



# 2024 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 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 today and tomorrow, we strive to be a force for good in our host countries, accelerating economic and social progress.

## FINANCIAL AND OPERATIONAL HIGHLIGHTS (as of December 31, 2024)

**~\$1.07  
BILLION  
EBITDAX**  
(Full Year 2024)

**ZERO**  
fatalities, lost-time  
injuries or total recordable  
injuries in 2024

**~65,300  
BOEPD**  
Full Year  
Net Production<sup>1</sup>

Achieved  
**FIRST GAS PRODUCTION**  
at the GTA LNG project in  
December 2024;  
**FIRST LNG PRODUCTION**  
achieved in February 2025

**MSCI**  
ESG RATINGS

CCC B BB BBB A AA AAA

**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 Gulf of America, this means those volumes net to Kosmos' working interest and net of royalty.



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

Fellow stakeholders,

The world moves in cycles – governments change, markets shift, and industries evolve, but energy remains at the center of it all. The lesson from the last twelve months has been that success often belongs to those who navigate these changes with resilience and foresight. In this letter I would like to address the changing landscape for energy, explain how Kosmos has anticipated this and demonstrate how – and why – we continue to put sustainability at the heart of everything we do.

## The Changing Landscape of Energy

2025 has seen the energy sector undergo a recalibration. While most nations continue to support the 1.5°C target, there is growing acknowledgment that significant quantities of oil and natural gas will be required to support modern life for decades to come. It is revealing that 190 countries failed to submit new targets for cutting carbon emissions earlier this year, including some of the world's largest economies. The just, orderly, and equitable energy transition we all want may take longer to achieve than many people were once inclined to admit. This pragmatic reassessment resonates in our African host countries, where leaders continue to seek the energy investment that will unlock industrialization, economic growth, and job creation for their expanding populations.

The geopolitical backdrop for the changes in the energy industry also seems to shift by the day. The prospects for peace in Ukraine and Gaza remain uncertain, we have a new administration with a new political agenda in the U.S., and, beyond these,

there is uncertainty surrounding China's continuing stagnant oil demand. Any development in these areas – positive or negative – will rapidly transform commodity markets.

Kosmos Energy's clear and consistent strategy has been predicated on the world's growing demand for secure, affordable, and cleaner energy, both now and in the future. With oil production from our advantaged assets in Ghana, the Gulf of America, and Equatorial Guinea, we are busy supplying the world with the energy it needs today. Equally, we remain focused on the energy needs of the future. We are proud to have started production at the Greater Tortue Ahmeyim liquified natural gas (LNG) project offshore Mauritania and Senegal. This establishes a new Atlantic Basin LNG hub ideally located to supply European markets and, importantly, provide gas for domestic use.

## The Importance of Natural Gas in Africa

Kosmos is committed to producing energy for the world and for our African partner nations, helping to mitigate an energy crisis that extends far beyond the frequently cited statistic of 745 million Africans without electricity. While much attention has been focused on individual and household energy access, the broader economic implications of energy poverty remain underappreciated. The simple truth is that without stable power, the infrastructure of a successful society is dramatically undermined.

Unreliable power is one of the biggest obstacles to job creation in Africa, reducing employment opportunities by around 40%, according to a recent study<sup>1</sup>. Without reliable electricity, there are no new factories and no



**“Kosmos Energy’s clear and consistent strategy has been predicated on the world’s growing demand for secure, affordable, and cleaner energy, both now and in the future.”**





new jobs. Industries that depend on stable power – such as manufacturing and technology – suffer from higher costs and lower productivity due to outages.

Africa's own indigenous natural gas can help resolve these issues and better position the continent for future prosperity. Gas-fired power plants provide consistent, stable electricity that can reduce blackouts and compensate for the intermittency of renewables. Compared to diesel or heavy fuel oil, natural gas offers a more economical and environmentally responsible alternative. When you consider that

currently many African businesses rely on expensive diesel generators – it's easy to see that a shift to natural gas could be a huge boon, with the added benefits that it will lower electricity costs while also reducing emissions by 20-30%.

Gas-powered industrialization offers transformative potential, with the capacity to create millions of jobs. But it will take the right enabling environment, financing, and investment decisions. As I said in an interview at African Energy Week late last year, Africa has the potential to become a global gas powerhouse,

standing alongside Australia, Qatar, and the U.S. – not only providing affordable energy for its own people but also contributing to global energy security.

The fundamental truth remains clear: Africa needs more energy of all kinds. Economic growth and improved living standards are intrinsically linked to energy availability. No economy can generate large-scale employment without abundant, reliable power – and Africa's future depends on addressing this critical need.

### Our Commitment to Sustainability and Safety

While we understand the significance of our mission to deliver energy for our partners and the wider global community – we also know that if we fail to do this in a sustainable and safe way then our mission is flawed. That's why our commitment to sustainability is a core value and we are proud that it has consistently been recognized by stakeholders. Kosmos earned MSCI's highest possible "AAA" rating for the third consecutive year, which puts us in the top 20% of companies across our sector. Similarly, Newsweek and Statista named Kosmos as one of America's Most Responsible Companies for the fifth consecutive year.

This is welcome recognition, but we must always strive to do better. Executing our strategy relies on an ongoing commitment to operating responsibly, managing the climate impact of our business, and contributing to a just, orderly and equitable energy transition. For us, this means sustainability is embedded throughout the company – from leadership to all our employees. This extends to our operating partners in Ghana and Equatorial Guinea as well, where we are working to eliminate routine flaring to meet our Scope 1 equity emissions target, which is to reduce these emissions 25% by 2026 compared to a 2022 baseline. Longer term, we remain committed to achieving and maintaining top-quartile carbon

intensity in both our oil and gas portfolios, which would position Kosmos at the leading edge of the industry.

Safety has been, and always will be, a core part of our mission. In 2024, we had zero fatalities, zero lost time incidents, and zero recordable incidents. While this strong performance should be celebrated, we know that the true victory is maintaining this record over the long term, which will require significant effort and focused attention. We must stay vigilant and guard against complacency.

That is why we have introduced *Safety Leadership Behaviors*, a new framework to codify how everyone at Kosmos should think about and approach safety. The behaviors start from the position that each of us needs to be a leader on safety, irrespective of our role and where we work – whether it's on a production facility, on a drillship, in an office, or at home. Through this initiative, I have asked everyone at Kosmos to join me in re-committing to a health and safety culture that strives to protect our people and contractors no matter where they work.

This commitment means that we are determined to have a positive impact by sharing best practice with our operating partners and the wider industry – even

**“...each of us needs to be a leader on safety, irrespective of our role and where we work – whether it's on a production facility, on a drillship, in an office, or at home.”**



if it entails sharing our learnings from when things have not gone as we would have liked. A few years ago, Kosmos created a program called *One Team, One Goal* to unify the efforts of Kosmos employees, partners and contractors to keep people safe. A key element of *One Team, One Goal* is exchanging information with peer companies and industry associations.

In that spirit, we shared lessons learned from an incident that occurred last year on a vessel working for Kosmos in the Gulf of America in which a high-pressure nitrogen cylinder ruptured spontaneously. The blast was potentially fatal but, thankfully, only first aid injuries were sustained. The investigation into the

root cause of the incident revealed what we believe is a wider problem that requires urgent action, including revision of industry practice for external visual inspection of cylinders and rack assemblies.

As described later in this report, Kosmos has shared its learnings and insights with its Gulf of America and international JV partners, government regulators, trade associations, and more than 40 other operators and suppliers. Safety is too important to only be something we focus on when things go right – we must all learn from every lesson that we have.



## Why is Sustainability at the Heart of What We Do?

In a time of unpredictability, we endeavor to use the foresight and resilience built across the company to navigate a path to success. For us, this notion of “success” extends far beyond meeting annual production targets and revenue goals. These elements are absolutely essential, but they are not the sole metrics of success. A thriving business that creates long term value for shareholders requires more than financial gains; it demands a commitment to doing right by our employees, our host nations, and the communities in which we operate.



**“We expect the reforestation project and programs, which directly benefit women and students, will help protect against flooding, support local biodiversity, and lead to increased conservation.”**

Stable and long term relationships with those stakeholders, where all concerned have an interest in the future success of our businesses, is the best way to create and protect sustainable value in the countries where we are present, to unlock new opportunities and manage risk. We thrive where we are seen – and will be remembered – by the people in our host countries as a steady and reliable partner – not just the company that produced oil or gas. I want them to remember Kosmos as a company that worked in the right way – engaging, listening, creating a shared agenda, and delivering on commitments. I believe strongly that Kosmos continues to act as a force for good in the communities where we live and work.

The Kosmos Innovation Center programs offered in Ghana, Mauritania and Senegal bring this approach to life. In 2024, it was most visible in Senegal where the Kosmos Innovation Center launched two new training programs for aspiring entrepreneurs in Saint Louis, the city closest to the Greater Tortue Ahmeyim infrastructure. Through the launch of *Door Entrepreneuriat and Sama Xalaat Sama Projet*, the Kosmos Innovation Center provided practical business training to prepare young people for the challenges of launching, nurturing, and growing a viable business. The stories from the participants who have benefited from this training and development continue to show why prioritizing sustainability will always be at the heart of what we do.

While we continue to invest in people, we must not forget the importance of place as we seek to deliver a range of economic, social and environmental benefits. Kosmos invested in mangrove restoration and related educational programs in various communities near the Langue de Barbarie in Senegal. We expect the reforestation project and programs, which directly benefit women and students, will help protect against flooding, support local biodiversity, and lead to increased conservation.



I am proud of the progress we have made over the last several years, a testament to the passion and commitment of our people. I invite you to explore the stories in this report to learn more about how our sustainability efforts are contributing to our long term goals and helping Kosmos create the energy which gives all of our stakeholders a brighter future.

**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.

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[BUSINESS PRINCIPLES](#)

[CLIMATE CHANGE POLICY](#)

[CLIMATE RISK AND RESILIENCE REPORT](#)

[CODE OF CONDUCT AND ETHICS](#)

[SUPPLIER CODE OF CONDUCT](#)

[THE STANDARD](#)





## Our Commitment

We are committed to understanding the needs and concerns of our stakeholders and, guided by our Senior Leadership Team (SLT), 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 Health, Safety, and Environment (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 and reflect Kosmos' shared values, inform our business practices, and define the standards to which we hold ourselves accountable. We share our [Business Principles](#) with employees, contractors, and external stakeholders, and require employees – including senior leadership and our Chief Executive Officer (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

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, 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 that supports our employees and contractors' ability to meet our standards for appropriate business conduct.

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. Kosmos supports and adheres to the principles of the Extractives Industries Transparency Initiative (EITI) and we publish our contracts with and material payments to governments annually.



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

Our aim is 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 cooperatively 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 our [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 to help us avoid causing or contributing to adverse human rights impacts.



### 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, such as our [Supplier Code of Conduct](#), 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 conflict.



## 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 our Board; evaluates new Board candidates as needed; reviews management succession planning; and developed and oversees the implementation of the [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. Our 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 2024, about 20% of our 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:

- Further extend operated Scope 1 and Scope 2 carbon neutrality through operational improvements and high-quality offsets
- Disclose and assure emissions from the end use of our sold products (Scope 3 category 11) in the 2023 Sustainability Report
- Ensure we remain on track to meet our absolute reduction and intensity targets, including by eliminating 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; and evaluates performance against corporate goals and objectives.





## Climate Governance

Kosmos recognizes the world faces a serious challenge from climate change and the energy transition. 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	Oversees our business and climate strategy.
HSES Board Committee	At least quarterly	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	Monitors emerging climate risks and opportunities, emissions metrics, 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	Responsible for recording emissions data, identifying and delivering opportunities for emissions reductions – whether with our partners or in our own operations.

Our CEO-led Climate Change Task Force drives our climate change strategy and reports to the HSES Board Committee at least quarterly. Kosmos takes an interdisciplinary approach to managing our response to climate change: the Task Force includes executives and senior employees from Risk Management, Corporate Planning, HSE, Investor Relations, External Affairs, and the Business Units.

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](#), which is approved by our SLT, is 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 review [The STANDARD](#) and all of our HSE policies and global standards every three years to ensure they accurately reflect the external environment and Kosmos' evolution since the last publication. After we reviewed [The STANDARD](#), we updated our expectations related to process safety and added new expectations for understanding and managing our impact on climate change. Our next review of [The STANDARD](#) is scheduled for 2025.

Our HSE management system and associated processes are internally audited on an annual basis and externally audited in the Gulf of America at least every three years. Our last SEMS audit took place in 2024 under the oversight of a BSEE approved COS Accredited Audit Service Provider. Our next external SEMS audit is scheduled for 2027.

## 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 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.

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 leads 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 also holds cybersecurity insurance.

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 phish testing and training, network penetration testing and training, and incident and network vulnerability reviews.

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





## 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	RESPONSIBILITY	HOW WE ENGAGE	2024 EXAMPLES
Shareholders	To create attractive returns 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 Chairman of the Board and Chief Executive Officer (CEO) and Chief Financial Officer (CFO) regularly meet with 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>• Discussed energy markets, emerging markets, and other topics at over 15 investor events in Europe and the United States, including: <ul style="list-style-type: none"> <li>• Our CEO at the BloombergNEF Summit encouraging investment in energy in emerging markets</li> <li>• Our CFO at the Goldman Sachs Energy, Cleantech and Utilities Conference on Kosmos' strategy and plans for the future</li> </ul> </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.	<ul style="list-style-type: none"> <li>• Six company-wide volunteer events during work hours for employees in the Dallas or Houston offices and additional small-team volunteer events across all our offices</li> <li>• One Team, One Goal speaker Marc Koehler, a former U.S. Navy Nuclear Submarine Officer, on safety leadership (<a href="#">see Health &amp; Safety</a>)</li> <li>• Kosmos Safety Kudos Awards to recognize employees' exceptional efforts, outstanding contributions beyond day-to-day expectations, or demonstration of Kosmos' safety culture and values</li> </ul>
Host Governments	To contribute to national development by creating a shared agenda with host countries that is based on mutual trust and respect, and 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 in and out-of-country. During in-country visits, Kosmos' senior leadership meets with Presidents and Energy Ministers, among others. Kosmos representatives attend industry conferences to advocate the benefits of our projects for our host countries.	<ul style="list-style-type: none"> <li>• Five senior executives joined government officials, business partners, and investors at Africa Energy Week 2024 to discuss Africa's energy future. Our CEO delivered a keynote interview discussing what's necessary to develop the continent's world-class gas resources and the role of countries and companies like Kosmos in helping Africa shape its own energy destiny</li> <li>• Our Senior Vice President of Sustainability and External Affairs spoke at the 2024 U.S.-Africa Business Summit about Kosmos' longstanding partnership with Mauritania and our continued commitment to steady, reliable progress</li> <li>• Our senior leadership engaged with the U.S. Department of Transportation and U.S. Bureau of Safety and Environmental Enforcement on strengthening safety inspections of nitrogen cylinders in the Gulf of America</li> </ul>

STAKEHOLDER	RESPONSIBILITY	HOW WE ENGAGE	2024 EXAMPLES
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> ).	<ul style="list-style-type: none"> <li>• Introduced three new Kosmos Innovation Center programs in Senegal</li> <li>• Expanded Ra'idat, a bootcamp for female entrepreneurs in Mauritania</li> <li>• Fostered innovation in urban agriculture and skills development by installing a TAPkit growing system in Dallas</li> <li>• Advanced mangrove and coastal restoration in Senegal</li> <li>• Built libraries and improved access to schools in São Tomé and Príncipe</li> <li>• Funded two Climate Mitigation Fellowships in New Orleans</li> <li>• Installed solar powered water wells 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 on both operated and non-operated assets, tracking supplier performance through ISNetworld, and connecting 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 to 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>• Served on the global EITI Board</li> <li>• Engaged with EITI at the national level in Ghana, Senegal, and Mauritania, e.g., our External Affairs Manager (Senegal) represented Kosmos and the upstream oil and gas industry at Senegal's National Committee for the Extractive Industries Initiative (<a href="#">see Ethics</a>)</li> <li>• A Kosmos Energy Board Member spoke at a Dallas World Affairs Council event, "Bridging the Atlantic: A European View on U.S. Foreign Policy"</li> <li>• Spoke at the International Association of Drilling Contractor's Annual General Meeting on the nitrogen cylinder incident in the Gulf of America</li> <li>• Presented during the Africa Forum at the Offshore Technology Conference on the importance of a just energy transition and the need to tackle corruption in business and government</li> </ul>



# 2024 Sustainability Highlights

0 | Fatalities

0 | LTIR  
(Lost Time  
Incident Rate)

0 | TRIR  
(Total Recordable  
Incident Rate)



Extended carbon neutrality  
over our operated Scope 1  
and 2 Emissions

MSCI  
ESG RATINGS



Awarded  
AAA rating  
by MSCI

CCC | B | BB | BBB | A | AA | AAA

**TOP WORK  
PLACES** DFW

2024 Top Workplaces + 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*



**HOUSTON  
CHRONICLE**

## KOSMOS INNOVATION CENTER

POWERED BY KOSMOS  
FOOTPRINT

**Kosmos Innovation Center (KIC)** The Kosmos Innovation Center (KIC) provides expert training, mentorship, and seed funding to support innovation through customized programs led by local experts.

Introduced three new programs in Senegal, two specifically for the Saint Louis community, focused on providing opportunities for women and young entrepreneurs.



Grew participation in Ra'idat, a boot camp for female entrepreneurs in Mauritania,

by **47%**

from 2023 through targeted community engagement.



Supported the installation of a TAPkit, a hydroponic controlled environment agriculture (Hydro-CEA) greenhouse at the Hatcher Station Training Farm in south Dallas.

The TAPkit doubles as a production hub for local restaurants and a training incubator for community members interested in pursuing careers in agriculture.





# Health & Safety

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

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## [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 strive 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](#).

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

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.

#### Safety From the Silent Depths with Marc Koehler

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 2024, we hosted former nuclear submariner Marc Koehler to speak about safety leadership and lessons learned from his time with the U.S. nuclear submarine force. During his naval career, Mr. Koehler spent around 300 days per year underwater as a SUBSAFE Quality Assurance & Safety Officer.

Mr. Koehler shared his insights on the role of leadership in creating a culture of purpose-driven safety.



### 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 a history of excellent safety performance.





## OFFSHORE VISITS

Our teams working offshore face the greatest health and safety risks. 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 2024 Activities](#)).

Kosmos personnel conduct regular evaluations on our contracted rigs to assess the adoption of our safety standards 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 a review of 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, compliance with HSE laws and regulations, and the expectations laid out in our HSE Global Standards, policies, and procedures.

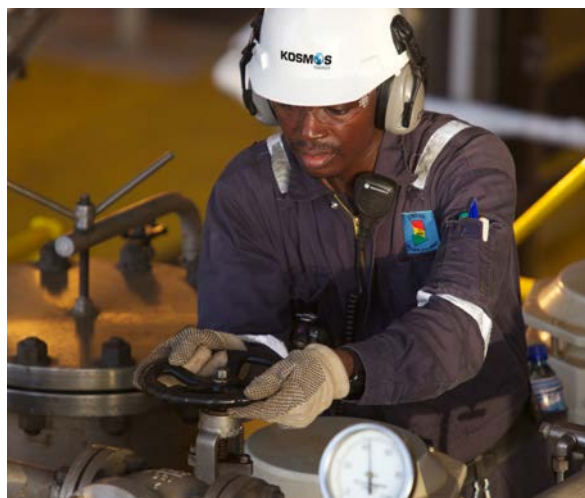
In addition to mandatory training, our employees and contractors complete specialized training tailored to their scope of work. For instance, any employee or contractor that visits one of our operated sites in the Gulf of America, is required to complete an orientation as well as more rigorous safety 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.



## Process Safety

A key component of Kosmos' HSE management system is process safety management, which covers the systems and processes used for preventing, mitigating, and responding to major accidents and the release of hazardous substances related to the production of oil and gas.

Our approach to process safety previously focused on lagging indicators related to Tier 1 and Tier 2 Loss of Primary Containment (LOPC). We are now working on strengthening the proactive elements of our process safety management system, specifically around the use of leading process safety KPIs as recommended by IOGP Report 456.



## 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 quickly mitigate emergencies.

## 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.



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 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.

85 people participated in our 2024 annual spill response training, both in person at the Houston-area Integrity Management & Response office and virtually. The exercise tested key aspects of our Oil Spill Response Plan and the ability of our service providers to work with us and each other. We demonstrated that our teams and processes are prepared to respond quickly and effectively in the event of an incident.



## INCIDENTS TO INSIGHTS: NITROGEN CYLINDER RUPTURES IN THE GULF OF AMERICA

Safety is a core value at Kosmos. We strive to protect our employees, communities, and those we work with. We honor this commitment by sharing lessons learned from significant safety incidents within our organization, with partners, and with others in the oil and gas industry.

A recent report from the National Ocean Industries Association (NOIA), [The Offshore Energy Industry's Innovation & Workforce Excellence Report](#), recognized our work to share insights from a potentially fatal incident with regulators, industry peers, and other stakeholders.

In June 2024, a high-pressure nitrogen cylinder ruptured spontaneously on the deck of a vessel working in the Gulf of America. The blast was potentially fatal but, thankfully, only first aid injuries were sustained.



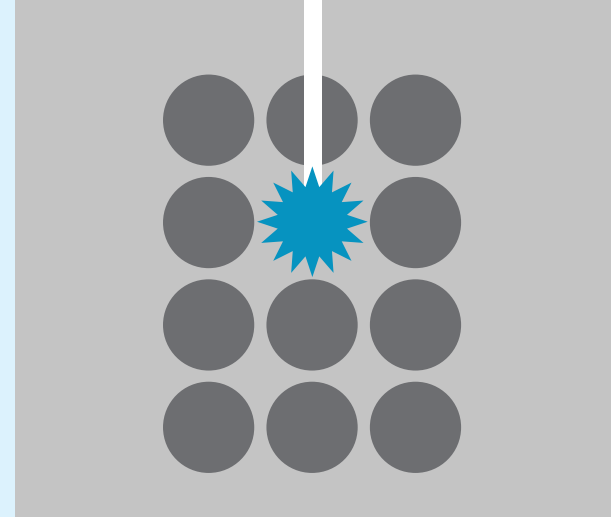
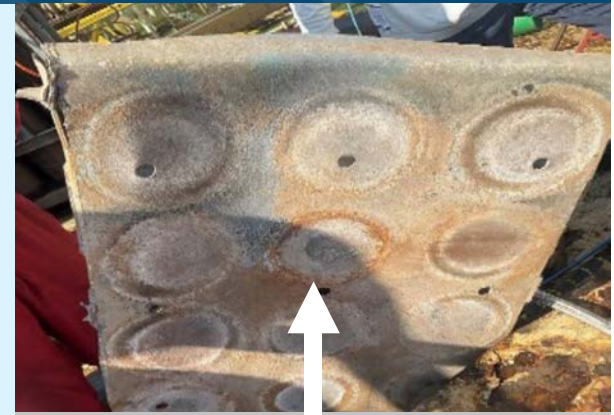
Kosmos' HSE and Gulf of America teams responded with urgency to make the workplace safe by removing all other cylinders. Kosmos approached the incident investigation and follow-up from the viewpoint of anticipating where else it could happen, potentially with much more serious consequences.

The key findings of the incident investigation:

- The cylinders had been visually inspected by the supplier in accordance with industry guidance prior to being loaded onto the rig. However, the severe corrosion that caused the rupture **was not spotted during this inspection**.
- The cylinder that ruptured was located in the middle of the rack and therefore not easy to inspect without disassembly. As Kosmos looked deeper into the matter, the company learned that racks of connected cylinders are often **not disassembled** during inspections.

Representatives from Kosmos raised this potential **barrier to inspection** with government regulators and industry trade associations, and shared what Kosmos has learned from this experience across the industry with the goal of raising awareness about how serious a problem this could be.

We presented our key findings to our joint-venture partners around the world and over 40 other operators and suppliers to support stronger safety management practices in the industry.





## 2024 Activities

Our 2024 health and safety activities focused on supporting the safe delivery of key operational milestones and strengthening our safety culture through new One Team, One Goal training.

### Safety Culture Assessments

In 2024, Kosmos completed multiple safety culture assessments of our non-operated assets in Ghana and Equatorial Guinea, including ahead of the deployment of the drilling rig in Equatorial Guinea:

**Ghana:** Kosmos worked with our operating partner to conduct safety assessments and investigate root causes following an increase in High Potential incidents. We determined that strengthening inspections at our offshore facilities may reduce the likelihood of those potential incidents and we are

now discussing with our partners effective ways of conducting more rigorous assessments of processes, equipment, and pipework.

**Equatorial Guinea:** Kosmos safety leaders spent several weeks gauging the safety culture of the new rig contracted for the drilling campaigns in Block G and Block S. Our team noted that there was evidence of a strong safety culture onsite, such as consistent communication between onsite leadership and the contracted workforce, and active practicing of our safety-first message through activities like interactive safety observation reviews.

### One Team, One Goal HSE Leadership Visits

Members of our senior HSE leadership – such as the VP of Drilling Operations, Operation Superintendents, HSE Managers – conduct drillship visits to review

Kosmos' expectations regarding safety with our contracted workforce. The visits in 2024 focused on embedding a culture of safety on the contracted drillship ahead of the drilling campaigns in Equatorial Guinea and facilitating dialogue to encourage a shared ownership of safety responsibilities.

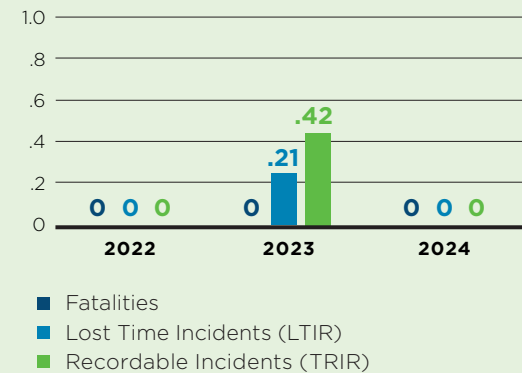


## HEALTH & SAFETY FOCUS: EQUATORIAL GUINEA

At the end of 2023 a development drilling campaign commenced at the Ceiba Field and Okume Complex offshore Equatorial Guinea, where Kosmos is a joint-venture non-operating partner. 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 included drilling infill production wells in Block G and the Akeng Deep infrastructure-led exploration prospect in Block S.

In mid-2024, the partnership contracted a different drilling rig that Kosmos had previously used in Ghana, which has a strong safety record, to complete the drilling campaigns in Equatorial Guinea. In the four-month contract period, there were zero incidents, safety or environmental.

## HEALTH AND SAFETY TREND 2022-2024<sup>2</sup>



2. Data reflects combined total for Kosmos' employees and contractors.

## Safety Leadership Behaviors

We strive for an incident- and injury-free workplace. In 2024, we developed the Safety Leadership Behaviors as a framework of how our employees and contractors can continue to deliver against the health and safety expectations laid out in The STANDARD.

The framework, which is supported by additional processes and tools, lays out five commitments:

1. We maintain a constant sense of **unease** about safety and do not allow successful past performance to develop into complacency.
2. We **anticipate** emerging risks that may lead to incidents and apply investigative and preventive actions.
3. We **respond** vigorously when incidents occur and remain in a state of high alert until all potential safety impacts of the incident have subsided. We investigate thoroughly to get to root causes and learn. We put in place meaningful actions to prevent reoccurrence.
4. We **engage** with our partners and contractors (One Team, One Goal) to set expectations, to learn, positively influence, and continuously enhance safety culture.
5. We collaborate with our partners to **learn** from significant incidents and near misses. We share these learnings internally, with partners, and with industry.



# 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, the COP28 final agreement, and Nairobi Declaration, 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.

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[CLIMATE CHANGE POLICY](#)

[CLIMATE RISK AND RESILIENCE REPORT](#)





## Our Commitment

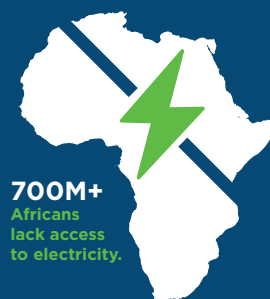
Contributing to a just, orderly, and equitable energy transition starts with Kosmos managing the climate impact of our portfolio. We commit to:

- **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. We are on track to meet this target.
- **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.

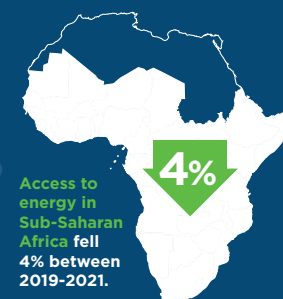
## Approach

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:

## ENERGY ACCESS AFRICA



900M+ Africans lack access to clean cooking fuels



Source: International Energy Agency

- 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

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.

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.

## WORKING TOWARDS TOP QUARTILE CARBON INTENSITY

In 2023, Kosmos set a clear goal to achieve and maintain top quartile carbon intensity in both our oil and gas portfolios, demonstrating that our climate strategy is fully aligned with our business strategy. We set this goal after carefully analyzing historic emissions data and benchmarks for global oil and gas production and correlating these to our own internal emissions forecasts.

To satisfy global needs for high quality hydrocarbons over the coming years, we recognize the importance of producing lower cost, lower carbon barrels of oil and gas. Under even the most ambitious IEA projections the world will require 25-50 million barrels of oil equivalent per day (boepd), approximately 25-50% of current demand. This led us to set a goal for our production which future proofs our portfolio against the uncertain global backdrop and is deliverable by our Business Units as we continue to improve the carbon efficiency of our operations over time.

Based on the latest global projections from Wood Mackenzie's Emissions Benchmarking Tool, which aggregates the most current industry-wide data available, we expect to

achieve top quartile carbon intensity for our oil and gas portfolios by 2027 and subsequently expect to maintain that level, even as the industry continues to improve its carbon efficiency. We believe we will need ongoing operational improvements to maintain a top quartile ranking as our peers will also improve.

**Oil:** When we set this goal, the carbon intensity of parts of our oil portfolio was in the third quartile for global upstream production. By reducing flaring at our assets in Ghana and Equatorial Guinea, we expect to move the carbon intensity of our oil portfolio into the top quartile of global oil production. Our portfolio in the Gulf of America has been in the top quartile since we set the target and we expect that to continue.

**Gas:** As we begin production and based on our current projections, we expect the Greater Tortue Ahmeyim project's carbon intensity to be in the top quartile of integrated gas assets globally.

### 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 which the world needs today.

To deliver our strategy we are selectively investing in high graded oil projects that yield low cost, lower carbon barrels at each of our core production hubs. At the same time, we are working with our partners to bring new sources of lower carbon natural gas into production, increasing the weighting of natural gas in our portfolio. This shift will 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. We expect this approach to decrease the carbon intensity of our Scope 3 category 11 emissions, as emissions associated with burning natural gas are significantly lower than those associated with burning oil products.

### Advancing a Just Energy Transition in Africa

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. 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 more secure, affordable, and cleaner energy without threatening the world's carbon budget.

According to the IEA, 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 3.5%.

As the world seeks to balance energy security and affordability with the need to lower emissions, Kosmos' strategy is to provide natural gas to global energy markets and domestic markets in Africa.

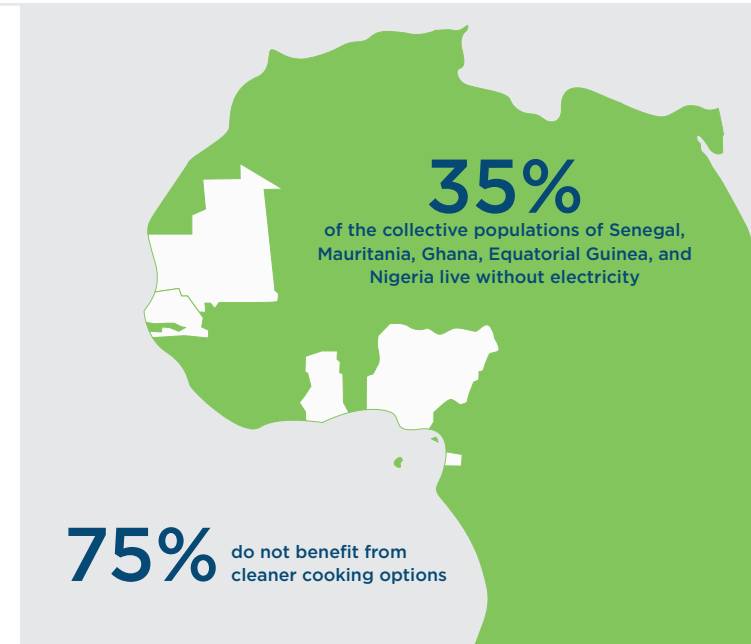
While we recognize the world will eventually need less oil and gas as the energy transition progresses, even the most aggressive forecasts note that hydrocarbons will be required for decades to come to ensure reliable, affordable, and secure energy. The COP28 final agreement explicitly recognized that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

Supporting the responsible development of domestic hydrocarbon resources can facilitate a just and equitable transition by providing domestic energy while generating revenues to invest in infrastructure and services that raise living standards and support the transition to renewables and a lower carbon future.

## ENERGY POVERTY IN WESTERN AND CENTRAL AFRICA

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.



Kosmos is contributing to a just energy transition in Africa with the development of the Greater Tortue Ahmeyim project (GTA) located offshore Senegal and Mauritania. Gas produced at GTA has negligible carbon dioxide and minimal impurities, which reduces the need for processing ahead of transportation and liquefaction.

At the end of 2024, Kosmos and the operating partner achieved first gas from Phase 1 of GTA. In this phase, gas flows from the wells to the floating production storage and offloading (FPSO) vessel where the gas is processed to remove any condensate, water and impurities before being delivered to the floating LNG vessel for liquefaction, which is when the company recognizes production. Once fully commissioned, GTA Phase 1 is contracted to produce around 2.45 million

tonnes of LNG per annum (mtpa) with the floating LNG vessel nameplate capacity approximately 2.7 mtpa.

## 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 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 monitors Kosmos' identification, management, and mitigation of climate-related risks and opportunities ([see Climate Governance](#)).





Our senior leadership assesses the climate-related risks identified in our ERM framework on a quarterly basis using a materiality matrix. During 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.

Kosmos assesses two categories of climate-related risk – transition and physical. A summary of key climate-related risks is described on pages 31-33 where the time horizons are defined as: short term (2025-2030), medium term (2030-2035), and long term (2035-2040).

### Transition Risks

Transition risks are related to the social and economic shift towards a lower carbon future. These risks are mostly outside of our control and include government policies, potential legal actions, technology shifts, market changes, and reputational implications.

### Physical Risks

Physical risks stem from the physical impacts of climate change, including acute risks such as increased severity and frequency of extreme weather events, and chronic risks, such as long term changes associated with changing climate and weather patterns. 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.

The most likely physical climate-related risk to impact Kosmos in the short term is increased severity and frequency of extreme weather events. To mitigate this risk, 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 investments due to downtime resulting from physical loss.

## CLIMATE RISK REGISTER

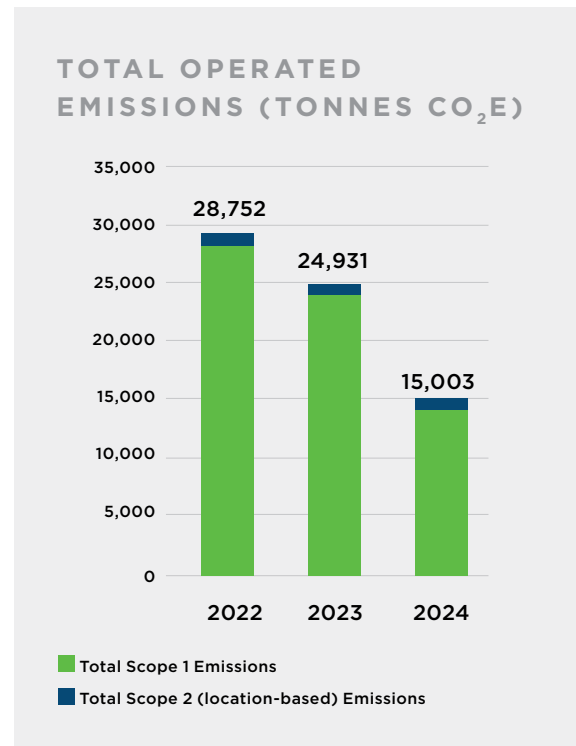
TYPE	CATEGORY	RISK	FURTHER DESCRIPTION	PRIMARY FINANCIAL IMPACT	TIME HORIZON	MITIGATION
TRANSITION	Policy	Carbon pricing mechanisms	Kosmos is not currently affected by regulatory emissions pricing, taxation or emissions trading schemes. Even if we are not directly impacted by carbon pricing mechanisms, we recognize such costs could be passed down through the supply chain and result in increased operational costs over time.	Increased direct costs  Increased indirect (operating) costs	Medium term	Primary Owner: External Affairs  Actions: Monitor the U.S. and international regulatory environment; Focus on efficient, lower carbon operations to reduce exposure to pricing mechanisms; Invest in high-quality carbon offsets to mitigate residual emissions for operated assets
		Enhanced emissions reporting obligations	Kosmos currently faces few mandatory climate-related reporting obligations, and reports in line with voluntary standards such as the Task Force for Climate-related Financial Disclosures. However, it is possible such standards will be incorporated into regulatory requirements in future.	Increased compliance costs	Short term	Primary Owner: External Affairs  Actions: Monitor the U.S. and international regulatory environment; Calculate emissions across our value chain using best-practice international methodologies
		Mandates on and regulation of existing products and services	Increasing concern around the impact of climate change and efforts to meet the Paris Agreement could lead to more international agreements and regulatory measures seeking to curb global GHG emissions, which could in turn lead to new mandates on or regulation of Kosmos' business potentially increasing costs or affecting demand.	Decreased revenues due to reduced demand for products and services	Long term	Primary Owner: External Affairs  Action: Monitor the U.S. and international regulatory environment
	Technology	Substitution of existing products and services with lower emissions options	Technological advancements could produce new or improved hydrocarbon alternatives (e.g. nuclear, hydrogen, renewable energy storage) which may reduce demand for our products.	Decreased revenues due to reduced demand for products and services	Long term	Primary Owner: Business Units  Actions: Focus on low cost, lower carbon operations; Target exploration opportunities in proven basins which yield higher returns and faster paybacks
		Transitioning to lower emissions technology	The cost, availability, and reliability of technologies to support Kosmos' efforts to reduce operational and equity emissions, could lead to higher operational and capital expenditures.	Increased indirect (operating) costs	Medium term	Primary Owner: Business Units  Actions: Monitor and assess technological developments and implement cost-effective solutions when applicable; Work with our partners to reduce the carbon intensity of our producing assets
	Market	Changing customer behavior	Consumption of our products may change due to possible stigmatization of hydrocarbon-based fossil fuels, technological advancements, and/or regulatory impacts from the global implementation of the Paris Agreement, as well as societal preferences for lower carbon alternatives.	Decreased revenues due to reduced demand for products and services	Medium term	Primary Owner: Business Units  Action: Focus on low-cost, lower carbon operations to help balance security and affordability throughout the energy transition

TYPE	CATEGORY	RISK	FURTHER DESCRIPTION	PRIMARY FINANCIAL IMPACT	TIME HORIZON	MITIGATION
TRANSITION	Market	Uncertainty in market signals	Significant uncertainty exists around the implementation of the Paris Agreement. Each country is defining their own route through the energy transition at a pace that reflects the socioeconomic needs of their people and balances energy security and affordability with the need to lower emissions.	Increased or decreased cost of capital and investor appetite to finance projects	Short term	Primary Owner: Planning Actions: Monitor the U.S. and international regulatory environment as well as litigation against oil and gas companies; Engage investors and other stakeholders on our climate change approach
	Liability	Litigation	Oil and gas companies could face increased litigation over emissions, emissions mitigation activities, and emissions reporting. Potential for reputational damages and/or increased costs.	Litigation	Medium term	Primary Owner: Legal Actions: Monitor the U.S. and international regulatory environment as well as litigation against oil and gas companies; Integrate climate risks and opportunities into our business strategy
	Reputation	Increased stakeholder concern or negative stakeholder feedback	Increasing concern around the potential impacts of climate change means companies that do not address the issue risk being perceived negatively by investors, becoming divestment targets, or suffering increased cost of capital.	Decreased access to capital	Short term	Primary Owner: External Affairs Actions: Monitor the U.S. and international regulatory environment; Focus on efficient, lower carbon operations to reduce exposure to pricing mechanisms; Invest in high-quality carbon offsets to mitigate residual emissions for operated assets
		Stigmatization of sector	Increased scrutiny of fossil-fuel companies in Europe due to their environmental impact could lead to certain investors withdrawing from the industry, increased environmental activism and litigation against oil and gas companies, and make it harder to attract and retain talent.	Increased indirect (operating) costs	Short term	Primary Owner: Investor Relations Action: Engage investors and other stakeholders on our climate change approach
PHYSICAL	Acute	Increased severity and frequency of extreme weather events	Potential impacts of climate change could affect operations and production through increased downtime, transportation difficulties, supply chain interruptions, or impacts on our workforce and require adaptation measures resulting in increased operational costs.	Deferred revenues due to reduced production capacity	Short term	Primary Owner: Business Units Actions: Loss of production insurance coverage for lost production due to downtime or physical loss that may occur as a result of some weather events; Integrate physical climate risk into HSE and crisis management plans; Integrate potential costs into asset models and business strategy, adopting adaptation measures
	Chronic	Long term changes associated with changing climate patterns	Long term changes associated with changing climate patterns including precipitation patterns and types, frequency and severity of extreme weather events, and sea level rises could disrupt operations and production. This may lead to increased downtime, supply chain interruptions, deferred revenue, higher operating costs, property damage, higher insurance premiums or impacts on our workforce.	Disruption in production capacity	Long term	Primary Owner: Business Units Actions: Monitor physical conditions; Integrate physical climate risk into HSE and crisis management plans; Consider how long term climate patterns may affect our portfolio



## 2024 Activities

Kosmos uses Measure, Reduce, Mitigate as a framework for managing the commitments in our [Climate Change Policy](#). The work in 2024 kept us on track to deliver our climate commitments to reduce Scope 1 equity emissions by 25% by 2026 and achieve top quartile carbon intensity in both our oil and gas portfolios.



## Measure

Kosmos discloses emissions using the operational control approach and equity share approach in line with recognized GHG accounting standards.

### 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.

### Operated Emissions

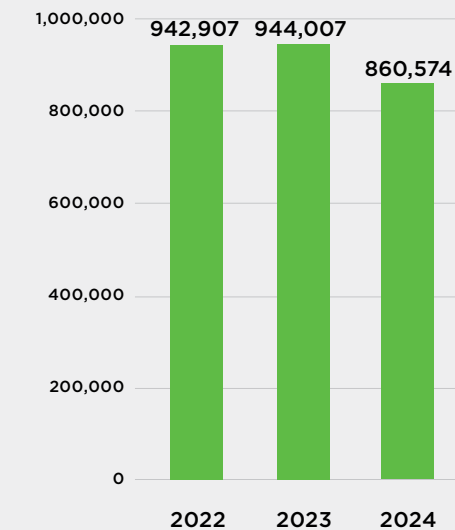
Our operated emissions reflect the emissions from assets directly under our control. Our operated Scope 1 and Scope 2 emissions have been internally audited and received review-level external assurance from EY ([see Appendix](#)).

**Scope 1:** Our Scope 1 operated emissions reflect the drilling activities, logistics, and any other emissions directly attributable to the assets we operate. In 2024, our operated Scope 1 emissions came exclusively from the Gulf of America, where Kosmos operates the subsea infrastructure that ties into production platforms. We do not operate our producing assets in Equatorial Guinea, Ghana, Mauritania and Senegal.

Total Scope 1 operated emissions decreased 41% compared to 2023 (total 14,031 tCO<sub>2</sub>e in 2024). Our activities in 2024 generated 237 tCO<sub>2</sub>e of methane, less than 2% of our total Scope 1 operated emissions.

**Scope 2:** Our Scope 2 operated emissions reflect the emissions related to purchased electricity for our four largest offices: Dallas, Houston, London and Accra. Total Scope 2 emissions in 2024 equaled 972 tCO<sub>2</sub>e.

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



### Equity Emissions

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

**Scope 1:** Our 2024 Scope 1 equity emissions came from our operated and non-operated assets according to our equity share in Equatorial Guinea, Ghana, the Gulf of America, Mauritania and Senegal.

Emissions in 2024 were approximately 83,400 tCO<sub>2</sub>e less than 2023. This reduction was driven by fewer emissions related to flaring from our assets offshore Ghana and Equatorial Guinea.

### 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. Scope 3 category 11 emissions, those associated with the use of sold products, are 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. 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.

This is supported by the final 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.

### Reduce

We continue to work on reducing operational and equity emissions. Each Business Unit has developed an opportunity matrix to plot 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.

### Equity Emissions

Flaring is the single largest contributor to Kosmos' equity emissions at 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 these countries. Kosmos has committed capital to help ensure our partners reach these goals; we have already reduced the flaring intensity of these assets by almost 20%.

**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 enables the operator to inject and export more gas volumes. In 2024, daily flare volumes at TEN stabilized at a more than 60% decrease from daily averages in 2022. We expect scheduled repairs in 2025 to deliver further reductions.



**Equatorial Guinea:** Kosmos and our operating partners agreed to reduce routine flaring to only what is necessary for safe operations. To achieve that goal we are investing in improvements to the existing gas network and are working on injecting produced gas back into the reservoir. In Phase 1, our partners started to utilize gas compression at the Foxtrot platform to send gas to the central processing platform 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.

In Phase 2 further infrastructure upgrades should improve the carbon efficiency of the asset by enabling reclaimed gas to be utilized for gas lifting and onsite power generation, among other activities.

## 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

The ([Energy Transitions in Western and Central Africa](#)) report, produced by Oxford Economics and supported by Kosmos Energy, found that more than

75% of households in Ghana in 2022 lacked 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 Ghana.

Kosmos is in a partnership to distribute clean cookstoves to rural households in western Ghana and secure carbon offsets. The project is expected to:

- Distribute more than 240,000 cookstoves across Ghana;
- Reduce average emissions by approximately 255,000 tCO<sub>2</sub>e per year; and,
- 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

	UNIT OF MEASURE	2024	2023	2022
Total Scope 1 and Scope 2 (location-based) Emissions	tonnes CO <sub>2</sub> e	15,003	24,931	28,752
Total Scope 1 Emissions	tonnes CO <sub>2</sub> e	14,031	23,913	27,665
Total Scope 2 (location-based) Emissions	tonnes CO <sub>2</sub> e	972	1,018	1,087
Total high-quality carbon offsets purchased <sup>3</sup>	#	67,000	75,000	86,000
Total high-quality carbon offsets retired	#	15,000	25,000	39,000

3. 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.

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

In addition, we create a culture of compliance by holding ourselves to the standards set forth in our [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 with our standards before beginning work at Kosmos.

## Anti-Corruption Compliance Policy

Our [Anti-Corruption Compliance Policy](#) outlines the internal compliance structure, reporting procedures, and responsibilities for our workforce; and defines prohibited conduct for anyone working for or acting on behalf of the company. All employees, contractors, agents, and individuals working on behalf of Kosmos are required to comply with this policy.

Kosmos reinforces our 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, to complete annual training to facilitate understanding of and compliance with our [Anti-Corruption Compliance Policy](#). This training promotes 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](#).

We have structures in place to process whistleblower reports. 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.

## 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 participation and that the material remains relevant. 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.

## Industry Organizations

Kosmos participates in select industry organizations ([see ESG Data](#)) to stay 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](#) and other relevant policies and practices.

## 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 where we continued 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.

## 2024 Activities

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

### 2024 ANTI-CORRUPTION AND COMPLIANCE TRAINING HOURS

Employee	244
Contractor	94
New Hire	11
<b>Total in 2024</b>	<b>349</b>

## Anti-Corruption and Compliance Training

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

## 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, we continued our engagements with government representatives, business leaders, and civil society members to strengthen governance in the extractive sector. In 2024, Kosmos participated in the 59th, 60th, and 61st EITI Board meetings and served on the Rapid Response Committee, which monitors events that may put EITI stakeholders and processes at risk and provides recommendations to the EITI Board on possible responses.

## EITI Engagement in Senegal

Kosmos supports the implementation of the EITI Standard by facilitating regular engagement with EITI national committees. At the start of 2024, the Senegal national committee convened in Dakar to publish the annual report covering fiscal year 2022. A representative from Kosmos' in-country team spoke on behalf of Kosmos and the upstream oil and gas industry on the importance of transparency and is continuing to serve as the coordinator of EITI's consultation process with oil and gas companies operating in Senegal.



# Our People

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

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[BUSINESS PRINCIPLES](#)

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## 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;
- Supporting 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 2024 we continued our record of 100% local employment across all our host country offices. We believe facilitating local employment 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 fifth consecutive year, Kosmos has been named one of America's Most Responsible Companies by Newsweek and Statista. We have also been named, for the tenth time, one of the Dallas-Fort Worth metro area's Top 100 Places to Work per the Dallas Morning News and, for the ninth consecutive year, a Top Workplace by the Houston Chronicle.



**TOP WORK PLACES DFW**  
2024 by *Statista* + *The Dallas Morning News*



### Equal Opportunity Employer

We are an equal opportunity employer and provide employment opportunities to qualified individuals regardless of race, color, sex, sexual orientation, gender identity, religion, national origin, age, disability, veteran status, or other legally 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.

We do not tolerate discrimination at Kosmos. Discrimination is 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 [Whistleblower Hotline](#), or to a member of our Senior Leadership Team (SLT). Violations result in corrective action including, if appropriate, termination.

## 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.

### 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").<sup>4</sup>

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. During these town halls 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.

After the first town hall in 2024, our Chairman and CEO asked for feedback on the value of these meetings and the strengths and weaknesses of the virtual format. 96% of our colleagues who responded reported they feel more informed of Kosmos' priorities and performance as a result of these conversations. One area identified for improvement was a desire for in-person interactions to supplement the virtual conversations. In response, our Chairman and CEO made a point to host more in-person meetings including an in-person town hall in Houston and several informal, small group lunches with a changing mix of employees from across the organization.



4. For our employees living outside of the United States and United Kingdom, the equivalent program is the International Long Term Incentive Program (ILTIP). This program has the same vesting schedule as the LTIP but pays cash instead of shares.



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 set 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 roleplaying, 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.

In 2024, 41 employees participated in the Mentorship Program.

## 2024 Activities

This year we assessed engagement through our annual all-employee survey, provided specialized 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.

In 2024 99.5% of employees participated and shared over 450 comments with both positive and constructive feedback. Overall, our performance was consistent with and, in most places, slightly better than 2023.



Kosmos continues to perform above the industry benchmark on each of the four themes: align, perform, connect, and coach. Our areas of strength were around having strong values, feeling supported by our managers, and feeling a part of something meaningful through our work at Kosmos.

In response to feedback from the survey, our teams are working on strengthening employee engagement with more cross-department teambuilding opportunities in 2025.

### Leadership Development Program

In 2024, 30 colleagues were invited to participate in the Leadership Development Program to strengthen skills including: communication, time management, conflict management, delegating, coaching for performance, goal setting, and motivating others, among other skills useful for professional development. Two sessions were held in the Dallas office and one session was held in the Houston office.





## Internships and Scholarships

Kosmos supported two initiatives for high school and college students in 2024.

In Houston, Kosmos partnered with Cristo Rey Jesuit College Preparatory School of Houston to provide two students with paid internships and job experience. The interns worked in the Houston office one day a week performing entry-level office tasks during the 2024-2025 academic year. By participating in this job-sharing partnership, Kosmos is able to provide valuable work experience and opportunities for professional skills development.

Kosmos also provided a scholarship opportunity for Petroleum Engineering students in the University of Texas' Department of Petroleum and Geosystems Engineering Workforce Initiative Program for the 2024-2025 academic year.

## 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.

The **Philanthropy Committee** creates opportunities for employees to give back to our local communities by coordinating supply drives, company sponsored charitable contributions, and volunteer events with local non-profits. In 2024 the Philanthropy Committee helped direct over \$100,000 in charitable donations to community organizations working in Dallas or Houston that promote access to STEM education for grades K-12, provide temporary housing, offer free or discounted medical services to military veterans, and expand green space in Houston.



Each year the employee committees jointly organize "Keen on Kosmos" for our Dallas and Houston offices. 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.

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



The **Activity Committee** plans and develops social and recreational opportunities to promote teamwork and build cross-functional relationships. Activities in 2024 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.

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[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 to 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.



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.

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; and,
- Integrate social investments with our core business and other activities when possible.

## 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



## KIC AGGREGATE ENGAGEMENT<sup>5</sup> *(since inception)*

**5,600+**  
people  
trained

**185**  
businesses  
supported

**700+**  
direct jobs  
created

**220+**  
startups  
launched

## 2024 Activities

In 2024, our local offices led social investment projects that expanded the impact of Kosmos Innovation Centers, promoted ecosystem restoration, and created accessible educational environments.

### Ghana

#### KIC Ghana

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

In 2021 we transitioned KIC Ghana 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.

Kosmos continues to support KIC Ghana as a major funding partner – one of several financial supporters – and 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 ten programs targeting women and young entrepreneurs and small businesses. More information on these programs can be found on the Kosmos Innovation Center [website](#).

#### Providing Medical Supplies

Medical Bridges is a Houston-based non-profit that collects medical donations from the U.S. and redistributes supplies to healthcare workers across the globe. Donations range from gauze and ibuprofen to sonogram machines and neonatal intensive care unit baby warmers.

In 2024 Kosmos entered a partnership with Medical Bridges to provide two forty-foot containers of medical supplies to select hospitals and other medical centers in Ghana.

#### Supporting Clean Cookstoves

In Ghana nearly 78% of the country relies on burning biomass fuels, like wood or charcoal, for cooking.<sup>6</sup> 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; and,
- Lower carbon emissions.

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

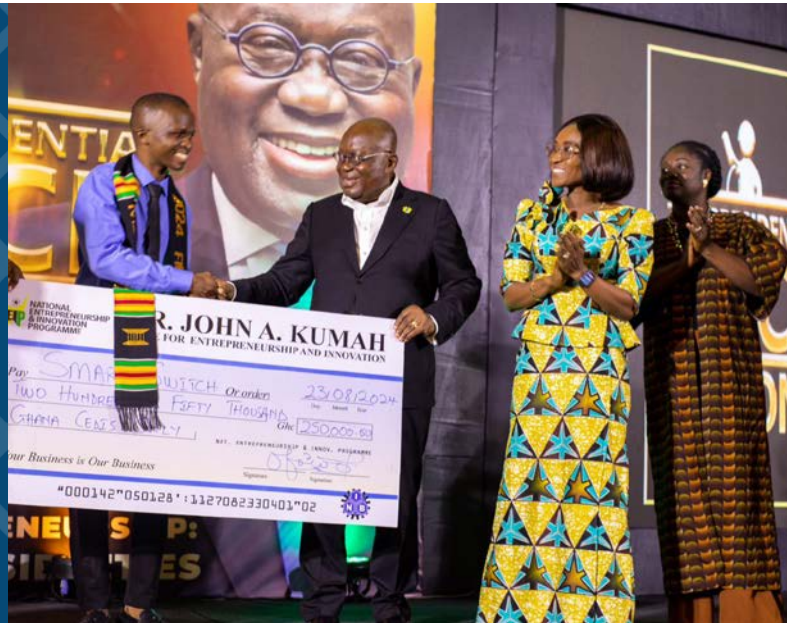
At least 28,000 Ghanaians die prematurely each year from air pollution, according to a 2020 study from the World Health Organization, and many more suffer from health problems due to frequent and prolonged exposure to smoke indoors. Using clean cookstoves can reduce household air pollution generated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

We expect the organization to distribute more than 240,000 cookstoves across Ghana between 2022 and 2027. Individuals who have already received a clean cookstove are providing positive feedback, with some experiencing close to a 50% reduction in their fuel costs.

5. 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 the program transitioned to an independent non-profit.

6. <https://www.oxfordeconomics.com/resource/energy-transitions-in-western-and-central-africa/>





## KIC GHANA ALUM SPOTLIGHT: SMART SWITCH

Smart Switch is an automated system that allows users to remotely control their light consumption, significantly reducing energy waste and contributing to Ghana's energy conservation efforts. The founder, a first-year Electrical and Electronic Engineering student at Takoradi Technical University, credits his experience in the 2024 KIC AgriTech Challenge Classic for helping to develop the business: "Since joining the KIC Agritech Challenge, I have been empowered through its structured capacity-building programs, inspiring me to aim for and achieve success this time around."

Smart Switch won the 2024 Presidential Pitch in Ghana, a competition for young Ghanaian entrepreneurs to pitch their business ideas before the sitting President of Ghana to earn seed money and government support to further expand their business.

## KIC GHANA ALUM SPOTLIGHT: KODU TECHNOLOGY

Kodu Technology is dedicated to eradicating period poverty in rural communities by providing biodegradable sanitary pads made from reprocessed agricultural waste, like banana fibers. This natural, affordable solution supports a more circular economy.

The idea for Kodu emerged during the 2023 KIC Ghana AgriTech Challenge Classic and was refined during the 2023 AgriTech Challenge Pro. Since then, Kodu has earned several accolades and country-wide recognition as an innovative solution at the intersection of health and the circular economy, including being named a grand prize winner of the 2024 GoGettaz Agriprenuer Prize Competition at the Africa Food Systems Forum held in Kigali, Rwanda.



## Mauritania

Our work in Mauritania in 2024 supported women and young entrepreneurs across several sectors.



### KIC Mauritania

The KIC Mauritania Innovation Challenge targets entrepreneurs under 40 who operate early-stage startups and provides them with several months of business training and mentorship.

19 teams of two were selected from over 500 applicants to participate in the Mauritania Innovation Challenge 2024. The chosen teams had start-ups or concepts in sectors such as technology, health, cybersecurity, nutrition, education, entertainment, and e-commerce.

Seven teams won seed money awarded by a jury of KIC alumni and local entrepreneurs. Four teams are led by women:

- **SARIM** develops advanced devices for the visually impaired, including smart canes that use ultrasonic technology to detect obstacles.
- **Riaaya** aims to establish the first diabetic footcare center in Mauritania, offering specialized treatments in podiatric care, patient education, and a mobile application for remote monitoring.

- **FitwNata** is a phone application for Mauritians to connect with expert nutritionists, trainers, and wellness professionals for one-on-one coaching and customized programs covering nutrition, weight management, and exercise.
- **Healthy Corner** is a restaurant serving a variety of fresh, local, and organic dishes with vegetarian, vegan, gluten-free, and low-sugar options.
- **Echilla Game** is Mauritania's first card game, created to encourage meaningful connections and offer an alternative to screen time.
- **Escape Nouakchott** is a theater venue in Nouakchott that will also have a library, café, and screening room, and host weekly performances including educational plays or stand-up shows.
- **LILKUL** is a Mauritania-based leather shoe manufacturer specializing in high-quality footwear that blends craftsmanship, durability, and authentic Mauritanian expertise.

### Ra'idat

Ra'idat is a training bootcamp for female entrepreneurs who want to launch their own business. Participants receive training on market research, pricing strategy, and pitch development, among other topics, and are encouraged to take advantage of networking opportunities made available throughout the program.

Since 2023, Ra'idat has trained 39 young leaders and supported the growth of 28 businesses. Nine of the business have progressed to KIC incubation.

The 2024 Ra'idat supported 24 young female entrepreneurs with businesses at either the ideation or operational stage. There was a 47% increase in applications compared to 2023, with nearly 200 applicants in total. 14 teams, with businesses in architecture and construction, childcare and education, fashion, and cosmetics, completed the program. Five winners were chosen to receive seed funding:

- **Camarni**, a clothing brand combining contemporary design with traditional craftsmanship, specializing in woven loincloths. Camarni currently exports to France, Spain, and the United States.
- **Art Wonders**, a collective of talented artists establishing a digital gallery to connect with clients and receive commissions.
- **Biuti7ful**, a cosmetics manufacturer offering all-natural beauty products and free consultations.
- **Dar El Hanne**, a childcare business with flexible hours and educational enrichment programming.
- **Mahde Design**, an architectural practice dedicated to promoting human wellbeing through innovative urban design and specializing in efficient resource management and environmental preservation.



### KIC Mauritania Alumni Association

KIC Mauritania has launched the Mauritania branch of the KIC alumni organization. This organization is dedicated to supporting KIC alumni by facilitating mentorship opportunities, networking with likeminded entrepreneurs, and assisting fundraising efforts.



## COMMUNITY ENGAGEMENT IN SAINT LOUIS, SENEGAL



Since entering Senegal in 2014, Kosmos has worked hard to build relationships and engage with a range of stakeholders in Saint Louis, including fishing communities, government representatives and members of civil society. Our colleagues visit the area regularly to keep the community informed of our activities and operations.

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 has supported a range of businesses including ones focused on the environment and climate adaptation and/or that were women-owned enterprises;
- Support training and capacity building through local universities, institutes, schools, and partner organizations;
- Restore the environment and combat coastal erosion along the Langue de Barbarie;
- Protect the environment and biodiversity in Djoudj National Bird Park; and,
- 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 microfinance credit fund for the local fishing community, which supports

activities ranging from the rehabilitation of small-scale fishing boats equipped with cold containers 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.





## Senegal

Our work in Senegal in 2024 supported entrepreneurship and ecosystem restoration.

### KIC Senegal

KIC Senegal launched the new national program, SUXETT, at the end of November 2024. SUXETT, which means bringing back to life, is designed to help operational yet struggling businesses grow.

15 young entrepreneurs were taught how to think like an entrepreneur to help unlock their full potential and cultivate a mindset that leads to success.

KIC Senegal introduced DOOR Entrepreneuriat and SAMA XALATT SAMA PROJET in 2024. Both are dedicated to supporting women and young entrepreneurs in Saint Louis.

**DOOR Entrepreneuriat** is a two-day bootcamp with hands-on sessions focused on the essentials of entrepreneurship. Participants engage in practical workshops and work with mentors to refine their ideas and develop a business plan.

The 2024 bootcamp was open to entrepreneurs ages 18 to 35 with businesses in the ideation phase. No education or formal experience was required. Former KIC winners and alumni from past KIC Senegal challenges were joined by industry experts to speak to 80 participants about their experiences as entrepreneurs and KIC alumni.



**SAMA XALATT SAMA PROJET** is a capacity building and youth empowerment program for Saint Louis residents. SAMA is designed to equip young people with the skills, knowledge, resources, and inspiration to become successful entrepreneurs.

After four weeks of intensive group training, and two days of one-on-one coaching focused on market research, financial management and presentation skills, 15 young entrepreneurs pitched their concepts to a jury of community leaders. Five were selected to receive seed funding to develop prototypes for their businesses.



### Mangrove Restoration and Beekeeping in the Saint Louis Region

In 2024, Kosmos helped 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 participants in the 2024 reforestation projects were women.

Kosmos also supported an educational campaign for elementary and primary grade students about the importance of mangroves and ecosystem restoration



through a combination of classwork and field trips to mangrove habitats. This campaign reached nearly 3,000 students across five schools in Saint Louis. Representatives from Kosmos, including our Community Liaison Officer, participated in each of the educational sessions.

To further support restoration efforts Kosmos provided 20 beehives to share between eight neighborhoods, as well as training on responsible beekeeping.

Bees play an important role in ecosystem regulation and agriculture as pollinators. When properly taken care of, beehives are a sustainable income stream: the honey and wax produced can be sold into the community, and multiple hives can be grown from an existing apiary. We anticipate the beekeepers can generate up to \$10,000 each year from selling honey from the 20 hives.



### São Tomé and Príncipe

Our work in São Tomé and Príncipe in 2024 focused on building access to quality education environments.

Kosmos delivered three special needs buses to schools in São Tomé and Príncipe to improve access

to education. We are also providing training for six drivers on operating special needs buses and plan to cover the costs of preventative maintenances to support the long-time use of these buses.

We are now in the process of supplying library materials and 3,000 student chairs to schools at Monte Café, Neves, and Santana.

### Equatorial Guinea

Access to clean drinking water remains a challenge for many rural communities in Equatorial Guinea. In 2024, Kosmos supported the installation of five solar powered water wells in the Bioko Norte, Kie Ntem, and Wele Nzaz provinces. The installation of these wells will provide over 660 people with consistent access to clean drinking water for the next 10-20 years.

### United States

In 2024 we funded two Climate Mitigation Fellowships for work in New Orleans and supported the installation of a hydroponic greenhouse in South Dallas.

#### Climate Mitigation Fellowships in New Orleans, Louisiana

We partnered with Tierra Foundation, a Louisiana-based non-profit focused on wetlands restoration, and Common Ground Relief, a New Orleans-based coastal restoration coalition specializing in native tree and grass restoration plantings and educational outreach, to provide paid job training and skills development for restoration projects outside New Orleans.

The partnership funded two Climate Mitigation Fellowships at Common Ground Relief during the 2024 planting season. The Fellowships were open to adults with no formal background in environmental restoration but interested in pursuing careers in natural resources and ecosystem management. Our



ambition was to provide skills training and real-world experience to support a climate smart workforce.

To develop skills and gain experience planning and leading coastal restoration projects, the Fellows:

- Coordinated plantings for 350 volunteers to plant over 3,000 trees and 23,000 plugs of marsh grass across 15.3 acres of vulnerable wetlands surrounding the city of New Orleans;
- Installed three rod Surface Elevation Tables (rSETs), to measure local elevation changes and determine which planting densities are most effective for long term restoration;
- Developed health and safety site plans for Common Ground Relief's main planting sites, Bayou Bienvenue and Bayou Sauvage;
- Earned First Aid certifications to help mitigate site safety risks through preparedness; and,
- Created educational materials for Common Ground on successful planting tips, the local ecosystem, and the local consequences of climate change.



The Fellows also pursued individual projects that aligned with their specific interests: one created an endemic species identification guide of the wetlands where Common Ground Relief works, while the other earned their boating license to help transport volunteers, trees, and other supplies to and from planting sites.

After the Fellowships ended, both Fellows went on to pursue meaningful opportunities in their areas of interest. One Fellow enrolled in the Associate of Applied Science degree program for Wind Energy Technology at a local college. The other Fellow was hired to serve as a Crew Leader for a local urban agriculture organization teaching high schoolers how to be climate smart urban farmers.



### A Self-Sustaining Food System in Dallas, Texas

In north Texas, Kosmos is partnered with Restorative Farms, a non-profit urban farm aiming to create a self-sustaining food system in South Dallas as a model for other neighborhoods to embrace. The goal is to connect more affluent consumers with underserved South Dallas producers through a scalable, sustainable solution that provides a local supply of fresh, organic produce.

Since our partnership began in 2020, when Kosmos helped expand and refurbish Restorative Farms' Hatcher Station Training Farm in South Dallas, the partnership has made available paid 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 2024, with our support, Restorative Farms installed a TAPkit at the Hatcher Training Station Farm. A TAPkit is an ecological end-to-end Hydro-CEA greenhouse capable of producing 3,000 mature heads of lettuce or leafy greens a week.

The TAPkit, nickname Turboponic, has allowed Restorative Farms to scale up both production and training opportunities for community members interested in careers in urban agriculture. In 2025, Turboponic is providing fresh produce to UT Southwestern hospital network and local restaurants, as well as functioning as a training incubator for CityLab high schoolers and young adults to learn the basics of hydroponic greenhouse operations.



**Rooted in Community,  
Growing with Purpose**

Thanks to Kosmos Energy



# 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>55</b>
<b>APPROACH</b>	<b>55</b>
<b>2024 ACTIVITIES</b>	<b>56</b>
<b>SUPPLIER CODE OF CONDUCT</b>	<b>56</b>
<b>GRIEVANCES</b>	<b>56</b>

[BUSINESS PRINCIPLES](#)

[HUMAN RIGHTS POLICY](#)

[SUPPLIER CODE OF CONDUCT](#)



## 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 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 to prepare 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.

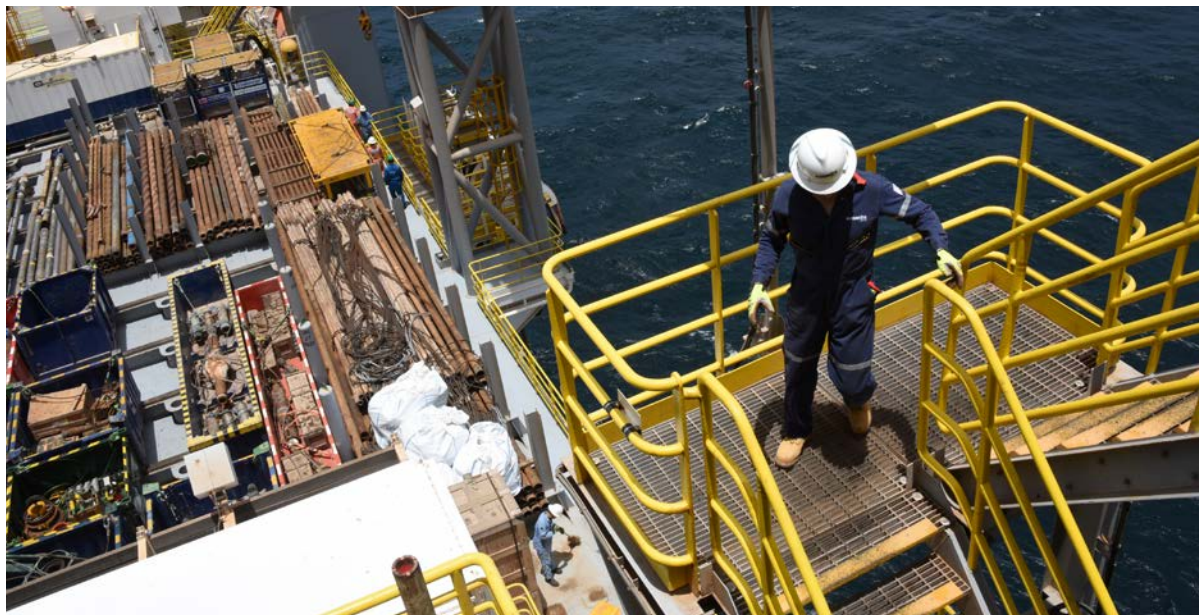
### Supplier Management

Kosmos exercises care in the selection of vendors, contractors, and suppliers.

As stated in our [Supplier Code of Conduct](#), Kosmos seeks to work with suppliers who adhere to the same standards of conduct that we observe in our daily operations. We strive to foster sustainable economic development by, whenever feasible, sourcing goods and services from vendors in our host countries.

Our expectation is that all suppliers will adhere to the standards set out in our [Business Principles](#) and supporting policies when dealing with our employees, relevant public authorities, and communities. This





includes meeting the expectations outlined in our publicly available [Supplier Code of Conduct](#). 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 require our vendors, contractors, and suppliers to set responsible expectations for maximum working hours, living wages, work conditions, and disciplinary action in their own operations. Our Master Services Agreements expressly require contractors to respect internationally recognized human rights including prohibiting the use of 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 in the Gulf of America. This process requires suppliers and contractors to respond to a series of questions on their HSE and sustainability initiatives including efforts to protect human rights,

mitigate emissions, and practice high standards of safety and ethical behavior, among many others. We use the collected data for further engagement with suppliers to improve their performance against the criteria.

## 2024 Activities

In 2024 we consolidated our expectations for suppliers and worked on strengthening country specific grievance mechanisms.

### Supplier Code of Conduct

In 2024, 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, some of which were not easily accessible to suppliers until the tendering or contract phases in the procurement process, our goal was to improve the transparency of and accessibility to our expectations for suppliers who want to work with Kosmos.

The Kosmos [Supplier Code of Conduct](#) outlines the minimum expectations for Kosmos' vendors, contractors, and suppliers in relation to Human and Labor Rights, HSE, and Business Ethics. Requirements include respecting internationally recognized human rights and compliance with all applicable laws, sanctions, and regulations. We conduct 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.

### Grievances

Kosmos previously maintained a single formal grievance mechanism to report any incidents or concerns from any asset or office. However, we recognize the importance of establishing mechanisms that are accessible, predictable, and appropriate for their local context. In 2024 we worked on the Community Grievance Mechanism Standard (CGM Standard) to outline the minimum expectations for creating and managing operational level community grievance mechanisms. These mechanisms provide channels for affected individuals or communities to raise complaints and outline a fair, consistent process to investigate and address complaints received. Our intent with the CGM Standard is to facilitate alignment across the company while giving teams the flexibility to tailor the process to meet the needs of local stakeholders, both operated and non-operated assets.

**In 2024, we consolidated our expectations for suppliers into a single, publicly available [Supplier Code of Conduct](#).**



# ESG Data 2022 – 2024

The following data reflects our progress and performance against key ESG criteria Jan. 1, 2022 through Dec. 31, 2024. 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](#).

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## Safety

		UNIT OF MEASURE	2024	2023	2022
<b>TOTAL WORK HOURS</b>		hours	920,337	945,048	987,550
	Employee	hours	477,412	455,600	457,408
	Contractor	hours	442,925	489,448	530,142
<b>TOTAL FATALITIES</b>		#	0	0	0
	Employee	#	0	0	0
	Contractor	#	0	0	0
<b>TOTAL LOST TIME INJURY FREQUENCY (LTIR<sup>1</sup>)</b>		%	0	0.21	0
	Employee	%	0	0	0
	Contractor	%	0	0.21	0
<b>TOTAL TOTAL RECORDABLE INCIDENT RATE (TRIR<sup>2</sup>)</b>		%	0	0.42	0
	Employee	%	0	0	0
	Contractor	%	0	0.42	0
<b>TOTAL HSE AND EMERGENCY RESPONSE TRAINING HOURS</b>		hours	745	875	3,505
	Employee	hours	476	630	1,041
	Contractor	hours	270	245	2,464

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	2024	2023	2022
Total Scope 1 and Scope 2 (location-based) Emissions	tonnes CO <sub>2</sub> e	15,003	24,931	28,752
Tonnes Scope 1 and Scope 2 (location-based) CO <sub>2</sub> e per \$ Revenue		0.000009	0.000015	0.000013
<b>TOTAL SCOPE 1 EMISSIONS</b>	<b>tonnes CO<sub>2</sub>e</b>	<b>14,031</b>	<b>23,913</b>	<b>27,665</b>
Total Carbon Dioxide (CO <sub>2</sub> )	tonnes CO <sub>2</sub> e	13,733	22,838	26,904
Total Methane (CH <sub>4</sub> )	tonnes CO <sub>2</sub> e	237	939	636
Total Nitrous Oxide (N <sub>2</sub> O)	tonnes CO <sub>2</sub> e	61	135	125
Total Methane (CH <sub>4</sub> )	tonnes CH <sub>4</sub>	8	38	23
Total Nitrous Oxide (N <sub>2</sub> O)	tonnes N <sub>2</sub> O	1	1	1
Scope 1 Methane Emissions	%	1.69	3.92	2.30
Tonnes Scope 1 CO <sub>2</sub> e per \$ Revenue		0.000008	0.000014	0.000012
<b>SCOPE 1 EMISSIONS BY ACTIVITY</b>				
Combustion	tonnes CO <sub>2</sub> e	14,010	23,913	27,499
Flaring	tonnes CO <sub>2</sub> e	21	0	165
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>972</b>	<b>1,018</b>	<b>1,087</b>
Accra	tonnes CO <sub>2</sub> e	109	97	97
London	tonnes CO <sub>2</sub> e	6	6	5
Dallas	tonnes CO <sub>2</sub> e	706	741	797
Houston	tonnes CO <sub>2</sub> e	151	175	187
<b>SCOPE 2 EMISSIONS BY ACTIVITY (LOCATION-BASED)</b>				
Office Energy	tonnes CO <sub>2</sub> e	972	1,018	1,087
Exploration and Appraisal	tonnes CO <sub>2</sub> e	0	0	0
Production	tonnes CO <sub>2</sub> e	0	0	0
<b>TOTAL SCOPE 2 EMISSIONS (MARKET-BASED)</b>	<b>tonnes CO<sub>2</sub>e</b>	<b>966</b>	<b>1,012</b>	<b>1,082</b>
Total Scope 3 Category 6 Emissions: Business Travel	tonnes CO <sub>2</sub> e	382	391	661
<b>EQUITY SHARE APPROACH</b>	<b>UNIT OF MEASURE</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Total Scope 1 Equity Emissions	tonnes CO <sub>2</sub> e	860,574	944,007	942,907
Total Scope 1 Equity Emissions by Production	kg CO <sub>2</sub> e/BOE	30	34	32
Scope 3 Category 11 (Use of Sold Products) Emissions	tonnes CO <sub>2</sub> e	8,878,066	8,425,415	8,361,155
Scope 3 Category 11 Emissions by Net Sales	kg CO <sub>2</sub> e/BOE	377	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).



## Ethics

	UNIT OF MEASURE	2024	2023	2022
<b>TOTAL ANTI-CORRUPTION TRAINING HOURS<sup>1</sup></b>	<b>hours</b>	<b>349</b>	<b>359</b>	<b>381</b>
Employees	hours	244	242	291
Contractors	hours	94	106	79
New Hires	hours	11	11	11
<b>GRIEVANCES</b>	<b># LOGGED/# RESOLVED</b>	<b>1/0</b>	<b>0/0</b>	<b>0/0</b>

## Workforce<sup>2</sup>

	UNIT OF MEASURE	2024	2023	2022
<b>HEADCOUNT AND HIRING</b>				
<b>TOTAL EMPLOYEES</b>	<b>#</b>	<b>243</b>	<b>243</b>	<b>236</b>
United States	#	199	200	192
Equatorial Guinea	#	4	4	4
Ghana	#	16	15	15
Mauritania	#	5	5	6
São Tomé & Príncipe	#	1	1	1
Senegal	#	4	4	4
United Kingdom	#	14	14	14
Local Employment	%	100	100	100
Expatriate Employment <sup>3</sup>	%	0	0	0
All Employees <sup>4</sup>	%	36 Female/64 Male	37 Female/63 Male	37 Female/63 Male
<b>NEW HIRES</b>	<b>#</b>	<b>22</b>	<b>26</b>	<b>21</b>
Female	#	5	7	8
Male	#	17	19	13
<b>TOTAL TURNOVER</b>	<b>%</b>	<b>9.46</b>	<b>8.05</b>	<b>6.11</b>
Voluntary Turnover	%	5.76	3.39	4.80
Involuntary Turnover	%	3.70	4.66	1.31
<b>TOTAL CONTRACTORS</b>	<b>#</b>	<b>93</b>	<b>104</b>	<b>79</b>
United States	#	80	86	63
Equatorial Guinea	#	4	2	2
Ghana	#	4	2	2
Mauritania	#	1	11	9
São Tomé and Príncipe	#	0	0	0
Senegal	#	2	1	0
United Kingdom	#	2	2	3
Total Part-time or Temporary Workers	#	2	0	1

1. Reflects the 2024 training campaign.

2. Reflects workforce data as of year-end on Dec 31, 2024.

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		2024	2023		2022
GENDER DISTRIBUTION BY COUNTRY					Female	Male	Female	Male
	United States	%			36	64	37	63
	Equatorial Guinea	%			50	50	50	50
	Ghana	%			31	69	33	67
	Mauritania	%			60	40	60	40
	São Tomé and Príncipe	%			100	0	100	0
	Senegal	%			50	50	50	50
	United Kingdom	%			29	71	29	71
GENDER DISTRIBUTION BY WORKFORCE CATEGORY					Female	Male	Female	Male
	Individual Contributors	%			46	54	49	51
	New Hires	%			23	77	27	73
	Managers	%			29	71	25	75
	Senior Leadership Team	%			0	100	0	100
	Board of Directors	%			25	75	25	75
AGE DISTRIBUTION								
	30 and Under	%				4		6
	30-50	%				60		57
	Over 50	%				36		37
MINORITIES (US AND UK OFFICES) <sup>2</sup>								
	Individual Contributors	%				21		21
	New Hires	%				32		31
	Managers	%				20		18
	Senior Leadership Team	%				7		9
	Board of Directors	%				13		13
	All Employees <sup>3</sup>	%				21		21

1. Reflects workforce data as of year-end on Dec 31, 2024.

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	2024	2023	2022
TOTAL SPEND		USD\$	6,249,000	4,490,000	6,470,000
Equatorial Guinea		USD\$	975,000	810,000	1,740,000
Ghana		USD\$	2,581,000	1,750,000	1,800,000
Mauritania		USD\$	723,000	990,000	1,270,000
São Tomé & Príncipe		USD\$	387,000	240,000	370,000
Senegal		USD\$	1,137,000	270,000	910,000
United States		USD\$	446,000	430,000	730,000



## Additional Data

ENVIRONMENT <sup>1</sup>	UNIT OF MEASURE	2024	2023	2022
Total Hazardous Waste <sup>2</sup>	metric tons	242	872	3,248
Total Non-Hazardous Waste	m <sup>3</sup>	0	0	107
Total Waste Recycled/Reused/Treated	%	0	0	19
Total Hydrocarbon Spills	#	0	0	0
Total Freshwater Consumed/Withdrawn	m <sup>3</sup>	2,216	2,975	6,469
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>0</b>
	USD\$	0	0	0
Reserves in or near Areas of Conflict <sup>3</sup>	%	0	0	0
Reserves in or near Indigenous Land <sup>3</sup>	%	0	0	0
Onshore Sites <sup>3</sup>	#	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>	9	13	17
Total NO <sub>x</sub> Emissions	tonnes NO <sub>x</sub>	267	400	504
Total VOCs Emissions	tonnes VOCs	14	23	27
ENERGY	UNIT OF MEASURE	2024	2023	2022
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>57,029</b>	<b>100,828</b>	<b>110,525</b>
Total Non-renewable Energy Consumption	MWh	57,002	100,800	110,497
Total Renewable Energy Consumption	MWh	27	27	28

1. Kosmos' reporting boundary for environmental data is for operated production assets only. In 2022-2024, Kosmos' operated assets were exclusively located in the Gulf of America. 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 Gulf of America 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. Kosmos only has offshore operations located more than 5 km from the shoreline. Our reserves are not located in or near areas of conflict or in or near Indigenous land.

## Report on Payments to Governments for the Year 2024

Kosmos Energy Ltd. has prepared the following report of payments made to governments for the year ended December 31, 2024 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 Payments to Governments Regulations 2014 (as amended in December 2015)(the Regulations).

### 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\$	33,763,000	247,078,000	-	-	-	93,000	70,000
Royalties <sup>3</sup>	BOE	428,000	772,000	-	-	-	-	877,000
Royalties <sup>4</sup>	USD\$	34,564,000	57,246,000	-	-	-	-	57,924,000
Dividends	USD\$	-	-	-	-	-	-	-
Bonuses <sup>5</sup>	USD\$	-	-	-	-	-	-	1,772,000
License Fees <sup>6</sup>	USD\$	135,000	414,000	-	-	49,000	-	1,423,000
Infrastructure Improvement	USD\$	-	-	-	-	-	-	-
<b>Total</b>	<b>USD\$</b>	<b>68,462,000</b>	<b>304,738,000</b>	<b>-</b>	<b>-</b>	<b>49,000</b>	<b>93,000</b>	<b>61,189,000</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 \$80.76 during 2024. 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 2024.

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

	UNIT OF MEASURE	EQUATORIAL GUINEA <sup>1</sup>	GHANA <sup>1</sup>	MAURITANIA	SÃO TOMÉ & PRÍNCIPE	SENEGAL	UNITED KINGDOM	UNITED STATES
Production Entitlements <sup>1</sup>	bbls	269,000	-	-	-	-	-	-
Estimated Production Entitlements <sup>1</sup>	USD\$	21,724,000	-	-	-	-	-	-
Env't, Capacity Building & Social Projects <sup>3</sup>	USD\$	306,000	250,000	3,000	2,000	473,000	-	-
Training <sup>3</sup>	USD\$	312,000	-	-	161,000	207,000	-	-
Taxes (Non-Income) <sup>2,4</sup>	USD\$	243,000	6,084,000	595,000	57,000	775,000	3,061,000	5,119,000

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 \$80.76 during 2024.

2. Inclusive of any tax refunds received.

3. 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 petroleum agreements totaling \$275,000 in Ghana and \$20,000 in Equatorial Guinea.

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 \$60,000 paid to Luba Freeport for shorebase services as well as approximately \$425,000 of insurance costs paid to GEPetrol Seguros.

6. Figures presented exclude approximately \$11.460 million in decommissioning trust fund contributions to Bank of Ghana and \$500,000 of insurance costs paid to Ghana Oil & Gas Insurance Pool.

## Additional Data (cont.)

SALES AND PRODUCTION		UNIT OF MEASURE	2024	2023	2022
SALES VOLUMES					
	Oil Sales	MBbl	20,472	20,385	22,012
	Natural Gas	MMcf	16,180	13,737	4,076
	NGL Sales	MBbl	338	382	426
	Total Sales	Mboe	23,507	23,057	23,117
	Total Sales	Boepd	64,226	63,168	63,335
SALES VOLUME BY COUNTRY					
	Equatorial Guinea	%	14	15	14
	Ghana	%	62	61	58
	Gulf of America	%	24	24	28
	Mauritania/Senegal	%	0	0	0
YEAR-END ESTIMATED PROVED RESERVES					
	Equatorial Guinea	MMBOE	20	27	28
	Ghana	MMBOE	96	116	108
	Gulf of America	MMBOE	22	24	32
	Mauritania/Senegal	MMBOE	113	112	110
ESTIMATED PROVED RESERVES BY COUNTRY					
	Equatorial Guinea	%	8	10	10
	Ghana	%	38	42	39
	Gulf of America	%	9	9	12
	Mauritania/Senegal	%	45	40	40



## 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	United States	Board Member
Economic Club of Washington, D.C.	United States	Member
Ghana Upstream Petroleum Chamber	Ghana	Board Chair
Ghana Extractive Industry Transparency Initiative (GHEITI)	Ghana	Member
Public Interest and Accountability Committee (PIAC)	Ghana	Member
Independent Petroleum Association of America (IPAA)	United States	Member; Subcommittee Member
International Association of Oil and Gas Producers (IOGP)	United Kingdom/United States	Member; Subcommittee Member
Ipieca	United Kingdom/United States	Member; Subcommittee Member
Louisiana Mid-Continent Oil and Gas Association (LMOGA)	United States	Member; Subcommittee Member
Millennium Challenge Corporate (MCC) Advisory Council	United States	Member
National Ocean Industries Association (NOIA)	United States	Board Member
National Offshore Safety Advisory Committee	United States	Member
Offshore Operators Committee (OOC)	United States	Board Member; Executive Subcommittee Member
Outer Continental Shelf Advisory Board (OCSAB)	United States	Board Member
United States - Mauritania Business Forum	Mauritania	Member
US Trade Advisory Council on Africa	United States	Member





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## About this Report

The Kosmos 2024 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. This report reviews the application of our [Business Principles](#) and supporting policies across our business.

Our approach to sustainability reporting is to focus on the topics with the greatest potential to affect our business and that are most important to our stakeholders. Information in this report is based on internal discussions, external stakeholder feedback,

and consultations with third-party experts. In addition, this report is informed by the International Petroleum Industry Environmental Conservation Association (Ipieca) standards for voluntary reporting in the oil and gas sector, the Task Force on Climate-related Financial Disclosures (TCFD), the Global Reporting Initiative (GRI), and the Sustainability Accounting Standards Board (SASB).

We appreciate your interest in Kosmos Energy and welcome your feedback on how we can improve our reporting. For questions or comments on our 2024 Sustainability Report, please contact us at: [sustainabilityreport@kosmosenergy.com](mailto:sustainabilityreport@kosmosenergy.com).

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2-3	Reporting period, frequency and contact point	2024 Sustainability Report	<a href="#">68</a>
2-4	Restatements of information	n/a - no information restated in 2024	
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203-1	Infrastructure investments and services supported	2024 Sustainability Report	<a href="#">47-53</a>
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306-3	Significant spills	2024 Sustainability Report	<a href="#">63</a>
306-2	Management of significant waste-related impacts	The STANDARD	<a href="#">14</a>
306-3	Waste generated	2024 Sustainability Report	<a href="#">63</a>
306-5	Waste directed to disposal	2024 Sustainability Report	<a href="#">63</a>

## GRI Index (cont.)

INDICATOR	DISCLOSURE	LOCATION	REFERENCE
<b>GRI 401: EMPLOYMENT 2016</b>			
401-1	New employee hires and employee turnover	2024 Sustainability Report	<a href="#">60-61</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Sustainability Report	<a href="#">41</a>
401-3	Parental leave	2024 Sustainability Report	<a href="#">41</a>
<b>GRI 403: OCCUPATIONAL HEALTH &amp; SAFETY 2018</b>			
403-1	Occupational health and safety management system	2024 Sustainability Report	<a href="#">13, 20-24</a>
403-2	Hazard identification, risk assessment, and incident investigation	2024 Sustainability Report	<a href="#">20-24, 55</a>
403-5	Worker training on occupational health and safety	2024 Sustainability Report	<a href="#">13, 20-21</a>
403-6	Promotion of worker health	2024 Sustainability Report	<a href="#">41</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Sustainability Report	<a href="#">23</a>
403-9	Work-related injuries	2024 Sustainability Report	<a href="#">58</a>
<b>GRI 404: TRAINING AND EDUCATION 2016</b>			
404-2	Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report	<a href="#">42-43</a>
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>			
405-1	Diversity of governance bodies and employees	2024 Sustainability Report	<a href="#">61</a>
415-1	Political contributions	n/a - Kosmos is politically neutral. We do not provide funding for candidates or political parties.	



## SASB Index

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE
<b>GREENHOUSE GAS EMISSIONS</b>				
Gross global Scope 1 emissions, % methane, % covered under emissions-limiting regulations	Quantitative	Metric tons CO <sub>2</sub> e (t), Percentage (%)	EM-EP-110a.1	<a href="#">59</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	EM-EP-110a.2	<a href="#">59</a>
Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reductions targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	EM-EP-110a.3	<a href="#">27-29</a> , <a href="#">33-35</a>
<b>AIR EMISSIONS</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="#">63</a>
<b>WATER MANAGEMENT</b>				
(1) total water withdrawn, (2) total 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="#">63</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="#">63</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	<a href="#">63</a>
Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	Percentage (%)	EM-EP-210a.2	<a href="#">63</a>
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="#">55-56</a>
<b>COMMUNITY RELATIONS</b>				
Discussion of processes 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="#">55-56</a> <a href="#">Stakeholder Engagement and Community Development Policy</a>

## SASB Index (cont.)

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE
<b>WORKFORCE HEALTH &amp; SAFETY</b>				
(1) Total recordable incident (TRIR) and (2) fatality rate	Quantitative	Rate	EM-EP-320a.1	<a href="#">58</a>
(4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Quantitative	Hours (h)	EM-EP-320a.1	<a href="#">58</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="#">13, 20-25</a>
<b>RESERVES VALUATION &amp; CAPITAL EXPENDITURES</b>				
Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price of carbon emissions	Quantitative	Million barrels (MMbbls), Million standard cubic feet (MMscf)	EM-EP-420a.1	<a href="#">Climate Risk and Resilience Report</a>
Amount invested in renewable energy, revenue generated by renewable energy sales	Quantitative	Presentation currency	EM-EP-420a.3	<a href="#">63</a>
Discussion of how price and demand for hydrocarbons 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="#">27-28, 31-32</a> <a href="#">Climate Risk and Resilience Report</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="#">55-56</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="#">66</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>
ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE
Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Quantitative	Thousand barrels per day (Mbbbl/day); Million standard cubic feet per day (MMscf/day)	EM-EP-000.A	<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>



# Assurance

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## 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 for the year-ended December 31, 2024, 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 2024 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 for the year-ended December 31, 2024 in order for it to be in accordance with the Criteria.

*Ernst & Young LLP*

Houston, TX  
May 16, 2025



# Appendix A

Kosmos reports the Select Environmental, Social and Governance Indicators below, as of or for the year-ended December 31, 2024.

The reporting boundary of the Select payments to government indicators includes Kosmos Energy Ltd. and its wholly owned subsidiaries, inclusive of both operated and non-operated operations.

The reporting boundary for emissions related indicators includes Kosmos Energy Ltd. and its wholly owned subsidiaries and utilizes 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”) and WRI/WBCSD’s The GHG Protocol Technical Guidance for Calculating Scope 3 Emissions.

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 for the year-ended December 31, 2024

INDICATOR	REPORTED INDICATOR	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
EMISSIONS – OPERATIONAL CONTROL <sup>1</sup>			
Total Scope 1 emissions (tonnes CO <sub>2</sub> e)	14,031	The GHG Protocol	Emissions sources:  Vessel and rig fuel consumption to support seismic, drilling and completions activities.  Helicopter fuel consumption to support seismic, drilling and completions activities.  Trucking fuel consumption to support drilling and completions activities.  Natural gas consumption as a result of flaring operations.  Fugitive emissions from refrigerants present in Kosmos’ operational control are considered to be immaterial and therefore excluded.  Emission factor sources:  EPA Emissions Factors for Greenhouse Gas Inventories (modified 5 June 2024) 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.  Global warming potentials - 2014 IPCC Fifth 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 98% 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 for the year-ended December 31, 2024 (cont.)

INDICATOR	REPORTED INDICATOR	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)	972	The GHG Protocol	Emissions sources:
Total Scope 2 emissions (tonnes CO <sub>2</sub> e) – Market Based Method (MBM)	966	The GHG Protocol	<p>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. For in-scope offices, consumption data is used to calculate emissions. For offices where consumption data is collected for the entire building and Kosmos only has operational control over a portion, Kosmos prorates electricity usage based on office square footage.</p> <p>Emission factor sources:</p> <p>Dallas and Houston offices – 2023 ERCOT subregion EPA eGRID output emissions factors.</p> <p>Ghana office– Energy Commission of Ghana - National Energy Statistics 2000-2024 and 2023 ERCOT subregion EPA eGRID emission factors.</p> <p>London office – UK Department for Environment, Food and Rural Affairs (DEFRA)</p> <p>2024 Conversion Factors for greenhouse gas (GHG) reporting.</p> <p>Global warming potentials - 2014 IPCC Fifth Assessment Report.</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 and Scope 2 (operated) GHG emissions, with approximately 98% of the Scope 1 and 2 inventory consisting of CO<sub>2</sub>.</p>
Total Scope 1 GHG and Scope 2 LBM GHG emissions	15,003	The GHG Protocol	<p>Refer to the <i>Contextual information related to criteria</i> for Total Scope 1 emissions and Total Scope 2 LBM emissions for the emissions sources, emission factor sources, and global warming potentials used.</p> <p>Refer to <i>Contextual information related to criteria</i> for Total Scope 1 emissions and Total Scope 2 MBM emissions for gases included.</p>
Total Scope 1 GHG and Scope 2 MBM GHG emissions	14,997	The GHG Protocol	

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 for the year-ended December 31, 2024 (cont.)

INDICATOR	REPORTED INDICATOR	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
<b>EMISSIONS – EQUITY SHARE<sup>2</sup></b>			
Total Scope 1 emissions (tonnes CO <sub>2</sub> e)	860,574	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>Refer to <i>Contextual information related to criteria</i> for Emissions – Operational Control, Total Scope 1 emissions for the emissions sources, emission factor sources, and global warming potentials used for Kosmos' operated assets.</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 (equity share) includes venting, liquid fuels, fugitives, combustion from boilers and engines, aviation fuel, and marine gas oil from non-operated assets.</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 91%, 8%, and 1% of the inventory consisting of CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O, respectively.</p>
Total Scope 1 emissions intensity by net production (kg CO <sub>2</sub> e/BOE)	30	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 for the year-ended December 31, 2024 (cont.)

INDICATOR	REPORTED INDICATOR	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
<b>EMISSIONS - EQUITY SHARE<sup>2</sup> (CON'T)</b>			
Total Scope 3 Category 11 emissions from use of sold products (tonnes CO <sub>2</sub> e)	8,878,066	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 2024 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 for the year-ended December 31, 2024 (cont.)

INDICATOR	REPORTED INDICATOR	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
EMISSIONS – EQUITY SHARE <sup>2</sup> (CON'T)			
Total Scope 3 Category 11 emissions intensity by net sales (kg CO <sub>2</sub> e/BOE)	377	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 emissions from the use of sold products (2024, Equity share) for information on Scope 3 Category 11 emissions.

2. 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, 2024 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	SENEGAL	UNITED KINGDOM	UNITED STATES
Income Taxes <sup>2</sup>	USD	33,763,000	247,078,000	-	93,000	70,000
Royalties <sup>3</sup>	BOE	428,000	772,000	-	-	877,000
Royalties <sup>4</sup>	USD	34,564,000	57,246,000	-	-	57,924,000
Dividends	USD	-	-	-	-	-
Bonuses <sup>5</sup>	USD	-	-	-	-	1,772,000
License Fees <sup>6</sup>	USD	135,000	414,000	49,000	-	1,423,000
Infrastructure Improvement	USD	-	-	-	-	-
<b>Total</b>	<b>USD</b>	<b>68,462,000</b>	<b>304,738,000</b>	<b>49,000</b>	<b>93,000</b>	<b>61,189,000</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 \$80.76 during 2024. 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.



## 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 2024 Annual Report on Form 10-K and Form 10-Q for the quarters ended March 31, 2024, June 30, 2024, September 30, 2024 and December 31, 2024 (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 Ipeica, 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’ 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.

