

## ATTRACTING, ENGAGING AND DEVELOPING TALENT

The success of our company is built on our people. We work hard to attract, retain, develop and reward the best team. We are focused on listening to, engaging with and developing our workforce, which supports productivity and innovation. With the unprecedented events of 2020, our priority now more than ever is to keep our people informed, engaged and safe.

### Key issues and initiatives

**Talent attraction:** Through our recruitment efforts, we seek top, diverse talent who will continue to drive our performance. Our existing employees are our best ambassadors, and we offer them bonuses for referring highly qualified candidates. We also offer competitive compensation and benefits, in addition to a range of internship programs to attract and develop new talent.

**Engagement programs and tools:** Keeping our team safe and engaged are top priorities (see [page 14](#)). We seek to engage employees on an ongoing basis through, for example:

- Regular engagement surveys and other platforms to enable employees to express ideas and voice concerns.
- Cheniere’s “Cultural Champions,” employee-led action groups that help support our culture of inclusion, collaboration and continuous improvement.
- Regular, two-way communication through town halls and topic-specific events.

**Development and training:** We offer a variety of development programs, including a core training curriculum, leadership training and executive coaching, funding for professional certifications and continuing education. We also hold annual performance reviews and more frequent informal discussions to help employees meet their career goals.

### READ MORE

Read more in our ESG Metrics and Disclosures Appendix:

- [Employee engagement and training](#)
- [Performance reviews](#)
- [Wellness initiatives](#)
- [Supporting employee mental health](#)

### CASE STUDY

Read additional case studies online:

- [Emerging Professionals Network \(EPN\)](#)

# 136,100

hours of technical, employee development and compliance training

# 81

hours of training per employee<sup>38</sup>

### EMPLOYEE TURNOVER RATE



Both voluntary and involuntary turnover decreased in 2020 compared to 2019 and have followed a generally decreasing trend from 2016 to 2020. We view decreasing turnover as an important metric for demonstrating the success of our employee retention and engagement efforts, as well as the overall success of our business.

38. This represents the total number of training hours divided by the total number of employee-users registered to Cheniere’s internal training platform (“Cheniere LEARN”).