

2021 Sustainability Report

KOSMOS ENERGY

was founded upon the conviction that creating value for all – from our investors to the citizens of our host countries – is the best foundation for a sustainable business.

As a responsible company, we are working hard to supply the energy the world needs today, find and develop cleaner energy to advance the energy transition, and be a force for good in our host countries by creating economic opportunity and driving social development.

The logo for KOSMOS ENERGY, featuring the word "KOSMOS" in a bold, sans-serif font, followed by a stylized globe icon, and the word "ENERGY" in a smaller font below it.

ABOUT KOSMOS ENERGY

Kosmos is a full-cycle deepwater independent oil and gas company focused along the Atlantic Margins. Our key assets include production offshore Ghana, Equatorial Guinea and the U.S. Gulf of Mexico, as well as a world-class gas development offshore Mauritania and Senegal. We also pursue a proven basin exploration program.

As a responsible company, we are working to supply the energy the world needs today, find and develop cleaner energy to advance the energy transition, and be a force for good in our host countries.



A MESSAGE FROM CHAIRMAN AND CEO ANDY INGLIS

Fellow Stakeholders

Just as we were looking forward to the resurgence of the global economy after the difficult years of the pandemic, Russia's invasion of Ukraine has shocked the world and illustrated the fragility of the peace and democracy we hold so dear. The tragic loss of life, the displacement of millions of people, and the economic devastation will cast a long shadow.

For the energy sector, the conflict is re-shaping the industry's outlook. At the most basic level, it has reminded the world of the need to pursue the energy transition while providing energy security. Europe's reliance on Russia highlights the need for new sources of energy, ultimately renewables with hydrocarbons playing a long-term role in the transition. Kosmos has a part in meeting that challenge with a portfolio of low cost, lower carbon oil production, and low cost, lower carbon liquified natural gas (LNG) projects offshore Mauritania and Senegal, which are poised to bring a new source of gas to the world as soon as production starts late next year. By sourcing LNG from Mauritania and Senegal, Europe would enhance its energy security and help these countries meet their own development goals – a positive and necessary outcome for all involved. For Kosmos, this illustrates our role in bringing a just and secure energy transition to life.



In addition, the Russia-Ukraine conflict has also forced introspection and public debate about what it means to be a “responsible” company. Acting responsibly has always been about more than just operating safely, reducing emissions, and protecting the environment. It's about behaving properly across the full breadth of one's business. This broad understanding of being a responsible company has been a part of the Kosmos culture from the beginning. We strive not just to provide the energy the world needs but also to be a force for good in our host countries. I want people to see Kosmos as a company that works in the right way – engaging early, listening carefully, creating a shared agenda, and investing in people and their capabilities to deliver real social benefit.

This approach has served us well and was recently acknowledged when Kosmos was named one of [America's Most Responsible Companies](#) by *Newsweek* and Statista. We were pleased to receive this recognition for our work across the entire ESG agenda, but we know that being a responsible company is a task that's never finished.

This year's Sustainability Report builds on previous disclosures, including the actions we have taken to mitigate climate-related risks and enhance the resilience of our business. Given the importance of ESG performance, we are pleased that for the second consecutive year this report includes data that has been independently reviewed by our corporate auditor. This is an added step we have taken to further our commitment to transparency and openness.

Addressing Climate Change and Emissions

Since publishing our original [Climate Risk and Resilience Report](#) and our most recent [Sustainability Report](#) we have made good progress in several areas:

Emissions Reduction Initiatives

In early 2020, we set the goal to become carbon neutral for our operated Scope 1 and Scope 2 emissions by 2030 or sooner. We achieved this goal from 2021, significantly earlier than expected and have identified a pathway to maintain it. We succeeded by pursuing a more focused set of operating activities and by harnessing the mitigation of nature-based offsets in the countries where we work.

But we need to go further. We have been formulating specific plans to report and reduce equity emissions from assets in which we are non-operating partners and which form the major part of our portfolio. In 2021, Kosmos and its partners in Ghana agreed to eliminate routine flaring at the Jubilee and TEN fields by 2025. Over the next three years, the partnership will take steps toward this goal by debottlenecking the gas systems on Jubilee and TEN, as well as working with the Government of Ghana to increase gas off-take. As a first step, the partnership plans to modify the gas handling system on the Jubilee FPSO, which is expected to enable the operator to inject and export more gas volumes. This combination of activities should significantly reduce overall emissions from Ghana operations.

Climate Mitigation and Wetlands Restoration

Building on our partnership with Tierra Foundation, Kosmos launched the Climate Mitigation Workforce project along the U.S. Gulf Coast which provides paid job training for workers disproportionately impacted by climate change and the energy transition. The project aims to restore wetlands to protect communities from storms, sea level rise and shoreline erosion, and improve water quality and wildlife habitats.

In 2022, the partnership will host five workshops to teach members of the Climate Mitigation Workforce about the wetland ecosystem and the role it plays in protecting the Mississippi River Industrial Corridor from hurricanes and the impacts of climate change. Over the remainder of the year the Climate Mitigation Workforce aims to plant about 10,000 bald cypress seedlings along the Louisiana coastline

Emissions Measurement Training

In 2021, Kosmos partnered with a leading climate consultancy to train about 10% of our workforce on greenhouse gas emissions reporting. This training established baseline knowledge across many business areas of the company, which has in turn fostered accountability and enables informed decision-making. Our goal is to make emissions measurement and reduction as central to our business as health and safety.

Acting as a Force for Good in our Host Countries

Kosmos has continued to strive to be a force for good by staying attentive to the challenges affecting our host countries, such as COVID-19, food insecurity, and rising prices for commodities like fuel and wheat. Two initiatives stand out:

Kosmos Hunger Relief Program

We continued to support the Kosmos Hunger Relief program which helps alleviate ongoing food insecurity worsened by the COVID-19 pandemic. Driven by employee-generated ideas, the Hunger Relief Program was adapted locally in each country of operation to address the specific challenges facing our communities. I'm proud of the way our employees have dedicated their time and effort in responding to the distinct needs of their communities.

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Kosmos Innovation Center in Ghana – A New Chapter

In 2021, we established the Kosmos Innovation Center in Ghana as an independent non-profit organization so it could take advantage of new funding sources that would enable the program to grow. As part of a new multi-year partnership, the Mastercard Foundation agreed to invest approximately US\$16 million over four years in Kosmos Innovation Center programming. With this new financial support, the Kosmos Innovation Center in Ghana aims to expand operations and offer more training to a greater number of young entrepreneurs in every region of the country. While the Kosmos Innovation Center in Ghana is now an independent organization, separate from Kosmos Energy, its goal remains the same: By nurturing the next generation of entrepreneurs, start-ups, and small businesses, it aims to create a healthier and more diverse economy that's fueled by local talent and innovation.

Ready for the Future

Although we are proud of our accomplishments over the last year, we recognize our work is far from complete. Whether it's through incremental improvements or by fundamentally challenging conventional wisdom, we strive to be better every day. Our areas of current focus include:

Safety

Nothing is more important than the safety of our people. After suffering the tragic death of a third-party contractor on a drillship in the Gulf of Mexico in January 2021, we have worked even harder to deliver our goal of an incident- and injury-free workplace. Since that incident, we have had no injuries or lost-time incidents at our operations. Our "One Team, One Goal" program is very much a part of that effort, as well as full and transparent sharing of the lessons learned from the tragic fatality with the rest of the industry.

Although we are proud of our accomplishments over the last year, we recognize our work is far from complete . . . we strive to be better every day

Equity Emissions

We currently use the Greenhouse Gas Protocol's Operational Control Approach for calculating and reporting emissions. We are continuing to work with our operating partners to report the emissions associated with the equity share of our non-operated assets. We plan to disclose equity emissions in our next Sustainability Report. This transparency is an important step as we work to further report the impact our business has on carbon emissions and climate change.

Governance

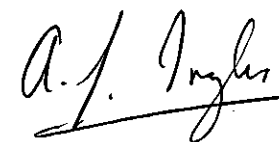
While we have linked executive compensation to sustainability goals for many years, we recently reviewed our targets to ensure they are sufficiently detailed and ambitious, and we adjusted how sustainability is discussed in our most recent Proxy statement. We believe increased transparency in this area will help strengthen executive accountability for achieving sustainability objectives. In addition, our board of directors adopted a [new charter](#) for the Health, Safety, Environment and Sustainability Committee that strengthens oversight in these areas.

A Clear Purpose

This agenda is both exciting and challenging, and its delivery will require continued attention, fresh thinking, and frank discussion with investors, governments, local communities, business partners, and other stakeholders. We welcome these conversations and will learn from them, especially as views are shaped by the need for energy security, the moral imperative of a just energy transition, and the evolving definition of what it means to be a responsible company.

Kosmos works at the intersection of these issues. We are guided by the clarity of our purpose and the strength of our conviction that we must do right by the societies in which we live and work – which means going beyond simple box-checking exercises that contribute to ESG ratings to something more meaningful that's woven into the fabric of our company for all the world to see.

On behalf of everyone at Kosmos Energy, thank you for your continued support.



ANDREW G. INGLIS
 Chairman and Chief Executive Officer



Our Sustainability Approach

Kosmos Energy was founded with the goal of creating value by engaging with all our stakeholders: investors, employees, host governments, communities, business partners, suppliers, and civil society. Operating in a safe, responsible, and environmentally sound manner is critical to achieving this goal.

Kosmos is dedicated to upholding our Business Principles and acting as a force for good in our host countries.

Our Sustainability Reporting approach is informed by:

- The Sustainability Accounting Standards Board (SASB) Sustainability Disclosure Topics and Accounting Metrics for Oil & Gas Exploration & Production
- Task Force on Climate-related Financial Disclosures (TCFD) Recommendations
- The United Nations (U.N.) Global Compact's Ten Principles
- The U.N. Sustainable Development Goals (SDGs)

Ernst & Young LLP (EY) performed an independent review level attestation for select Environmental, Social and Governance indicators. The list of select Environmental, Social and Governance indicators can be found in the Schedule that is attached to our report found [here](#).



Business Principles

Adopted in 2013, our Business Principles reflect our company's shared values. These Principles define how we conduct our business and the standards to which we hold ourselves accountable. They are communicated widely to employees, directors, and external stakeholders and supported by robust policies, procedures, and management systems.

Our Principles guide our actions across six areas: Responsibilities to Stakeholders, Ethical Conduct, Our Workplaces, the Environment, Kosmos in Society, and Commercial Relationships.

Responsibilities to Stakeholders

Strong and supportive relationships with our stakeholders underpin our business and create value.

Shareholders: We aim to create attractive and competitive returns and manage potential risks to the business while capitalizing on opportunities. Kosmos Energy's Board of Directors focuses on building a successful, long-term future for the company and maintaining excellent corporate governance.

Employees: We aim to provide a stimulating and rewarding work environment through an inclusive and diverse culture that promotes entrepreneurial thinking, facilitates teamwork, and embraces ethical behavior.

Host Governments: We seek to collaborate with host governments and contribute to national development, creating a shared agenda with host countries and their populations based on mutual trust and respect. We accomplish this by engaging with host governments at all levels to align national priorities and industry needs. Kosmos aims to become a partner of choice in our countries of operation.

Communities: We believe in engaging local communities in a manner that creates economic opportunity and social progress and respects human rights. Investing in community relationships during development projects and production operations is a key part of our approach. Our Stakeholder Engagement and Community Development Policy explains the standards to which we hold ourselves accountable when interacting with communities.

Business Partners and Suppliers: We allocate contracts through a fair and transparent process and adhere to our Business Principles in our operations. We aim to work with suppliers that share our standards of business ethics, compliance and human rights. Additionally, we aim to foster sustainable economic development by sourcing goods and services from vendors in our host countries wherever possible.

Civil Society: We engage with and consult civil society, recognizing the role civil society plays in holding governments and companies accountable. We welcome meaningful dialogue with civil society about the challenges inherent in exploring for and producing oil and gas. We seek nongovernmental organizations (NGOs) as valued partners in our social investment programs. Our relationships with civil society in the countries where we work create mutual value and are central to our success. Listening to the views of others is essential to how we operate, even if those views are critical of our business.

Since 2013, Kosmos has been a formal supporter of the U.N. Global Compact, a voluntary initiative for businesses committed to aligning their operations and strategies with universal principles in the areas of human rights, labor, environment, and anti-corruption, and to taking actions that advance societal goals.

Ethical Conduct

We aim to foster a culture based on integrity, professionalism, respect, fairness and legal and ethical compliance. We will take responsibility and be accountable for our actions.

We have zero tolerance of corruption and have, and will maintain, a robust compliance program. We are politically neutral and will not provide funding for candidates, political parties, or partisan entities.

We are a known industry leader in transparency and a strong advocate for this in our dealings with host governments, including through our support for the Extractive Industries Transparency Initiative (EITI) and by publishing where possible our contracts and payments to governments.

It is the responsibility of every employee to uphold the company's stated values and standards through their conduct and to report any concerns they may have if the conduct of others has fallen short of these standards. No one will be penalized for making such reports in good faith, either through their manager or the Kosmos Whistleblower Hotline.

We are committed to investing in the development of our employees.

Our Workplaces

Kosmos aims to be a world-class company known for delivering results and being a workplace of choice. We seek to provide employees with careers that are professionally challenging and personally rewarding.

We expect managers to show leadership and provide clear direction to their teams, including in ensuring adherence to the Business Principles and Code of Conduct.

We have a fundamental commitment to the health and safety of our employees and those who work with us. Our goal is an incident- and injury-free workplace.

Recruitment and advancement in Kosmos are based on merit. We will not tolerate unfair discrimination, including on the grounds of race, color, gender, age, sexual orientation, gender identity and expression, creed, religion, national origin, genetic information, disability, veteran status, experiences or any other protected status. We seek to promote diversity in our workforce both because it is the right thing to do and because it gives us access to the widest range of talents.

We are committed to investing in the development of our employees. We seek to employ qualified individuals from the countries in which we operate and are proud to employ 100% local employees in our current countries of operation, including all of our country managers.

Our offices are places where people are expected to work co-operatively and where everyone should feel respected and free to contribute their ideas. We will not tolerate harassment or intimidation. We recognize fundamental labor rights, including the right to freedom of association. We will not permit child, forced, or bonded labor at our operations or amongst our suppliers. We require our contractors to adhere to international labor standards and local laws, and to pay their employees enough to meet their basic needs in the context of their local labor market.



Construction on the cross-border Greater Tortue Ahmeyim project is well underway at the Port of Dakar.

The Environment

We respect the environment and will seek to prevent adverse impacts by adhering to best practices in environmental stewardship and reporting. The work of our industry can and should go hand in hand with environmental protection and transparent operations.

We plan for an effective and timely response to potential emergencies that could impact personnel, the environment, local communities, or our assets. Training, exercises, and drills are conducted regularly with both internal and external stakeholders to continuously improve our response readiness.

We endeavor to use resources efficiently and responsibly, including through the application of appropriate technical solutions and regular monitoring. We are committed to reducing emissions and waste. We recognize the importance of protecting and conserving biodiversity and restoring sites where we previously operated.



We are committed to managing our response to climate change. Our [Climate Risk and Resilience Report](#) lays out in full our assessment of how we believe climate change affects our business and our aim for Kosmos to achieve neutrality in our operated Scope 1 and Scope 2 emissions by 2030 or sooner. We are looking to continuously develop and refine our response to climate change as new technologies become available and as we work more closely with partners on the right way forward. A dynamic approach to climate change is critical for driving down our overall carbon footprint.

Kosmos in Society

We seek to prevent or minimize adverse risks to community health, safety and security. We respect human rights and exercise due diligence in identifying and, where matters are within our control, mitigating any potential infringements of human rights.

We only proceed with material activities once we have assessed and put in place measures to avoid or mitigate adverse environmental or social impacts.

We implement the Voluntary Principles on Security and Human Rights and seek to apply relevant aspects of the U.N. Guiding Principles on Business and Human Rights.

We understand the fundamental importance of respecting human dignity and the cultures of our host countries, communities and indigenous peoples. We engage regularly with the communities associated with our operations in order to understand their priorities and concerns. We create relationships based on respect and equality and seek to earn the broad support of local communities. We develop and maintain mechanisms for addressing grievances related to our activities.

We recognize the opportunities and challenges that resource development can create for host countries and are committed to working with governments and civil society groups to facilitate sustainable economic and social development.

We aim to build human capacity and create economic opportunities including through our commitment to employing nationals of our host countries, skills development and social investment. Our social investment programs include a number of groundbreaking initiatives, such as the Kosmos Innovation Center, our support for the Blue Carbon organization Tierra Resources on the U.S. Gulf Coast, and our employee-led Hunger Relief Program.

Commercial Relationships

We expect our business partners, agents, suppliers and contractors to behave ethically. Willingness to observe standards in line with our Business Principles is a key factor when evaluating whether or not to establish a business relationship.

We exercise due diligence in the selection of partners and suppliers and aim to allocate contracts through transparent and fair processes. We commonly work with co-venturers, who may have day-to-day control of operations, and seek to influence such joint ventures so that they operate in a manner consistent with our Business Principles.

We expect our employees to deal honestly and fairly with governments, regulators, investors, customers, suppliers, the public and each other.

Employees are expected to avoid conflicts of interest or the appearance of any such conflicts. We expect our employees and contractors to respect confidential and proprietary information and we similarly aim to protect the intellectual property of others.

We recognize the role which the taxes, royalties and fees we pay should play in the economic development of our host countries. We will not allow any form of abusive transfer pricing.



U.N. Sustainable Development Goals

The U.N. SDGs inform our activities and how we contribute to the communities and societies in which we operate.

We are committed to supporting the U.N. SDGs and believe our core operations are critical for advancing global prosperity.

Though our business is guided by all 17 SDGs, in 2021 we made the most significant contributions to Goal 2: Zero Hunger; Goal 7: Affordable and Clean Energy; Goal 8: Decent Work and Economic Growth; and Goal 9: Industry, Innovation and Infrastructure.



 SDG 2: Zero Hunger End hunger, achieve food security and improved nutrition and promote sustainable agriculture	Kosmos Energy Hunger Relief Program	Page 50
 SDG 7: Affordable and Clean Energy Ensure access to affordable, reliable, sustainable and modern energy for all	The Just Transition and Climate Mitigation Workforce	Pages 30 and 37
 SDG 8: Decent Work and Economic Growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Social Impact Management	Page 18
 SDG 9: Industry, Innovation and Infrastructure Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Kosmos Innovation Center	Page 47



Governance

Our Board of Directors oversees the company's strategy, as well as management's development of policies and procedures that facilitate safe, ethical and compliant operations.

Board Oversight

The Board of Directors represents the highest level of oversight at Kosmos and is responsible for guiding the company's long-term strategy and overseeing our response to risks and opportunities.

The Board maintains four committees: Audit, Compensation, Health, Safety, Environment and Sustainability, and Nominating and Corporate Governance. Each committee is chaired by an independent director and governed by its own [charter](#).

At the end of 2021, the board was comprised of seven members, including six independent directors.

Board Committees

Each of the four Board Committees has a distinct and important role to play in overseeing our overall sustainability approach:

AUDIT COMMITTEE

The Audit Committee is responsible for upholding the integrity of the company's financial statements, monitoring the qualifications, independence and performance of our external and internal audit functions, and overseeing the Company's compliance with applicable legal and regulatory requirements. Additionally, this Committee is responsible for reviewing the Company's risk management policies and practices.

COMPENSATION COMMITTEE

The Compensation Committee reviews and approves the compensation of each of the company's executive officers. Additionally, the Committee approves corporate goals and objectives tied to compensation, evaluates performance, reviews management succession planning and oversees company compensation and benefits policies.

HEALTH, SAFETY, ENVIRONMENT AND SUSTAINABILITY COMMITTEE

The Health, Safety, Environment and Sustainability (HSES) Committee monitors and oversees HSES risks, policies, and procedures, including but not limited to emergency response plans, the establishment of HSES performance metrics and targets, and actions and targets related to monitoring and mitigating emissions and the impacts of climate change. While the HSES Committee reports regularly to the full Board on climate change, other Committees oversee various distinct elements of our climate change commitments. A full description of climate change oversight can be found in our TCFD-aligned [Climate Risk and Resilience Report](#).

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

The Nominating and Corporate Governance Committee reviews the size, responsibilities and composition of the Board and evaluates new Board candidates as needed. Additionally, the Committee is responsible for the development and implementation of corporate governance guidelines and the Code of Business Conduct and Ethics.

AUDIT COMMITTEE OVERSIGHT IN ACTION:

Maintaining integrity in our sustainability data

As we prepared the 2020-2021 Sustainability Report, the Audit Committee identified a need to review and assure Environmental, Social, and Governance (ESG) data integrity.

The Committee reviewed historically reported categories of ESG data and requested the 2020 data undergo an internal audit and an external review to confirm the data's integrity, prepare for potential new regulatory reporting requirements, and ensure we continue to report in line with disclosure best practices.

As a result, this is the second consecutive year in which the performance data has been internally audited and EY performed an independent review level attestation for select performance indicators. The list of select performance indicators can be found in the Schedule that is attached to our report found [here](#).

USING EXECUTIVE COMPENSATION TO FACILITATE ESG PROGRESS

The performance-based compensation of all employees is tied to the achievement of our ESG objectives. We do this by embedding clear ESG metrics into our Corporate Scorecards, which are used to drive, assess and reward performance.

Corporate Scorecards are maintained at the company-wide and function/business unit level, and these high-level goals translate into more granular individual performance contracts. This means that while we take collective responsibility for ESG goals, ownership of goals and targets gets more specific at the function/business unit and individual levels.

In 2021, the Board-approved company-level Corporate Scorecard included the following performance measures related to ESG and sustainability:

- Zero anti-corruption violations
- Deliver HSES plan targets
- Secure opportunities in 2021 to mitigate Scope 1 and Scope 2 carbon emissions
- Improve strategic alignment, efficiency and connection throughout the company

Each function/business unit was responsible for implementing measures related to these ESG and sustainability goals. For example, the scorecard for our Senior Vice President of Sustainability and External Affairs included goals related to:

- Supporting business units and corporate business planning in embedding Kosmos' Climate Change Policy into decision making
- Securing opportunities in 2021 to mitigate operated Scope 1 and Scope 2 carbon emissions with the stretch objective of carbon neutrality on this measure by 2025
- Identifying operational opportunities to reduce carbon emissions and pursuing the best projects
- Building ESG organizational capability
- Deepening understanding of all countries, and maintaining in-country relationships at all levels by maximizing the role of the country managers and local staff

The performance-based pay of all employees and executives is directly tied to the Corporate Scorecard goals. Company performance is compared to Key Performance Indicators and reported in our annual Proxy statement.

Business Ethics

Kosmos is built upon a foundation of ethical behavior.

We expect all Kosmos Board members, full- and part-time employees and contractors to act with integrity, professionalism and fairness at all times. While our [Code of Business Conduct and Ethics](#) outlines our expectations, employees, officers and directors are also required to comply with all aspects of the Business Principles as well as the Kosmos Anti-Corruption Compliance Policy, which requires compliance with all applicable laws, including the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act of 2010, and the highest standards of anti-corruption compliance.

To further promote adherence to our ethics and compliance policies and procedures, the performance-based compensation of our employees, including executive officers, is also tied to the achievement of zero anti-corruption violations.

We regularly evaluate our standards of conduct and anti-corruption practices to ensure we adhere to best practices. Part of this evaluation includes an annual internal audit of compliance with our anti-corruption compliance policy and practices.

Kosmos exercises care in the selection of vendors, suppliers, and contractors, and we seek to impose the same high standards of conduct and compliance that we observe within Kosmos. We regularly receive certifications from JV partners to confirm compliance.

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Code of Conduct

Our [Code of Business Conduct and Ethics](#) sets out key guiding principles for the company. The Code reinforces our approach to acting ethically and with integrity in all that we do. Kosmos employees are expected to adhere to the standards and spirit of the Code at all times.

The code lays out our commitment to, among other matters:

- Foster an inclusive culture of honesty and accountability;
- Treat one another – and our host countries, communities and other stakeholders – with fairness and respect;
- Avoid conflicts of interest; and
- Build a strong compliance culture.

One of our most valuable assets is our reputation for integrity, professionalism and fairness – and our actions are the foundation for this reputation.

Whistleblower Hotline

Kosmos uses a third-party [Whistleblower Hotline](#) as a vehicle for employees and third parties to report any potential violations of any Kosmos policy, including the Anti-Corruption Compliance Policy, on an anonymous basis.

With offices in multiple countries, we have worked hard to ensure that the reporting process is simple and straightforward for everyone. Our whistleblower system is designed to accept collect calls from anywhere in the world with no charges to the individual making the report and no tracking to the number that the individual is calling from. If someone chooses to call in a report, there are phone operators standing-by who can take the report in the person's native language.



All reports go directly to our Chief Compliance Officer and the Vice President of Internal Audit for evaluation. The Kosmos Whistleblower Policy protects anyone who makes a report in good faith from any type of retaliation.

Anti-Corruption and Compliance Training

Kosmos mandates annual training for full- and part-time employees and contractors to facilitate understanding of our Anti-Corruption Compliance policy and promote high standards of ethical behavior and compliance at every level of the company. This training includes a mandatory annual all-employee and contractor session followed by an exam to verify comprehension of expectations and requirements. In addition to taking the exam, employees and contractors are required to complete a compliance certification to confirm they understand their responsibilities and will continue to adhere to the policy in their business activities.

In addition to the annual training session, new hires receive additional compliance training in the form of an introductory one-on-one session with a member of our Compliance team. This introductory session addresses expectations concerning compliance matters and provides details on where to find anti-corruption and compliance information and how to access the Whistleblower Hotline.

Transparency

Kosmos promotes transparency in our dealings with host governments. We believe transparency promotes more responsible management of resource revenues and helps to facilitate sustainable development in our host countries.

We demonstrate our commitment to transparency by disclosing the terms of our petroleum agreements and by reporting payments made to host governments – both at the project level and in aggregate. Kosmos was the first U.S. oil and gas company to disclose project-level payments. Our payments to governments and contracts can be found on our [website](#) and in the Performance Data section of this report.

Through our transparency advocacy, we also aim to increase understanding of how the oil and gas industry works. To facilitate this, we hold workshops with key stakeholders in our host countries, including government agencies, civil society organizations, media outlets and others. These workshops help to deepen understanding of the oil and gas industry and promote good governance, transparency, and ethical operations within the sector.

The open nature of our business dealings fosters mutual accountability and builds trust with our stakeholders.



WORKING WITH EITI TO ADVANCE TRANSPARENCY IN OUR HOST COUNTRIES

Since 2012, Kosmos has been a Supporting Company of the Extractive Industries Transparency Initiative (EITI), a global standard that strengthens public and corporate governance of natural resources, promotes sound resource management, and provides data to promote transparency and accountability in the extractives sector.

The EITI requires the disclosure of information along the extractive industry value chain from the point of extraction to how revenues make their way through the government and ultimately benefit the public. The organization requires participating governments to establish multi-stakeholder groups that include government representatives, business leaders and civil society members to oversee a process in which companies declare material payments made to governments and governments declare all material payments received from extractive companies. These figures are then reconciled, and discrepancies are identified and investigated by independent experts. This process promotes mutual transparency and accountability by companies and governments.

Four of our host countries – Ghana, Mauritania, São Tomé and Príncipe and Senegal – have implemented or are in the process of implementing EITI standards. Kosmos regularly attends and observes EITI Board Meetings in order to engage with other transparency leaders and ensure we apply best practices within the company. We also collaborate with the EITI on information-sharing and capacity building projects in our host countries to promote greater transparency across the industry. In host countries that have not fully implemented EITI standards, we advocate for the adoption of these standards and maintain our own transparent disclosure of payments to governments and petroleum agreements.

Cybersecurity

Overseen by the Audit Committee, which is comprised entirely of independent directors, Kosmos actively monitors and mitigates information and cybersecurity risks. The Audit Committee also receives updates on information security matters at least twice a year, and more often as necessary. We require full- and part-time employees and contractors to complete semi-annual online cybersecurity training, which provides education and promotes awareness of the latest cybersecurity threats.

We utilize external and internal audits as well as external and internal security services to monitor and test our security systems and the systems of those who hold data on our behalf. We test our cybersecurity program through frequent phishing testing and training, network penetration testing and training, and incident and network vulnerability reviews. Kosmos also holds cybersecurity insurance in the event of an incident.

Lobbying and Political Contributions

Kosmos is politically neutral. We do not provide funding for candidates or political parties, nor do we engage in direct lobbying.

Kosmos participates in select industry organizations, as they are a mechanism for staying informed of the latest policy developments, industry best practices,

and operational and technological advancements. We regularly review our membership of industry organizations to promote consistency with our Business Principles as well as our policies and practices.

In line with our commitment to transparency, a full list of industry organization memberships is provided below.

ORGANIZATION	LOCATION	MEMBERSHIP STATUS
American Chamber of Commerce Equatorial Guinea	Equatorial Guinea	Member
American Chamber of Commerce Ghana	Ghana	Member
American Chamber of Commerce Senegal	Senegal	Member
Corporate Council on Africa	USA	On the Board
Economic Club of Washington, D.C.	USA	Member
Ghana Upstream Petroleum Chamber	Ghana	Board Chair
Independent Petroleum Association of America (IPAA)	USA	Member, Subcommittee Member
International Association of Oil and Gas Producers (IOGP)	UK/USA	Member, Subcommittee Member
IPIECA	UK/USA	Member, Participant in the Climate Change Working Group, Social Responsibility Working Group, and Biodiversity and Ecosystem Services Working Group
Louisiana Mid-Continent Oil and Gas Association (LMOGA)	USA	Member, Subcommittee Member
Millennium Challenge Corporation (MCC) Advisory Council	USA	Member
National Ocean Industries Association (NOIA)	USA	Member
National Offshore Safety Advisory Committee	USA	Member
Offshore Operators Committee (OOC)	USA	On the Board / Executive Subcommittee
Outer Continental Shelf Advisory Board (OCSAB)	USA	On the Board
United States - Mauritania Business Forum	Mauritania	Member
US Trade Advisory Council on Africa	USA	Member





Our Workplaces: Diversity, Equity and Inclusion

Guided by our Business Principles, our culture is built upon a foundation of ethical behavior and teamwork. We strive to create an inclusive work environment that promotes employee engagement, fosters open dialogue, and allows for continued learning.

Culture and Employee Engagement

As a small company, every employee is empowered to make an impact. Our company culture is values-based and centered on our commitment to acting as a force for good in our host countries.

We believe open, honest communication is critical for building trust and promoting inclusivity. This begins with our open-door policy. We encourage employee dialogue and feedback through regular town halls, our annual employee engagement survey, and through direct comments to supervisors, Human Resources Business Partners, or executive officers.

Open-Door Policy

Kosmos maintains an Open-Door Policy that encourages employees to discuss any job-related issue, including safety procedures, policy violations or ethical concerns with their supervisor. If matters go unresolved, the issue may be escalated to senior management and/or Human Resources. If the employee wishes to remain anonymous or is otherwise not comfortable discussing the issue with management, a report can be made through our Whistleblower Hotline. No employee who uses the Open-Door Policy in good faith will be subject to adverse employment action, and retaliation will not be tolerated.

This Open-Door Policy promotes an open feedback culture and underscores our commitment to inclusivity and the highest standards of business ethics.

Promoting Engagement Through our Annual All-Employee Survey

Kosmos conducts an annual employee survey through Energage to understand perspectives on matters such as company strategy, work/life balance, and interdepartmental cooperation. Assessing and acting upon survey results is critical for continually improving our culture and retaining employees.

In 2021, the survey had a response rate of 95%, with more than 400 comments. Gathering feedback in May 2021, more than a year into the the pandemic, the survey results showed that about 60% of Kosmos employees were “engaged” or “enthusiastically engaged,” which represented a small decline year-over-year.

This was understandable given the toll of the pandemic, a reduction in staffing, the volatility of the sector, and public sentiment toward our industry. Follow-up conversations with employees also pointed to a combination of virtual meeting fatigue and concerns over returning to the office.

Staff “alignment” (as captured by the statement “I believe Kosmos is headed in the right direction”) held consistent year-over-year, which reflected our engagement on this topic and an increasing belief in the company’s response to external factors. The CEO led this effort, personally meeting with employees in small virtual sessions. To re-ignite the dynamism and intensity of our culture which comes more readily from face-to-face contact than from virtual working, we began bringing people back to the office during the summer of 2021 while offering new flexibility through a hybrid working model.



Employee Town Halls

To further promote employee engagement and open communication, the CEO conducts town halls on a quarterly basis. During 2020 and 2021, these town halls were conducted virtually.

During town halls, small groups of employees hear directly from the CEO about a range of topics, including operational updates, progress against long-term strategic objectives, and sustainability initiatives. Given the size of these town halls, employees have the opportunity to ask questions and provide feedback directly to the CEO in an open forum.



Andy Inglis addresses employees in a town hall meeting via video.

SUPPORTING PHYSICAL AND MENTAL EMPLOYEE WELLNESS DURING COVID-19

When the pandemic caused local shutdowns and began to impact the physical and mental wellbeing of employees across the globe, the Wellness Committee took action. Recognizing that employees wanted resources to help them cope with illness, increased time at home, interrupted routines, and separation from loved ones, the Wellness Committee began to send out weekly newsletters that contained resources to help address these challenges. Newsletters provided much-needed information, ranging from details on setting up ergonomic at-home workstations to mental health resources.

Employee Committees

Kosmos has several employee committees that drive engagement and promote inclusivity. These committees encourage cross-functional collaboration, facilitate talent retention, and provide activities and resources to benefit all employees:

Activity Committee: The Activity Committee plans and develops social and recreational opportunities to promote teamwork and build cross-functional relationships among employees.

Philanthropy Committee: Separate from our social investment program, the Philanthropy Committee creates opportunities for employees to give back to local communities. This helps to instill a sense of pride and community ownership through donations, supply drives and volunteer events at local nonprofits.

Wellness Committee: The Wellness Committee promotes the mental and physical wellness of our employees. The committee organizes an annual health fair, plans health and wellness checks with local health professionals and provides regular newsletters with topical health and wellness information.



Houston employees at a recent volunteer day with Brighter Bites at the Houston Food Bank.

Employee Health and Wellbeing

Kosmos offers employees a range of programs and benefits that promote emotional, physical, and financial wellness, and serve as a mechanism for recruiting and retaining talent.

Compensation and Benefits

Kosmos maintains a clear and equitable approach to the remuneration of our employees. All employees, regardless of location, are paid at least a living wage, which is adjusted annually in response to market conditions. In addition to competitive base salaries, all U.S. employees are shareholders through our long-term incentive plan ("LTIP")¹. Employees also participate in variable incentive plans that are determined by company and individual performance.

Beyond financial incentives, we offer additional benefits and programs to ensure employees have what they need to take care of themselves and their families. These benefits in the U.S. include:



- Medical, dental, and vision insurance for employees and their dependents
- Retirement matching (401(k) contributions)
- Fully-funded healthcare
- [Paid parental leave](#)
 - 16 weeks of 100% paid leave for eligible primary caregivers who give birth, adopt, or with whom a child is placed for foster care
 - 4 weeks of 100% paid leave for eligible non-primary caregivers whose spouse or domestic partner gives birth or who is not the primary caregiver of an adopted or foster child
- Generous time off programs, including paid sick leave, paid vacation, and paid holidays
- Company-provided life insurance, short-term disability, and long-term disability
- Flexible work schedules
- Employee discounts
- Worldwide emergency coverage
- Volunteer opportunities
- Professional development and mentoring opportunities
- An Employee Assistance Program (EAP), which offers free and confidential assessments, counseling, and follow-up services to employees with personal and/or work-related mental health problems

Our employees are our greatest asset. The benefits and programs we offer enable us to differentiate Kosmos as an employer of choice and help us to attract and retain top talent.

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¹ For international employees, the equivalent program is the International Long Term Incentive Program (ILTIP). This program has the same vesting schedule as the LTIP, but pays in cash instead of shares.

Diversity and Equal Opportunity

Kosmos promotes and celebrates the array of diverse backgrounds, perspectives and experiences of our employees. We focus on recruiting, retaining, and developing a diverse and inclusive workforce across all our geographies that embraces our values and culture.

Equal Opportunity Employment

We are an equal opportunity employer and do not tolerate discrimination, harassment, or intimidation of any kind. We provide employment opportunities to all individuals, regardless of race, color, gender, age, sexual orientation, gender identity and expression, creed, religion, national origin, genetic information,

disability, veteran status, experiences or any other protected status. This applies to all employment practices:

- Treatment in the workplace
- Pay, compensation and benefits
- Recruitment, hiring, promotions, demotions, terminations, layoffs, training, and transferring
- Training and advancement opportunities
- Social activities

In line with the Human Rights Foundation Corporate Equality Index criteria, sexual orientation and gender identity are included in our non-discrimination policy. We foster a spirit of inclusion across the company through social and educational events that address the different backgrounds and identities of employees and help Kosmos to attract and retain the widest breadth of talent.



Local Employment

We are proud of our record of recruitment and retention of local staff. In 2020, we achieved 100% local employees across all our host country offices.

This supports local economies, develops in-country talent and helps Kosmos to understand and integrate host country cultures and perspectives into our business plans and stakeholder engagement.

EMPLOYEES BY AGE

	2021
25 and under	1%
26-30	8%
31-35	12%
36-40	19%
41-45	14%
46-50	12%
51-55	14%
56-60	9%
61 and older	11%

EMPLOYEES BY LOCATION

	FEMALE	MALE
United States	37%	63%
Equatorial Guinea	67%	33%
Ghana	33%	67%
Mauritania	50%	50%
São Tomé & Príncipe	100%	0%
Senegal	50%	50%
United Kingdom	27%	73%

We are proud of our record of recruitment and retention of local staff. In 2020, we achieved **100% local employees** across all our host country offices.

Talent Management and Career Development

We are a small, nimble organization, and Kosmos employees work with a strong accountability mindset. Our employees are given the freedom and space to get the job done and are empowered to pursue additional education and skill development in line with personal and company goals. Employees receive feedback on strengths and areas for development through regular check-ins with their supervisors and through the formal performance review process.

Performance Review Process

Kosmos maintains a formal performance review process for all employees. This process supports a high-performing culture by providing employees with regular feedback and helping them to align personal goals with the company's strategy and objectives. The process begins with an annual goal-setting exercise at the senior leadership level, which results in the creation of a company-wide "Corporate Scorecard." The Corporate Scorecard serves as a quantitative tool for measuring progress on key performance categories, including organizational capability and human capital development, business ethics and social performance, environmental and safety goals, climate targets, cost management and operational milestones.

These goals are then passed down and broken into more detail at the functional/business unit level. In conjunction with their supervisors, individual employees use these functional/business unit goals

to create their own specific performance plans. These performance plans align individual responsibilities and career goals with the overall company strategy.

At the end of the year, performance is assessed at the Company, functional/business unit, and individual level. In turn, these assessments determine variable incentives.

Leadership Development Program

In 2020, a group of Kosmos managers and leaders participated in a Leadership Development Program to build leadership skills – a critical element for developing and retaining a talented workforce.

The Leadership Development Program consisted of three learning blocks: personal leadership, team leadership, and leadership effectiveness.

During the sessions, which featured lectures, interactive exercises, and situational role playing, leaders and aspiring leaders learned how to put the company's values into action. Course attendees then learned how to reinforce Kosmos' culture while working for positive change in areas requiring improvement.

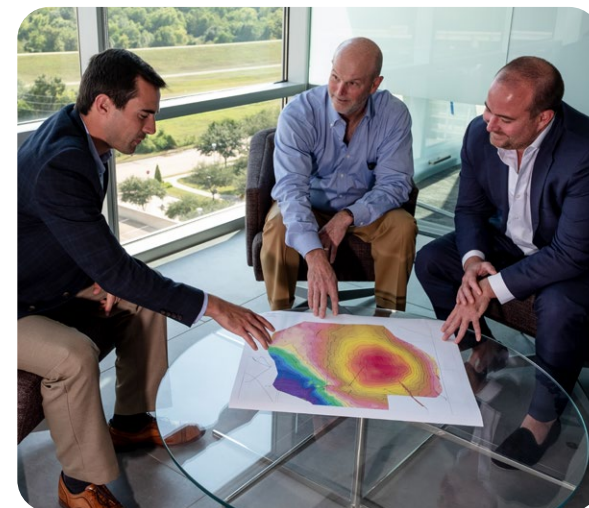
Following the initial training, participants continue to receive follow-up support and coaching on communication for impact, conflict management, time management for greater effectiveness, delegating, coaching for performance, motivating others, building high performance teams, and goal setting.

The Leadership Development Program was paused in 2021 due to the pandemic, but has returned in 2022 with face-to-face workshops.

Employee Development and Continuing Education

To support continued learning and employee development, our Educational Reimbursement Program enables employees to be reimbursed partially or fully for additional degrees and professional certifications. This program encourages employees to continue to build skills and obtain degrees or certifications to further their career.

For example, an analyst in our Dallas office expressed an interest in pursuing additional education in data analytics. After discussing her interests with her supervisor, the employee obtained her bachelor's degree in business analytics through Texas A&M Commerce, paid for by Kosmos. The coursework helped her to enhance her current skillset, and following completion of the degree program, she was promoted to Manager of Data Analytics.





Health and Safety

At Kosmos we are deeply committed to the health and safety of our employees, local communities, and those that work with us.

Full- and part-time employees and contractors are expected to take necessary and reasonable actions to protect their safety including following safe work practices, complying with relevant policies and regulations, completing applicable training and utilizing stop-work authority.

HSE Governance

The HSE and Sustainability (HSES) Board Committee meets at least four times annually and additionally on an as-needed basis to independently oversee our HSE and sustainability policies and processes and facilitate the continuous improvement of our safety programs. For its HSE remit, the HSES Committee:

- Oversees the establishment of targets and objectives for health, safety, and environmental performance;
- Monitors medium- and long-term performance versus targets and objectives;
- Reviews health, safety, security, and environmental policies at least every three years or additionally as needed;
- Monitors the regular public reporting of progress against stated HSE targets and initiatives;
- Reviews the effectiveness of emergency and incident response plans;
- Reviews major incidents that may impact the company's performance and license to operate;

- Monitors the identification, management and mitigation of significant HSE risks; and
- Participates in an occasional operational on-site visit to observe HSE practices, culture and HSE leadership skills.

“The Standard” – Our Health, Safety, and Environment Management System

To support our dedication to health, safety and the environment, the company has a comprehensive Health, Safety and Environment (HSE) management system that applies to Kosmos employees and contractors known as “[The Standard](#).” Consisting of 10 key elements, The Standard is approved by the Senior Leadership Team (SLT) and outlines expectations of employee behavior and work practices.

Our HSE Management System aligns with our culture and business model, incorporating the full team of employees, contractors, service providers and co-venturers required to carry out our work. The Standard is made available to every employee and contractor in his or her native language and coupled with annual training to support understanding and compliance.

The Standard adheres to the Bureau of Safety and Environmental Enforcement (BSEE) Safety and Environmental Management Systems (SEMS) standards. As such, our HSE Management System and associated processes are externally audited at least every three years.

Our HSE Management System is informed by International Association of Oil and Gas Producers (IOGP) guidelines and ISO 14001 Standards.

ELEMENTS OF THE STANDARD



A Culture of Safety

We believe we have a fundamental responsibility to protect our employees, communities, and those we work with – and this begins with a strong safety culture. Kosmos fosters this culture through online and in-person training, regular emergency response drills, and engaging safety sessions.

Kosmos sets HSE targets for all full-and part-time employees and all full- and part-time contractors. Further, the performance-based compensation of all employees is directly linked to HSE performance, driving the importance of safety at Kosmos.

One Team, One Goal

In 2020, we introduced “One Team, One Goal” – a new program that incorporates the full range of HSE policies, standards, systems and processes at Kosmos. The program derives its name from the belief that by working together as One Team – all Kosmos employees and contractors – we can achieve our One Goal of delivering HSE performance. The program aims to foster an injury- and incident-free workplace that protects people, the environment and our assets. Regardless of work location or work type, we believe that every individual has a role to play in creating a safe work environment.



BUILDING A CULTURE OF SAFETY

At Kosmos, safety is more than following a checklist – it’s a part of our culture. We have long conducted safety seminars at Kosmos to instill a shared ownership of safety, using external speakers and leaders from outside of the oil and gas industry to get a different perspective on the topic.

In 2020, we hosted Mark Gallagher from Performance Insights to help us launch our One Team, One Goal program. Gallagher, who played a critical role in driving improved safety performance in Formula One racing, drew parallels between the teamwork required to prevent racing incidents and the teamwork required to prevent HSE incidents at Kosmos. Gallagher returned in 2021 to conduct an additional safety session on using innovation to drive safety performance.

The session helped embed our commitment to safe operations and helped us to understand the dedication and teamwork required to foster a culture of safety.

HSE METRICS

2021	
MAN HOURS	
Employee	468,328
Contractor	634,499
Total	1,102,827
FATALITIES	
Employee	0
Contractor	1
Total	1
LOST TIME INCIDENT RATE (LTIR)	
Employee	0
Contractor	0
Total	0
TOTAL RECORDABLE INCIDENT RATE (TRIR)	
Employee	0
Contractor	0.18
Total	0.18

HSE Training

Safe and environmentally sound operations rely on well-trained people. To enable employees and contractors to understand and fulfill their HSE responsibilities, every Kosmos employee and contractor completes baseline safety training.

Employees and contractors are expected to understand and comply with The Standard, which is translated into the native language of employees and contractors.

In addition to mandatory training, Kosmos employees and contractors complete training tailored to their specific scope of work. For instance, any employee or contractor that visits one of our U.S. Gulf of Mexico sites is required to complete an orientation as well as more rigorous safety training once they arrive onsite.

TRAINING HOURS FOR EMPLOYEES AND CONTRACTORS

	2021
Employee	478
Contractor	800
Total	1,278
Average Training Hours per Employee	2
Average Training Hours per Contractor	9

Managing Contractor Safety Performance

Kosmos plays an active role in managing contractor safety performance. All prospective and actual offshore contractors and subcontractors performing services for Kosmos are evaluated through ISNetworld, a platform that screens contractors against HSE criteria and past HSE performance. The platform gives contractors a letter grade (A, B, C and F) based on a rigorous set of HSE questions, audit logs, and historical safety data.

Using ISNetworld, Kosmos sets specific targets for each of our contractors based on safety performance and a full review of the contractor's HSE management system.

Where possible, we only work with contractors that have strong records of safety performance (grades A and B).

This screening process helps us to select contractors that share our commitment to safe operations. Kosmos personnel also conduct regular evaluations on our contracted rigs at least once and up to three times weekly to evaluate the adoption of our safety standards by our contractors. These evaluations cover areas where HSE incidents frequently occur:

- Confined spaces – areas with limited or restricted means of entry or exit not designed for continuous occupancy
- Equipment evaluation – confirming that equipment delivered to the job site is safe and complies with relevant regulations
- Environment – evaluating job sites for environmental hazards, whether in the form of potential leaks, spills, or biodiversity risks

Kosmos plays an active role in managing contractor safety performance.

- Hot work – confirming welding and cutting is conducted in a safe manner
- Housekeeping – confirming job sites are tidy and free of potential health or safety hazards
- JSA (Job Safety Analysis) – a process by which all steps, hazards, and safe work procedures are established prior to starting a job and followed throughout the course of that job
- Lift operations – ensuring crane operations are conducted safely
- Post-job evaluations
- SSEs (Short Service Employees) – contractors who are newer to job sites are expected to have additional support to facilitate comprehension of their role and responsibilities, including readily-available mentors, proper safety training, and understanding of stop work authority
- Training – workers are required to have adequate safety training prior to starting work
- Working at heights

Following the completion of an evaluation, scores are tabulated and uploaded to ISNetworld. When contractors receive a poor evaluation, Kosmos contacts their senior leadership, shares the report, and creates a remedial action plan. This allows Kosmos to continue to track and correct safety performance over time.

LEARNING FROM LOSS – AND HELPING THE INDUSTRY DO THE SAME

In January 2021, a third-party contractor died on a rig contracted to work for Kosmos in the U.S. Gulf of Mexico. His death was a tragedy which affected all of us. We continue to mourn his loss and express our deepest sympathies to his family.

We set out to get to the bottom of how this tragic accident happened and what could be done to prevent such events from happening again in our operations and our industry. We conducted an extensive investigation with our rig contractor, Seadrill, into the circumstances, root causes and key learnings.

Determined to share the findings of the investigation with the broader industry, our CEO conducted sessions with two industry organizations – the Offshore Operators Committee (OOC) and the International Association of Oil and Gas Producers (IOGP). More than 200 representatives from peer companies and regulators attended the two sessions, where we described the incident in detail and outlined what could be done to prevent something similar from happening again. We hope that our openness and transparency will help others as well as ourselves learn the necessary lessons to prevent a similar incident in the future.

Emergency Preparedness and Response

As outlined in [The Standard](#), emergency preparedness and planning are essential for helping Kosmos to be well-equipped to respond to situations should an issue arise.

We maintain updated emergency response plans, ensure personnel are trained and readily available in the event of an emergency, and conduct regular training exercises with internal and external stakeholders to test our response skills and confirm our ability to prevent and quickly respond to emergencies.

We conduct voluntary emergency response drills at least once a year. These drills include individuals from across the organization, as well as third parties, contractors, co-venturers and representatives from regulatory agencies. Kosmos includes the full team that would respond in a true emergency in order to test our unified response, promote a shared commitment to safety and receive and implement feedback from external safety experts.

Following these drills, we evaluate our performance, identify key learnings and opportunities for improvement, and update emergency response plans accordingly.

Our emergency response plans are reviewed and audited by the Bureau of Safety and Environmental Enforcement (BSEE), a governmental agency under the U.S. Department of the Interior. In 2020, Kosmos had three emergency response equipment verification audits and one BSEE-directed equipment deployment exercise to demonstrate the viability of our emergency response plans.

SUPPORTING INDUSTRY BEST PRACTICES ON SAFETY



Kosmos is a member of the Helix Well Containment Group (HWCG), a consortium of deepwater operators and non-operators in the U.S. Gulf of Mexico working to expand emergency response capabilities. In 2020, Kosmos hosted the annual HWCG emergency response workshops and exercise, where regulators and industry members came together to test and enhance their response skills in the event of a subsea well containment event to protect people, the environment, and assets. Over a series of five workshops, participants honed their skills, and then subsequently put them to the test in an emergency response exercise.



Climate and Environment

Kosmos is committed to protecting the environment. As a responsible company, we strive to reduce our environmental impact and mitigate environmental risks.

Our [Climate Change Policy](#) outlines our commitments to:

- Integrate climate change into our business strategy,
- Establish strong internal governance of climate change,
- Measure, reduce, and mitigate our own emissions, and
- Report on our progress

Our broader environmental policies are housed within [The Standard](#). These policies describe expectations and performance measures for employees, contractors and partners as we assess, plan, and conduct work. They also cover the measures we take to protect and enhance biodiversity and the environment in and around our operations.

Energy Security and the Just Transition

Russia's invasion of Ukraine is re-shaping the energy sector's outlook. At the most basic level, it has reminded the world of the need to pursue the energy transition while also ensuring energy security. Europe's reliance on Russia highlights the need for new sources of energy, ultimately renewables with hydrocarbons playing a long-term role in the transition.

Kosmos has a part in meeting this challenge with its portfolio of low cost, lower carbon oil production, and low cost, lower carbon liquified natural gas (LNG) projects offshore Mauritania and Senegal, which are poised to bring a new source of gas to the world as soon as production starts in late 2023. By sourcing LNG from Mauritania and Senegal, Europe would enhance its energy security and help these countries meet their own development goals – a positive and necessary outcome for all involved. For Kosmos, this illustrates our role in bringing a just and secure energy transition to life.

The Paris Climate Accord on climate change recognizes the importance of facilitating a “just” energy transition for workers, communities, and countries. The concept recognizes the need to take an inclusive approach to the energy transition, and moreover, that no two communities or countries are alike in their ability to transition quickly and fairly to lower-carbon economies. Many developing countries do not have the infrastructure, resources, or capacity to leap straight to renewables and keep their societies moving forward.

Further, the carbon footprint of developing nations – particularly in Africa – is relatively small, both in absolute and per capita terms. The cumulative

emissions from the more than one billion people living in 48 sub-Saharan African countries accounts for less than one percent of the global carbon total. California's hot tubs and swimming pools alone use more power than all of Senegal, one of Kosmos' host countries¹.

This energy inequality highlights the need to be flexible and pragmatic when it comes to the energy transition. Hydrocarbons – particularly natural gas – will continue to play a key role in delivering economic growth, raising standards of living, and enabling the transition to a cleaner energy future. The developed world cannot expect the same speed of transition or adoption of renewables in developing countries, as it would leave them without the opportunity to benefit today from access to reliable and affordable energy.

At Kosmos, we believe every nation must eventually get to net zero, but the starting point should be economic justice and the right of all people to live dignified lives with access to electricity. We can harness our knowledge and relationships to help our host nations develop their resources responsibly in their transition from oil to gas and, ultimately, to renewables.

Demand for energy in Africa is enormous and increasing. From our conversations with African leaders and stakeholders both outside and within our countries of operation, it is clear that securing access to clean, reliable energy is a priority.

In his speech at the United Nations Climate Change Conference (COP26), President Nana Akufo-Addo of Ghana said it would be “wholly unfair” for the world to demand that Africa abandon the exploitation of the hydrocarbon resources “needed to finance development.”

President Macky Sall of Senegal has expressed a similar point of view. At the Forum on China-Africa Cooperation in November 2021, President Sall said:

We call for a fair and just energy transition which takes Africa's specific needs into account, in particular industrialization and universal access to electricity. More than 600 million Africans still do not have access to electricity.

MACKY SALL
PRESIDENT OF SENEGAL



“As several African countries prepare to exploit their vast natural gas resources, cutting off funding to the gas sector on the pretext that gas is a fossil fuel would be a fatal blow to our emerging economies.” Such measures “do not take into account the fact that gas is and above all a clean energy.”²

More recently, at the European Union–African Union Summit in February 2022, President Sall said: “Africa has vast natural resources, a young and dynamic population just waiting to step up, and an impressive capacity for innovation and invention ... We call for a fair and just energy transition which takes Africa's specific needs into account, in particular industrialization and universal access to electricity. More than 600 million Africans still do not have access to electricity.”³

¹ <https://onezero.medium.com/global-energy-inequality-goes-deeper-than-bitcoin-dfd058c31330>

² <https://fr.africanews.com/2021/11/30/chine-afrique-macky-sall-soucieux-des-decisions-de-la-cop26/>

³ <https://www.consilium.europa.eu/en/press/press-releases/2022/02/15/joint-article-by-macky-sall-president-of-senegal-and-chairperson-of-the-african-union-and-charles-michel-president-of-the-european-council/>

Climate Change Policy

Kosmos recognizes that the world faces a serious challenge from climate change and the role played by humanity.

We welcome the Paris Agreement reached within the U.N. Framework Convention on Climate Change in 2015 and see it as a key step in global efforts to address climate change. We understand that achieving the internationally accepted target of limiting mean global temperature rises to below 2°C above pre-industrial levels will require significant and sustained reductions in greenhouse gas emissions

In addition, around 1 billion people still lack access to electricity, and global energy needs are expected to increase by 25% by 2040. This will be driven by emerging economies such as those in which Kosmos focuses much of its investment. The International Energy Agency (IEA) estimates that \$2.7 trillion of investment in new energy supply per year will be required to meet these needs. This presents a dual challenge: reducing greenhouse gas emissions while promoting prosperity and ensuring energy security. It will require action from all parts of society: governments, civil society and the private sector.

It will also have major implications for the industry in which Kosmos operates. We must integrate the challenges and opportunities that climate change, the need for energy security, and the global energy transition present to our business into our core strategy if we are to continue to contribute to global sustainable development over the long term.

We believe that companies such as Kosmos must:

- Consider the risks and opportunities that climate change and the global energy transition may present to our business in the short, medium and long term, and integrate them into our business strategy

- Measure and reduce greenhouse gas emissions from our own operations as far as reasonably practicable, and mitigate emissions that we cannot avoid
- Establish appropriate governance structures to guide strategy and hold our executive management to account, as well as monitor and manage climate change-related risks and opportunities for the business
- Transparently communicate our understanding and management of these challenges to external stakeholders, and engage those stakeholders in the continuing development of our climate change policy

We therefore commit to:

Integrate climate change into our business strategy

- Undertake scenario planning to assess the resilience of our business against different paths that the global energy transition may take, including those that achieve the internationally recognized goal of limiting warming to below 2°C
- Integrate conclusions into our business strategy so they help drive short, medium and long-term capital allocation decisions
- Repeat this scenario planning periodically so our strategy remains relevant as the global energy transition unfolds. We have already conducted two full scenario planning analyses since early 2020, and plan to continue to monitor how any changes in our portfolio might affect these analyses

Measure, reduce and mitigate our Scope 1 and Scope 2 emissions

- Aim to become carbon neutral across Kosmos' operated Scope 1 and Scope 2 emissions by 2030 or sooner
- Measure our direct and indirect greenhouse gas emissions according to recognized international GHG accounting standards

- Set clear, time-bound targets to reduce emissions from our operations
- Mitigate remaining emissions through innovative nature-based solutions that deliver verified carbon credits as well as community and biodiversity co-benefits, in line with the UN Sustainable Development Goals
- Engage and influence our business partners and suppliers on efforts to reduce emissions in their operations too

Establish strong internal governance

- Establish an internal Climate Change Task Force to drive strategy on this topic, chaired by the CEO, reporting to the Board, and informing and engaging the rest of Kosmos
- Report at least annually to the full Board of Directors and at least quarterly to the HSES Board Committee on progress against our climate change policy
- Link compensation to the delivery of clear climate change goals
- Report on our progress in mitigating climate change risks and engage with stakeholders
- Publish reports in line with Task Force on Climate-related Financial Disclosures (TCFD) recommendations
- Regularly monitor scientific, regulatory and other external developments related to climate change and our industry to aid understanding of risks and opportunities
- Engage external stakeholders in the continuing development of our climate change policy
- Report quantitative and qualitative information on the above by publishing an annual sustainability report

Climate Governance

Strong governance of climate change is critical for responding to climate-related risks and opportunities. At Kosmos, governance begins at the highest level of the company with the Board of Directors and the HSES Board Committee and is passed down to the Climate Change Task Force and Business Units.

While the HSES Board Committee is responsible for general oversight of the issue, all Board Committees play a contributing role in shaping our response to climate change.

Compensation Committee: The Compensation Committee reviews and approves the climate goals and objectives relevant to employee and executive compensation. The Compensation Committee

is also responsible for confirming performance against these objectives when determining year-end incentive payouts.

Nominating and Corporate Governance Committee:

The Nominating and Corporate Governance Committee oversees the size, composition, function and duties of the Board.

Audit Committee: The Audit Committee reviews the Company's policies and practices with respect to risk assessment and risk management using the Enterprise Risk Management (ERM) model, which includes the management of climate-related risks. The Audit Committee also oversees the external assurance of our ESG data.

In early 2022, our board of directors adopted a [new charter](#) for the Health, Safety, Environment and Sustainability Committee that strengthens oversight in these areas.

BOARD COMMITTEES AT WORK: AUDITING OUR ESG DATA

During the 2021 second quarter Audit Committee meeting, the Committee highlighted the importance of accurate ESG data disclosure. This imperative was discussed further with the HSE and Sustainability Board Committee, and it was determined that to confirm the data's accuracy and be well-equipped to respond to potential future regulation, certain of our Sustainability Report data would undergo an internal audit and external review. This is the second Sustainability Report published by Kosmos which includes data that is subject to an independent review.

GOVERNANCE OF CLIMATE STRATEGY IN ACTION

GOVERNING BODY	MEETING FREQUENCY	ROLE
Board of Directors	At least annually and additionally on an as-needed basis	The Board of Directors oversees the overall company strategy.
HSE and Sustainability Board Committee	At least quarterly and additionally on an as-needed basis	The HSE and Sustainability Board Committee oversees our response to climate change.
Climate Change Task Force	At least quarterly; additional committee subsections meet regularly	The Climate Change Task Force monitors emerging climate risks and opportunities, emissions metrics and mitigation measures, and policy developments. This group is responsible for the functional implementation of our climate change policy, as well as recommending updates to our response to climate change.
Business Units	Regularly	Business units are responsible for recording emissions data and identifying opportunities for emissions reductions – whether with partners or in our own operations.

Climate Change Task Force

Composed of executives and senior employees from across the business, including risk management, corporate planning, social responsibility, HSE, exploration, oil and gas marketing, business units, investor relations and communications, the Climate Change Task Force enables Kosmos to take an interdisciplinary and cross-business approach to managing climate change.

The Task Force drives strategy on the topic and is responsible for informing and engaging the company on climate change.

Climate-related Risks and Opportunities

Kosmos first conducted detailed, asset-level, climate change scenario analysis in 2019 and again in August 2020. Scenario analysis enables us to assess risks and opportunities related to climate change and the energy transition, including what they might mean for our business strategy, portfolio management and capital allocation.

Our scenario analysis modeled various ways in which a transition to a lower-carbon economy could impact the value of our portfolio through 2040.

The results of our scenario analysis inform our financial planning and capital allocations in the short (0-5 years), medium (5-10 years) and long (10-20 years) term and can be found in our [Climate Risk and Resilience Report](#).

Enterprise Risk Management Process

Kosmos manages climate-related risks as part of our Enterprise Risk Management (ERM) process. We believe this process effectively embeds climate-related risk analysis into the decision-making processes of each business unit.

Identified risks are assessed at least quarterly by senior management using a materiality matrix. Climate change risk is assigned to a specific owner within the SLT because it is a corporate-level risk. The SLT owner is responsible for reviewing climate change risk and management plans from each business unit during Quarterly Performance Reviews. The materiality matrix is subsequently reviewed with the Board of Directors.

ONE TEAM, ONE GOAL - GETTING TO CARBON NEUTRALITY



**ONE TEAM
ONE GOAL**
HSE EXCELLENCE

Kosmos has spent the last two years embedding climate risk mitigation and emissions reduction into the way we operate.

This starts with our planning team who have been refining our long-range forecasts as we have become more sophisticated and experienced with our carbon reporting.

Business Units are fully engaged in assessing the operational impact of lowering our carbon intensity and reducing emissions. This is now a key part of all conversations with our operator partners, as well as part of the analysis of any potential mergers or acquisitions.

Kosmos also has a dedicated senior carbon engineer, who has significantly enhanced our capability and works directly with the Business Units. His work has identified the major sources of our emissions and clarified the need to strike the right balance between operational reductions, carbon offsets (e.g., nature-based solutions) and possible carbon capture projects.

Our carbon reporting training, which covered about 10% of our workforce, has helped improve skills and understanding across the organization.

In addition, we are holding regular “lunch and learns” on ESG and climate matters for the entire company.

Understanding of the policy imperatives and of the taxonomy of climate (i.e., Scopes 1, 2, and 3) is now embedded in our key teams.

The business reviews two categories of climate change risk: transition risk, and physical risk.

Transition Risk Management

Transition risks – risks related to the various policies, potential legal actions, technology shifts, market changes, and reputational implications that may be a part of bringing the world to a lower-carbon future – pose varying degrees of risk to Kosmos. A more detailed assessment of transition risks can be found in our [CDP response](#) as well as our [Climate Risk and Resilience Report](#).

Physical Risk Management

Physical risks are those related to the physical impacts of climate change including extreme weather events and sea level rises. We maintain a hurricane response plan, and review this plan with drilling contractors on wells we operate. As we do not operate the production platforms or vessels which process our production, we have limited control of the management of physical risks to the above-water infrastructure that our subsea tiebacks utilize. Still, we monitor these risks and maintain close contact with our business partners to review the risk mitigation plans and emergency response mechanisms in place and determine if they are sufficient to protect our people and interests. In addition, Kosmos also utilizes Loss of Production Income (LOPI) insurance to partially protect our assets.

Opportunities

Our scenario analysis also helped Kosmos identify and assess the opportunities linked to the energy transition. We believe our current portfolio of low cost and lower carbon gas assets produce higher returns and faster paybacks and differentiates Kosmos from our peers. The European Union recently reiterated the importance of natural gas as a key energy source to support the transition away from energy sources with high emissions potential such as coal. This is all the more true after the tragic events in Ukraine as many countries need to change their supply chains and energy mix given the serious disruption to global energy security. Kosmos has a clear role to play with the Greater Tortue Ahmeyim LNG project which should help Europe enhance its energy security while helping Mauritania and Senegal meet their own development goals. These factors present a significant opportunity for Kosmos to thrive during the energy transition.

Emissions Management

Kosmos operates subsea infrastructure, which ties into non-operated production platforms, as in the U.S. Gulf of Mexico, or we are a non-operating partner in production assets, as in Equatorial Guinea and Ghana. This scope of operation informs our approach to emissions calculation and reporting.



Measure, Reduce, and Mitigate

In early 2020, we set the goal to become carbon neutral for our operated Scope 1 and Scope 2 emissions by 2030 or sooner. We achieved this goal from 2021, significantly earlier than expected, and we have identified a pathway to maintain it through continual monitoring of emissions and purchasing and retirement of the necessary nature-based offsets.

We succeeded by pursuing a more focused set of operating activities and by harnessing the mitigation potential of nature-based offsets in the countries where we work.

Our Measure, Reduce, Mitigate framework serves as a guide for achieving this target and delivering on the commitments outlined in our Climate Change Policy.

SCOPE 1 AND SCOPE 2 EMISSIONS

	2022 ¹	2021	2020	2019
Gross Global Scope 1 Emissions (tonnes CO ₂ e)	35,000E	26,591	42,632	39,058
Gross Global Scope 2 Emissions (location-based) (tonnes CO ₂ e)	1,000E	958	877	1,330
Gross Global Scope 1 and 2 Emissions (tonnes CO ₂ e)	36,000E	27,549	43,509	40,388
Total nature-based carbon offsets purchased ²	86,000	25,000	0	0
Total nature-based carbon offsets retired	39,000 ³	25,000	0	0

¹ Full year 2022 emissions numbers are forecasts and subject to change and verification. Actuals will be reported in our 2022 Sustainability Report.

² One carbon offset equals one tonne CO₂e

³ We have retired 36,000 nature-based offsets as of March 31, 2022. We anticipate additional retirements in 2022 to maintain carbon neutrality from 2021 through continual monitoring of emissions and purchasing and retirement of the necessary nature-based offsets.

	MEASURE	REDUCE	MITIGATE
Policy Commitments	Measure our direct and indirect emissions according to recognized GHG accounting standards	Set clear, time-bound emissions reduction targets	Mitigate the impact of remaining emissions through nature-based carbon offsets that deliver co-benefits in line with the UN SDGs
Key Progress <i>(indicates new progress)</i>	<p>Calculated operated Scope 1 and Scope 2 emissions in accordance with the GHG protocol and IPECA</p> <p>Secured independent assurance of Scope 1 and Scope 2 emissions</p> <p>Developed innovative application for real-time emissions data</p> <p>Developed and delivered carbon accounting training for about 10% of the Kosmos workforce</p> <p>Enhanced data collection and emissions reporting in the Environmental Reporting Application</p>	<p>Set target for carbon neutrality in operated Scope 1 and Scope 2 emissions by 2030 or sooner</p> <p>Worked with key service providers to reduce operational emissions</p> <p>Business units assessed opportunities for emissions reductions</p> <p>Added more granular goals related to emissions reductions into Business Unit Corporate Scorecards</p> <p>Achievement in 2021 of carbon neutrality for operated scope 1 and 2 emissions</p>	<p>Identified nature-based projects in key Kosmos geographies</p> <p>Launched dual-purpose wetlands restoration and job training project in Louisiana aimed at facilitating the “Just Transition” along the U.S. Gulf Coast</p>

Measure

Our reporting boundary includes the operations under our direct operational control and takes into consideration drilling activities, logistics and any other emissions directly attributable to our operations. In the U.S. Gulf of Mexico, Kosmos operates subsea infrastructure, which ties into non-operated production platforms. We do not operate our assets in Equatorial Guinea, Ghana, Mauritania or Senegal.

Kosmos uses a custom-built Environmental Reporting Application, featured in the Journal of Petroleum Technology, to digitize federally regulated environmental reporting on carbon generated on Kosmos's offshore rigs, as well as seismic vessels, helicopters, and support vessels to measure greenhouse gas emissions.

In 2021, direct emissions attributable to our operations largely came from fuel use on drillships (48%), support vessels (49%), helicopters (2%), and vehicles (1%).

Using the application has led to higher data quality and the real-time functionality improves trend analysis and decision making. Critically, our teams across the business use the data collected over the last two years to better understand our carbon footprint and assess opportunities for emission reduction initiatives.

We recognize most of our production is derived from assets in which we are non-operating partners.

As such, we have been formulating specific plans to report and reduce equity emissions from assets in which we are non-operating partners and which form the major part of our portfolio.

We are proud to have achieved carbon neutrality for our operated Scope 1 and 2 emissions in 2021. There is more work to do for Kosmos to maintain that status, but our teams across the business are working hard to deliver it.

MIKE ANDERSON
SENIOR VICE PRESIDENT,
SUSTAINABILITY AND EXTERNAL AFFAIRS

Emissions Measurement Training

A firm understanding of emissions accounting and disclosure methodologies and best practices is a critical element of our response to climate change.

In 2021, Kosmos partnered with a leading climate consultancy to train about 10% of our global workforce on greenhouse gas emissions accounting. Individuals from business planning, supply chain, business units, HSE, marketing, investor relations and sustainability attended four half-day sessions detailing greenhouse gas accounting and disclosure methodologies and best practices, amounting to more than 12 hours of training for each employee.

This training established a baseline knowledge, which we expect to foster accountability and enable informed decision-making across the business as we look to maintain carbon neutrality in our operated Scope 1 and Scope 2 emissions.

Kosmos has also worked to embed awareness of emissions and other climate-related issues more widely in the organization by holding virtual lunch-and-learn sessions that have attracted a large number of employees.

Our goal is to make climate change and emissions measurement and reduction as core to our business as health and safety.

Reduce

Partner and Supplier Engagement

As Kosmos does not operate production platforms, engagement with partners and suppliers is critical for driving efficiency improvements and reducing emissions.

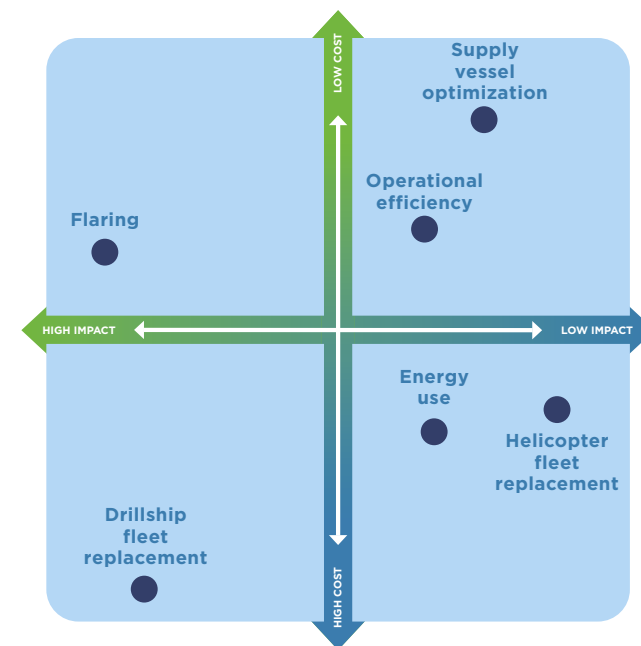
In 2020, we added contractually binding language into our agreements to push suppliers and contractors towards more efficient operations. We also began utilizing ISNetwork – a contractor management platform – to understand and evaluate supplier sustainability performance. We plan to use the data provided by contractors and suppliers to inform decision-making and drive performance.

Identifying Emissions Reduction Opportunities

We continue to work on reducing operational emissions. Each business unit has developed an opportunity matrix, plotting emissions reduction opportunities against emissions reduction potential and implementation cost. Business units also determine the execution requirements and potential additional benefits of identified emissions reduction initiatives.

In 2021, Kosmos and its partners in Ghana agreed to eliminate routine flaring at the Jubilee and TEN fields by 2025. Over the next three years, the operator will take steps toward this goal by debottlenecking the gas systems on Jubilee and TEN, as well as working with the Government of Ghana to increase gas off-take. As a first step, the partnership plans to modify the gas handling system on the Jubilee FPSO, which is expected to enable the operator to inject and export more gas volumes. This combination of activities should significantly reduce overall emissions from Ghana operations.

KOSMOS CARBON EMISSION REDUCTION OPPORTUNITIES





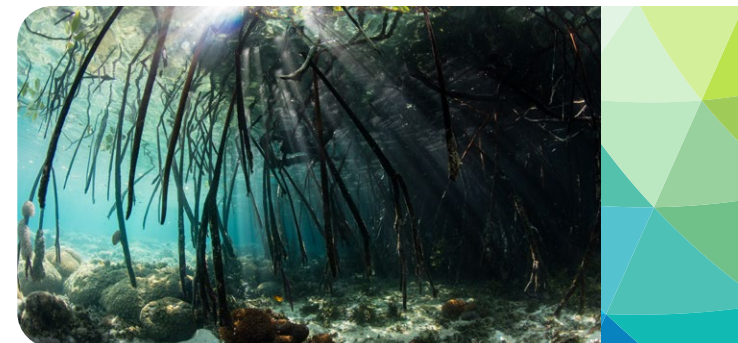
Mitigate

Nature-Based Carbon Offsets

While our first course of action is reducing operational emissions, there remain some emissions that cannot be eliminated. We plan to mitigate these through investment in nature-based carbon offsets.

We aim to invest in nature-based solutions in regions where Kosmos has significant operations. In addition to carbon and environmental benefits, these projects bring economic and social co-benefits, contributing to a broad range of the UN SDGs.

In 2019, we entered into an agreement with Shell Energy North America (US), L.P. Shell Energy covering two leading, established third-party reforestation projects in key Kosmos geographies – the Form Ghana Reforestation Project in the Ashanti Region of Ghana and the GreenTrees Reforestation Project in the Mississippi Alluvial Valley of the U.S. Gulf Coast.



Tierra Foundation and the Just Transition

One way we are working to advance the “Just Transition” in the United States is through our partnership with Tierra Foundation, a pioneering Louisiana-based organization working on wetlands restoration and the development of Blue Carbon projects.

Tierra's mission is to conserve, protect, and restore coastal wetland ecosystems by creating innovative solutions that support investment in wetlands – namely along the U.S. Gulf Coast, a region highly vulnerable to climate change. The area is vulnerable not just because of rising seas and higher temperatures, but also because a large portion of the population lives below the poverty line, and because a significant portion of the workforce relies on fossil fuels for employment. This means that in addition to suffering environmental impacts, the individuals living in the U.S. Gulf Coast are more at risk of getting left behind in the transition to a lower-carbon future



Climate Mitigation Workforce

In 2021, we extended our partnership with the Tierra Foundation to launch a Climate Mitigation Workforce project. The aim of the project is two-fold:

- Provide paid job training for workers disproportionately impacted by climate change and the energy transition in the New Orleans area
- Engage in wetland restoration to protect communities from storms, sea level rise and shoreline erosion, as well as improve water quality and provide viable habitats for wildlife

In order to accomplish these goals, we brought in two additional partners experienced in coastal restoration and job training – Louisiana Green Corps and Common Ground Relief.



**COMMON
GROUND
RELIEF**

In 2022, the partnership will host five workshops to teach members of the Climate Mitigation Workforce about the wetland ecosystem and the role it plays in protecting the Mississippi River Industrial Corridor from hurricanes and the impacts of climate change. The workshops combine classroom training with field activities in areas with healthy, degrading and ghost ecosystems to highlight the need to protect wetlands and prevent erosion. Participants will also engage with local nurseries to learn about efforts to restore vulnerable areas.

With financial support from Kosmos, members of the Climate Mitigation Workforce gathered in January to restore Jean Lafitte's Wetland Trace boardwalk after it was damaged by Hurricane Ida. The boardwalk is once again open to the public, enabling the community to enjoy spending time in the local wetlands.

Over the remainder of the year the Climate Mitigation Workforce aims to plant approximately 10,000 bald cypress seedlings in areas on the Louisiana coast identified by the partnership as most suitable for restoration.

Protecting the Environment and Promoting Biodiversity

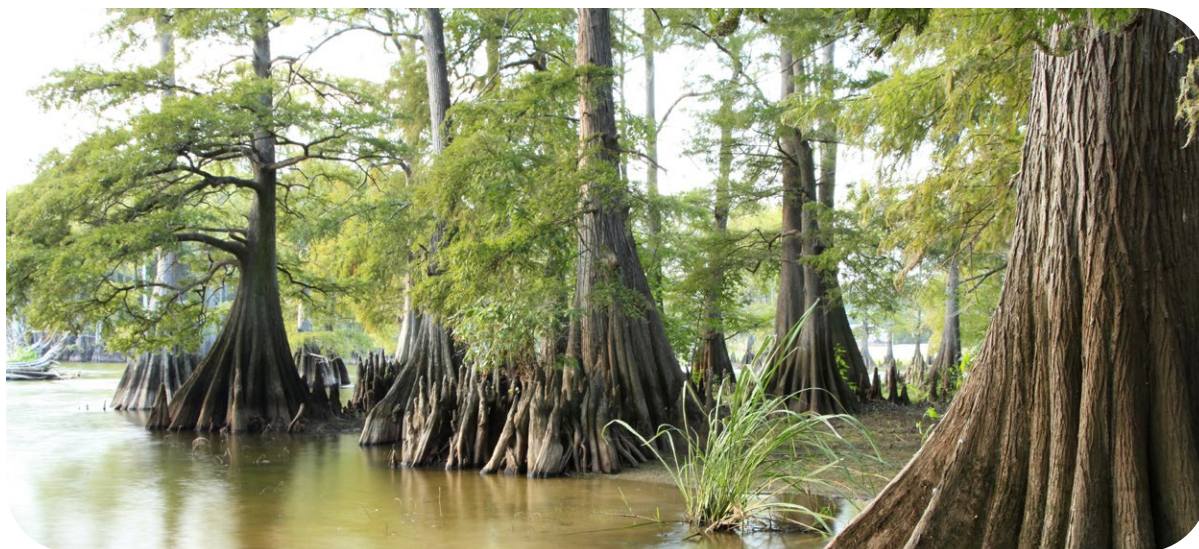
Kosmos is committed to protecting the environment and maintaining biodiversity in the areas in which we operate.

Environmental and Social Impact Assessments (ESIAs)

Kosmos conducts ESIAs prior to the start of material operational activities. ESIAs help us identify potential adverse impacts from our activities on the local environment or community. If we identify material risks, we only proceed once we have developed mitigation or avoidance measures.

ESIAs generally consist of the following key process areas:

- Initial screening of the project and scoping of the assessment process across Environmental, Social, and Governance criteria
- Examination of alternatives
- Stakeholder identification, with a specific focus on those who might be directly affected by our operations
- Gathering of baseline environmental and social data
- Impact identification, prediction, and analysis
- Generation of mitigation and/or management measures and actions, based on predicted or possible material impacts
- Documentation of the assessment process



Our assessments are designed to meet international best practices and/or equivalent government requirements, including International Finance Corporation (IFC) and Equator Principles guidelines.

Following the ESIA's, we develop an Environmental Management Plan (EMP) based on the assessment. During operations we measure emissions, releases and waste to monitor our impact and ensure our EMP is fit for purpose.

Biodiversity

Our goal is to have no net biodiversity loss – and where possible, we strive to have a net positive impact even beyond our business activities.

Kosmos maintains oversight of biodiversity issues through ESIA's, which facilitate the systematic consideration of threats to biodiversity in the areas in which we operate. We work with partners and environmental experts to put into place comprehensive management plans, especially if the ESIA process identifies risks near our operations.

The nature of our operations – which are exclusively offshore and deepwater – limits our exposure to biodiversity risks. Still, Kosmos monitors and actively protects biodiversity in and around our operational sites, including during emergency response and safety drills.

In fact, [recent studies](https://www.bbc.com/future/article/20210126-the-richest-human-made-marine-habitats-in-the-world)¹ have shown that offshore rigs are “ideal skeleton[s] for coral reefs,” that can be “the most bountiful human-made marine habitats in the world,” even shortly after [installation](https://www.bsee.gov/what-we-do/environmental-compliance/environmental-programs/rigs-to-reefs)². When decommissioning our U.S. sites, we aim to work with BSEE to create artificial reefs that will promote biodiversity and enhance native marine life. For our international locations, we similarly aim to enhance native marine life in and around our operations.



In past years, Kosmos has worked outside of our core operations to protect native biodiversity in locales as diverse as Suriname, São Tomé and Príncipe, Mauritania, and Texas by restoring habitats, participating in conservation projects, and supporting academic research.

In São Tomé and Príncipe, Kosmos previously partnered with Fundação Príncipe (FP), a Príncipe-based organization devoted to environmental conservation. FP aims to protect biodiversity by improving the conservation status of the three species of sea turtles that nest on Príncipe and making the island safe for the additional two species of sea turtles that inhabit the island's waters. The partnership has made progress in several areas:

- Monitoring and protecting sea turtle populations through patrols of nesting beaches and surrounding waters, as well as engaging coastal communities
- Raising awareness in local communities to increase support for turtle conservation through an education campaign focusing on secondary school children and free divers, as well as a program to recruit students to be part of the wildlife observation team
- Filling critical research and knowledge gaps on the ecology, habitat and status of the sea turtles to better inform and guide targeted conservation actions
- Strengthening the capacity of local staff through managerial and technical training sessions

¹ <https://www.bbc.com/future/article/20210126-the-richest-human-made-marine-habitats-in-the-world>

² <https://www.bsee.gov/what-we-do/environmental-compliance/environmental-programs/rigs-to-reefs>



Conservation easements protect ecologically important sites like Sawtooth Mountain in West Texas.

Consistent with our sustainability efforts around the world, Kosmos previously supported The Nature Conservancy's efforts to establish a pair of conservation easements on Sawtooth Mountain, located in the Davis Mountains of West Texas.

Sawtooth Mountain is a West Texas landmark where the Chihuahuan Desert meets the sky islands of the Davis Mountains. While the region is widely considered one of the most scenic areas of Texas, it is also one of the most biologically diverse, home to several rare plants and animals that are found nowhere else in Texas.

The two easements protect more than 2,500 acres in this important region a few hours' drive from our U.S. headquarters. The landowner donated a large portion of these easements so the Conservancy was able to purchase them for \$1.5 million – nearly a million dollars under the appraised value. Kosmos joined with several companies to provide \$1.2 million in funding to secure the easements and preserve the area's unique lands.

In states such as Texas, where 95% of the land is privately owned, conservation easements serve as a critical tool to protect important lands and waters.

Marine Biodiversity

Conducted offshore, our seismic acquisition activities often provide unique insight into the presence of marine mammals, sea turtles, and sea birds. Where possible, we share this data with scientists and local research institutes. Over the years, we have contributed data for papers on Clymene dolphins in the Eastern Tropical Atlantic, whale and dolphin occurrence offshore Ireland, and sea turtle populations offshore Morocco.

Kosmos previously supported the Biodiversity Oil and Gas Program (BGP), a marine biodiversity initiative in Mauritania that aims to improve understanding and protection of offshore ecosystems. This ambitious research project was carried out by the Mauritanian Institute for Oceanographic and Fisheries Research in collaboration with the Royal Netherlands Institute for Sea Research.

BGP is a public-private partnership supported by both the Ministry of Environment and Ministry of Energy and aims to bring stakeholders together to improve marine biodiversity protection, regulatory capacity, and engagement among the various groups that use the ocean. Kosmos participated in BGP stakeholder dialogues and served as an industry resource for the program.



Well Integrity and Spill Prevention

Well Integrity

Based upon industry standards, applicable regulatory requirements, and recommended best practices, our Global Wells Standard serves as the overarching guidance document for all aspects of the well life cycle – from planning and execution through to final well abandonment.

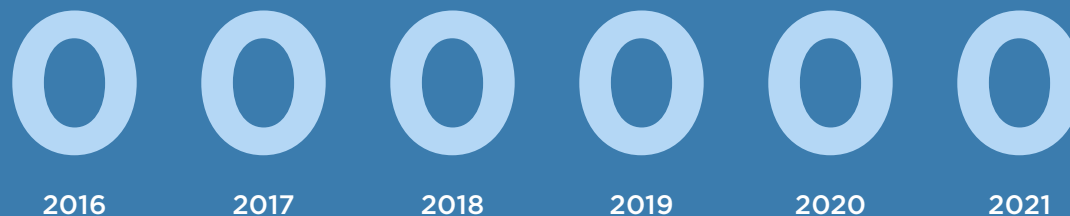
The document incorporates the policies, guidelines and requirements needed to safely design, execute and operate wells, including:

- “The Standard” – our global HSE management system
- Change management standards
- Well delivery process
- Casing and tubing design guidelines
- Well control guidelines
- Well integrity management system (WIMS)
- Well suspension and abandonment guidelines

The WIMS further depicts how both design and mechanical integrity are implemented throughout the project lifecycle.

Kosmos also participates in multiple industry initiatives to inform our well integrity efforts, including the Helix Well Containment Group (HWCG) and International Association of Oil & Gas Producers (IOGP).

OIL SPILLS OCCURRING OVER THE PAST SIX YEARS



Kosmos has not had any spills for the last six years, demonstrating the strength of our well integrity, asset integrity and spill prevention programs.

Asset Integrity

Kosmos conducts regular integrity management inspections of our operated assets to assess and mitigate potential integrity risks. Using high-definition video equipment, subsea infrastructure is evaluated in detail against more than a dozen different categories. During inspection, observations are noted and assigned a severity ranking.

Following the inspection, observations undergo a more thorough engineering assessment and review, providing a detailed description of potential integrity risks and a response plan for management and/or remediation. Response plans are then enacted and shared with responsible parties.

Spill Prevention

Kosmos has control measures in place to mitigate the risk of spills, leaks, or unpermitted discharges. These measures include:

- The establishment of discharge and release limits, which are communicated to relevant contractors and partners. These standards are based on applicable Waste Management Plans (WMPs), Environmental Management Plans (EMPs), regulatory requirements, and/or recognized industry standards.
- Provision of secondary containment for liquid hydrocarbons held in vessels, tanks, drums, and other equipment, where the risk of spills or leaks exists.
- The completion of preventive maintenance and inspections for equipment.

In addition to these measures, our emergency response training and drill exercises further help us to be well-equipped to spot and address potential spills and act quickly in case of an emergency.

Site Closure and Rehabilitation

Kosmos is committed to the safe and environmentally responsible closure and abandonment of wells. In line with this commitment, our financial planning process is designed to incorporate sufficient funding for site closure and rehabilitation efforts.

Our WIMS includes provisions for well abandonments in line with industry best practices. We also maintain an Asset Retirement Obligation (ARO) plan for each of our assets, which is updated annually and further outlines closure procedures and estimated costs.

In addition to the WIMS and ARO plans, we conduct site assessments before and after operations to evaluate and address potential environmental impacts and establish remediation plans as necessary with input from governments and other key stakeholders.

We are committed to monitoring baseline conditions, participating in restoration efforts at all operational sites, and protecting the environment and marine life near all of our operations. While we have not yet had to decommission assets, we aim to utilize decommissioned infrastructure to enhance native biodiversity and marine life (see page [38](#) for reference).

Waste

Kosmos is committed to reducing and safely disposing of waste, including effluents, generated in our operations. The Environmental Protection element of The Standard sets out guidance and expectations for the minimization and proper disposal of waste.

As part of the ESIA process, we outline an action plan to facilitate appropriate waste management processes and procedures prior to beginning any material activities.

We also require the creation of a Waste Management Plan (WMP) for material operational activities based on government regulatory requirements and industry best practices, with accountability for waste management addressed in contracts and WMPs. Kosmos audits and/or inspects waste shipping and disposal companies prior to shipping any wastes, including effluents.

Water

Kosmos recognizes that the efficient and responsible use of water is critical for sustainable development. We are committed to effectively managing water consumption and disposal across our operations.

Given our current activity set is entirely offshore and we are not the operator for most of our operations, we do not encounter risks of water scarcity as it relates to our operations. Still, we are committed to integrating any potential risks posed by water scarcity into our business planning and working with partners to reduce water use where reasonably possible.

MONITORING OPERATIONS 24/7 IN THE SCADA ROOM

Housed in our Houston office, the Supervisory Control and Data Acquisition (SCADA) room allows for 24-hour monitoring of our operated wells. This helps us to quickly detect and respond to potential operational issues – especially in the case of leak prevention and detection. The room is staffed by experienced technicians and Control Room Operators, selected for competency in spotting and understanding data trends that might point to operational issues.





Society and Communities

Kosmos aims to be a trusted partner, good corporate citizen, and catalyst for positive change in our host countries. We work with a range of stakeholders in order to maximize opportunities for local communities and contribute to global sustainable development.

Strong relationships are central to our success. While our legal license to operate is granted by national governments, we seek to obtain the broad support of communities directly associated with our operations and bring sustainable benefits to them.

Human Rights

As a responsible company, Kosmos is committed to acting as a force for good in our host countries. This requires a deep commitment to respecting human and indigenous rights – a commitment that we expect our employees, contractors, partners, suppliers, and co-venturers to share.

We are committed to implementing the U.N. Guiding Principles on Business and Human Rights and uphold the Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We strive to:

- Avoid causing or contributing to adverse human rights impacts;
- Prevent or mitigate adverse human rights impacts directly linked to our operations, products or services through our business relationships;
- Provide or support remediation for any adverse impacts that we might cause or contribute to.

Kosmos conducts due diligence and engages with stakeholders to better understand the nature of our potential impacts on indigenous and human rights. We use third-party experts to conduct independent

risk assessments across different phases of our operations.

Kosmos aims to implement the Voluntary Principles on Security and Human Rights in our operations. We have conducted security assessments and training sessions that incorporate the Voluntary Principles as guidance for any private security providers we might procure for office operations. Our goal is not only to prevent potential human rights abuses, but also to encourage security providers to serve as advocates for respecting and promoting human rights.

We recognize that monitoring and respecting human rights is an ongoing endeavor that requires active engagement. Our [Human Rights Policy](#) outlines the full set of expectations and actions we take to respect human rights wherever we operate.

Stakeholder Engagement

Kosmos takes action to understand the direct and indirect effects of our activities on people and communities. We inform local communities of our plans through accessible and culturally appropriate methods of communication and regularly seek their feedback.

Kosmos employees and contractors are required to behave in a manner that respects people and their cultures. When engaging with our host communities, we seek to adopt an inclusive approach to enable the views of any traditionally marginalized groups, including indigenous people groups, women, and young people.

Kosmos takes action to understand the direct and indirect effects of our activities on people and communities.

Our [Stakeholder Engagement and Community Development Policy](#) outlines these commitments in detail and holds us accountable for contributing to the development of our host nations.



Kosmos informs local communities of our plans through accessible and culturally appropriate methods of communication.

As a responsible company, Kosmos is committed to acting as a force for good in our host countries.

Social Supplier Standards

We exercise care in the selection of vendors, suppliers and contractors, and we expect these entities to adhere to the same high standards of conduct that we observe in our own company. Our contractor vetting process includes background checks and onboarding to evaluate alignment with Kosmos' values and policies. Master Services Agreements expressly require contractors to respect internationally recognized human rights, including not employing forced labor, trafficked labor or exploitative child labor, among other requirements that protect workers from inhumane treatment and discrimination.

We require suppliers to adhere to the standards set out in our Business Principles and supporting policies in their dealings with their employees, relevant public authorities and communities. In line with the Business Principles, we expect our contractors and suppliers to set responsible expectations for maximum working hours, living wages, work conditions, human rights, labor rights, and disciplinary action in their own operations.

In 2020, we added an additional layer of supplier and contractor vetting through the use of ISNetworld, a third-party vendor management system that allows Kosmos to screen contractors and vendors against an additional set of sustainability criteria. This vetting process requires suppliers and contractors to provide responses to a series of questions on their ESG initiatives, including efforts to protect human rights, provide fair wages, support sustainable development, mitigate emissions, practice high standards of ethical behavior, and mitigate emissions, among many others. This data will serve as the basis for further engagement on ESG with our suppliers and contractors in order to improve their performance against the criteria.

KOSMOS CONTRACTORS SUSTAINABILITY QUESTIONNAIRE ANALYTICS

(~136 Contractor Responses)



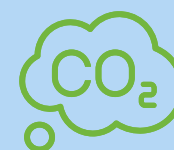
77%

have an environmental management system



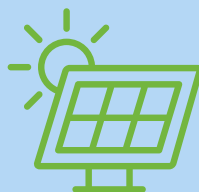
43%

track water usage



30%

have developed a strategy to reduce greenhouse gas emissions



16%

are actively advancing the use of renewable energy



86%

are routinely identifying risks of corruption



55%

have a policy on human rights

In 2020, Kosmos collected baseline sustainability and ESG information from contractors and suppliers through ISNetworld. We are in the process of engaging with them on their Environmental Management Systems, water usage, GHG emissions reduction strategies, renewable energy use, and human rights policies as we seek to improve the awareness and progress of our suppliers and contractors.

Capacity Building and Local Content

We are dedicated to building human capacity and creating economic opportunities in the areas where we operate – both through our core business and our social investment programs.

Kosmos seeks to source goods, services, and employees locally whenever possible. This not only provides access to jobs for nationals of our host countries, but also enables businesses to access supply chain opportunities through Kosmos.

We work hard to build a network of local suppliers and provide training and capacity building opportunities to local communities. This capacity building includes training on the oil and gas industry for NGOs, civil society, governments, and journalists to enhance mutual understanding of the oil and gas project life-cycle and foster shared accountability.

We work hard to build a network of local suppliers and provide training and capacity building opportunities to local communities.

SUPPORTING SCHOOLS IN SÃO TOMÉ AND PRÍNCIPE

In São Tomé and Príncipe, where 60% of the population is under age 24, students and teachers face overcrowded classrooms, long commutes, and an insufficient number of teachers, many of whom lack necessary training.

To address some of these difficulties, Kosmos and our partners built and expanded three schools over the course of three years in Monte Café, Santana and Nevis.

Completed in 2020, these schools helped to improve access to quality education and reduce the average number of students per classroom.



Social Investment Approach

Kosmos aims to align our social investments with the development needs of each of our host countries and communities.

We recognize that the principal beneficial impacts for our host countries flow from the core activities of our operations. Still, we undertake a variety of additional social investment initiatives to provide further benefits to local communities.

Our social investment projects are guided by the following principles:

- We take a participatory approach to understand needs and seek to create broad-based benefits
- We invest in projects that aim to build local capacity or drive sustainable economic opportunity
- We require accountability and evaluate investments based on outcomes
- We integrate social investments with our core business and other activities when possible

These principles were used as the foundation for our flagship social investment program, the Kosmos Innovation Center, and remain fundamental for evaluating additional social investment initiatives in our host countries.

Kosmos Innovation Center

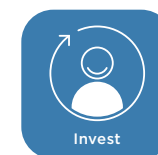
The Kosmos Innovation Center (KIC) invests in young entrepreneurs and small businesses. The KIC trains and empowers young entrepreneurs outside of the oil and gas sector to turn their ideas into viable, self-sustaining businesses and works alongside promising small businesses to help them reach their full potential.

The KIC exemplifies the Kosmos Energy social investment approach and demonstrates our commitment to the long-term sustainable development of our host countries.

The KIC works in three ways:



Inspire: Through localized, best-in-class leadership and entrepreneurship training, the KIC helps young individuals to see opportunities that others miss, giving them the confidence to view themselves as entrepreneurs and job creators.



Invest: The KIC provides a full lifecycle of support to promising entrepreneurs, start-ups, and small businesses through tailored coaching, skill building, expert mentorship, and seed funding.



Transform: Using a distinctive focus on commercial solutions and local knowledge, the KIC enables young entrepreneurs to tackle tough problems in their country's most critical sectors and channel their talent into innovative, private sector-led solutions.



Participants in the 2020-2021 Kosmos Innovation Center AgriTech Challenge in Ghana at the final pitch event.

KIC Ghana

The first of the KIC programs, KIC Ghana started in 2016. The program focuses on driving innovation in agriculture – the country’s largest and most important sector – through three different programs: the AgriTech Challenge, Startup Incubator, and Business Booster.

AgriTech Challenge

The AgriTech Challenge is an annual program that recruits, trains, and equips young individuals in Ghana who are interested in entrepreneurship and innovation.

Once selected, individuals go through rigorous training and market research to spot business opportunities across the agriculture value chain. Participants then form teams and compete in a series of pitch and elimination events, where their business plans are pitched to a panel of judges. During each successive pitch, teams are eliminated and business ideas are refined. The program culminates in the final pitch, where the remaining teams compete to win seed funding and at least a year of incubation.

The AgriTech Challenge has continued to grow and expand with each consecutive year – and in 2021, the KIC launched the AgriTech Challenge Pro, an acceleration program that helps pre-existing teams and startups to scale.

The AgriTech Challenge has trained over 600 participants in leadership and entrepreneurship to date.

Start-up Incubator

When young entrepreneurs take the next step to form promising businesses, the KIC helps them refine their ideas, establish their companies, and overcome barriers to growth. This multi-year process involves more focused business training, specialized coaching, and potential access to seed funding from the KIC or other entities willing to invest startup or growth capital. The KIC Incubator has its own co-working space from which our start-ups run their businesses, host clients and receive coaching and support from KIC experts and mentors. The incubator currently supports 18 start-ups.

Business Booster

The Business Booster program aims to accelerate the growth of established small and medium enterprises (SMEs) in the agriculture sector. The program accomplishes this through two week-long ‘Boot Camps’ which help participants refine their business plans, mitigate financial and operational constraints, prototype new products and services, and prepare to meet potential investors.

Given the huge success of the KIC in Ghana, the program has recently sought out additional financing to expand its reach and ensure that the KIC continues to support small businesses and young entrepreneurs in Ghana for many years to come.

The Next Chapter for KIC Ghana

In 2021, Kosmos Energy re-established KIC Ghana as an independent non-profit organization so it could take advantage of new funding sources that would enable the program to grow. As part of a new multi-year partnership, the Mastercard Foundation agreed to invest approximately US\$16 million over four years in KIC Ghana programming. With this new financial support, KIC Ghana aims to expand operations and offer more training to a greater number of young entrepreneurs in every region of the country.

While KIC Ghana is now an independent organization, separate from Kosmos Energy, its goal remains the same: By nurturing the next generation of entrepreneurs, start-ups, and small businesses, it aims to create a healthier and more diverse economy that is fueled by local talent and innovation.

Kosmos Energy transferred six employees to the new entity to support KIC Ghana’s bright future. Senior Vice President and Country Manager Joe Mensah now serves as Chairman of the Board of Directors of KIC Ghana to ensure a smooth transition and maintain our engagement.

2020 KIC AGRITECH CHALLENGE WINNERS

The 2020 AgriTech Challenge was uniquely challenging due to COVID-19, which disrupted market research and forced training to go virtual. Despite these circumstances, participants demonstrated resilience and innovation in order to make it to the final pitch. The year’s two winners were:



Fruitflour: a new start-up that produces and packages nutritious ready-to-serve baby food from fruits and vegetables.



OASAL Group: a new start-up that produces affordable ethanol from cashew apples, enabling farmers to earn additional income.

KIC Mauritania

We launched the Mauritania Innovation Challenge in 2018.

Similar to the AgriTech Challenge in Ghana, the Mauritania Innovation Challenge equips young entrepreneurs with the opportunity to develop their skills and learn how to make their business ideas a reality.

The program begins with field-based research, followed by classroom-based sessions where participants learn how to define a business problem, create a value proposition, and identify a target market.

Participants then engage in a series of pitch competitions. Following each subsequent pitch, entrepreneurs receive more intensive support and business development assistance from trained mentors, coaches, and business experts, allowing them to continue to hone their business models.

At the end of the program, participants pitch their business ideas and proposals to a panel of judges. The most promising ideas receive further technical assistance and potential seed funding to continue their growth journey.



Promoting Female Entrepreneurship with Women's Bootcamps

While we have long taken an inclusive approach to our entrepreneurship programs, the KIC began to take a more active role in promoting women entrepreneurs after noticing a decline in female participation.

After conducting surveys and focus groups to understand and address the cause of the decline in women's participation, it was determined that the KIC needed to provide enhanced support, targeted recruitment efforts, enhanced flexibility for women in caregiving roles, and to create opportunities for women to experience entrepreneurship before fully jumping into the program.

The Women's Bootcamp concept was first introduced in Mauritania. Over the course of seven days just before the start of the full Mauritania Innovation Challenge, selected women who had project ideas already in mind were given in-depth training on the entrepreneurship cycle, communication and finance, as well as interpersonal skills, client negotiation, and business analysis. They then used this training to develop their ideas and at the end of the course were assessed for entry into the full Mauritania Innovation Challenge. As a result, female participation rose from 15% to 40%.

Following the success of the program in Mauritania, the KIC also introduced a Women's Bootcamp in Ghana. This helped to develop a clear path for more actively recruiting Ghanaian women into the AgriTech Challenge program. Further, the KIC increased the number of women mentors in the program and created an informal women's group to support the unique experiences and pressures facing female entrepreneurs.

Kosmos will continue to monitor female retention and actively promote diversity within the KIC program.



Senegal Start-Up Accelerator

The Senegal Start-Up Accelerator equips agricultural entrepreneurs with the skills they need to develop and scale their businesses. In a typical year, the Accelerator consists of a week-long selection process, followed by a rigorous bootcamp, and a final pitch for a place in the full six-month Accelerator program.

In 2020 and 2021, however, the program instead focused on four past participants to help them build resilience and adapt their products in light of COVID-19. Over the course of six months, the Senegal Start-Up Accelerator supported entrepreneurs with individual coaching sessions, workshops, and additional funding to support their businesses and prevent bankruptcy.

At the end of the program, three out of four businesses were able to maintain their full teams. Additionally, with the increased support, some businesses were even able to expand their customer reach and tap into new markets.

For example, FraiSen, a strawberry company from the 2019 Start-Up Accelerator, initially saw a steep decline in sales due to the pandemic, which left so many excess berries that the company was forced to start sourcing extra freezer space to try to preserve fruit. With additional coaching and support, FraiSen adjusted its strategy, launched new products made from the excess berries, and created mechanisms for selling unsold inventory. This helped the company to remain resilient – and actually led to a 50% increase in sales.

Hunger Relief Programs

The Kosmos Hunger Relief Program was launched in response to the COVID-19 pandemic to help alleviate food insecurity in our communities and host countries around the world. Driven by employee-generated ideas, the Hunger Relief Program took a distinct form in each country to address the unique challenges facing our communities.



Dallas

In our Dallas headquarters, employees were passionate about addressing “food deserts” – areas where fresh, affordable produce is difficult to obtain. In response, Kosmos partnered with [Restorative Farms](#), a local nonprofit that aims to create a self-sustaining urban farm system, which helps provide fresh produce and create meaningful jobs and entrepreneurial training in South Dallas.

Our partnership with Restorative Farms covers three key areas:

Community-Supported Agriculture (CSA) Program

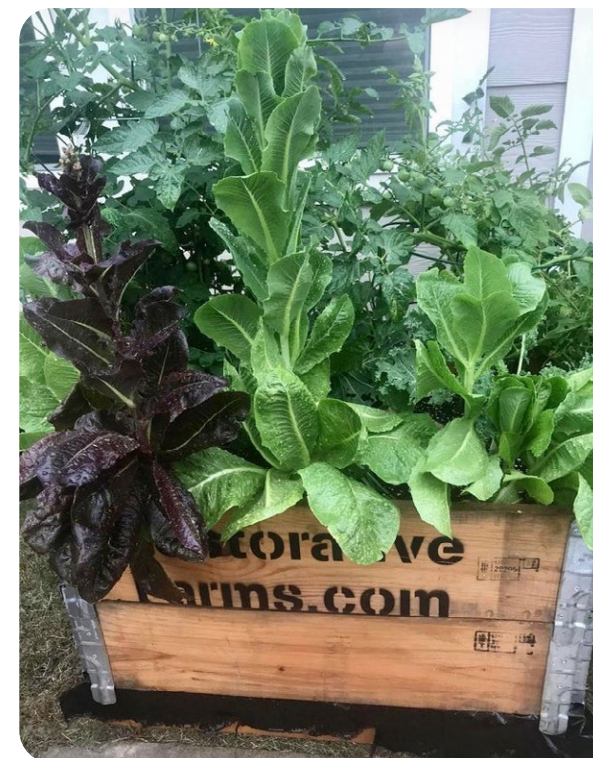
When COVID-19 shut down local farmer’s markets and restaurants, urban growers too small to supply grocery stores saw their revenue streams dry up. The CSA Program was launched to create a new market for these local growers.

Through the CSA Program, Kosmos employees subscribe to receive weekly produce packs, in turn enabling farmers to produce efficiently and at scale, enabling job training for urban growers, and providing

accessible, affordable produce for underserved communities. In the spring program alone, more than 4,000 pounds of produce were donated to South Dallas communities – a retail value of over \$37,000.

GroBoxes

“GroBoxes” are the primary activity of Restorative Farms. Inspired by the World War-era “Victory Gardens,” which encouraged at-home gardens to assist in the war effort, GroBoxes are backyard vegetable gardens that help contribute to community resilience and increase access to fresh produce in food deserts.



Hatcher Farms Nursery

With Kosmos' support, Restorative Farms expanded and refurbished its Hatcher Station nursery in South Dallas. As a self-sustaining non-profit farm, Hatcher Station serves as a training center for educating community members on urban growing – including how to maximize growing areas for best yields and maximizing profits.

With our support, Restorative Farms was able to attract additional funding, allowing them to continue to scale and deliver even more job training and affordable food to Dallas communities.



Houston

For our Houston Hunger Relief Program, we partnered with Brighter Bites, an organization that combines nutritional education with the provision of fresh produce to make a lasting impact on hunger. Over the 2020-2021 school year, Kosmos directly supported:

- The implementation of Brighter Bites across 28 Houston-area elementary schools, reaching approximately 12,500 families and teachers

- Distribution of more than five million pounds of fresh, seasonal produce
- Dissemination of hundreds of thousands of recipes, tip sheets, and digital nutrition education resources to families
- Integration of an evidence-based school health curriculum into classroom lessons as well as distance learning across 48 schools

Ghana

As part of the Ghana Hunger Relief Program, we donated \$50,000 worth of food items to 400 families, as well as three correctional facilities, extending support to some of the country's most vulnerable people.

We also harnessed the creativity of the Kosmos Innovation Center to make a lasting improvement on hunger, using past participants and agricultural experts to train inmates at a local prison to grow and cultivate vegetables, mushrooms and snails. In turn, this agricultural training will allow inmates to return to society and find meaningful work more quickly.




São Tomé and Príncipe

For the São Tomé and Príncipe Hunger Relief Program, local employees decided to host dedicated lunches for each of the seven districts of the two islands – Água Grande, Cantagalo, Caué, Lembá, Lobata, Mé-Zóchi and Pagué.

With seven local employees, one team member took responsibility for each district. Where possible, team members were paired with their home district, or where they had family connections, allowing the Kosmos team to determine how to best meet the needs of their community.

Employees worked directly with the district's local chamber of commerce to determine the most in-need kindergartens or nursing homes for selection. Where possible, ingredients and supplies for each luncheon were sourced from farmers and stores in the respective districts, further strengthening community resilience. In total, approximately 700 individuals were fed over 12 days.



Performance Data

The following data reflects our progress and performance against key ESG criteria through Dec. 31, 2021.

We report data from previous years to promote transparency and allow for year on year comparison.

In December 2020, Kosmos completed a farm down of our portfolio of exploration assets to B.V. Dordtsche Petroleum Maatschappij (“Shell”), a wholly-owned subsidiary of Royal Dutch Shell PLC (LSE: RDSA). As part of this farm down, Shell acquired Kosmos’ participating interest in blocks offshore São Tomé & Príncipe, Suriname, Namibia, and South Africa. The 2020 figures represent January 1, 2020, through the transaction’s close on December 10, 2020.

Kosmos exited Cote D’Ivoire in 2020. We have included relevant data from January 1, 2020 through our exit.

Kosmos officially withdrew from Morocco and Western Sahara in 2017 but fulfilled the remainder of our contractual obligations in 2018-2019.

For an up-to-date list of our countries of operation, please visit our [website](#).

Employee Data

We prioritize the hiring and training of local staff from the countries in which we work. The “Local Employment” data does not include U.S. employees, and we define Expatriates as employees in local country offices who are living and working on a long-term assignment in a country not of their origin.

	2021	2020	2019	2018	2017
EMPLOYEES AND HIRING					
Total Employees	229	252	360	330	282
Total Contractors	89	93	-	-	-
Total Part-time, Contract, or Temporary Workers	90	94	-	-	-
New Hires	19	11	66	54	33
Voluntary Turnover	6%	4%	6%	8%	7%
Involuntary Turnover	11%	29% ¹	11%	-	-

1. Kosmos made the difficult decision to reduce its workforce following the strategic shift away from frontier exploration and as a result of the downturn in oil prices and the onset of COVID-19. We took steps to ensure impacted employees were provided severance packages and additional support as they searched for new roles.

	2021	2020	2019	2018	2017
TOTAL EMPLOYEES BY COUNTRY					
United States	189	200	273	260	199
Cote D'Ivoire	0	0	4	0	N/A
Equatorial Guinea	3	3	6 (incl. 3 expats)	N/A	N/A
Ghana	15	21	41	43	43
Mauritania	6	6	6	6	16
São Tomé & Príncipe	1	7	8 (incl. 1 expat)	8	8
Senegal	4	4	3	5	8
Suriname	0	2	4 (incl. 1 expat)	3	3
United Kingdom	11	9	8	5	N/A

CONTRACTORS					
United States	78	80	-	-	-
Cote D'Ivoire	0	1	-	-	-
Equatorial Guinea	4	3	-	-	-
Ghana	4	7	-	-	-
Mauritania	1	1	-	-	-
São Tomé & Príncipe	0	0	-	-	-
Senegal	0	0	-	-	-
Suriname	0	0	-	-	-
United Kingdom	2	1	-	-	-

Employee Data (cont.)

	2021		2020		2019		2018		2017	
LOCAL EMPLOYMENT (%)										
Local	100%		100%		94%		98%		94%	
Expatriate	0%		0%		6%		3%		6%	
AGE DISTRIBUTION (%)										
25 and under	1%		2%		2%					
26-30	8%		8%		11%					
31-35	12%		10%		14%					
36-40	19%		20%		16%					
41-45	14%		17%		13%					
46-50	12%		14%		10%					
51-55	14%		12%		13%					
56-60	9%		8%		9%					
61 and older	11%		10%		12%					
WORKFORCE GENDER DISTRIBUTION (%)										
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
United States	37	63	37	63	37	63	33	67	34	66
Cote D'Ivoire	0	0	-	-	50	50	-	-	-	-
Equatorial Guinea	67	33	67	33	67	33	-	-	-	-
Ghana	33	67	33	67	27	73	28	72	26	74
Mauritania	50	50	50	50	50	50	50	50	25	75
São Tomé & Príncipe	100	0	29	71	29	71	0	100	25	75
Senegal	50	50	50	50	33	67	20	80	75	25
Suriname	0	0	100	0	67	33	25	75	25	75
United Kingdom	27	73	22	78	25	75	40	60	-	-
WORKFORCE GENDER DISTRIBUTION (%)										
	Female	Male	Female	Male	Female	Male				
Individual contributors	48	52	46	54	-	-				
New hires	37	63	25	75	44	56				
Managers	22	78	23	77	30	70				
Senior Leadership Team	0	100	18	82	18	82				
Board of Directors	29	71	33	67	33	67				
All employees	38	62	37	63	37	63				

Employee Data (cont.)

	2021	2020	2019	2018	2017
MINORITIES (%) (US AND UK MINORITIES)					
Individual contributors	20%	18%	-		
New hires	42%	50%	36%		
Managers	10%	12%	21%		
Senior Leadership Team	11%	9%	14%		
Board of Directors	14%	17%	17%		
All employees	19%	18%	35%		

Safety

	2021	2020	2019	2018	2017
MAN HOURS					
Employee	468,328	548,732			
Contractor	634,499	765,494			
Total	1,102,827	1,314,226	1,741,971	2,014,348	3,110,164
FATALITIES					
Employee	0	0	0	0	0
Contractor	1	0	0	0	0
Total	1	0	0	0	0
Fatality Rate	0.18	0	0	0	0
LOST TIME INCIDENT RATE (LTIR)¹					
Employee	0	0	-	-	-
Contractor	0	0.76	-	-	-
Total	0	0.76	0	0.5	0
TOTAL RECORDABLE INCIDENT RATE (TRIR)¹					
Employee	0	0	0		
Contractor	0.18	0.76	0		
Total	0.18	0.76	0	1.99	0.64
HSE AND EMERGENCY RESPONSE TRAINING HOURS					
Employee	477.9	819.5	-	-	-
Contractor	800.0	217	-	-	-
Total	1,277.9	1,036.5	-	-	-
Average Training Hours per Employee	2.09	3.25	-	-	-
Average Training Hours per Contractor	8.99	2.33	-	-	-

1. LTIR and TRIR metrics prior to 2021 were calculated using the IOGP method of incidents per 1,000,000 (1 million) work hours.

Environment

	2021	2020	2019	2018	2017
HAZARDOUS WASTE ¹ (TONS)					
Cote D'Ivoire ²	-	-	0	0	-
Equatorial Guinea ³	0	0	211	60	-
Ghana ⁴	0	0	0	0	0
Mauritania ⁵	0	0	0	0	830
Morocco ⁶	-	-	-	111	0
Namibia ⁷	-	-	-	-	-
São Tomé & Príncipe	0	55	13	0	0
Senegal ⁵	0	0	0	165	319
South Africa ⁸	0	0	-	-	-
Suriname ⁹	-	-	0	1,182	2
United States ¹⁰	13,294	4,566	-	-	-
Western Sahara ⁶	-	-	-	117	0
Total	13,294	4,621	224	1,635	1,151

1. Kosmos is reporting US hazardous waste in our Sustainability Report. However, this waste is exempt from EPA reporting in accordance with 40 CFR 261.4(b)(5).

2. Kosmos was only active in Cote D'Ivoire in 2018 and 2019. We exited the country in 2020.

3. Kosmos entered Equatorial Guinea in 2017. The first full year of data available is 2018. While Kosmos is not the operator of production assets in Equatorial Guinea, we hold interest in offshore exploration blocks and engage in exploration-related operated activities.

4. Kosmos is not the operator of production assets in Ghana.

5. Kosmos remains a partner in Mauritania and Senegal, but BP assumed the role of operator in 2018. The last full year of data for Kosmos as operator in Mauritania and Senegal is 2017.

6. Kosmos officially withdrew from Morocco and Western Sahara in 2017. We fulfilled the remainder of our contractual obligations in 2018-2019.

7. Kosmos completed an agreement with B.V. Dordtsche Petroleum Maatschappij ("Shell"), a wholly-owned subsidiary of Royal Dutch Shell PLC (LSE: RDSA), to farm down interests in Namibia in 2020. Kosmos entered into Namibia in 2019. We did not undertake any operational activities during our time in Namibia.

8. Kosmos entered South Africa in 2019. The first full year of data available is 2020.

9. Kosmos completed an agreement with B.V. Dordtsche Petroleum Maatschappij ("Shell"), a wholly-owned subsidiary of Royal Dutch Shell PLC (LSE: RDSA), to farm down interests in Suriname in 2020. The last full year of available data is 2019.

10. Kosmos acquired Deep Gulf Energy (DGE), and our U.S. operational assets, in 2018. The first full year of available data is 2020.

Environment (cont.)

	2021	2020	2019	2018	2017
NON-HAZARDOUS WASTE (m³)¹					
Cote D'Ivoire	-	-	0	0	-
Equatorial Guinea	0	0	50	357	-
Ghana	0	0	0	0	0
Mauritania	0	0	0	0	413
Morocco	-	-	-	62	0
Namibia	-	-	-	-	-
São Tomé & Príncipe	0	75	31	0	0
Senegal	0	0	0	75	136
South Africa	0	0	-	-	-
Suriname	0	0	0	622	7
United States	168	154	-	-	-
Western Sahara	-	-	-	407	0
Total	168	229	81	1,523	556
WASTE RECYCLED/REUSED/TREATED (%)					
Cote D'Ivoire	-	-	0	0	-
Equatorial Guinea	0	0	24%	37%	-
Ghana	0	0	0	0	0
Mauritania	0	0	0	0	45%
Morocco	-	-	-	20%	0
Namibia	-	-	-	-	-
São Tomé & Príncipe	0	0	0	0	0
Senegal	0	0	0	42%	62%
South Africa	0	0	-	-	-
Suriname	-	-	0%	50%	85%
United States	7%	40%	-	-	-
Western Sahara	-	-	-	24%	0

1. Prior to 2020 non-hazardous waste was reported in tons.

Environment (cont.)

	2021	2020	2019	2018	2017
FRESHWATER CONSUMED/WITHDRAWN (m³)					
Cote D'Ivoire	-	-	0	0	-
Equatorial Guinea	0	0	3,434	1,260	-
Ghana	0	0	0	0	0
Mauritania	0	0	0	0	26,799
Morocco	-	-	-	225	0
Namibia	-	-	-	-	-
São Tomé & Príncipe	0	1,930	368	0	7,012
Senegal	0	0	0	5,987	6,159
South Africa	0	0	-	-	-
Suriname	-	-	0	16,300	0
United States	10,081	9,922	0	-	-
Western Sahara	-	-	-	352	0
Total	10,081	11,852	3,802	24,124	39,970
FRESHWATER CONSUMED/WITHDRAWN IN WATER-STRESSED REGIONS (%)					
Total Freshwater Consumed in Water-Stressed Regions	0	0	0	0	0
Total Freshwater Withdrawn in Water-Stressed Regions	0	0	0	0	0
ENVIRONMENTAL FINES AND PENALTIES					
Cote D'Ivoire	-	-	0	0	-
Equatorial Guinea	0	0	0	0	-
Ghana	0	0	0	0	0
Mauritania	0	0	0	0	0
Morocco	-	-	-	0	0
Namibia	-	-	-	-	-
São Tomé & Príncipe	0	0	0	0	0
Senegal	0	0	0	0	0
South Africa	0	0	-	-	-
Suriname	-	-	0	0	0
United States	1 ¹	0	0	-	-
Western Sahara	-	-	-	0	0
Total	0	0	0	0	0

1. During the review of the 2021 data, a \$300 fine for a 2019 spill of approximately one gallon of drilling mud was identified as having been received in 2020. This amount does not include late fees or interest. There were no non-monetary environmental fines or penalties received in 2021.

Environment (cont.)

	2021	2020	2019	2018	2017
HYDROCARBON SPILLS					
Cote D'Ivoire	-	-	0	0	-
Equatorial Guinea	0	0	0	0	-
Ghana	0	0	0	0	0
Mauritania	0	0	0	0	0
Morocco	-	-	-	0	0
Namibia	-	-	-	-	-
São Tomé & Príncipe	0	0	0	0	0
Senegal	0	0	0	0	0
South Africa	0	0	-	-	-
Suriname	-	-	0	0	0
United States	0	0	0	-	-
Western Sahara	-	-	-	0	0
Total	0	0	0	0	0
BIODIVERSITY IMPACTS					
Volume of Spills in the Arctic (bbls)	N/A - Kosmos does not operate in the Arctic.				
Volume of Spills impacting shorelines with ESI rankings 8-10	N/A - with 0 spills, no shorelines were impacted.				
Volume Recovered	N/A - with 0 spills, no volume was available to recover.				

Air Emissions

	2021	2020	2019	2018
Gross Global Scope 1 Emissions (tonnes CO ₂ e)	26,591	42,632	39,058	109,309
Gross Global Scope 2 Emissions (location-based) (tonnes CO ₂ e)	958	877	1,330	1,026
Gross Global Scope 1 and Scope 2 Emissions (tonnes CO ₂ e)	27,549	43,509	40,388	110,335
Scope 3 Category 6 Emissions: Business Travel (tonnes CO ₂ e) ¹	199	216	1,110	2,019
Carbon Dioxide (CO ₂) (tonnes)	26,057	41,752	38,249	107,196
Methane (CH ₄) (tonnes)	1.52	2.50	2.29	6
Nitrous Oxide (N ₂ O) (tonnes)	1.86	3.05	2.81	7
Methane (CH ₄) (tonnes CO ₂ e)	43	70	64	171
Nitrous Oxide (N ₂ O) (tonnes CO ₂ e)	492	809	745	1,942
Scope 1 Methane Emissions (percent methane)	0.16	0.16	0.16	0.16
% Emissions Covered under Emissions-Limiting Regulations ²	100	61.96	72.21	-

1. In the 2018-2020 Sustainability Report, we mistakenly reported metric tons of CO₂ instead of CO₂e for Scope 3. The figure has been corrected in this year's report.

2. Roughly 60% of our emissions from 2020 occurred in the U.S. Gulf of Mexico, which is subject to mandatory federal (U.S. EPA) greenhouse gas reporting regulations.

	2021	2020	2019	2018
SCOPE 1/2 EMISSIONS INTENSITY				
Total Revenue (USD)	\$1,333,839,000	\$896,198,000	\$1,509,909,000	\$902,369,000
Tonnes Scope 1 and Scope 2 CO ₂ e per \$ revenue	0.000021	0.000049	0.000027	0.00012
Tonnes Scope 1 CO ₂ e per \$ revenue	0.000020	0.000048	0.000026	0.000121

Air Emissions (cont.)

	2021	2020	2019	2018
SCOPE 1 EMISSIONS BY COUNTRY (TONNES CO ₂ e)				
Cote D'Ivoire ¹	-	-	0	0
Equatorial Guinea ²	0	0	9,006	27,878
Ghana ³	0	0	0	0
Mauritania ⁴	0	0	0	0
Morocco ⁵	-	-	-	653
Namibia ⁶	-	-	-	0
São Tomé & Príncipe	0	16,216	1,849	0
Senegal ⁴	0	0	0	15,368
South Africa ⁷	0	0	-	0
Suriname ⁸	-	-	0	43,865
United States ⁹	26,591	26,416	28,203	-
Western Sahara ⁵	-	-	-	21,547

1. Kosmos was only active in Cote D'Ivoire in 2018 and 2019. We exited the country in 2020.

2. Kosmos entered Equatorial Guinea in 2017. The first full year of data available is 2018. While Kosmos is not the operator of production assets in Equatorial Guinea, we hold interest in offshore exploration blocks and engage in exploration-related operated activities.

3. Kosmos is not the operator of production assets in Ghana.

4. Kosmos remains a partner in Mauritania and Senegal, but BP assumed the role of operator in 2018. The last full year of data for Kosmos as operator in Mauritania and Senegal is 2017.

5. Kosmos officially withdrew from Morocco and Western Sahara in 2017. We fulfilled the remainder of our contractual obligations in 2018-2019.

6. Kosmos completed an agreement with B.V. Dordtsche Petroleum Maatschappij ("Shell"), a wholly-owned subsidiary of Royal Dutch Shell PLC (LSE: RDSA), to farm down interests in Namibia in 2020. Kosmos entered into Namibia in 2019. We did not undertake any operational activities during our time in Namibia.

7. Kosmos entered South Africa in 2019. The first full year of data available is 2020.

8. Kosmos completed an agreement with B.V. Dordtsche Petroleum Maatschappij ("Shell"), a wholly-owned subsidiary of Royal Dutch Shell PLC (LSE: RDSA), to farm down interests in Suriname in 2020. The last full year of available data is 2019.

9. Kosmos acquired Deep Gulf Energy (DGE), and our U.S. operational assets, in 2018. The first full year of available data is 2019.

Air Emissions (cont.)

	2021	2020	2019	2018
SCOPE 1 EMISSIONS BY ACTIVITY (TONNES CO ₂ e)				
Combustion	25,996	42,632	39,058	109,309
Flaring	595	0	0	0
Venting	0	0	0	0
Fugitives	0	0	0	0
Process	0	0	0	0
SCOPE 1 EMISSIONS BY DIVISION (TONNES CO ₂ e)				
Exploration	0	16,216	10,855	109,309
Gulf of Mexico Business Unit	26,591	26,416	28,203	0
Mauritania and Senegal Business Unit	0	0	0	0
Ghana Business Unit	0	0	0	0
Equatorial Guinea Business Unit	0	0	0	0
LOCATION-BASED SCOPE 2 EMISSIONS BY COUNTRY/CITY (TONNES CO ₂ e)				
Ghana	99	118	202	217
London	5	-	-	-
U.S. Total	854	760	1129	2,123
Dallas	694	490	615	-
Houston	161	270	514	-
LOCATION-BASED SCOPE 2 EMISSIONS BY ACTIVITY (TONNES CO ₂ e)				
Office Energy	958	877	1,330	2,340
Exploration and Appraisal	0	0	0	0
Production	0	0	0	0

Air Emissions (cont.)

	2021	2020	2019	2018
CARBON DIOXIDE (CO ₂) (TONNES)				
Cote D'Ivoire	-	-	0	
Equatorial Guinea	0	0	8,819	
Ghana	0	0	0	
Mauritania	0	0	0	
Morocco	-	-	-	
Namibia	-	-	-	
São Tomé & Príncipe	0	15,882	1,811	
Senegal	0	0	0	
South Africa	0	0	-	
Suriname	-	-	0	
United States	26,057	25,870	27,619	
Western Sahara	-	-	-	
SULFUR DIOXIDE (SO ₂) (TONNES)				
Cote D'Ivoire	-	-	0	
Equatorial Guinea	0	0	12	
Ghana	0	0	0	
Mauritania	0	0	0	
Morocco	-	-	-	
Namibia	-	-	-	
São Tomé & Príncipe	0	21	2	
Senegal	0	0	0	
South Africa	0	0	-	
Suriname	-	-	0	
United States	34	34	37	
Western Sahara	-	-	-	
Total	34	55	51	

Air Emissions (cont.)

	2021	2020	2019	2018
MONO-NITROGEN OXIDES (NO _x) (TONNES)				
Cote D'Ivoire	-	-	0	
Equatorial Guinea	0	0	175	
Ghana	0	0	0	
Mauritania	0	0	0	
Morocco	-	-	-	
Namibia	-	-	-	
São Tomé & Príncipe	0	313	36	
Senegal	0	0	0	
South Africa	0	0	-	
Suriname	-	-	0	
United States	499	512	547	
Western Sahara	-	-	-	
Total	499	825	758	
METHANE (CH ₄) (TONNES)				
Cote D'Ivoire	-	-	0	
Equatorial Guinea	0	0	0.53	
Ghana	0	0	0	
Mauritania	0	0	0	
Morocco	-	-	-	
Namibia	-	-	-	
São Tomé & Príncipe	0	0.95	0.11	
Senegal	0	0	0	
South Africa	0	0	-	
Suriname	-	-	0	
United States	1.52	1.55	1.65	
Western Sahara	-	-	-	
Total	1.52	2.50	2.29	

Air Emissions (cont.)

	2021	2020	2019	2018
VOLATILE ORGANIC COMPOUNDS (VOCs) (TONNES)				
Cote D'Ivoire	-	-	0	
Equatorial Guinea	0	0	6	
Ghana	0	0	0	
Mauritania	0	0	0	
Morocco	-	-	-	
Namibia	-	-	-	
São Tomé & Príncipe	0	11	1	
Senegal	0	0	0	
South Africa	0	0	-	
Suriname	-	-	0	
United States	17	17	18	
Western Sahara	-	-	-	
Total	17	28	25	

Payments to Governments as of year end 2021¹ (USD)

Kosmos Energy Ltd. has prepared the following consolidated report in respect of payments made to governments for the year ended 31 December 2021 in accordance with the Reports on Payments to Governments Regulations 2014 (2014/3209) as amended by the Reports on Payments to Governments (Amendment) Regulations 2015 (2015/1928) and DTR 4.3A of the Financial Conduct Authority's Disclosure and Transparency Rules.

Payments to Governments (USD)¹

	EQUATORIAL GUINEA	GHANA	MAURITANIA	SÃO TOMÉ & PRÍNCIPE	SENEGAL	SURINAME	UNITED STATES
Income Taxes ³	\$31,125,000	\$106,350,000	-	-	-	-	\$(61,000)
Royalties (bbls) ²	510,000	541,000	-	-	-	-	1,187,000
Estimated Royalties (\$s) ²	\$36,164,000	\$38,362,000	-	-	-	-	\$73,062,000
Dividends	-	-	-	-	-	-	-
Bonuses	-	-	-	-	-	-	\$700,000
License Fees (Surface Rentals, Permitting Fees, etc)	\$1,419,000	\$31,000	-	-	-	-	\$2,781,000
Infrastructure Improvement	-	-	-	-	-	-	-
Total	\$68,708,000	\$144,743,000	-	-	-	-	\$76,482,000

The Payments to Government data are reflective of direct payments made to government entities by Kosmos Energy. These payments are categorized consistent with the Report on Payments to Governments Regulations 2014 (as amended in December 2015) (the Regulations). The Regulations enact domestic rules in line with Directive 2013/34/EU (the EU Accounting Directive (2013)). Kosmos Energy has also included supplementary disclosures of payments to governments in addition to those prescribed by the Regulations. Please see the footnotes below for further detail on the payments we made to our host country governments in 2021.

- Our summary, project-level and receiving-entity level payments to government disclosures are also available on our website at www.kosmosenergy.com/responsibility/transparency.php.
- Royalties are paid to the Government of Ghana and the Republic of Equatorial Guinea in barrels of oil out of Kosmos Energy's working interest share of production, including the additional working interest in Ghana acquired during October 2021. Production entitlements are paid to the Republic of Equatorial Guinea in barrels of oil based on their participating interest. The production entitlement amounts presented represent Kosmos Energy's participating share received by the Republic of Equatorial Guinea. The value of the royalties and production entitlements disclosed above are based on the annual average of daily Brent prices of \$70.91 during 2021. United States amounts above are determined based on actual sales prices. These figures exclude 8.860 Bscf of associated Jubilee and TEN sold to GNPC during the year.
- Inclusive of income tax refunds received

In addition to the above Payments to Governments, Kosmos Energy Ltd. has prepared the following supplemental information for the year ended 31 December 2021.

Payments to Governments (USD) - Supplemental Information

	EQUATORIAL GUINEA	GHANA	MAURITANIA	SÃO TOMÉ & PRÍNCIPE	SENEGAL	SURINAME	UNITED STATES
Production Entitlements (bbls) ¹	\$572,000	-	-	-	-	-	-
Estimated Production Entitlements (\$s) ¹	\$40,561,000	-	-	-	-	-	-
Env't, Capacity Building & Social Projects ³	-	-	-	-	-	-	-
Training ³	\$500,000	-	-	-	-	-	-
Taxes (Non-Income) ^{2 4}	\$165,000	\$4,307,000	\$378,000	\$83,000	\$401,000	\$60,000	\$1,270,000

- Production entitlements are paid to the Republic of Equatorial Guinea in barrels of oil based on their participating interest. The production entitlement amounts presented represent Kosmos Energy's participating share received by the Republic of Equatorial Guinea. The value of the royalties and production entitlements disclosed above are based on the annual average of daily Brent prices of \$70.91 during 2021. These figures exclude 8.860 Bscf of associated Jubilee and TEN sold to GNPC during the year.
- Inclusive of any tax refunds received
- Represents payments made directly to government for satisfaction of obligations per the Petroleum Agreements and/or Petroleum Sharing Contracts (PSCs), as applicable. In addition to the numbers above, Kosmos made payments to national oil company employees in accordance with training obligations per the PSCs totaling \$24,000 in Sao Tome and Principe.
- Primarily withholding taxes on interest payments, employer paid payroll-related taxes and associated employee retention tax credits, and property taxes paid on pipe and tangible goods inventory stored at various onshore locations in the United States. These values are exclusive of withholding or similar taxes remitted on behalf of service providers.

Social Investment Spending (USD)

	2021	2020	2019	2018	2017
Cote D'Ivoire	0	\$501,000	\$498,000	\$253,000	-
Equatorial Guinea	\$1,000,000	\$1,199,000	\$669,000	\$3,153,000	-
Ceiba/Okume Partnership ¹	\$90,000	\$518,000	\$2,061,000		
Ghana	\$830,000	\$1,217,000	\$1,858,000	\$1,445,000	\$1,339,000
Jubilee/TEN Partnership ¹	\$110,000	\$454,000	\$359,000		
Mauritania ²	\$800,000	\$1,860,000	\$829,000	\$409,000	\$55,000
Morocco	-	-	-	\$37,000	\$80,000
Namibia ¹	-	\$867,000	\$35,000	-	-
São Tomé & Príncipe ³	\$100,000	\$2,662,000	\$1,871,000	\$666,000	\$200,000
Senegal ²	\$230,000	\$662,000	\$407,000	\$125,000	\$24,000
South Africa ¹	\$230,000	\$280,000	-	-	-
Suriname	-	\$49,000	\$107,000	\$427,000	\$88,000
United States	\$310,000	\$224,000	\$449,000	\$471,000	\$611,000
Western Sahara	0	-	\$200,000	\$54,000	\$86,000
Total	\$3,700,000	\$10,493,000	\$9,343,000	\$7,040,000	\$2,483,000

1. Kosmos Energy's participating interest in social investments of the non-Kosmos operated assets, which may not necessarily represent actual social investments made by the operator during the reporting period.

2. Amounts may differ from Kosmos Energy financial statements due to funding arrangements with commercial partners and includes Kosmos Energy's participating interest in social investments of the non-Kosmos operated assets, which may not necessarily represent actual social investments made by the operator during the reporting period.

3. Includes Kosmos Energy's participating interest in social investments of the non-Kosmos operated assets, which may not necessarily represent actual social investments made by the operator during the reporting period.

Grievances Logged and Grievances Resolved

	2021	2020	2019	2018	2017
Cote D'Ivoire ¹	-	-	0/0	0/0	-
Equatorial Guinea ²	0/0	0/0	0/0	0/0	-
Ghana ³	0/0	1/1	0/0	4/4	3/3
Mauritania ⁴	0/0	0/0	0/0	0/0	0/0
Morocco ⁵	-	-	-	-	28/27
São Tomé & Príncipe	0/0	0/0	0/0	0/0	1/1
Senegal ⁴	0/0	0/0	0/0	0/0	0/0
Suriname ⁶	-	-	0/0	0/0	0/0
United States ⁷	0/0	-	-	-	-
Western Sahara ⁵	-	-	-	-	0/0

1. Kosmos was only active in Cote D'Ivoire in 2018 and 2019. We exited the country in 2020.

2. Kosmos entered Equatorial Guinea in 2017. The first full year of data available is 2018. While Kosmos is not the operator of production assets in Equatorial Guinea, we hold interest in offshore exploration blocks and engage in exploration-related operated activities.

3. Kosmos is not the operator of production assets in Ghana.

4. Kosmos remains a partner in Mauritania and Senegal, but BP assumed the role of operator in 2018. The last full year of data for Kosmos as operator in Mauritania and Senegal is 2017.

5. Kosmos officially withdrew from Morocco and Western Sahara in 2017. We fulfilled the remainder of our contractual obligations in 2018-2019.

6. Kosmos completed an agreement with B.V. Dordtsche Petroleum Maatschappij ("Shell"), a wholly-owned subsidiary of Royal Dutch Shell PLC (LSE: RDSA), to farm down interests in Suriname in 2020. The last full year of available data is 2019.

7. Kosmos acquired Deep Gulf Energy (DGE) and our U.S. operational assets in 2018. As of 2021, we are actively working to set up a separate grievance mechanism for our Gulf of Mexico operations.

Additional Data

	2021	2020
Reserves in or near areas of conflict (%)	0	0
Reserves in or near indigenous land (%) ¹	0	0
Number of onshore sites	N/A - Kosmos only has offshore operations.	N/A - Kosmos only has offshore operations.
Amount invested in renewable energy	\$0	\$0
Revenue generated by renewable energy sales	\$0	\$0
SALES VOLUMES (IN THOUSANDS)		
Oil sales volumes (MBbl)	18,525	20,531
Natural gas production (MMcf)	4,904	5,867
NGL (MBbl)	508	602
Total (Mboe)	19,850	22,111
Total (Boepd)	54,384	60,412

	PERCENTAGE OF TOTAL SALES VOLUMES	YEAR-END ESTIMATED PROVED RESERVES (MMBOE)	PERCENTAGE OF TOTAL ESTIMATED PROVED RESERVES
SITE INFORMATION			
Ghana	45%	131	44%
Equatorial Guinea ²	19%	27	9%
Mauritania / Senegal	0%	106	35%
U.S. Gulf of Mexico	36%	36	12%

1. Kosmos has offshore operations located more than 5 km from shore, therefore our reserves are not located in or near indigenous land.

2. Equatorial Guinea is one of the 20 lowest ranked countries in Transparency International's Corruption Perception Index. Kosmos takes measures to protect against corruption in our operations. For more information, visit kosmosenergy.com/transparency.



Index

Oil & Gas Exploration and Production - Index of Applicable Standards

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE
EMPLOYEE DATA				
New Hires, Voluntary Turnover, Involuntary Turnover	Quantitative	Number	GRI 401-1	53
Age Distribution, Workforce Gender Distribution, Minorities	Quantitative	Percentage (%)	GRI 405-1	54-55
GREENHOUSE GAS EMISSIONS				
Gross global Scope 1 emissions (tonnes CO ₂ e), percentage methane, percentage covered under emissions-limiting regulations	Quantitative	Metric tons CO ₂ e (t), Percentage (%)	EM-EP-110a.1 World Resources Institute ("WRI") / World Business Council for Sustainable Development's ("WBCSD") The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Gross global Scope 1 emissions	61
Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	Quantitative	Metric tons CO ₂ e (t)	EM-EP-110a.2	63
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	EM-EP-110a.3	34-37
Gross Global Scope 2 Emissions (location-based)	Quantitative	Metric tons CO ₂ e (t)	WRI/WBCSD's The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, WRI/WBCSD's The Greenhouse Gas Protocol Scope 2 Guidance Gross global Scope 2 emissions	61
AIR QUALITY				
Air emissions of the following pollutants: (1)NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	Quantitative	Metric tons (t)	EM-EP-120a.1	64-66

Oil & Gas Exploration and Production - Index of Applicable Standards (cont.)

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE
WATER MANAGEMENT				
(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³), Percentage (%)	EM-EP-140a.1	59
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Quantitative	Percentage (%)	EM-EP-140a.3	n/a; Kosmos does not engage in hydraulic fracturing.
Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Quantitative	Percentage (%)	EM-EP-140a.4	n/a; Kosmos does not engage in hydraulic fracturing.
ENVIRONMENTAL FINES AND PENALTIES				
Total monetary value of significant fines, total number of non-monetary sanctions	Quantitative	Reporting Currency, Number	GRI 307-1	59
BIODIVERSITY IMPACTS				
Description of environmental management policies and practices for active sites	Discussion and Analysis	n/a	EM-EP-160a.1	38-42
Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	Quantitative	Number, Barrels (bbls)	EM-EP-160a.2	60
SECURITY, HUMAN RIGHTS & RIGHTS OF INDIGENOUS PEOPLES				
Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	EM-EP-210a.1	0%
Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	Percentage (%)	EM-EP-210a.2	0%
Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	n/a	EM-EP-210a.3	44
COMMUNITY RELATIONS				
Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	n/a	EM-EP-210b.1	44-47
PAYMENTS TO GOVERNMENTS (USD)				
Direct payments made to government entities by Kosmos Energy	Quantitative	Reporting Currency	Report on Payments to Governments Regulations 2014 (as amended in December 2015) (the Regulations).	67
SOCIAL INVESTMENT SPENDING				
Total social investment spending	Quantitative	Reporting Currency	GRI 201-1.a.ii	68

Oil & Gas Exploration and Production - Index of Applicable Standards (cont.)

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE
WORKFORCE HEALTH & SAFETY				
Total fatalities	Quantitative	Number	EM-EP-320a.1	56
Lost time injury rate (LTIR), Total Recordable Injury Rate (TRIR)	Quantitative	Per 200,000 Hours (h)	EM-EP-320a.1	56
Average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Quantitative	Hours (h)	EM-EP-320a.1	56
Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Discussion and Analysis	n/a	EM-EP-320a.2	25-28
RESERVES VALUATION & CAPITAL EXPENDITURES				
Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	Quantitative	Million barrels (MMbbls), Million standard cubic feet (MMscf)	EM-EP-420a.1	Climate Risk and Resilience Report, 26-31
Amount invested in renewable energy, revenue generated by renewable energy sales	Quantitative	Reporting Currency	EM-EP-420a.3	70
Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	Discussion and Analysis	n/a	EM-EP-420a.4	Climate Risk and Resilience Report, 26-31
BUSINESS ETHICS & TRANSPARENCY				
Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Percentage (%)	EM-EP-510a.1	70
Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	n/a	EM-EP-510a.2	13-15
MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT				
Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	n/a	EM-EP-530a.1	17
CRITICAL INCIDENT RISK MANAGEMENT				
Description of management systems used to identify and mitigate catastrophic and tail-end risks	Discussion and Analysis	n/a	EM-EP-540a.2	33-34
ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE
Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Quantitative	Thousand barrels per day (Mbbbl/day); Million standard cubic feet per day (MMscf/day)	EM-EP-000.A	70
Number of offshore sites	Quantitative	Number	EM-EP-000.B	70
Number of terrestrial sites	Quantitative	Number	EM-EP-000.C	70

External Assurance

Select key performance indicators within our 2021 performance data were independently reviewed by Ernst & Young LLP.

Independent Accountants' Review Report

To the Shareholders and the Board of Directors of Kosmos Energy Ltd.

We have reviewed Kosmos Energy Ltd.'s accompanying Schedules of Select Environmental, Social and Governance Indicators (the "Subject Matter") included in Appendix A as of or for the year-ended December 31, 2021 in accordance with the criteria also set forth in Appendix A (the "Criteria"). Kosmos Energy Ltd.'s management is responsible for the Subject Matter in accordance with the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) AT-C section 105, Concepts Common to All Attestation Engagements, and AT-C section 210, Review Engagements. Those standards require that we plan

and perform our review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. A review consists principally of applying analytical procedures, making inquiries of persons responsible for the subject matter, obtaining an understanding of the data management systems and processes used to generate, aggregate and report the Subject Matter and performing such other procedures as we considered necessary in the circumstances. A review is substantially less in scope than an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. A review also does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that our review provides a reasonable basis for our conclusion.

In performing our review, we have also complied with the independence and other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Control Standards

established by the AICPA. As described in Appendix A, the Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

The information included in Kosmos Energy Ltd.'s 2021 Sustainability Report, other than the Subject Matter, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

Based on our review, we are not aware of any material modifications that should be made to the accompanying schedules of select sustainability information as of or for the year-ended December 31, 2021 in order for it to be in accordance with the Criteria.

Ernst & Young LLP

May 13, 2022
Dallas, TX



Appendix A – Schedules of Select Environmental, Social and Governance Indicators as of or for the year-ended December 31, 2021

Kosmos has two different boundaries that are utilized for the Select Environmental, Social and Governance Indicators below:

1. Kosmos Energy Ltd. and its wholly owned subsidiaries, inclusive of operations controlled by Kosmos Energy Ltd. under the operational control approach (i.e. where Kosmos is the operator) and exclusive of operations where Kosmos is not the operator.

Indicators: Employee data, Emissions, Safety, Hazardous waste, Water, Environmental fines and penalties, Spills

2. Kosmos Energy Ltd. and its wholly owned subsidiaries, inclusive of both operated and non-operated operations.

Indicators: Social investment spending, Select payments to government

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2021	CRITERIA ¹	KOSMOS REPORTING BOUNDARIES AND ASSUMPTIONS
EMPLOYEE DATA			
Total employees	229	GRI 401-1 – New employee hires and employee turnover	Total employees represent the headcount of all full-time and part-time active employees as of December 31, 2021.
New hires and breakout by gender (%)	19 New Hires Male – 63 Female – 37	a. Total number of new employee hires during the reporting period, by gender	
Turnover (%)	16.67	b. Total rate of employee turnover during the reporting period	
Total contractors	89	Not applicable	Contractors are defined as a person not employed directly by the company who performs services under contract for the company either related to locations that Kosmos operates or back-office support. Contractors that work on the behalf of an operator other than Kosmos are excluded from the total. Total contractors represent the headcount of all contractors as of December 31, 2021 (note that the number of contractors can significantly fluctuate during the year).
Local employment (%)	100	Not applicable	Local employment refers to employees that are legally contracted and paid directly by Kosmos to undertake work associated with its business activities in non-US and non-UK countries and are indigenous to the host-country.

1. Reference to GRI and SASB metrics means that Kosmos is aligned with the portion of the GRI or SASB criteria that is disclosed within the "Criteria" column. The "Kosmos reporting boundaries and assumptions" column provides additional information on Kosmos' Criteria and how the Criteria is being leveraged.

Appendix A – Schedules of Select Environmental, Social and Governance Indicators as of or for the year-ended December 31, 2021 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2021	CRITERIA ¹	KOSMOS REPORTING BOUNDARIES AND ASSUMPTIONS
EMPLOYEE DATA (CONT.)			
Employee age distribution (%)	<25 – 1 26-30 – 8 31-35 – 12 36-40 – 19 41-45 – 14 46-50 – 12 51-55 – 14 56-60 – 9 >61 – 11	GRI 405-1 – Diversity of governance bodies and employees a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	These indicator metrics are calculated using the 229 total employees as reported above: Employee age distribution Workforce gender distribution by workforce category (also includes Board of Directors) US and UK minorities by workforce category (also includes Board of Directors).
Workforce gender distribution by workforce category (%)	Individual Contributor – 52 Male, 48 Female Manager – 78 Male, 22 Female New Hire – 63 Male, 37 Female SLT – 100 Male, 0 Female Board of Directors – 71 Male, 29 Female	b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	US and UK Minority: Employee minority group identity is based on self-reported information. Kosmos defines US and UK minorities to be Asian, Black or African American, Hispanic or Latino and two or more races (Not Hispanic or Latino). Employees who did not self-report were assumed to be unaffiliated with a minority. Kosmos' governance body is the Board of Directors, and reporting does not include breakout by age group.
US and UK minorities by workforce category (%)	Individual Contributor – 20 New Hire – 42 Manager – 10 SLT – 11 Board of Directors – 14		Kosmos' Senior Leadership team ("SLT") is Senior Vice Presidents that are direct reports to the Chief Executive Officer. Individual Contributor is defined as an employee without direct reports.

1. Reference to GRI and SASB metrics means that Kosmos is aligned with the portion of the GRI or SASB criteria that is disclosed within the "Criteria" column. The "Kosmos reporting boundaries and assumptions" column provides additional information on Kosmos' Criteria and how the Criteria is being leveraged.

Appendix A – Schedules of Select Environmental, Social and Governance Indicators as of or for the year-ended December 31, 2021 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2021	CRITERIA ¹	KOSMOS REPORTING BOUNDARIES AND ASSUMPTIONS
SAFETY			
Average HSE Training Hours per Employee (hrs/employee) ²	2.09	SASB - EM-EP-320a.1 (4) Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees.	Average HSE training hours for employees and contractors as defined above includes HSE Trainings for the reporting year.
Average HSE Training Hours per Contractor (hrs/contractor) ²	8.99		
Total fatalities	1	<p>Fatality – Cases reported to a regulatory body that involve one or more people who died as a result of a work-related incident.</p> <p>A fatality is considered work-related if an event or exposure in the work environment caused or contributed to the condition or significantly aggravated a preexisting condition. The work environment includes the establishment and other locations where one or more employees are working or are present as a condition of their employment.</p>	<p>Total fatalities is calculated as of December 31, 2021.</p> <p>Fatalities include Kosmos Employees and Contractors working at Kosmos offices, Kosmos-owned facilities, and Kosmos-operated facilities/leases in 2021.</p>
Lost time incident rate (LTIR) ⁴	0	<p>The number of lost time incidents multiplied by 200,000 then divided by the number of hours worked for the reporting period, based on self-reported lost time incidents.</p> <p>A lost time incident is any work-related injury, other than a fatal injury, which results in a person being unfit for work on any day after the day of occurrence of the occupational injury. “Any day” includes rest days, weekend days, leave days, public holidays or days after ceasing employment.</p>	<p>TRIR and LTIR are calculated as of December 31, 2021.</p> <p>TRIR and LTIR include hours from Kosmos Employees and Contractors working at Kosmos offices, Kosmos-owned facilities, and Kosmos-operated facilities/leases in 2021.</p>
Total recordable incident rate (TRIR) ^{3, 4}	0.18	<p>The rate of recordable incidents (as calculated in accordance with SASB – EM-EP320a.1) based on self-reported recordable incidents.</p> <p>An injury or illness is considered a recordable incident if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. Additionally, a significant injury or illness diagnosed by a physician or other licensed health care professional is considered a recordable incident, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. This definition is derived from U.S. 29 CFR 1904.7.</p>	

1. Reference to GRI and SASB metrics means that Kosmos is aligned with the portion of the GRI or SASB criteria that is disclosed within the “Criteria” column. The “Kosmos reporting boundaries and assumptions” column provides additional information on Kosmos’ Criteria and how the Criteria is being leveraged.

2. Average employee HSE training hours is based on number of employee HSE training hours in 2021 / number of employees as of 12/31/2021. Average contractor HSE training hours is based on number of contractor HSE training hours in 2021 / number of contractors as of 12/31/2021.

3. Consistent with SASB – EM-EP320a.1, Kosmos calculates its TRIR by dividing the number of recordable incidents by the number of total hours worked and multiplying the quotient by 200,000.

4. LTIR and TRIR is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The number is based upon employees and contractors self-reporting work-related injuries or illnesses to Kosmos which may be affected by culture, societal norms and/or regulations. To the extent an injury is not self-reported, it would not be included in the safety metric calculation.

Appendix A – Schedules of Select Environmental, Social and Governance Indicators as of or for the year-ended December 31, 2021 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2021	CRITERIA ¹	KOSMOS REPORTING BOUNDARIES AND ASSUMPTIONS
HAZARDOUS WASTE			
Total hazardous waste generated (metric tons)	13,294	GRI 306-3 – Waste generated a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.	Hazardous waste sources: Vessel and rig waste generated from seismic, drilling and completions activities. Non-operating activities such as, offices, are excluded. While waste from operations in the Gulf of Mexico is not considered hazardous waste under EPA Subtitle C of Resource Conservation and Recovery Act (RCRA) Bentsen Amendment (section 3001(b)(2)(A)), it is included within Total hazardous waste generated. Kosmos uses density factors provided by 3rd parties and self-estimated density factors depending on the fluid type when actual densities were not available.
EMISSIONS			
Gross Global Scope 1 emissions (tonnes CO ₂ e)	26,591	World Resources Institute (“WRI”) / World Business Council for Sustainable Development’s (“WBCSD”) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Gross global Scope 1 emissions	Emissions sources: Vessel and rig fuel consumption to support seismic, drilling and completions activities. Helicopter fuel consumption to support seismic, drilling and completions activities. Trucking fuel consumption to support drilling and completions activities. Natural gas consumption as a result of flaring operations. Fugitive emissions from refrigerants present in operating and non-operating activities (such as, offices) are excluded.

1. Reference to GRI and SASB metrics means that Kosmos is aligned with the portion of the GRI or SASB criteria that is disclosed within the “Criteria” column. The “Kosmos reporting boundaries and assumptions” column provides additional information on Kosmos’ Criteria and how the Criteria is being leveraged.

Appendix A – Schedules of Select Environmental, Social and Governance Indicators as of or for the year-ended December 31, 2021 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2021	CRITERIA ¹	KOSMOS REPORTING BOUNDARIES AND ASSUMPTIONS
EMISSIONS (CONT.)			
Gross Global Scope 1 emissions (tonnes CO ₂ e) (cont.)			<p>Emission factor sources:</p> <p>EIA: The U.S. Energy Information Administration - CO₂ emission factors for vessel, rig and helicopter.</p> <p>Stationary Diesel emission factors from EEMS (Environmental and Emissions Monitoring System from the Department for Business, Energy & Industrial Strategy and Offshore Petroleum Regulator for Environment and Decommissioning) are used to report on Scope 1 CH₄ and N₂O emissions from vessel, rig and helicopter fuel consumption.</p> <p>Global warming potentials - 2014 IPCC Fifth Assessment Report.</p> <p>EPA Emissions Factors for Greenhouse Gas Inventories (modified 1 April 2021) are used to report on Scope 1 CO₂, CH₄ and N₂O emissions from trucking and flaring operations.</p>
Gross Global Scope 2 emissions (tonnes CO ₂ e) – Location Based Method	958	<p>WRI/WBCSD's The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, WRI/WBCSD's The Greenhouse Gas Protocol Scope 2 Guidance</p> <p>Gross global Scope 2 emissions</p>	<p>Emissions sources:</p> <p>All office locations with 10 or more personnel are in-scope for Scope 2 emissions reporting.</p> <p>Scope 2 emissions from operations are not present.</p> <p>Emission factor sources:</p> <p>Dallas and Houston offices – ERCOT subregion EPA eGRID output emissions factors.</p> <p>Ghana office and KIC – Energy Commission of Ghana - National Energy Statistics 2000-2019.</p> <p>London office – UK Department for Environment, Food and Rural Affairs (DEFRA) 2021 Conversion Factors for greenhouse gas (GHG) reporting.</p> <p>Global warming potentials - 2007 IPCC Fourth Assessment Report.</p>

1. Reference to GRI and SASB metrics means that Kosmos is aligned with the portion of the GRI or SASB criteria that is disclosed within the "Criteria" column. The "Kosmos reporting boundaries and assumptions" column provides additional information on Kosmos' Criteria and how the Criteria is being leveraged.

Appendix A – Schedules of Select Environmental, Social and Governance Indicators as of or for the year-ended December 31, 2021 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2021	CRITERIA¹	KOSMOS REPORTING BOUNDARIES AND ASSUMPTIONS
WATER			
Total fresh water withdrawn and total fresh water consumed (m³)	10,081	SASB - EM-EP-140a.1	Water sources: Vessel and rig water onboard to support seismic, drilling and completions activities. Water withdrawn and consumed outside of operations is not included. All water withdrawn is considered to be consumed and all water withdrawn is assumed to be fresh water.
Percentage of fresh water withdrawn and consumed in regions with High or Extremely High Baseline Water Stress (%)	0	(1) Total fresh water withdrawn (2) Total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	
ENVIRONMENTAL FINES AND PENALTIES			
Total environmental fines and penalties	Monetary sanctions² \$300	GRI 307-1 Non-compliance with environmental laws and regulations	Includes environmental fines and penalties received during 2021 that were reported to management of any amount.
	Non-monetary sanctions 0	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of: i. Total monetary value of significant fines; ii. Total number of non-monetary sanctions	
SPILLS			
Total hydrocarbon spills	0	SASB EM-EP-160a.2 - Number and aggregate volume of hydrocarbon spills 1 The entity shall disclose the total number and volume (in barrels) of hydrocarbon spills where: 1.2 Spills include those that reached the environment and exclude spills that were contained within impermeable secondary containment.	Includes spills of any amount that reached the environment reported to management in 2021.
SELECT PAYMENTS TO GOVERNMENTS (SEE EXHIBIT #1 ON FOLLOWING PAGE)			
SOCIAL INVESTMENT SPENDING			
Total social investment spending (\$USD)³	3,700,000	GRI 201-1.a.ii – Direct economic value generated and distributed a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. ii. Economic value distributed: community investments.	Includes actual expenditures by Kosmos benefiting the broader community where the target beneficiaries are external to the organization. Social Investment figures in the Sustainability Report include both discretionary and contracted spend, which could include contractual payments to government. Expenditures in support of the operation of community investments and related programs are also included in the total social investment amount.

1. Reference to GRI and SASB metrics means that Kosmos is aligned with the portion of the GRI or SASB criteria that is disclosed within the "Criteria" column. The "Kosmos reporting boundaries and assumptions" column provides additional information on Kosmos' Criteria and how the Criteria is being leveraged.

2. During the review of the 2021 data, a \$300 fine for a 2019 spill of approximately one gallon of drilling mud was identified as having been received in 2020. This amount does not include late fees or interest. There were no non-monetary environmental fines or penalties received in 2021.

3. Payments made in currencies other than USD are converted from the local currency to USD.

Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurements techniques may also vary.

Exhibit #1: Select Payments to Governments¹

Kosmos Energy Ltd. has prepared the following report of payments made to governments for the year ended December 31, 2021 in accordance with the Reports on Payments to Governments Regulations 2014 (2014/3209) as amended by the Reports on Payments to Governments (Amendment) Regulations 2015 (2015/1928). The Payments to Government data are reflective of select payments made to government entities by Kosmos Energy Ltd. (when Kosmos is the operator) and by its partners on behalf of Kosmos (when Kosmos is not the operator). These payments are categorized consistent with the Report on Payments to Governments Regulations 2014 (as amended in December 2015) (the Regulations).

Payments to Governments (USD)

	EQUATORIAL GUINEA	GHANA	UNITED STATES
Income Taxes ²	\$31,125,000	\$106,350,000	\$(61,000)
Royalties (bbls) ³	510,000	541,000	1,187,000
Estimated Royalties (\$s) ⁴	\$36,164,000	\$38,362,000	\$73,062,000
Bonuses ⁵	-	-	\$700,000
License Fees ⁶	\$1,419,000	\$31,000	\$2,781,000
Total	\$68,708,000	\$144,743,000	\$76,482,000

1. Government includes any national, regional, or local authority of a country, and includes a department, agency or entity that is a subsidiary of a government, including a national oil company.

2. Income Taxes - Inclusive of income tax refunds received. This is based on taxes assessed on income.

3. Royalties - Royalties are paid to the Government of Ghana and the Republic of Equatorial Guinea in barrels of oil out of Kosmos Energy's working interest share of production and as reported by the third-party operator, including the additional working interest in Ghana acquired during October 2021. US royalty payments are based on the proceeds received by Kosmos.

4. Estimated Royalties - The value of the royalties disclosed above are based on the annual average of daily Brent prices of \$70.91 during 2021. United States amounts above are determined based on actual sales prices.

5. Bonuses - Payments made to the federal government when acquiring offshore leases.

6. License Fees - Payments made to the federal government primarily for annual rentals and applications for permits.

About this Report

Our 2021 Sustainability Report highlights the policies, processes, and procedures by which Kosmos meets Environmental, Social, and Governance (ESG) criteria, as well as how we aim to act as a force for good and promote sustainable development in our host countries.

The report reviews the application of our Business Principles and supporting policies across our business.

We include information in this report based on internal discussions, external stakeholder feedback, and consultations with third-party experts.

The report is designed to communicate our progress on the Ten Principles of the United Nations Global Compact, which we support and endorse. In addition, this report is guided by the International Petroleum Industry Environmental Conservation Association (IPIECA) standards for voluntary reporting in the oil and gas sector, the Global Reporting Initiative (GRI), and the Sustainability Accounting Standards Board (SASB).

Kosmos intends to regularly report on our Environmental, Social, and Governance policies, procedures, and performance, both on our website and through our annual Sustainability Report. We appreciate your interest in Kosmos Energy and welcome your feedback on how we can improve our reporting. Please contact us at CorporateResponsibility@kosmosenergy.com.

Forward-looking Statements

This report, which speaks only as of its date, is not comprehensive, and for that reason, this report should be read in conjunction with our 2021 Annual Report on Form 10-K and Form 10-Q for the quarters ended March 31, 2021, June 30, 2021, September 30, 2021 and December 31, 2021 (particularly the "Forward-Looking Statements" and "Risk Factors" sections) and our 2022 Proxy Statement, all of which can be found at www.kosmosenergy.com.

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. All statements, other than statements of historical facts, included in this report that address activities, events or developments that Kosmos Energy Ltd. ("Kosmos" or the "Company") expects, believes or anticipates will or may occur in the future are forward-looking statements. Without limiting the generality of the foregoing, forward-looking statements contained in this report specifically include the expectations of management regarding plans, strategies, objectives, anticipated financial and operating results of the Company. The Company's estimates and forward-looking statements are mainly based on its current expectations and estimates of future events and trends, which affect or may affect its businesses and operations. Although the Company believes that these estimates and forward-looking statements are based upon reasonable assumptions, they are subject to several risks and uncertainties and are made in light of information currently available to the Company. When used in this report, the words "anticipate," "believe," "intend," "expect," "plan,"

"will" or other similar words are intended to identify forward-looking statements. Such statements are subject to a number of assumptions, risks and uncertainties, many of which are beyond the control of the Company, which may cause actual results to differ materially from those implied or expressed by the forward-looking statements. These assumptions, risks and uncertainties include without limitation: the impact of the COVID-19 pandemic on the Company and the overall business environment; changes in demand for oil and natural gas; expenditure reductions; changes in economic, political and business conditions; changes in laws, regulations or other requirements or the enforcement or interpretation of them including those related to oil and gas exploration and production, natural resources and fossil fuels management and climate-related initiatives; technological developments of, and investments in, alternative energy; inability to reduce environmental impact; involvement in litigation; the financial and operation conditions of our supply chain; defects in risk management; losses from, or the inability to identify and mitigate, risks inherent in operating in the global energy industry; high cost or unavailability of infrastructure, materials, equipment, supplies and/or personnel; potential disruption due to war, accidents, weather and seasonal factors, political events, civil unrest, cybersecurity, geopolitical or terrorism threats, pandemics, economic downturns or other causes beyond our control.

Further information on the assumptions, risks and uncertainties to which this report is subject is available in the Company's Securities and Exchange Commission ("SEC") filings. The Company's SEC filings are available on the Company's website at www.kosmosenergy.com.

Kosmos-operated emissions, reductions and avoidance performance data are based on a combination of measured and estimated data using best available information. Calculations are based on industry standards and best practices, including guidance from the IPIECA.

The uncertainty associated with the emissions, reductions and avoidance performance data depends on variation in the processes and operations, the availability of sufficient data, the quality of those data and methodology used for measurement and estimation. Changes to the performance data may be reported as updated data and/or emission methodologies become available. Kosmos works with industry, including the IPIECA, to improve emission factors and methodologies. Emissions, reductions and avoidance estimates from non-Kosmos operated facilities similarly may be updated as changes to the performance data are reported. Kosmos's plans to reduce emissions are good faith efforts based on current relevant data and methodology, which could be changed or refined.

Kosmos undertakes no obligation and does not intend to update or correct these forward-looking statements to reflect events or circumstances occurring after the date of this report, whether as a result of new information, future events or otherwise, except as required by applicable law. You are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date of this report. All forward-looking statements are qualified in their entirety by this cautionary statement. Management does not provide a reconciliation for forward-looking non-GAAP financial measures where it is unable to provide a meaningful or accurate calculation or estimation of reconciling items and the information is not available without unreasonable effort. This is due to the inherent difficulty of forecasting the occurrence and the financial impact of various items that have not yet occurred, are out of our control or cannot be reasonably predicted. For the same reasons, management is unable to address the probable significance of the unavailable information. Forward-looking non-GAAP financial measures provided without the most directly comparable GAAP financial measures may vary materially from the corresponding GAAP financial measures.

