

CASE STUDY: Attracting, Retaining, Developing and Rewarding our Talent

Cheniere powers the world, but our company is powered by our people. We work hard to attract, retain, develop and reward the best team. We are committed to providing a working environment that offers equal opportunities, competitive terms of employment and high-quality training and development opportunities.

We offer a competitive compensation package — including salary, bonus and long-term incentive plans — and comprehensive benefits plans. All regular Cheniere employees are eligible to participate in our annual equity program, which rewards employees' contributions to the long-term performance of the company and creates an opportunity for employees to be owners. Along with statutory benefits in place to support families during life events, Cheniere extends additional leave options to aid employees and their families. Additional benefits include leaves for adoption, maternity, paternity and parental, and in most cases these leaves are paid. Additional paid leave time is available for military care givers and covered active duty service members. Sick leave and bereavement leave are provided when needed by an employee and their families. Cheniere also provides employees with informational resources regarding childcare and elder care through the company's Employee Assistance Program. Additionally, employees at our sites work compressed 4/10 schedules.

We apply the 70:20:10 model for overall employee development: 70% of learning through experience, 20% through working with others and 10% from formal learning modules. Cheniere's Training Governance Committee reviews and prioritizes training across the organization. Employees have the opportunity to input short and long-term career goals into their individual development plans and are strongly encouraged to do so. These plans inform decisions around succession planning and help address development gaps and plan development activities to mitigate future talent gaps and needs. Training plans exist for employees and include both technical and non-technical objectives as appropriate which are fed by the development plans. For site operators, their development is tied to progression plans which are designed to meet regulatory and process training requirements. Training for these individuals ties to their progression plans and supports their mastery of the various qualifications. These plans address the technical and regulatory needs of the sites and become part of the annual training curricula. Given the specific skillset which LNG requires, we have to be deliberate in strategically developing our talent. In 2020, Cheniere employees completed over 136,100 hours of technical, employee development and compliance training. Cheniere's Training team is in the process of implementing new technology which will allow more granular disclosures with regard to training data.

We seek to engage employees on an ongoing basis through regular engagement surveys and other platforms to enable employees to express ideas and voice concerns. We host lunch-and-learns, town halls and other in-person or virtual engagement sessions to engage employees and provide a forum for transparent conversation. Additionally, Cheniere's Cultural Champions, employee-driven action teams at our Houston, Corpus Christi and Sabine Pass locations, work to support our culture of inclusion, collaboration and continuous improvement.