

## SUPPORTING DIVERSITY, EQUITY AND INCLUSION

While we have always worked to advance the diversity of our workforce, we significantly expanded our efforts in 2020 and will continue to build on this in 2021 by implementing a comprehensive DEI strategy. We believe that a diverse range of backgrounds, experiences and ideas creates an empowered, innovation-driven culture, making us stronger and more effective as a company.

### Key issues and initiatives

**Developing a comprehensive DEI strategy:** DEI was a core focus for our company in 2020. We began an extensive analysis to better understand the current state of policies, practices and culture on DEI issues at Cheniere. This initial phase of work, which was completed in early 2021, will inform our first comprehensive DEI strategy (see [page 13](#)).

**Recruiting diverse candidates:** Seeking talented, diverse candidates is an important pillar of our recruiting strategy. For more information on how we advance efforts to recruit diverse candidates (see [page 13](#)).

**Supporting equity in pay and benefits:** We believe equal pay for equal work is a core component of supporting gender equity and closing the gender pay gap. We offer competitive compensation in line with industry benchmarks and do not permit gender discrimination or inequity as outlined in our Equal Employment Opportunity and Anti-Harassment and Discrimination Policies. We also focus on maintaining equity in our benefits packages. For example, we offer equal health benefits for same- and different-sex spouses and equal health coverage for transgender employees.

**Building a culture that supports DEI:** Beyond expressing a commitment to DEI, we implement actionable programs and practices to build a culture of inclusion. We are working to continue to advance DEI at all levels of our organization, including among our management team and board of directors (see [page 13](#)).

**Expanding transparency on diversity data:** In 2020, we expanded our DEI disclosures to include workforce diversity breakdowns by race/ethnicity. We also began reporting enhanced diversity data for our board of directors. As of December 31, 2020, women represented 18% of our directors,<sup>39</sup> and 9% represented a racially/ethnically diverse group (see [page 44](#)). These enhanced data collection and communications processes demonstrate our increased focus and commitment to monitor and promote DEI.

### RACIAL/ETHNIC DIVERSITY IN MANAGEMENT



### WOMEN IN MANAGEMENT



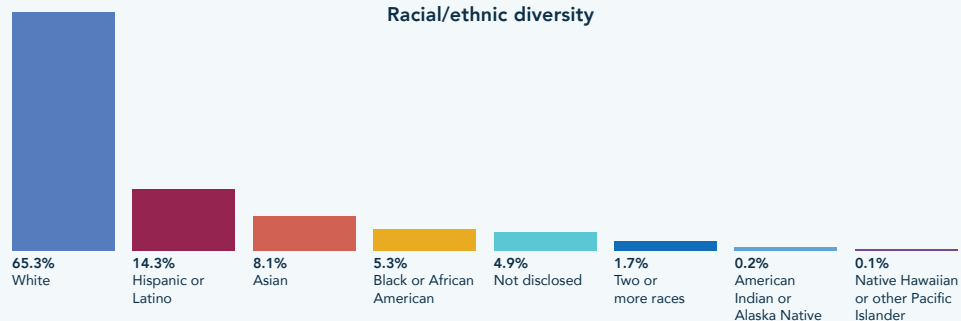
### CASE STUDY

Read additional case studies online:

[Building a diverse and local workforce](#)

## 2020 PROGRESS — WORKFORCE DIVERSITY

### Racial/ethnic diversity



### Gender diversity



### Employee age diversity



We have consistently increased the percentage of racially/ethnically diverse employees over the past five years, from 24.8% in 2016 to nearly 30% in 2020 (see [page 51](#)). In 2020, we expanded our reporting on employee diversity to include a breakdown by specific racial/ethnic groups, which we believe is an important element of transparency on this topic. We increased the percentages of Black or African American, Hispanic or Latino, and employees of two or more races, from 2016 to 2020.

Over the past five years, the percentage of female employees has remained fairly constant, between 26% and 27% of total employees. However, we consistently

increased the percentage of women and racially/ethnically diverse individuals in management positions from 2016 to 2020. Continuing to increase these percentages is an important focus of the DEI strategy. We also track employee age as an element of the diversity of our workforce, as well as an important metric for succession management and recruitment efforts. The percentage of employees who are over 50 and those who are under 30 decreased from 2016 to 2020, while the percentage of employees who are 30-50 increased (see [page 52](#)).<sup>40</sup>

39. Michele Evans served on the board until her passing in January 2021. 40. A percentage of Cheniere staff each year elected not to disclose information on their ethnicity.