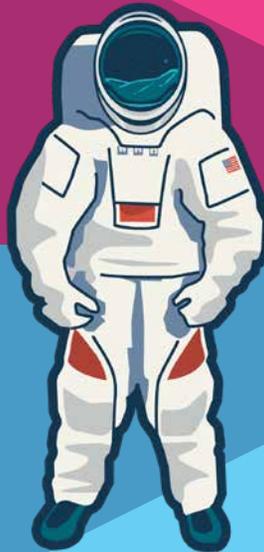




GREATER HOUSTON
PARTNERSHIP

2024

ANNUAL REPORT



Letter From Our Board Chair

As I reflect on this past year, I am inspired by the progress we have made in laying the foundation for expanded opportunity across our region. Houston's strength has always been its people, and in 2024, we came together to address some of the most critical issues facing our community. It has been an honor to serve as your board chair and to witness firsthand the impact of our collective efforts.

This year, we saw notable advancements in public education, workforce development, and mental health—each essential to our vision of a city where opportunity is accessible to all. A particular highlight has been celebrating the 10th anniversary of UpSkill Houston, a celebrated initiative that has significantly enhanced economic opportunity through workforce development. The September UpSkill Houston Summit commemorated this milestone, underscoring the collaborative work of employers, educators and community leaders who are equipping Houstonians with the skills needed to thrive in a changing economy.

Our commitment to mental health was another priority I emphasized at our Annual Meeting, recognizing the vital role mental well-being plays in a productive and resilient workforce. Through the dedicated efforts of our Public Policy Health Care Committee, we conducted an extensive survey across Houston's business community to assess the mental health landscape. Roundtable discussions also enabled us to explore effective mental health strategies and identify areas for growth, fostering a healthier, more supportive work environment for Houston's workforce.

Together, these efforts, along with initiatives like One Houston Together's launch of the successful MBE Accelerator, underscore our shared mission to expand opportunity and economic growth throughout our region.

As we look to the future, I am excited for the progress yet to come. I am deeply grateful for each of you who contribute your time, energy, and resources to our shared mission. Together, we are building a Houston where everyone has the opportunity to succeed.

Eric Mullins
Chair



Letter From Our President and CEO

Reflecting on my first year with the Greater Houston Partnership, I am truly grateful for the spirit of collaboration and commitment I have witnessed. Our community's collective energy has driven impressive achievements that continue to make Houston a beacon of opportunity and growth. Together, we have not only advanced our region's global competitiveness but have also laid the foundation for an even brighter future.

This year, we celebrate the culmination of our strategic plan Houston Next. Since its launch in 2018, Houston Next has helped shape the greater Houston region into a more resilient and inclusive region. Thanks to your investment and support, the campaign enabled us to achieve significant milestones across three core pillars: strengthening our economy, enhancing quality of life, and expanding opportunities for all Houstonians. Highlights include the addition of 448,900 jobs to our economy, Houston's GDP growth to \$633.2 billion, and a strengthened commitment to resilience through a \$10.2 billion investment in flood mitigation, among many other achievements.

We are also seeing progress in areas crucial to Houston's future. From education reforms that helped HISD schools improve their ratings to UpSkill Houston's impact on over 200,000 students and Houston Back on Track connecting over 10,000 jobseekers to local opportunities, we are laying the groundwork for long-term success.

In the year ahead, the Partnership will continue to focus on fostering a robust business environment, supporting critical infrastructure projects, and ensuring that Houston is recognized as the place to scale big ideas and achieve big dreams. I am excited to continue our work together, creating opportunity and shaping Houston's future as the city of limitless potential.

Thank you for your unwavering support, dedication and partnership. I look forward to all that we will accomplish together.

Steve Kean
President and CEO







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Economic Development

Driving Economic Growth Through Strategic Partnerships

The Houston region continues to be a top destination for domestic and international business expansion and relocation. In 2024, the Partnership and its regional allies assisted in **35 economic development wins**, accounting for over **\$1.1 billion in capital expenditures** and more than **4,600 new jobs** for the region.

BIONOVA SCIENTIFIC: This CDMO company is expanding its R&D and manufacturing operations to The Woodlands, creating **57 jobs** with approximately **\$100 million** in capital expenditures.

CHENTA PRECISION MACHINERY: This gearbox manufacturer is opening a site for manufacturing and assembly of gearboxes for solar and EV applications, which will create **25 jobs** with **\$10 million** in capital expenditures.

CREALITY: This manufacturer of 3D printers has opened a new office in Houston for sales, service, repair, and distribution, resulting in **50 new jobs** with **\$3 million** in capital expenditures.

CZT: This solar energy equipment company is opening a manufacturing facility in Sealy, which will employ up to **135 people** with a capital investment of **\$25 million**.

FAUST: A beverage distributor, is expanding their operations in the Houston region with an additional 200,000 square feet of space. The expansion will create **20 jobs** with **\$24 million** in capital expenditures.

FLUENCE ENERGY: This manufacturer of grid-scale batteries is establishing an office in the Houston region for engineering and other operations, which will create **300 jobs** with approximately **\$5 million** in capital expenditures.

FLUXWORKS: A producer of magnetic gearboxes, Fluxworks is relocating its offices, R&D, and production from College Station to Conroe. The project will initially create **30 jobs** with **\$1 million** in capital expenditures.

GRAINGER: This industrial supply company is building and opening a **1.2 million** square foot distribution center in Hockley on a **108-acre site**, employing **450 people** with a capital investment of **\$200 million**.

GREENWAY PLASTICS: A plastic bag manufacturer, recently merged with three local companies and is consolidating their warehousing, distribution, and manufacturing as Phase 1 of a larger project. This phase will have **\$5 million** in capital expenditure and create **80 jobs**.

New Jobs for
the Region

4.6K

Capital Expenditure

\$1.1
billion





HEALGEN: A provider of diagnostic and medical testing solutions, Healgen is opening a manufacturing facility for COVID-19 and influenza tests, which will create **200 jobs** with **\$27 million** in capital expenditures.

IC STAR SOLAR: This manufacturer of PV power generation products is opening a new manufacturing facility in Tomball for solar cells and modules, employing **348 people** with a capital investment of **\$30 million**.

INTEGRA MISSION CRITICAL: A producer of electronic modules for data centers, opened a new Houston location for light assembly and distribution. The project will create **500 jobs** with **\$10 million** in capital expenditures.

LUXECASTING USA: A company creating hoses, couplings, and firefighting gear for various industries, is opening a warehouse & US office in the Houston region. The project will have **\$13 million** in capital expenditure and create **50 jobs**.

MAY FOOD PRODUCE: This produce wholesaler is relocating its warehouse and operations to the Houston region and is purchasing land to build a produce distribution center, creating **50 jobs** with **\$14.5 million** in capital expenditures.

METOX INTERNATIONAL: A manufacturer of high temperature semiconducting wire, is expanding their recently opened manufacturing facility in Houston. The project will create **50 jobs** with **\$20 million** in capital expenditures.

ORIENTAL YUHONG: A construction materials company, Oriental Yuhong is opening a manufacturing site for building materials, creating **350 jobs** with **\$100 million** in capital expenditures.

PLUG AND PLAY: A startup incubator and investor, is opening a new location in Sugar Land focused on smart cities tech. The expansion will create **4 jobs** with **\$1 million** in capital expenditures.

POGGIPOLINI: This manufacturer of fasteners for high-performance, specialized use cases (such as aerospace and defense), Poggipolini is expanding to Houston by acquiring a local fastener manufacturer, with an estimated **\$10 million** in capital expenditures and the creation of **50 jobs**.

QYK BRANDS: This manufacturer of wet wipes, cleaning products, and personal care & wellness products is building a biochemical manufacturing plant in Liberty County, which will create **1,000 jobs** with **\$400 million** in capital expenditures.

TMEIC AMERICAS: This manufacturer of solar panels is relocating its U.S. headquarters from Virginia to Houston and opening a manufacturing facility, which will create **300 jobs** with **\$30 million** in capital expenditures across two phases.

TOYO: This solar energy equipment company is opening a solar panel production and assembly facility in Houston, employing up to **200 people** with a capital investment of **\$30 million**.

TREVINI TURBINES: A company that manufactures, assembles, and repairs rotating equipment for power generation, Trevini Turbines is leasing a **38,000 square foot** facility, creating **40 jobs** with **\$15 million** in capital expenditures and the potential for further expansion in 3-5 years.

“After evaluating multiple locations, Bionova selected The Woodlands due to its geographical proximity to CGT companies across the United States, as well as local access to the rapidly expanding CGT ecosystem in Texas.”

**James Glover, COO,
BIONOVA SCIENTIFIC**

“Grainger’s Houston, Texas Distribution Center is going to be a state-of-the-art building that serves as a significant and tangible investment in our future.”

**Rob Reynolds, Senior Vice President,
GRAINGER**

“This new facility in Houston uses very innovative technology that will precisely diagnose viruses or diseases so people can be confident in the results they are receiving. Here, Healgen is able to produce quality tests on a very large scale—nearly a half million per day.”

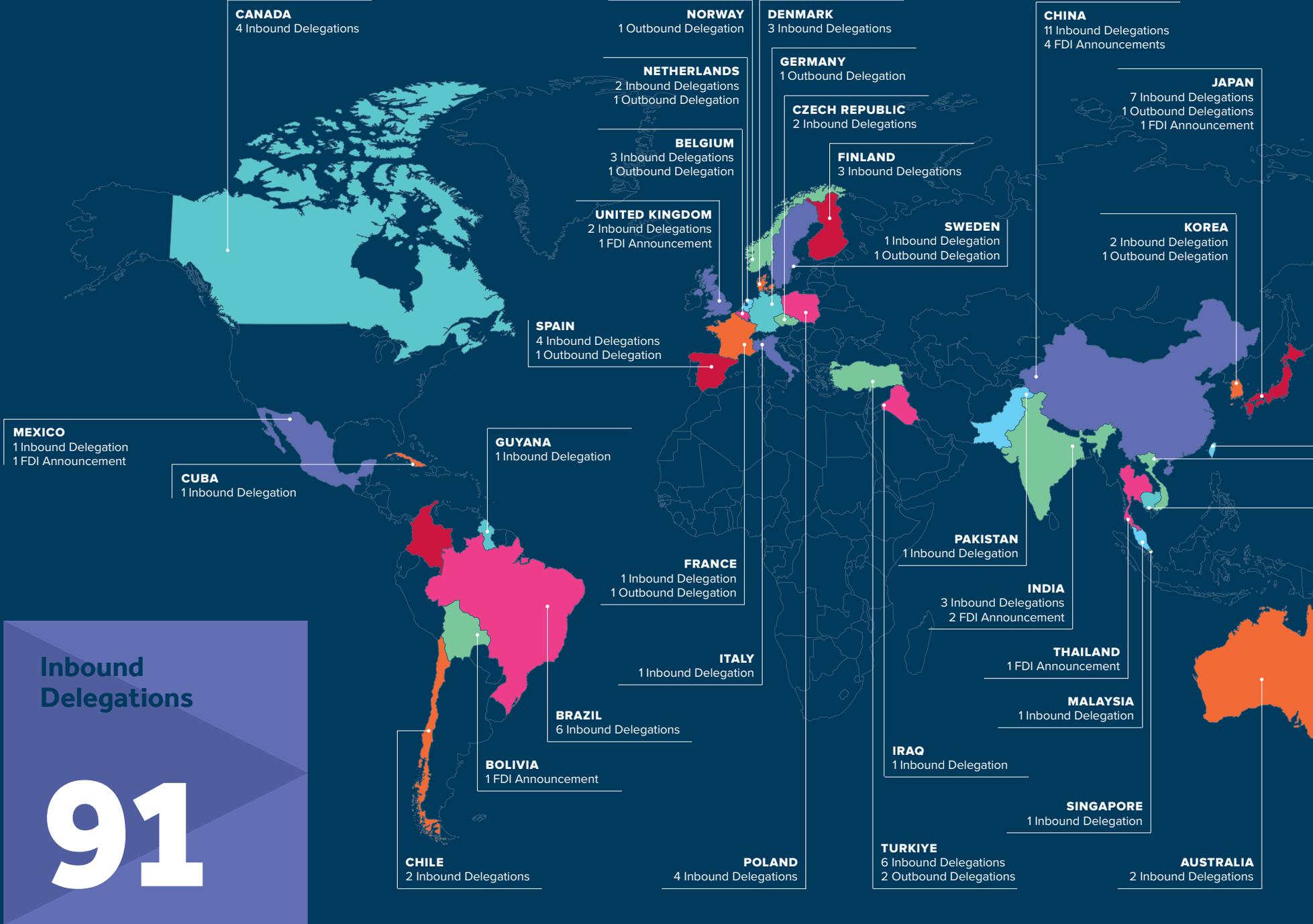
**Bingliang Fang, M.D., Ph.D. and CEO,
HEALGEN**

“Houston has that advantage of labor in solar manufacturing. Also, it’s more of a synergy — a lot of companies are entering Houston as solar manufacturing hubs.”

**Keer Zhuo, Executive Vice President
and Head of U.S. Operations,
IC STAR SOLAR**

“We are excited to make these investments for an expanded presence in the Houston area with the relocation of our headquarters and the opening of our new manufacturing facility... This strategic expansion underscores TMEIC’s dedication to the renewable energy industry, advancing clean energy technology, maintaining strong client relationships, and competing on a global basis while proudly manufacturing in the United States.”

**Manmeet S. Bhatia, President and CEO,
TMEIC AMERICAS**



International Investment and Trade: Enhancing Global Connections for Houston's Future

HIGHLIGHTS

January 24: Czech Republic Delegation Visit

The largest Czech business delegation to ever visit the United States came to Houston in January for impactful conversations on aerospace and mobility. Czech Minister of Transportation Mr. Martin Kupka and H.E. Miloslav Stasek, Ambassador of the Czech Republic to the U.S., were honored guests among the 50-person Czech delegation.

February 8: Topsoe Sustainable Supply Chain Summit

The Partnership hosted the Topsoe Sustainable Supply Chain Summit in cooperation with the Trade Council of Denmark in North America and Topsoe. More than 100 attendees participated in the summit, which focused on collaboration between Europe and North America to drive decarbonization in heavy industries. Danish companies in the delegation shared their stories to forge connections with industry leaders in Houston.

April 3: Visit of the Governor of Queretaro, Mexico

In April, Lic. Mauricio Kuri Gonzalez, Governor of Queretaro, visited Partnership Tower to discuss potential areas for collaboration in emerging industries, such as advanced manufacturing, aerospace, logistics, and energy. Queretaro's business-friendly environment and infrastructure make it a top destination for nearshoring as the world economy continues to follow this trend.



Czech Minister of Transportation Martin Kupka addresses attendees.



Governor of Queretaro Mauricio Kuri Gonzalez speaks to guests at a roundtable held at the Partnership.

TAIWAN

4 Inbound Delegation
1 FDI Announcement

VIETNAM

1 Inbound Delegation

CAMBODIA

1 Inbound Delegation
1 FDI Announcement



The delegation from Wallonia visiting Partnership Tower



A delegation spearheaded by the Partnership and the Center for Houston's Future attending the 3rd Hydrogen Day in Seoul.

October 7: Belgian Life Science Delegation

A delegation of life science companies from the Wallonia region of Belgium was hosted at the Partnership in cooperation with the Belgian Trade Office of Houston. Participants were briefed on the Houston economy, heard from several speakers about the life science ecosystem and engaged in B2B meetings.

October 11: Japanese Decarbonization Event

On October 11, 90 c-level executives attended a forum at Partnership Tower, co-organized by the Partnership and the Consulate General of Japan, in collaboration with the Center for Houston's Future. Presentations covered the Houston hydrogen strategy and activities by members of the regional hydrogen ecosystem.

INTERNATIONAL TRADE MISSIONS

October 28 - November 1: Clean Hydrogen International Trade Mission to East Asia

At the end of October, the Partnership and the Center of Houston's Future partnered with H2Korea and the Japan Hydrogen Association on an international trade mission visiting Tokyo and Seoul. Representatives from more than 20 companies participated in the delegation. The visit aimed to bolster clean hydrogen efforts through collaboration between the Gulf Coast Hydrogen hub, Japan, and Korea. Memoranda were signed in both Tokyo and Seoul with the Japanese Hydrogen Association and H2Korea, marking a commitment to cooperation with both nations in the search for hydrogen development.

Industries in Focus: Championing Innovation Across Key Sectors

ENERGY & MANUFACTURING JOIN FORCES

This fall, the Partnership hosted a joint meeting for over 50 members of the Energy and Advanced Manufacturing Committees. The meeting began with insights from Bain & Company, which presented research on “Harnessing Transformations and Accelerating Houston’s Economic Development in Energy and Technology.” This joint meeting offered a unique opportunity to explore the intersection of energy and advanced manufacturing in the Houston region. Attendees leveraged cross-sector expertise, sparking ideas for collaboration, networking with fellow committee members who share a common vision for the future of Houston’s energy and manufacturing sectors and shaping the strategic direction for the coming year.

BAYOU CITY BIO PULSE

The Partnership’s Life Science Committee launched the Bayou City Bio Pulse in late 2023 to bolster regional cohesion and collaboration. This bimonthly event, organized in collaboration with BioHouston and committee members, showcases life sciences hotspots across the greater Houston region, including The Woodlands, Pearland, Sugar Land, and the Texas Medical Center. With over 8 million square feet of lab space dedicated to life sciences and biotechnology in the region, these events aim to familiarize stakeholders with key locations and those supporting attraction and retention efforts. The Bayou City Bio Pulse has significantly impacted regional cohesion, reinforcing Houston’s status as a global leader in life sciences and biotechnology. Since its launch, the Bayou City Bio Pulse has hosted seven events, growing its attendance to over 800, doubling from 2023 to 2024.

COMPLETION OF THE AEROSPACE BUSINESS DEVELOPMENT STRATEGY

After multiple sessions with members of the aerospace ecosystem in the Houston region and seven sponsors to gain input and feedback over a 22-plus week project, a comprehensive business development strategy was delivered to enhance our aerospace ecosystem. The result is a 138-page document produced by a nationally recognized site selector firm, containing 27 potential strategies designed to encourage growth for the Houston region’s aerospace cluster in 2025 and beyond.



Members of the Energy and Advanced Manufacturing Committees attend joint meeting at Partnership Tower



TMC CEO Bill McKeon speaks at February’s Bayou City Bio Pulse, hosted at TMC Helix Park.



At the Q3 Aerospace Committee meeting, Lilium unveiled their new the Lilium Jet, the world’s first fully electric jet that can take off and land vertically.

Workforce Development

Building Houston's Workforce of the Future

CELEBRATING A DECADE OF UPSKILL HOUSTON

As UpSkill Houston marks its **10th anniversary** in 2024 with the UpSkill Houston Summit in September, it reflects on a decade of progress in enhancing economic opportunity through workforce development initiatives. This milestone not only showcases the organization's achievements but also highlights the collaborative efforts of various stakeholders in the region and provides direction for **2025 and beyond**.

ACCENTURE'S HYDROGEN WORKFORCE WHITE PAPER

In line with the region's growing focus on the transition to an energy-abundant, low-carbon future, Accenture's white paper on the hydrogen workforce outlines emerging opportunities within this sector. As Houston positions itself as a leader in clean hydrogen, the report emphasizes the need for skilled workers in hydrogen production and distribution. This presents a unique opportunity for UpSkill Houston to convene key partners in developing targeted training programs that prepare the workforce for these jobs, ensuring that local talent is ready for Houston's transition to a low-carbon future. UpSkill Houston is partnering with Accenture to engage more than **15 hydrogen and energy employers** to understand the skills needs and demands for the future, noting that the hydrogen industry closely aligns with the current skilled workforce in the petrochemical and refining sectors.

TALENT-DRIVEN ECONOMIC DEVELOPMENT FORUMS

Throughout the year, UpSkill Houston has convened talent-driven economic development forums, bringing together industry, community and nonprofit leaders, educators and policymakers to discuss workforce challenges and opportunities. These forums have fostered collaboration and innovation within the key targeted sectors of the economic development team: energy and hydrogen, life sciences and biotechnology, aerospace and aviation and advanced manufacturing. Participants share best practices and develop strategies to address the skills gap in the local economy. By leveraging insights from these discussions, UpSkill Houston is better positioned to drive impactful workforce initiatives that support the region's economic growth.





GREATER HOUSTON APPRENTICE NETWORK

The Greater Houston Apprenticeship Network continues to thrive, offering dynamic apprenticeship opportunities in industries like technology and finance. This program goes beyond hands-on training by promoting diversity and inclusion in the workforce. By connecting job seekers with forward-thinking employers committed to investing in their growth and development, the network plays a crucial role in building a robust talent pipeline that drives the region's economic growth.

HOUSTON BACK ON TRACK AND GROW WITH GOOGLE

Initiatives like Houston Back on Track and Grow with Google are essential components of UpSkill Houston's mission to empower our community and its residents. Houston Back on Track focuses on providing resources and support for individuals facing barriers to employment, while Grow with Google offers digital skills training to enhance job readiness. The Houston Back on Track Grow with Google scholarships enable job seekers to improve their skills. Since April 2024, Houston Back on Track has provided more than **100 learners** with scholarships, resulting in over **500 hours of learning** and **46 Grow with Google certificates** earned. Together, these programs help individuals navigate the workforce landscape and secure sustainable employment.

JOBS THAT MOBILIZE

Recent data from The Burning Glass Institute emphasize the importance of "Jobs That Mobilize" for economic opportunity. The Jobs That Mobilize initiative focuses on identifying in-demand occupations in strategically important industry

sectors for the growth of the economy. These roles not only provide pathways to upward mobility but are also critical in meeting the evolving needs of the Houston job market. By identifying high-demand occupations that offer advancement potential, UpSkill Houston is better equipped to align training programs with industry requirements, ensuring that local talent is prepared for the future. Over the course of the Jobs That Mobilize initiative, UpSkill Houston engaged more than **45 employers** who helped validate the priority occupations and the skills needed in those roles.

LOOKING FORWARD TO THE NEXT TEN YEARS

As UpSkill Houston celebrates its **10th anniversary**, it stands at the forefront of workforce development in the region, serving as an award-winning example for the rest of the country. By harnessing data-driven insights, fostering partnerships, and implementing innovative training programs, the organization is dedicated to creating a talent-rich economy.

The Houston region's diverse collective talent has positioned and continues to position the regional economy as one of the stronger ones globally. Houston's diversity is one of our strengths, and we understand that equity is achieved when everyone can prosper and thrive. Looking ahead, UpSkill Houston seeks to bring even greater success and resilience to the local workforce by utilizing the "Equip and Inspire" model. This model will provide resources and strategies that activate partners and drive solutions, ensuring that the Houston and Gulf Coast region has one of the finest skilled workforces in the world, creating opportunity and mobility for the residents of the region.

Developing Sound Public Policy for Houston's Future

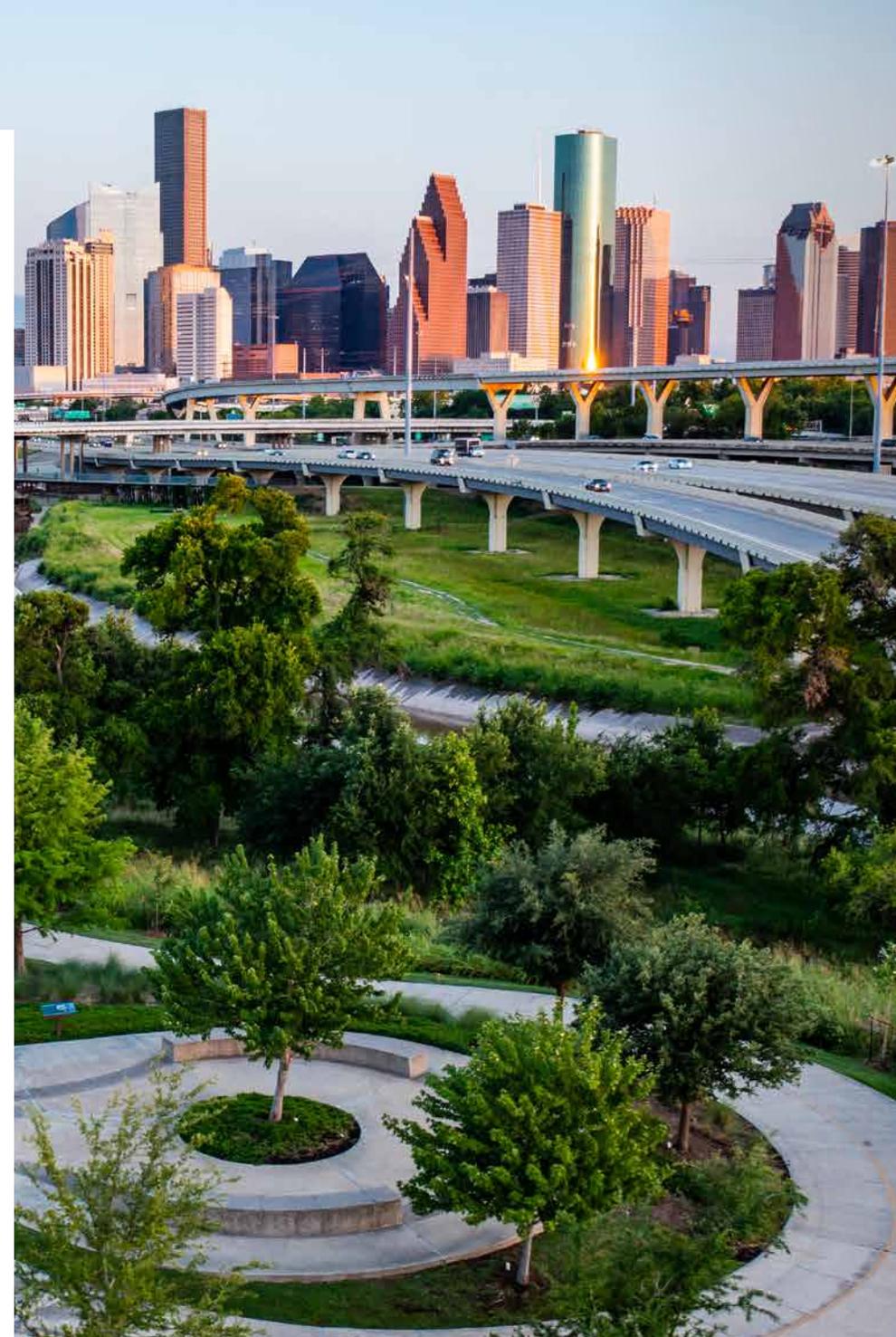
Setting the Agenda for the 2025 Texas Legislative Session

In preparation for the 2025 Texas Legislative Session, the Partnership's Board of Directors and Public Policy Steering Committee outlined a strategic legislative agenda aimed at addressing the Houston region's most pressing challenges. These priorities reflect the voice of the business community and serve as a blueprint for our advocacy work, focusing on ensuring Houston's continued growth and competitiveness. Key areas include:

PUBLIC SCHOOL ACCOUNTABILITY & FUNDING: Recognizing that a strong public education system is the foundation of economic success, the Partnership advocates for full funding of public schools. Our efforts include preserving high-impact educational programs and maintaining a robust accountability system to ensure transparency and positive outcomes for students.

WORKFORCE DEVELOPMENT: The Partnership is committed to aligning education with industry needs, ensuring that workers have the skills required to thrive in a rapidly evolving economy. By supporting collaboration between educational institutions and industries, we aim to create clear pathways to high-quality jobs, fostering long-term economic growth.

WATER INFRASTRUCTURE: As Texas faces growing demand for water resources, the Partnership will advocate for significant investments in water infrastructure. We support efforts to modernize aging water and wastewater systems, ensuring that businesses and communities have reliable access to this critical resource.





Policy makers visit Air Liquide during Houston Day



Washington, D.C. Fly-In Participants on the steps of the U.S. Capitol

Building the Case for Resilience

The Partnership continues to lead efforts advocating for policies that enhance Houston's resilience to natural disasters and infrastructure challenges. In 2024, our focus included securing additional funding for critical flood mitigation projects and disaster relief and advocating for infrastructure improvements to support economic stability and growth.

Notable outcomes include:

COASTAL TEXAS PROGRAM (IKE DIKE): The U.S. Army Corps of Engineers allocated \$500,000 to this storm surge mitigation initiative, marking a major step forward in protecting Houston and the Gulf Coast from severe weather. The Partnership has long championed the Ike Dike project and remains committed to securing the necessary funding to ensure the region's long-term resilience. These funds signify a federal commitment, allowing for the preliminary engineering and design process to begin.

RESILIENCY INFRASTRUCTURE: In addition to our advocacy for coastal protection, the Partnership helped secure over \$10 million from the U.S. Department of Transportation for transportation infrastructure resilience. These funds will enhance critical infrastructure to support Houston's growing economy and its ability to withstand future challenges.

Convening Policy Makers and Business Leaders

In 2024, the Partnership played a vital role in bringing together policymakers and business leaders to ensure that Houston's priorities were heard at the state and federal levels. Through events like Houston Day and the Washington, D.C. Fly-In, we provided platforms for meaningful dialogue and collaboration.

HOUSTON DAY: Inaugurated in 2024, Houston Day allowed nearly 60 lawmakers from across Texas to experience the city's diverse industries and vital contributions to the state economy. The two-day event included visits to the Houston Livestock Show and Rodeo, Port Houston, Johnson Space Center and the Texas Medical Center. By connecting legislators with key business leaders, we strengthened relationships and highlighted the importance of continued legislative support for Houston.

WASHINGTON, D.C. FLY-IN: The Partnership's delegation engaged with members of Congress, federal agencies and key stakeholders to advocate for Houston's top federal priorities. These discussions focused on positioning Houston as a leader in the energy transition and securing federal funding for infrastructure projects critical to the region's growth. Notable meetings included discussions with Senators John Cornyn and Ted Cruz, as well as a Tri-City dinner that fostered collaboration with the Dallas and Fort Worth Chambers.



Members at Houston in Focus



State Representative Greg Bonnen, Future of Texas

FUTURE OF TEXAS SERIES, INCLUDING HOUSTON IN FOCUS: This series brought together influential government officials and business leaders to shape policy discussions on key issues affecting the region. In 2024, guests included Congresswoman Lizzie Fletcher, Texas State Senators Brandon Creighton and Mayes Middleton, Texas State Representatives Greg Bonnen, Ann Johnson and Lacey Hull, Harris County Precinct 2 Commissioner Adrian Garcia, Harris County Precinct 3 Commissioner Tom Ramsey, Harris County Precinct 4 Commissioner Lesley Briones, Council Member Sallie Alcorn, Council Member Edward Pollard, and newly elected City Council members Fred Flickinger, Joaquin Martinez, and Twila Carter. These gatherings allowed for valuable exchanges between policymakers and the business community, ensuring that Houston's needs are well represented.

LEGISLATIVE POLICY FORUMS - ADVANCING INNOVATION AND INFRASTRUCTURE: In 2024, the Greater Houston Partnership hosted Legislative Policy Forums to address emerging technologies and critical infrastructure needs. The Artificial Intelligence Roundtable, co-hosted with the U.S. Chamber of Commerce and featuring U.S. Senator Ted Cruz, explored the benefits and potential of AI. Discussions focused on adopting a pro-innovation strategy to position Houston as a leader in AI, driving productivity and growth across sectors like health care and energy.

Co-hosted with the City of Houston, the Water Infrastructure Forum and Tour highlighted Texas' need for a long-term funding strategy concerning water supply and infrastructure, beyond the creation of the Texas Water Fund last session. According to the state water plan, Texas must invest \$153.1 billion in water infrastructure over 50 years. The forum underscored the role reliable water supplies play in attracting businesses and supporting Houston's future growth. These forums reinforced the Partnership's commitment to fostering innovation and ensuring sustainable infrastructure for the region.

Support of HISD Reforms Fuels Academic Growth and Workforce Readiness

Recognizing the critical need to improve student achievement, the Greater Houston Partnership has been a key supporter of reforms at Houston Independent School District (HISD). These reforms are essential to ensuring the region provides the educational opportunities needed to develop a strong future workforce.

Throughout the reform process, the Partnership played a pivotal role by:

ORGANIZING SCHOOL VISITS FOR BUSINESS LEADERS: Strengthening engagement between schools and the business community, showcasing how HISD's reforms are driving student achievement.

CONVENING EVENTS WITH DISTRICT LEADERSHIP AND THE COMMUNITY: Facilitating opportunities for stakeholders to share information, gather feedback and track the progress of HISD's reforms.

ADVOCATING FOR PUBLIC SCHOOL SUPPORT: Working with state legislators to secure essential funding and teacher support.

COLLABORATING WITH MEMBER COMPANIES: Offering high-impact literacy tutoring for second-language learners to further support educational outcomes.

With the reform effort now in its second year, HISD is showing remarkable progress. Once trailing in academic growth, the district outpaced its peer urban districts in Texas.

This significant improvement is helping narrow the achievement gap, opening new opportunities for all Houstonians and ensuring that Houston's future workforce is prepared to meet the city's growing needs.

Early Childhood Education

Access to high-quality early childhood education is often unattainable for many in the workforce. This limits productivity, weakens talent pipelines and fails our youngest Houstonians. The Partnership worked to strengthen Early Childhood Education (ECE) in the Houston region by laying a foundation for the passage of new, improved policies in the 2025 legislative session.

EARLY CHILDHOOD EDUCATION FORUM: The Partnership hosted an Early Childhood Education Forum in the spring, which convened leaders in the ECE space to hear from individuals and organizations leading efforts to improve ECE policy and deliver ECE services. Employers, local providers, advocacy organizations, educational institutions and government staff gathered to explore solutions to our ECE challenges.

PUBLIC EDUCATION COMMITTEE: The Partnership's Public Education Committee also worked to identify and develop better ECE policies and offered recommendations for policy changes. These recommendations have informed broader policy discussions with lawmakers and agencies.

COALITION WORK: The Partnership's policy team has played a leading role in organizing statewide coalitions in support of innovative ECE policies that expand access and improve quality. This year, the Partnership has worked with its counterparts at other chambers, advocacy organizations, and ECE policy experts to draft legislation, build relationships, gather information and make plans to advocate in 2025 for bills that improve the ECE landscape in Houston and across the state.

Prioritizing Mental Health in Houston's Business Community

At the 2024 Annual Meeting, Partnership board chair Eric Mullins highlighted the growing importance of mental health in the workplace, especially following the COVID-19 pandemic, and the impact of mental health wellbeing on the business community. In response, the Partnership engaged its public policy healthcare committee members, subject matter experts, and community leaders to better understand mental health challenges and how businesses can address them.

Thanks to the support of Partnership members and the leadership of bp and Deloitte, the Partnership conducted a survey in January to assess the mental health landscape across Houston's business community. While the findings from the assessment showed a strong commitment from organizations to support employee wellbeing, the assessment also revealed several areas for improvement across the business ecosystem.

To continue advancing this critical conversation, the Partnership initiated roundtable discussions with community leaders and stakeholders to align existing efforts, discover new opportunities, and pave a path toward a better understanding of mental health in the workplace as well as increased adoption of effective mental health tools and strategies by organizations. These sessions focused on building a healthier, more effective and supportive work environment.

By prioritizing mental health and early childhood education, Houston's businesses are not only enhancing employee wellbeing but also building a more resilient and successful workforce.

Houston Energy Transition Initiative

Leading the Charge Toward a Sustainable Energy Future

The Greater Houston Partnership is dedicated to strengthening Houston's position as the Energy Capital of the World. The economic vitality and growth of our region's economy are inextricably tied to the energy industry. The Partnership's Houston Energy Transition Initiative (HETI) builds on the best of traditional energy skills and systems to leverage Houston's industry leadership to accelerate global solutions for an energy-abundant, low-carbon future.

HETI is a coalition of industry, academic and community partners working together to ensure the long-term economic competitiveness and advancement of the Houston region as leaders in the global energy transition.

Climate Equity Report Bridges Corporate Action and Community Engagement

The mission of HETI is to drive sustainable and equitable economic growth for an abundant, low-carbon energy future for the greater Houston region. Critical to this objective, HETI seeks to ensure that community voices help guide climate and equity solutions to strengthen decarbonization efforts.

To this end, HETI collaborated with the Houston Advanced Research Center (HARC), Sallie Greenberg Consulting (SGC), energy companies with a presence in the region, and stakeholders representing impacted communities to develop a baseline understanding of current corporate climate action, community needs and preferred methods of engagement.

The Climate Equity Report, which includes a Framework for an Equitable Energy Transition and a Community Engagement Toolkit for an Equitable Energy Transition, was developed to help foster positive, two-way communication and engagement between Houston-area energy companies and the communities they impact. The Framework and Toolkit are based on in-depth research and interviews — aiming to bridge the gap between corporate climate action, community engagement and the federal government's approach to diversity, equity, inclusion, and accessibility.





HETI's Key Activations

NAPE: HETI hosted an activation at the NAPE Summit 2024, an expo and conference focusing on networking and bringing together domestic and international decision-makers to forge, facilitate and close deals.

HOUSTON ENERGY + CLIMATE STARTUP WEEK: The inaugural Houston Energy and Climate Startup Week 2024 brought together leading energy and climate venture capital investors, industry leaders and startups from around the world to showcase the momentum Houston is building to launch and grow innovative companies and technologies transforming the energy industry while driving a sustainable, low-carbon energy future.

5	Founding Partners
1,400+	Attendance
100+	Speakers
30+	Events
125+	Startups participated from across the globe

GASTECH: Gastech is the largest exhibition and conference for natural gas, LNG, hydrogen, climate technologies, AI, energy manufacturing and low-carbon solutions.

HETI	Partnership Sponsor
80+	Economic Development Engagements
50+	Domestic
30+	International
3	Panels
2	Leadership Roundtables



Paul Kearns, Argonne Director and Jane Stricker, HETI Executive Director sign MOU at CERAWeek



Brad Burke, Rice Alliance Associate Vice President for Industry and New Ventures, kicks off the Energy Venture Day and Pitch Competition at CERAWeek

CERAWeek 2024

For the third year, HETI had a strong presence at CERAWeek, a conference that brings together global leaders to advance new ideas, insights and solutions to the biggest challenges facing the future of energy and the environment. Many of our members participated in fireside chats at the HETI House, highlighting the collaboration and partnership driving change in the industry.

MOU ANNOUNCEMENT

During CERAWeek 2024, the Greater Houston Partnership, through HETI, and Argonne National Laboratory signed a Memorandum of Understanding (MOU) to leverage Houston's top research institutions, energy and industrial leadership, infrastructure and technical expertise to catalyze the development of commercial-scale solutions for the energy transition.

This partnership aims to enable greater collaboration across academia, local industry (existing and startups), private investors and government to accelerate the translation, evaluation, and pre-commercialization of breakthrough carbon reduction technologies essential to achieving both climate and economic development goals.

ENERGY VENTURE DAY + PITCH COMPETITION

In partnership with the Rice Alliance for Technology and Entrepreneurship and the Texas Entrepreneurship Exchange for Energy (TEX-E), HETI hosted the third annual Energy Venture Day and Pitch Competition at CERAWeek. The pitch day featured more than 40 energy ventures driving innovation, efficiency, and advancements for the energy transition. The competition is designed to connect energy startups with venture capitalists, corporate innovation groups, industry leaders, academics and service providers.

Ventures were showcased across three industry tracks, spanning materials to clean energy. Industry experts and investors judged the pitches, and the top three ventures from each track were announced at the conclusion of the event. The pitches included the TEX-E Prize, a university track with industry support, highlighting the innovation of five Texas student-led energy startups competing for \$50,000 in cash prizes.

Energy Venture Pitches

(representing 5 countries and 15 states)

44

HETI House Delegation Tours

15+

Fireside Chats with HETI members

5

MOU Announcement Attendees

200+

Energy Ventures Pitch Competition Applications

125+

One Houston Together: Inclusive Leadership and Opportunity

Through **One Houston Together**, the Greater Houston Partnership galvanizes the business community to transform our region into a more equitable and inclusive place to live, work, and build a business. More than **120 participating member companies** are focused on driving change in two areas where the business community can have the greatest impact: creating pathways for talent advancement and leveraging our buying power.

One Houston Together's comprehensive resources and data help Partnership members **identify starting points** and **develop strategic action plans** to increase representation and positively impact our regional economy and our local communities.

Houston Minority
Business Enterprise
Accelerator Pilot

1st

Individuals Reached
Through One
Houston Together
Programming

800+

2024 Key Accomplishments

HOUSTON MINORITY BUSINESS ENTERPRISE ACCELERATOR

Launched the first **Houston Minority Business Enterprise Accelerator** pilot program in the region to drive economic growth and corporate engagement by facilitating intentional connections between nine Houston-region MBEs and seven corporate partners, resulting in **32 matches** between member companies and MBEs with a **\$4.1 million** spend target.

HOUSTON MBE DIRECTORY

Created the Houston MBE Directory to showcase Partnership members who are also MBEs and to highlight minority businesses already active in Partnership member company supply chains and with a proven record of delivery for large purchasers.

ONE HOUSTON TOGETHER CONVENINGS

One Houston Together convenings reached **470 participants, including:**

- 3** **Three Talent Roundtables** covering topics such as inclusive leadership, strategies for building, growing, and retaining qualified diverse talent, inclusion as a smart business strategy, and key takeaways from the **2024 DiverseCity Summit** and roadmap for progress post-election and beyond.
- 1** **One virtual Supplier Diversity Roundtable** featuring Billion Dollar Roundtable inductee **ExxonMobil**, sharing strategies for data-informed decision-making and efforts to support diverse suppliers.
- 2** **Two CPO Convenings** featuring global advisory leader **RGMA** and Partnership members **Burns & McDonnell, Hess and Amazon**.
- 3** **RGMA**, a recognized global leader in supplier and business diversity, conducted a **three-part strategic advisory webinar series** for Partnership companies, sharing best practices on measuring ROI and creating a value proposition. Key insights helped members align strategy, structure and culture to effectively communicate the value of supplier diversity.
- 3** **Three Inclusion Solutions** sessions offering ideas and insights on creating inclusive workplaces for working parents and neurodiverse and LGBTQ employees.
- 2** **Two Talent Talk** virtual peer idea exchange calls.
- 1st** Held the first **Executive Reception** to bring together **100 diverse leaders** representing **12 industries** across the Houston region.



2024 MBE Accelerator Reception



Spring CPO Summit featuring RGMA, Hess and Burns & McDonnell

2024 Houston DiverseCity Summit

The fourth annual **Houston DiverseCity Summit** convened **400 people** for an inspiring day exploring the importance of human capital as a cornerstone for the region's business success and growth. This year's event focused on inclusive leadership and workplace culture as critical drivers in fostering a diverse, agile and high-performing workforce.

The one-day symposium featured more than **37 speakers**, offering actionable insights on advancing inclusion within businesses and organizations and navigating industry disruptions through high-performing culture and diverse, inclusive teams.



DiverseCity Summit Keynote speaker Andrés T. Tapia, Senior Partner – Global DE&I and ESG Strategist, Korn Ferry



DiverseCity Summit Breakout Session



DiverseCity Summit Luncheon



DiverseCity Summit Luncheon



Executive Reception



Executive Reception

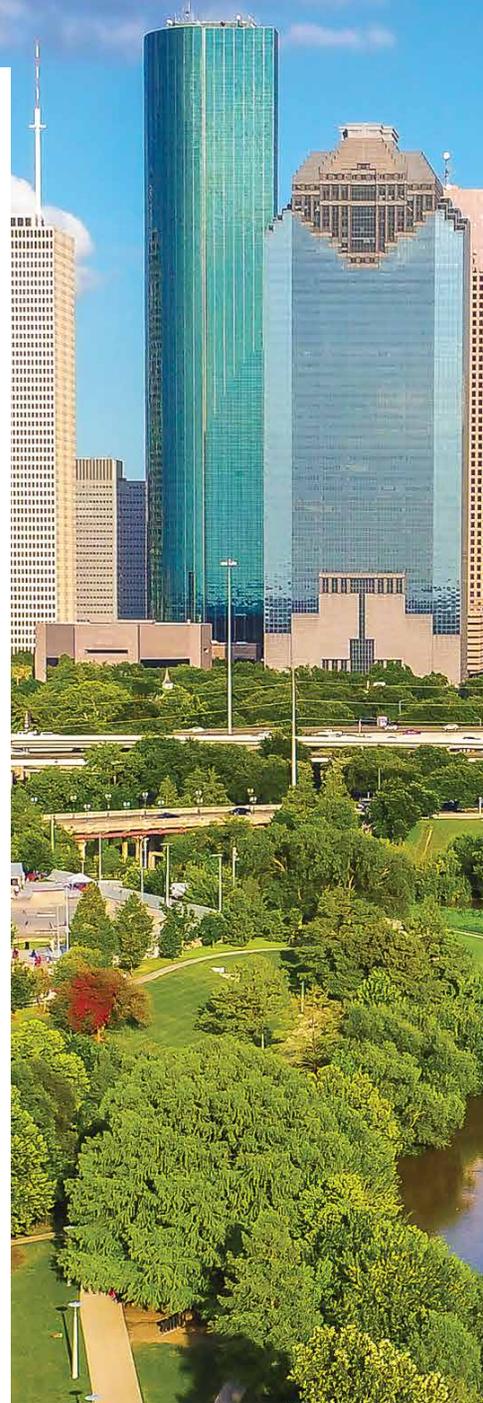


Executive Reception

Supporting Strategic Growth with Data-Driven Insights

The Partnership's Research Division plays a critical role in informing businesses and individuals moving to our region by providing robust data and insights. By offering detailed analyses of economic trends, demographics and industry landscapes, the Research Division ensures that decision-makers have the information they need to invest confidently and plan strategically for growth in Houston. This foundational work helps foster informed growth, strengthening our position as a premier destination for business and talent.

The Partnership's data section on [Houston.org](https://www.houston.org) consistently ranks as one of the top three most-visited pages on our website each month.



Publications
Produced

4

"Houston: The
Economy at a
Glance" Reports

12

**KEIs + Other
Data Insights**

100+

**Economy Series
Webinars Hosted**

(helping stakeholders make
informed decisions)

4

**“Economy
in a Minute”
Short-Form videos**

20+

**Media Inquiries
Handled**

70+



“City is not in a recession or heading for one, Greater Houston Partnership economist says”

HOUSTON CHRONICLE

“Houston’s economy is still strong despite U.S. employment dip in new jobs report, top economist says”

HOUSTON CHRONICLE

“Houston-area construction contracts jump by more than a third year over year, GHP says”

HOUSTON BUSINESS JOURNAL

Partnership in the News

Driving positive news about our region is essential to positioning our area as a dynamic, forward-thinking destination for businesses and talent. The Partnership continues to build strong relationships with reporters and editors, ensuring we remain a trusted resource and voice to help journalists develop impactful stories. A media presence allows us to shape narratives that highlight the region's strengths, reinforce its competitive advantages and support a thriving, resilient economy.

Media
Placements

170+

Media
Interviews

70+

Media Inquiries
Handled

150+

Media Roundtables,
Focused on the
Partnership's Work

2

“Houston diversifies its economy to come out on top”

FINANCIAL TIMES

Following Houston’s top spot in the 2023 FT-Nikkei Investing in America rankings for best US cities for foreign investment, FT featured Houston once again, highlighting how it has diversified its economy.

Featured quote from article: **“Houston, Texas. A city that conjures up images of oil wells, cowboys and astronauts. Those images would be right — and also outdated. Houston’s large economy, which is as big as Ireland’s, is increasingly varied, with extensive connections to the rest of the globe.”**

“Why are Fortune 500 companies moving to Houston? Chevron marks the fourth since 2020.”

HOUSTON BUSINESS JOURNAL

Featured quote from article: **“One CEO was thinking about where to have his headquarters, [and] he told me, ‘I can bring anyone from anywhere to Houston, Texas, and they will fit in, they will be welcomed, and they will thrive.’”** – Steve Kean, President & CEO, Greater Houston Partnership

“What Chevron’s move to Houston means for the energy capital”

HOUSTON CHRONICLE

Featured quote from article: **“Chevron’s decision to relocate its headquarters underscores the compelling advantages that position Houston as the prime destination for leading energy companies today and for the future.”**
– Steve Kean, President & CEO, Greater Houston Partnership

“GHP: Even in the wake of serious storms, Houston remains attractive to outside business”

HOUSTON BUSINESS JOURNAL

Alternative energy is key to Houston keeping its title as the energy capital of the world.

HOUSTON BUSINESS JOURNAL

Featured quote from article: **“Houston’s energy industry has dramatically transformed from a global energy hub focused on oil and gas to a truly all-of-the-above energy capital of the world that values incumbent companies and new players.”** – Eric Mullins, 2024 Partnership Board Chair and Chairman & CEO, Lime Rock Resources

“A new technology is booming on the Texas power grid. Now, Houston has one too.”

HOUSTON CHRONICLE

(Regarding Jupiter Power’s expansion)

In 2024, Jupiter Power, an Austin-based energy developer, launched Houston’s first grid-scale battery energy storage system.

Featured quote from article: **“This critical project will help address peak power demand and is another great example of our region’s leadership in scaling and deploying impactful solutions for an all the above energy future.”** – Jane Stricker, Sr. Vice President of Energy Transition and Executive Director of Houston Energy Transition Initiative

Engaging Members to Create Meaningful Impact

Our members are integral to shaping the future of Houston's economy. By convening through our key programs and initiatives, members are empowered to create lasting business opportunities, influence policy and contribute to the vibrant business ecosystem that defines the Houston region. In 2024, the Greater Houston Partnership continued to position its members at the forefront of Houston's economic growth. Through a wide range of engagement programs, members collaborated, innovated and seized opportunities to drive the city's success.

Signature Events

The Partnership's signature events in 2024 provided high-level opportunities for members to connect with industry leaders, gain insights into Houston's growth trajectory, and engage with decision-makers who are shaping the city's future. These events continue to be valued for their ability to convene top business minds and catalyze meaningful discussions around Houston's key industries and sectors.

ANNUAL MEETING & PARTNERSHIP WEEK: The 2024 Annual Meeting served as a key platform for celebrating the region's accomplishments and setting the tone for the upcoming year while introducing new Partnership President and CEO Steve Kean. Members heard from Board Chair Eric Mullins, Chairman and CEO of Lime Rock Resource, and 2023 chair Dr. Marc L. Boom. The event also celebrated John L. Nau III, the recipient of the Robert C. McNair Award for Civic Leadership, a prestigious recognition of civic excellence. Partnership Week followed, offering members unique opportunities to engage in forums focused on strategic areas such as economic development, public policy and workforce growth.

STATE OF THE CITY & STATE OF THE COUNTY: These cornerstone events brought together Houston's business community and civic leaders to discuss the economic landscape, policy directions, and future growth opportunities for the City of Houston and Harris County. Featuring insights from Mayor John Whitmire in his inaugural State of the City address and Harris County Judge Lina Hidalgo, the events provided valuable perspectives on regional priorities.



Steve Kean, Dr. Marc L. Boom and Eric Mullins, Annual Meeting



City of Houston Mayor John Whitmire, State of the City



Harris County Judge Lina Hidalgo, State of the County



**Business and
Community Leaders
Engaged**

9,342

**Events and
Programs Hosted**

77



Charlie Jenkins, State of the Port



Jim Szczesniak, State of the Airports



*Steve Kean and Mike Miles,
State of Education*



*Katie Pryor and Amanda McMillian live
podcast recording, Rise to the Top*

STATE OF EDUCATION, STATE OF THE PORT, STATE OF THE AIRPORTS:

These events introduced new leadership at Houston's key infrastructure hubs and educational institutions. Through deep dives into operational plans and strategic investments, members gained insights into how these sectors are driving economic activity and innovation from:

Ric Campo, Chairman, Port Houston

Charlie Jenkins, CEO, Port Houston

Mike Miles, Superintendent, Houston Independent School District (HISD)

Jim Szczesniak, Director of Aviation, Houston Airports System

Executive Engagement

Executive engagement opportunities within the Partnership provided a powerful platform for collaboration among Houston's business leadership. In 2024, these gatherings helped shape policy discussions, promote industry growth and build momentum for Houston's future.

PRESIDENT'S ROUNDTABLE: Hosted by Partnership President and CEO Steve Kean, the President's Roundtable offered members a space to engage in dialogue with fellow c-suite executives. These exclusive gatherings fostered discussions on Houston's growth and offered strategic insights into the Partnership's work. 2024 leaders included:

Gaurdie Banister, Chair, Russell Reynolds Associates

Greg Grissom, President, Houston Texans

Mark Lashier, Chairman and CEO, Phillips 66

Debra F. Sukin, President and CEO, Texas Children's Hospital

RISE TO THE TOP PODCAST: In 2024, the Rise to the Top podcast became a valuable forum for highlighting the stories and achievements of Houston's female executives. Featuring prominent leaders, this podcast series, hosted by Partnership Chief Operating Officer Katie Pryor, delivers captivating conversations filled with best practices, business strategies and leadership insights to all listeners.

Amanda McMillian, President and CEO, United Way of Greater Houston

Gretchen Sheirr, President of Business Operations, Houston Rockets

Aundrea Young, President and CEO, Competitive Choice

Launch of Greater Houston Leadership Institute

In an effort to expand knowledge and business leadership among Houstonians, the Partnership proudly launched the Greater Houston Leadership Institute in early 2024. These programs empower and equip high-potential employees, offering interactive skill-building experiences, insider conversations with industry and community leaders, and connections with like-minded peers throughout the region. Programs include:

HOUSTON YOUNG PROFESSIONALS AND ENTREPRENEURS (HYPE): HYPE continued to cultivate the next generation of business leaders by offering a series of networking events and professional development workshops tailored to young professionals.

WOMEN ON THE RISE: Formerly known as the Women's Business Alliance, Women on the Rise offers a robust network for high-potential women leaders. The program focuses on providing professional development, peer networking, and exposure to industry and community leaders.

HOUSTON ENERGY LEADERSHIP COHORT: This cohort-based, 10-week learning experience for energy professionals provides an in-depth look at Houston's energy ecosystem, highlighting policy, industry innovation, and leadership opportunities in the evolving energy landscape.



HYPE Members, HYPE Summit



Women on the Rise Members



Inaugural Houston Energy Leadership Cohort Graduating Class

Financials

Combined Statements of Financial Position

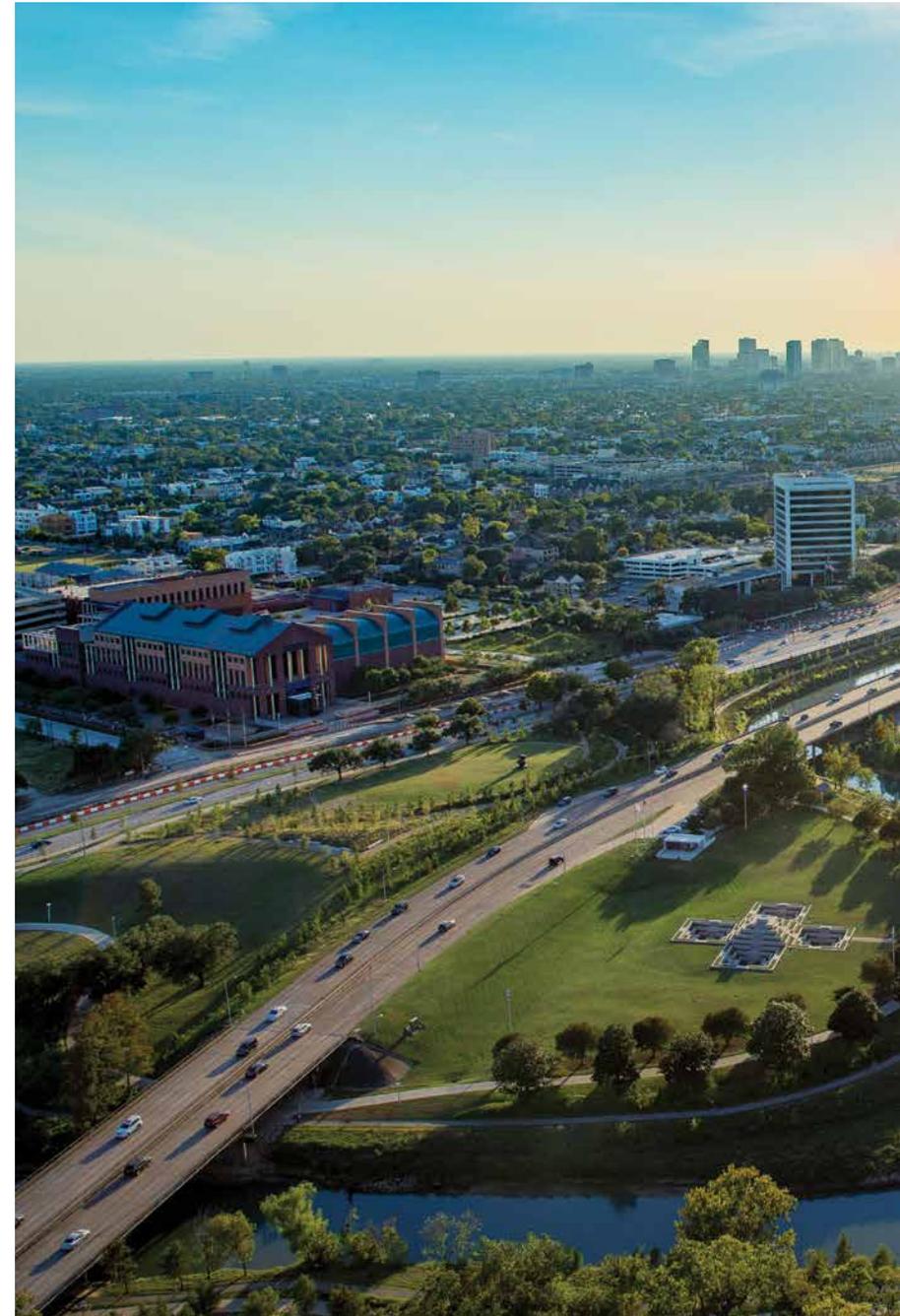
As of December 31, 2024 and 2023

ASSETS	2024 Estimated	2023 Audited
Cash and cash equivalents	\$6,172,953	\$6,835,999
Accounts receivable, net	316,408	423,456
Investments	2,089,334	1,939,036
Pledges receivable, net	10,705,820	9,054,176
Prepaid expenses and other assets	237,232	278,104
Right use of assets	11,518,012	12,403,071
Property, net	3,035,858	3,271,162
Total Assets	\$34,075,617	\$34,205,004

Liabilities And Net Assets

LIABILITIES	2024 Estimated	2023 Audited
Accounts payable and accrued expenses	\$1,059,867	\$1,365,958
Deferred membership revenue	3,697,571	3,642,420
Other deferred revenue	674,257	376,046
Operating lease liabilities	12,112,146	12,970,664
Total Liabilities	17,543,841	18,355,088

NET ASSETS	2024 Estimated	2023 Audited
Without donor restrictions	5,847,647	5,817,013
With donor restrictions	10,684,129	10,032,903
Total Net Assets	16,531,776	15,849,916
TOTAL LIABILITIES AND NET ASSETS	\$34,075,617	\$34,205,004





Combined Statements of Activities and Changes In Net Assets

Years Ended December 31, 2024 and 2023

REVENUE	2024 Estimated	2023 Audited
Membership dues	\$10,487,762	\$9,932,335
Event registration and sponsorship fees	5,161,712	4,468,494
Publications, merchandise sales, and other revenue	163,508	60,335
Investment return, net of expenses	369,794	491,362
Net assets released from restriction	7,281,274	9,247,235
Total Revenue	23,464,050	24,199,761
EXPENSES	2024 Estimated	2023 Audited
Personnel costs	14,621,778	14,412,513
Program services	7,859,669	9,255,256
General and administrative	645,235	1,094,150
Fundraising	7,116	7,066
Depreciation	299,618	312,972
Total Expenses	23,433,416	25,081,957
Change in Net Assets without donor restrictions	30,634	(882,196)
Change in Net Assets with donor restrictions	651,226	(3,921,976)
Net Assets, beginning of year	15,849,916	20,654,088
Net Assets, End of Year	\$16,531,776	\$15,849,916

The financial statements reflect the combined balances and results of activities of the Greater Houston Partnership, Inc., and the Greater Houston Partnership Foundation.

Estimates shown above are subject to revision. Send requests for a copy of completed audited financial statements to contact@houston.org.

2024 Board of Directors

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President and CEO,
Lime Rock Resources

Gretchen Watkins (Vice Chair)*
President,
Shell USA

Steve Kean*
President and CEO,
Greater Houston Partnership

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Group, Inc.

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PwC

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Randy Fowler
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Midway

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Cheniere Energy, Inc.

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Greenberg Traurig, LLP

LaTonya Goffney
Aldine ISD

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Haynes and Boone, LLP

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Accenture

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Houston Texans

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Health Services

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America, Inc.

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TDECU

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Silver Eagle Distributors
Houston, LLC

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Baker Hughes

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University of Houston

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Reliant, an NRG Company

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Kinder Foundation

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Baylor College of Medicine

Andy Krieger*
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United Airlines

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ConocoPhillips

Brian Landrum
NextEra Energy Resources

Mark Lashier
Phillips 66

Todd Lee
TotalEnergies

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The Boston Consulting Group

Tony Lin*
Kelsey-Seybold Clinic

Heather Linton
Blue Cross and Blue Shield
of Texas

Brad Little
Google

* Executive Committee Member

** Executive Committee Member Only † Deceased in 2024

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Lopez Negrete Communications

Julie Luecht
KPMG LLP

Kristin Major
Hewlett Packard Enterprise

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H-E-B

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& Murphy LLP

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EnCap Investments L.P.

Pat Mann Phillips
Houston Livestock Show
and Rodeo

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Bain & Company

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Julie Sudduth*
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Mike Toal
NextEra Energy Resources

William Toomey
Truist

Brad Tucker
Mustang Cat

Bobby Tudor
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LyondellBasell Industries

Rishi Varma
Hewlett Packard Enterprise

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Troy A. Villarreal
HCA Houston Healthcare

Loic J. Vivier*
Exxon Mobil Corporation

Andrew L. Waite
SCF Partners

Jay Waring*
Service Corporation
International

Kim Warnica
Marathon Oil Corporation

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The Friedkin Group Inc.

Richard W. Weekley
Weekley Development
Company

Jason Wells*
CenterPoint Energy

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Welcome Group LLC

Will Womble
Umbrage

Daniel Wong
Tolunay-Wong Engineers Inc.

Melinda Yee
Deloitte

Cindy Yeilding*
Center for Houston’s Future

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R. Bruce LaBoon

Lynne Liberato

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Welcome W. Wilson Sr. †

Daniel J. Wolterman

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Rod Paige Ed.D

Committee Leadership

Governance

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Lime Rock Resources

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Eric Mullins
Lime Rock Resources

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Greater Houston Partnership

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RSM US LLP

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Mark Cover
Hines

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Lime Rock Resources

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Julie Sudduth
PNC Bank

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Houston Methodist

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The Friedkin Group Inc.

Economic Development

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Korn Ferry International

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Jacobs

AEROSPACE

Steve Clarke
Jacobs

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Service Corporation International

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Kelsey-Seybold Clinic

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Amegy Bank

HIGHER EDUCATION

Denise DeLaune
Dow, Inc.

PUBLIC EDUCATION

Danny David
Baker Botts LLP

TECH POLICY

Mary Beth Gracy*
Accenture

TRANSPORTATION & INFRASTRUCTURE

Paul Marsden*
Bechtel Energy Inc.

Initiatives

HOUSTON ENERGY TRANSITION INITIATIVE (HETI)

Bobby Tudor
Artemis Energy Partners

ONE HOUSTON TOGETHER

Cynthia Hansen *(co-chair)*
Enbridge

Melanie Johnson

(co-chair)

Collaborative for Children

UPSKILL HOUSTON

Mike Lewis
The Boston Consulting Group

* Denotes former chair

Executive Partners













PROVIDING ENERGY. IMPROVING LIVES.

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KATIE PRYOR

Executive Vice President and Chief Operating Officer

TAYLOR LANDIN

Executive Vice President and Chief Policy Officer

CLINT PASCHE

Chief Marketing and Communications Officer

RAFAEL ALVAREZ

Senior Vice President, Regional Workforce Development

PETER BEARD

Senior Vice President, Regional Workforce Development

LATANYA FLIX

Senior Vice President, Inclusive Leadership and Opportunity

PATRICK JANKOWSKI

Senior Vice President and Chief Economist

BONITA LOCKINGS

Senior Vice President, People & Culture

ANNA MIGUEL, CPA

Senior Vice President & Chief Financial Officer

CRAIG RHODES

Senior Vice President, Economic Development

JANE STRICKER

Senior Vice President, Energy Transition & Executive Director HETI

SOPHIA CUNNINGHAM

Vice President, HETI

JOHN CYPHER

Vice President, International Investment & Trade

NICHELLE POINDEXTER

Vice President, Member Acquisition & Engagement

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