

CASE STUDY: Building a diverse and local workforce

We are working to increase the pipeline of diverse candidates for positions at our company and in our industry, in partnership with local universities and organizations. Through our internship and mentorship programs, we also help to support local economic development and job creation in our communities.

We actively recruit candidates from diverse backgrounds for our college internship program. For example, through partnerships with Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs), we launched a campus ambassador program to establish relationships with diverse student organizations. In 2020, 34% of our intern class were women, and 35% identified as racially/ethnically diverse. Since 2016, we have hired interns from nine HBCUs and HSIs, and students from these universities represented 15% of interns hired.

We also partner with the nonprofit Genesys Works to provide professional internships to high school students from underserved communities in the Houston area. Through this program, interns shadow Cheniere employees, develop professional skills and gain work experience to prepare them for college and fulfilling careers. In 2020, nine high school students—all of whom identified as Hispanic or Latino and 44% of whom were women—participated in the program in a virtual format. The 45 participants in our 2020 college internship program also mentored a cohort of 15 Genesys Works students during a virtual summer mentorship program, expanding skills training to more students.

To help develop the local workforce near our Sabine Pass LNG facility, Cheniere helped initiate a mentorship program for high school and early college students from underrepresented groups, in partnership with the Greater Port Arthur Chamber of Commerce. In response to a need identified by the Chamber to build employment soft skills among the local workforce, Cheniere's \$41,800 contribution supports 18 students in developing communication and presentation skills that are critical for their success in the workplace. We are also exploring opportunities to enhance the long-term benefits of the program by adding job-shadowing opportunities and recruiting additional community and industry partners.