

Modern Slavery Statement

THIS STATEMENT IS MADE PURSUANT TO SECTION 54 OF THE U.K. MODERN SLAVERY ACT OF 2015 (“ACT”) AND HAS BEEN APPROVED BY THE KOSMOS ENERGY LTD. (“KOSMOS”) BOARD OF DIRECTORS.

KOSMOS AND ITS SUBSIDIARIES ARE COMMITTED TO COMPLYING WITH THE REQUIREMENTS OF THE ACT AND TO TAKING ALL REASONABLE STEPS TO ENSURE THAT ALL TYPES OF MODERN SLAVERY, INCLUDING HUMAN TRAFFICKING AND FORCED LABOR, HAVE NO PLACE IN ANY PART OF OUR BUSINESS OR SUPPLY CHAIN.

ABOUT KOSMOS

At Kosmos Energy, our purpose is clear. We are a leading deepwater exploration and production company focused on meeting the world’s growing demand for cleaner energy.

We have diversified oil and gas production from key assets offshore Ghana, Equatorial Guinea, Mauritania, Senegal, and the Gulf of America. In the proven basins where we operate, we are advancing high-quality development opportunities that have come from our exploration success. 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.

GOVERNANCE

Kosmos is governed by its Board of Directors, which determines the company’s strategy, approves the business plan and key policies, and reviews risks and operational and financial performance. Our Board of Directors approved our company [Business Principles](#) which articulate how we conduct our business and the standards to which we hold ourselves accountable. They describe our commitment to transparency, ethics, health, safety, the environment, and human rights – including a clear statement opposing slavery and human trafficking.

Our [Business Principles](#) are available on our website, communicated widely to employees, and supported by various policies, procedures, and management systems.

Kosmos uses an enterprise risk management framework at the corporate and business unit levels to identify, assess and mitigate risks to our business. Each Business Unit identifies risks to the company on an annual basis and risk management plans are reviewed on a quarterly basis by senior management. The most critical risks are subsequently reviewed with the Board of Directors. This helps embed risk analysis into the decision-making processes of each Business Unit and aligns the management of Business Unit risks with those of the company overall.

Engagement with partners is critical for managing human rights risks. We regularly review and assess operator management systems to ensure alignment with our own standards. This work includes:

- Visits to in-country operations or project sites;
- Direct in-country engagement with project host communities; and
- Engagement with the operator’s head office and local offices to maintain alignment on expectations, including human rights.

HUMAN RIGHTS POLICY

Kosmos is committed to respecting human rights and we expect our employees, contractors, partners, suppliers, and co-ventures to share our commitment. Kosmos is committed to implementing the U.N. Guiding Principles on Business and Human Rights and adheres to the Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We are also signatories of the United Nations' Global Compact, a set of principles on human rights, labor, environment and anti-corruption.

Our [Human Rights Policy](#) further details our expectations concerning respect for human rights wherever we operate and includes a clear statement that we do not tolerate child, slave or bonded labor or the unfair treatment of migrant workers.

To ensure these requirements are implemented in our business, we have conducted risk-based in-country employee, contractor and supplier training on labor rights and compliance with our [Human Rights Policy](#).

We have also used third party experts to conduct human rights and labor rights risk assessments of our in-country operations to better understand our risks during different phases of operations.

In keeping with our [Human Rights Policy](#), Kosmos maintains grievance mechanisms through which employees, contractors, and other stakeholders may raise concerns related to our operations. Our grievance mechanisms are based on the framework set out by the United Nations Guiding Principles on Business and Human Rights. Kosmos maintains a [Whistleblower Hotline](#) as a vehicle for employees, contractors, third parties and others to report anonymously, without risk of retaliation, potential violations of any Kosmos policy. We provide training and information about our [Whistleblower Hotline](#) in the official language of each country where we have operations, emphasizing the aim, accessibility and confidentiality of the mechanism. We investigate any potential violations of our policies and determine if the responsible party can implement corrective actions or if we need to terminate the relationship. When appropriate, we will also report violations to local authorities.

SUPPLY CHAIN DUE DILIGENCE AND RISK ASSESSMENT

We are committed to maintaining effective systems and procedures to prevent modern slavery from taking place within our operations and our supply chain. The primary risk of encountering modern slavery in our supply chain stems from our reliance on third party suppliers, both international and local, in the countries where we operate.

We exercise care in the selection of vendors, suppliers, and contractors. Our [Supplier Code of Conduct](#) outlines the minimum expectations for Kosmos' vendors, suppliers, and contractors in relation to human and labor rights, including compliance with all applicable laws and respecting international human rights.

Our vetting process includes risk-based due diligence against the expectations in the [Supplier Code of Conduct](#), background checks and thorough onboarding to ensure alignment with Kosmos' values and policies. We investigate any observed or reported violations of our policies and determine if the responsible party can implement corrective actions or if we need to terminate the relationship.

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2024 ACTIVITIES

Throughout 2024 we encouraged our joint venture partners to continue respecting human and labor rights. In the lead up to first gas at the Greater Tortue Ahmeyim LNG project offshore Mauritania and Senegal, we supplemented the operator's management systems with our own in-country engagements, including visits to the Floating Production, Storage and Offloading (FPSO) vessel, the near-shore hub terminal, and local communities. Our outreach to key communities in Senegal was coordinated by our local Community Liaison Officer.

We consolidated our expectations for suppliers into a single, publicly available [Supplier Code of Conduct](#). Understanding that our expectations for suppliers were spread across various documents, our goal was to improve the transparency of and accessibility to our expectations for suppliers who want to work with Kosmos. We are now focused on further embedding the [Supplier Code of Conduct](#) into supplier engagement and procurement processes at our operations.

We maintained our commitment to negotiate fair contract terms with our suppliers. We recognize that if any are put under pressure to meet unrealistic timelines or agree to unreasonable prices, this may increase the risk of modern slavery in the supply chain.

Kosmos also provided annual training on ethical conduct to promote high standards of ethical behavior and compliance at every level of the company. All of our employees and contractors, including our Senior Leadership Team, participated in this training which, inter alia, covers when to use and how to access the [Whistleblower Hotline](#).

OUR FORWARD PLANS

A thriving business that creates long term value for shareholders requires more than financial gains; it demands a commitment to doing right by its employees, host nations, and the communities in which it operates. As we work towards a just, orderly and equitable energy transition, Kosmos Energy's commitment to behaving responsibly will not waver.

We will remain vigilant in assessing and managing the risk of modern slavery as a global sense of expectations increase from host governments, partners, investors and local populations for the low cost, lower carbon oil and gas the world needs today. We will look to strengthen our risk-based due diligence against the expectations in the [Supplier Code of Conduct](#) to ensure alignment with Kosmos' values throughout the sourcing and onboarding stages. We will also promote our grievance mechanisms and assess any allegations of modern slavery or other human rights violations received.

In a time of unpredictability, we endeavor to use the foresight and resilience built across the company to navigate a path to success. Our efforts are enabled by the close relationships we maintain and the deep commitment of our employees to operate as a responsible company and support the communities where we live and work.



Andrew G. Inglis
Chairman of the
Board of Directors
Chief Executive Officer



Kosmos Energy Ltd.
c/o Kosmos Energy LLC
8176 Park Lane, Suite 500
Dallas, Texas 75231
+1 214 445 9600

NYSE and LSE Symbol: KOS

www.kosmosenergy.com