

# CHENIERE ENERGY, INC.

## COMPENSATION COMMITTEE CHARTER

As Amended and Restated

February 11, 2026

### 1. ORGANIZATION

The Compensation Committee (the “*Committee*”) of the board of directors (the “*Board*”) of Cheniere Energy, Inc. (the “*Company*”) shall consist of three or more directors as determined by the Board, each of whom meets the independence requirements of the exchange or market on which the Company’s common stock may then be listed (the “*Exchange*”) and otherwise satisfies all independence and other requirements as may be applicable from time to time. Determinations as to whether a particular director satisfies the requirements for membership on the Committee shall be made by the Board.

Upon appointment to the Committee, each member shall serve until such member’s successor is duly elected and qualified or until such member’s earlier resignation, death, or removal. One member of the Committee will be designated by the Board as Chairman and will be responsible for the scheduling of regular and special meetings and the functioning of the Committee. The Board may, pursuant to the Bylaws of the Company, as in effect from time to time (the “*Bylaws*”), remove a member of the Committee at any time, with or without cause, provided that the Board must, at all times, assure that the Committee will have a Chairman and sufficient members to satisfy the requirements set forth above relating to the number and qualifications of Committee members.

The Committee may appoint a sub-committee consisting of at least two Committee members to exercise any and all of the powers and authority of the Committee as provided in the resolutions establishing such sub-committee.

### 2. PURPOSE

The purpose of the Committee is to (i) discharge the responsibilities delegated to it by the Board relating to compensation of the Company’s executive officers and (ii) review and recommend to the Board compensation plans, policies and programs intended to attract, retain and appropriately reward employees in order to motivate their performance in the achievement of the Company’s business objectives. The Committee shall also prepare the compensation committee report on executive compensation required to be included in the Company’s annual report or proxy statement relating to the election of directors.

### 3. MEETINGS

The Committee shall meet as often as necessary, but at least three times annually, to carry out its responsibilities. Meetings may be in person, by telephone or videoconference as needed to conduct the business of the Committee. For the transaction of any business at any meeting of the Committee or a sub-committee, a majority of the members shall constitute a quorum. The

Committee or sub-committee shall take action by the affirmative vote of a majority of the members present at a duly held meeting. The Committee or sub-committee may also take action by unanimous written consent to the fullest extent permitted by the Delaware General Corporation Law and the Bylaws. The Committee may invite advisers and such members of management to its meetings as it deems appropriate. The Chief Executive Officer (the “*CEO*”) shall not be present during deliberations or voting on his or her compensation. The Committee will maintain copies of minutes of each meeting of the Committee, and each written consent to action taken without a meeting, reflecting the actions so authorized or taken by the Committee. A copy of the minutes of each meeting and all consents will be placed in the Company’s minute books. The Chairman of the Committee shall report on any Committee or sub-committee meetings held at the next regularly scheduled Board meeting following such meeting.

#### **4. DUTIES AND RESPONSIBILITIES**

The following are the common recurring duties and responsibilities of the Committee in carrying out its oversight functions. These duties and responsibilities are set forth below as a guide to the Committee with the understanding that the Committee may alter or supplement them as directed by the Board or as appropriate under the circumstances to the extent permitted by applicable law or rule of the Exchange.

- Review and approve annually corporate goals and objectives relevant to CEO compensation, evaluate at least annually the CEO’s performance in light of those goals and objectives and, either as a Committee or together with the other directors who meet the independence requirements of the New York Stock Exchange (as directed by the Board), determine and approve the CEO’s compensation, including salary, bonus and equity compensation, based on this evaluation;
- Review and recommend to the Board for approval on an annual basis the compensation of the other executive officers of the Company, including salary, bonus and equity compensation, based on the Committee’s evaluations;
- Review and approve corporate goals and objectives, after consultation with the Board and management, for the other executive officers, for the defined performance period;
- Review and determine whether established goals and objectives of any performance-based compensation for the other executive officers have been met for the completed performance period;
- Report to the Board on the performance of the other executive officers in light of the established corporate goals and objectives for the performance period;
- In determining the long-term incentive component of the CEO’s compensation, the Committee shall consider such criteria as the Committee deems appropriate, including the Company’s performance and relative stockholder return, the value of similar incentive awards granted to CEOs at peer group companies, and the long-term incentive awards granted to the CEO in past years.

- Assess the ongoing competitiveness of the total executive compensation packages of the CEO and other executive officers from time to time, at the Committee's discretion;
- Review and approve budgets and guidelines for performance-based compensation other than promotions and spot bonuses for non-executives;
- Review existing cash-based plans applicable to executive officers and equity-based compensation plans;
- Review and recommend to the Board for approval all new cash-based compensation plans applicable to executive officers and equity-based compensation plans and all material modifications to such existing compensation plans, *provided* that any other modifications to existing compensation plans and any equity-based inducement plans shall be approved by the Committee;
- Review and discuss the Company's Compensation Discussion and Analysis ("CD&A") and the related executive compensation information and recommend to the Board that the CD&A and related executive compensation information be included in the Company's proxy statement and annual report on Form 10-K as required by the rules and regulations of the U.S. Securities and Exchange Commission ("*SEC*");
- Approve the compensation committee report on executive officer compensation included in the Company's proxy statement or annual report on Form 10-K as required by the rules and regulations of the SEC;
- Review and recommend to the Board for approval proposals regarding the Say on Pay Vote and the frequency of the Say on Pay Vote to be included in the Company's proxy statement;
- Review the results of the most recent Say on Pay Vote and consider whether to recommend adjustments to the executive compensation policies as a result;
- Review and recommend to the Board for approval any employment agreements, severance arrangements, change-in-control arrangements or special or supplemental employee benefits, and any material amendments to the foregoing, applicable to executive officers, *provided* that any awards granted under an equity-based inducement plan shall be approved by the Committee;
- Review and recommend to the Board for approval new-hire and promotion compensation arrangements for executive officers, *provided* that any awards granted under an equity-based inducement plan shall be approved by the Committee;
- Administer the Company's stock plans and, except as otherwise provided by the Board or any such plan, the Company's other compensation plans applicable to executive officers;

- Grant awards under the stock plans or delegate that responsibility to the Equity Grant Committee, a committee of the Board or, subject to Delaware General Corporation Law, officers of the Company, *provided* that any awards granted under an equity-based inducement plan shall be approved by the Committee;
- Conduct and review an annual Committee performance evaluation;
- Review and assess the adequacy of this charter annually and recommend any proposed changes to the Board for approval;
- Review the Company's executive compensation arrangements to determine whether they encourage excessive risk-taking, review and discuss at least annually the relationship between risk management policies and practices and executive compensation, evaluate executive compensation policies and practices that may mitigate any such risk, and determine whether any risks arising from such policies and practices are reasonably likely to have a material adverse effect on the Company;
- Develop and implement a policy with respect to the recovery or clawback of excess incentive-based compensation pursuant to Rule 10D-1 under the Securities Exchange Act of 1934, as amended;
- Take any other actions as may be required from time to time by applicable law, the rules of the Exchange, the rules and regulations of the SEC, the Bylaws or the Board; and
- Carry out such other duties as may be delegated to the Committee by the Board from time to time.

## 5. CONSULTANTS

The Committee shall have the sole authority, in its sole discretion, to retain, oversee and terminate any compensation consultant, independent legal counsel or other adviser, including the sole authority to approve such adviser's fees and other retention terms. The Company shall provide appropriate funding, as determined by the Committee, for the payment of reasonable compensation to any such advisers and for the ordinary administrative expenses of the Committee. Prior to selecting or receiving advice from any such adviser, the Committee shall assess the independence of such adviser, taking into consideration such factors as the Committee determines to be appropriate or as required by the rules of the Exchange and the rules and regulations of the SEC, each as amended from time to time.