



2023  
Sustainability  
Report



## ABOUT KOSMOS ENERGY

Kosmos Energy is a leading deepwater exploration and production company focused on meeting the world’s growing demand for secure, affordable, and cleaner energy. We have a diversified portfolio of low cost, lower carbon assets, including oil production in Ghana, the U.S. Gulf of Mexico, and Equatorial Guinea, as well as world-class natural gas and LNG development projects offshore Mauritania and Senegal. At Kosmos, our purpose is clear: we work to supply the energy the world needs today, find and develop cleaner energy for the future, and be a force for good in our host countries.



## FINANCIAL AND OPERATIONAL HIGHLIGHTS (as of December 31, 2023)

**~\$1.2  
BILLION  
EBITDAX**  
(Full Year 2023)

**~63,000  
BOEPD**  
Full Year  
Net Production<sup>1</sup>

Assumed operatorship  
and a greater  
working interest at  
**YAKAAR-TERANGA**  
offshore Senegal

**TIBERIUS**  
infrastructure-led  
exploration (ILX) oil  
discovery offshore  
U.S. Gulf of Mexico

**~\$0.7  
BILLION**  
Liquidity

**MSCI  
ESG RATINGS** **AAA**  
CCC B BB BBB A AA AAA

1. Production means net entitlement volumes. In Ghana and Equatorial Guinea, this means those volumes net to Kosmos' working interest or participating interest and net of royalty or production sharing contract effect. In the U.S. Gulf of Mexico, this means those volumes net to Kosmos' working interest and net of royalty.

# Table of Contents

---

**A MESSAGE FROM CHAIRMAN  
AND CEO ANDY INGLIS** 4

---

**OUR STRATEGIC APPROACH  
TO SUSTAINABILITY** 8

---

**2023 SUSTAINABILITY HIGHLIGHTS** 18

---

**HEALTH & SAFETY** 20

---

**CLIMATE CHANGE &  
THE ENERGY TRANSITION** 25

---

**ETHICS** 34

---

**OUR PEOPLE** 38

---

**COMMUNITIES** 43

---

**HUMAN RIGHTS** 53

---

**ESG DATA 2021-2023** 56

---

**APPENDIX** 65

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# A Message from the Chairman of the Board of Directors and Chief Executive Officer Andy Inglis



**“With oil production from our low cost, lower carbon assets in Ghana, the U.S. Gulf of Mexico, and Equatorial Guinea, we are providing Africa and the wider world with the energy it needs today.”**

Fellow stakeholders,

As in the past, this year’s Sustainability Report brings you the latest data, information and narrative on how Kosmos embeds sustainability in everything we do. Our sustainability strategy is indivisible from our business strategy. I know these words may sound cliché since every company has its own formulation of Benjamin Franklin’s famous phrase about “doing well by doing good.”

But for me these aren’t mere words – they are a personal commitment. When I visit our host countries and speak to local people and business leaders, Presidents and elected officials, and our own employees and their families, I am reminded of the importance of Kosmos’ work, as well as its potential to make a difference to people’s lives. But to borrow another of Franklin’s sayings, “Well done is better than well said.” And I hope that you will see from this report that Kosmos is focused on being out there doing, not just talking – putting our words into action.

## Africa’s energy crisis

Any success we have achieved in business and sustainability needs to be seen against the reality of the energy crisis in Africa today. Sometimes we can become inured to the human impact and deprivations that this crisis creates, so I would like to remind you of three key statistics:

- The latest figures from the International Energy Agency show that 745 million people in Africa lack access to energy.
- Nearly a billion people in Africa lack access to clean cooking fuels. According to the United Nations Environment Programme (UNEP) heating and

cooking using biomass fuels results in a staggering 600,000 deaths every year.

- Africa – home to one fifth of the world’s population – still accounts for less than 3% of global CO<sub>2</sub> emissions. This is pertinent when we consider that Africa is at greater risk than the rest of the world from an already extreme environment.

## A just, orderly and equitable energy transition

The fundamental unfairness these statistics describe was highlighted in the recent COP28 agreement, which stated that the transition away from fossil fuels must be done in a “just, orderly and equitable manner.” We must ask ourselves if those Africans without power, whose lives are being shortened by unclean fuels and the impact of global warming are receiving just and equitable treatment. At Kosmos we believe there is much more to be done to achieve that outcome.

This is why our purpose as a company – and how it informs our business strategy – is so important. We are a leading deepwater exploration and production company focused on meeting the world’s growing demand for cleaner energy. With oil production from our low cost, lower carbon assets in Ghana, the U.S. Gulf of Mexico, and Equatorial Guinea, we are providing Africa and the wider world with the energy it needs today. At the same time, we are developing cleaner sources of energy for the future, through world-scale gas projects offshore Mauritania and Senegal. And as we deliver the energy the world needs, we strive to be a force for good in our host countries, accelerating economic and social progress.



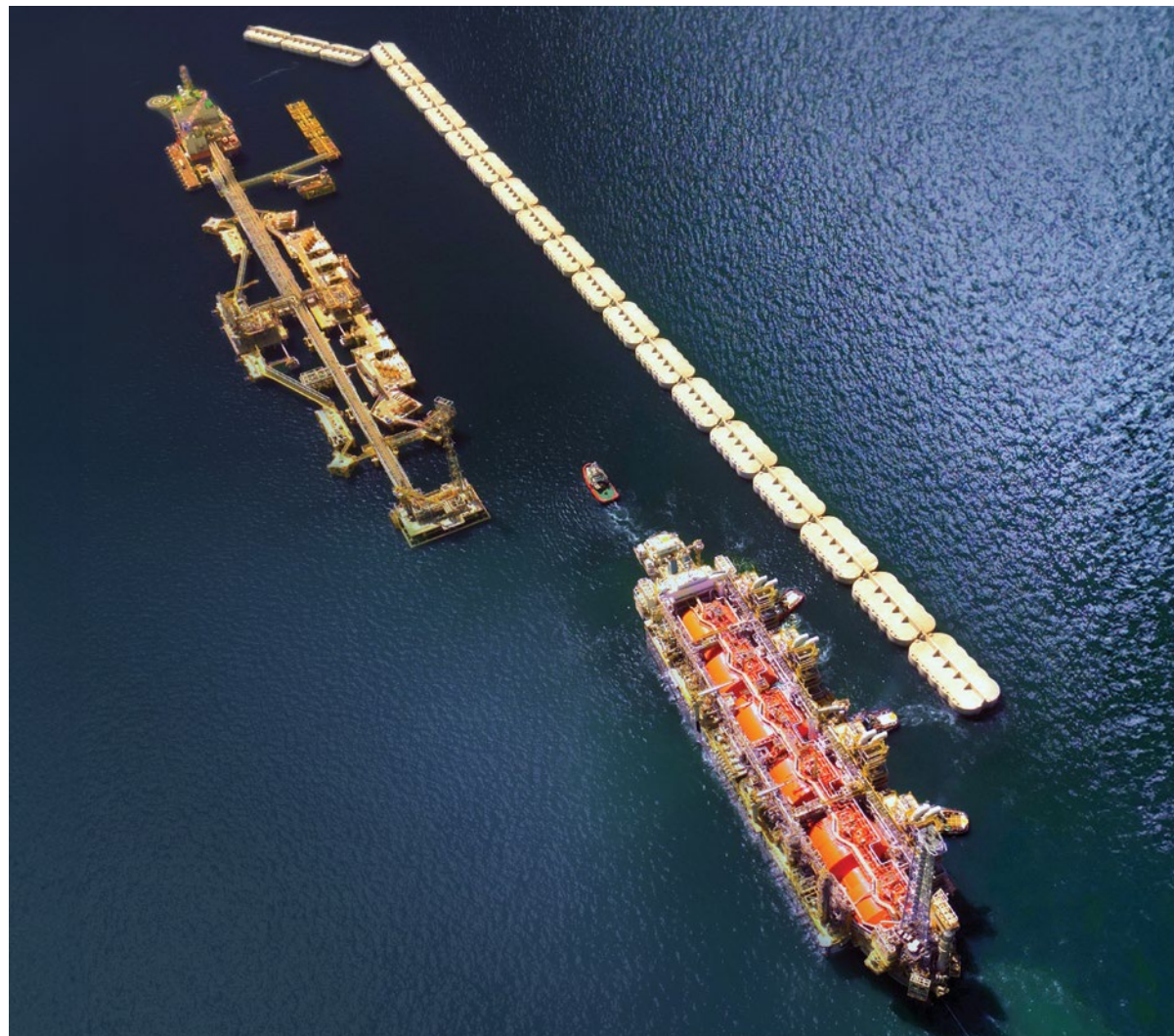
Kosmos is committed to producing energy for the African nations we partner with, to ameliorate the impact of the energy crisis they face. We are committed to doing so in the cleanest and most sustainable way possible, but we must never allow ourselves to become blind to the situation that Africa faces at this time. I am reminded of this when I see some in Europe and the U.S. advocate for cutting off natural gas investments – an action that could cripple Africa's progress and further handicap the continent. This would move us ever further away from the just, orderly and equitable energy transition we should all want to happen.

Africa's indigenous natural gas has, in the words of the COP28 agreement, an important role to play in "facilitating the energy transition while ensuring energy security." Natural gas is a vital transition fuel that emits about 50 to 60 percent less CO<sub>2</sub> than coal when combusted and about 20 to 30 percent less than heavy fuel oil. Enabling Africa to transition away from imported coal or heavy fuel oil to domestic gas in power generation would provide the reliable energy needed to improve living standards and spur economic development, while substantially reducing power sector emissions.

The truth is that Africa desperately needs more energy of all kinds to bring greater prosperity to its people. Modern commerce, most industries, and the entire digital economy all depend on reliable electricity. So while lack of household power hinders daily life, energy scarcity outside the home cripples economic opportunity. No economy can create lots of jobs without abundant and reliable power

### Growing production to meet demand

In 2023, Kosmos advanced our key development projects, which aim to deliver around 50% production growth from the second half of 2022. The start-up of Jubilee Southeast in Ghana was a major step toward achieving this goal and we expect production from Winterfell in the U.S. Gulf of Mexico to be an important contributor as well. We expect these milestones to be followed by first gas at Greater



Tortue Ahmeyim (GTA) offshore Mauritania and Senegal. By the end of 2024, we expect to grow production to around 90,000 barrels of oil equivalent per day. As part of this growth, we expect gas to increase from about 10% of overall production to around 25%. GTA will produce LNG for export and make gas available for domestic use. This gas has

negligible carbon dioxide and minimal impurities, which reduces the need for processing ahead of transportation and liquefaction.

In addition, Kosmos is working to develop Yakaar-Teranga offshore Senegal, one of the largest gas discoveries in recent years. We believe this gas field holds around 25 trillion cubic feet of advantaged

gas-in-place, which has similarly beneficial characteristics to the gas at GTA. Kosmos assumed operatorship of Yakaar-Teranga in 2023. We are working with the national oil company on an innovative development concept that prioritizes cost-competitive gas to the rapidly growing domestic market, combined with an offshore LNG facility targeting exports into international markets.

Renewable energy now represents about 30% of Senegal's power generation capacity with the aim to move to 40% by 2030. Natural gas can help achieve this goal by providing flexible baseload power, facilitating integration of variable renewable energy sources into the grid. A cleaner and more diversified energy mix will be required to meet the demands of a young and growing population while the country decarbonizes at the same time. Kosmos aims to be a part of the solution by providing domestic gas to displace imported heavy fuel oil.

### Shifting our portfolio from oil to gas

As Kosmos looks to the future and our move towards natural gas, we are still investing in growing oil supply at each of our core production hubs in Ghana, the U.S. Gulf of Mexico and Equatorial Guinea. We are doing this with an emphasis on high-graded projects that yield low cost, carbon-advantaged barrels. At the same time, we are working with our partners

**“As we increase the weighting of natural gas compared to oil in our portfolio, we expect the carbon intensity of our Scope 3 category 11 (use of sold products) emissions will decrease.”**

in Mauritania and Senegal to bring new sources of low cost, lower carbon natural gas into production. Kosmos intends to achieve and maintain top quartile carbon intensity in both our oil and gas portfolios.

Longer term, we plan to continue shifting the balance of our portfolio from oil to natural gas and LNG to help meet the world's energy needs as cleaner natural gas displaces coal, heavy fuel oil, and biomass as a primary source of energy in both developed and emerging economies. As we increase the weighting of natural gas compared to oil in our portfolio, we expect the carbon intensity of our Scope 3 category 11 (use of sold products) emissions will decrease.

### Addressing climate change and emissions

With our advantaged oil and gas production, we can be a responsible producer that the world can count on to balance energy security and affordability with the need to lower emissions.

For the third consecutive year, we have maintained carbon neutrality for our operated Scope 1 and Scope 2 emissions, and in 2023 we announced a new near-term target to reduce by 25% our Scope 1 equity emissions in 2026 from a 2022 baseline. We are making good progress and are on track to meet this goal, which involves initiatives such as working with partners to eliminate routine flaring in Ghana and Equatorial Guinea.

Considering that our climate strategy is core to our business strategy, Kosmos is strengthening our climate-related disclosures this year by reporting our Scope 3 category 11 emissions using the internationally recognized GHG Protocol and industry-specific guidance from Ipieca. Since the Paris agreement in 2015, we have been following the complex and unresolved public debate about the measurement, disclosure, and management of Scope 3 emissions and, in particular, their relevance to our portfolio.

**“...sustainability is never an add-on or an afterthought, but a commitment that begins with our board of directors and is embedded throughout the company from leadership to employees.”**

Despite having no direct control over these emissions, Kosmos has chosen to disclose this information. Our approach has been reviewed by a leading sustainability consultancy and our total Scope 3 category 11 emissions received review-level external assurance from EY. We plan to periodically review and refine our calculation methodology so we stay consistent with the evolving standards and best practices for Scope 3 emissions accounting and reporting.

### Unwavering commitment to sustainability

Our commitment to sustainability has been recognized by stakeholders. MSCI, one of the leading ESG ratings agencies, awarded Kosmos its highest possible “AAA” rating for the second consecutive year, which puts us in the top 20% of companies across the sector. Similarly, Newsweek and Statista named Kosmos one of America's Most Responsible Companies for the fourth consecutive year.

Executing our strategy relies on our ongoing commitment to operating responsibly. For us, this means that sustainability is never an add-on or an afterthought, but a commitment that begins with our board of directors and is embedded throughout the company from leadership to employees.



## Safety

Safety has been, and always will be, a core value. In 2023, we had zero fatalities, a 0.21 lost time incident rate (LTIR), and a 0.42 total recordable incident rate (TRIR). While this level of performance is significantly better than the industry average, we believe we can improve. That's why in 2023 we reviewed our HSE Training Program to look for ways to further enhance our strong safety record. Additionally, I have asked everyone at Kosmos to join me in re-committing to an HSE culture that strives to keep our people and contractors safe, no matter where they work.

## Transparency

Kosmos has earned a reputation for transparency, particularly in our dealings with host governments. We believe the open nature of our business dealings fosters mutual accountability and builds trust with our stakeholders. We have long disclosed the terms of our petroleum agreements and reported payments made to host governments at both the project level and in aggregate. We are still the only U.S. oil and gas company to do so and we are proud to offer the sector a benchmark for transparency. Disclosures should provide clarity and benefit to shareholders and the countries where we operate. Not just data for the sake of data. As such, we take care to ensure the information we provide is both meaningful and valuable.

## Investing in people and communities

By nurturing the next generation of entrepreneurs and facilitating innovation in sectors beyond oil and gas, Kosmos Innovation Center (KIC) programs contribute to the creation of healthier and more diverse economies in our host nations. Our focus on underprivileged or historically undervalued communities is an important part of our ethos.



**“Ra’idat was inspired by the success of the women’s bootcamp at increasing the participation of women entrepreneurs in the established KIC Mauritania Innovation Challenge.”**

In 2023, KIC Mauritania developed Ra’idat, a new two-month workshop for female entrepreneurs in which participants receive training on market research, price refinement, and business pitch development, among other topics. Ra’idat was inspired by the success of the women’s bootcamp at increasing the participation of women entrepreneurs in the established KIC Mauritania Innovation Challenge.

In 2024, KIC Senegal will be expanding its reach through a new program in Saint Louis emphasizing economic diversification and entrepreneurship training. It will focus on training women and young people to pursue income-generating activities in the fisheries, handicrafts and agricultural sectors. Local Kosmos staff and private sector experts will work alongside the entrepreneurs so they develop a full

range of commercial and leadership skills they can use later in life – regardless of whether their start-ups ultimately succeed or fail.

## Being a force for good

Our agenda is both exciting and ambitious, and requires continued input and debate with our investors, host governments, local communities, business partners, and others. We welcome these conversations and the opportunity to learn from them, especially as attitudes shift, driven by understanding 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.

No matter what the future holds, I am confident that Kosmos will keep moving forward and acting responsibly. Our purpose informs everything we do, and sustainability is core to our business strategy and decision-making.

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

**ANDREW G. INGLIS**

Chairman of the Board of Directors  
and Chief Executive Officer

# Our Strategic Approach to Sustainability

At Kosmos, our purpose is clear: we work to supply the energy the world needs today, find and develop cleaner energy for the future, and be a force for good in our host countries. Our role is to meet the world's growing demand for secure, affordable, and cleaner energy.

<b>OUR COMMITMENT</b>	<b>9</b>
<b>BUSINESS PRINCIPLES</b>	<b>9</b>
<b>SUSTAINABILITY GOVERNANCE</b>	<b>11</b>
<b>THE STANDARD</b>	<b>13</b>
<b>RISK MANAGEMENT</b>	<b>13</b>
<b>AUDIT COMMITTEE OVERSIGHT</b>	<b>14</b>
<b>STAKEHOLDER ENGAGEMENT</b>	<b>15</b>
<b>SUSTAINABILITY MATERIALITY ASSESSMENT</b>	<b>17</b>

[BUSINESS PRINCIPLES](#)

[CODE OF BUSINESS CONDUCT AND ETHICS](#)

[CLIMATE CHANGE POLICY](#)

[THE STANDARD](#)





## Our Commitment

We are committed to understanding the needs and concerns of our stakeholders and, guided by our Senior Leadership Team, focus on the topics most relevant to our business. Our [Business Principles](#) and [Code of Business Conduct and Ethics](#) outline our expectations for how our people behave while doing business and engaging with communities.

Through our CEO-led Climate Change Task Force, our HSE management system, and our supporting policies, procedures, and tools, we establish consistent expectations to embed sustainability across our business.

We are committed to supporting the U.N. Sustainable Development Goals (U.N. SDGs) and believe our core operations help our host countries progress on goals 3: Good Health and Well-Being, 5: Gender Equality, 7: Affordable and Clean Energy, 8: Decent Work and Economic Growth, 9: Industry, Innovation, and Infrastructure, 10: Reduced Inequalities, 13: Climate Action, and 17: Partnerships for the Goals.

## Business Principles

Adopted in 2013, our [Business Principles](#) are the foundation of our company culture. These Principles reflect Kosmos' shared values, inform our business practices, and define the standards to which we hold ourselves accountable. We share these Principles with employees, contractors, and external stakeholders, and require employees - including senior leadership and our CEO - to comply with all aspects in their work activities and when representing the company.

Our [Business Principles](#) are supported with robust management systems and guide our actions across six key areas: engage with stakeholders, act with integrity, create safe and inclusive workplaces, protect the environment, embrace our role in communities, and choose the right partners.

## Engage with Stakeholders

Strong and supportive relationships with our stakeholders are the basis of our business and how we create value. Our aims for our key stakeholders are to:

Create attractive returns, protect investments, and manage potential risks to the business, including climate risks, while capitalizing on opportunities for **shareholders**.

Provide a stimulating and rewarding work environment for **employees** through an inclusive and diverse culture that promotes entrepreneurial thinking, encourages excellence, facilitates teamwork, and embraces ethical behavior.

Collaborate in a manner that contributes to national, regional, and local development by engaging with **host governments** to align national priorities and industry needs using a shared agenda based on mutual trust and respect.

Engage **communities** in ways that create economic opportunity, facilitate social progress, and respect human rights.

Work with **business partners and suppliers** who share our commitment to standards of business ethics, compliance, and human rights. We seek to foster sustainable economic development by, whenever feasible, sourcing goods and services from vendors in our host countries.

Engage with and consult **civil society**, recognizing the role civil society plays in holding governments and companies accountable for their actions.

## Act with Integrity

We strive to foster a culture of integrity, professionalism, respect, and fairness across the company. We do not tolerate corruption and continue to maintain a robust legal and ethical compliance program.



Our contracts with and material payments to governments are published annually and we support and adhere to the principles of the Extractive Industries Transparency Initiative (EITI).

Kosmos is politically neutral and does not provide funding for candidates, political parties, or partisan entities. We expect our employees to deal honestly and fairly with governments, regulators, investors, customers, suppliers, the public, and each other.

It is the responsibility of every employee to uphold our [Business Principles](#) 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.

## Create Safe and Inclusive Workplaces

We aim to be a world-class company known for being a workplace of choice. We seek to provide employees with careers that are professionally challenging and personally rewarding. We expect all of our people to work co-operatively and strive to make our offices a place where everyone feels respected and free to contribute their ideas. We do not tolerate discrimination, harassment, or intimidation of any kind.

We recognize fundamental labor rights, including the right to freedom of association. We do not permit child, forced, or bonded labor at our operations or among 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.

We have a fundamental commitment to the health and safety of our employees and those who work with us: we strive for an incident- and injury- free workplace.

To support these commitments and ambitions, we expect our managers to show leadership and provide

clear direction to their teams, including adherence to the [Business Principles](#) and [Code of Business Conduct and Ethics](#).

## Protect the Environment

We respect the environment and seek to prevent adverse impacts by adhering to best practices in environmental stewardship and reporting. This includes using natural resources efficiently and responsibly, maintaining strong management systems to manage risk and track performance, and being prepared to respond to emergencies in an effective and timely manner.

We are committed to managing our response to climate change and the energy transition. We regularly monitor scientific, regulatory, and other external developments related to climate change and our industry to better understand the evolving expectations of our stakeholders and best practices for upstream oil and gas companies. We seek to reduce our emissions, where possible, and we embed climate change and energy transition related

challenges, risks, and opportunities into our business strategy and decision making.

## Embrace Our Role in Communities

We engage regularly with the communities associated with our operations to understand their priorities and concerns, including developing and maintaining mechanisms to address grievances related to our activities. We also seek to build human capacity and create economic opportunity through local employment, skills development, and social investment.

We aim to prevent or minimize adverse risks to community health, safety, and security, and only proceed with material activities after assessing and establishing measures to avoid or mitigate adverse environmental or social impacts. We respect human rights and exercise due diligence in identifying and, when in our control, mitigating any potential infringements on human rights.

## Choose the Right Partners

We expect our business partners – including operating partners, suppliers, and contractors – to behave ethically. Willingness to observe standards in line with our [Business Principles](#) and supporting policies is a key factor when evaluating whether or not to establish a business relationship. Because we commonly work with co-venturers who have day to day control of operations, we seek to influence such joint ventures so that they operate in a manner consistent with our [Business Principles](#).

We exercise due diligence in the selection of partners and suppliers and aim to allocate contracts through transparent and fair processes.

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





## Sustainability Governance

Strong governance is critical for effectively developing and managing our approach to sustainability.

The Board of Directors provides the highest level of oversight at Kosmos, guides the company's long-term strategy, and oversees our response to risks and opportunities.

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

All the Board Committees have a distinct and important role to play in overseeing our sustainability approach.

### NOMINATING AND CORPORATE GOVERNANCE BOARD COMMITTEE

Reviews the size, responsibilities, and composition of the Board; evaluates new Board candidates as needed; and developed and oversees the implementation of Corporate Governance Guidelines and our [Code of Business Conduct and Ethics](#).

### Performance Scorecards for Sustainability Progress

The performance-based compensation of all employees is partially tied to the achievement of the sustainability objectives embedded in our annual Corporate Scorecard.

The full Board of Directors sets the key performance indicators (KPIs) in our Corporate Scorecard each year. The Compensation Board Committee evaluates our year-end performance against those metrics and the results are reported in our annual Proxy statement.

In 2023, the Board-approved Corporate Scorecard addressed KPIs for ESG and sustainability, including:

- Zero anti-corruption violations
- Deliver HSE plan targets
- Further establish Kosmos' credentials as a leader in sustainability through enhanced transparency and clear targets

Scorecards derived from our Corporate Scorecard are maintained at the Function/Business Unit level. The high-level KPIs translate into more granular, individual performance contracts. We use scorecards and performance contracts to drive, assess, and reward performance and encourage our employees to take collective responsibility for our sustainability goals. For example, the scorecard for the Sustainability and External Affairs Function included:

- Support efforts to embed sustainability fundamentals into each Function/Business Unit
- Continue operated Scope 1 and Scope 2 carbon neutrality through operational improvements and high-quality offsets
- Disclose and assure scope 1 equity emissions for non-operated assets
- Offer support to our operating partners' efforts to eliminate routine flaring in Ghana and Equatorial Guinea

### COMPENSATION BOARD COMMITTEE

Oversees company compensation and benefits policies; reviews and approves the compensation of each of the company's executive officers; reviews and approves corporate goals and objectives tied to compensation; evaluates performance against corporate goals and objectives; and reviews management succession planning.





### Climate Governance

Kosmos recognizes the world faces a serious challenge from climate change. We believe strong governance of our response to climate change is critical to effectively respond to climate-related risks and opportunities.

Our Board of Directors and HSES Board Committee oversee our climate change and energy transition strategy. Responsibilities are passed down from the HSES Board Committee to the CEO-led Climate Change Task Force then to each Business Unit.

#### HEALTH, SAFETY, ENVIRONMENT, AND SUSTAINABILITY (HSES) COMMITTEE

Monitors and oversees our climate strategy; HSES risks, policies and procedures like emergency response plans; the establishment of HSES performance metrics and targets; and actions/targets related to monitoring and mitigating emissions and the impacts of climate change.

## GOVERNANCE OF CLIMATE STRATEGY IN ACTION

GOVERNING BODY	MEETING FREQUENCY	ROLE
Board of Directors	At least quarterly	The Board of Directors oversees our business and climate strategy.
HSES Board Committee	At least quarterly	The HSES Board Committee oversees our response to climate change.
Climate Change Task Force	Regularly, with committee subsections meeting additionally as needed on specific topics e.g., eliminating routine flaring	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 <a href="#">Climate Change Policy</a> , as well as recommending updates to our climate change strategy.
Business Units	Regularly and with further accountability at the CEO-led quarterly performance reviews	Business Units are responsible for recording emissions data, identifying and delivering opportunities for emissions reductions – whether with our partners or in our own operations.

The Climate Change Task Force drives our climate change strategy and reports to the HSES Board Committee at least quarterly. Led by the CEO and composed of executives and senior employees from Risk Management, Corporate Planning, HSE, Investor Relations, External Affairs, and the Business Units, the Climate Change Task Force enables Kosmos to take an interdisciplinary approach to managing

our response to climate change. The Task Force is also responsible for engaging with the company more broadly on climate change and the functional implementation of our [Climate Change Policy](#).



## The STANDARD

[The STANDARD](#) is an integral part of our approach to sustainability, designed to complement the Kosmos business model and culture and define the expectations that underpin our HSE management system.

[The STANDARD](#) is approved by our Senior Leadership Team and grouped into 10 Elements. Each Element contains key performance measures that define how Kosmos intends to manage HSE risks at the corporate, Function/Business Unit, and project levels. The HSE risks identified in [The STANDARD](#) come from

our corporate Enterprise Risk Management (ERM) framework.

We support [The STANDARD](#), and our HSE management system, with a range of policies, procedures, and plans that provide more detailed requirements and guidance to meet the expectations within each element.

[The STANDARD](#) is informed by the International Association of Oil and Gas Producers (IOGP) guidelines and ISO 14001. It also follows industry best practices including adhering to regulation from the U.S. Bureau of Safety and Environmental Enforcement (BSEE) and implementing Safety and Environmental Management System (SEMS) principles.

We routinely review and update [The STANDARD](#) to ensure it accurately reflects the external environment and Kosmos' evolution since its last publication. In 2022 we updated [The STANDARD](#) to place a greater emphasis on Process Safety and added new expectations for understanding and managing our impact on climate change.

Our HSE management system and associated processes are internally audited on an annual basis and externally audited at least every three years. The next external audit is scheduled for 2024.

## Risk Management

An essential component of our overall business strategy and approach to sustainability is our Enterprise Risk Management (ERM) framework.

Our ERM framework is embedded into our strategic decision-making to identify and mitigate risks to our business. While overseen at the Board level, the Audit Board Committee has direct oversight on our risk management policies and procedures.

Each Function/Business Unit identifies risks to the company on an annual basis. Risks are then assigned to a member of the Senior Leadership Team (SLT). The SLT owner is responsible for reviewing risk management plans with each Function/Business Unit during Quarterly Performance Reviews (QPRs). SLT members and the CEO participate in every QPR to encourage cross-functional risk awareness and provide valuable feedback on risk mitigation plans.

Any prospective new acquisitions undergo risk assessment for HSE, social, political, and reputational risks and liabilities. In the event of a site closure or a divestment of assets, Kosmos uses risk assessments to identify and manage liabilities.



## AUDIT BOARD COMMITTEE

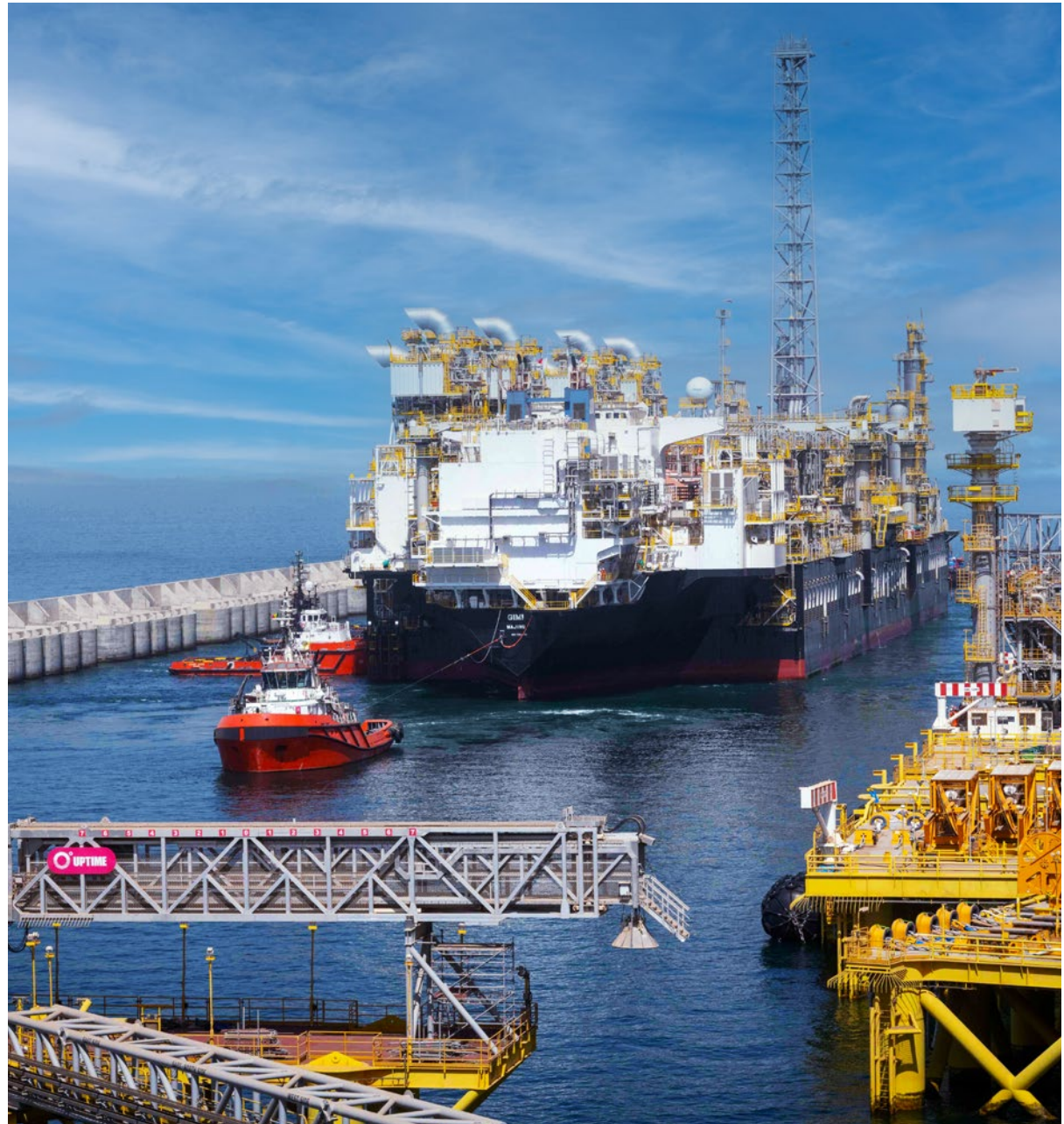
Upholds the integrity of the company's financial statements; monitors the qualifications, independence, and performance of our external and internal audit functions; reviews our risk management policies and practices; and oversees compliance with applicable legal and regulatory requirements.

### Audit Committee Oversight

An important role of the Audit Board Committee is monitoring the internal audit and external review of our sustainability data to confirm that data's integrity, prepare for potential regulatory requirements, and ensure we continue to report in line with disclosure best practices.

The Audit Board Committee is comprised entirely of independent directors who oversee Kosmos' management of information and cybersecurity risks. Our Chief Information Officer updates the Committee on information security matters on a quarterly basis and completes an annual IT review to ensure the company is actively monitoring and mitigating these risks. 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.

Kosmos requires full- and part-time employees and contractors to complete online cybersecurity training to educate and promote awareness of the latest cybersecurity threats at least twice a year. 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.





## Stakeholder Engagement

Strong and supportive relationships with our stakeholders underpin our business and create value. We welcome meaningful dialogue about the opportunities and inherent challenges in exploring for and producing oil and gas. Listening to the views of others is essential to how we operate, even if those views sometimes challenge the direction of our business. This valuable input allows us to make informed decisions that consider stakeholder expectations and concerns in the short- and long-term.

### STAKEHOLDER ENGAGEMENT EXAMPLES

STAKEHOLDER GROUP	RESPONSIBILITIES TO STAKEHOLDERS	HOW WE ENGAGE	2023 EXAMPLES
Shareholders	To create attractive returns, protect investments, and manage potential risks to the business while capitalizing on opportunities.	Our Investor Relations team regularly speaks with existing and potential investors about the company, potential opportunities, and topics of relevance to the energy sector. The CEO and CFO regularly meet with individual investors throughout the year.	<ul style="list-style-type: none"> <li>• In-person roadshows with investors in the United States, Europe, and Africa</li> <li>• Participation in almost 20 investor events in Europe and the United States discussing energy, ESG, emerging markets, and other topics</li> <li>• Fireside chat between Bloomberg industry analyst David Doherty and our CEO at BloombergNEF Summit in London</li> </ul>
Employees	To provide a stimulating and rewarding work environment that promotes entrepreneurial thinking, facilitates teamwork, and embraces ethical behavior.	Kosmos facilitates engagement with our employees across the business by the CEO holding 'all company' quarterly town halls to promote transparent communications at every level; providing volunteer opportunities during work hours; hosting wellness events to support mental and physical well-being; and providing social gatherings like catered company meals and monthly social events ( <a href="#">see Our People</a> ). In addition, we host speakers to educate our employees about topics relevant to Kosmos.	<p>Examples of employee engagement this year included:</p> <ul style="list-style-type: none"> <li>• Volunteer events during work hours with the North Texas Food Bank, Restorative Farms, and the Visiting Nurses Association</li> <li>• Quarterly wellness events to promote mental and physical well-being</li> <li>• Hosting the CEO of Grow For Me, an alum of the KIC Ghana Start-Up Incubator, to hear about how the KIC supported his business' development and expansion</li> </ul>

STAKEHOLDER GROUP	RESPONSIBILITIES TO STAKEHOLDERS	HOW WE ENGAGE	2023 EXAMPLES
Host Governments	To contribute to national development by creating a shared agenda with host countries that is based on mutual trust and respect. Kosmos aims to help our host governments responsibly develop their natural resources.	We meet regularly with representatives from the governments of our host countries and national oil company partners. During in-country visits, our senior leadership meets with Presidents and Energy Ministers. Kosmos representatives attend industry conferences to advocate the benefits of our projects for our host countries.	Attending conferences is one way we directly engage with our host governments. Conferences this year included: <ul style="list-style-type: none"> <li>• African Energy Week 2023</li> <li>• MSGBC Oil, Gas &amp; Power Summit 2023</li> <li>• Global Energy Week 2023</li> <li>• CERAWeek 2023</li> <li>• 2023 U.S. - Ghana Business Expo</li> </ul>
Communities	To create economic opportunities and social progress by investing in community relationships. Kosmos aims to improve the lives of those in and around the areas where we work.	Our primary means of engagement with communities is through our social investment programs and stakeholder consultation process ( <a href="#">see Communities</a> ).	Our social investment programs in 2023 included ( <a href="#">see Communities</a> for details): <ul style="list-style-type: none"> <li>• Continuing the Kosmos Innovation Center programs in Ghana, Mauritania, and Senegal</li> <li>• Introducing Ra'idat, a bootcamp for female entrepreneurs in Mauritania</li> <li>• Advancing mangrove restoration in Senegal</li> <li>• Supporting the installation of a hydroponic TAPKIT growing system to contribute to self-sustaining urban farming in Dallas</li> <li>• Supporting the restoration and preservation of the Church of Batete in Equatorial Guinea</li> </ul>
Business Partners and Suppliers	To foster sustainable economic development by sourcing goods and services from local vendors, when feasible, and advancing a world-class oil and gas industry in the countries where we work.	We engage with business partners on a regular basis, both formally through contract meetings, weekly or monthly check-ins, safety reviews and audits, ISNetworld, and informally at industry events.	<ul style="list-style-type: none"> <li>• Annual Operations Committee Meetings with operating partners, with an additional four to five meetings a year on active projects</li> <li>• Supplier audits</li> </ul>
Civil Society	To leverage their experience to better understand the societies in which we work and inform our decision-making processes.	We engage regularly with civil society at the international and country level and support industry research.	<ul style="list-style-type: none"> <li>• Engagement with EITI at the national level in Ghana, Senegal, and Mauritania</li> <li>• Speaking at the EITI 2023 Global Conference in Dakar, Senegal (<a href="#">see Ethics</a>)</li> <li>• Board membership on the global EITI Board, which comprises civil society, implementing and supporting countries, and supporting companies</li> </ul>



## Sustainability Materiality Assessment

In 2022, Kosmos conducted a materiality assessment to inform the way we manage sustainability and report on our performance. Material sustainability topics are those with the greatest potential to affect our business, as well as those topics most important to our stakeholders.<sup>1</sup>

A working group from the External Affairs team identified and prioritized topics based on feedback from established reporting frameworks (e.g., GRI, SASB), subject matter experts (e.g., World Economic Forum, Ipieca), topics disclosed by our peers, and engagement with investors, government representatives, and civil society. The team then worked with HSE, Investor Relations, and the Senior Vice President of Sustainability and External Affairs to refine the analysis and confirm the results.

We completed a light touch review in 2023 and found these six sustainability topics are still the most material for Kosmos:



1. For purposes of this report, the concept of materiality does not correspond to the concept of materiality used in the securities laws and disclosures required by the U.S. Securities and Exchange Commission (SEC). With respect to the term "material," individual companies are best suited to determine which information is material under the long-standing U.S. Supreme Court definition of that term, and whether to disclose this information in the SEC filings.

# 2023 Sustainability Highlights



Fatalities



Spills

Carbon neutral for operated Scope 1 and 2 emissions



MSCI  
ESG RATINGS



CCC B BB BBB A AA AAA

Awarded  
AAA rating  
by MSCI

KIC Mauritania nominated for  
U.S Secretary of State's annual  
Award for Corporate Excellence

TOP WORKPLACES  
DFW 2023

medium giant | The Dallas Morning News

Awarded Top Workplaces in Dallas/Ft. Worth by  
*The Dallas Morning News* and Top Workplaces in  
Houston by the *Houston Chronicle*





## Kosmos Innovation Center (KIC)


The KIC provides expert training, mentorship, and seed funding to support innovation through customized programs led by local experts.

**KOSMOS  
INNOVATION  
CENTER**

POWERED BY KOSMOS

KIC Ghana expanded from  
**6 TO 8**  
programs in 2023.

We are developing our first  
KIC Saint Louis program  
in Senegal, which will focus  
on economic diversification and  
climate change resilience.



To encourage female entrepreneurship, in 2023 KIC Mauritania introduced Ra'idat, a program dedicated to empowering aspiring female entrepreneurs in Mauritania. Ra'idat aims to provide additional support and resources for female entrepreneurs, including the opportunity to win seed funding. Out of over 100 applications, 15 young businesswomen were accepted into Ra'idat and four went on to receive seed funding.

# Health & Safety

At Kosmos, safety is a core part of our culture. Our expectation is compliance with all applicable health, safety, and environmental laws and regulations. We are committed to maintaining standards that protect the health and safety our employees, contractors, and the communities where we operate.

<b>OUR COMMITMENT</b>	<b>21</b>
<b>APPROACH</b>	<b>21</b>
<b>ONE TEAM, ONE GOAL</b>	<b>21</b>
<b>CONTRACTOR HSE PERFORMANCE</b>	<b>21</b>
<b>HEALTH &amp; SAFETY RISK MANAGEMENT</b>	<b>22</b>
<b>HEALTH &amp; SAFETY TRAINING</b>	<b>22</b>
<b>CRISIS PREPAREDNESS</b>	<b>22</b>
<b>2023 ACTIVITIES</b>	<b>23</b>
<b>HSE LEADERSHIP GUIDELINES</b>	<b>23</b>
<b>HEALTH &amp; SAFETY TRAINING</b>	<b>23</b>
<b>SAFETY CULTURE ASSESSMENTS</b>	<b>23</b>
<b>HSE LEADERSHIP VISITS</b>	<b>24</b>
<b>INTEGRITY MANAGEMENT STUDY</b>	<b>24</b>

[THE STANDARD](#)





## Our Commitment

We seek to ensure health and safety are a high priority during all phases of our operations. We commit to:

- Assessing and minimizing risks that could negatively affect the health and safety of our contractors or employees;
- Staying prepared to effectively respond to emergencies;
- Helping employees and those who work with us understand how their actions influence health and safety performance; and,
- Improving our health and safety performance through effective management systems.

## Approach

We believe Kosmos has a fundamental responsibility to protect our employees, communities, and those we work with. This begins with a strong safety culture, which we foster through risk management, health and safety trainings, and crisis preparedness.

We adhere to established Lifesaving Rules and Safe Work Practices, provide up-to-date procedures for managing health and safety risks, and conduct our business with respect to the expectations defined in [The STANDARD](#) (see [Sustainability Governance](#)).

We inform employees and contractors of job associated hazards during new hire and site orientations to ensure everyone has the tools and knowledge to keep themselves and others safe. The performance-based compensation of all employees is directly linked to our health and safety targets, reinforcing the importance of safety at Kosmos ([see Performance Scorecards](#)).



**ONE TEAM**  
**ONE GOAL**  
HSE EXCELLENCE

### One Team, One Goal

One Team, One Goal is our key HSE initiative for engaging with and communicating our values to our employees, contractors, and partners, including 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 goal of delivering outstanding 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.

### Contractor HSE Performance

Kosmos tracks contractor safety performance to help manage workforce safety risks. This includes reviewing HSE performance when selecting contractors, vendors, and service providers. 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 grades each contractor based on a rigorous set of HSE questions, audit logs, and historical safety data. We believe this process facilitates a safer working environment by helping us select contractors that share our commitment to safe operations. We aim to work only with contractors who have strong records of safety performance.

Kosmos personnel conduct regular evaluations on our contracted rigs at least once and up to three times weekly to assess the adoption of our safety standards

## COUNTDOWN TO SAFETY

Kosmos has long conducted safety seminars to instill a sense of shared ownership of safety responsibilities, using external speakers and leaders from outside of the oil and gas industry to get different perspectives on the topic. In a recent seminar, our HSE team presented “Countdown to Safety” featuring Astronaut Mike Mullane. He drew analogies between safety processes in his career as a naval pilot and astronaut to those in the oil and gas industry to highlight the importance of teamwork in keeping a safe work environment. Mr. Mullane shared four key safety values:

1. Look after one another
2. Beware of the normalization of deviance (i.e., repeatedly deviating from best practices increases risk that could be avoided)
3. Own your safety responsibilities
4. Be accountable to the good (i.e., hold yourself and each other to the high standards that have been set)



## OFFSHORE VISITS

Our teams working offshore face the greatest health and safety risks. As part of our health and safety risk management approach, Kosmos representatives periodically visit our offshore operations to verify that our contractors are fulfilling the expectations outlined in [The STANDARD](#) and that our operating partners are practicing a culture of safety onsite.

Offshore visits include HSE leadership visits and safety culture assessments ([see Health & Safety 2023 Activities](#)).

by contractors. These evaluations cover critical aspects of operations where high potential HSE incidents could occur, such as hot work and working in confined spaces.

Following the completion of an evaluation, scores are tabulated and uploaded to ISNetworld. If a contractor receives a poor evaluation, Kosmos contacts their senior leadership, shares the report, and works with the contractor to create a remedial action plan.

ISNetworld also allows us to set specific targets for contractors based on their safety performance and review their HSE management system. This helps us track and improve safety performance over time.

### Health and Safety Risk Management

Kosmos uses our corporate Enterprise Risk Management (ERM) framework to identify, assess, and prioritize risks ([see Risk Management](#)), including those related to health and safety. Health and safety risks are identified at the Business Unit and project levels and integrated into our performance scorecards.

Risk assessments are conducted in line with the Kosmos Global Standard for HSE Risk Management, which requires regular evaluation. After health and safety risks are identified and assessed, we establish management plans to mitigate the likelihood and impact of the risk.

### Health and Safety Training

Safe operations rely on well-trained people. Our employees and contractors complete baseline safety training so that everyone understands and can fulfill their HSE responsibilities. Topics covered include HSE leadership, HSE management, legal compliance, and the expectations laid out in our HSE Global Standards, policies, and procedures.

In addition to mandatory training, our employees and contractors complete specialized training tailored to their 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. This is to ensure everyone involved in our operations can fulfill their job requirements in such a way that protects themselves and those around them.

### Crisis Preparedness

Crisis preparedness and planning are essential for helping Kosmos respond in the event of an emergency. We maintain emergency response plans, ensure trained personnel are 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 mitigate and quickly respond to emergencies.

Our emergency response training is aligned with the Kosmos Global Standard for HSE Training and Orientation and with applicable regulatory requirements.

Routine drills are performed in real time and based on site risks. Some examples are evacuation/muster, well control, and firefighting. Emergency response drills are conducted annually and include a full-team practice response involving Kosmos employees and third parties, such as contractors, business partners, and representatives from regulatory agencies. Following these drills, we evaluate our performance to identify key lessons and opportunities and update emergency response plans as needed. In the United States,



our emergency response plans are reviewed and audited by the Bureau of Safety and Environmental Enforcement (BSEE), a government agency under the U.S. Department of the Interior.

### Monitoring Operations 24/7

Our 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 operational issues, especially in the case of leaks. The room is staffed by experienced technicians, selected for competency in spotting and understanding data trends that might point to operational issues.

## 2023 Activities

Our 2023 health and safety activities focused on promoting our One Team, One Goal initiative across our workforce.

### HSE Leadership Guidelines

At Kosmos, we lead by example. In 2023 we developed the HSE Leadership Guidelines for our owned and operated sites to set out our expectations for demonstrating HSE leadership and commitment to maintaining a safe working environment.

Our expectations are based on the elements, policies, and procedures of our HSE management system, such as the HSE Risk Management Global Standard and the HSE Contractor Management Global Standard. The health and safety roles and responsibilities for senior HSE leadership, management and supervisors, and other employees, contractors, or service providers are covered in these Guidelines. This includes how to embody the One Team, One Goal philosophy, and how to positively influence behaviors and safe working habits.

### Health & Safety Training

Given the nature of our operations there are some inherent health and safety risks to our employed and contracted workforce. In 2023, we reviewed our HSE Training Program for opportunities to improve that will help mitigate health and safety risks. Ultimately, we decided to focus on actions to improve access to and the efficiency of Kosmos specific training modules, such as providing digital or online trainings and tailoring training requirements to fit specific job functions. We also now require rig personnel to report to our Houston office for HSE training and orientation to support the successful delivery of the training modules.

Kosmos offered fifteen HSE risk management training sessions for employees at three of our largest offices – Dallas, London, and Accra – and for Kosmos' HSE leadership on our operated offshore assets. We also provided safety awareness training for contracted production operators in the U.S. Gulf of Mexico as we prepared to drill the Tiberius well. For our office workers, we rolled out an educational campaign for Life Saving Rules for Home to encourage safe behavior.

### Safety Culture Assessments

In 2023, Kosmos completed multiple safety culture assessments of our non-operated assets in Ghana and Equatorial Guinea:

**Ghana:** Kosmos conducted a safety culture assessment at Jubilee that later prompted coordinated HSE engagements between the operator, contractor, and Kosmos. We offered support at multiple levels, including CEO engagement between Kosmos and our operating partner on how Kosmos could best support the operator. Following our assessment, we helped our operating partner by providing additional training on safe system startups, Hazard and Operability Analysis (HAZOP), and shutdown and restart procedures.

**Equatorial Guinea:** Kosmos representatives, including the head of our Equatorial Guinea Business Unit, engaged with our partners at the Okume and Ceiba assets. To support our operating partner, Kosmos conducted an independent safety culture assessment to measure progress against the corrective actions noted in the operating partner's investigation reports.

## HEALTH & SAFETY FOCUS: EQUATORIAL GUINEA

At the end of 2023, a development drilling campaign commenced at the Ceiba Field and Okume Complex offshore Equatorial Guinea. After safety performance issues emerged on the drilling rig, the operator – with our full support – terminated the rig contract. The partnership postponed the drilling program until an alternative rig and drilling contractor could be hired to safely complete the work, which is planned to include the drilling of infill production wells in Block G and the Akeng Deep infrastructure-led exploration prospect in Block S. Although the partnership is eager to complete the campaign and drill the Akeng Deep well as soon as possible, we will only proceed when we are confident the work will be completed in a safe, reliable, and environmentally sound manner.

### HSE Leadership Visits

Members of our senior HSE leadership – such as the SVP of HSE, Facilities, & Production, VP of Drilling Operations, Operation Superintendents, and/or HSE Managers – conduct drillship visits to review Kosmos’ expectations regarding safety with our contracted workforce. The visits in 2023 focused on Process Safety Fundamentals.



**U.S. Gulf of Mexico:** To prepare for drilling the Tiberius exploration well, HSE leadership visited the drilling rig to reiterate our standards for safe working practices throughout the drilling campaign. Kosmos established personalized emergency response measures to address risks associated with the remote location of the well and held several One Team, One Goal review sessions with our contracted workforce.

In late 2023, two injuries occurred on one of our contracted drillships that resulted in one restricted work case and one lost time incident. Both cases were formally investigated and, to provide additional support and oversight, Kosmos HSE Managers remained on the drillship until the campaign had completed. Members of our Senior Leadership Team visited the drillship to follow-up on the root cause of these incidents. Kosmos then reviewed our approach

to managing HSE performance during short-term drilling contracts to understand how we can reduce or mitigate such safety risks.

### Integrity Management Study

Kosmos completed an Integrity Management Study in 2023 to assess the condition of our subsea infrastructure and approach to Integrity Management. The study found Kosmos’ Integrity Management program is consistent with the industry standards and even stronger in some areas. Critically, the study did not identify any changes required to maintain the integrity our subsea infrastructure.

The results of this study were reported to the Health, Safety, Environment, and Sustainability (HSES) Board Committee.

1. Data reflects combined total for Kosmos’ employees and contractors.



# Climate Change & the Energy Transition

As the world grapples with the challenge of providing affordable, secure, and cleaner energy, Kosmos is committed to integrating climate change and energy transition risks and opportunities into our business strategy and decision-making. We support the Paris Agreement and the recent COP28 final agreement which recognize countries must define their own route through the energy transition at a pace that reflects the socioeconomic development needs of their people. A just, orderly, and equitable energy transition must be inclusive for all, without sacrificing global energy security.

<b>OUR COMMITMENT</b>	<b>26</b>
<b>APPROACH</b>	<b>26</b>
<b>STRATEGY</b>	<b>26</b>
<b>ADVANCING A JUST ENERGY TRANSITION IN AFRICA</b>	<b>28</b>
<b>CLIMATE-RELATED RISK MANAGEMENT</b>	<b>29</b>
<b>2023 ACTIVITIES</b>	<b>30</b>
<b>MEASURE</b>	<b>30</b>
<b>REDUCE</b>	<b>32</b>
<b>MITIGATE</b>	<b>33</b>

[CLIMATE CHANGE POLICY](#)

[CLIMATE RISK AND RESILIENCE REPORT](#)



## Our Commitment

Contributing to a just, orderly, and equitable energy transition starts with Kosmos managing the climate impact of our portfolio. We commit to:

- **Reducing absolute Scope 1 equity emissions 25% by 2026, compared to a 2022 baseline** – This tangible, near-term target addresses the important need to tackle current emissions from our operated and non-operated assets.
- **Achieving and maintaining top quartile carbon intensity in both our oil and gas portfolios** – This long-term commitment to manage carbon intensity at the leading edge of the industry demonstrates the integration of climate considerations within our overall business strategy.
- **Maintaining carbon neutrality for Scope 1 and Scope 2 operated emissions** – Since 2021, Kosmos has achieved carbon neutrality for our operated activities, and we are committed to maintaining carbon neutrality in the years to come.
- **Strengthening our climate disclosures and emissions calculations using the highest international standards** – We regularly monitor scientific, regulatory, and other external developments related to climate change and our industry to better understand the evolving expectations of our stakeholders and best practices for upstream oil and gas companies. For example, we are now disclosing our Scope 3 category 11 (use of sold products) emissions, in line with best practices.

## Approach

Our approach is to fully embed the challenges, risks, and opportunities created by climate change into our business strategy and decision-making so we can help supply the energy the world needs with responsibly produced low cost, lower carbon oil and gas.

The Kosmos [Climate Change Policy](#) outlines our approach for managing our response to climate change:

- Integrate into our business strategy the risks and opportunities presented by climate change and the global energy transition;
- Establish strong internal governance of climate change ([see Climate Governance](#));
- Measure, reduce, and mitigate our greenhouse gas emissions; and
- Be transparent with stakeholders about our understanding and management of climate change.

### Strategy

Our purpose is to supply the energy the world needs today and find and develop cleaner energy to advance the energy transition.

All of our Business Units are responsible for and fully engaged in assessing opportunities to lower our carbon intensity and reduce emissions. It is a key area of engagement with our operating partners, and we include climate considerations in the analysis of any potential merger or acquisition.

To help integrate climate change considerations into our business strategy, we previously conducted a scenario analysis to assess the risks and opportunities related to climate change and the energy transition, including what they might mean for capital allocation and portfolio management. More information covering our scenario analysis can be found in our [Climate Risk and Resilience Report](#).

Based on the findings of the scenario analysis and our view of the industry's future, we stopped investing in frontier exploration and now focus our attention and capital on:

#### 1. Growth in natural gas and liquefied natural gas (LNG)

– Kosmos is investing in the growth of our low cost, lower carbon natural gas and LNG business, which should help address energy affordability and increase energy security by supplying more gas to global energy markets, as well as to domestic markets in Africa.



#### 2. Infrastructure-led exploration in proven basins

– Exploration in our proven basins can typically allow discoveries to be tied back to existing infrastructure more quickly, at a lower cost, and with a lower overall carbon intensity. This approach is expected to yield higher returns and deliver faster payback.

**3. Production optimization** – Kosmos aims to optimize the responsible production of low cost, lower carbon oil and gas so that we can efficiently deliver the energy the world needs today.

We are investing in growing oil supply at each of our core production hubs, with an emphasis on high graded projects that yield low cost, lower carbon barrels. At the same time, we are working with our partners to bring new sources of low cost, lower carbon natural gas into production.

We plan to continue shifting the balance of our portfolio from oil to natural gas and LNG to help meet the world's energy needs as cleaner natural gas displaces coal, heavy fuel oil, and biomass as a primary source of energy in both developed and emerging economies. With our plan to increase the weighting of natural gas in our portfolio compared to oil, we expect



the carbon intensity of our Scope 3 category 11 emissions will decrease; emissions associated with burning natural gas are significantly lower than those associated with burning oil products.

Africa, where Kosmos conducts most of our business, needs more of all types of energy to bring greater prosperity to its citizens and advance a just energy transition. The continent is blessed with enormous natural gas resources that could be used to alleviate energy poverty and supply the rest of the world with secure, affordable, and cleaner energy without threatening the world's carbon budget. If Africa uses its entire known gas reserves, its cumulative CO<sub>2</sub> emissions over the next 30 years would raise the continent's share of global emissions from 3% to a mere 3.5%.

We aim to help our host countries follow pathways through the energy transition that reflect their national circumstances. Supporting the responsible development of their gas resources can facilitate a just

and equitable transition by providing domestic power and generating revenues to invest in infrastructure and services that raise living standards today while transitioning over time to renewables and a lower carbon future.

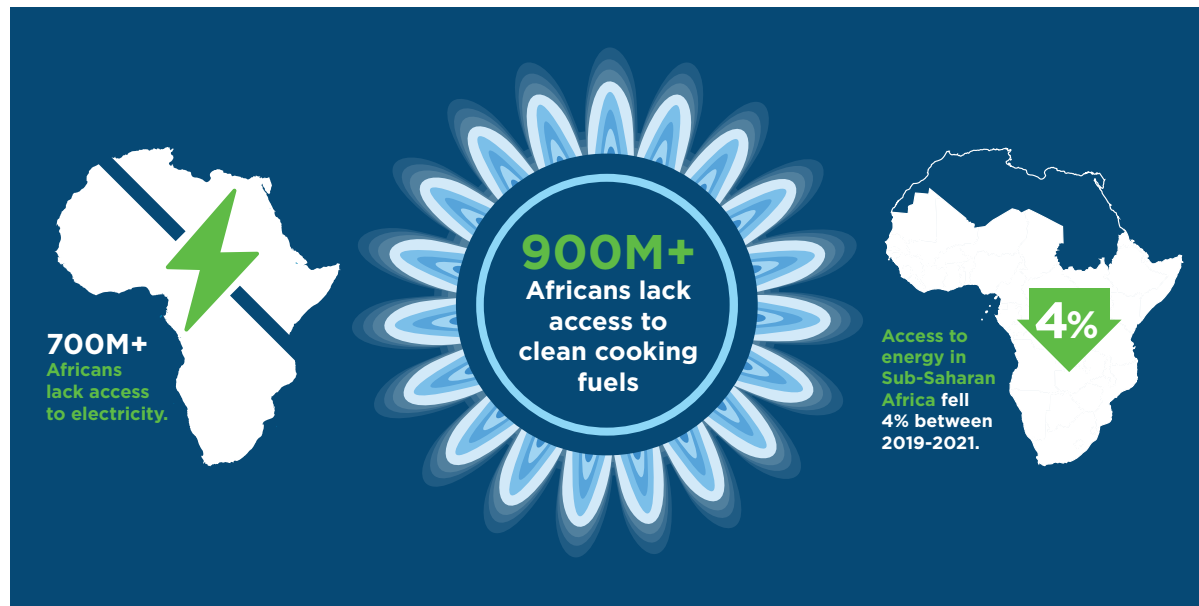
Kosmos is contributing to the energy transition with the development of the Greater Tortue Ahmeyim project (GTA) located offshore Senegal and Mauritania. GTA will produce LNG for export and make gas available for domestic use. Gas produced at GTA has negligible carbon dioxide and minimal impurities, which reduces the need for processing ahead of transportation and liquefaction.

In addition, Kosmos is working offshore Senegal to develop Yakaar-Teranga, one of the largest gas discoveries in recent years. We believe the gas field holds approximately 25 trillion cubic feet (Tcf) of advantaged gas-in-place, which has similar characteristics to the gas at GTA.



Kosmos assumed operatorship of Yakaar-Teranga in 2023. We are working closely with our partner PETROSEN, the national oil company, on an innovative development concept that prioritizes cost-competitive gas to the rapidly growing domestic market, combined with an offshore liquefied natural gas (LNG) facility targeting exports into international markets. The currently envisioned development concept is an offshore development producing approximately 550 million standard cubic feet of gas per day with domestic gas transported via pipeline to shore and export volumes liquified on a floating LNG vessel.

The concept is now being optimized to meet the domestic and international requirements, after which we expect the project will move into front-end design and engineering (FEED).



## Advancing a Just Energy Transition in Africa

At the inaugural Africa Climate Summit in Nairobi last fall, dozens of African leaders and climate activists met to discuss sustainable solutions for global climate challenges. The resulting Nairobi Declaration asserted the world should treat decarbonizing the global economy as an opportunity to improve energy equality and shared prosperity:

**“This declaration will serve as a basis for Africa’s common position in the global climate change process, no country should ever have to choose between development aspirations and climate action.” Nairobi Declaration**

COP28 reinforced this message in their final agreement by stating the global energy transition can provide opportunities for sustainable development and poverty eradication. The agreement further recognizes that nations can adopt different pathways and approaches as they move through the energy transition, taking into account their different national circumstances.

Kosmos shares this view - a just, orderly, and equitable energy transition requires an inclusive approach that recognizes no two countries are alike in their ability to transition to lower carbon economies. The developed world cannot expect the same speed of transition or adoption of renewables from developing nations, as many do not have the infrastructure, resources, or capacity to leap straight to renewables.



To help our broad set of stakeholders better understand the needs and opportunities of our host nations, Kosmos tasked a team of researchers from Oxford Economics to [analyze the future energy trajectories](#) of Ghana, Mauritania, Senegal, and Equatorial Guinea, as well as Nigeria as a further comparator. The report found more than 35% of the nations’ collective populations do not have access to electricity and close to 75% do not benefit from cleaner cooking options.

The study also showed that oil and gas are central to the countries’ socioeconomic development. The use of natural gas, in particular, is expected to grow significantly and complement rising shares of renewables in energy production, with gas-to-power serving as a foundational baseload of the countries’ electricity supply by 2050.

While we recognize the world will eventually need less oil and gas as the energy transition progresses, even the most aggressive forecasts note that hydrocarbons will be required for decades to come. The COP28 final agreement explicitly recognized that transitional fuels play a role in facilitating the energy transition while promoting energy security.

Kosmos aims to provide natural gas as a transition fuel to global energy markets and domestic markets in Africa to support global energy security. This is evident with our natural gas and LNG projects like Yakaar-Teranga, which could support Senegal’s growing population and the country’s increasing domestic energy needs.

**A just, orderly, and equitable energy transition requires an inclusive approach that recognizes no two countries are alike in their ability to transition to lower carbon economies.**

With our low cost, lower carbon oil and gas portfolio, Kosmos aims to be a responsible producer the world can count on to balance energy security and affordability with the need to lower emissions while being a force for good in our host countries.



## Climate-Related Risk Management

We actively identify the challenges and opportunities that climate change and the global energy transition present to our business. Based on the materiality factors of likelihood and potential cost to the business, we identified the energy transition as an enterprise risk through our corporate Enterprise Risk Management (ERM) framework.

The Health, Safety, Environment, and Sustainability (HSES) Board Committee oversees our management of the energy transition risk and provides general oversight of climate related risks ([see Climate Governance](#)).

Our senior leadership assesses the climate-related risks in our ERM framework on a quarterly basis using a materiality matrix. During our Quarterly Performance Reviews (QPRs), each Function/Business Unit works with senior leadership to evaluate the energy transition and climate-related risks. Risk ownership and management plans are then assigned accordingly. Senior leadership also reviews during QPRs how the Function/Business Unit is managing risks, assigns new roles, and checks risk management plans before updating the HSES Board Committee. We believe this process allows us to effectively embed climate and energy transition related risk analysis into the decision-making process of each Function/Business Unit.

One of the updates to the ERM framework in 2023 was to address the risk of lost investment due to potential misalignment between lenders' ESG strategies and Kosmos' climate strategy and targets.

Kosmos assesses two categories of climate change risk – transition and physical:

### Transition Risks

Transition risks are those related to the social and economic shift towards a low carbon, climate friendly future. These risks include government policies, potential legal actions, technology shifts, market changes, and reputational implications that are mostly



outside our control. Some of the climate-related transition risks we have identified as most material to our business are emerging regulation, new technologies requiring increased investment on Kosmos' part or those likely to affect our revenue, and market risks related to inflation and geopolitics.

### Physical Risks

Physical risks stem from the physical impacts of climate change including extreme weather events and sea level rises. As we do not operate the production platforms or vessels that process our production, we have limited control over managing 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 mitigation plans and emergency response mechanisms in place and determine if they are sufficient to protect our people and interests.

## CLIMATE DISCLOSURE REGULATION

Kosmos currently faces few mandatory emissions reporting obligations, and reports emissions and other climate-related metrics in line with voluntary frameworks such as the Sustainability Accounting Standards Board and the Task Force on Climate-related Financial Disclosures. Under pending new SEC Climate Disclosure rules we would become subject to further reporting requirements. We are dedicating the necessary resources and expertise to help stakeholders understand our emissions footprint and exposure.

The greatest physical climate-related risk to Kosmos currently is changing weather patterns, such as the potential for increased severity and frequency of extreme weather events. We maintain a hurricane response plan that we review with drilling contractors on wells we operate. We also utilize Loss of Production Income insurance to partially protect our assets.

**An assessment of climate-related risks and opportunities can be found in our [Climate Risk and Resilience Report](#).**

## 2023 Activities

Kosmos uses Measure, Reduce, Mitigate as a framework for managing the commitments in our [Climate Change Policy](#).

### Measure

Kosmos discloses emissions using the operational control approach and equity share approach. We are committed to measuring our direct and indirect emissions in line with recognized GHG accounting standards.

#### Operated Emissions

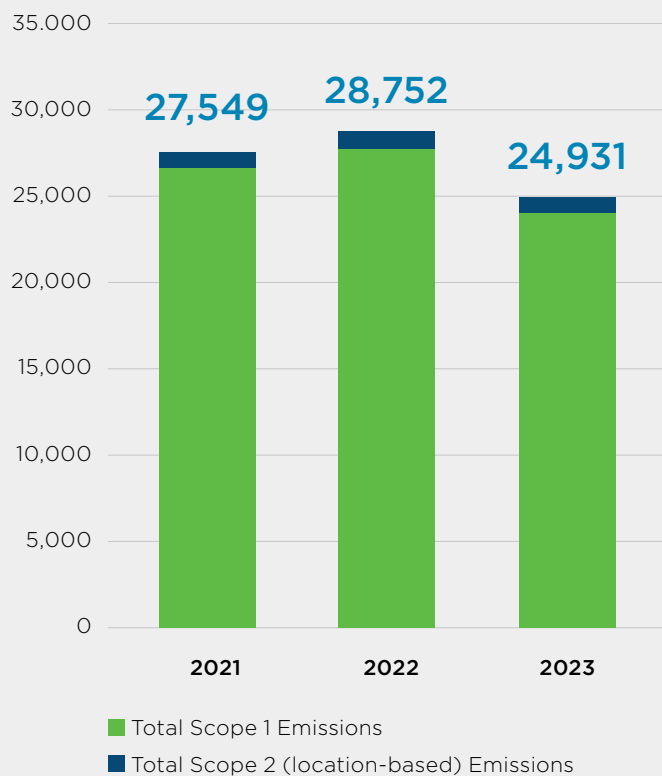
Our operated emissions reflect the emissions from assets directly under our control. Our operated Scope 1 and Scope 2 emissions have been internally audited and received review-level external assurance from EY ([see Appendix](#)).

**Scope 1:** Our Scope 1 operated emissions take into consideration drilling activities, logistics, and any other emissions directly attributable to our business. In 2023, our operated Scope 1 emissions came exclusively from the U.S. Gulf of Mexico, where Kosmos operates the subsea infrastructure that ties into production platforms. We do not operate our producing assets in Equatorial Guinea or Ghana.

Our total Scope 1 emissions in 2023 were 23,913 tCO<sub>2</sub>e. The decrease in our total Scope 1 emissions is because there were 23 less days of drilling, completion, and rig activity compared to 2022.

**Scope 2:** Our Scope 2 operated emissions reflect the emissions related to electricity purchased for our offices. Total Scope 2 emissions in 2023 equaled 1,018 tCO<sub>2</sub>e and came from purchased electricity at our largest offices: Dallas, Houston, London, and Accra. Since the majority of our workforce is based in the United States, 90% of our Scope 2 emissions come from our Dallas (741 tCO<sub>2</sub>e) and Houston (175 tCO<sub>2</sub>e) offices.

## TOTAL OPERATED EMISSIONS (TONNES CO<sub>2</sub>E)



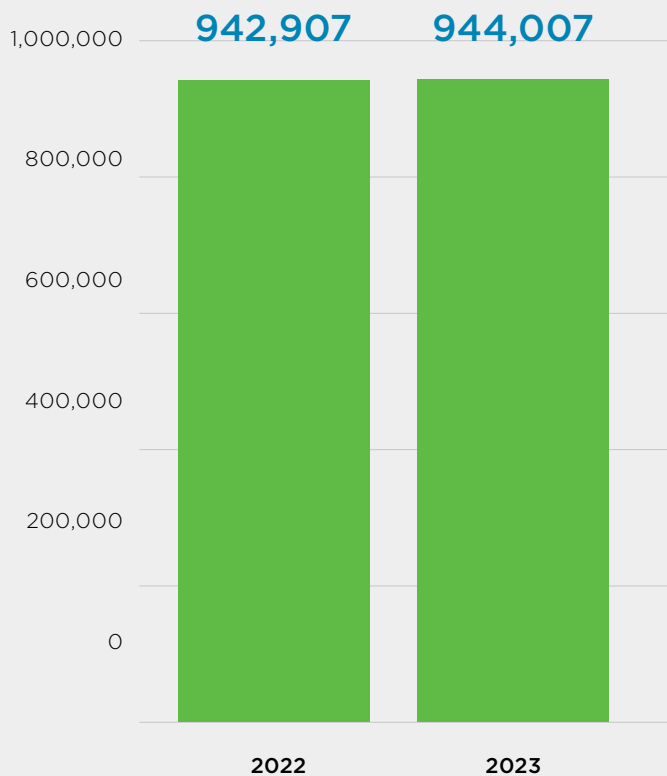
Calculated our operated Scope 1 and Scope 2 emissions in accordance with the GHG protocol and with consideration of Ipieca guidelines

Secured independent review-level external assurance over our operated Scope 1 and Scope 2 emissions

Maintained carbon neutrality since 2021 for our operated Scope 1 and Scope 2 emissions



## TOTAL SCOPE 1 EQUITY EMISSIONS (TONNES CO<sub>2</sub>E)



Worked with operating partners to develop an approach for measuring Scope 1 emissions according to our equity share of non-operated assets

Secured review-level external assurance over our total Scope 1 equity emissions

### Equity Emissions

Kosmos also measures and discloses emissions in accordance with the equity share approach.

**Scope 1:** Our equity emissions reflect the Scope 1 emissions from our assets according to our equity share in Equatorial Guinea, Ghana, the U.S. Gulf of Mexico, Mauritania, and Senegal.

### Scope 3 Emissions

Scope 3 emissions refer to all indirect GHG emissions, not included in Scope 2, that occur in a company's value chain. The vast majority of Scope 3 emissions for oil and gas companies come from the use of products sold such as motor or heating fuels.

In 2022, as part of our approach to understand the issues more clearly Kosmos conducted a full and detailed materiality assessment of the fifteen categories of Scope 3 emissions. Our analysis confirmed category 11 (use of sold products) as the most material to our business and of highest importance to our stakeholders.

As an oil and gas company with no downstream assets, Kosmos has no control over how the hydrocarbons we produce are consumed or transformed into other products. However, we are aware of the differing impacts on emissions depending on the use of the hydrocarbons we produce. Shifting the weighting from oil to natural gas in our portfolio is one way Kosmos can reduce our climate impact while still delivering secure and affordable energy the world needs today and tomorrow. This is supported by the recent COP28 agreement, which explicitly recognized the role 'transitional fuels' can play in facilitating a just, orderly, and equitable energy transition while ensuring energy security, and particularly so in developing countries.

For example, the replacement of heavy fuel oil by natural gas as the main feedstock of a domestic power system is expected to reduce emissions intensity over time.

As we shift the balance of our portfolio from oil to natural gas, we expect the carbon intensity of our Scope 3 category 11 emissions will decrease, as emissions from burning natural gas are significantly lower than those associated with burning oil products. We believe that measuring and disclosing category 11 emissions intensity will, therefore, help demonstrate the impact of our climate strategy in action and help Kosmos better manage our response to climate change.

Kosmos developed our approach for calculating category 11 emissions using the internationally recognized GHG Protocol and industry specific guidance from Ipeica's "Estimating Petroleum Industry Value Chain (Scope 3) Greenhouse Gas Emissions: Overview of Methodologies." Our approach was reviewed by a leading sustainability consultancy and we received review-level external assurance from EY over our total Scope 3 category 11 emissions.

We plan to periodically review and refine our methodology to ensure our calculations stay consistent with the evolving standards and best practices of Scope 3 emissions accounting and reporting.

## Reduce

We continue to work on reducing operational and equity 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. Engagement with partners and suppliers is critical for driving efficiency improvements and reducing emissions across our portfolio.

### Operated Emissions

In 2023, Kosmos identified an opportunity to reduce our Scope 2 emissions by streamlining our data centers and upgrading the IT infrastructure currently in place. We plan to consolidate data centers and migrate information to the Cloud to reduce the total amount of equipment needed to store data or cool other equipment.

Work is expected to be complete later this year.

## ENVIRONMENTAL REPORTING APP

We use a custom-built Environmental Reporting Application to digitize federally regulated environmental reporting on carbon emissions generated by Kosmos' contracted offshore rigs, seismic vessels, helicopters, and support vessels to measure our operated emissions. Using this application increases data accuracy and, with real-time data functionality, improves our trend analysis and decision making. Our teams across the business use the collected data to better understand our carbon footprint and assess opportunities for emissions reductions initiatives.





### Equity Emissions

Flaring is the single largest contributor to GHG emissions for our non-operated assets in Ghana and Equatorial Guinea. We are working with our partners to reduce the carbon intensity of our producing assets and eliminate routine flaring in Ghana and Equatorial Guinea. Kosmos has committed capital to help ensure our partners reach these goals.

**Ghana:** Our operating partners have committed to debottlenecking the gas systems on Jubilee and TEN, as well as working with the government of Ghana to increase gas offtake and thereby reduce routine flaring. The partnership’s first step was modifying the gas handling system on the Jubilee Floating Production Storage and Offloading (FPSO) unit, which is expected to enable the operator to inject and export more gas volumes.

The equipment installed at TEN in 2023 facilitated greater than 40% decrease in average daily flare volume. The analysis we ran prior to investing in these modifications revealed these actions increase production while simultaneously reducing emissions.

**Equatorial Guinea:** Kosmos and our operating partners agreed to reduce routine flaring to only what is necessary for safe operations. We are investing in projects to improve the existing gas network and to inject produced gas back into the reservoir. In 2023 our partners began Phase 1, which utilizes gas compression at the Foxtrot platform to send gas to an aggregation point for future re-injection. This enables our operating partners to reuse the gas for power and decrease the amount of diesel fuel purchased and used to meet onsite energy demand.

### Mitigate

Where we are unable to reasonably eliminate operational emissions, we rely on carbon offsets to achieve our commitment to carbon neutrality for operated Scope 1 and Scope 2 emissions. Our aim is to invest in high-quality offset projects in the regions where Kosmos has significant operations. In addition to carbon and environmental benefits, these projects bring economic and social co-benefits and contribute to a range of U.N. Sustainable Development Goals.

The majority of our retired carbon offsets to date have come from high-quality solutions, such as 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.

#### Ghana

Last year, a report by Oxford Economics ([Energy Transitions in Western and Central Africa](#)) found more than 75% of households in Ghana lack access to clean cooking fuels and technologies, relying instead on biomass fuel sources such as wood and charcoal. Burning charcoal for fuel releases high levels of CO<sub>2</sub> and other harmful pollutants. This method of cooking is inefficient, poses serious health risks, and is one of the largest sources of local GHG emissions.

**In early 2020, we set the goal to become carbon neutral for our operated Scope 1 and Scope 2 emissions by 2030 or sooner. Kosmos is proud to have achieved this goal in 2021 and to have maintained carbon neutrality ever since.**

Kosmos is in a partnership to distribute clean cookstoves to rural households in western Ghana and secure carbon offsets. Over the next four years, the project is expected to:

- Distribute more than 240,000 cookstoves across Ghana
- Reduce average emissions by approximately 255,000 tonnes of tCO<sub>2</sub>e per year
- Create 10 jobs during the manufacturing and distribution process

We expect these cookstoves to be at least 30-40% more efficient than traditional three-stone fires and stoves.

## MITIGATING OPERATED SCOPE 1 AND SCOPE 2 EMISSIONS

	2023	2022	2021
Gross Global Scope 1 Emissions (tonnes CO <sub>2</sub> e)	23,913	27,665	26,591
Gross Global Scope 2 Emissions (location-based) (tonnes CO <sub>2</sub> e)	1,018	1,087	958
Gross Global Scope 1 and 2 Emissions (tonnes CO <sub>2</sub> e)	24,931	28,752	27,549
Total high-quality carbon offsets purchased <sup>1</sup>	75,000	86,000	25,000
Total high-quality carbon offsets retired	25,000	39,000	25,000

1. One carbon offset equals one tonne CO<sub>2</sub>e

# Ethics

Kosmos is built on a foundation of ethical behavior. We are committed to acting with the highest level of integrity, professionalism, and fairness at all times. Behaving ethically in all our activities is critical to the success of our business and a defining characteristic of our company.

<b>OUR COMMITMENT</b>	<b>35</b>
<b>APPROACH</b>	<b>35</b>
<b>ANTI-CORRUPTION COMPLIANCE POLICY</b>	<b>35</b>
<b>ANTI-CORRUPTION COMPLIANCE TRAININGS</b>	<b>35</b>
<b>WHISTLEBLOWER HOTLINE</b>	<b>35</b>
<b>INDUSTRY ORGANIZATIONS</b>	<b>36</b>
<b>EXTRACTIVES INDUSTRY TRANSPARENCY INITIATIVE</b>	<b>36</b>
<b>2023 ACTIVITIES</b>	<b>36</b>
<b>ANTI-CORRUPTION COMPLIANCE TRAINING</b>	<b>36</b>
<b>TRANSPARENCY</b>	<b>37</b>

[CODE OF BUSINESS CONDUCT AND ETHICS](#)

[BUSINESS PRINCIPLES](#)

[ANTI-CORRUPTION COMPLIANCE POLICY](#)

[WHISTLEBLOWER HOTLINE](#)





## Our Commitment

We expect all Kosmos Board members, full- and part-time employees, and contractors to follow our [Code of Business Conduct and Ethics](#) (our Code) and our [Business Principles](#). As stated in our Code, we commit to:

- Fostering an inclusive culture of honesty and accountability;
- Treating one another – and our host countries, communities, and other stakeholders – with fairness and respect;
- Avoiding conflicts of interest; and
- Maintaining a strong compliance culture.

Additionally, Kosmos is committed to 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. Our presence on the board of the Extractive Industries Transparency Initiative is a testament to this commitment.

## Approach

We conduct our affairs with integrity and in full compliance with all applicable laws, including the U.S. Foreign Corrupt Practices Act (FCPA) and the U.K. Bribery Act of 2010. In addition, we create a culture of compliance by holding ourselves to the standards set in the [Anti-Corruption Compliance Policy](#), providing regular trainings, and advertising widely the availability of the [Whistleblower Hotline](#).

All new employees receive anti-corruption compliance training and a copy of our Code, and are required to sign a statement of understanding and agreement to comply before beginning work at Kosmos.

## Anti-Corruption Compliance Policy

Our [Anti-Corruption Compliance Policy](#) lists best practices for ethical business standards; sets forth key concepts and definitions; outlines the internal compliance structure, reporting procedures, and responsibilities for our workforce; and identifies prohibited conduct for anyone working for or acting on behalf of the company. All employees, contractors, agents, and anyone working on behalf of Kosmos is required to comply with this policy.

Kosmos reinforces its commitment to ethical behavior through the performance-based compensation of our employees, including the CEO and all executive officers: the achievement of zero anti-corruption violations is an annual KPI on the Corporate Scorecard ([see Performance Scorecards](#)).

## Anti-Corruption Compliance Trainings

Kosmos requires all employees and contractors, including our Senior Leadership Team, to complete annual training to facilitate understanding of and compliance with our [Anti-Corruption Compliance Policy](#). These trainings promote high standards of ethical behavior and compliance at every level of the company. Following the training session, employees and contractors take an exam to verify comprehension of the expectations and requirements.

New hires receive one-on-one compliance training with a member of our Compliance team during new hire orientation. This training covers our expectations for ethical conduct and compliance, how to access the [Whistleblower Hotline](#), and anti-corruption and compliance procedures, such as how to report receiving a gift.

## Whistleblower Hotline

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



The system is designed to be accessible to everyone. Individuals can either file a report online or call a tollfree number. If someone chooses to call in a report, there are phone operators who can take the report in the person's native language. All individuals making a report can choose to remain anonymous.

We strongly encourage our people to report any issues or concerns about potential breaches of our policies to their manager or other members of our leadership, or through the [Whistleblower Hotline](#). Our Chief Compliance Officer and the Vice President of Internal Audit evaluate all reports made to the Hotline and determine appropriate follow-up actions. Retaliation of any nature is strictly prohibited; no one who makes a report in good faith will be penalized.

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

## Industry Organizations

Kosmos participates in select industry organizations (see [Appendix](#)), 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.

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



## Extractives Industry Transparency Initiative

Since 2012, Kosmos has been a Supporting Company of the Extractives 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. In 2022, Kosmos was appointed to the EITI board as an alternate member where we plan to continue engaging with government representatives, business leaders, and civil society members to strengthen governance in the extractive sector.

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. Participating governments are required 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.

Ghana, Mauritania, and Senegal have implemented the EITI standards. We strongly advocate for all our host countries to adopt these standards. We also collaborate with the EITI on information sharing and capacity building projects in our host countries to promote greater transparency across the industry.

## 2023 ANTI-CORRUPTION AND COMPLIANCE TRAINING HOURS

Employee	242
Contractor	106
New Hire	11
<b>Total in 2023</b>	<b>359</b>

## COMPLIANCE AUDITS

We regularly evaluate our standards of conduct and anti-corruption procedures to ensure we adhere to best practices and remain, at a minimum, compliant with all applicable laws. Part of this evaluation includes an annual internal audit of training content and hours to ensure the material remains relevant and that everyone participated. Other topics covered in the audit include due diligence and anything requiring pre-approval per our [Anti-Corruption Compliance Policy](#) such as any gifts, donations, offers, or promises of anything of value.

## 2023 Activities

Our success is dependent on our employees understanding and following our policies and practices on ethical behavior and reporting any potential breaches.

### Anti-Corruption and Compliance Training

Our annual anti-corruption and compliance training helps embed ethical decision making into every level of the company.





Mike Anderson (Senior Vice President of Sustainability & External Affairs) (far right) contributed with fellow panelists at the “Recharging Transparency: Lessons learned on contract disclosure” panel at the EITI 2023 Global Conference.

## Transparency

Kosmos has earned an industry reputation for transparency in dealings with host governments, as we were the first U.S. oil and gas company to disclose project-level payments and, as far as we are aware, are the only U.S. independent oil and gas company to report all payments at a project level. The open nature of our business dealings fosters mutual accountability and builds trust with our stakeholders. We disclose the terms of our petroleum agreements and report payments made to host governments at both the project level and in aggregate.

Our Payments to Governments Report can be found on our [website](#).

After Kosmos was appointed to the EITI board as an alternate member in 2022, we have continued our engagements with government representatives, business leaders, and civil society members to strengthen governance in the extractive sector.

Our Senior Vice President of Sustainability & External Affairs and our Vice President of Sustainability & ESG both participated in panels that spoke to their respective expertise:

**Recharging transparency: Lessons learned on contract disclosure** – discussing lessons from governments and companies on the benefits of industry transparency as the energy transition accelerates.

**Race to the top: How EITI company disclosures contribute to ESG performance** – raising awareness about the Expectations for EITI and discussing EITI’s assessment of company progress in meeting the Expectations, including examples of best practices in action.



Our External Affairs Manager Mamadou Mar Faye represented Kosmos and the private sector at the EITI global conference launch event in April 2023.

# Our People

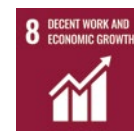
Every employee at Kosmos is essential to fulfilling our purpose. We seek to employ suitably qualified individuals from the countries in which we operate, and we work hard to create a positive workplace where everyone is encouraged to succeed.

<b>OUR COMMITMENT</b>	<b>39</b>
<b>APPROACH</b>	<b>39</b>
<b>ATTRACT</b>	<b>39</b>
<b>ENGAGE</b>	<b>40</b>
<b>DEVELOP</b>	<b>41</b>
<b>2023 ACTIVITIES</b>	<b>42</b>
<b>WORKFORCE ENGAGEMENT SURVEY</b>	<b>42</b>
<b>TRAINING AND DEVELOPMENT</b>	<b>42</b>
<b>EMPLOYEE COMMITTEES</b>	<b>42</b>

[BUSINESS PRINCIPLES](#)

[CODE OF BUSINESS CONDUCT AND ETHICS](#)

[WHISTLEBLOWER HOTLINE](#)





## Our Commitment

We believe attracting, retaining, and developing a diverse global workforce that embraces our values and culture is vital for our role in the energy transition. As such, we commit to:

- Providing more than a living wage for all employees, regardless of location;
- Being an equal opportunity employer;
- Promoting diversity in our workforce;
- Engaging employees on a regular basis; and,
- Investing in the development of our employees so they may achieve personal and professional success.

We uphold the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, which includes the freedom of association. Kosmos does not permit child, forced, or bonded labor at our operations or among our suppliers.

## Approach

Kosmos aims to be a workplace of choice. We accomplish this by fostering an inclusive work environment that attracts a high-quality workforce, promotes employee engagement and open dialogue, and supports development opportunities for our people. We welcome the array of diverse perspectives and experiences of Kosmos employees, whether in terms of race, ethnicity, sexual orientation, gender expression, religion, national origin, or disability. The benefits and programs we offer differentiate Kosmos as an employer of choice and help us to attract and retain top talent.

## LOCAL EMPLOYMENT

In 2023 we continued our record of 100% local employment 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.



### Attract

Every employee at Kosmos is empowered to make an impact, necessary to deliver the business strategy, and crucial to fulfilling our company purpose. This attracts the talented people who make Kosmos a great place to work.

For the fourth consecutive year, Kosmos has been named one of America's Most Responsible Companies by Newsweek and Statista. We have also been named, for the ninth time, one of the Dallas-Fort Worth metro area's Top 100 Places to Work per the Dallas Morning News and, for the eighth consecutive year, a Top Workplace by the Houston Chronicle.



### Equal Opportunity Employer

We are an equal opportunity employer and provide employment opportunities to qualified individuals regardless of race, ethnicity, 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; and
- Social activities.

Discrimination is not tolerated at Kosmos and prohibited by our [Business Principles](#) and [Code of Business Conduct and Ethics](#). We encourage all employees to report any incidents of possible discrimination or harassment to their immediate supervisor or manager, through our web-based

## WORK-LIFE BALANCE

Kosmos recognizes the importance of a healthy work-life balance. Our employees work with a strong accountability mindset and are given the freedom and space to get the job done. Our hybrid working model allows personnel to combine working in one of our offices and working from home. We have received positive feedback from our employees on the flexibility afforded by this approach.

[Whistleblower Hotline](#), or to a member of our Senior Leadership Team. Violations result in corrective action including, if appropriate, termination.

### Compensation and Benefits

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.

Kosmos maintains a clear and equitable approach to the remuneration of our employees. We provide more than a living wage for every employee and adjust our pay scale annually in response to market conditions. In addition to competitive base salaries, all employees participate in variable incentive plans that are determined by company and individual performance. For instance, in the United States and the United Kingdom all employees are shareholders through our long-term incentive plan (“LTIP”).

Beyond financial incentives, we offer locally competitive benefits to ensure our employees can care for themselves and their families. In the United States,

where the vast majority of our employees reside, these benefits include:

- Medical, dental, and vision insurance for employees and their dependents
- Retirement matching (i.e., 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
- Hybrid work schedules
- Employee discounts
- Worldwide emergency health and security 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 issues

### Engage

We engage our employees in meaningful dialogue because open and honest communication is critical to building trust and promoting inclusivity.

Our Chairman and Chief Executive Officer hosts quarterly town halls to promote employee engagement and transparent communication. Virtual

town halls are held for each Function/Business Unit to create an environment where everyone can engage easily. Employees are encouraged to ask questions and provide feedback directly to the Chairman and CEO in an open forum. Typical topics discussed include operational updates, progress against long-term strategic objectives, and sustainability initiatives. Our Chairman and CEO also hosts regular lunches with small groups of employees from across the business (about ten people at a time) to encourage additional dialogue within the company.

We also engage our colleagues through social events hosted at our offices, a fortnightly newsletter This Week at Kosmos, and through Lunch and Learns. Lunch and Learns are informal educational sessions about topics relevant to Kosmos. A Kosmos employee or an invited guest speaker uses their lunch hour to speak on their area of expertise and answer any questions our colleagues may have.





### Open-Door Policy

The Open-Door Policy promotes an open feedback culture and underscores our commitment to inclusivity and the highest standards of business ethics. It 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](#) (see [Ethics](#)).

No employee who uses the Open-Door Policy in good faith will be subject to adverse employment action and retaliation is not tolerated.



### Develop

We offer a variety of programs to help our employees reach their full potential. Our employees receive feedback on strengths and areas for development through regular check-ins with their supervisors and through the formal performance review process. All employees are encouraged to have an annual personal development plan and are empowered to pursue additional education and skills development in line with personal and company goals.

#### Performance Review Process

Kosmos maintains a formal performance review process for all employees. This supports our 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 run by our Senior Leadership Team, which results in our Corporate Scorecard, a quantitative tool used to determine performance-based pay (see [Performance Scorecards](#)). Every employee works with their supervisor to set employee-specific goals that directly feed into those of the company-wide Corporate Scorecard.

At the end of the year, performance is assessed at the company, Function/Business Unit, and individual level. In turn, these assessments determine variable incentives.

#### Personal Development Plans

Employees are encouraged to work with their direct supervisor to create personal development plans to capture their professional goals in the short-term (1-3 years), mid-term (3-10 years), and long term (>10 years). These goals are driven by an employee's career aspirations and enable Kosmos to effectively support our people.

### Tuition Reimbursement Policy

We encourage our employees to continue to build skills and obtain degrees or certifications to further their career. To support their professional development, all regular full-time U.S.-based employees working for Kosmos for a minimum of one year are eligible for tuition reimbursement for relevant formal education such as associate degrees, bachelor's degrees, or an MBA.

#### Leadership Development Program

The Leadership Development Program is an opportunity for Kosmos managers and leaders to build their leadership skills – a critical element for developing and retaining a talented workforce. The program consists of three learning blocks: personal leadership, team leadership, and leadership effectiveness. During the sessions, which feature lectures, interactive exercises, and situational role-playing, leaders and aspiring leaders explore how to put the company's values into action. Course attendees then learn how to reinforce Kosmos' culture while working for positive change in areas requiring improvement.

Participants continue to receive follow-up support and coaching after the initial trainings on topics like communication for impact, conflict management, time management for greater effectiveness, delegating, coaching for performance, motivating others, building high performance teams, and goal setting.

#### Mentorship Program

The Kosmos Mentorship Program is an option for employees who want help or who would like to help others identify and achieve their career development and personal growth goals. Individuals are paired with experienced mentors from outside their immediate department who have deep institutional knowledge. The topics discussed and frequency of meetings are tailored to the mentee's goals.

## 2023 Activities

This year we assessed engagement through our annual all-employee survey, with a focus on providing more training opportunities, and supported the mental and physical well-being of our people through events organized by our three employee-run committees.

### Workforce Engagement Survey

Kosmos conducts an annual employee survey through a third-party 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 company culture and retaining employees.

97% of Kosmos employees participated in the 2023 survey and provided over 400 comments with constructive feedback. Kosmos consistently performed above the industry benchmark on each of the four themes: align, perform, connect, and coach.

In response to the feedback from the 2022 survey, our Human Resources team focused on identifying training and development opportunities for our employees in 2023. These new training and development opportunities had a positive impact on our survey results: we saw significant improvement (+10%) in the number of employees who agree with the statement, “I get the formal training I want for my career”.

The words used most often by employees to describe Kosmos in their comments included collaborative, entrepreneurial, and inclusive. Employees generally agreed Kosmos is going in the right direction; that our managers care about employee concerns; and our employees operate by strong values, including those outlined in our [Business Principles](#).

### Training and Development

We increased the number of Kosmos sponsored training opportunities in 2023, in response to the feedback we received on the last Workforce Engagement survey as noted above.

Kosmos offered twelve essential skills trainings to employees in the Dallas office on topics like communications, time management, and conflict resolution.

Additionally, the Dallas headquarters hosted the finance teams from our local offices and local office HR managers for specialized training on their day-to-day work responsibilities. Colleagues from our local offices also received individual training sessions, participated in team building exercises, and networked with peers in the Dallas office.

### Employee Committees

Kosmos has three employee-run 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.

**Philanthropy Committee:** The Philanthropy Committee creates opportunities for employees to give back to local communities. This helps to instill a sense of pride and community ownership in our employees. The Committee coordinates supply drives, donations, and volunteer events at local non-profits. It also plans the Philanthropy Day for our annual “Keen on Kosmos” week, a week of company-sponsored activities focused on the physical, mental, and financial wellness of our employees.

## KEEN ON KOSMOS

Each year the employee committees jointly organize “Keen on Kosmos” for our Dallas office. Keen on Kosmos is a week of company-sponsored events focused on supporting the physical, mental, and financial wellness of our employees. This week typically features a health fair complete with health assessments and nutritional guidance from local professionals, personal finance seminars, information sessions on employee benefits, and volunteer opportunities during work hours.

**Wellness Committee:** The Wellness Committee promotes the mental and physical wellness of our employees. Major projects include our annual health fair and Walktober events, organizing health and wellness checks with local health professionals, and providing regular newsletters with topical health and wellness information.

**Activity Committee:** The Activity Committee plans and develops social and recreational opportunities to promote teamwork and build cross-functional relationships. Activities in 2023 included monthly social events, the annual holiday party for all U.S.-based employees, and the annual holiday party for the children of U.S.-based employees.

# Communities

Kosmos aims to be a trusted partner, good corporate citizen, and catalyst for positive change in our host countries. We strive to maximize the benefits that residents and local businesses derive from our exploration, development, and production activities. All of our Country Managers and local employees are nationals in our countries of operation and play a key role in local engagement.

<b>OUR COMMITMENT</b>	<b>44</b>
<b>APPROACH</b>	<b>44</b>
<b>2023 ACTIVITIES</b>	<b>44</b>
<b>KOSMOS INNOVATION CENTER</b>	<b>44</b>
<b>RA'IDAT IN MAURITANIA</b>	<b>48</b>
<b>MANGROVE RESTORATION IN SENEGAL</b>	<b>50</b>
<b>COOKSTOVES IN GHANA</b>	<b>50</b>
<b>CLIMATE MITIGATION WORKFORCE IN THE UNITED STATES</b>	<b>51</b>
<b>URBAN AGRICULTURE IN THE UNITED STATES</b>	<b>52</b>

[STAKEHOLDER ENGAGEMENT AND COMMUNITY DEVELOPMENT POLICY](#)





## Our Commitment

At Kosmos, we invest in the communities near our operations to create enduring value and have a positive impact in our host countries. We commit to:

- Delivering social benefits in line with the local and national developmental needs of the communities we work in; and
- Working with local stakeholders to facilitate sustainable economic and social development.

## Approach

Strong community relationships are central to our success. We seek the broad support of communities directly associated with our operations and bring sustainable benefits to them.

Our [Stakeholder Engagement and Community Development Policy](#) outlines the standards we hold ourselves accountable to when interacting with local communities. Our consultation process is inclusive to enable the views of traditionally marginalized groups, such as women, youth, and Indigenous peoples, to be heard. We inform local communities of our plans through accessible and culturally appropriate methods



of communication and regularly seek their feedback. We welcome the opportunity to work with national, regional, and local governments, civil society groups, and communities so we may leverage local resources, talents, and expertise in our social investment projects and align our projects with local needs and national priorities.

Our social investment strategy is to promote diverse economies, innovation, and skills development; enable inclusive and quality learning environments; and build resilience against the impacts of climate change, all with a particular focus on supporting youth and women.

We support projects with the potential to be sustainable that adhere to the following principles:

- Take a participatory approach to understand community needs and to create broad-based benefits
- Invest in projects that aim to build local capacity or drive sustainable economic opportunity
- Require accountability and evaluate investments based on outcomes
- Integrate social investments with our core business and other activities when possible

## 2023 Activities

Our Country Managers and the local offices, with their understanding of local needs, help frame and deliver our social investment programs to deliver sustainable benefits. In 2023, we focused on enhancing the programs offered by our Kosmos Innovation Centers in Ghana, Mauritania, and Senegal.

### Kosmos Innovation Center

The Kosmos Innovation Center (KIC) helps young entrepreneurs turn their ideas into viable businesses and works alongside promising small businesses to help them reach their full potential. The KIC provides expert training, mentorship, and seed funding through customized programs led by local experts. The KIC exemplifies our 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



Inspire



Invest

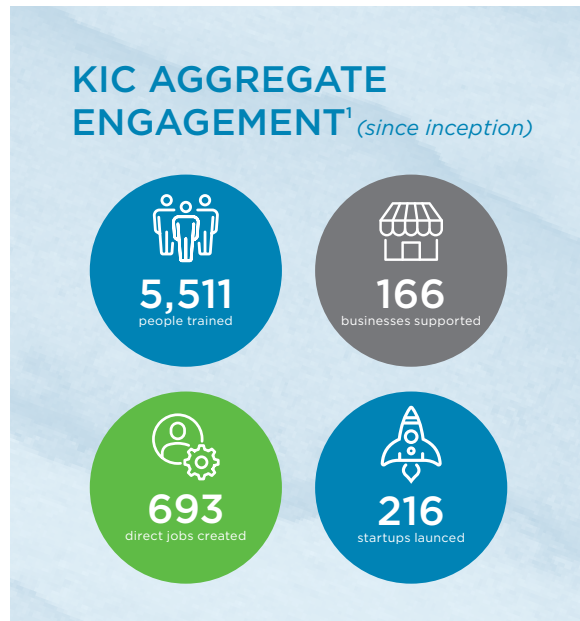


Transform

### Ghana

The first of the KIC programs, KIC Ghana, was established in 2016 with a focus on driving innovation in agriculture – the country's largest and most important industry.

After several years of success, we transitioned KIC Ghana in 2021 to 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 multiyear partnership, the Mastercard Foundation agreed to invest approximately US\$16 million in KIC Ghana programming over four years. With this new financial support, KIC Ghana has expanded operations and now offers training to a greater number of young entrepreneurs in every region of the country.



Today, Kosmos continues to support KIC Ghana as a major funding partner, one of several financial supporters. Our Senior Vice President of the Ghana Business Unit sits on KIC Ghana's Board of Directors, alongside nine other directors not affiliated with Kosmos, to advise on the organization's strategic direction.

As it continues to grow as a separate organization, the goal of KIC Ghana remains the same: a healthier and more diverse economy fueled by local talent and innovation, accomplished by nurturing the next generation of entrepreneurs, startups, and small businesses.

The program remains focused on driving innovation in agriculture through eight different programs:

The **School Farm Competition** aims to increase the interest of high school students in pursuing careers in agriculture, giving them hands-on experience managing school farms.

The **AgriTech Challenge Classic** is a 7-month annual training program and pitch competition that helps young entrepreneurs develop their business ideas. The program uses coaching and market research tours to identify new opportunities in the agriculture value chain.

The **AgriTech Challenge Pro** is a 5-month acceleration program aimed at equipping early-stage AgriTech start-ups with the tools, funding, and support to bring their business to market and prepare to scale. Half of participants that enter the Pro graduated from the Classic.

The **Young AgriPrenuer Forum (YAF)** is a student-led forum where tertiary students engage in agricultural themed activities. The YAF provides students with practical skills development and helps students understand career opportunities in agriculture.

The **Agribusiness Build Up (AgriBiz Build Up)** supports the implementation of the Feed the Future Ghana Market Systems and Resilience Activity program funded by the U.S. Agency for International Development (USAID). It's an opportunity for young entrepreneurs with limited or no formal education working in the informal economy to develop

innovative, technology driven solutions that improve agricultural productivity in northern Ghana. KIC Ghana opened an office in Tamale to run the program and provide incubator space for KIC supported businesses in the region.

The **Start-Up Incubator** is a multi-year business incubation program to prepare businesses for growth, scale, and investor interest. Businesses from the AgriTech Challenge Pro with high growth potential receive specialized coaching, networking opportunities, and office space.

The **Business Booster** is a 5-month accelerator for Ghanaian micro-, small- and medium-sized enterprises (MSMEs) in agriculture and agriculture development. This program strengthens and drives the growth of existing MSMEs in agriculture and agriculture dependent sectors in Ghana that have demonstrated potential and are ready to scale.

The **KIC Fellowship** is a formal alumni network providing continuing education and networking opportunities for all participants in KIC programs, especially those who do not receive seed funding to grow their businesses, and continuing to support young entrepreneurs developing their business.



KIC's start-up KODU TECHNOLOGY from the 2023 AgriTech Challenge Pro was recently featured in Forbes.

1. This data includes entrepreneurs and businesses supported by all KICs prior to 2020 and those supported by KIC Mauritania and KIC Senegal through today. It does not include KIC Ghana data after 2020 when the program transitioned to an independent non-profit.



## KIC GHANA COMPANY FOCUS: GROW FOR ME

In 2023, as part of our regular Lunch and Learns (see [Our People](#)), Kosmos hosted the CEO and founder of Grow For Me, an agricultural commodity trading, aggregation, and crowdfunding platform for African smallholder farmers focused on high demand crops like maize and soybeans. He spoke about his business model, experience in the KIC Ghana Start-Up Incubator, and how Kosmos employees can get involved by sponsoring farmers or subsidizing crops.

Grow For Me connects landowners who want to farm with investors interested in a specific crop, as well as supports farmers either selling produce to Grow For Me partners or on the Ghana Commodity Exchange. Grow For Me aggregates all crops sold via the platform at warehouses across Ghana before shipping to consumers.

This platform builds resilience within the local food system, particularly in rural communities who depend on the income generated by agriculture. Since the business graduated the KIC Ghana Start-Up Incubator program in 2022, Grow For Me has trained and collaborated with more than 10,000 small farmers across Ghana.

The KIC Ghana Board of Directors visited Grow For Me to interact with the co-founders and some of the young people who have been employed by its customers.





## Mauritania

The KIC Mauritania Innovation Challenge targets entrepreneurs under 40 who operate early-stage startups, providing them with several months of business training and mentorship. The 2022-2023 Challenge included 15 start-ups comprised of 49 participants. A jury of business leaders and experts ultimately chose six startups to receive seed funding to help them grow and contribute to Mauritania's economic development:

- **Ayadi Amila**, a handcrafted accessories company using recycled materials such as plastic water bottles, iron bars, pieces of cardboard, blankets, and used clothes.

- **iMauritania**, an app that provides a direct feedback channel between users and public administrations to improve services offered.
- **Food Lab**, an agricultural technology company providing laboratory analysis and health certification of food products.
- **Sekam**, a farm and consulting business in the production and marketing of non-GMO vegetables.
- **FASEL**, a raw salt processing unit to offer the consumer a healthy, clean, locally sourced, and well-preserved powder and granulated salt.
- **Hassadi**, a farm producing and selling vegetables with the ambition to produce vegetables using modern agricultural methods such as greenhouses fitted with drip irrigation systems.

## KIC MAURITANIA NOMINATED FOR AN ACE AWARD

The KIC Mauritania was nominated by the U.S. Embassy in Nouakchott for the prestigious U.S. Secretary of State's Award for Corporate Excellence (ACE). Established in 1999, the ACE recognizes the crucial role U.S. companies are playing in elevating higher standards for business conduct.

Since its inception in 2018, the KIC in Mauritania has trained over 400 young entrepreneurs, supported 96 start-ups and the creation of 237 direct jobs.



## WOMEN'S BOOTCAMP

After noticing a decline in female participation in our various programs, Kosmos engaged with local stakeholders through surveys and focus groups to understand and address the cause. We received feedback that to increase female participation in the program the KIC could consider providing enhanced support for women such as targeted recruitment effort, providing flexibility for caregivers, and offering introductory sessions on entrepreneurship to inspire and build confidence.

KIC Mauritania introduced the first Women's Bootcamp in 2019. Over the course of seven days, female entrepreneurs received in-depth training on skills and background knowledge needed to develop their ideas, including the entrepreneurship cycle, interpersonal skills, and business analysis.

Women's Bootcamps are now core to KIC recruitment efforts.

The 2023-2024 Mauritania Innovation Challenge included 16 businesses in either the prototyping stage or early years of operation in industries ranging from agricultural technology to fashion. Eight were voted winners and received seed funding.

- **Women**, a clothing manufacturer specializing in women's clothing design and tailoring, primarily long, loose garments worn as an outer layer similar to a robe.
- **Elite Zone**, a training center for computer skills and foreign languages.
- **Rim Agro-écologie**, a full-service farm shop that grows and sells organic fruits and vegetables, sells farm tools, and offers classes on farming.
- **StingApp**, an app connecting medication suppliers with pharmacies to broaden market access and streamline processes such as ordering medication.
- **ETS Ardine**, an arts organization dedicated to preserving and promoting Mauritania's musical heritage through selling local artisanal goods, like



traditional musical instruments, and hosting an annual music festival celebrating local artists.

- **Dwayne**, a multifunctional app for the medical value chain including medication delivery, telehealth visits with a doctor, at-home blood collection, and facilitating local blood drives.
- **Dépan-App**, an app for on-road car repairs promising fast and efficient services.
- **Aziza made in Mauritania**, a commercial collaboration with local craftsmen specializing in handmade, Mauritanian fashion clothes and accessories.

Three of the winners are female-led start-ups, including a graduate from the Women's Bootcamp.

### Ra'idat

In 2023 KIC Mauritania transitioned the Women's Bootcamp into an independent program called Ra'idat.

The goal of Ra'idat is to provide additional support and resources for female entrepreneurs, including seed funding. Participants receive training on market research, price refinement, and pitch development, among other topics, and were encouraged to take

advantage of networking opportunities made available throughout the program.

The inaugural Ra'idat supported 15 young entrepreneurs with businesses between ideation stage and five years old, selected from over 100 applicants. Four of the 15 participating teams received seed funding.





## COMMUNITY ENGAGEMENT IN SAINT LOUIS, SENEGAL



Since entering Senegal in 2014, Kosmos has engaged with a range of stakeholders in Saint Louis, including fishing communities, government representatives and members of civil society. The relationships we formed through our environmental and social impact assessments and our daily activities remain strong today and, together with regular feedback from the local communities, have informed our thinking on social investment programs in the region. The key question for us is how to bring economic and social

benefits to the communities where we work. Over the years Kosmos has supported a range of social investment projects to:

- Improve safety within the fishing community through equipment donations to fishing co-operatives
- Improve fishing livelihoods, including the provision of biogas as an alternative source of energy to women working in fish processing
- Foster entrepreneurship via the KIC Senegal which is nurturing businesses focused on the environment and climate adaptation, including women-owned enterprises
- Support training and capacity building through local universities and partner organizations
- Restore the environment and combat coastal erosion along the Langu de Barbarie
- Protect the environment and biodiversity in Djoudj National Bird Park
- Install a large number of small artificial reefs offshore Saint Louis

The Greater Tortue Ahmeyim (GTA) partnership – comprised of BP (project operator), Kosmos and PETROSEN – has also created a micro-finance credit fund for the local fishing community, which supports activities ranging from the rehabilitation of small-scale fishing boats to actions intended to diversify livelihoods and incomes. The GTA partnership has also invested in improving community health outcomes through mobile health clinics, COVID-19 prevention campaigns, and healthcare facility construction.

As we near first gas, the GTA partnership intends to build on and strengthen these projects, support the installation of more artificial reefs to aid the fishing community and enhance other programs intended to support women.

In 2023, we engaged with local stakeholders in Saint Louis to understand how Kosmos could best support the community through our social investment programs. Our assessment suggested a program for economic diversification and climate change resilience would have the greatest impact in the community.

We are currently developing our Saint Louis program in line with the principles of our social investment strategy and have hired a new Kosmos Community Liaison Officer to strengthen engagement with the local community and help implement the final program.





## Senegal

For the 2022-2023 program KIC Senegal launched the first KIC Climate Mitigation and Adaptation Business Incubator (the Incubator). The purpose of the Incubator is to support entrepreneurs with business concepts focused on improving community resilience and adaptation against climate change across Senegal.

To be considered for the Incubator, 30 entrepreneurs attended a three-day Innovation Lab to receive training on capacity building, business model design, the basics of climate change, and how to pitch business concepts. At the end of the Innovation Lab, a panel of local experts selected five entrepreneurs to participate in the Incubator and undergo individual and group training sessions to turn their idea into a market-ready business:

- **Mon Abeille, Mon Or:** an alternative approach to building beehives that reduces the risk of deforestation in the Casamance region in the north of Senegal
- **Methanizer:** converts organic waste to sell as biogas and organic fertilizers with lower carbon emissions compared to traditional fertilizers.
- **Sauvegarde de la Mangrove:** replants and protects mangrove habitat while building community awareness of the importance of mangroves to the local ecosystem and promoting environmental education in schools.
- **SEN Services Plus:** provides consulting services for waste management including collection, sorting, recycling and recovery of plastic; general waste recovery and treatment; sustainable waste management programs; and focused communication strategies on waste management.
- **Pure Energy:** sells “cuitouts,” a combination oven and solar cooker with lower carbon emissions than the traditional cooking methods that rely on biomass fuels, like wood or charcoal.

KIC Senegal is planning to launch a new KIC program at the national level in 2024.

## Mangrove Restoration in Senegal

In 2023, Kosmos entered into an agreement to reforest 20 hectares of mangroves at Guembeul Park near Khor, Darou, and Bango. Mangroves are a keystone species in coastal environments because of the many ecosystem services they provide including trapping carbon and preventing soil erosion. We expect this reforestation project will help protect against flooding and support local biodiversity by creating additional habitats for plants and animals. 90% of the people who plan to participate in the reforestation efforts are women.

Kosmos is also supporting an educational campaign across Saint Louis teaching students about the importance of mangroves and ecosystem restoration through a combination of classwork and field trips to mangrove habitats. The goal is to reach 1,000 students across ten schools in Saint Louis.

## Cookstoves in Ghana

In Ghana nearly 80%<sup>1</sup> of the country relies on burning biomass fuels, like wood or charcoal, for cooking. This traditional method of cooking is a source for local GHG emissions and a driver of deforestation. Deforestation can have significant environmental impacts like increasing the likelihood for desertification and biodiversity loss, which can in turn negatively impact local socio-economic activities that rely on forests, like beekeeping.

Replacing traditional cookstoves with clean cookstoves will yield numerous benefits for local communities including:

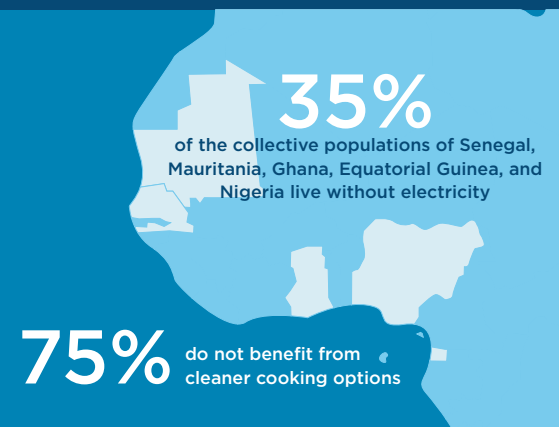
- Improved health outcomes by reducing exposure to smoke/particulate emissions while cooking
- Local employment opportunities in making and distributing cookstoves
- Lower household fuel costs from increased efficiency
- Lower carbon emissions

Kosmos is supporting a local organization as they develop, deploy, and monitor clean cookstoves that

## ENERGY POVERTY

To help our stakeholders better understand and appreciate the development challenges faced by our host nations, Kosmos tasked a team of researchers from Oxford Economics to [analyze the future energy trajectories](#) in our host countries Ghana, Senegal, Mauritania, and Equatorial Guinea, as well as Nigeria as a further comparator.

A key finding from the report is the need for a rapid increase in primary energy and electricity supply to reduce the excessive reliance on traditional biomass fuel sources, improve human well-being, and foster sustainable economic development. Over 35% of the collective populations of Senegal, Mauritania, Ghana, Equatorial Guinea, and Nigeria live without electricity, while 75% do not benefit from cleaner cooking options. The use of natural gas for cleaner cooking can help mitigate the health hazard of indoor air pollution that affects rural communities and poor urban dwellers.



1. <https://academic.oup.com/ce/article/6/1/193/6532455>

are at least 30-40% more efficient than traditional three-stone fires and stoves. We anticipate lower local CO<sub>2</sub> emissions from reduced fuel consumption, as well as clear health benefits.

At least 28,000 Ghanaians die prematurely each year from air pollution, estimates a 2020 study from the World Health Organization, and many more suffer from health problems due to frequent and prolonged exposure to smoke indoors. Using clean cookstoves can reduce household air pollution generated from cooking.

We expect the organization to distribute more than 240,000 cookstoves across Ghana in the next four years. End-users have expressed satisfaction with the stoves, already experiencing a 50% reduction in their fuel costs.

### Climate Mitigation Workforce in the United States

Tierra Foundation is a Louisiana-based non-profit focused on wetlands restoration. 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.

In 2021, we partnered with Tierra Foundation to support a Climate Mitigation Workforce with two objectives:

- Provide paid job training for workers in the greater New Orleans area disproportionately impacted by climate change; and
- Engage and educate this workforce on how wetland restoration protects communities from storms, sea level rise, and shoreline erosion, as well as improves water quality and provides viable habitats for wildlife.



**The Louisiana Coastal Restoration Workforce, formerly known as the Climate Mitigation Workforce, won The Corps Networks' 2023 Project of the Year Award for its innovative approach to helping reduce social and economic inequalities by connecting underserved communities to critical coastal restoration and climate mitigation projects.**

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



In 2022-2023, 57 participants attended five Coastal Education Workshops about the wetland ecosystem and its role in protecting the Mississippi River Corridor from hurricanes and the impacts of climate change. These workshops combined classroom training with

field activities in areas with healthy, degrading, and ghost ecosystems to highlight the need to protect wetlands and prevent erosion. The Workforce also engaged with local nurseries to learn about efforts to restore vulnerable areas, then applied their knowledge by planting 1,200 trees in areas on the Louisiana coast identified by the partnership as most suitable for restoration.

The next iteration of this partnership is supporting two Fellows in a 32-week placement with Common Ground Relief to develop skills relevant to ecosystem management.



## Urban Agriculture in the United States

In north Texas, Kosmos has partnered with Restorative Farms, a non-profit urban farm aiming to create a self-sustaining urban farm system in food deserts within the Dallas area. Their goal is to connect more affluent north Dallas consumers with underserved south Dallas producers through a scalable, sustainable solution that provides a local supply of fresh, organic produce. Doing so encourages the development of a local

agriculture system in south Dallas that provides job training, work experience, and economic investment alongside new sources of fresh, healthy, and affordable food for the community.

A defining characteristic of Restorative Farms is their innovative mindset in the use of alternative growing methods, such as hydroponic control environment agriculture (Hydro-CEA) and regenerative small plot intensive (SPIN) agriculture. In 2023, Kosmos helped

Restorative Farms acquire and install a TAPKIT, an ecological end-to-end Hydro-CEA greenhouse capable of producing 3,000 mature heads of lettuce or leafy greens a week.

The TAPKIT installation began in early 2024.

## RESTORATIVE FARMS' IMPACT

Since 2020, our partnership has grown to cover three key areas which focus simultaneously on educating agricultural entrepreneurs and contributing to the sustainability of our local food system:

### Hatcher Training Station

Our partnership began with the expansion and refurbishment of the Hatcher Training Station in South Dallas. A self-sustaining non-profit farm, Hatcher Training Station offers apprenticeship opportunities for community members interested in urban agriculture and starting their own urban farm. Over the last four years Hatcher Training Stations has continued to scale up and deliver even more job training and affordable food to Dallas communities.

### Community-Supported Agriculture (CSA) Program

Kosmos helped design the CSA program to create a new market for urban growers too small to supply grocery stores by offering a subscription to receive weekly produce packs. This enables local urban farmers to produce efficiently and at scale, includes job training opportunities, and provides accessible, affordable produce to under-served communities.

### GroBoxes

Inspired by the World War-era "Victory Gardens," GroBoxes are backyard vegetable gardens that help contribute to food resilience in the community by providing immediate hunger relief and increasing individual access to fresh produce in food deserts.



# Human Rights

All businesses, including Kosmos, have a responsibility to respect human rights. We expect all of our employees, contractors, partners, suppliers, and co-venturers to share our commitment to respect human rights.

<b>OUR COMMITMENT</b>	<b>54</b>
<b>APPROACH</b>	<b>54</b>
<b>SUPPLIER MANAGEMENT</b>	<b>54</b>
<b>2023 ACTIVITIES</b>	<b>55</b>
<b>GRIEVANCES</b>	<b>55</b>
<b>SUPPLIER MANAGEMENT</b>	<b>55</b>

[HUMAN RIGHTS POLICY](#)

[BUSINESS PRINCIPLES](#)





## Our Commitment

Demonstrating respect for human rights is an ongoing endeavor that requires clear expectations, active engagement, and due diligence. We commit to:

- Respecting the local cultures near our operations and the rights of Indigenous peoples;
- Implementing the U.N. Guiding Principles on Business and Human Rights (UNGPs); and
- Upholding the Universal Declaration of Human Rights.

To meet these commitments, 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; and
- Provide or support remediation for any adverse impacts we may cause or contribute to.

In addition, we expect compliance with all applicable human rights and security laws and regulations.

## Approach

Our [Human Rights Policy](#) outlines the full set of expectations and actions we take to respect human rights wherever we operate. Each country office has a manager accountable for implementing this policy.

Kosmos performs due diligence and engages with stakeholders to better understand the nature of our potential impacts on human rights. We use third-party experts to conduct independent risk assessments across different phases of our operations. If we identify potential impacts, we create plans to avoid or mitigate them.

Where we have an established and continuing presence, and where we have identified the need for security arrangements, we aim to implement the Voluntary Principles on Security and Human Rights as the foundation for our security arrangements. The Voluntary Principles provide guidance for companies on how to conduct security operations with respect to human rights. 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 to encourage security providers to serve as advocates for respecting and promoting human rights.

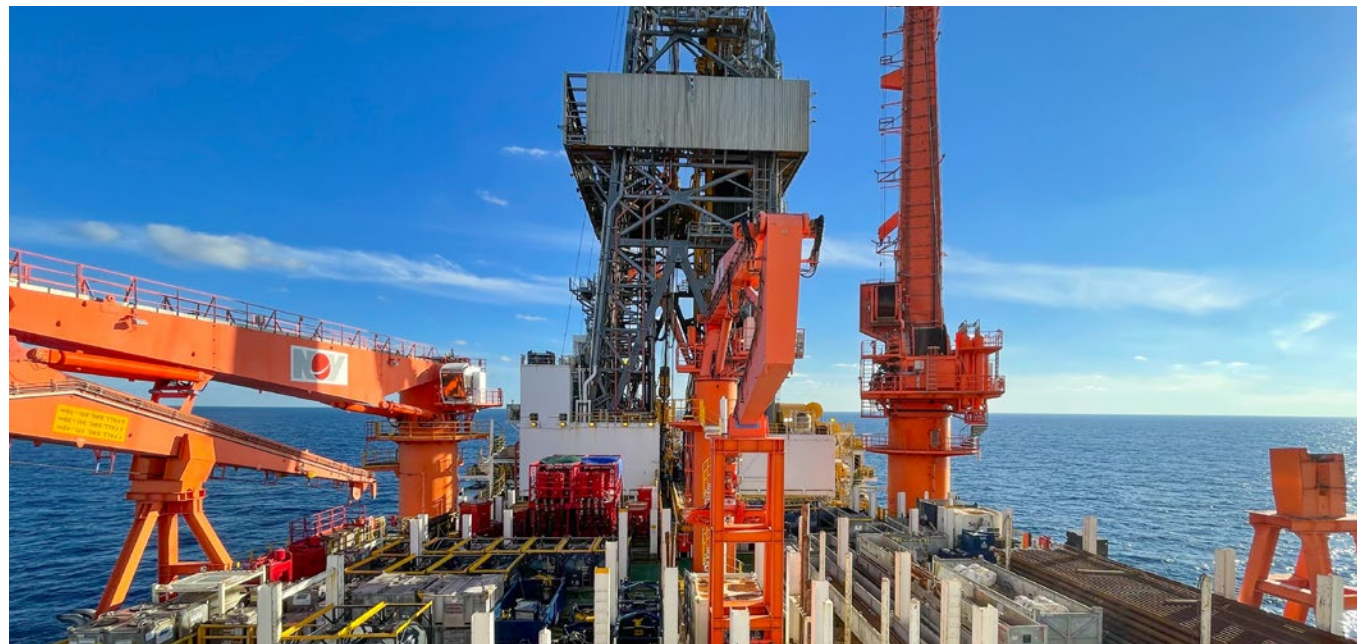
Kosmos aims to provide grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, and compatible with the UNGP effectiveness criteria. Stakeholders may use these tools, without fear of retaliation, if they believe

Kosmos has infringed upon their rights or fallen short of the standards described in our [Business Principles](#) or supporting policies. We investigate all reported concerns and monitor the issues raised through such mechanisms as well as ensuring they provide a source of continued learning.

### Supplier Management

Kosmos exercises care in the selection of vendors, suppliers, and contractors, and we expect those entities to adhere to the same standards of conduct that we observe in our daily operations.

Suppliers are required to adhere to the standards set out in our [Business Principles](#) and supporting policies when dealing with employees, relevant public authorities, and communities. To ensure we hire the most qualified contractors compatible with our company culture, our supplier and contractor employment process includes background checks and onboarding.



We expect our suppliers and contractors to set responsible expectations for maximum working hours, living wages, work conditions, human rights, labor rights, and disciplinary action in their own operations. Our Master Services Agreements expressly require contractors to respect internationally recognized human rights including no forced labor, trafficked labor, or exploitative child labor among other requirements that protect workers from inhuman treatment and discrimination.

We use ISNetworld as an additional layer of supplier and contractor vetting. This process requires suppliers and contractors to respond to a series of questions on their ESG initiatives including efforts to protect human rights, provide fair wages, support sustainable development, mitigate emissions, and practice high standards of ethical behavior, among many others. We use the collected data for further engagement with suppliers to improve their performance against the criteria.

**We expect our suppliers and contractors to set responsible expectations for maximum working hours, living wages, work conditions, human rights, labor rights, and disciplinary action in their own operations.**

## 2023 Activities

In 2023 we prepared to enhance our country-specific grievance mechanisms and communications on our expectations for suppliers.

### Grievances

Kosmos previously maintained a single formal grievance mechanism to report any incidents or concerns from any asset or office. We recognize the importance of establishing mechanisms that are



accessible, predictable, and appropriate for their local context. Therefore, in 2023 we continued to work on the Community Grievance Mechanisms Standard (CGM Standard) to facilitate alignment across the company while giving teams the flexibility to tailor the process to meet the needs of local stakeholders. Our in-country teams are responsible for managing their local grievance mechanisms. Each mechanism is intended to cover both operated and non-operated assets to keep ourselves and our business partners and contractors accountable to Kosmos' commitments and values.

We are now in the process of strengthening grievance mechanisms in our host countries.

### Supplier Management

In 2023, we determined our expectations for suppliers are spread across various documents, some of which are not easily accessible to suppliers until they have entered the tendering or contract phases in the procurement process. We are now in the process of consolidating these expectations into a single document to improve the transparency of and accessibility to our expectations for suppliers who want to work with Kosmos.



# ESG Data 2021 - 2023

The following data reflects our progress and performance against key ESG criteria Jan. 1, 2021 through Dec. 31, 2023. We report data from previous years to promote transparency and allow for year-on-year comparison. Values in the tables may not add up to the total amounts shown due to rounding.

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

<b>SAFETY</b>	<b>57</b>
<b>GHG EMISSIONS</b>	<b>58</b>
<b>ETHICS</b>	<b>59</b>
<b>WORKFORCE</b>	<b>59</b>
<b>SOCIAL INVESTMENT SPENDING</b>	<b>61</b>
<b>ADDITIONAL DATA</b>	<b>62</b>
<b>ENVIRONMENT</b>	<b>62</b>
<b>ENERGY</b>	<b>62</b>
<b>PAYMENTS TO GOVERNMENTS</b>	<b>63</b>
<b>SALES AND PRODUCTION</b>	<b>64</b>

## Safety

	UNIT OF MEASURE	2023	2022	2021
<b>TOTAL WORK HOURS</b>	<b>hours</b>	<b>945,048</b>	<b>987,550</b>	<b>1,102,827</b>
Employee	hours	455,600	457,408	468,328
Contractor	hours	489,448	530,142	634,499
<b>TOTAL FATALITIES</b>	<b>#</b>	<b>0</b>	<b>0</b>	<b>1</b>
Employee	#	0	0	0
Contractor	#	0	0	1
<b>TOTAL LOST TIME INJURY FREQUENCY (LTIR<sup>1</sup>)</b>	<b>%</b>	<b>0.21</b>	<b>0</b>	<b>0</b>
Employee	%	0	0	0
Contractor	%	0.21	0	0
<b>TOTAL TOTAL RECORDABLE INCIDENT RATE (TRIR<sup>2</sup>)</b>	<b>%</b>	<b>0.42</b>	<b>0</b>	<b>0.18</b>
Employee	%	0	0	0
Contractor	%	0.42	0	0.18
<b>TOTAL HSE AND EMERGENCY RESPONSE TRAINING HOURS</b>	<b>hours</b>	<b>875</b>	<b>3,505</b>	<b>1,278</b>
Employee	hours	630	1,041	478
Contractor	hours	245	2,464	800

1. Kosmos calculates lost time injury frequency (LTIR) using the OSHA methodology of  $n/200,000$  man hours, where  $n$  represents the total number of incidents.

2. Kosmos calculates total recordable incident rate (TRIR) using the OSHA methodology of  $n/200,000$  man hours, where  $n$  represents the total number of incidents.



## GHG Emissions

OPERATIONAL CONTROL APPROACH	UNIT OF MEASURE	2023	2022	2021
Total Scope 1 and Scope 2 (location-based) Emissions	tonnes CO <sub>2</sub> e	24,931	28,752	27,549
<b>TOTAL SCOPE 1 EMISSIONS</b>	<b>tonnes CO<sub>2</sub>e</b>	<b>23,913</b>	<b>27,665</b>	<b>26,591</b>
Total Carbon Dioxide (CO <sub>2</sub> )	tonnes CO <sub>2</sub> e	22,838	26,904	26,057
Total Methane (CH <sub>4</sub> )	tonnes CO <sub>2</sub> e	939	636	43
Total Nitrous Oxide (N <sub>2</sub> O)	tonnes CO <sub>2</sub> e	135	125	492
Total Methane (CH <sub>4</sub> )	tonnes CH <sub>4</sub>	38	23	2
Total Nitrous Oxide (N <sub>2</sub> O)	tonnes N <sub>2</sub> O	1	1	2
Scope 1 Methane Emissions	%	3.92	2.3	0.16
Tonnes Scope 1 CO <sub>2</sub> e per \$ revenue		0.000014	0.000012	0.000020
<b>SCOPE 1 EMISSIONS BY ACTIVITY</b>				
Combustion	tonnes CO <sub>2</sub> e	23,913	27,499	25,996
Flaring	tonnes CO <sub>2</sub> e	0	165	595
Venting <sup>1</sup>	tonnes CO <sub>2</sub> e	0	0	0
Fugitives <sup>2</sup>	tonnes CO <sub>2</sub> e	0	0	0
Process	tonnes CO <sub>2</sub> e	0	0	0
<b>TOTAL SCOPE 2 EMISSIONS (LOCATION-BASED)</b>	<b>tonnes CO<sub>2</sub>e</b>	<b>1,018</b>	<b>1,087</b>	<b>958</b>
Accra	tonnes CO <sub>2</sub> e	96	97	99
London	tonnes CO <sub>2</sub> e	6	5	5
Dallas	tonnes CO <sub>2</sub> e	741	797	694
Houston	tonnes CO <sub>2</sub> e	175	187	161
<b>SCOPE 2 EMISSIONS BY ACTIVITY (LOCATION-BASED)</b>				
Office Energy	tonnes CO <sub>2</sub> e	1,018	1,087	958
Exploration and Appraisal	tonnes CO <sub>2</sub> e	0	0	0
Production	tonnes CO <sub>2</sub> e	0	0	0
Tonnes Scope 1 and Scope 2 CO <sub>2</sub> e per \$ revenue		0.000015	0.000013	0.000021
<b>TOTAL SCOPE 2 EMISSIONS (MARKET-BASED)</b>	<b>tonnes CO<sub>2</sub>e</b>	<b>1,012</b>	<b>1,085</b>	<b>-</b>
Total Scope 3 Category 6 Emissions: Business Travel	tonnes CO <sub>2</sub> e	391	661	199
<b>EQUITY SHARE APPROACH</b>	<b>UNIT OF MEASURE</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Total Scope 1 Equity Emissions <sup>3,4</sup>	tonnes CO <sub>2</sub> e	944,007	942,907	-
Total Scope 1 Equity Emissions by Production <sup>4</sup>	kg CO <sub>2</sub> e/BOE	34	32	-
Scope 3 Category 11 (Use of Sold Products) Emissions <sup>5</sup>	tonnes CO <sub>2</sub> e	8,425,415	8,361,155	-
Scope 3 Category 11 Emissions by Net Sales	kg CO <sub>2</sub> e/BOE	365	361	-

1. Our drilling operations do not produce venting emissions (associated with activities like the extraction of oil).

2. Our drilling operations do not produce fugitive emissions (associated with leaks or abnormal releases of gases from structures like pipelines and facilities).

3. Kosmos began disclosing Scope 1 equity emissions in 2022.

4. 2022 data has been restated to reflect data corrections identified during a review of our Scope 1 equity emissions data. As a result, 2022 Scope 1 equity emissions increased by less than 2%.

5. Kosmos began disclosing Scope 3 category 11 emissions in 2023. We calculated and are disclosing our 2022 Scope 3 category 11 emissions for further transparency.

## Ethics

	UNIT OF MEASURE	2023	2022	2021
Grievances	# Logged/# Resolved	0/0	0/0	0/0
<b>TOTAL ANTI-CORRUPTION TRAINING HOURS<sup>1</sup></b>	<b>hours</b>	<b>359</b>	<b>381</b>	<b>-</b>
Employees	hours	242	291	-
Contractors	hours	106	79	-
New Hires	hours	11	11	-

## Workforce<sup>2</sup>

HEADCOUNT AND HIRING	UNIT OF MEASURE	2023	2022	2021
<b>TOTAL EMPLOYEES</b>	<b>#</b>	<b>243</b>	<b>236</b>	<b>229</b>
United States	#	200	192	189
Equatorial Guinea	#	4	4	3
Ghana	#	15	15	15
Mauritania	#	5	6	6
São Tomé & Príncipe	#	1	1	1
Senegal	#	4	4	4
United Kingdom	#	14	14	11
Local Employment	%	100	100	100
Expatriate Employment <sup>3</sup>	%	0	0	0
All Employees <sup>4</sup>	%	37 Female / 63 Male	37 Female / 63 Male	38 Female / 62 Male
<b>NEW HIRES</b>	<b>#</b>	<b>26</b>	<b>21</b>	<b>19</b>
Female	#	7	8	12
Male	#	19	13	7
<b>TOTAL TURNOVER</b>	<b>%</b>	<b>8.05</b>	<b>6.11</b>	<b>16.66</b>
Voluntary Turnover	%	3.39	4.80	5.95
Involuntary Turnover	%	4.66	1.31	10.71
<b>TOTAL CONTRACTORS</b>	<b>#</b>	<b>104</b>	<b>79</b>	<b>89</b>
United States	#	86	63	78
Equatorial Guinea	#	2	2	4
Ghana	#	2	2	4
Mauritania	#	11	9	1
São Tomé and Príncipe	#	0	0	0
Senegal	#	1	0	0
United Kingdom	#	2	3	2
Total Part-time or Temporary Workers	#	0	1	1

1. Reflects the 2023 training campaign.

2. Reflects workforce data as of year-end on Dec 31, 2023.

3. 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.

4. All employees does not include our Board of Directors.



## Workforce<sup>1</sup> (cont.)

EMPLOYEE DEMOGRAPHICS			UNIT OF MEASURE		2023		2022		2021	
<b>GENDER DISTRIBUTION BY COUNTRY</b>					Female	Male	Female	Male	Female	Male
	United States	%	37	63	36	64	37	63		
	Equatorial Guinea	%	50	50	50	50	67	33		
	Ghana	%	33	67	33	67	33	67		
	Mauritania	%	60	40	50	50	50	50		
	São Tomé and Príncipe	%	100	0	100	0	100	0		
	Senegal	%	50	50	50	50	50	50		
	United Kingdom	%	29	71	29	71	27	73		
<b>GENDER DISTRIBUTION BY WORKFORCE CATEGORY</b>					Female	Male	Female	Male	Female	Male
	Individual Contributors	%	49	51	45	55	48	52		
	New Hires	%	27	73	33	67	37	63		
	Managers	%	25	75	26	74	22	78		
	Senior Leadership Team	%	0	100	0	100	0	100		
	Board of Directors	%	25	75	17	83	29	71		
<b>AGE DISTRIBUTION</b>										
	30 and Under	%		6		8		9		
	30-50	%		57		56		57		
	Over 50	%		37		36		34		
<b>MINORITIES (US AND UK OFFICES)<sup>2</sup></b>										
	Individual Contributors	%		21		25		20		
	New Hires	%		31		22		42		
	Managers	%		18		12		10		
	Senior Leadership Team	%		9		9		11		
	Board of Directors	%		13		17		14		
	All Employees <sup>3</sup>	%		21		20		19		

1. Reflects workforce data as of year-end on Dec 31, 2023.

2. Employees in local offices who are considered a minority in the U.S. but who are not a minority in their local office are not included in these figures.

3. All employees does not include our Board of Directors.

## Social Investment Spending

	UNIT OF MEASURE	2023	2022	2021
<b>TOTAL SPEND</b>	<b>USD\$</b>	<b>4,490,000</b>	<b>6,470,000</b>	<b>3,470,000</b>
Equatorial Guinea	USD\$	700,000	1,040,000	1,000,000
Ceiba/Okume Partnership	USD\$	110,000	350,000	90,000
Ghana	USD\$	740,000	1,090,000	830,000
Jubilee/TEN Partnership	USD\$	1,010,000	710,000	110,000
Mauritania	USD\$	990,000	1,270,000	800,000
São Tomé & Príncipe	USD\$	240,000	370,000	100,000
Senegal	USD\$	270,000	910,000	230,000
United States	USD\$	430,000	730,000	310,000

## Additional Data

ENVIRONMENT <sup>1</sup>	UNIT OF MEASURE	2023	2022	2021
Total Hazardous Waste <sup>2</sup>	tons	872	3,248	13,294
Total Non-Hazardous Waste	m <sup>3</sup>	0	107	168
Total Waste Recycled/Reused/Treated	%	0	19	7
Total Hydrocarbon Spills	#	0	0	0
Total Freshwater Consumed/Withdrawn	m <sup>3</sup>	2,975	6,469	10,081
Total Freshwater Consumed in Water-Stressed Regions	%	0	0	0
Total Freshwater Withdrawn in Water-Stressed Regions	%	0	0	0
<b>TOTAL ENVIRONMENTAL FINES AND PENALTIES</b>	<b>#</b>	<b>0</b>	<b>0</b>	<b>1<sup>3</sup></b>
	USD\$	0	0	300 <sup>3</sup>
Reserves in or near Areas of Conflict <sup>4</sup>	%	0	0	0
Reserves in or near Indigenous Land <sup>5</sup>	%	0	0	0
Onshore Sites	#	N/A	N/A	N/A
<b>BIODIVERSITY IMPACTS</b>				
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.		
<b>AIR EMISSIONS</b>				
Total SO <sub>x</sub> Emissions	tonnes SO <sub>x</sub>	13	17	34
Total NO <sub>x</sub> Emissions	tonnes NO <sub>x</sub>	400	504	499
Total VOCs Emissions	tonnes VOCs	23	27	17
<b>ENERGY</b>	<b>UNIT OF MEASURE</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Amount Invested in Renewable Energy	USD\$	0	0	0
Revenue Generated by Renewable Energy Sales	USD\$	0	0	0
<b>ENERGY CONSUMPTION</b>	<b>MWh</b>	<b>100,828</b>	<b>110,525</b>	<b>104,044</b>
Total Non-renewable Energy Consumption	MWh	100,800	110,497	104,022
Total Renewable Energy Consumption	MWh	27	28	22

1. Kosmos' reporting boundary for environmental data is for operated production assets only. In 2021-2023, Kosmos' operated production assets were exclusively located in the U.S. Gulf of Mexico. During that time Kosmos also operated exploration blocks offshore Equatorial Guinea and São Tomé and Príncipe and, in 2023, assumed operatorship of the Yakaar-Teranga gas discovery offshore Senegal.

2. All waste in the U.S. Gulf of Mexico is E&P waste which, by EPA guidelines, is considered non-hazardous. However, because E&P waste is considered hazardous waste in our other host countries, Kosmos reports E&P waste as hazardous waste.

3. 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.

4. Kosmos only has offshore operations located more than 5 km from the shoreline, therefore our reserves are not located in or near areas of conflict.

5. Kosmos only has offshore operations.



## Report on Payments to Government for the Year 2023

Kosmos Energy Ltd. has prepared the following consolidated report in respect of payments made to governments for the year ended 31 December 2023 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)<sup>1</sup>

	UNIT OF MEASURE	EQUATORIAL GUINEA	GHANA	MAURITANIA	SÃO TOMÉ & PRÍNCIPE	SENEGAL	UNITED KINGDOM	UNITED STATES
Income Taxes <sup>2</sup>	USD\$	82,993,000	196,890,000	-	-	-	1,441,000	608,000
Royalties <sup>3</sup>	BOE	433,000	717,000	-	-	-	-	927,000
Royalties <sup>4</sup>	USD\$	35,783,000	55,220,000	-	-	-	-	62,668,000
Dividends	USD\$	-	-	-	-	-	-	-
Bonuses <sup>5</sup>	USD\$	-	-	-	-	-	-	443,000
License Fees (Surface Rentals, etc.) <sup>6</sup>	USD\$	2,245,000	474,000	-	-	-	-	1,390,000
Infrastructure Improvement	USD\$	-	-	-	-	-	-	-
<b>Total</b>	<b>USD\$</b>	<b>121,021,000</b>	<b>252,584,000</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,441,000</b>	<b>65,109,000</b>

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 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-kind out of Kosmos Energy's working interest share of production and as reported by the third-party operator. United States royalties are payments to the United States Office of Natural Resources Revenue (ONRR) based on actual production from offshore federal leases.

4. Royalties - The value of oil royalties for Equatorial Guinea and Ghana are estimated based on the annual average of daily Brent prices of \$82.64 during 2023. The value of gas royalties for Ghana are based on the actual sales price realized. United States royalties are actual payments to the United States ONRR.

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

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

In addition to the above Payments to Governments, Kosmos Energy Ltd. has prepared the following supplemental information for the year ended 31 December 2023.

### Payments to Governments (USD) - Supplemental Information

	UNIT OF MEASURE	EQUATORIAL GUINEA <sup>5</sup>	GHANA <sup>6</sup>	MAURITANIA	SÃO TOMÉ & PRÍNCIPE	SENEGAL	UNITED KINGDOM	UNITED STATES
Production Entitlements <sup>1</sup>	bbls	284,000	-	-	-	-	-	-
Estimated Production Entitlements <sup>1</sup>	USD\$	23,470,000	-	-	-	-	-	-
Envt, Capacity Building & Social Projects <sup>2</sup>	USD\$	5,000	-	8,000	-	287,000	-	-
Training <sup>2</sup>	USD\$	332,000	-	-	95,000	-	-	-
Taxes (Non-Income) <sup>3,4</sup>	USD\$	232,000	9,755,000	593,000	45,000	501,000	1,902,000	4,736,000

1. 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 production entitlements disclosed above are based on the annual average of daily Brent prices of \$82.64 during 2023.

2. 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 \$16,000 in Equatorial Guinea.

3. Inclusive of any tax refunds received.

4. Primarily withholding taxes on interest payments, employer paid payroll-related taxes, 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.

5. Figures presented exclude approximately \$300,000 paid to Luba Freeport for shorebase services as well as \$600,000 and \$440,000 of insurance costs paid to Africa Reinsurance Corporation and Gepetrol Seguros S.A., respectively.

6. Figures presented exclude approximately \$500,000 of insurance costs paid to Ghana Oil & Gas Insurance Pool.

## Additional Data (cont.)

SALES AND PRODUCTION		UNIT OF MEASURE	2023	2022	2021
<b>SALES VOLUMES</b>					
	Oil Sales	MBbl	23,385	22,012	18,525
	Natural Gas	MMcf	13,737	4,076	4,904
	LNG Sales	MBbl	382	426	508
	Total Sales	Mboe	23,057	23,117	19,850
	Total Sales	Boepd	63,168	63,335	54,384
<b>SALES VOLUME BY COUNTRY</b>					
	Ghana	%	61	58	45
	Equatorial Guinea	%	15	14	19
	Mauritania/Senegal	%	0	0	0
	U.S. Gulf of Mexico	%	24	28	36
<b>YEAR-END ESTIMATED PROVED RESERVES</b>					
	Ghana	MMBOE	116	108	131
	Equatorial Guinea	MMBOE	27	28	27
	Mauritania/Senegal	MMBOE	112	110	106
	U.S. Gulf of Mexico	MMBOE	24	32	36
<b>ESTIMATED PROVED RESERVES BY COUNTRY</b>					
	Ghana	%	42	39	44
	Equatorial Guinea	%	10	10	9
	Mauritania/Senegal	%	40	40	35
	U.S. Gulf of Mexico	%	9	12	12

# Appendix

<b>ABOUT THIS REPORT</b>	<b>66</b>
<b>TCFD NAVIGATION</b>	<b>66</b>
<b>OIL &amp; GAS EXPLORATION &amp; PRODUCTION - INDEX OF APPLICABLE STANDARDS</b>	<b>67</b>
<b>GRI INDEX</b>	<b>67</b>
<b>SASB INDEX</b>	<b>70</b>
<b>ASSURANCE</b>	<b>72</b>
<b>INDEPENDENT ACCOUNTANTS' REVIEW REPORT</b>	<b>72</b>
<b>APPENDIX A</b>	<b>73</b>
<b>SCHEDULES OF SELECT ENVIRONMENTAL, SOCIAL         AND GOVERNANCE INDICATORS AS OF OR FOR         THE YEAR-ENDED DECEMBER 31, 2023</b>	<b>73</b>
<b>SCHEDULES OF SELECT ENVIRONMENTAL INDICATORS     AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2022</b>	<b>81</b>
<b>EXHIBIT #1 - SELECT PAYMENTS TO GOVERNMENTS</b>	<b>82</b>
<b>INDUSTRY ORGANIZATION MEMBERSHIPS</b>	<b>83</b>
<b>FORWARD LOOKING STATEMENTS</b>	<b>84</b>



## About this Report

Our 2023 Sustainability Report highlights the policies, processes, and procedures by which we meet 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 appreciate your interest in Kosmos Energy and welcome your feedback on how we can improve our reporting. For questions or comments on our 2023 Sustainability Report, please contact us at: [sustainabilityreport@kosmosenergy.com](mailto:sustainabilityreport@kosmosenergy.com).

## Standards and Frameworks

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

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), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD).

Kosmos is committed to making the U.N. Global Compact and its principles part of our strategy, culture, and day-to-day operations. This report serves as our Communication on Progress of the ten principles.

## TCFD Navigation

### STRATEGY

Approach, Climate Change & Energy Transition [26](#)

### GOVERNANCE

Sustainability Governance [11-13](#)

### RISK MANAGEMENT

Approach, Climate Change & Energy Transition [29](#)

### METRICS & TARGETS

Our Commitment, Climate Change & Energy Transition [26](#)

2023 Activities, Climate Change & Energy Transition [30-33](#)

GHG Emissions, 2021-2023 ESG Data Tables [58](#)

## GRI Index

INDICATOR	DISCLOSURE	LOCATION
<b>GRI 2: GENERAL DISCLOSURES 2021</b>		
2-1	Organizational details	<a href="#">Annual Report</a>
2-2	Entities included in the organization's sustainability reporting	<a href="#">Annual Report</a>
2-3	Reporting period, frequency and contact point	<a href="#">Sustainability Report (About This Report)</a>
2-4	Restatements of information	<a href="#">Sustainability Report</a>
2-5	External assurance	<a href="#">Sustainability Report (Assurance)</a>
2-6	Activities, value chain and other business relationships	<a href="#">Annual Report</a>
2-7	Employees	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
2-9	Governance structure and composition	<a href="#">Sustainability Report (Sustainability Governance)</a> , <a href="#">Proxy Statement</a>
2-10	Nomination and selection of the highest governance body	<a href="#">Proxy Statement</a>
2-11	Chair of the highest governance body	<a href="#">Sustainability Report (Sustainability Governance)</a> , <a href="#">Proxy Statement</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Sustainability Report (Sustainability Governance)</a>
2-13	Delegation of responsibility for managing impacts	<a href="#">Sustainability Report (Sustainability Governance)</a>
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Sustainability Report (Our Strategic Approach to Sustainability)</a>
2-17	Collective knowledge of the highest governance body	<a href="#">Proxy Statement</a>
2-18	Evaluation of the performance of the highest governance body	<a href="#">Proxy Statement</a>
2-19	Remuneration policies	<a href="#">Proxy Statement</a>
2-20	Process to determine remuneration	<a href="#">Proxy Statement</a>
2-21	Annual total compensation ratio	<a href="#">Proxy Statement</a>
2-23	Policy commitments	<a href="#">Sustainability Report</a>
2-24	Embedding policy commitments	<a href="#">Sustainability Report</a>
2-25	Processes to remediate negative impacts	<a href="#">Sustainability Report</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Sustainability Report</a>
2-27	Compliance with laws and regulations	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
2-2	Membership associations	<a href="#">Sustainability Report (Appendix B)</a>
2-29	Approach to stakeholder engagement	<a href="#">Sustainability Report (Stakeholder Engagement)</a>

## GRI Index (cont.)

INDICATOR	DISCLOSURE	LOCATION
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-1	Process to determine material topics	<a href="#">Sustainability Report (Materiality Assessment)</a>
3-2	List of material topics	<a href="#">Sustainability Report (Materiality Assessment)</a>
3-3	Management of material topics	<a href="#">Sustainability Report</a>
<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>		
201-1	Direct economic value generated and distributed	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
<b>GRI 202: MARKET PRESENCE 2017</b>		
202-2	Proportion of senior management hired from the local community	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
<b>GRI 203: INDIRECT ECONOMIC IMPACTS 2016</b>		
203-2	Significant indirect economic impacts	<a href="#">Sustainability Report (Communities)</a>
<b>GRI 205: ANTI-CORRUPTION 2016</b>		
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Sustainability Report (Ethics)</a>
<b>GRI 207: TAX 2019</b>		
207-1	Approach to tax	<a href="#">Annual Report</a>
207-2	Tax governance, control, and risk management	<a href="#">Sustainability Report (Risk Management), Annual Report</a>
207-4	Country-by-country reporting	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
<b>GRI 302: ENERGY 2016</b>		
302-1	Energy consumption within the organization	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
<b>GRI 303: WATER AND EFFLUENTS 2018</b>		
303-3	Water withdrawal	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
303-5	Water consumption	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
<b>GRI 305: EMISSIONS 2016</b>		
305-1	Direct (Scope 1) GHG emissions	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
305-4	GHG emissions intensity	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
305-5	Reduction of GHG emissions	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>



## GRI Index (cont.)

INDICATOR	DISCLOSURE	LOCATION
<b>GRI 306: WASTE 2020</b>		
306-1	Waste generation and significant waste-related impacts	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
306-2	Management of significant waste-related impacts	<a href="#">Website (Sustainability, Environment)</a>
306-3	Waste generated	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
306-4	Waste diverted from disposal	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
<b>GRI 401: EMPLOYMENT 2016</b>		
401-1	New employee hires and employee turnover	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Sustainability Report (Our People)</a>
401-3	Parental leave	<a href="#">Sustainability Report (Our People)</a>
<b>GRI 403: OCCUPATIONAL HEALTH &amp; SAFETY 2018</b>		
403-1	Occupational health and safety management system	<a href="#">Sustainability Report (Health &amp; Safety), The STANDARD</a>
403-5	Worker training on occupational health and safety	<a href="#">Sustainability Report (Health &amp; Safety)</a>
403-6	Promotion of worker health	<a href="#">Sustainability Report (Health &amp; Safety)</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Sustainability Report (Health &amp; Safety)</a>
403-9	Work-related injuries	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
<b>GRI 404: TRAINING AND EDUCATION 2016</b>		
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Sustainability Report (Our People)</a>
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>		
405-1	Diversity of governance bodies and employees	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016</b>		
411-1	Incidents of violations involving rights of indigenous peoples	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>
<b>GRI 415: PUBLIC POLICY 2016</b>		
415-1	Political contributions	<a href="#">Sustainability Report (ESG Data 2021-2023)</a>

## SASB Index

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE
<b>GREENHOUSE GAS EMISSIONS</b>				
Gross global Scope 1 emissions (tonnes CO <sub>2</sub> e), percentage methane, percentage covered under emissions-limiting regulations	Quantitative	Metric tons CO <sub>2</sub> e (t), Percentage (%)	EM-EP-110a.1	<a href="#">58</a>
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 <sub>2</sub> e (t)	EM-EP-110a.2	<a href="#">58</a>
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	<a href="#">29-32</a>
<b>AIR QUALITY</b>				
Air emissions of the following pollutants: (1)NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	Quantitative	Metric tons (t)	EM-EP-120a.1	<a href="#">62</a>
<b>WATER MANAGEMENT</b>				
(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 <sup>3</sup> ), Percentage (%)	EM-EP-140a.1	<a href="#">62</a>
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.
<b>BIODIVERSITY IMPACTS</b>				
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	<a href="#">62</a>
<b>SECURITY, HUMAN RIGHTS &amp; RIGHTS OF INDIGENOUS PEOPLES</b>				
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	<a href="#">54-55</a> , <a href="#">62</a>
<b>COMMUNITY RELATIONS</b>				
Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	n/a	EM-EP-210b.1	<a href="#">44</a> , <a href="#">54</a>
<b>PAYMENTS TO GOVERNMENTS (USD)</b>				
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).	<a href="#">63</a>

## SASB Index (cont.)

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE
<b>WORKFORCE HEALTH &amp; SAFETY</b>				
Total fatalities	Quantitative	Number	EM-EP-320a.1	<a href="#">57</a>
Lost time injury rate (LTIR), Total Recordable Injury Rate (TRIR)	Quantitative	Per 200,000 Hours (h)	EM-EP-320a.1	<a href="#">57</a>
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	<a href="#">21-23</a>
<b>RESERVES VALUATION &amp; CAPITAL EXPENDITURES</b>				
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	<a href="#">Climate Risk and Resilience Report</a> <a href="#">26-31</a>
Amount invested in renewable energy, revenue generated by renewable energy sales	Quantitative	Reporting Currency	EM-EP-420a.3	<a href="#">62</a>
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	<a href="#">Climate Risk and Resilience Report</a> <a href="#">26-31</a>
<b>BUSINESS ETHICS &amp; TRANSPARENCY</b>				
Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	n/a	EM-EP-510a.2	<a href="#">35-36</a>
<b>MANAGEMENT OF THE LEGAL &amp; REGULATORY ENVIRONMENT</b>				
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	<a href="#">84</a>
<b>CRITICAL INCIDENT RISK MANAGEMENT</b>				
Description of management systems used to identify and mitigate catastrophic and tail-end risks	Discussion and Analysis	n/a	EM-EP-540a.2	<a href="#">13</a>
<b>ACTIVITY METRIC</b>				
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	<a href="#">64</a>
Number of offshore sites	Quantitative	Number	EM-EP-000.B	<a href="#">64</a>
Number of terrestrial sites	Quantitative	Number	EM-EP-000.C	<a href="#">64</a>



## 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 reporting periods indicated in the tables below, 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. The procedures performed in a review vary in nature and timing from and are substantially less in extent 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. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially

lower than the assurance that would have been obtained had an examination been performed. As such, a review does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that our review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent of Kosmos Energy Ltd. and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review engagement. Additionally, we have complied with the other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Control Standards established by the AICPA.

The procedures we performed were based on our professional judgment. Our review consisted 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.

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.

Furthermore, Scope 3 emissions are calculated based on a significant number of estimations and management assumptions due to the inherent nature of the Greenhouse Gas Protocol Corporate Standard and Technical Guidance for Calculating Scope 3 Emissions criteria.

The information included in Kosmos Energy Ltd.'s 2023 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 Environment, Social and Governance Indicators as of or for the reporting periods indicated in the tables below in order for it to be in accordance with the Criteria.

*Ernst & Young LLP*

Houston, TX  
May 17, 2024



## Appendix A

Kosmos has different boundaries that are utilized for the Select Environmental, Social and Governance Indicators below, as of or for the reporting periods indicated in the tables 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, Safety, 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

Emissions related indicators utilize organizational boundaries which are defined by the World Resources Institute (“WRI”) / World Business Council for Sustainable Development’s (“WBCSD”) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, as amended by the GHG Protocol Scope 2 Guidance (“The GHG Protocol”).

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.

### Schedules of Select Environmental, Social and Governance Indicators as of for the year-ended December 31, 2023

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2023	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
<b>EMPLOYEE DATA</b>			
Total number of employees	243	Total headcount of full-time and part-time employees as of December 31, 2023.	Total employees excludes individuals classified as Contractors or members of the Board of Directors.
Turnover rate	8.05%	Total rate of employee turnover during the reporting period. Turnover rate is calculated by dividing the total turnover for the year over the total employees at the beginning of the year.	
New hires by gender	Male - 19 Female - 7 Total - 26 Male - 73% Female - 27%	Number and rate of new employee hires during the reporting period, by gender, as defined by GRI 401-1a. Rate of new employee hires is calculated by dividing the number of new hires by gender by the total number of new hires in the reporting period.	Gender designation is based employee on self-reported demographic information within Kosmos HR systems.  Other criteria included within GRI 401-1a (i.e., total number and rate of new employee hires during the reporting period by age group and region) and 401-1b are excluded.
Total number of contractors	104	Total headcount of contractors as of December 31, 2023.	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.  The number of contractors can significantly fluctuate during the year.
Local employment	100%	Percentage of local employees as of December 31, 2023.	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.

## Appendix A (cont.)

### Schedules of Select Environmental, Social and Governance Indicators as of for the year-ended December 31, 2023 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2023	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
<b>EMPLOYEE DATA (CONT.)</b>			
Employee age distribution	Under 30 years old – 6% 30 – 50 years old – 57% Over 50 years old – 37%	Percentage of total employees by age group, as of December 31, 2023. Employee age distribution is calculated by dividing the total number of employees in the relative age distribution group (e.g., “Under 30 years old”) by the total number of employees.	Calculated using the “total employee” headcount as reported above.
Workforce gender distribution by workforce category	Individual Contributor Male – 51% Female – 49%  Manager Male – 75% Female – 25%  New Hire Male – 73% Female – 27%  SLT Male – 100% Female – 0%  All Employees Male – 63% Female – 37%  Board of Directors Male – 75% Female – 25%	Percentage of employees per employee category by gender, as of December 31, 2023, as defined in GRI 405-1ai.  Percentage of individuals within the Board of Directors presented by gender, as of December 31, 2023, as defined by GRI 405-1bi.	Kosmos assigns employees to workforce categories based on the following:  - Senior Leadership Team (SLT) is defined as Senior Vice Presidents that are direct reports to the Chief Executive Officer.  - Individual Contributor is defined as an employee without direct reports.  - New Hire is defined above and represents employees hired in the reporting year.  - Manager is defined as all other employees.  - Kosmos’ governance body is made up of individuals within the Board of Directors.  Gender designation is based on employee self-reported demographic information within Kosmos HR systems.  Other components included within GRI 405-1a (i.e., percentage of individuals within the organization’s governance bodies in each of the following diversity categories: ii. Age group, and percentage of employees per employee category in each of the following categories: ii. Age group) are excluded.
US and UK minorities by workforce category	Individual Contributor – 21% Manager – 18% New Hire – 31% SLT – 9% All Employees – 21% Board of Directors – 13%	Percentage of US and UK minority employees per workforce category as of December 31, 2023, as defined by GRI 405-1aiii.  Percentage of US and UK minority individuals within the Board of Directors as of December 31, 2023, as defined by GRI 405-1biii.	Employee ethnicity is based on self-reporting from employees. US and UK minority is defined as an individual who self-identifies as being 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 ethnicity.  Workforce category defined as per the indicator “Workforce gender distribution by workforce category”.  Other components of GRI 405-1a are excluded per indicator “Workforce gender distribution by workforce category”.



## Appendix A (cont.)

### Schedules of Select Environmental, Social and Governance Indicators as of for the year-ended December 31, 2023 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2023	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
<b>SAFETY</b>			
Total number of fatalities	0	<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, 2023.</p> <p>Fatalities include Kosmos Employees and Contractors working at Kosmos offices, Kosmos owned facilities, and Kosmos-operated facilities/leases in 2023.</p>
Lost time incident rate (LTIR)	0.21	<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, 2023.</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 2023.</p> <p>The number of incidents 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.</p>
Total recordable incident rate (TRIR)	0.42	<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>	

## Appendix A (cont.)

### Schedules of Select Environmental, Social and Governance Indicators as of for the year-ended December 31, 2023 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2023	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
<b>EMISSIONS - OPERATIONAL CONTROL<sup>1</sup></b>			
Total Scope 1 emissions (tonnes CO <sub>2</sub> e)	23,913	The GHG Protocol	<p>Emissions sources:</p> <ul style="list-style-type: none"> <li>Vessel and rig fuel consumption to support seismic, drilling and completions activities.</li> <li>Helicopter fuel consumption to support seismic, drilling and completions activities.</li> <li>Trucking fuel consumption to support drilling and completions activities.</li> <li>Natural gas consumption as a result of flaring operations.</li> <li>Fugitive emissions from refrigerants present in Kosmos' operational control are considered to be immaterial and therefore excluded.</li> </ul> <p>Emission factor sources:</p> <ul style="list-style-type: none"> <li>EPA Emissions Factors for Greenhouse Gas Inventories (modified 12 September 2023) are used to report on Scope 1 CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O emissions from vessel and rig diesel, helicopter fuel, trucking and flaring operations.</li> <li>International Maritime Organization's (IMO) 4th GHG Study (2020) Emissions Factors are used to report on Scope 1 CO<sub>2</sub>, N<sub>2</sub>O and CH<sub>4</sub> emissions from vessel LNG fuel consumed.</li> <li>Global warming potentials - 2007 IPCC Fourth Assessment Report.</li> </ul> <p>Kosmos includes CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O greenhouse gases in their calculation of Scope 1 and Scope 2 (operated) GHG emissions, with approximately 97% of the Scope 1 and 2 inventory consisting of CO<sub>2</sub>.</p>

1. Reporting utilizes the Operational Control approach for consolidating GHG emissions, as defined by the GHG Protocol.

## Appendix A (cont.)

### Schedules of Select Environmental, Social and Governance Indicators as of for the year-ended December 31, 2023 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2023	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
<b>EMISSIONS - OPERATIONAL CONTROL<sup>1</sup> (CONT.)</b>			
Total Scope 2 emissions (tonnes CO <sub>2</sub> e) – Location Based Method (LBM)	1,018	The GHG Protocol	Emissions sources:  The boundary for Scope 2 emissions includes office locations with 10 or more personnel. Smaller offices are excluded based on materiality, offshore operations are excluded as they are not connected to the grid.
Total Scope 2 emissions (tonnes CO <sub>2</sub> e) – Market Based Method (MBM)	1,012	The GHG Protocol	Emission factor sources:  Dallas and Houston offices – 2022 ERCOT subregion EPA eGRID output emissions factors.  Ghana office– Energy Commission of Ghana - National Energy Statistics 2000-2023.  London office – UK Department for Environment, Food and Rural Affairs (DEFRA)  2023 Conversion Factors for greenhouse gas (GHG) reporting.  Global warming potentials - 2007 IPCC Fourth Assessment Report.  Kosmos includes CO <sub>2</sub> , CH <sub>4</sub> , and N <sub>2</sub> O greenhouse gases in their calculation of Scope 1 and Scope 2 (operated) GHG emissions, with approximately 97% of the Scope 1 and 2 inventory consisting of CO <sub>2</sub> .

1. Reporting utilizes the Operational Control approach for consolidating GHG emissions, as defined by the GHG Protocol.



## Appendix A (cont.)

### Schedules of Select Environmental, Social and Governance Indicators as of for the year-ended December 31, 2023 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2023	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
<b>EMISSIONS - EQUITY SHARE<sup>2</sup></b>			
Total Scope 1 emissions (tonnes CO <sub>2</sub> e)	944,007	The GHG Protocol	<p>Includes the direct emissions from Kosmos' net revenue (entitlement) interest in both operated and non-operated assets. Net revenue entitlement interest reflects the portion of oil and gas production, after all burdens have been deducted, that Kosmos is entitled to receive as part of their lease working interest.</p> <p>Kosmos assumes daily uniform emissions throughout the year based on net revenue entitlement interest.</p> <p>Incremental to the emissions sources included in the <i>Contextual information related to criteria</i> for Emissions - Operational Control, Total Scope 1 emissions, are venting and flaring at non-operated assets. Kosmos only includes operated emissions in GoM and non-operated assets in EG, Ghana, Mauritania, and Senegal. All non-operated joint ventures in the GoM are considered to be immaterial and therefore are excluded.</p> <p>Third-party operator emissions data is used to calculate non-operated equity share.</p> <p>Kosmos includes CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O greenhouse gases in their calculation of Scope 1 GHG emissions (equity share), with approximately 90% of the inventory consisting of CO<sub>2</sub>.</p>
Total Scope 1 emissions intensity by net production (kg CO <sub>2</sub> e / BOE)	34	GRI 305-4 Scope 1 - Equity Share (kg CO <sub>2</sub> e) / net production (BOE)	<p>Net production refers to the barrel of oil equivalent ("BOE") associated to Kosmos' net revenue (entitlement) in both operated and non-operated assets.</p> <p>Refer to <i>Contextual information related to criteria</i> for Total Scope 1 - Equity share for gases included.</p>

2. Reporting utilizes the Equity Share approach for consolidating GHG emissions, as defined by the GHG Protocol.

## Appendix A (cont.)

### Schedules of Select Environmental, Social and Governance Indicators as of for the year-ended December 31, 2023 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2023	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
<b>EMISSIONS - EQUITY SHARE<sup>2</sup> (CONT.)</b>			
Total Scope 3 Category 11 emissions from use of sold products (tonnes CO <sub>2</sub> e)	8,425,415	The GHG Protocol and WRI/WBCSD's The GHG Protocol Technical Guidance for Calculating Scope 3 Emissions	<p>Calculation approach informed by industry specific guidance from Ipieca's Estimating petroleum industry value chain (Scope 3) greenhouse gas emissions: Overview of methodologies.</p> <p>Kosmos calculates emissions from use of sold products on an equity basis from use of sold crude using the carbon content approach, and the use of sold gas and Natural Gas Liquids (NGLs) using the final product approach.</p> <p>Carbon content approach:</p> <p>Kosmos estimates fuel and non-fuel composition and refinery based upon parameters, factors, and data from assays internal reports, The Oil Production Greenhouse gas Emissions Estimator (OPGEE) model (version 3.0b) and the following assumptions.</p> <ul style="list-style-type: none"> <li>- If Kosmos' is unable to identify the intended refinery it will attempt to identify a proxy configuration (e.g., Energy Information Administration (EIA) - US System). If a suitable proxy is not identified then Kosmos will assume 100% of product sold is used as fuel.</li> <li>- Refineries operate at 100% efficiency. In the absence of further information, refinery loss capacity is distributed proportionally across fuel and non-fuel categories.</li> <li>- Petrochemical/non-fuel products are not combusted and thus have no Category 11 emissions.</li> </ul> <p>Final product approach:</p> <p>Kosmos estimates fuel and non-fuel composition for NGLs based on U.S. EIA, <i>Petroleum Supply Annual</i> (August 2023). Kosmos assumes all gas sold will be combusted.</p> <p>Kosmos applies CO<sub>2</sub>e emission factors from the UK DEFRA 2023 Conversion Factors GHG reporting.</p> <p>Kosmos' calculations do not rely on joint venture partner data.</p> <p>Kosmos includes CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O greenhouse gases in their calculations of Scope 3 Category 11 GHG emissions, with approximately 99% of the inventory consisting of CO<sub>2</sub>.</p>

2. Reporting utilizes the Equity Share approach for consolidating GHG emissions, as defined by the GHG Protocol.

## Appendix A (cont.)

### Schedules of Select Environmental, Social and Governance Indicators as of for the year-ended December 31, 2023 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2023	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
<b>EMISSIONS – EQUITY SHARE<sup>2</sup> (CONT.)</b>			
Total Scope 3 Category 11 emissions intensity by net sales (kg CO <sub>2</sub> e / BOE)	365	GRI 305-4 Scope 3 Category 11 – Equity Share (kg CO <sub>2</sub> e) / net sales (BOE)	Net sales refers to the barrel of oil equivalent (“BOE”) of Kosmos’ oil, gas, and NGLs sales for both operated and non-operated assets.  Refer to <i>Contextual information related to criteria</i> for Total Scope 3 Category 11 – Equity share (2023) for information on Scope 3 Category 11 emissions.
<b>ENVIRONMENTAL FINES AND PENALTIES</b>			
Total environmental fines and penalties (USD)	Monetary sanctions \$0	Total significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of total monetary value of significant fines and total number of non-monetary sanctions.	Significant fines include monetary fines and penalties received in the reporting year over \$20,000.  Fines and sanctions include administrative and judicial sanctions for failure to comply with environmental laws and/or regulations including international declarations, conventions, and treaties or national, sub-national, regional and local regulations.
	Non-monetary sanctions 0		
<b>SPILLS</b>			
Total hydrocarbon spills	0	Total number of hydrocarbon spills, as defined in SASB-EM-EP-160a.2, reported to management in the reporting year.	Spills are defined as greater than 1bbl (42 U.S. gallons or 159 liters). Spills include those that reached the environment and exclude spills that were contained within impermeable secondary containment.  Other criteria included in SASB-EM-EP-160a.2 (e.g., total volume of hydrocarbon spills in the Arctic, volume impacting shorelines with ESI rankings 8-10, and total hydrocarbon volume recovered) is excluded.
<b>SELECT PAYMENTS TO GOVERNMENTS (SEE EXHIBIT #1 ON FOLLOWING PAGE)</b>			
<b>SOCIAL INVESTMENT SPENDING</b>			
Total social investment spending (USD)	\$4,490,000	Total direct economic value distributed through community investments.	The actual expenditures by Kosmos benefiting the broader community where the target beneficiaries are external to the organization and includes 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.

2. Reporting utilizes the Equity Share approach for consolidating GHG emissions, as defined by the GHG Protocol.



## Schedules of Select Environmental Indicators as of or for the year-ended December 31, 2022

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2022	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
<b>EMISSIONS - EQUITY SHARE<sup>3</sup></b>			
Total Scope 3 Category 11 emissions from the use of sold products (tonnes CO <sub>2</sub> e)	8,361,155	The GHG Protocol and WRI/WBCSD's The GHG Protocol Technical Guidance for Calculating Scope 3 Emissions	Kosmos applies CO <sub>2</sub> e emission factors from the UK DEFRA 2022 Conversion Factors GHG reporting.  Refer to <i>Contextual information related to criteria</i> for Total Scope 3 Category 11 – Equity share (2023) for more information regarding Kosmos' methodology, assumptions, and other disclosures.
Total Scope 3 Category 11 emissions intensity by net sales (kg CO <sub>2</sub> e / BOE)	361	GRI 305-4  Scope 3 Category 11 – Equity Share (kg CO <sub>2</sub> e) / net sales (BOE)	Refer to <i>Contextual information related to criteria</i> for Total Scope 3 Category 11 emissions intensity by net sales – Equity share (2023) for information on Scope 3 Category 11 emissions.

3. Reporting utilizes the Equity Share approach for consolidating GHG emissions, as defined by the GHG Protocol.

## Exhibit #1 – Select Payments to Governments<sup>1</sup>

Kosmos Energy Ltd. has prepared the following report of payments made to governments for the year ended December 31, 2023 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. These payments are categorized consistent with the Report on Payments to Governments Regulations 2014 (as amended in December 2015) (the Regulations).

### Select Payments to Governments

	UNIT OF MEASURE	EQUATORIAL GUINEA	GHANA	UNITED KINGDOM	UNITED STATES
Income Taxes <sup>2</sup>	USD	82,993,000	196,890,000	1,441,000	608,000
Royalties <sup>3</sup>	BOE	433,000	717,000	-	927,000
Royalties <sup>4</sup>	USD	35,783,000	55,220,000	-	62,668,000
Dividends	USD	-	-	-	-
Bonuses <sup>5</sup>	USD	-	-	-	443,000
License Fees <sup>6</sup>	USD	2,245,000	474,000	-	1,390,000
Infrastructure Improvement	USD	-	-	-	-
<b>Total</b>	<b>USD</b>	<b>121,021,000</b>	<b>252,584,000</b>	<b>1,441,000</b>	<b>65,109,000</b>

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-kind out of Kosmos Energy's working interest share of production and as reported by the third-party operator. United States royalties are payments to the United States Office of Natural Resources Revenue (ONRR) based on actual production from offshore federal leases.

4. Royalties - The value of oil royalties for Equatorial Guinea and Ghana are based on the annual average of daily Brent prices of \$82.64 during 2023. The value of gas royalties for Ghana are based on the actual sales price realized. United States royalties are actual payments to the United States ONRR.

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

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

## Industry Organization Memberships

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





## 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 2023 Annual Report on Form 10-K and Form 10-Q for the quarters ended March 31, 2023, June 30, 2023, September 30, 2023 and December 31, 2023 (particularly the “Forward-Looking Statements” and “Risk Factors” sections) and our 2024 Proxy Statement, all of which can be found at [www.kosmosenergy.com](http://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: 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](http://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.

For purposes of this report, the concept of materiality does not correspond to the concept of materiality used in the securities laws and disclosures required by the U.S. Securities and Exchange Commission (SEC). With respect to the term “material,” individual companies are best suited to determine which information is material under the long-standing U.S. Supreme Court definition of that term, and whether to disclose this information in SEC filings.

