES CORP	9,782 shares		853,186
	BRIGHT HORIZONS FAMILY SOLUTIONS INC	11,109 shares		1,231,433
	BRINKS CO	9,386 shares		870,739
	BURLINGTON STORES INC	2,162 shares		616,300
	BWX TECHNOLOGIES INC	5,897 shares		656,867
	CAMECO CORP	13,888 shares		713,704
	CARLYLE GROUP INC (THE)	30,730 shares		1,551,558
	CASELLA WASTE SYS INC CL A	9,205 shares		973,981
	CF INDUSTRIES HOLDINGS INC	11,543 shares		984,849
	CHART INDUSTRIES INC	4,037 shares		770,421
	CHEMED CORP	2,323 shares		1,230,725
	CHURCHILL DOWNS INC	6,501 shares		868,144
	CLEARWATER ANALYTICS HOLDINGS INC	41,071 shares		1,130,274
	COGNEX CORP	28,175 shares		1,010,356
	CONFLUENT INC	47,248 shares		1,321,054
		7,925 shares		532,639
	CREDO TECHNOLOGY GROUP HOLDING LTD			
	CURTISS WRIGHT CORPORATION	1,923 shares		682,415
	DOXIMITY INC	25,781 shares		1,376,448
	DYNATRACE INC	24,975 shares		1,357,391
	EAGLE MATERIALS INC	2,132 shares		526,092
	ELF BEAUTY INC	11,410 shares		1,432,525
	ENCOMPASS HEALTH CORP	8,079 shares		746,096
	EPAM SYSTEMS INC	3,615 shares		845,259
	EVEREST GROUP LTD	2,880 shares		1,043,885
	EVOLENT HEALTH INC A	29,410 shares		330,863
	EXACT SCIENCES CORP	16,490 shares		926,573
	EXLSERVICE HOLDINGS INC	26,091 shares		1,157,919
	FIRSTSERVICE CORP	3,045 shares		551,206
	FLYWIRE CORP	50,494 shares		1,041,186
	FOX FACTORY HOLDING CORP	11,409 shares		345,350
	FRESHPET INC	5,464 shares		809,273
	FTAI AVIATION LTD	5,575 shares		803,023
	GLAUKOS CORP	4,979 shares		746,551
	GLOBUS MEDICAL INC	5,185 shares		428,851
	GUIDEWIRE SOFTWARE INC	3,860 shares		650,719

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Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
	INSMED INC	11,331 shares		782,292
	INSPIRE MEDICAL SYSTEMS INC	4,360 shares		808,257
	INSULET CORP	3,634 shares		948,728
	KOSMOS ENERGY LTD	115,275 shares		394,240
	LANCASTER COLONY CORP	3,988 shares		690,482
	LATTICE SEMICONDUCTOR CORP	8,353 shares		473,197
	LOUISIANA PACIFIC CORP	5,147 shares		532,972
	MADRIGAL PHARMACEUTICALS INC	1,763 shares		544,009
	MANHATTAN ASSOCIATES INC	4,197 shares		1,134,197
	MERCURY SYSTEMS INC	26,535 shares		1,114,470
	MERIT MEDICAL SYSTEMS INC	587 shares		56,775
	MUELLER INDUSTRIES INC	13,753 shares		1,091,438
	NEOGEN CORP	63,680 shares		773,075
	NEW FORTRESS ENERGY INC	67,801 shares		1,025,151
	NICE LTD SPON ADR	4,751 shares		806,910
	NOVANTA INC	4,396 shares		671,577
	NVENT ELECTRIC PLC	14,075 shares		959,352
	PARSONS CORP	4,120 shares		380,070
	PENUMBRA INC	3,662 shares		869,652
	PLANET FITNESS INC CL A	9,762 shares		965,169
	POOL CORP	2,839 shares		967,929
	PRIMO BRANDS CORP A	50,320 shares		1,548,346
	PURE STORAGE INC CL A	14,474 shares		889,138
	Q2 HOLDINGS INC	9,877 shares		994,120
	RANGE RESOURCES CORP	9,902 shares		356,274
	REGAL REXNORD CORP	5,228 shares		811,020
	REVOLVE GROUP INC	15,414 shares		516,215
	SHARKNINJA INC	13,414 shares		1,305,987
	STRIDE INC	11,630 shares		1,208,706
	TALEN ENERGY CORP	6,672 shares		1,344,208
	TENABLE HOLDINGS INC	16,265 shares		640,516
	TPG INC	11,849 shares		744,591
	TWIST BIOSCIENCE CORP	12,998 shares		604,017
	VARONIS SYSTEMS INC	9,428 shares		418,886
	WESTERN ALLIANCE BANCORP	8,704 shares		727,132
	WHITECAP RESOURCES INC	106,196 shares		752,930
	WILLSCOT HOLDINGS CORP	21,864 shares		731,351
				453,396,608

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Schedule H, line 4i - Schedule of Assets (Held at End of Year)

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(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
*	Self-Directed Brokerage Fund	A self-directed brokerage fund allowing participants to invest in a wide array of securities including but not limited to publicly traded stocks, mutual funds, exchange-traded funds, bonds, certificates of deposit, and money market funds at their discretion.		139,898,503
Investments (at fair value)				1,927,401,152
*	Participant Loans	Loans with varying maturity dates extended to participants at interest rates of 4.25% to 9.5%		28,270,660
				<u>\$ 1,955,671,812</u>

*Party-in-interest

**Column not applicable for participant-directed investments.

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 Schedule H, line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
<u>Common/Collective Trusts</u>				
*	Fidelity Managed Income Portfolio II Class 4	61,705,276 shares	\$	61,705,276
*	Fidelity Diversified International Commingled Pool	3,008,582 shares		56,320,661
	Prudential Core Plus Bond Fund Class 5	182,921 shares		34,052,584
	Vanguard Target Retirement Income Trust I	222,375 shares		15,114,826
	Vanguard Target Retirement 2020 Trust I	386,165 shares		29,205,636
	Vanguard Target Retirement 2025 Trust I	503,114 shares		40,369,854
	Vanguard Target Retirement 2030 Trust I	1,733,512 shares		145,875,046
	Vanguard Target Retirement 2035 Trust I	657,761 shares		58,797,242
	Vanguard Target Retirement 2040 Trust I	1,670,283 shares		159,946,277
	Vanguard Target Retirement 2045 Trust I	731,712 shares		72,988,312
	Vanguard Target Retirement 2050 Trust I	1,270,263 shares		129,401,737
	Vanguard Target Retirement 2055 Trust I	432,456 shares		53,711,093
	Vanguard Target Retirement 2060 Trust I	331,207 shares		21,617,865
	Vanguard Target Retirement 2065 Trust I	242,841 shares		9,750,049
	Vanguard Target Retirement 2070 Trust I	58,377 shares		1,429,069
				890,285,527
<u>Registered Investment Companies (Mutual Funds)</u>				
	PIMCO Real Return Fund Institutional Class	1,126,198 shares		11,228,189
*	Fidelity U.S. Bond Index Fund	1,818,886 shares		18,589,013
	Vanguard Extended Market Index Fund Institutional	292,134 shares		42,087,704
	Vanguard Institutional Index Fund Institutional Plus	533,576 shares		265,096,638
	Vanguard Total International Stock Index Fund Institutional	198,634 shares		25,170,930
	Dodge & Cox Stock Fund Class X	271,575 shares		69,846,424
				432,018,898
<u>Common Stock</u>				
*	The Williams Companies, Inc.	217,989 shares		11,801,616
				11,801,616
<u>Investments held in Separately Managed Accounts</u>				
<u>Macquarie U.S. Large Cap Value Equity Portfolio:</u>				
<u>Interest-bearing Cash:</u>				
	BROWN BROTHERS HARRIMAN STIF FUND	8,586 shares		8,586
<u>LSV U.S. Small/Mid Cap Value Equity Portfolio:</u>				
<u>Interest-bearing Cash:</u>				
	BROWN BROTHERS HARRIMAN STIF FUND	814,616 shares		814,616
<u>Common Stock:</u>				
	ACADEMY SPORTS & OUTDOORS INC	3,300 shares		189,849
	ACUITY BRANDS INC	500 shares		146,065

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	AGCO CORP	4,700 shares		439,356
	ALBERTSONS COS INC	13,000 shares		255,320
	ALLISON TRANSMISSION HLDGS INC	6,600 shares		713,196
	AMC NETWORKS INC CL A	3,600 shares		35,640
	AMDOCS LTD	3,500 shares		297,990
	AMERICAN ASSETS TRUST INC	9,000 shares		236,340
	AMERICAN FINL GROUP INC OHIO	1,100 shares		150,623
	AMERICAN PUBLIC EDUCATION INC	14,600 shares		314,922
	AMKOR TECHNOLOGY INC	11,700 shares		300,573
	APA CORP	11,591 shares		267,636
	APPLE HOSPITALITY REIT INC	14,100 shares		216,435
	ARCBEST CORP	2,500 shares		233,300
	ARMADA HOFFLER PROPERTIES INC	14,004 shares		143,261
	ARROW ELECTRONICS INC	4,700 shares		531,664
	ATKORE INC	3,200 shares		267,040
	AUTOLIV INC	2,200 shares		206,338
	AUTONATION INC	1,200 shares		203,808
	BANCO LATINOAMERICANO DE COMER(BLADEX)	6,700 shares		238,319
	BASSETT FURNITURE INDS INC	6,400 shares		88,512
	BAXTER INTL INC	6,600 shares		192,456
	BERKSHIRE HILLS BANCORP INC	5,300 shares		150,679
	BERRY GLOBAL GROUP INC	5,800 shares		375,086
	BERRY PETROLEUM CORP	20,200 shares		83,426
	BLOCK H & R INC	6,600 shares		348,744
	BLOOMIN BRANDS INC	9,400 shares		114,774
	BLUE OWL CAPITAL CORP	17,534 shares		265,114
	BORGWARNER INC	6,800 shares		216,172
	BRIXMOR PPTY GROUP INC	5,600 shares		155,904
	BRUNSWICK CORP	2,000 shares		129,360
	BUILDERS FIRSTSOURCE	3,300 shares		471,669
	BUNGE GLOBAL SA	2,800 shares		217,728
	C N A FINANCIAL CORP	4,600 shares		222,502
	CAPRI HOLDINGS LTD	3,500 shares		73,710
	CARLYLE SECURED LENDING INC	11,100 shares		199,023
	CF INDUSTRIES HOLDINGS INC	3,600 shares		307,152
	CHATHAM LODGING TRUST	9,100 shares		81,445
	CHEMOURS CO/ THE	6,800 shares		114,920
	CIRRUS LOGIC INC	2,800 shares		278,824
	CITIZENS FINANCIAL GROUP INC	6,979 shares		305,401
	CITY OFFICE REIT INC	15,100 shares		83,352
	CNH INDUSTRIAL NV	45,300 shares		513,249

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	CNO FINANCIAL GROUP INC	14,600 shares		543,266
	CNX RESOURCES CORP	8,100 shares		297,027
	COMMUNITY TRUST BANCORP INC	4,100 shares		217,423
	CONAGRA BRANDS INC	5,600 shares		155,400
	CONCENTRA GROUP HOLDINGS PARENT INC	2,905 shares		57,461
	CORPAY INC	800 shares		270,736
	CROCS INC	1,400 shares		153,342
	CSG SYSTEMS INTL INC	3,300 shares		168,663
	CUSTOMERS BANCORP INC	7,500 shares		365,100
	DAVITA INC	1,800 shares		269,190
	DELUXE CORP	4,300 shares		97,137
	DROPBOX INC CL A	12,300 shares		369,492
	DXP ENTERPRISES INC	400 shares		33,048
	EASTMAN CHEMICAL CO	2,200 shares		200,904
	EL POLLO LOCO HLDGS INC	21,100 shares		243,494
	EMPLOYERS HOLDINGS INC	5,617 shares		287,759
	ENTERTAINMENT PPTYS TR	4,888 shares		216,441
	EQUITABLE HOLDINGS INC	3,000 shares		141,510
	EXELIXIS INC	16,300 shares		542,790
	FARMERS NATL BANC CORP	9,800 shares		139,356
	FEDERATED HERMES INC	6,500 shares		267,215
	FIDELITY NATIONAL FINL INC	3,800 shares		213,332
	FIFTH THIRD BANCORP	6,600 shares		279,048
	FINANCIAL INSTITUTIONS INC	6,500 shares		177,385
	FIRST BUSEY CORP	7,500 shares		176,775
	FIRST HORIZON CORP	22,800 shares		459,192
	FIRST INTERNET BANCORP	5,400 shares		194,346
	FLEX LTD	9,400 shares		360,866
	FOX CORP CL A	11,100 shares		539,238
	GAP INC	9,500 shares		224,485
	GATES INDUSTRIAL CORP PLC	11,100 shares		228,327
	GEN DIGITAL INC	10,600 shares		290,228
	GLOBAL MEDICAL REIT INC	21,500 shares		165,980
	GOODYEAR TIRE & RUBBER CO	11,600 shares		104,400
	GRAPHIC PACKAGING HOLDING CO	10,300 shares		279,748
	GREAT SOUTHERN BANCORP INC	2,914 shares		173,966
	GREENBRIER COMPANIES INC	5,300 shares		323,247
	GUESS INC	7,900 shares		111,074
	HANMI FINANCIAL CORPORATION	8,800 shares		207,856
	HARLEY-DAVIDSON INC	7,900 shares		238,027
	HARMONY BIOSCIENCES HOLDINGS INC	6,100 shares		209,901

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	HAVERTY FURNITURE COS INC	8,200 shares		182,532
	HBT FINANCIAL INC	9,825 shares		215,167
	HEIDRICK & STRUGGLES INTL INC	5,900 shares		261,429
	HELMERICH & PAYNE INC	5,400 shares		172,908
	HERBALIFE LTD	5,000 shares		33,450
	HF SINCLAIR CORP	8,200 shares		287,410
	HOPE BANCORP INC	16,800 shares		206,472
	HORIZON BANCORP INC INDIANA	13,000 shares		209,430
	HOST HOTELS & RESORTS INC	20,800 shares		364,416
	HUNTINGTON INGALLS INDUSTRIES INC	800 shares		151,176
	INCYTE CORP	4,500 shares		310,815
	INDUSTRIAL LOGISTICS PROPERTIES TR	7,587 shares		27,692
	INGEVITY CORP	2,169 shares		88,387
	INGLES MARKETS INC-CL A	1,400 shares		90,216
	INGREDION INC	3,400 shares		467,704
	INNOVATIVE INDUSTRIAL PROPERTIES INC	1,500 shares		99,960
	INTERNATIONAL MONEY EXPRESS INC	11,400 shares		237,462
	IRONWOOD PHARMA CL A (PEND)	25,900 shares		114,737
	JABIL INC	4,200 shares		604,380
	JACK IN THE BOX INC	3,000 shares		124,920
	JACKSON FINANCIAL INC	3,500 shares		304,780
	JAKKS PACIFIC INC	4,600 shares		129,490
	JAZZ PHARMA PLC	5,200 shares		640,380
	KOHL'S CORP	3,800 shares		53,352
	KOPPERS HLDGS INC	4,900 shares		158,760
	MACYS INC	9,200 shares		155,756
	MAGNERA CORP	1,602 shares		29,108
	MANPOWERGROUP INC	3,300 shares		190,476
	MATADOR RESOURCES COMPANY	5,300 shares		298,178
	MATTEL INC	14,200 shares		251,766
	MGIC INVESTMENT CORP	13,000 shares		308,230
	MGM RESORTS INTERNATIONAL	5,100 shares		176,715
	MIDLAND STATES BANCORP INC	7,200 shares		175,680
	MILLERKNOLL INC	14,600 shares		329,814
	MOLSON COORS BEVERAGE CO B	8,300 shares		475,756
	MOOG INC CL A	570 shares		112,199
	MOSAIC CO NEW	6,100 shares		149,938
	MUELLER INDUSTRIES INC	7,000 shares		555,520
	MURPHY OIL CORP	7,000 shares		211,820
	NATIONAL FUEL GAS CO NJ	4,000 shares		242,720
	NAVIENT CORP	16,900 shares		224,601

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	NCR ATLEOS CORP	2,300 shares		78,016
	NCR VOYIX CORP	4,600 shares		63,664
	NEW MOUNTAIN FINANCE CORP	11,800 shares		132,868
	NEXSTAR MEDIA GROUP INC	2,100 shares		331,737
	NORTHRIM BANCORP INC	3,200 shares		249,408
	NRG ENERGY INC	6,900 shares		622,518
	ODP CORP/THE	4,170 shares		94,826
	OFG BANCORP	6,448 shares		272,879
	O-I GLASS INC	11,900 shares		128,996
	OMEGA HEALTHCARE INVESTORS INC	4,700 shares		177,895
	ORGANON & CO	13,467 shares		200,928
	OSHKOSH CORP	2,800 shares		266,196
	OWENS CORNING INC	2,400 shares		408,768
	PENNANTPARK INVESTMENT CORP	33,903 shares		240,033
	PENSKE AUTOMOTIVE GROUP INC	3,400 shares		518,296
	PERDOCEO EDUCATION CORP	7,200 shares		190,584
	PHINIA INC	2,600 shares		125,242
	PIEDMONT OFFICE REALTY TRUST A	21,600 shares		197,640
	PLAYTIKA HOLDING CORP	22,300 shares		154,762
	POLARIS INC	1,900 shares		109,478
	PREFERRED BANK LOS ANGELES	2,360 shares		203,857
	PREMIER FINANCIAL CORP	7,600 shares		194,332
	PROG HOLDINGS INC	6,700 shares		283,142
	PULTEGROUP INC	3,600 shares		392,040
	PVH CORP	2,780 shares		293,985
	RADIAN GROUP INC	9,800 shares		310,856
	RBB BANCORP	8,100 shares		165,969
	REGIONAL MANAGEMENT CORP	5,400 shares		183,492
	REGIONS FINANCIAL CORP	11,100 shares		261,072
	REINSURANCE GROUP OF AMERICA	1,400 shares		299,082
	REVELYST INC	5,500 shares		105,765
	RYDER SYSTEM INC	2,700 shares		423,522
	SABRA HEALTHCARE REIT INC	11,900 shares		206,108
	SANMINA CORP	4,600 shares		348,082
	SCORPIO TANKERS INC	2,800 shares		139,132
	SELECT MEDICAL HLDGS CORP	3,600 shares		67,860
	SHUTTERSTOCK INC	3,500 shares		106,225
	SILGAN HOLDINGS INC	2,500 shares		130,125
	SIRIUS XM HOLDINGS INC	4,700 shares		107,160
	SKYWORKS SOLUTIONS INC	2,100 shares		186,228
	SM ENERGY CO	4,700 shares		182,172

THE WILLIAMS INVESTMENT PLUS PLAN

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 Schedule H, line 4i - Schedule of Assets (Held at End of Year)
 December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
	SNAP-ON INCORPORATED	1,200 shares		407,376
	SONOCO PRODUCTS CO	4,400 shares		214,940
	SUNCOKE ENERGY INC	24,100 shares		257,870
	TD SYNEX CORP	2,100 shares		246,288
	TEXTRON INC	6,300 shares		481,887
	TOLL BROTHERS INC	3,600 shares		453,420
	UGI CORP NEW	4,800 shares		135,504
	UNITED AIRLINES HOLDINGS INC	4,400 shares		427,240
	UNITED THERAPEUTICS CORP DEL	1,600 shares		564,544
	UNITI GROUP INC	19,900 shares		109,450
	UNIVERSAL HEALTH SVCS INC CL B	2,100 shares		376,782
	UNUM GROUP	7,000 shares		511,210
	VAREX IMAGING CORP	15,879 shares		231,675
	VILLAGE SUPER MKT INC CL A NEW	5,000 shares		159,450
	VITESSE ENERGY INC	694 shares		17,350
	WABASH NATIONAL CORP	7,300 shares		125,049
	WESTERN UNION CO	17,500 shares		185,500
	WHIRLPOOL CORP	2,000 shares		228,960
	WINNEBAGO INDUSTRIES INC	3,100 shares		148,118
	WORLD KINECT CORP	4,100 shares		112,791
	XEROX HOLDINGS CORP	8,825 shares		74,395
	ZIONS BANCORP	8,200 shares		444,850
T. Rowe Price U.S. Large-Cap Core Growth Equity Portfolio:				
<u>Interest-bearing Cash:</u>				
	BROWN BROTHERS HARRIMAN STIF FUND	766,120 shares		766,120
<u>Registered Investment Company (Mutual Fund):</u>				
*	T ROWE PRICE GOVERNMENT RESERVE INVESTMENT FUND	941,236 shares		941,236
<u>Common Stock:</u>				
	ADVANCED MICRO DEVICES INC	1,217 shares		147,001
	ADYEN BV	426 shares		634,108
	ALPHABET INC CL A	24,193 shares		4,579,735
	ALPHABET INC CL C	112,478 shares		21,420,310
	AMAZON.COM INC	136,241 shares		29,889,913
	APPLE INC	129,673 shares		32,472,713
	ASML HLDG NV (NY REG SHS) NEW YORK REGISTERED SHAR	3,830 shares		2,654,496
	ASTRAZENECA PLC SPONS ADR	2,739 shares		179,459
	ATLISSIAN CORP PLC CLS A	797 shares		193,974

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Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
	BILL HOLDINGS INC	6,610 shares		559,933
	BROADCOM INC	28,469 shares		6,600,253
	CARVANA CO CL A	29,216 shares		5,941,366
	CHIPOTLE MEXICAN GRILL INC	51,040 shares		3,077,712
	CHUBB LTD	11,697 shares		3,231,881
	CINTAS CORP	3,742 shares		683,663
	COLGATE-PALMOLIVE CO	12,706 shares		1,155,102
	CONFLUENT INC	9,732 shares		272,107
	CONSTELLATION ENERGY CORP	10,650 shares		2,382,511
	CROWDSTRIKE HOLDINGS INC	2,596 shares		888,247
	DANAHER CORP	9,975 shares		2,289,761
	DATABRICKS INC SER G PC PP	1,533 shares		141,803
	DATADOG INC CL A	4,282 shares		611,855
	DOLLAR GENERAL CORP	1,713 shares		129,880
	DOORDASH INC	7,649 shares		1,283,120
	ELEVANCE HEALTH INC	2,161 shares		797,193
	ELI LILLY & CO	13,175 shares		10,171,100
	FISERV INC	3,976 shares		816,750
	FORTINET INC	1,030 shares		97,314
	GE AEROSPACE	13,068 shares		2,179,612
	GE VERNOVA INC	2,654 shares		872,980
	GOLDMAN SACHS GROUP INC	2,610 shares		1,494,538
	HUMANA INC	3,391 shares		860,331
	INTUIT INC	3,459 shares		2,173,982
	INTUITIVE SURGICAL INC	10,604 shares		5,534,864
	LAM RESEARCH CORP	1,340 shares		96,788
	LINDE PLC	2,925 shares		1,224,610
	LULULEMON ATHLETICA INC	1,676 shares		640,919
	MARSH & MCLENNAN COS INC	6,503 shares		1,381,302
	MASTERCARD INC CL A	15,287 shares		8,049,676
	META PLATFORMS INC CL A	36,556 shares		21,403,904
	MICROSOFT CORP	95,047 shares		40,062,311
	MONDELEZ INTL INC	9,900 shares		591,327
	MONGODB INC CL A	1,262 shares		293,806
	MONOLITHIC POWER SYS INC	2,269 shares		1,342,567
	MORGAN STANLEY	12,654 shares		1,590,861
	MSCI INC	168 shares		100,802
	NETFLIX INC	7,966 shares		7,100,255
	NIKE INC CL B	1,401 shares		106,014
	NVIDIA CORP	311,511 shares		41,832,812
	OLD DOMINION FREIGHT LINES INC	5,144 shares		907,402

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Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
	PROCTER & GAMBLE CO	6,000 shares		1,005,900
	ROPER TECHNOLOGIES INC	3,427 shares		1,781,526
	ROSS STORES INC	10,345 shares		1,564,888
	S&P GLOBAL INC	2,724 shares		1,356,634
	SCHLUMBERGER LTD	18,200 shares		697,788
	SCHWAB CHARLES CORP	14,226 shares		1,052,866
	SEA LTD ADR	10,691 shares		1,134,315
	SERVICENOW INC	7,478 shares		7,927,577
	SHERWIN WILLIAMS CO	3,672 shares		1,248,223
	SHOPIFY INC CL A	650 shares		69,180
	SHOPIFY INC CL A	23,571 shares		2,506,304
	SNOWFLAKE INC CL A	382 shares		58,985
	STRYKER CORP	4,882 shares		1,757,764
	SYNOPSIS INC	5,665 shares		2,749,564
	TAIWAN SEMIC MFG CO LTD SP ADR	7,828 shares		1,545,952
	TE CONNECTIVITY PLC	8,596 shares		1,228,970
	TESLA INC	27,414 shares		11,070,870
	TEXAS INSTRUMENTS INC	2,582 shares		484,151
	THE BOOKING HOLDINGS INC	653 shares		3,244,378
	THERMO FISHER SCIENTIFIC INC	4,125 shares		2,145,949
	TJX COMPANIES INC NEW	11,725 shares		1,416,497
	T-MOBILE US INC	15,587 shares		3,440,519
	TRANSDIGM GROUP INC	695 shares		880,760
	UNITEDHEALTH GROUP INC	9,222 shares		4,665,041
	VERALTO CORP	2,336 shares		237,922
	VISA INC CL A	31,148 shares		9,844,014
	ZOETIS INC CL A	323 shares		52,626
Corporate Bonds:				
	CARVANA CO PIK VAR 06/01/2030 144A	Par value of \$171,466 Variable Due 6/1/2030		188,261
	CARVANA CO PIK VAR 06/01/2031 144A	Par value of \$203,745 Variable Due 6/1/2031		244,283
	CARVANA CO PIK VAR 12/01/2028 144A	Par value of \$96,380 Variable Due 12/1/2028		102,911
William Blair U.S. Small/Mid Cap Growth Equity Portfolio:				
Interest-bearing Cash:				
	BROWN BROTHERS HARRIMAN STIF FUND	1,152,265 shares		1,152,265
Common Stock:				
	ABIOMED INC CVR	2,047 shares		4,422
	ACADIA HEALTHCARE CO INC	14,750 shares		584,838
	ACV AUCTIONS INC CL A	41,967 shares		906,487

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Schedule H, line 4i - Schedule of Assets (Held at End of Year)

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(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
	ADVANCED DRAINAGE SYSTEMS INC	5,678 shares		656,377
	AMICUS THERAPEUTICS INC	75,043 shares		706,905
	AVANTOR INC	22,735 shares		479,026
	AZEK CO INC	17,815 shares		845,678
	BALDWIN INSURANCE GROUP INC/THE	16,426 shares		636,672
	BIO TECHNE CORP	6,612 shares		476,262
	BLUEPRINT MEDICINES CORP	9,782 shares		853,186
	BRIGHT HORIZONS FAMILY SOLUTIONS INC	11,109 shares		1,231,433
	BRINKS CO	9,386 shares		870,739
	BURLINGTON STORES INC	2,162 shares		616,300
	BWX TECHNOLOGIES INC	5,897 shares		656,867
	CAMECO CORP	13,888 shares		713,704
	CARLYLE GROUP INC (THE)	30,730 shares		1,551,558
	CASELLA WASTE SYS INC CL A	9,205 shares		973,981
	CF INDUSTRIES HOLDINGS INC	11,543 shares		984,849
	CHART INDUSTRIES INC	4,037 shares		770,421
	CHEMED CORP	2,323 shares		1,230,725
	CHURCHILL DOWNS INC	6,501 shares		868,144
	CLEARWATER ANALYTICS HOLDINGS INC	41,071 shares		1,130,274
	COGNEX CORP	28,175 shares		1,010,356
	CONFLUENT INC	47,248 shares		1,321,054
		7,925 shares		532,639
	CREDO TECHNOLOGY GROUP HOLDING LTD			
	CURTISS WRIGHT CORPORATION	1,923 shares		682,415
	DOXIMITY INC	25,781 shares		1,376,448
	DYNATRACE INC	24,975 shares		1,357,391
	EAGLE MATERIALS INC	2,132 shares		526,092
	ELF BEAUTY INC	11,410 shares		1,432,525
	ENCOMPASS HEALTH CORP	8,079 shares		746,096
	EPAM SYSTEMS INC	3,615 shares		845,259
	EVEREST GROUP LTD	2,880 shares		1,043,885
	EVOLENT HEALTH INC A	29,410 shares		330,863
	EXACT SCIENCES CORP	16,490 shares		926,573
	EXLSERVICE HOLDINGS INC	26,091 shares		1,157,919
	FIRSTSERVICE CORP	3,045 shares		551,206
	FLYWIRE CORP	50,494 shares		1,041,186
	FOX FACTORY HOLDING CORP	11,409 shares		345,350
	FRESHPET INC	5,464 shares		809,273
	FTAI AVIATION LTD	5,575 shares		803,023
	GLAUKOS CORP	4,979 shares		746,551
	GLOBUS MEDICAL INC	5,185 shares		428,851
	GUIDEWIRE SOFTWARE INC	3,860 shares		650,719

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(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost**	(e) Current value
	INSMED INC	11,331 shares		782,292
	INSPIRE MEDICAL SYSTEMS INC	4,360 shares		808,257
	INSULET CORP	3,634 shares		948,728
	KOSMOS ENERGY LTD	115,275 shares		394,240
	LANCASTER COLONY CORP	3,988 shares		690,482
	LATTICE SEMICONDUCTOR CORP	8,353 shares		473,197
	LOUISIANA PACIFIC CORP	5,147 shares		532,972
	MADRIGAL PHARMACEUTICALS INC	1,763 shares		544,009
	MANHATTAN ASSOCIATES INC	4,197 shares		1,134,197
	MERCURY SYSTEMS INC	26,535 shares		1,114,470
	MERIT MEDICAL SYSTEMS INC	587 shares		56,775
	MUELLER INDUSTRIES INC	13,753 shares		1,091,438
	NEOGEN CORP	63,680 shares		773,075
	NEW FORTRESS ENERGY INC	67,801 shares		1,025,151
	NICE LTD SPON ADR	4,751 shares		806,910
	NOVANTA INC	4,396 shares		671,577
	NVENT ELECTRIC PLC	14,075 shares		959,352
	PARSONS CORP	4,120 shares		380,070
	PENUMBRA INC	3,662 shares		869,652
	PLANET FITNESS INC CL A	9,762 shares		965,169
	POOL CORP	2,839 shares		967,929
	PRIMO BRANDS CORP A	50,320 shares		1,548,346
	PURE STORAGE INC CL A	14,474 shares		889,138
	Q2 HOLDINGS INC	9,877 shares		994,120
	RANGE RESOURCES CORP	9,902 shares		356,274
	REGAL REXNORD CORP	5,228 shares		811,020
	REVOLVE GROUP INC	15,414 shares		516,215
	SHARKNINJA INC	13,414 shares		1,305,987
	STRIDE INC	11,630 shares		1,208,706
	TALEN ENERGY CORP	6,672 shares		1,344,208
	TENABLE HOLDINGS INC	16,265 shares		640,516
	TPG INC	11,849 shares		744,591
	TWIST BIOSCIENCE CORP	12,998 shares		604,017
	VARONIS SYSTEMS INC	9,428 shares		418,886
	WESTERN ALLIANCE BANCORP	8,704 shares		727,132
	WHITECAP RESOURCES INC	106,196 shares		752,930
	WILLSCOT HOLDINGS CORP	21,864 shares		731,351
				453,396,608

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*	Self-Directed Brokerage Fund	A self-directed brokerage fund allowing participants to invest in a wide array of securities including but not limited to publicly traded stocks, mutual funds, exchange-traded funds, bonds, certificates of deposit, and money market funds at their discretion.		139,898,503
Investments (at fair value)				1,927,401,152
*	Participant Loans	Loans with varying maturity dates extended to participants at interest rates of 4.25% to 9.5%		28,270,660
				<u>\$ 1,955,671,812</u>

*Party-in-interest

**Column not applicable for participant-directed investments.