



2025 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, 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.



OPERATIONAL AND FINANCIAL HIGHLIGHTS (as of December 31, 2025)

0 fatalities, lost time injuries or total recordable injuries in 2025

~64,400 BOEPD Full Year Net Production¹

Achieved
FIRST LNG PRODUCTION at the GTA project in February 2025;
FIRST LNG CARGO successfully lifted in April 2025

\$543 MILLION EBITDAX (Full Year 2025)

MSCI ESG RATINGS
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



“Where electricity is dependable and affordable, investment becomes possible. And with it comes the steady creation of jobs that underpin lasting development.”

Fellow stakeholders,

Over the past several months, I've had many conversations with Presidents and senior Ministers from across West Africa. Different countries, different political contexts – but a remarkably consistent message. Their populations are growing, expectations are rising, and the pressure to create jobs is immediate. And behind closed doors, those discussions keep returning to the same practical reality: without reliable, affordable energy, businesses don't invest, productivity stalls, and jobs don't materialize at scale. Recent global supply disruptions and price swings have only made that reality harder to ignore.

Those leaders in West Africa have moved past abstract debates about the energy mix. They are focused on delivery and controlling their country's economic destiny – on what will keep businesses running, lower costs for entrepreneurs, and give young people a reason to believe opportunity can be created at home. In those discussions, the starting point is clear: energy must be reliable and affordable enough to support investment, enterprise, and job creation at scale. Long-term sustainability matters, but it must be pursued in ways that reinforce – not undermine – that foundation.

After decades working in the energy sector and across markets, I've seen a familiar pattern. Where power is unreliable or priced out of reach, economic growth slows and employment stagnates. Where electricity is dependable and affordable, investment becomes possible. And with it comes the steady creation of jobs that underpin lasting development.

Reliability Is What Turns Power into Progress

Africa's energy challenge is often narrowly described in terms of access – how many people are connected to the grid. Access matters. But for economic growth, reliability is what powers economies.

When power is unreliable, businesses behave defensively. They delay investment, scale back hiring, or divert capital into backup generation and fuel instead of expansion. The effects compound over time. Productivity slips. Costs rise. Competitiveness erodes. This doesn't just slow economic growth, it locks societies out of modern living standards.

Research consistently shows that outages reduce company performance, discourage new business formation, and lower employment – particularly in non-agricultural and more skilled jobs. Where outages are frequent, job creation suffers even when connections exist. Without reliability, connections alone do not deliver the economic outcomes policymakers and citizens are counting on.

This is why the leaders I work with place so much emphasis on dependable power when they talk about jobs. It determines whether a manufacturer can meet orders, whether a food processor can operate cold storage, or whether a services business can rely on digital infrastructure.



The Role of Domestic Gas

Faced with this reality, natural gas – particularly domestic gas – plays a vital role in many African power systems. It stabilizes grids, secures economic activity, and helps lower both costs and emissions. The right energy mix will vary by country, and those choices are best made by governments responding to local realities, local priorities, and what works in practice.

Domestic gas can materially improve reliability and affordability compared with imported liquid fuels like diesel. It reduces exposure to volatile international markets and external supply shocks. It provides steady generation that complements renewables. For countries focused on growing industry and creating jobs now, those attributes matter.



Andy Inglis meets with President John Dramani Mahama to discuss the 2025-2026 drilling campaign

Today, the Jubilee partnership supplies roughly 25 percent of the gas used in Ghana's power sector. As I have discussed with President Mahama, we are aiming to provide even more – to further support job creation and the expansion of industry.

In Mauritania and Senegal, we see the foundation for a similar impact. Greater Tortue Ahmeyim Phase 1 is now producing natural gas that is being liquefied for export to global markets, firmly establishing both countries as reliable LNG suppliers and a new source of LNG for customers wishing to diversify. While GTA gas is not yet used for domestic power generation, advancing local use is a logical next step as future phases are developed and supporting infrastructure is put in place. This remains a focus of our ongoing discussions with both governments and our partners.

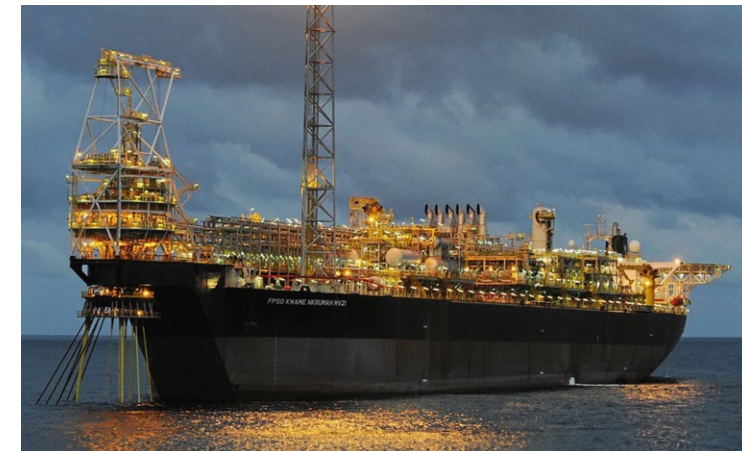
This kind of progress is not always reflected in how energy transitions are discussed globally. But it reflects how development actually happens – through incremental improvements that make systems work better for people and businesses today, while creating space for cleaner technologies to scale over time.

Climate Responsibility, Approached Pragmatically

Climate considerations are an important part of energy planning, but development realities must remain central. Energy demand across Africa will grow as populations expand and economies work to create jobs and opportunity. The question is how to meet that demand responsibly while improving lives.

Even with rising electricity use, Sub-Saharan Africa remains a small contributor to global emissions. That context is important when setting priorities. Progress comes from improving how energy is produced and used in the real world today – reducing routine flaring, improving efficiency, and using natural gas to displace higher-emissions fuels.

In Ghana and Equatorial Guinea, we are working with our operating partners to minimize routine flaring and reduce emissions from our operations. Our current target is to reduce Scope 1 equity emissions by 25 percent by 2026, compared with a 2022 baseline. Over the longer term, we are focused on achieving and maintaining top quartile carbon intensity across both our oil and gas portfolios.



“Today, the Jubilee partnership supplies roughly 25 percent of the gas used in Ghana’s power sector.”

Ghana's experience illustrates this pragmatism. From 2014 to 2023, Kosmos and the Jubilee partners supplied more than 200 billion cubic feet of gas – at no cost – to support the development of national infrastructure and domestic power generation. Based on export prices at the time, that foundational volume was worth approximately \$1.5 billion. Over that period, increased use of natural gas from the Jubilee and TEN fields coincided with expanded electricity access, a sharp reduction in reliance on imported liquid fuels, and a meaningful decline in the carbon intensity of power generation. That transition did not solve every challenge in the sector. But it improved reliability, strengthened security of supply, supported economic activity, and lowered costs.

Where Companies Like Kosmos Fit

Progress like we've seen in Ghana, Mauritania, and Senegal requires an aligned agenda with host countries built on clarity of roles.

Governments set policy, plan infrastructure, and regulate industry and power markets. Utilities and grid operators determine whether electricity reaches homes and businesses reliably. Development institutions and capital markets influence what gets financed and when. Stable frameworks, investable conditions, and the ability to deliver projects consistently matter just as much as resource potential.

Companies like ours operate within that framework. We don't control the system. But we do contribute where we have expertise - by developing domestic resources responsibly, investing with discipline, partnering with national institutions, and supplying reliable energy that supports broader national objectives.

Credibility in this industry is earned through delivered outcomes. It shows up in reliable supply delivered year after year, in steadily improving emissions performance, and in the quality of partnerships built with host governments over time. We don't claim to solve the entire challenge. But we do hold ourselves accountable for delivering our part - and delivering it well.

What Africa's Growth Demands

Africa's jobs challenge is urgent, and it is inseparable from energy. Reliable, affordable power is not a slogan. It is a prerequisite for investment, productivity, and employment at scale.

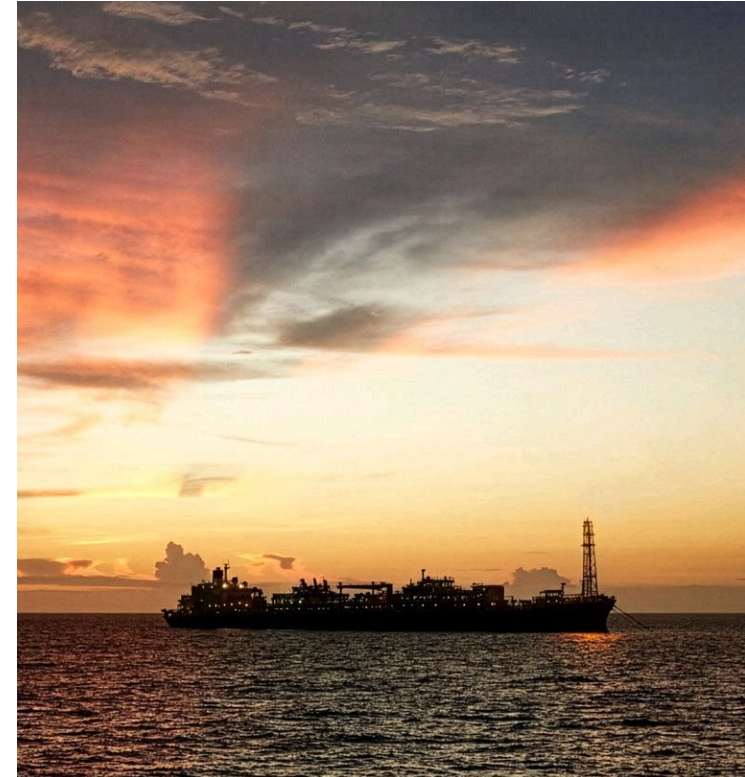
Progress will come from pragmatism - delivering reliable power at a cost societies and businesses can afford and pursuing an energy mix that works in practice. From an upstream perspective, that means developing domestic gas responsibly, while enabling the integration of renewables where they make economic sense.

That's what leaders across the region are increasingly focused on. And it's the standard by which energy strategies - and energy companies - should ultimately be judged.



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](#)

[CODE OF BUSINESS 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, and our [Supplier Code of Conduct](#) outlines the minimum expectations for vendors, contractors, and suppliers we work with. We are committed to supporting the U.N. Sustainable Development Goals (U.N. SDGs) and believe our core operations help our host countries progress 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 and Climate Governance

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

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

The Board maintains four Committees: Nominating and Corporate Governance; Compensation; Audit; and Health, Safety, Environment, and Sustainability (HSES).

Each committee is chaired by an independent director, governed by its own charter, and has a distinct and important role in overseeing sustainability and climate change as they relate to their function.

The HSES Committee is specifically responsible for assisting the company in fulfilling its health, safety, environment and sustainability responsibilities, including oversight of risks and opportunities related to sustainability and climate change. The Committee comprises three independent directors with extensive experience and broad knowledge of the HSES and climate-related policies and processes required for safe and responsible oil and gas operations. Committee meetings are held at least quarterly, and climate change is a standing agenda item for each.

Performance Scorecards

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 2025, 20% of our Board-approved Corporate Scorecard addressed KPIs for ESG and sustainability, including, among others:

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

The supporting KPIs are equally weighted for performance determinations.

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 2024 Sustainability Report;
- Ensure we remain on track to meet our absolute reduction and intensity targets, including by minimizing flaring in Ghana and Equatorial Guinea; and
- Enhance our understanding of business risks associated with delayed energy transition scenarios.



GOVERNANCE OF SUSTAINABILITY AND CLIMATE STRATEGY IN ACTION

BOARD OF DIRECTORS

Meet at least quarterly; oversee our business and climate strategy

AUDIT COMMITTEE

Reviews policies and practices with respect to risk assessment and risk management using the Enterprise Risk Management (ERM) model, including climate-related risks; monitors the qualifications, independence, and performance of our external and internal audit functions, including audit of data in the Sustainability Report; oversees compliance with applicable legal and regulatory requirements

COMPENSATION COMMITTEE

Oversees company compensation and benefits policies; reviews and approves the sustainability and climate goals and objectives relevant to employee and executive compensation; evaluates performance relative to sustainability and climate goals and objectives when determining year-end incentive payouts

HSES COMMITTEE

Monitors and oversees our strategy, risk management, policy approach, and performance metrics and targets for HSES including sustainability and climate change; reviews public reporting of targets and initiatives; reports quarterly to the full Board on sustainability developments, performance against targets, and actions taken to mitigate risks and pursue opportunities to advance the company strategy

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

Reviews the size, responsibilities, and composition of our Board; reviews candidates' qualifications and recommends individuals for Board committee membership, developed and oversees the implementation of the [Corporate Governance Guidelines](#) and our [Code of Business Conduct and Ethics](#)

CEO AND SENIOR LEADERSHIP TEAM

Provides overall leadership and accountability for the company's business strategy, and sustainability and climate strategy

SENIOR VICE PRESIDENT (SVP) HEALTH, SAFETY, ENVIRONMENT (HSE), FACILITIES, & PRODUCTION

Manages operational delivery related to health, safety, environment, and production activities, including emissions reduction opportunities

SVP EXTERNAL AFFAIRS

Manages and tracks performance against the sustainability and climate strategy

BUSINESS UNITS AND FUNCTIONS

Monitors emerging risks and opportunities, responsible for recording emissions data, identifying and delivering emissions reduction opportunities and sustainability related disclosures



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 and HSE Policy.

[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.

We support [The STANDARD](#), and our HSE Policy, with a range of global standards, procedures, guidelines,

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](#), our HSE policy, and global standards every three years to ensure they accurately reflect the external environment and Kosmos' evolution since the last publication. In 2025, we updated the expectations in [The STANDARD](#), and commitments

in our Health, Safety, and Environmental Policy to improve clarity and reinforce Kosmos' culture of continual improvement. The revised edition of [The STANDARD](#) including our Health, Safety and Environmental Policy, is available in English, French, and Spanish. The next review of [The STANDARD](#) is scheduled for 2028.

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 of 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.

HOW WE MANAGE CYBERSECURITY RISK

The Audit Board Committee is comprised entirely of independent directors who oversee Kosmos' management of information and cybersecurity risks. Our Vice President of Administration, whose responsibilities include IT, 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 annually. We test our cybersecurity program through frequent phishing testing and training, network penetration testing and training, and incident and network vulnerability reviews.



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	2025 EXAMPLES
Shareholders	To create attractive returns and manage potential risks to the business while capitalizing on opportunities.	Regular dialogue, led by Investor Relations, with existing and potential investors about the company, potential opportunities, energy sector trends, and market conditions, supported by periodic meetings with the CEO and Chief Financial Officer (CFO).	<ul style="list-style-type: none"> • In person roadshows with investors in the United States and Europe • Discussed energy markets, emerging markets, and other topics at more than 10 investor events in Europe and the United States, including our CEO speaking at the Bernstein Annual Strategic Decisions Conference 2025 • Our CFO at the Goldman Sachs Energy, Cleantech and Utilities Conference on Kosmos' strategy and plans for the future
Employees	To provide a stimulating and rewarding work environment that promotes entrepreneurial thinking, facilitates teamwork, and embraces ethical behavior.	Activities including CEO led all company town halls to promote transparent communication, volunteer opportunities during work hours, and social events (see Our People).	<ul style="list-style-type: none"> • Company-wide volunteer events during work hours for employees • One Team, One Goal keynote speaker Oli France, on safety leadership (see Health & Safety) • Kosmos Safety Kudos Awards to recognize employees' exceptional efforts, contributions, or demonstration of Kosmos' safety culture and values
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.	Regular meetings with representatives from the governments of our host countries and national oil company partners in and out-of-country, including senior leadership meetings with presidents and energy ministers; participation in industry conferences to advocate the benefits of our projects for our host countries.	<ul style="list-style-type: none"> • Operating and Technical Committee Meetings with operating partners, including national oil companies and relevant ministries • Five senior executives joined government officials, business partners, and investors at African Energy Week 2025 to discuss Africa's energy future. Our CEO participated in a panel discussion with the energy ministers of Ghana and Senegal, to discuss how governments and companies can accelerate energy investment in West Africa to secure social and economic benefit to the population while ensuring mutual trust and full transparency • Our CEO met with President John Dramani Mahama of Ghana, and President Bassirou Diomaye Faye of Senegal, during the United Nations General Assembly in New York, reaffirming our shared commitment to advancing our projects to mutual benefit • Our SVP of External Affairs met with Mauritania's President Mohamed Ould Ghazouani during the U.S. Africa Summit at an event hosted by the U.S. Chamber of Commerce and sponsored by Kosmos

STAKEHOLDER	RESPONSIBILITY	HOW WE ENGAGE	2025 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.	Primarily through our stakeholder consultation process and social investment programs (see Communities).	<ul style="list-style-type: none"> Supported KIC Ghana's EmpowerHer program, providing agribusiness training for women from rural communities Launched a peer-led mentorship program through the KIC Mauritania Alumni Association Awarded \$10,000 in seed funding to five winners of KIC Senegal's SAMA program in Saint-Louis Supported World Mangrove Day in Saint-Louis, Senegal alongside local authorities, NGOs and more than 350 community members Supported urban agriculture skills development in Dallas Built libraries and improved access to schools in São Tomé and Príncipe Installed solar powered water wells in Equatorial Guinea
Business Partners and Suppliers	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.	Contract meetings, weekly or monthly check-ins, safety reviews and audits on both operated and non-operated assets; risk-based due diligence, performance tracking through ISNetworld, and connecting at industry events.	<ul style="list-style-type: none"> Operating and Technical Committee Meetings with operating partners, with an additional four to five meetings a year on active projects Supplier audits
Civil Society	To leverage their experience to better understand the societies in which we work and to inform our decision-making processes.	Regular dialogue at the international and country level and supporting industry research.	<ul style="list-style-type: none"> Our SVP of External Affairs continued to serve on the global EITI Board Engaged with EITI at the national level in Ghana, Senegal, and Mauritania, e.g., EITI National Transparency Days in Senegal (see Ethics) Our SVP and Head of Ghana Business Unit led the discussion <i>Private Sector-Led Growth: Unlocking the Full Potential of Businesses</i> at the National Economic Dialogue Conference in Accra Awarded the 2025 Safety Leadership Award at the 13th Annual Center for Offshore Safety Forum recognizing Kosmos' Incidents to Insights Learning Platform, following the 2024 nitrogen cylinder incident in the Gulf of America

2025 Sustainability Highlights



Extended carbon neutrality over our operated Scope 1 and 2 Emissions

MSCI ESG RATINGS **AAA** **Awarded AAA rating by MSCI**

Supplier Code of Conduct published



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



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

See [Communities](#) for alumni success stories and 2025 program highlights, including:

KOSMOS INNOVATION CENTER

POWERED BY **KOSMOS**
ENERGY.

KIC Ghana alum Robben Asare named Ghana's National Best Youth Farmer, highlighting KIC's role in turning entrepreneurial ambition into commercially viable agribusiness



Two new entrepreneurship programs launched through KIC Senegal - a Women's Bootcamp supporting cereal and fish product processors in Saint-Louis, and SUXËTT Entrepreneuriat providing entrepreneurial training for youth in Dakar



A peer-led mentorship program launched through the Mauritania Alumni Association, encouraging ongoing skills development for the 500+ entrepreneurs who have participated in KIC Mauritania programs since 2018



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 and contractors.

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[THE STANDARD](#)



Our Commitment

Health and safety are a top 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;
- Promoting a culture in which our employees, contractors, co-venturers, vendors, and service providers uphold high standards of HSE 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 hazards during new hire and site orientations to ensure everyone has the knowledge and tools 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 Leadership Behaviors

In 2024, Kosmos developed the Safety Leadership Behaviors as a framework for how our employees and contractors can continue to deliver against the health and safety expectations laid out in [The STANDARD](#).

This framework outlines five behaviors that reinforce how we stay alert, proactive, and supportive of one another:

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.

HEALTH AND SAFETY HIGHLIGHTS FOR 2025

0 Fatalities

0 Lost Time Incidents

0 Recordable Incidents



OFFSHORE VISITS

Teams working offshore face the greatest health and safety risks. Kosmos representatives periodically visit our offshore assets 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 2025 Activities](#)).

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 appropriate 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.

Health and Safety Risk Management

Kosmos uses our corporate 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.

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. In the Gulf of America, Kosmos uses ISNetworld, a platform that screens contractors against HSE criteria and past performance, to assess potential onshore and offshore contractors prior to contract award. The platform grades each contractor based on a rigorous set of HSE questions, which is reviewed by Kosmos' team as part of the contractor selection process. 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 meet our expectations of acceptable safety performance.

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.

When incidents do occur, including high potential incidents, we take decisive action to reduce the risk of recurrence. For example, in 2024, a high-pressure nitrogen cylinder ruptured spontaneously on the deck of a vessel working for Kosmos in the Gulf of America. The blast was potentially fatal but, thankfully, only first aid injuries were sustained. Kosmos worked with our contractor to ensure a thorough investigation took place and, once complete, shared key learnings with industry and regulators to support stronger safety management practices.

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.

To strengthen oversight of major accident risks, Kosmos established a cross-functional process safety working group. The group developed a standardized Major Accident Heat Map that consolidates key process safety indicators and significant managed or monitored risks, providing the team with a clear view of risk exposure and emerging trends. The HSES Board Committee reviews the heat map quarterly to inform strategic priorities and monitor risk management across the portfolio.

Crisis Preparedness

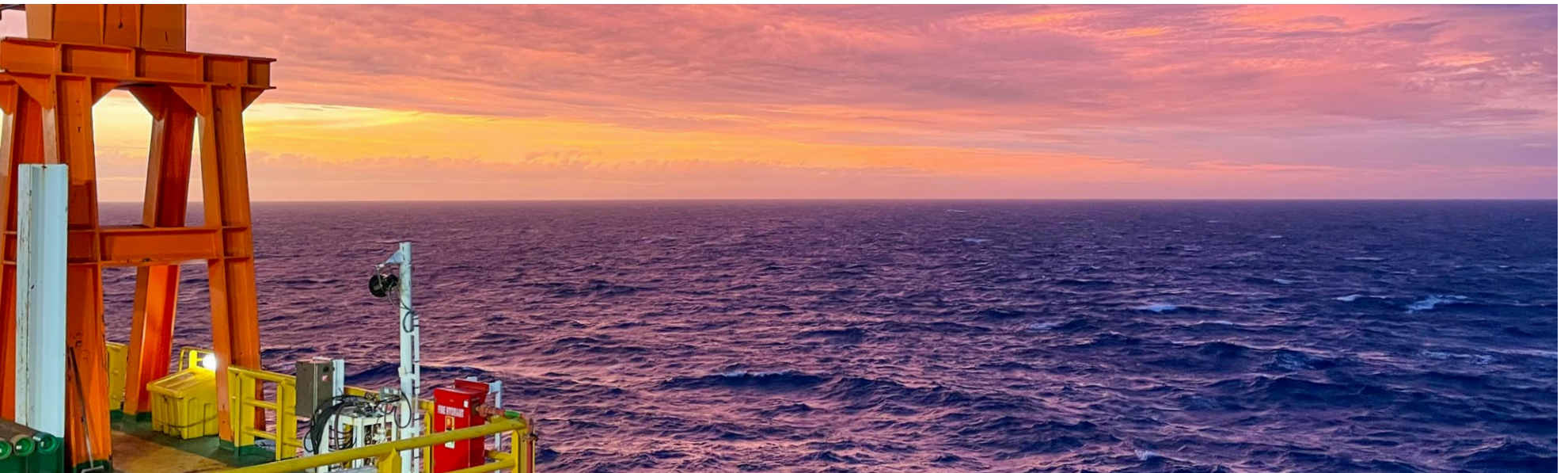
Crisis preparedness and planning are essential to Kosmos' approach to responding to emergencies. We maintain emergency response plans, ensure trained personnel are readily available in the event of an emergency, and conduct regular training exercises aligned with the Kosmos Global Standard for HSE Training and Orientation and applicable regulatory requirements for internal and external stakeholders.

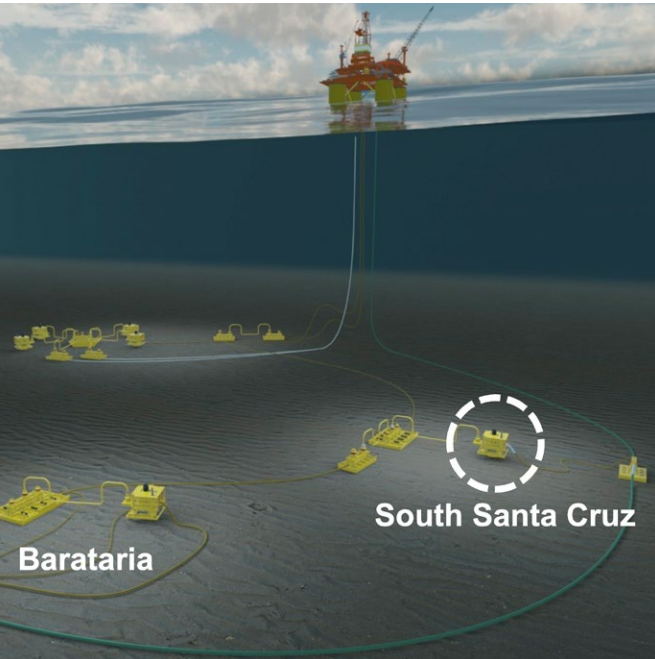
In the United States, our Oil Spill Response Plan (OSRP) is reviewed and audited by the Bureau of Safety and Environmental Enforcement (BSEE), a government agency under the U.S. Department of the Interior.

Spill 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 update emergency response plans as needed.

MONITORING OPERATIONS 24/7

Our Supervisory Control and Data Acquisition (SCADA) system enables 24-hour remote monitoring of our operated wells. The system provides automated alerts when action is required and is supported by additional onshore alarm notifications, ensuring our team can quickly detect and respond to operational issues, particularly in the case of leaks. This approach goes beyond standard offshore monitoring practices and strengthens operational oversight.





HEALTH & SAFETY FOCUS: GULF OF AMERICA

During a scheduled shut-in at Kosmos' operated South Santa Cruz field in the Gulf of America, our team identified an unexpected pressure issue and, following investigation, confirmed a risk of hydrocarbon release. To address the risk, Kosmos designed a new isolation sleeve and installation process which underwent an independent third-party review and received approval from BSEE. The 10-day campaign was executed safely with zero HSE incidents, restoring the integrity of the asset and demonstrating our team's strong technical capability.

Greater Tortue Ahmeyim (GTA): Kosmos worked with our operating partner to complete an offshore safety assessment of the GTA project, observing an industry-leading level of competence and engagement. The assessment highlighted structured safety management systems, clear communication of HSE expectations, and strong workforce participation in safety processes. Continued focus on maintaining strong safety performance during production, alongside the integration of new personnel, is supporting safe operations.

Gulf of America: In 2025, Kosmos' HSE leadership visited the Devil's Tower platform to review safety culture and identified opportunities to further strengthen safety performance. Kosmos meets bi-weekly with the operator to monitor progress.

2025 Activities

Our 2025 health and safety activities focused on supporting a strong safety culture through targeted leadership engagement across our assets, embedding our Safety Leadership Behaviors, and improving how we learn from incidents.

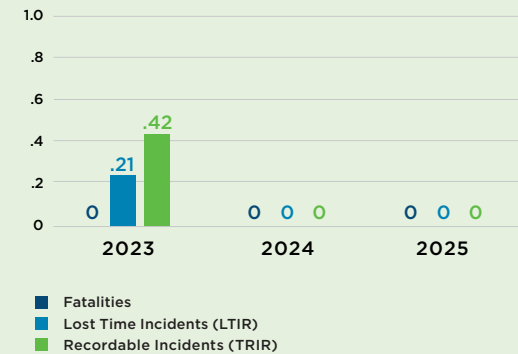
Leadership Visits

In 2025, Kosmos leadership visited our assets in the Gulf of America and West Africa to review operations against our expectations for HSE and operational excellence and reinforce our One Team, One Goal safety culture.

Equatorial Guinea: Kosmos safety leaders engaged with the offshore staff of our partner led operations at the Okume platforms and Ceiba floating production, storage, and offloading (FPSO) vessel, observing first hand safety practices. To support continuous improvement of safety culture, the operator introduced coaching to help supervisors drive consistent safety behaviors across the workforce.

Ghana: Kosmos' Vice President of HSE and HSE Manager spent three days observing safety culture at the Jubilee and TEN FPSOs. They noted a strong safety-first attitude across all levels, effective planning and execution of projects, and well-structured daily HSE communications. Following the visit, the team shared findings with the operator to simplify management systems and further strengthen safe work practices.

HEALTH AND SAFETY TREND 2023-2025²



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

INCIDENTS TO INSIGHTS PLATFORM

Learning is one of Kosmos' Safety Leadership Behaviors. In 2025 Kosmos developed the Incidents to Insights Platform (ITIP) to review significant risk events and capture learnings that are clear, credible and actionable.

Each quarter, a group of technicians, engineers, and senior management come together for a learning forum to review incidents and act on lessons learned. This structured approach strengthens our own safety culture and, through open sharing with regulators, industry groups, and peers, supports:

- **Reducing the risk of recurrence** through updated practices across Kosmos operations;

- **High-impact external sharing** with over 40 organizations and regulators; and
- **Application in critical moments**, such as contributing to a zero-incident turnaround in a partner's high-risk activity.

The 2025 Center for Offshore Safety (COS) Safety Leadership Award was presented to Kosmos for the ITIP at its 13th annual event in Houston. We are proud of this recognition, and remain focused and vigilant in delivering strong safety performance, with continued attention to risk, learning, and execution across our assets.



**INCIDENTS
TO INSIGHTS**
LEARNING. TOGETHER.

Safety Leadership Behaviors

Kosmos' Safety Leadership Behaviors have been reinforced through a range of ongoing activities, including:

- Embedding behaviors into internal and partner meetings through regular Safety Moments;

- Improving awareness through monthly newsletters highlighting each behavior and recognizing safety leadership; and
- Launching the Incidents to Insights Platform (ITIP) shared learning system and forum.

Kosmos presented the Safety Leadership Behaviors to the IOGP, where they received strong endorsement, confirming their alignment with industry best practice.

Crisis Preparedness

63 people, including Kosmos teams and external service providers, participated in our 2025 annual spill response drill. The exercise tested key aspects of our OSRP via a potential real-world scenario on one of our Gulf of America assets. As a result, minor improvement opportunities were identified such as clearer communication protocols at the outset of drills. These have since been integrated into plans to ensure that our emergency response teams, processes, and equipment are well prepared to respond quickly and effectively in the event of an incident.

HSE External Speaker Event

Kosmos conducts an annual HSE external speaker event to instill a sense of shared ownership of safety responsibilities for all employees.

In 2025, expedition leader Oli France was the keynote speaker. Oli drew on his experience navigating the world's most challenging environments to provide valuable lessons in risk management and safety leadership under extreme conditions. By connecting examples from his expeditions to Kosmos' Safety Leadership Behaviors and One Team, One Goal ethos, Oli reinforced the importance of studying past failures, anticipating and mitigating potential hazards, and enforcing safety expectations for diverse teams entering hazardous environments.

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](#)



Our Commitment

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

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

Approach

We embed the challenges, risks, and opportunities created by climate change into our business strategy and decision-making so we can help supply the energy the world needs with responsibly produced low cost, lower carbon oil and gas. The Kosmos [Climate Change Policy](#) outlines our approach for managing our response to climate change:

- Integrate into our business strategy the risks and opportunities presented by climate change and the global energy transition;

- Establish strong internal governance of climate change ([see Sustainability and Climate Governance](#));
- Measure, reduce, and mitigate our greenhouse gas (GHG) 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.

Our Functions and Business Units are responsible for, and fully engaged in, assessing opportunities to lower our carbon intensity and reduce emissions. We integrate climate change considerations, including our assessment of risks and opportunities, into our business strategy and decision-making. This includes capital allocation and portfolio management, analysis of any potential merger or acquisition, and engagement with our operating partners.

Kosmos conducts climate scenario analysis on a periodic basis to assess potential transition and physical climate risk across our portfolio. Based on the findings of our 2020 scenario analysis and our view of the industry's future, we stopped investing in frontier exploration and now focus our attention and capital on:

- 1. Growth in natural gas and liquefied natural gas (LNG)** – Kosmos is investing in the growth of our low cost, lower carbon natural gas and LNG business, which should help address energy affordability and increase energy security by supplying more gas to global energy markets, as well as to domestic markets in Africa.
- 2. Infrastructure-led exploration in proven basins** – Exploration in our proven basins can typically allow discoveries to be tied back to existing infrastructure more quickly, at a lower cost, and with a lower overall carbon intensity. This approach is expected to yield higher returns and deliver faster payback.
- 3. Production optimization** – Kosmos aims to optimize the responsible production of low cost, lower carbon oil and gas which the world needs today.

In our most recent scenario analysis, we tested this strategy across six transition and physical climate scenarios ([see Climate-Related Risk Management](#)).

As we continue 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, Kosmos has brought new sources of lower carbon natural gas into production.

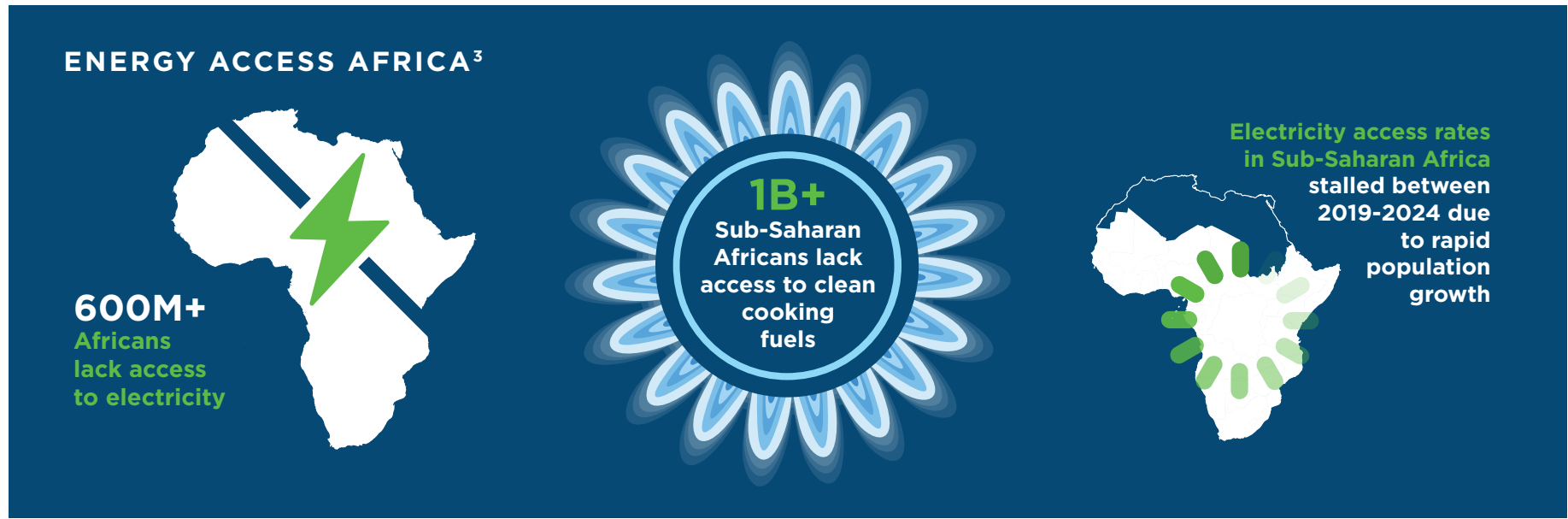
This shift is helping to meet the world's energy needs as cleaner natural gas displaces coal, heavy fuel oil, and biomass as a primary source of energy in both developed and emerging economies. This approach is also helping to reduce the carbon intensity of our Scope 3 category 11 emissions, as emissions associated with burning natural gas are significantly lower than those associated with burning oil products.

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 global projections from Wood Mackenzie's Emissions Benchmarking Tool for global oil and gas production and correlating these to our own internal emissions forecasts. We will need to make ongoing operational improvements to achieve and 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: We expect the GTA project's carbon intensity to be in the top quartile of integrated gas assets globally as operations are fully optimized following the first LNG cargo in April 2025.



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 International Energy Agency (IEA), if Africa uses its entire known gas reserves, its cumulative CO₂ 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.

Kosmos is contributing to a just energy transition in Africa with the development of the GTA project 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.

Kosmos and the operating partner achieved first gas from Phase 1 of GTA at the end of 2024 and started producing liquefied natural gas (LNG) in February 2025. By December 2025, GTA Phase 1 was producing around 2.7 million tonnes of LNG per annum (mtpa), approximately the floating LNG vessel's nameplate capacity.

Climate-Related Risk Management

We actively identify the risks 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 ERM framework ([see Risk Management](#)).

Our senior leadership assesses the climate-related risks identified through our ERM on a quarterly basis using a materiality matrix. During QPRs, each Function and Business Unit works with senior leadership to evaluate energy transition and climate-related risks, confirm risk ownership, and review management plans. Outcomes from these reviews are then reported to the HSES Board Committee at quarterly meetings to effectively embed climate and energy transition related risk analysis throughout all levels of our business ([see Sustainability and Climate Governance](#)).

Kosmos assesses two categories of climate-related risk - transition and physical. Kosmos has worked with independent, expert advisors to conduct scenario analyses through 2050, against internationally

recognized scenarios from the IEA and the Intergovernmental Panel on Climate Change (IPCC). We engage our business units on the findings to improve our understanding of the potential impact and develop mitigation plans.

Our most recent transition risk analysis considered three scenarios including one aligned with limiting global temperature rise to 1.5°C. Kosmos' strategy remains resilient across all three scenarios. Current IPCC estimates, however, suggest that the world is not on track to achieve the Paris Agreement goal of 1.5°C. A just, orderly, and equitable energy transition may take longer to achieve than some previously projected. This suggests the likelihood of realizing the NZE Scenario is decreasing and either the STEPS or the APS is more likely. A delayed energy transition may also increase the likelihood of physical climate risks.

Kosmos assessed acute and chronic physical climate risks across three scenarios. Our analysis considered onshore and offshore infrastructure critical to our business, even where we do not own or operate the asset, to understand potential impacts on both our operations and value chain.

The most extreme scenario we assessed assumes a +4°C temperature rise. In this scenario, assets in the Gulf of America are projected to be more exposed to heat stress, hurricanes, and flooding. Assets in West Africa are projected to be more exposed to heat stress, precipitation, lightning, flooding, and coastal erosion.

We do not expect this increased exposure to physical climate risks to have a significant effect on our business. Our assets are designed to withstand extreme weather events and our experienced teams have already deployed various mitigating measures to reduce potential impacts of changing climate conditions. The analysis helped us identify physical climate risks in midstream infrastructure including storage and processing facilities that we do not own or operate in the Gulf of America and Ghana. We will continue working with our partners to monitor and manage evolving physical climate risks and strengthen our understanding of how climate conditions may affect performance.

A summary of key climate-related risks and opportunities are described on pages 28-30 where the time horizons are defined as: short term (until 2030), medium term (2030-2035), and long term (2035-2050).

DEFINITIONS

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, technological shifts, market changes, and reputational implications.

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.

SCENARIOS USED

TRANSITION RISK SCENARIOS

- **Net Zero Emissions (NZE)** by 2050, which is consistent with limiting the global temperature rise to 1.5°C
- **Stated Policies Scenario (STEPS)**, which reflects current policy commitments based on sector by-sector and country-by-country assessments
- **Announced Pledges Scenario (APS)**, which assumes that all climate commitments made by government and industries will be met in full and on time

PHYSICAL RISK SCENARIOS

- **SSP1-RCP1.9/2.6** -1.5°C temperature rise from pre-industrial levels by the end of the century
- **SSP2-RCP4.5** 2-3°C temperature rise from pre-industrial levels by the end of the century
- **SSP5-RCP8.5** > +4°C temperature rise from pre-industrial levels by the end of the century

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 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 TCFD. However, it is possible such standards will be incorporated into regulatory requirements in future.	Increased compliance costs	Short term	Primary Owner: External Affairs 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 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 which may reduce demand for our products, e.g. nuclear, hydrogen, renewable energy storage.	Decreased revenues due to reduced demand for products and services	Long term	Primary Owner: Business Units 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 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 Focus on low-cost, lower carbon operations to help balance security and affordability throughout the energy transition

CLIMATE RISK REGISTER

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 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 Monitor the U.S. and international regulatory environment; 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: Investor Relations Engage investors and other stakeholders on our climate change approach; focus on low-cost, lower carbon operations; target exploration opportunities in proven basins which yield higher returns and faster paybacks
		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 Engage investors and other stakeholders on our climate change approach
PHYSICAL	Acute	Increased severity and frequency of extreme weather events	More frequent and more severe weather events 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 Maintain 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; monitor climate hazard impacts through existing facility inspections, such as class surveys; integrate potential costs into asset models and business strategy, adopting adaptation measures; work with business partners to ensure mitigation plans and emergency response mechanisms are sufficient to protect our people and interests
	Chronic	Long term changes associated with changing climate patterns	Long-term changes associated with a changing climate could affect temperature, precipitation, and sea-state conditions in the regions where we operate. This could disrupt operations and production and may lead to increased downtime, deferred revenue, higher operating costs, property damage, or higher insurance premiums.	Disruption in production capacity	Long term	Primary Owner: Business Units Monitor physical conditions; integrate physical climate risk into HSE and crisis management plans

CLIMATE OPPORTUNITIES REGISTER

CATEGORY	OPPORTUNITY	FURTHER DESCRIPTION	PRIMARY FINANCIAL IMPACT	TIME HORIZON	MITIGATION
Resource Efficiency	Use of more efficient production & distribution processes	Implementing efficiency measures, including new technologies, may enable us to reduce operating costs and/or emissions intensity, and ensure compliance with evolving standards while maintaining or increasing production capacity.	Reduced direct costs	Short term	Primary Owner: Business Units Action: Monitor and assess emissions reduction technologies and efficiency projects
Products and Services	Increased demand for natural gas	Natural gas has a lower emissions profile relative to coal and heavy fuel oil and is critical for power generation and providing baseload capacity to support renewable energy systems. We believe shifting the balance of our portfolio from oil to natural gas and liquefied natural gas presents a significant opportunity for Kosmos to thrive during the energy transition by providing secure, affordable, and cleaner energy.	Increased revenues resulting from increased demand for products and services	Medium term	Primary Owner: Business Units Action: Maintain portfolio of advantaged gas assets in strategic basins; achieve and maintain top quartile carbon intensity in gas portfolio
Resilience	Improved reputation	Kosmos recognizes the importance of each country defining their own route through the energy transition at a pace that reflects the socioeconomic development needs of their people. Kosmos' commitment to robust management of climate-related risks and opportunities, resource transparency, and domestic resource mobilization, may enhance our reputation as a partner of choice for host governments and joint-venture partners.	Reduced direct costs	Short term	Primary Owner: External Affairs Action: Transparent engagement with stakeholders, and disclosures on our climate change approach and performance
	Resilience to physical impacts of climate change	Kosmos can leverage HSE and operational management systems to identify and minimize the impact of changing climate conditions, such as sea surface conditions, on operational performance; and engage with partners and value chain stakeholders to reduce the impacts of physical climate risks, e.g., coastal erosion, flooding, that may affect our downstream value chain. Targeted adaptation planning and investment can support safe, efficient operations under a range of future climate conditions.	Reduced direct costs	Long term	Primary Owner: Business Units Action: Actively monitor and manage operational performance
Markets	Demand for lower-carbon energy	As some jurisdictions introduce carbon pricing systems and regulation, customer demand for lower carbon oil and gas, from companies with robust climate management approaches and clear disclosures, may increase. With a strategic focus on exploration in proven basins, a portfolio of low cost, lower carbon oil and gas assets, and commitment to transparent climate disclosures, Kosmos is well positioned to meet this demand.	Increased revenue	Long term	Primary Owner: Business Units Action: Maintain portfolio of low cost, lower carbon oil and gas assets in strategic basins; achieve and maintain top quartile carbon intensity in both oil and gas portfolios; transparent climate disclosures

2025 Activities

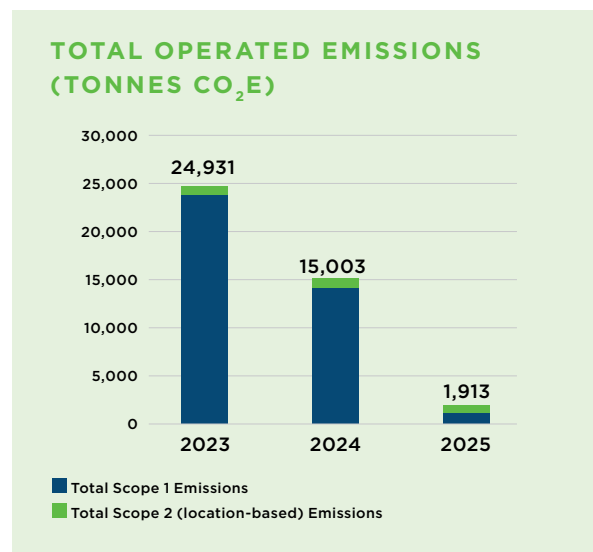
Kosmos uses Measure, Reduce, Mitigate as a framework for managing the commitments in our [Climate Change Policy](#).

Measure

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

Operated Emissions

Our operated emissions reflect the emissions from assets directly under our control. We use a custom-built Environmental Reporting Application to digitize emissions data from Kosmos' contracted offshore rigs, seismic vessels, helicopters, support vessels, and trucks to measure our operated emissions. 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 2025, our operated Scope 1 emissions came exclusively from contracted vessels and trucks in the Gulf of America, where Kosmos operates the subsea infrastructure that ties into production platforms. We did not operate our producing assets in Equatorial Guinea, Ghana, Mauritania and Senegal.

Total Scope 1 operated emissions decreased 92% compared to 2024 (1,061 tCO₂e in 2025). This was driven by lower operational activity in the Gulf of America. In 2025, there were no rig operations and all Scope 1 emissions are attributable to vessels and trucks.

Our activities in 2025 generated 18 tCO₂e of methane, contributing 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 2025 decreased 12% compared to 2024 (852 tCO₂e in 2025) driven by lower energy consumption in our Dallas office.

Equity Emissions

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

Scope 1: Our 2025 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.

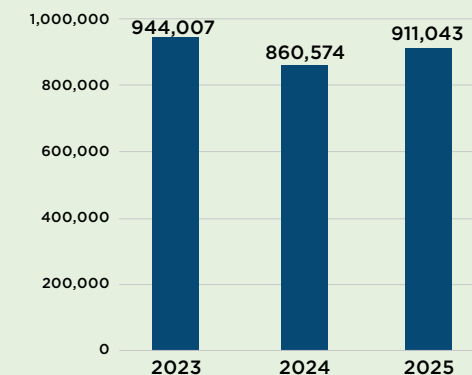
Scope 1 equity emissions increased approximately 6% compared to 2024. This increase was driven by first year production at GTA.

Our Scope 1 equity emissions, including absolute emissions and emissions intensity, have been internally audited and received review-level external assurance from EY ([see Appendix](#)).

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

TOTAL SCOPE 1 EQUITY EMISSIONS (TONNES CO₂E)



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.

Emissions from burning natural gas are significantly lower than those associated with burning oil products. Measuring and disclosing Scope 3 category 11 emissions intensity provides a useful indicator of how changes in our portfolio, in line with our climate strategy, influences our climate impact.

As a result of GTA production, gas sales increased from 11% of our total sales volumes in 2024 to 24% in 2025, helping to reduce the carbon intensity of our Scope 3 category 11 emissions by 9%.

Our Scope 3 category 11 emissions, including absolute emissions and emissions intensity, have been internally audited and received review-level external assurance from EY ([see Appendix](#)).

THE ROLE OF DOMESTIC GAS IN GHANA'S ENERGY TRANSITION

Access to secure and affordable energy is essential for socio-economic development. Across Africa, unreliable power supply remains a major obstacle to job creation, reducing employment opportunities by around 40%⁴.

When Kosmos first started working in Ghana in 2004, only 51% of the population had access to electricity⁵ and the country was reliant on liquid fuels including imported heavy fuel oil and diesel.

Between 2014 and 2023 the Jubilee partnership supplied over 200 billion cubic feet of gas to support the development of national infrastructure and domestic power generation, enabling a significant shift away from imported liquid fuels in electricity generation.

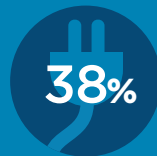
This transition contributed to a 33% reduction in the carbon intensity of electricity generation between 2017 and 2023, from 0.55 to 0.37 tCO₂/MWh⁵.

Over the same period, natural gas increased from under 30% to almost 60% of the national electricity generation mix, while the share of liquid fuels declined sharply from 30% to 2%⁶.

While natural gas is not without emissions, its increased use in place of higher carbon liquid fuels has enabled meaningful near-term emissions reductions. The Jubilee and TEN partnership's provision of a reliable supply of gas has played an important role in enabling this transition.



33% reduction in the carbon intensity of power generation (2017-2023)⁵



38% increase in electricity access (2004-2023)⁵

Reduce

We continue to work on reducing operational and equity emissions. Business Units play a central role in identifying and progressing emissions reduction opportunities within their operations, informed by considerations such as emissions reduction potential, implementation feasibility, cost and potential additional benefits. 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 minimize routine flaring in these countries, and have committed capital to help ensure our partners reach these goals.

Ghana: We support the operating partner's commitment to reduce routine flaring on Jubilee and TEN. We are making operational improvements and working with the government of Ghana to increase gas offtake as part of our approach.

In 2025, equipment upgrades helped lower average daily flare volumes at Jubilee and TEN by more than 20% and 10% respectively compared to 2024. Further reductions are expected following planned work in 2026.

Since 2022, average flare volumes at Jubilee and TEN have decreased by over 35% helping us to progress our commitment to reduce absolute Scope 1 equity emissions by 25% by 2026, compared to a 2022 baseline.



4. Mensah, Justice Tei. 2018. Jobs! Electricity Shortages and Unemployment in Africa. Policy Research Working Paper; No. 8415. © World Bank, Washington, DC. <http://hdl.handle.net/10986/29717> License: CC BY 3.0 IGO.

5. World Bank

6. 2025 National Energy Statistical Bulletin, Energy Commission Ghana

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.

The Foxtrot Compression and Gas Injection Network Integration (GINI) light projects are expected to be completed in 2026. The projects will enable our partners to utilize reclaimed gas for gas lifting and onsite power generation, among other activities, and reduce gas flaring.

Mitigate

Where we are unable to reasonably eliminate operational emissions, we retire 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 ACRE Project in the Mississippi Alluvial Valley of the U.S. Gulf Coast.

MITIGATING OPERATED SCOPE 1 AND SCOPE 2 EMISSIONS

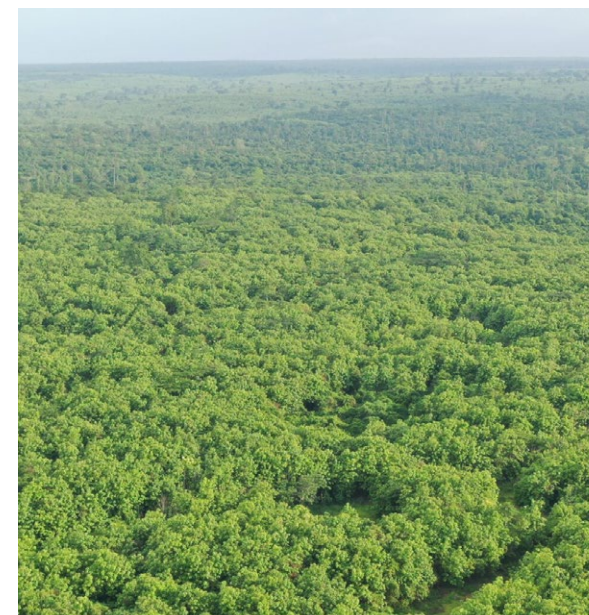
	UNIT OF MEASURE	2025	2024	2023
Total Scope 1 and Scope 2 (location-based) Emissions	tonnes CO ₂ e	1,913	15,003	24,931
Total Scope 1 Emissions	tonnes CO ₂ e	1,061	14,031	23,913
Total Scope 2 (location-based) Emissions	tonnes CO ₂ e	852	972	1,018
Total high-quality carbon offsets purchased ⁷	#	66,000	67,000	75,000
Total high-quality carbon offsets retired	#	1,900	15,000	25,000

Offsets Retired in 2025

In 2025, Kosmos retired carbon credits sourced from the Form Ghana Reforestation Project, located in the Asubima and Afrensu Forest Reserves in the Ashanti Region of Ghana. The project is independently certified under the Verified Carbon Standard and generates nature based carbon removals through the reforestation of degraded forest land.

The project aims to reforest 20,000 hectares (ha) of degraded forest land over its lifetime, supporting long-term carbon sequestration while restoring vital ecosystem services. On average, an additional 1,000-2,000 ha are scheduled to be replanted per year, and through the end of 2025, the project is estimated to have sequestered over 850,000 tonnes of CO₂e.

The project also incorporates sustainable harvesting of high-quality timber and intercropping between trees, creating an additional sustainable revenue source for the government and communities beyond carbon revenue.



7. One carbon offset equals one tonne CO₂e

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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[ANTI-CORRUPTION COMPLIANCE POLICY](#)

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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.

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 annual anti-corruption compliance training for all employees and contractors, and advertising widely the availability of the [Whistleblower Hotline](#).

All new employees receive anti-corruption compliance training and a copy of our [Code](#) and [Business Principles](#) 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: our Corporate Scorecard includes a target of zero anti-corruption violations ([see Performance Scorecards](#)).

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](#).

Anti-Corruption Compliance Training

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 and teaches participants how to report any suspected violations using our [Whistleblower Hotline](#). 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 use the [Whistleblower Hotline](#), and anti-corruption and compliance procedures, such as how to report receiving a gift.

COMPLIANCE AUDITS

We regularly evaluate our anti-corruption policies and procedures, including our [Anti-Corruption Compliance Policy](#), [Business Principles](#), and [Code of Business Conduct and Ethics](#). This helps to ensure we adhere to best practices and remain, at a minimum, compliant with all applicable laws.

To ensure our compliance processes remain robust, we conduct an annual internal audit that reviews whether:

- Required anti-corruption compliance training has been completed, and the content remains relevant;
- Vendor business ethics due diligence has been completed in line with our expectations; and
- Items requiring pre-approval per our [Anti-Corruption Compliance Policy](#) - such as any gifts, donations, offers, or promises of anything of value - have received the appropriate approval.



project level and in aggregate in our [Payments to Governments Report](#) which can be found on our website.

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. Kosmos meets all relevant company expectations for EITI supporting companies and, since 2022, serves on the EITI Board where we engage 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.



Whistleblower Hotline

Kosmos uses a third-party [Whistleblower Hotline](#) for employees, contractors, and third parties to report potential violations of any Kosmos policy or applicable law, including the [Anti-Corruption Compliance Policy](#), [Code of Business Conduct and Ethics](#), and [Business Principles](#). 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 have structures in place to process whistleblower reports. When a report is received, our Chief Compliance Officer and the Vice President of Internal Audit are notified. They then assess the report, which may include an internal review or investigation, and determine appropriate follow-up actions in line with our [Code](#) and [Business Principles](#). Retaliation of any nature is strictly prohibited; no one who makes a report in good faith will be penalized.

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.

Transparency

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

Kosmos has earned an industry reputation for our transparent engagement with host governments. We were the first U.S. oil and gas company to disclose project-level payments in 2014. 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

2025 Activities

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

Anti-Corruption and Compliance Training

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

2025 ANTI-CORRUPTION AND COMPLIANCE TRAINING HOURS	
Employee	216
Contractor	73
New Hire	2
Total	291

Transparency

In 2025, Kosmos participated in the 62nd, 63rd, and 64th EITI Board meetings and continued our engagements with government representatives, business leaders, and civil society members to strengthen governance in the extractive sector.

Kosmos also continued to serve 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.

SUPPORTING EITI MULTI-STAKEHOLDER GROUPS

We believe multi-stakeholder groups (MSGs), with representatives from government, companies, and civil society are critical for the effective implementation and governance of the EITI. Kosmos engages proactively in EITI MSGs in Ghana, Mauritania, and Senegal.

Kosmos is working with the MSG in Senegal to organize and promote the EITI National Transparency Day. The initiative intends to create a platform for multi-stakeholder dialogue, collective learning and awareness raising. Key topics will include:

- Sharing results of EITI reports for 2024 and the first half of 2025 to make the findings accessible to non-specialists;

- Collecting concrete recommendations to strengthen resource governance in-country;
- Creating an inclusive space for discussion to address challenges, share experiences and identify common perspectives;
- Renewing commitments from technical, financial and private partners; and
- Increasing visibility of the role and actions of the national EITI committee.



Our People

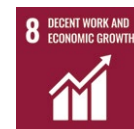
Every employee at Kosmos is essential to fulfilling our purpose. We seek to employ qualified individuals from the countries in which we operate, and we work hard to create a positive workplace where everyone is encouraged to succeed.

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[WHISTLEBLOWER HOTLINE](#)



Our Commitment

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

- Providing more than a living wage for all employees, regardless of location;
- Being an equal opportunity employer;
- 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 2025, 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 sixth consecutive year, Kosmos has been named one of America's Most Responsible Companies by Newsweek and Statista. We have also been named, for the eleventh time, one of the Dallas-Fort Worth metro area's Top 100 Places to Work per the Dallas Morning News and, for the tenth consecutive year, a Top Workplace by the Houston Chronicle.



Equal Opportunity Employer

We are an equal opportunity employer and provide employment opportunities to qualified individuals regardless of race, 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 [Whistleblower Hotline](#), or to a member of our 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. Human Resources (HR) reinforces this flexibility by monitoring working hours and time-off usage and sending employees regular reminders encouraging them to take their full leave entitlements.

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, including overtime pay for those in eligible roles, all regular 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").⁸

Beyond financial incentives, we offer locally competitive benefits to ensure our employees can care for themselves and their families. In the United States, where over 80% 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;
- Paid leave for personal circumstances, including domestic violence and bereavement;
- Other 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;
- Volunteer opportunities;
- Professional development and mentoring opportunities; and
- 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 CEO periodically hosts town halls to promote employee engagement and transparent communication. 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.

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.



8. 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.

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 HR. 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 shares feedback with their manager in line with 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 our Senior Leadership Team defining annual goals 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 support those in the Corporate Scorecard.

At the end of the year, performance is assessed at the company, Function/Business Unit, and individual level. 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.

Mentorship Program

The Kosmos Mentorship Program is an option for employees seeking ongoing guidance 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, often across offices and countries, who have deep institutional knowledge. Mentoring relationships are typically longer term, with the topics discussed and frequency of meetings tailored to the mentee's goals.

Leadership Development Program

The Leadership Development Program is an opportunity for Kosmos managers and leaders to build their leadership skills – a critical element for

As an extension of the mentorship program, the Kosmos Leadership Klatch was introduced to broaden access to senior leadership.

The Kosmos Leadership Klatch is a group mentoring series where employees engage directly with leaders on leadership approaches, decision-making, and challenges. The sessions provide mentoring insights into leadership at Kosmos and complement the one-to-one mentoring program. Two SLT members hosted sessions in 2025.

developing and retaining a talented workforce. The program, led by an external provider, consists of three learning blocks: personal leadership, team leadership, and leadership effectiveness.

Attendees participate in lectures and interactive exercises and explore how to demonstrate the company's values in their day-to-day work. Participants receive follow-up support and coaching after the initial trainings to help translate learning into practice and reinforce key concepts over time.

In 2025, four people completed the Leadership Development Program. Sessions focused on advancing essential skills including communicating strategically, developing resilience, and leading with personal values.

Tuition Reimbursement Policy

We encourage our employees to build skills and obtain degrees or certifications to support their professional development. All regular full-time U.S. or UK-based employees who have worked with 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.

2025 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 2025, 100% of employees participated and shared over 400 comments with both positive and constructive feedback.

Kosmos performed above the industry benchmark on themes including empowered to execute, respected and supported, and enabled to grow. Our people appreciate feeling supported by managers, having the flexibility to manage work and personal life, and being part of a company that operates by strong values. In response to feedback from the survey, our teams are working on activities encouraging collaboration in 2026.

Mental Health Training

HR team members completed multi-day training through the National Council for Mental Wellbeing to become certified Adult Mental Health First Aiders. The training was introduced to increase mental health literacy and strengthen support for employees who may experience mental health issues.



Certified team members can now recognize and respond to symptoms of mental health challenges and provide early support. They are also equipped to connect employees with broader resources as appropriate, including counselling through our Employee Assistance Program or inpatient mental health treatment included in our U.S. and UK health plans.

Internships

Kosmos offers internship and talent development opportunities across our offices, providing hands-on experience and skills development for students and early career professionals. In 2025, this included:

- Four summer interns from the University of Texas at Austin and the University of Texas at Dallas, who joined our Dallas and Houston offices for three months, supporting engineering, finance, and planning teams;

- Three secondees from the Ghana National Petroleum Corporation (GNPC), who completed 18-month placements in our Texas offices, strengthening technical capabilities and knowledge sharing between partners;
- Three interns who supported the Kosmos Innovation Center (KIC) Mauritania for three months, assisting with communications, outreach, and the recruitment process for program applicants; and
- Four Ghana National Service Scheme (NSS) personnel on 12-month placements, working across business functions including IT, supply chain, and finance to support business operations and build early career skills.

Employee Committees

Kosmos has three employee-run committees that drive engagement and promote inclusivity. These committees encourage cross-functional collaboration and organize activities to enhance employee satisfaction.

The **Philanthropy Committee** creates opportunities for employees to give back to local communities by coordinating charitable contributions and volunteer events. In 2025, the Committee coordinated volunteer events at food banks and shelters and directed \$70,000 in donations to community organizations around Dallas, Houston, and London. The funds supported local education, environmental initiatives, and essential community services, including Texas flood relief efforts.

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

The **Activity Committee** plans and develops social and recreational opportunities to promote teamwork and build cross-functional relationships. Activities in 2025 included regular social events and the annual holiday party for all U.S.-based employees.

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 to support the physical, mental, and social wellness of our employees. This year, activities included employee social events, health assessments and nutritional guidance, and volunteer opportunities at local food banks.



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 activities 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 social investment programs are shaped and delivered by our Country Managers and local offices, ensuring they respond to local needs and deliver sustainable benefits. This includes the Kosmos Innovation Center (KIC), which together with our other social investment projects, demonstrates our commitment to long-term sustainable development for our host countries.

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. It provides training, mentorship, and seed funding through customized programs led by local experts.

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.



KOSMOS INNOVATION CENTER TIMELINE

2016	2018	2019	2021	2022	2023	2025
KIC Ghana established with a focus on driving innovation in agriculture	KIC launched in Mauritania and Senegal; KIC Ghana wins prestigious Concordia P3 Impact Award	First Women's Bootcamp in Mauritania		KIC Ghana receives two Ghana Business Awards: "Excellence in Innovation and Technology" and "NGO of the Year"	KIC Mauritania launches Ra'idat, which offers tailored support for women who want to launch their own businesses	First Women's Bootcamp in Senegal
						KIC Ghana becomes an independent non-profit organization

2025 Activities

In 2025, our local offices led social investment projects in our host countries that expanded the impact of KIC's, promoted ecosystem restoration, and supported educational and healthcare facilities.

Ghana

In Ghana, Kosmos focused on supporting clean cookstoves, female farmers, and facilitating medical supply deliveries.

KIC Ghana

Kosmos maintained support for KIC Ghana through leadership and targeted program investment. This included our SVP of the Ghana Business Unit serving as Chair of the KIC Ghana Board to advise on the organization's strategic direction, and support for the EmpowerHer program.

EmpowerHer seeks to equip approximately 9,000 women aged 25-45 from rural communities in Ghana with the skills and support needed to engage in sustainable commercial farming.

Participants complete a five day capacity building boot camp covering agribusiness management, market access, and sustainable farm practices. The program also connects participants with a dedicated finance partner that offers affordable credit to rural women.

Further information on EmpowerHer, as well as other KIC programs targeting women, young entrepreneurs and small businesses can be found on the KIC Ghana [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. Kosmos worked with Medical Bridges to deliver two, forty-foot, containers of medical supplies to hospitals and medical centers in Ghana. Donations ranged from essential supplies such as scrubs, gloves, and dressings to hospital equipment including incubators, ventilators, and electric beds.

Supporting Clean Cookstoves

In Ghana nearly 70% of the country relies on burning biomass fuels, like wood or charcoal, for cooking according to the World Health Organization. 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 can 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 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.



KIC GHANA ALUM SPOTLIGHT: ROBBEN ASARE

Robben Asare, a fellow of KIC Ghana, recently won Ghana's National Best Youth Farmer award, highlighting the program's role in turning entrepreneurial ambition into commercially viable agribusiness.

Robben joined the KIC in 2019, where he received practical agribusiness training, mentorship, and learned entrepreneurial thinking. Through the program, Robben developed the technical skills and strategic direction needed to scale from smallholder activity to commercial plantation farming.

Today, Robben operates a growing agricultural business focused on rice, mango, and other crops, applying climate-smart production practices and market-oriented thinking promoted through KIC programs. His farm has expanded in scale and impact, creating local employment opportunities and supporting livelihoods within his community.

"A very big thank you to Kosmos Innovation Center - they changed my passion into a business."

Robben Asare

Mauritania

In Mauritania, Kosmos continued to support entrepreneur development through KIC Mauritania.

KIC Mauritania

KIC Mauritania delivered three core programs: The Innovation Challenge, Ra'idat, and the Alumni Association.

The KIC Mauritania Innovation Challenge targets entrepreneurs under 40 who operate early-stage startups and provides them with several months of mentoring, networking, and access to investors, with the aim of helping young companies scale into sustainable businesses.

Over 350 entrepreneurs across sectors including agriculture, fintech, textiles, and energy applied to the 2025 challenge. 16 were selected to complete the training, culminating in a pitching competition where seven winners were awarded seed funding ranging from \$2,500 USD to \$25,000 USD to invest in their businesses.

“The real winner here is the Kosmos Innovation Center, for all the remarkable work it does for young people.”

Mr Mohamed-Abdallahi Louly - Mauritania Minister of Youth Empowerment, Employment, Sports and Civic Service, KIC Mauritania Innovation Challenge Gala Ceremony 2025



KIC MAURITANIA ALUM SPOTLIGHT: ELITE ZONE

Elite Zone, founded by Yenje Abdellahi, provides professional language training and translation services across Mauritania. Yenje participated in the 2023 Innovation Challenge and was selected as one of five winners, receiving seed funding alongside tailored training and mentorship.

At KIC, Yenje strengthened core business skills including marketing, operational management, and business-to-business engagement, supporting the company's next phase of growth. Now, Elite Zone has expanded to a second location, employs more than 15 people, and has delivered translation and facilitation services for international companies and NGOs in Mauritania.

“I thought my business only lacked funding, but KIC showed me the importance of soft skills, networking, and keeping a business strong and on track.”

Yenje Abdellahi



Ra'idat, now in its third year, is a training bootcamp for female entrepreneurs who want to launch their own business. 10 participants were selected from over 300 applications, representing a range of sectors such as agriculture, education, and technology.

The program focused on building core business skills, with training covering areas including market research, pricing strategy, and pitch development, alongside networking opportunities. Four prize-winners received seed-funding of up to \$10,000 USD to invest in their startups.

KIC Mauritania Alumni Association establishes a forum for the 500 young entrepreneurs who have participated in KIC Mauritania since 2018, to connect and further their development.

In 2025, the Association launched a peer-led mentorship program. Designed and organized by alumni, the program delivered seven workshops to strengthen skills across topics such as pitch development, English for business, fundraising strategy and PowerPoint design.

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. 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.

Kosmos and its partners in Senegal – bp and PETROSEN – also created a microfinance credit fund for the local fishing community, which supports activities ranging from the rehabilitation of smallscale fishing boats equipped with cold containers to actions intended to diversify livelihoods and incomes.

In November 2025, the partners installed an artificial reef, consisting of 10 clusters of reef structures, approximately 4 km offshore from Saint-Louis. These structures are designed to enhance marine biodiversity and support sustainable fishing practices, with an aim to benefit local fishing communities. The installation follows community engagement, engineering feasibility studies, and environmental surveys to ensure the artificial reef design and placement align with community needs, international standards and ecological conditions.

The partners have also invested in improving community health outcomes through mobile health clinics, COVID-19 prevention campaigns, and healthcare facility construction.

Refrigerated
Containers



Artificial Reef
Construction

Senegal

Our work in Senegal in 2025 supported entrepreneurship, education, and ecosystem restoration.

KIC Senegal

KIC Senegal delivered three projects for entrepreneurs in 2025: SAMA, a Women's Bootcamp, and SUXËTT.

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.

26 participants received eight weeks of training, mentoring, and immersion visits to meet experienced business leaders. The program culminated with participants pitching their concepts to a jury of community leaders. A total of \$10,000 USD was awarded to five entrepreneurs to develop their businesses.

“I would like to congratulate the Kosmos Innovation Center and its partners on this commendable initiative, which supports our country’s efforts to promote innovation, entrepreneurship and youth empowerment.”

Abdou Khadre Djeylani Ba - Deputy Prefect of Saint-Louis, SAMA Demo Day 2025



Women's Bootcamp is a two-day training program designed to address the unique needs of women processing cereal and fish products in Saint-Louis by:

- Providing coaching on good hygiene, preservation, packaging, and marketing practices; and
- Introducing essential processing equipment, with support from technical and industrial experts.

SUXËTT ENTREPRENEURIAT is a training program based in Dakar open to youth aged 18-35 nationwide. It trains 30 participants from startups and SMEs to think like entrepreneurs and develop a mindset that leads to success.

The first eight-week program concluded in February 2025 when 14 teams pitched their projects to a panel of experts. Five winners were selected, receiving seed funding to further develop their products or services.

The second edition of the program commenced in 2025 with 30 entrepreneurs and concluded in early 2026 following 12 weeks of training. Six winners will receive seed funding and one on one coaching for a month to support their businesses.

Mangrove Restoration in the Saint-Louis Region

Mangroves are a keystone species in coastal environments because of the many ecosystem services they provide including trapping carbon and preventing soil erosion. Since 2012, Kosmos has been working with Le Partenariat to reforest mangroves in the Saint-Louis area. In 2025, Kosmos built on its trusted partnership with Le Partenariat and the community to co-design a more comprehensive, long-term conservation program in the region. The revised program has four goals:

- 1. Awareness:** Help communities understand the role of the mangrove ecosystem in protecting the environment and creating economic opportunities;
- 2. Restoration:** Rehabilitate mangrove ecosystems in the region;
- 3. Inspire:** Engage students with hands-on environmental projects; and
- 4. Support:** Build economic resilience through sustainable livelihood activities.



As part of the 2025 Mangrove project, Kosmos and Le Partenariat:

- Sponsored World Mangrove Day celebrations in Saint-Louis, alongside ROPM-DFS (Network of Organisations for the Protection of Mangrove Ecosystems) for more than 350 community members and representatives from local authorities and NGOs. The theme of this year's event was 'Mangroves, essential ecosystems for a sustainable future';
- Restored 20 hectares of fragile mangrove areas;
- Brought together 250 students from five local high schools to design projects to preserve and enhance mangrove ecosystems. The students pitched their ideas to a jury and five winners earned seed funding to deliver their projects; and
- Setup local mangrove nurseries for local female Economic Interest Groups to manage and generate income from selling plants.

We hope by combining education, restoration, and livelihood opportunities, this reforestation program will help protect against flooding, support local biodiversity, and ensure these forests remain healthy for generations to come.

KIC SENEGAL ALUM SPOTLIGHT: ACCES ENERGIE SOLAIRE

Abdallah Ndiaye and Babacar Dione started their business, Acces Energie Solaire, to improve farmers' access to water and energy. They developed a smart solar kit that combines sensors and a mobile app to create a customized irrigation system farmers can use to automate irrigation, optimize water usage, reduce energy costs, and increase agricultural output.

After completing the SUXÉTT program, Abdallah and Babacar used seed funding awarded through the program to purchase a utility vehicle to visit farms where their systems have been installed, and to open a showroom for prospective customers to see the irrigation systems in action. The program also supported the business to diversify its clientele to include households, contributing to a 30% increase in its customer base and over \$100,000 in sales revenue.

“Thanks to the training we received, we were able to refine our business plan, reevaluate our prices, and expand our product range.”

Babacar Dione



KIC SENEGAL ALUM SPOTLIGHT: CIACIA

Ciacia Services, founded by Mauricia Wangué Diouf in Saint-Louis, delivers professional dry-cleaning with a focus on reliability, customer care and environmental responsibility. After completing the SAMA program with KIC, Mauricia launched the business to fill a clear quality gap: consistent standards, transparent processes and respectful service.

Ciacia has grown from a single site to a team with added home pickup and delivery, boosting convenience and repeat custom; the company has also planned a second location in Sanar Peulh, plus a website to take orders and give status updates. The model is deliberately community-minded with an ambition to create jobs for young people and women, while professionalizing a local market.

“The most valuable lesson I learned through Kosmos Innovation Center was the importance of discipline in business management. Thanks to the program, I learned to better structure my business, define my goals, and measure my results.”

Mauricia Wangué Diouf

Equatorial Guinea

Access to clean drinking water remains a challenge for many communities in Equatorial Guinea. In 2025, Kosmos supported the installation of five new solar powered wells; three on Bioko Island and two in Río Muni. Each well produces up to 24,000 liters of potable water per day providing reliable and safe water for residents.

São Tomé and Príncipe

Our work in São Tomé and Príncipe supports building access to quality education and healthcare facilities.

Supporting Quality Education

Kosmos partnered with local authorities and community groups to rehabilitate three public libraries in São Tomé. The initiative aims to support the Government of São Tomé and Príncipe's Parental Education Program (PEP+), with a focus on strengthening basic literacy and numeracy skills and encouraging community access to educational infrastructure. The project aims to reach over 10,000 students and 1,000 teachers.



Providing Medical Supplies

Limited availability of essential medical resources poses a significant challenge for healthcare delivery in São Tomé and Príncipe. Kosmos launched two initiatives in 2025 to strengthen the provision of medical equipment and ambulances.

Kosmos partnered with Medical Bridges to support planning and coordination for the donation of medical supplies, seeking to address gaps in essential healthcare equipment. Kosmos is also working to procure ambulances to improve emergency response capacity. Both initiatives are planned for delivery in 2026 to support increased community access to healthcare across São Tomé and Príncipe.

United States

Kosmos has partnered with Restorative Farms, a non-profit urban farm, since 2020 to develop a community-led urban agrisystem in South Dallas. The partnership supports investment in modern farming infrastructure alongside training and employment opportunities for local communities, strengthening the local food economy and expanding access to fresh, organic produce.

Since the partnership began, Kosmos has supported the modernization of the Hatcher Station Training Farm. This includes the installation of a TAPkit hydroponic system, nicknamed Turboponics. In 2025, work focused on integrating the TAPkit into daily operations. This enabled more than 4,000 pounds of weekly produce output, providing a supply of locally grown organic produce for the University of Texas Southwestern hospital network, local restaurants, and other commercial partners.

Alongside increased production, the TAPkit also serves as a platform for workforce development.

Through 2025, Restorative Farms hosted eight interns from the Dallas Independent School District and upskilled four community members through the Future Urban Farmers program. This program provides hands-on training across farm fieldwork, greenhouse management, and market sales, while paying a living wage. All graduates of the Future Urban Farmers program have gone on to pursue careers in agriculture, supporting Restorative Farms' goal of skills-based employment that helps to break cycles of poverty.



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.

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[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 and transparent. 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](#), (SCOC), Kosmos seeks to work with suppliers who adhere to the same standards of conduct that we observe in our daily operations. We expect suppliers to adhere to the standards set out in our [Business Principles](#) and supporting policies when dealing with our employees, relevant public authorities, and communities. We strive to foster sustainable economic development by sourcing goods and services from vendors in our host countries.





2025 Activities

In 2025 we focused on strengthening our approach to supplier human rights due diligence.

Supplier Management

Since publishing the [SCOC](#) in 2025, Kosmos has updated our vendor contract forms to include the [SCOC](#) and conducted a review of our supplier due diligence processes. The review confirmed we have strong, established, supplier due diligence for HSE and Business Ethics and identified opportunities to further strengthen our human rights due diligence.

A cross functional team with input from External Affairs, Legal and Compliance, and Procurement is now working to update our risk based due diligence approach to include human rights risks by supplier geography and product category.

We strive to foster sustainable economic development by sourcing goods and services from vendors in our host countries

The [SCOC](#) outlines Kosmos' minimum expectations for 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.

To ensure alignment with these expectations, Kosmos conducts risk-based due diligence throughout supplier engagement and sourcing. This includes background checks and onboarding to support consistency with the [SCOC](#) and Kosmos' values.

Our vendor contract forms, including Master Services Agreements and Service Orders, expressly require contractors to respect internationally recognized

human rights. This includes 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 ISNetwork 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 initiatives, and allows suppliers to provide additional information related to ethical behavior and human rights. The collected data supports our understanding of supplier practices and can inform further engagement with suppliers to enable improvements in their performance.

ESG Data 2023 – 2025

The following data reflects our progress and performance against key ESG criteria Jan. 1, 2023 through Dec. 31, 2025. 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	2025	2024	2023
TOTAL WORK HOURS	hours	620,497	920,337	945,048
	Employee	428,988	477,412	455,600
	Contractor	191,509	442,925	489,448
TOTAL FATALITIES	#	0	0	0
	Employee	0	0	0
	Contractor	0	0	0
TOTAL LOST TIME INJURY FREQUENCY (LTIR¹)	%	0	0	0.21
	Employee	0	0	0
	Contractor	0	0	0.21
TOTAL TOTAL RECORDABLE INCIDENT RATE (TRIR²)	%	0	0	0.42
	Employee	0	0	0
	Contractor	0	0	0.42
TOTAL HSE AND EMERGENCY RESPONSE TRAINING HOURS	hours	687	746	875
	Employee	660	476	630
	Contractor	27	270	245

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	2025	2024	2023
Total Scope 1 and Scope 2 (location-based) Emissions	tonnes CO ₂ e	1,913	15,003	24,931
Tonnes Scope 1 and Scope 2 (location-based) CO ₂ e per \$ Revenue		0.0000015	0.0000009	0.0000015
TOTAL SCOPE 1 EMISSIONS	tonnes CO₂e	1,061	14,031	23,913
Total Carbon Dioxide (CO ₂)	tonnes CO ₂ e	1,038	13,733	22,838
Total Methane (CH ₄)	tonnes CO ₂ e	18	237	939
Total Nitrous Oxide (N ₂ O)	tonnes CO ₂ e	5	61	135
Total Methane (CH ₄)	tonnes CH ₄	1	8	38
Total Nitrous Oxide (N ₂ O)	tonnes N ₂ O	<1	<1	<1
Scope 1 Methane Emissions	%	1.68	1.69	3.92
Tonnes Scope 1 CO ₂ e per \$ Revenue		0.0000008	0.0000008	0.0000014
SCOPE 1 EMISSIONS BY ACTIVITY				
Combustion	tonnes CO ₂ e	1,061	14,010	23,913
Flaring	tonnes CO ₂ e	0	21	0
Venting ¹	tonnes CO ₂ e	0	0	0
Fugitives ²	tonnes CO ₂ e	0	0	0
Process	tonnes CO ₂ e	0	0	0
TOTAL SCOPE 2 EMISSIONS (LOCATION-BASED)	tonnes CO₂e	852	972	1,018
Accra	tonnes CO ₂ e	103	109	97
London	tonnes CO ₂ e	5	6	6
Dallas	tonnes CO ₂ e	589	706	741
Houston	tonnes CO ₂ e	154	151	175
SCOPE 2 EMISSIONS BY ACTIVITY (LOCATION-BASED)				
Office Energy	tonnes CO ₂ e	852	972	1,018
Exploration and Appraisal	tonnes CO ₂ e	0	0	0
Production	tonnes CO ₂ e	0	0	0
Total Scope 2 Emissions (market-based)	tonnes CO ₂ e	847	966	1,012
Total Scope 3 Category 6 Emissions: Business Travel ³	tonnes CO ₂ e	613	685	751
EQUITY SHARE APPROACH	UNIT OF MEASURE	2025	2024	2023
Total Scope 1 Equity Emissions	tonnes CO ₂ e	911,043	860,574	944,007
Total Scope 1 Equity Emissions by Production	kg CO ₂ e/BOE	32	30	34
Scope 3 Category 11 (Use of Sold Products) Emissions	tonnes CO ₂ e	7,725,505	8,878,066	8,425,415
Scope 3 Category 11 Emissions by Net Sales	kg CO ₂ e/BOE	344	377	365

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

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

3. 2023 and 2024 Business Travel emissions restated to reflect updated calculation approach.

Ethics

	UNIT OF MEASURE	2025	2024	2023
TOTAL ANTI-CORRUPTION TRAINING HOURS	hours	291	349	359
	Employees	216	244	242
	Contractors	73	94	106
	New Hires	2	11	11
GRIEVANCES	# LOGGED/# RESOLVED	0/0	1/0	0/0

Workforce¹

HEADCOUNT AND HIRING	UNIT OF MEASURE	2025	2024	2023
TOTAL EMPLOYEES	#	216	243	243
	United States	175	199	200
	United Kingdom	12	14	14
	Senegal	4	4	4
	São Tomé and Príncipe	1	1	1
	Mauritania	5	5	5
	Ghana	15	16	15
	Equatorial Guinea	4	4	4
Local Employment	%	100	100	100
Expatriates Employed ²	%	0	0	0
All Employees ³	%	40 Female/60 Male	36 Female/64 Male	37 Female/63 Male
NEW HIRES	#	3	22	26
	Female	2	5	7
	Male	1	17	19
TOTAL TURNOVER	%	13.58	9.46	8.05
	Voluntary Turnover	9.05	5.76	3.39
	Involuntary Turnover	4.53	3.70	4.66
TOTAL CONTRACTORS	#	76	93	104
	United States	54	80	86
	Ghana	4	4	2
	United Kingdom	4	2	2
	Mauritania	7	1	11
	Senegal	2	2	1
	São Tomé and Príncipe	0	0	0
	Equatorial Guinea	5	4	2
Total Part-time or Temporary Workers	#	1	2	0

1. Reflects workforce data as of year-end on Dec 31, 2025.

2. 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.

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

Workforce (cont.)¹

EMPLOYEE DEMOGRAPHICS		UNIT OF MEASURE	2025		2024		2023	
GENDER DISTRIBUTION BY COUNTRY			Female	Male	Female	Male	Female	Male
	United States	%	39	61	36	64	37	63
	Equatorial Guinea	%	50	50	50	50	50	50
	Ghana	%	33	67	31	69	33	67
	Mauritania	%	60	40	60	40	60	40
	São Tomé and Príncipe	%	100	0	100	0	100	0
	Senegal	%	50	50	50	50	50	50
	United Kingdom	%	33	67	29	71	29	71
GENDER DISTRIBUTION BY WORKFORCE CATEGORY			Female	Male	Female	Male	Female	Male
	Individual Contributors	%	47	53	46	54	49	51
	New Hires	%	67	33	23	77	27	73
	Managers	%	31	69	29	71	25	75
	Senior Leadership Team	%	0	100	0	100	0	100
	Board of Directors	%	25	75	25	75	25	75
AGE DISTRIBUTION								
	30 and Under	%		2		4		6
	30-50	%		62		60		57
	Over 50	%		37		36		37
MINORITIES (U.S. AND UK OFFICES)²								
	Individual Contributors	%		23		21		21
	New Hires	%		67		32		31
	Managers	%		19		20		18
	Senior Leadership Team	%		9		7		9
	Board of Directors	%		13		13		13
	All Employees ³	%		21		21		21

1. Reflects workforce data as of year-end on Dec 31, 2025.

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	2025	2024	2023
TOTAL SPEND	USD\$	7,144,000	6,249,000	4,490,000
Equatorial Guinea	USD\$	1,174,000	975,000	810,000
Ghana	USD\$	1,994,000	2,581,000	1,750,000
Mauritania	USD\$	1,296,000	723,000	990,000
São Tomé and Príncipe	USD\$	395,000	387,000	240,000
Senegal	USD\$	2,056,000	1,137,000	270,000
United States ¹	USD\$	225,000	441,000	430,000
United Kingdom ¹	USD\$	4,000	5,000	-

1. 2024 updated for the United States and United Kingdom to present United Kingdom spend separately (previously included within United States total).

Additional Data

ENVIRONMENT	UNIT OF MEASURE	2025	2024	2023
Total Hazardous Waste ¹	tonnes	98	242	872
Total Non-Hazardous Waste	tonnes	85	0	0
Waste Recycled/Reused/Treated	%	0	0	0
Total Hydrocarbon Spills	#	0	0	0
Freshwater Consumed/Withdrawn	m ³	62	2,216	2,975
Total Freshwater Consumed in Water-Stressed Regions	%	0	0	0
Total Freshwater Withdrawn in Water-Stressed Regions	%	0	0	0
TOTAL ENVIRONMENTAL FINES AND PENALTIES	#	0	0	0
Environmental Fines and Penalties	USD\$	0	0	0
Reserves in or near Areas of Conflict ²		0	0	0
Reserves in or near Indigenous Land ²		0	0	0
Onshore Sites ²		n/a	n/a	n/a
BIODIVERSITY IMPACTS				
Volume of Spills in the Arctic (bbls)	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	bbls	n/a - with 0 spills, no volume was available to recover.		
AIR EMISSIONS				
Total SO _x Emissions	tonnes SO _x	1	9	13
Total NO _x Emissions	tonnes NO _x	20	267	400
Total VOCs Emissions	tonnes VOCs	1	14	23
ENERGY	UNIT OF MEASURE	2025	2024	2023
Amount Invested in Renewable Energy	USD\$	0	0	0
Revenue Generated by Renewable Energy Sales	USD\$	0	0	0
ENERGY CONSUMPTION	mWh	6,531	57,029	100,828
Total Non-renewable Energy Consumption	mWh	6,503	57,002	100,800
Total Renewable Energy Consumption	mWh	28	27	27

1. 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.

2. 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.

Additional Data (cont.)

SALES AND PRODUCTION		UNIT OF MEASURE	2025	2024	2023
SALES VOLUME					
	Oil Sales	MBbl	16,452	20,472	20,385
	Natural Gas	MMcf	32,280	16,180	13,737
	NGL Sales	MBbl	582	338	382
	Total Sales	Mboe	22,414	23,507	23,057
	Total Sales	Boepd	61,408	64,226	63,168
SALES VOLUME BY COUNTRY					
	Equatorial Guinea	%	11	14	15
	Ghana	%	47	62	61
	Gulf of America	%	29	24	24
	Mauritania/Senegal	%	13	0	0
YEAR-END ESTIMATED PROVED RESERVES					
	Equatorial Guinea	MMBOE	13	20	27
	Ghana	MMBOE	108	96	116
	Gulf of America	MMBOE	19	22	24
	Mauritania/Senegal	MMBOE	110	113	112
ESTIMATED PROVED RESERVES BY COUNTRY					
	Equatorial Guinea	%	5	8	10
	Ghana	%	43	38	42
	Gulf of America	%	8	9	9
	Mauritania/Senegal	%	44	45	40

Report on Payments to Governments for the Year 2025

Kosmos Energy Ltd. has prepared the following report of payments made to governments for the year ended 31 December 2025 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).

Payments to Governments (USD)¹

	UNIT OF MEASURE	EQUATORIAL GUINEA	GHANA	MAURITANIA	SÃO TOMÉ & PRÍNCIPE	SENEGAL	UNITED KINGDOM	UNITED STATES
Income Taxes ²	USD\$	2,125,000	109,891,000	-	-	-	-	(2,010,000)
Royalties ³	BOE	348,000	575,000	-	-	-	-	1,090,000
Royalties ⁴	USD\$	24,049,000	35,778,000	-	-	-	-	62,590,000
Dividends	USD\$	-	-	-	-	-	-	-
Bonuses ⁵	USD\$	-	-	-	-	-	-	239,000
License Fees ⁶	USD\$	99,000	424,000	-	-	-	-	596,000
Infrastructure Improvement	USD\$	-	-	-	-	-	-	-
Total	USD\$	26,273,000	146,093,000	-	-	-	-	61,415,000

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

2. Income taxes - Inclusive of 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 \$69.10 during 2025. 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 2025.

Payments to Governments (USD) - Supplemental Information

	UNIT OF MEASURE	EQUATORIAL GUINEA ¹	GHANA ²	MAURITANIA	SÃO TOMÉ & PRÍNCIPE	SENEGAL	UNITED KINGDOM	UNITED STATES
Production Entitlements ¹	bbls	196,000	-	-	-	-	-	-
Estimated Production Entitlements ¹	USD\$	13,545,000	-	-	-	-	-	-
Envnt, Capacity Building & Social Projects ³	USD\$	200,000	-	10,000	-	106,000	-	-
Training ³	USD\$	198,000	-	-	-	-	-	-
Taxes (Non-Income) ^{2,4}	USD\$	256,000	6,122,000	567,000	56,000	685,000	7,110,000	3,175,000

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 \$69.10 during 2025.

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 \$23,000 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 \$535,000 of insurance costs paid to GEPetrol Seguros as well as \$5,000 paid to Luba Freeport for shorebase services.

6. Figures presented exclude approximately \$11.460 million in decommissioning trust fund contributions to Bank of Ghana and \$935,000 of insurance costs paid to Ghana Oil & Gas Insurance Pool.

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
Business Council for International Understanding (BCIU)	United States	Member
Corporate Council on Africa	United States	Board Member
Economic Club of Washington, D.C.	United States	Member
ENERGEO Alliance	United States	Member
Extractive Industries Transparency Initiative	United Kingdom/United States	Board Member
Ghana Upstream Petroleum Chamber	Ghana	Board Chair
Helix Well Containment Group	United States	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
Marine Preservation Association	United States	Member
National Ocean Industries Association (NOIA)	United States	Board Member
Ocean Energy Safety Institute	United States	Board Member
Offshore Oil Scouts Association	United States	Member
Offshore Operators Committee (OOC)	United States	Board Member; Executive Subcommittee Member
Outer Continental Shelf Advisory Board	United States	Board Member
US Chamber of Commerce	United States	Member
US Trade Representatives Advisory Committee on Africa	United States	Member



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About this Report

The Kosmos 2025 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), the American Petroleum Institute (API) and the International Association of Oil & Gas Producers (IOGP) Sustainability Reporting Guidance for the Oil and Gas Industry, the Task Force on Climate-related Financial Disclosures (TCFD), the Global Reporting Initiative (GRI), and the Sustainability Accounting Standards Board (SASB).

Kosmos engaged an independent third party, EY, to conduct independent assurance of our Scope 1 (operated and equity), Scope 2 (market and location based), and Scope 3 category 11 emissions, as well as Scope 1 (equity) and Scope 3 category 11 emissions intensity. For more information, please [see Assurance](#).

Reporting Boundary

Unless otherwise noted, report content refers to:

- Activities and data in the fiscal year (FY) 2025 (January 1, 2025, to December 31, 2025); and
- Data for production assets under Kosmos' operational control, all of which were in the Gulf of America in 2025.

We appreciate your interest in Kosmos Energy and welcome your feedback on how we can improve our reporting. For questions or comments on our 2025 Sustainability Report, please contact us at: sustainabilityreport@kosmosenergy.com.

TCFD Navigation

GOVERNANCE

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STRATEGY

Approach, Climate Change & the Energy Transition [25, 27-30](#)

RISK MANAGEMENT

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METRICS & TARGETS

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2-1	Organizational details	2025 Annual Report	10, 32, 86
2-2	Entities included in the organization's sustainability reporting	2025 Sustainability Report	2, 56-64, 67
2-3	Reporting period, frequency and contact point	2025 Sustainability Report	67
2-4	Restatements of information	2025 Sustainability Report	58, 61
2-5	External assurance	2025 Sustainability Report	73-79
2-6	Activities, value chain and other business relationships	2025 Annual Report	10-20, 86
2-7	Employees	2025 Sustainability Report	59-60
2-8	Workers who are not employees	2025 Sustainability Report	59-60
2-9	Governance structure and composition	2025 Sustainability Report 2026 Proxy Statement	10-11 9-23
2-10	Nomination and selection of the highest governance body	Corporate Governance Guidelines	1-6
2-11	Chair of the highest governance body	Corporate Governance Guidelines	3, 5
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Sustainability Report	10-11
2-13	Delegation of responsibility for managing impacts	2025 Sustainability Report	10-11
2-16	Communication of critical concerns	2025 Sustainability Report	36, 54, 59
2-19	Remuneration policies	2026 Proxy Statement	24-25, 35-36
2-20	Process to determine remuneration	2026 Proxy Statement	38-44
2-21	Annual total compensation ratio	2026 Proxy Statement	67
2-23	Policy commitments	2025 Sustainability Report	8, 35-37, 54-55
2-24	Embedding policy commitments	2025 Sustainability Report	8, 35-37, 54-55
2-25	Processes to remediate negative impacts	2025 Sustainability Report	35-37, 54-55
2-26	Mechanisms for seeking advice and raising concerns	2025 Sustainability Report	35-37, 54-55
2-27	Compliance with laws and regulations	2025 Sustainability Report	62
2-28	Membership associations	2025 Sustainability Report	65
2-29	Approach to stakeholder engagement	2025 Sustainability Report	14-15
GRI 3: MATERIAL TOPICS 2021			
3-1	Process to determine material topics	2025 Sustainability Report	67
3-2	List of material topics	2025 Sustainability Report	3
3-3	Management of material topics	2025 Sustainability Report	18-55

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GRI 102: CLIMATE CHANGE 2025			
102-4	GHG emissions reduction targets and progress	2025 Sustainability Report	25, 31-33
102-5	Scope 1 GHG emissions	2025 Sustainability Report	58, 75-77
102-6	Scope 2 GHG emissions	2025 Sustainability Report	58, 76
102-7	Scope 3 GHG emissions	2025 Sustainability Report	58, 78
102-8	GHG emissions intensity	2025 Sustainability Report	58, 79
102-10	Carbon Credits	2025 Sustainability Report	33
GRI 103: ENERGY 2025			
103-2	Energy consumption and self-generation within the organization	2025 Sustainability Report	62
GRI 201: ECONOMIC PERFORMANCE 2016			
201-1	Direct economic value generated and distributed	2025 Sustainability Report 2025 Annual Report	61, 64 Financial Highlights
GRI 202: MARKET PRESENCE 2017			
202-2	Proportion of senior management hired from the local community	2025 Sustainability Report	59
GRI 203: INDIRECT ECONOMIC IMPACTS 2016			
203-1	Infrastructure investments and services supported	2025 Sustainability Report	47-52
GRI 205: ANTI-CORRUPTION 2016			
205-2	Communication and training about anti-corruption policies and procedures	2025 Sustainability Report	35-37
GRI 207: TAX 2019			
207-4	Country-by-country reporting	2025 Sustainability Report	64
GRI 303: WATER AND EFFLUENTS 2018			
303-3	Water withdrawal	2025 Sustainability Report	62
GRI 305: EMISSIONS 2016			
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	2025 Sustainability Report	62
GRI 306: EFFLUENTS AND WASTE 2016			
306-3	Significant Spills	2025 Sustainability Report	62
GRI 306: WASTE 2020			
306-2	Management of significant waste-related impacts	The STANDARD	14
306-3	Waste generated	2025 Sustainability Report	62
306-5	Waste directed to disposal	2025 Sustainability Report	62

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INDICATOR	DISCLOSURE	LOCATION	REFERENCE
GRI 401: EMPLOYMENT 2016			
401-1	New employee hires and employee turnover	2025 Sustainability Report	59-61
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2025 Sustainability Report	40
GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018			
403-1	Occupational health and safety management system	2025 Sustainability Report	12
403-2	Hazard identification, risk assessment, and incident investigation	2025 Sustainability Report The STANDARD	19-23 3
403-5	Worker training on occupational health and safety	2025 Sustainability Report	19-20
403-6	Promotion of worker health	2025 Sustainability Report	40, 43
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2025 Sustainability Report	19-23
403-9	Work-related injuries	2025 Sustainability Report	57
GRI 404: TRAINING AND EDUCATION 2016			
404-2	Programs for upgrading employee skills and transition assistance programs	2025 Sustainability Report	41
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016			
405-1	Diversity of governance bodies and employees	2025 Sustainability Report	61
GRI 415: PUBLIC POLICY 2016			
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
GREENHOUSE GAS EMISSIONS				
Gross global Scope 1 emissions, % methane, % covered under emissions-limiting regulations	Quantitative	Metric tons CO ₂ e (t), Percentage (%)	EM-EP-110a.1	58
Amount of gross global Scope 1 emissions from (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions and (5) fugitive emissions	Quantitative	Metric tons CO ₂ e	EM-EP-110a.2	58
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	25 , 31-33
AIR EMISSIONS				
Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , and (3) volatile organic compounds (VOCs)	Quantitative	Metric tons (t)	EM-EP-120a.1	62
WATER MANAGEMENT				
(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 ³), Percentage (%)	EM-EP-140a.1	62
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.
BIODIVERSITY IMPACTS				
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	62
SECURITY, HUMAN RIGHTS & RIGHTS OF INDIGENOUS PEOPLES				
Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	EM-EP-210a.1	62
Percentage of (1) proved and (2) probably reserves in or near indigenous land	Quantitative	Percentage (%)	EM-EP-210a.2	62
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	54-55
COMMUNITY RELATIONS				
Discussion of processes to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	n/a	EM-EP-210b.1	54-55 Stakeholder Engagement and Community Development Policy

SASB Index (cont.)

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE
WORKFORCE HEALTH & SAFETY				
(1) Total recordable incident (TRIR) and (2) fatality rate	Quantitative	Rate	EM-EP-320a.1	57
(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	57
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	12 , 19-23
RESERVES VALUATION & CAPITAL EXPENDITURES				
Amount invested in renewable energy, revenue generated by renewable energy sales	Quantitative	Presentation currency	EM-EP-420a.3	62
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	25 , 27-30
BUSINESS ETHICS & TRANSPARENCY				
Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	n/a	EM-EP-510a.2	35-36
MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT				
Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	n/a	EM-EP-530a.1	28 , 65
CRITICAL INCIDENT RISK MANAGEMENT				
Description of management systems used to identify and mitigate catastrophic and tail-end risks	Discussion and Analysis	n/a	EM-EP-540a.2	12-13 , 19-23
ACTIVITY METRIC				
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	63
Number of offshore sites	Quantitative	Number	EM-EP-000.B	2026.10-K.11
Number of terrestrial sites	Quantitative	Number	EM-EP-000.C	62

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 Schedule of Select Environmental, Social and Governance Indicators (the "Subject Matter") included in Appendix A for the year-ended December 31, 2025, 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.

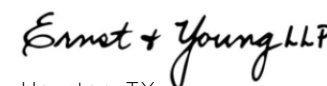
The procedures we performed were based on our professional judgment. Our review consisted principally of applying analytical procedures, making inquiries of persons responsible for the subject matter, obtaining an understanding of the data management systems and processes used to generate, aggregate 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 2025 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 Schedule of Select Environment, Social and Governance Indicators for the year-ended December 31, 2025 in order for it to be in accordance with the Criteria.



Houston, TX
May 6, 2026



Appendix A

Kosmos reports the Select Environmental, Social and Governance Indicators below, for the year-ended December 31, 2025.

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.

Schedule of Select Environmental, Social and Governance Indicators for the year-ended December 31, 2025

INDICATOR	REPORTED INDICATOR	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
EMISSIONS - OPERATIONAL CONTROL¹			
Total Scope 1 emissions (tonnes CO ₂ e)	1,061	The GHG Protocol	<p>Emissions sources:</p> <p>Vessel and rig fuel consumption to support seismic, drilling and completions activities.</p> <p>Helicopter fuel consumption to support seismic, drilling and completions activities.</p> <p>Trucking fuel consumption to support drilling and completions activities.</p> <p>Natural gas consumption as a result of flaring operations.</p> <p>Fugitive emissions from refrigerants present in Kosmos’ operational control are considered to be immaterial and therefore excluded.</p> <p>Emission factor sources:</p> <p>EPA Emissions Factors for Greenhouse Gas Inventories (versions modified 15 January 2025 and modified 5 June 2024) are used to report on Scope 1 CO₂, CH₄, and N₂O emissions from vessel and rig diesel, helicopter fuel, trucking and flaring operations.</p> <p>Global warming potentials - 2014 IPCC Fifth Assessment Report.</p> <p>Kosmos includes CO₂, CH₄, and N₂O 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 CO₂.</p>

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

Appendix A (cont.)

Schedule of Select Environmental, Social and Governance Indicators for the year-ended December 31, 2025 (cont.)

INDICATOR	REPORTED INDICATOR	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
EMISSIONS - OPERATIONAL CONTROL¹ (CONT.)			
Total Scope 2 emissions (tonnes CO ₂ e) – Location Based Method (LBM)	852	The GHG Protocol	Emissions sources: The boundary for Scope 2 emissions includes office locations with 10 or more personnel. Smaller offices are excluded based on materiality, offshore operations are excluded as they are not connected to the grid. 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. Where activity data was unavailable, management estimated electricity consumption using prior-year usage as a proxy for the current year, based on comparable operating conditions and stable electricity usage drivers.
Total Scope 2 emissions (tonnes CO ₂ e) – Market Based Method (MBM)	847	The GHG Protocol	Emission factor sources: Dallas and Houston offices – 2023 ERCOT subregion EPA eGRID output emissions factors. Ghana office – Energy Commission of Ghana - National Energy Statistics 2000-2025 and 2023 ERCOT subregion EPA eGRID emission factors. London office – UK Department for Environment, Food and Rural Affairs (DEFRA) 2025 Conversion Factors for Greenhouse gas (GHG) reporting. Global warming potentials - 2014 IPCC Fifth Assessment Report. Kosmos includes CO ₂ , CH ₄ , and N ₂ 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 ₂ .
Total Scope 1 GHG and Scope 2 LBM GHG emissions	1,913	The GHG Protocol	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.
Total Scope 1 GHG and Scope 2 MBM GHG emissions	1,908	The GHG Protocol	Refer to <i>Contextual information related to criteria</i> for Total Scope 1 emissions and Total Scope 2 MBM emissions for gases included.

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

Appendix A (cont.)

Schedule of Select Environmental, Social and Governance Indicators for the year-ended December 31, 2025 (cont.)

INDICATOR	REPORTED INDICATOR	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
EMISSIONS - EQUITY SHARE²			
Total Scope 1 emissions (tonnes CO ₂ e)	911,043	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. Flare gas consumption applies standard flare efficiency assumptions or, where applicable, third-party flare gas destruction and removal rates.</p> <p>Third-party operator emissions data is used to calculate non-operated equity share.</p> <p>Kosmos includes CO₂, CH₄ and N₂O greenhouse gases in their calculation of Scope 1 GHG emissions (equity share), with approximately 92%, 7%, and 1% of the inventory consisting of CO₂, CH₄, and N₂O, respectively.</p>
Total Scope 1 emissions intensity by net production (kg CO ₂ e/BOE)	32	GRI 305-4 Scope 1 - Equity Share (kg CO ₂ 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.)

Schedule of Select Environmental, Social and Governance Indicators for the year-ended December 31, 2025 (cont.)

INDICATOR	REPORTED INDICATOR	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
EMISSIONS - EQUITY SHARE² (CON'T)			
Total Scope 3 Category 11 emissions from use of sold products (tonnes CO ₂ e)	7,725,505	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 Ipeica'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 or production data from field lab analysis or reports, the Oil Production Greenhouse gas Emissions Estimator (OPGEE) model (version 3.0b) and the following assumptions:</p> <ul style="list-style-type: none"> - 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. - Refineries operate at 100% efficiency. In the absence of further information, refinery loss capacity is distributed proportionally across fuel and non-fuel categories. - Petrochemical/non-fuel products are not combusted and thus have no Category 11 emissions. <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 CO₂e emission factors from the UK DEFRA 2025 Conversion Factors GHG reporting.</p> <p>Kosmos' calculations do not rely on joint venture partner data.</p> <p>Kosmos includes CO₂, CH₄, and N₂O greenhouse gases in their calculations of Scope 3 Category 11 GHG emissions, with approximately 99% of the inventory consisting of CO₂.</p>

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

Appendix A (cont.)

Schedule of Select Environmental, Social and Governance Indicators for the year-ended December 31, 2025 (cont.)

INDICATOR	REPORTED INDICATOR	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
EMISSIONS - EQUITY SHARE² (CON'T)			
Total Scope 3 Category 11 emissions intensity by net sales (kg CO ₂ e/BOE)	344	GRI 305-4 Scope 3 Category 11 - Equity Share (kg CO ₂ 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 (2025, 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.

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 2025 Annual Report on Form 10-K and Form 10-Q for the quarters ended March 31, 2025, June 30, 2025 and September 30, 2025 (particularly the “Forward-Looking Statements” and “Risk Factors” sections) and our 2026 Proxy Statement, all of which can be found at www.kosmosenergy.com.

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

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

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

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

