

# 04

## CHAMPIONING PEOPLE

WE SUPPORT OUR PEOPLE BY  
INVESTING IN THEIR GROWTH,  
CELEBRATING THEIR  
ACHIEVEMENTS, AND FOSTERING  
DIVERSITY AND INCLUSION.

BORDER SOLAR PARK







VALLE DE MÉXICO STORAGE TERMINAL



CAMERON LNG

# PEOPLE AND CULTURE

SEMPRA INFRASTRUCTURE BLENDS  
MULTIPLE CULTURES AND UNITES PEOPLE  
WITH DIVERSE BACKGROUNDS.

Our diversity makes us stronger. Embracing the many traditions and languages of our employees, we share a vision and values. Working together, we promote a culture where people and their well-being are priorities, and where we foster a high-performance environment of respect, inclusion, and authenticity following our guiding principles.

Challenges allow us to improve and, in the process, build a strong company with a culture of excellence, ethics, and social commitment. The synergy of our experiences has made us a better company.

At Sempra Infrastructure U.S. we coordinated monthly sessions called the *People & Culture Empowerment Hour* where we discussed a variety of topics including safety, technology, career development opportunities, relationship building, mindfulness, LNG markets, carbon sequestration, diversity and inclusion, general business knowledge, growth and development and we even presented coping mechanisms to help our employees deal with grief, loss and stress. In 2021 we held 13 sessions with an average participation of 150 employees per session - close to half the U.S. workforce.



IN 2021, SEMPRA INFRASTRUCTURE MEXICO WAS AWARDED THE GPTW CERTIFICATION FOR THE EIGHTH CONSECUTIVE YEAR, WHICH RECOGNIZES THE COMPANY'S EFFORT TO ADHERE TO WORLD-CLASS STANDARDS AND TO PLACE THE WELL-BEING AND DEVELOPMENT OF EVERY EMPLOYEE AS A TOP PRIORITY.



# OUR WORKFORCE

GRI: 102-7, 102-8, 405-1, 412-2

Our diverse workforce offers and delivers flexibility, adaptability, and capacity for innovation. We are a binational company by definition and, based on our talented team and firm commitment to the values that define us, we work together and collaborate to achieve our goals.

“WE FEEL EXTREMELY PROUD OF HOW THE INTEGRATION PROCESS OF OUR TWO COMPANIES HAS PROGRESSED BECAUSE TOGETHER WE ARE STRONGER AND MORE RESILIENT.”

**Randall L. Clark**  
Senior Vice President and  
Chief Human Resources Officer

We have made meaningful efforts focused on fostering open and honest communications. For example, in Sempra Infrastructure U.S., we conducted *Employee Engagement* surveys; facilitated 12 workshops designed to further develop communication skills and strengthen working relationships for nearly 200 employees; authored our *People & Culture Newsletter* to include articles on employee well-being, diversity, workplace flexibility, career development, leadership, job opportunities, and upcoming events; and launched three different mentoring programs to support our employees’ career growth (including our GROW mentoring program targeting high potential women employees).

We have also made significant efforts to offer training in ethics, including human rights matters. At Sempra Infrastructure Mexico, we offered more than 1,000 hours of training to 1,820 employees.<sup>46</sup>

<sup>46</sup> Includes all new hires and former employees.



ENERGÍA SIERRA JUÁREZ WIND PARK



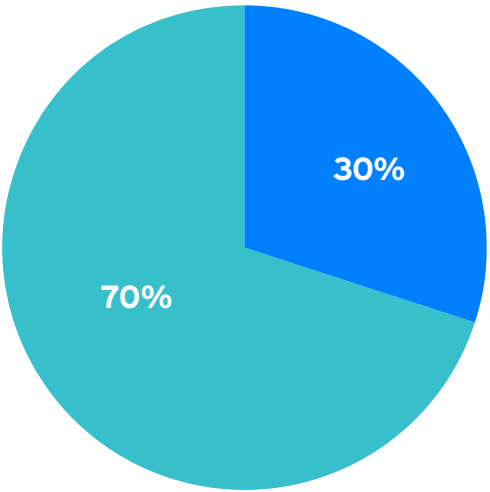


TERMOELÉCTRICA DE MEXICALI

WORKFORCE BY GENDER 2021

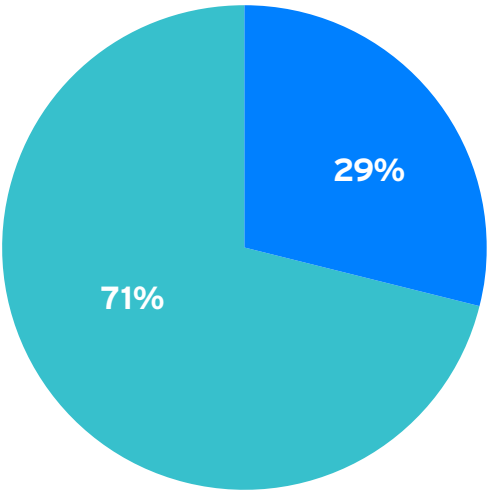
■ Women ■ Men

SEMPRA INFRASTRUCTURE

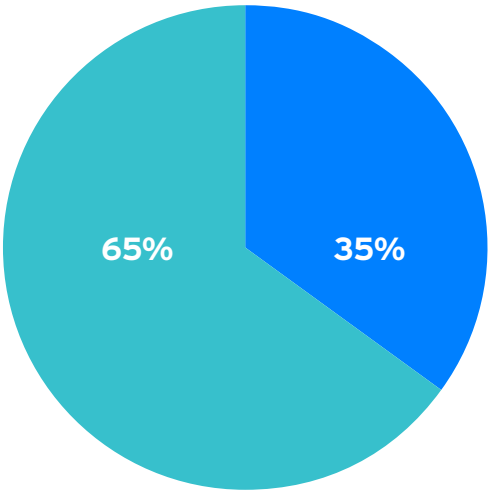


AT SEMPRA INFRASTRUCTURE,  
WOMEN MAKE UP 30% OF THE  
COMPANY'S WORKFORCE.

MEXICO



U.S.<sup>47</sup>



<sup>47</sup> This data represents employees who participated in voluntary self-identification reporting.



## DIVERSITY AND INCLUSION

GRI: 401-3, 404-2

Diverse representation at Semptra Infrastructure spans across its leadership and employees. This is a key differentiator and we created relevant integration programs designed to forge strong, multi-cultural, broadly experienced teams. We promote respect for different traditions, cultures, and backgrounds that reflect the diverse talent within Semptra Infrastructure as well as the communities where we work and that we serve. Diversity and Inclusion (D&I) is encouraged, providing us with a broader vision to continue growing.

We have updated our policies to reflect multi-cultural values, implementing a series of actions, initiatives, and programs throughout the company that foster diversity and inclusion. To support and look after our teams during the integration period, we created campaigns designed to increase cultural awareness, including multi-cultural observances calendars to reflect important dates and holidays for countries where we operate, and offered language skills trainings for all employees.

We will continue to look for opportunities to further develop our strategies to drive a culture of conscious inclusion, partner with our communities, suppliers, and workforce, and create more opportunities for our people.



MEXICO CITY HEADQUARTERS



MEMORIAL PARK, SEMPRA INFRASTRUCTURE VOLUNTEERING



THESE ACTIONS INCLUDE:

Sempra Infrastructure Mexico

- Established a Local Diversity & Inclusion Committee.
- Offered conferences and workshops on the importance of employee recognition, self-care, and Diversity & Inclusion best practices.
- Launched campaigns to raise awareness of issues within the LGBTQ+ community such as sexual orientation, gender identity, and gender expression to prevent sexual harassment and bullying in the workplace.
- Promoted the importance of awareness and acceptance of the needs of people with disabilities.
- Rolled out tools designed to enhance communication and help enable intergenerational collaborations where all employees feel included.
- Implemented initiatives to offer more responsibility and opportunities for women at all management levels.
- Redefined our parental leave policy to address employees' work from home situations and special circumstances such as adoptions and miscarriages.
- Expanded the parental leave program to include paternity benefits.

Sempra Infrastructure U.S.

- Delivered more than 20 issues of *People & Culture Newsletters* featuring topics that included D&I, well-being, and workplace flexibility.
- Continued the GROW<sup>48</sup> ambassadors and mentoring program to develop female leaders covering topics such as: skills and interests; understanding the company's business and culture; leadership competencies; networking; career building and establishing goals; and learned lessons and looking forward.
- Produced a monthly education series with discussions and workshops addressing matters that included D&I, International Women's Day, leadership challenges, networking, mindfulness, confidence, and empowerment, among others.
- Managed the Lean In Energy's monthly Coffee Connection book club focused on "How Women Rise".

THE COMPANY DOES  
NOT DISCRIMINATE  
BASED ON GENDER,  
GENDER IDENTITY,  
RELIGION, RACE, SEXUAL  
ORIENTATION,  
PHYSICAL APPEARANCE,  
POLITICAL BELIEFS,  
OR DISABILITIES.

Sempra Infrastructure

- In the process of analyzing employee compensation to encourage fair treatment and recognition, regardless of location and in compliance with the relevant laws and regulations in each country.
- Offering our employees the opportunity to apply for job vacancies in the country of their choice.

<sup>48</sup> Growing Responsibilities and Opportunities for Women.

# HEALTH & SAFETY

GRI: 403-1, 403-2, 403-4, 403-5, 403-6, 403-7, 404-1, SASB: OG13

We recognize the importance of occupational health and safety in our operations, and for that reason, the health, safety and security of our workforce, customers, and communities are at the center of everything we do. We strive to maintain world-class health and safety performance.

OUR VALUES HAVE ALWAYS GUIDED THE COMPANY'S ACTIONS EVERY STEP OF THE WAY. PROTECTING HEALTH AND SAFETY IN THE WORKPLACE IS EMBEDDED IN SEMPRA INFRASTRUCTURE'S CULTURE.

Although this year we faced the challenge of unifying processes and operations, we made no changes to our health and safety practices as they already exceeded industry standards. The alignment of both companies' corporate health and safety policies with Semptra's policies supported a smooth integration.

We have consistently met or exceeded our health and safety targets despite the size of our operations and number of hours worked.



**Semptra Infrastructure Mexico has initiatives that drive a safety culture.**

- Health and Safety Champions: Initiative to implement and monitor the Health and Safety Management System Elements in each business unit. These teams carry out quarterly self-evaluations and annual cross-verifications that include all the company's work centers.
- Family Day: Every year the company holds a Family Day consisting of events focused on health and safety to give information on how to respond to an emergency, first aid, safety at home, and recommendations on wellness.
- Family Drawing and Calendar Contest: Every year the company launches a contest to promote conversations among employees and their families on health and safety in the workplace and at home.
- Vida al Volante (Life at the Wheel): The company created the Vida al Volante (Life at the Wheel) program. This drive-safe campaign aims to raise awareness among employees and their families regarding the avoidable dangers that exist when driving.





# EMERGENCY RESPONSE

GRI: 403-1, 403-2, 403-4, 403-7, SASB: EU-G4-DMA

Due to the nature of our operations and the geographic location of our assets, proper emergency preparedness and response plans are key elements in helping ensure the safety of our employees and the resilience of our infrastructure.

We have developed comprehensive action plans to promote adequate response to the varied threats that can affect our employees and assets. In 2021, these threats included wildfires in northern Mexico, earthquakes in central Mexico, and hurricanes in the Gulf Coast.



**WORLD-CLASS PROJECTS,  
WORLD-CLASS COMMUNITY ASSETS**  
WE FUNDED AND HELPED BUILD A  
STATE-OF-THE-ART COMMUNITY CENTER  
LOCATED IN HACKBERRY, LOUISIANA,  
NEAR OUR CAMERON LNG FACILITY.  
THE CENTER SERVES AS A LOCAL  
EMERGENCY OPERATIONS CENTER AND  
A SHELTER FOR RESIDENTS.

ENERGÍA SIERRA JUÁREZ WIND PARK

## Sempra Infrastructure U.S. has tools to enhance emergency response and communications, which include:

- Prepara, a bi-lateral, multi-channel communication system that helps our crisis management teams communicate with employees before, during, and after emergency events. As events unfold, our teams use Prepara to share critical information and track the status of each affected employee, helping confirm their well-being.
- Early Alert, a system that provides real-time emergency response notifications regarding threats (such as severe weather, earthquakes, and civil unrest) to our business operations.

THESE TOOLS, IN ADDITION TO  
OUR SAFETY COMMITTEES  
AND WORK TEAMS,  
ALLOW US TO REMAIN  
AT THE FOREFRONT IN  
EMERGENCY RESPONSE  
AND PREPAREDNESS.

## Sempra Infrastructure Mexico's Health and Safety Management System (HSMS) includes:

- 32 components that aim to standardize and support the implementation of protocols and initiatives to help protect the physical health of our employees and contractors.
- One element of the HSMS is "Emergency Preparedness and Response", designed to anticipate emergency situations for Sempra Infrastructure Mexico, to protect the lives of people who work for the company, safeguard communities, provide accurate information about existing safety measures, and help secure operational continuity of company assets.
- Each time the emergency response program is activated, either in a real situation or during a drill, the effectiveness of the established protocols is assessed for continued improvement. In 2021, we carried out 199 drills, 74 of which included the participation of units from local first responders such as Civil Protection, fire departments, or the Red Cross.



# PERFORMANCE

GRI: 403-1, 403-2, 403-4, 403-5, 403-6, 404-2

Sempra Infrastructure is implementing a series of actions to strengthen and permeate our health and safety culture among our employees. These efforts include drills and training courses on health and safety, which have contributed to operations that maintain high safety standards and have met our health and safety performance indicators with high marks:

- ECA LNG Phase 1<sup>49</sup> registered a total of 1 million hours worked with no lost-time incidents.
- Sempra Infrastructure U.S. had two recordable injuries out of approximately 2.5 million hours worked, across different projects.
- Cameron LNG Phase 1 received the safety award granted by the National Safety Council in recognition of a world-class achievement by industry standards of more than 89 million hours worked without a single lost-time incident during construction and the transition to operations.
- In Mexico, we aim to certify 100% of facilities under ISO 45001 by 2030. By the end of 2021, we had achieved 59% of our goal.

At Sempra Infrastructure U.S., the trainings include fire and evacuation protocols, visitor introduction to new office or construction sites, orientation sessions to introduce new hires to Sempra’s Health & Safety policies and procedures (which cover important Health & Safety

matters such as life-saving rules and procedures, hazard identification, emergency response and evacuation, injury reporting, spill prevention, control & countermeasure, waste management, vehicle use, permit to work, stop work authority and weather guidelines among others), and hurricane preparedness plans.

During 2021, we held 136 contractor led training sessions at ECA LNG Phase 1 under construction and 200 sessions at our proposed Port Arthur LNG project, provided by the engineering, procurement, and construction (EPC) contractor or sub-contractors. These sessions focus on topics such as working at heights, confined space entry, equipment orientation, lockout/tagout (LOTO), waste management, spill prevention, control & countermeasure (SPCC), and refueling.

Sempra Infrastructure Mexico's training on health & safety

1,581  
Trainings in 2021

199  
Safety Drills in 2021

<sup>49</sup> Project currently under construction and targeting initial production of LNG by the end of 2024.





# COVID-19 CONTINUING RESPONSE

GRI: 403-6

The COVID-19 pandemic changed the way we all see the world. For many businesses it changed the way they conduct their operations. At Semptra Infrastructure, we rose to the challenge and responded rapidly and effectively.

- Worked towards achieving all our community relations goals despite social-distancing restrictions. We used many virtual and digital tools at our disposal to achieve our goals.
- Implemented measures designed to protect the health of our employees in line with the suggestions and methods imposed by applicable authorities, both in Mexico and in the U.S.
- Installed sanitary filters at our facilities and conducted health surveys.
- Provided the necessary safety equipment and materials to comply with applicable health protocols.
- Adapted the way in which we work to support the health of our employees.
- Reinforced our efforts with extensive communications and information campaigns, with improved response times in the communications channels we already had in place.
- Implemented mental health programs to offer our employees additional help, beyond just their physical health.

## COVID-19 RESPONSE BY SEMPRA INFRASTRUCTURE MEXICO

- Organized vaccination campaigns to support employees who wished to be vaccinated; in this effort we collaborated with several institutions and chambers of commerce.
- Modified our employee support policies to adapt to the emerging needs brought about by the pandemic. Some of the changes implemented include creating extended leave options (for quarantine purposes), adding COVID-19-related treatments in health insurance plans, offering mental health assistance, and extending parental leaves.
- Organized virtual employee town-halls.



MEXICO VACCINATION CAMPAIGN



**COVID-19 RESPONSE BY  
SEMPRA INFRASTRUCTURE U.S.**

Provided our employees with the COVID-19-Related Leave Policy, which included:

- Emergency Paid Sick Leave, which provides eligible employees with up to 80 hours of paid leave (pro-rated for part-time employees) at their regular rate of pay.
- Emergency Family and Medical Leave, which provides eligible employees up to 12 weeks of leave, 10 of which are paid at two-thirds of employees' regular rate of pay.
- Modification of Extended Sick Leave, which temporarily modifies the company's extended sick leave policy to allow employees who take time off to self-isolate or self-quarantine.

Furthermore, both Sempra Infrastructure Mexico and Sempra Infrastructure U.S. offered a Technology Reimbursement Policy entitling employees to reasonable reimbursements for costs incurred in acquiring the necessary technology to support teleworking. We expect this policy will remain in place while employees are working remotely.



MEXICO VACCINATION CAMPAIGN



**VACCINATION ACROSS BORDERS**

IN SEMPRA INFRASTRUCTURE MEXICO, WE SUCCESSFULLY COORDINATED A CROSS BORDER COVID-19 VACCINATION PROGRAM IN TIJUANA AND CIUDAD JUÁREZ. IN THIS PROGRAM IN TIJUANA 250 PEOPLE PARTICIPATED, INCLUDING EMPLOYEES, VULNERABLE FAMILY RELATIVES, AND CONTRACTORS FROM BAJA CALIFORNIA AND SONORA. LATER ON, LOGISTICS WERE INITIATED FOR A SIMILAR PROGRAM IN CIUDAD JUÁREZ, WHERE 657 DOSES WERE ADMINISTRATED AND EMPLOYEES FROM ALL LOCATIONS IN MEXICO WERE ELIGIBLE TO PARTICIPATE.

IN BOTH PROGRAMS, THE COMPANY COORDINATED TRANSPORTATION LOGISTICS TO VACCINATION SITES AND PAID TRAVEL EXPENSES FOR ALL EMPLOYEES WHO HAD NOT HAD ACCESS TO THE VACCINE AND WANTED TO BE VACCINATED. ADDITIONALLY, WE CONTINUED FOR THE EIGHTH YEAR OUR INFLUENZA VACCINATION CAMPAIGN IN COORDINATION WITH LOCAL HEALTH AUTHORITIES. DURING 2021, OVER 1,300 DOSES WERE GIVEN TO CONTRACTORS AND EMPLOYEES.





VERACRUZ STORAGE TERMINAL



# SUSTAINABLE SUPPLY CHAIN

GRI: 102-9, 203-2, 205-1, 205-2

We are committed to our values, extending them across our supply chain and forming strategic relationships that meet high sustainability standards.

We developed several policies and guidelines to monitor sustainability compliance from our suppliers and their adherence to applicable laws and regulations, including with respect to environmental and social matters. As part of this effort, we defined the guiding principles that we plan to apply to our supply chain based on our core values: do the right thing, shape the future, and champion people. To achieve this, we established a series of processes, policies, and guidelines to form solid strategic relationships that meet high standards. Additionally, we are working on establishing a single Sustainability procurement program for all our business lines.

All our suppliers, both new and existing, must comply with applicable laws and regulations of each region, including those related to environmental and social matters. In addition, the suppliers we contract with are required to adhere to our Supplier Conduct Guidelines and to our Code of Ethics. These documents

serve as an ethical guide for all our stakeholders and address priority issues such as: corporate ethics, working conditions, fair remuneration, anticorruption, environmental and safety standards, human rights, and occupational health.

We operate based on a policy of zero tolerance for acts of corruption, forced labor, child labor, discrimination, or human rights violations.

ALL SEMPRA COMPANIES, INCLUDING SEMPRA INFRASTRUCTURE, ADHERE TO SEMPRA'S SUPPLIER CODE OF BUSINESS CONDUCT, WHICH CONTAINS GENERAL REQUIREMENTS APPLICABLE TO ALL SUPPLIERS AND CONTRACTORS OF THE SEMPRA FAMILY OF COMPANIES.



# SUPPLY CHAIN MANAGEMENT

GRI: 102-9, 203-2

Our operational resilience and social value benefit when our suppliers implement more sustainable practices. Our Supply Management department encourages suppliers to implement sustainable practices aligned with our ethical, economic, environmental, and social development principles to improve value to customers and our competitive advantage.

In Mexico, as part of our procurement process for goods and services, we classify suppliers we deem critical each year. We assess them periodically for compliance with issues related to sustainability. When we identify that a supplier needs to improve on any aspect or indicator, we develop corrective plans to address the issue. Following this assessment, we classify our suppliers into three categories based on how advanced they are in their sustainability practices and the level of risk they present for our operations. This assessment aims to offer support and assistance to our suppliers in enhancing their operations.

Starting in 2022, we expect to encourage critical suppliers to provide to us certain information on their sustainable actions and strategies. In the medium term, we plan to expand the scope of this assessment to include those not considered critical suppliers.

At Semptra Infrastructure U.S., our values underpin the positive partnerships that we form with our suppliers. We evaluate our suppliers on criteria that may include quality, safety, and reliability. Those falling in the Information Technology (IT) category are additionally classified by criticality and evaluated by our Technology and Cybersecurity team. As per company policy, all suppliers are treated equally and in alignment with our organization’s values.

AS WE MOVE FORWARD, WE AIM TO IMPROVE UPON THE PRACTICES OF OUR OPERATIONS IN MEXICO AND THE UNITED STATES TO STRENGTHEN OUR ORGANIZATION’S SUSTAINABLE SUPPLY CHAIN STRATEGY.

## SOCIAL PILLAR

We assessed how they approach compliance through procedures and tools that demonstrate adherence to laws and regulations pertaining to privacy, transparency, anti-corruption, human rights, and labor practices.

## ECONOMIC PILLAR

We assessed how they manage human capital, as well as the health and safety protocols for their employees.

## ENVIRONMENTAL PILLAR

We assessed the policies and practices that evidence their interest in and efforts to reduce the impact of their operations on the environment, as well as measures taken to protect and care for the environment.





MEMORIAL PARK, SEMPRA INFRASTRUCTURE VOLUNTEERING

# COMMUNITY ENGAGEMENT

GRI: 413-1

Consistent with our core values and guiding principles, we seek to be an integral part of the communities where we operate and to form lasting relationships.

We are committed to investing in these communities and collaborating with local organizations in alignment with our values of doing the right thing, championing people, and shaping the future. Regardless of the stakeholder group—neighbors, community members or leaders—our vision and strategy are focused on facilitating open communication channels while working together.

We employ social engagement strategies designed to provide the communities where we have a presence with an understanding of the goals of our projects, including their impacts and benefits. We currently continue to employ the communications and engagement mechanisms that were previously used by Semptra Infrastructure Mexico and Semptra Infrastructure U.S. to maintain communication with our communities, even in the face of the challenges brought about by the pandemic.

During 2021, we continued to use various methods to help meet the needs of our communities, such as community meetings, virtual meetings, written communications, newspaper advertisements, community advisory committees, and grievance mechanisms, including the Community Service and Grievance Mechanism in Mexico, and the Semptra Ethics & Compliance Helpline, in the U.S.

We aim to continue to work for our communities' safety and development, through collaborating and connecting with people, and facilitating access to safe, affordable, and sustainable energy needed for growth and long-term stability.



# SOCIAL INVESTMENT

GRI: 203-1, 413-1

We provide aid for our communities through the various community support and investment programs that we manage, both at the corporate level, through Fundación Sempra Infraestructura in Mexico and the Sempra Foundation in the U.S., and through actions carried out by the different business lines.



**MEANINGFUL SOCIAL INVESTMENT**  
IN OUR WORK TO DEVELOP AND EMPOWER OUR COMMUNITIES, WE MADE SOCIAL INVESTMENTS THROUGH OUR ECA LNG PHASE 1 PROJECT UNDER CONSTRUCTION IN ENSENADA, BAJA CALIFORNIA, WITH A US\$ 6 MILLION CONTRIBUTION.

Our social investment strategy aligns with the needs identified in the communities where we operate, and our overarching values and principles guide our investments.

## US\$ 9,979,555

Company's social investment in 2021<sup>50</sup>

<sup>50</sup> This amount includes corporate giving figures for both Mexico and the U.S. For Sempra Infraestructura Mexico, the figure includes donations made by Fundación Sempra Infraestructura and social investments made by the company's business units, operating assets, joint ventures, and by projects under construction (some contributions were made in-kind and are related to project compliance, regulations, or public consultations). For Sempra Infraestructura U.S. the figure includes cash donations, excluding in-kind contributions and donations related to project compliance, regulations or public consultations.



CHAPULTEPEC PARK, BAJA CALIFORNIA



# OUR PROGRAMS

Engaging with our stakeholders and giving back to our communities is a priority in the way we operate and do business. The creation of Sempra Infrastructure involved the consolidation of assets and business lines as well as the consolidation of our social and community investment efforts.

THE COMPANY AIMS TO BUILD AN  
ENGAGEMENT MODEL BASED ON WORLD-  
CLASS PRACTICES AND MAKE IT  
APPLICABLE TO ALL ITS INTERACTIONS  
WITH THE COMMUNITY.

Over the course of the year, we continued implementing our community investment programs. This task was undertaken during our consolidation and the challenges brought about by the COVID-19 pandemic.

To achieve our objectives, we adapted and employed new strategies and tools. We used virtual communication to maintain contact with our communities and adopted recommended health and safety measures and protocols to carry out our social investment programs.

## U.S. PROGRAMS

Active involvement in the communities in which we operate is fundamental to the success of our organization. We are proud of the relationships that we have built with community members and, every year, we seek to enhance those relationships by focusing on our four Giving Priority Areas:

### ENVIRONMENTAL STEWARDSHIP

When done responsibly, we believe that the development of energy infrastructure can be compatible with environmental protection and preservation. Our projects are designed to meet or exceed local, state, and federal environmental regulatory requirements and, in line with our commitment to environmental stewardship, we prioritize community partnerships that preserve and restore wildlife habitats and protect biodiversity.

In 2021, Cameron LNG awarded a US\$ 15,000 grant to the Moore-Odom Wildlife Foundation to protect against coastal erosion near Hackberry, LA. The area is home to many species of wildlife, including migrant land birds, alligators, and the rare Crested Caracara.



MEMORIAL PARK, SEMPRA INFRASTRUCTURE VOLUNTEERING





### EMERGENCY PREPAREDNESS AND SAFETY

The health and safety of our workforce and community are at the center of everything we do. To look after their safety, we developed thorough emergency preparedness and response plans that involve local stakeholders, such as police and fire departments. In addition, we work with municipalities to support programs that keep our communities safe and help eradicate hunger, provide healthcare services, and assist underserved families.

During the month of September 2021, volunteers participated in Hunger Action Month by partnering with the Houston Food Bank and the San Diego Food Bank. Together, our volunteers helped fill 4,600 bins of food, providing over 3,600 meals that were donated to those in need. Through the cumulative actions of our employees, we are making a positive difference in our communities. Together, we are shaping the future.



### EDUCATION

At Sempra Infrastructure, we recognize that the students of today will make up the workforce and leaders of tomorrow. Guided by our value of championing people, we collaborate with colleges and universities to support programs in the areas of science, technology & innovation, engineering, and math (STEM), helping to provide students with the resources needed to build a strong foundation and help them capitalize on opportunities that can shape the world.

Each year since its inception, Cameron LNG has provided US\$ 20,000 in scholarship funds to the foundations at McNeese State University and SOWELA Technical Community College. To date, Cameron LNG has given \$189,500 to Cameron Parish School graduates pursuing higher education.



### ECONOMIC PROSPERITY AND LEADERSHIP DEVELOPMENT

A thriving community is supported by healthy economic conditions. At Sempra Infrastructure, we contribute to community development by investing in programs to help promote workforce readiness and support diverse businesses. Providing skills training, opportunities for career advancement, and tools and resources for small businesses are key pillars to economic prosperity.

Our relationships with regional organizations help support local economies and enhance the resiliency of the communities where we operate.

AS WE MOVE FORWARD, WE PLAN TO CONTINUE TO  
PRIORITIZE OUR INVOLVEMENT IN THE COMMUNITY, STANDING  
UP FOR WHAT IS RIGHT AND LIVING OUR VALUES.  
AS THE NEEDS OF THE COMMUNITIES WHERE WE OPERATE  
BECOME MORE PRESSING, SEMPRA INFRASTRUCTURE'S  
ACTIONS OF SUPPORT PLAN TO ADAPT ACCORDINGLY.





JERUEL SHELTER HOME

## MEXICO PROGRAMS

We aim to contribute to the well-being of the communities where we operate. We have implemented a variety of programs aimed at improving the quality of life of millions of Mexicans, both through social investment projects carried out by our construction and operating assets, as well as through our foundation.

### FUNDACIÓN SEMPRA INFRAESTRUCTURA<sup>51</sup>

Fundación Semptra Infraestructura is a social investment foundation created in 2015 to support organizations, projects, and programs that contribute to the well-being and development of the communities in which we operate.

Our primary areas of giving are education, environment, vulnerable groups, and community services.

At Fundación Semptra Infraestructura, our mission is to transform lives by supporting organizations and programs that contribute to the development of the communities to which we belong.

<sup>51</sup> Formerly Fundación IEnova.



WE FOCUS ON COMMUNITY PROGRAMS THAT PROVIDE BENEFITS  
IN THE MEDIUM- AND LONG-TERM, IN FOUR AREAS OF GIVING:

EDUCATION

We allocate resources to projects that foster the educational development of children, youth, and adults through scholarships, workshops, courses, and other educational tools.



ENVIRONMENT

We allocate resources to projects aimed at mitigating environmental impacts in the communities where we operate and at fostering a culture of care and protection of the environment.





VULNERABLE GROUPS

We allocate resources to projects that help improve the physical infrastructure of community centers that contribute to reducing poverty, enhancing community engagement, supporting vulnerable children and the elderly.



Aligning to SDGs:



Supported projects

11  
2019

9  
2020

13  
2021

Social Investment  
(US\$)

\$258,046  
2019

\$143,654  
2020

\$190,637  
2021

COMMUNITY SERVICES

We allocate resources to projects that provide direct benefits and services to the people in our communities. These projects include support for institutions that treat children with cancer and efforts to engage with indigenous communities.



Aligning to SDGs:



Supported projects

8  
2019

19  
2020

9  
2021

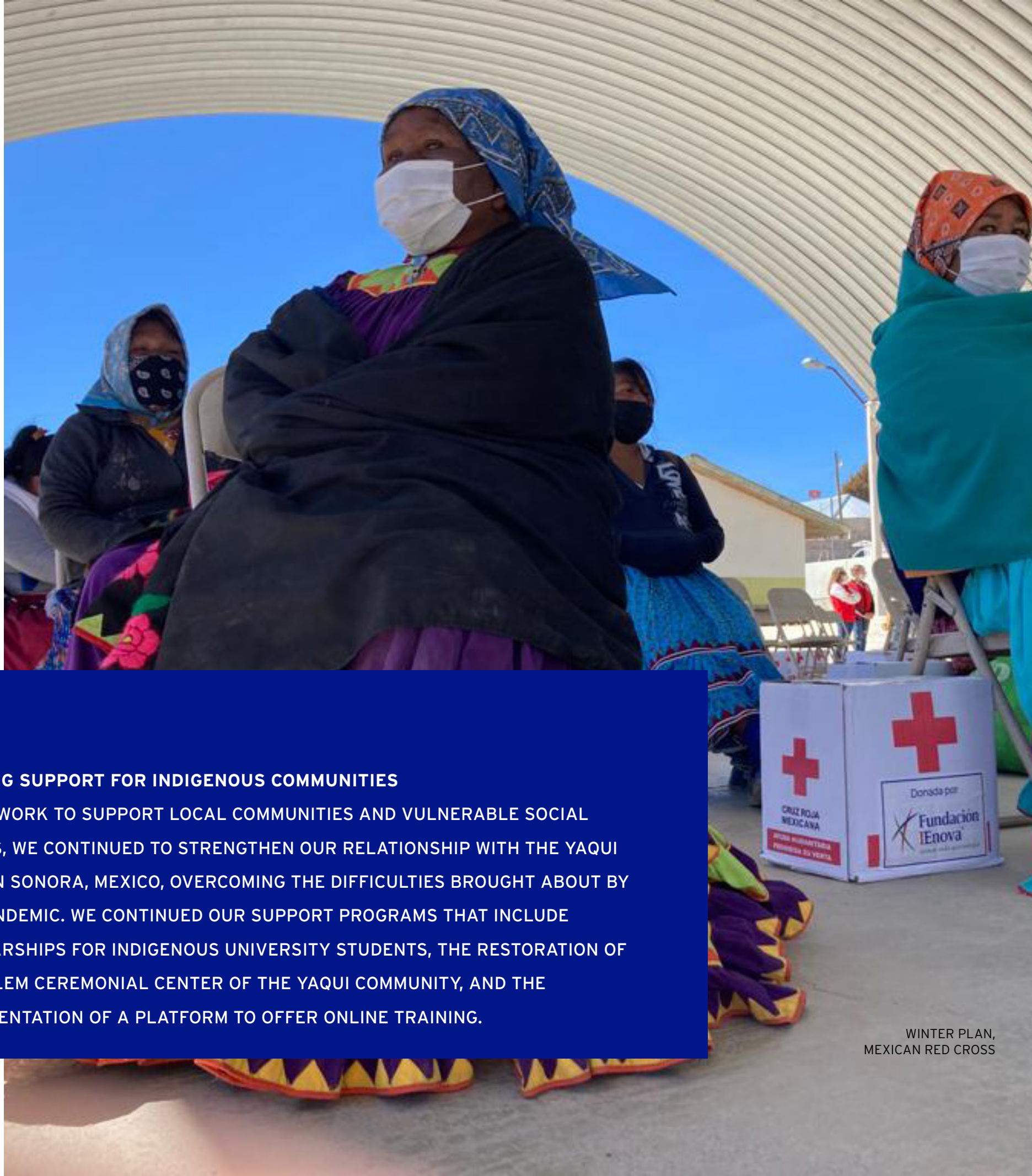
Social Investment  
(US\$)

\$390,412  
2019

\$2,412,863  
2020

\$1,148,412  
2021





FUNDACIÓN SEMPRA  
INFRAESTRUCTURA INVESTED  
US\$1,479,209 DURING  
2021 TO SUPPORT 30 PROJECTS  
AND 17 ORGANIZATIONS.

During the COVID-19 pandemic, Fundación Semptra Infraestructura made the decision to allocate a large part of the budget from 2020 and 2021 to two lines of action:

- Medical protection equipment and supplies
- Food safety

Fundación Semptra Infraestructura also continued to support other multi-year projects that helped develop and improve infrastructure for communities, provide scholarships, and offer comprehensive support for treating children with cancer.

Fundación Semptra Infraestructura plans to continue to operate under its established parameters for investments in Mexico in compliance with the country's specific regulatory requirements. The foundation expects to continue supporting relevant short-, medium-, and long-term community projects and aims to maintain its COVID-19 response programs.



#### ONGOING SUPPORT FOR INDIGENOUS COMMUNITIES

IN OUR WORK TO SUPPORT LOCAL COMMUNITIES AND VULNERABLE SOCIAL GROUPS, WE CONTINUED TO STRENGTHEN OUR RELATIONSHIP WITH THE YAQUI TRIBE IN SONORA, MEXICO, OVERCOMING THE DIFFICULTIES BROUGHT ABOUT BY THE PANDEMIC. WE CONTINUED OUR SUPPORT PROGRAMS THAT INCLUDE SCHOLARSHIPS FOR INDIGENOUS UNIVERSITY STUDENTS, THE RESTORATION OF THE BELEM CEREMONIAL CENTER OF THE YAQUI COMMUNITY, AND THE IMPLEMENTATION OF A PLATFORM TO OFFER ONLINE TRAINING.

WINTER PLAN,  
MEXICAN RED CROSS





MEMORIAL PARK, SEMPRA INFRASTRUCTURE VOLUNTEERING



## EMPLOYEE VOLUNTEERS

AT SEMPRA INFRASTRUCTURE, WE  
PROMOTE EMPLOYEE VOLUNTEERING  
PROGRAMS AND INITIATIVES.

### SEMPRA INFRASTRUCTURE MEXICO

The Corporate Volunteers Program is a project promoted by Fundación Semptra Infraestructura designed to achieve a better connection between the company's employees and the communities it serves.

Corporate volunteering events are held in cooperation with the institutions that belong to the foundation's Triannual Foster Home Adoption Program for Infrastructure Improvements.

In 2021, we held 36 virtual corporate volunteering events with the participation of 52 employees. This was a pilot project that looks forward to being officially launched during 2022.

### SEMPRA INFRASTRUCTURE U.S.

Our employees participated in many hands-on activities supporting our local communities by providing meals, donating food and toys for low-income communities, and assembling COVID-19 safety kits to support a safe back-to-school process. Also, at Cameron LNG, we encouraged and supported employee involvement with our communities and established the Cameron LNG Employee Giving Fund (EGF), through which employees could elect to voluntarily participate in a payroll deduction program in order to support nonprofit charitable organizations.

In 2021, there was a 30% increase in employee participation, with over one-third of existing contributors increasing their donation to the fund. In partnership with the Community Foundation of Southwest Louisiana to administer the fund, the EGF Employee Board approved the distribution of \$34,000 to 11 nonprofits in 2021.