

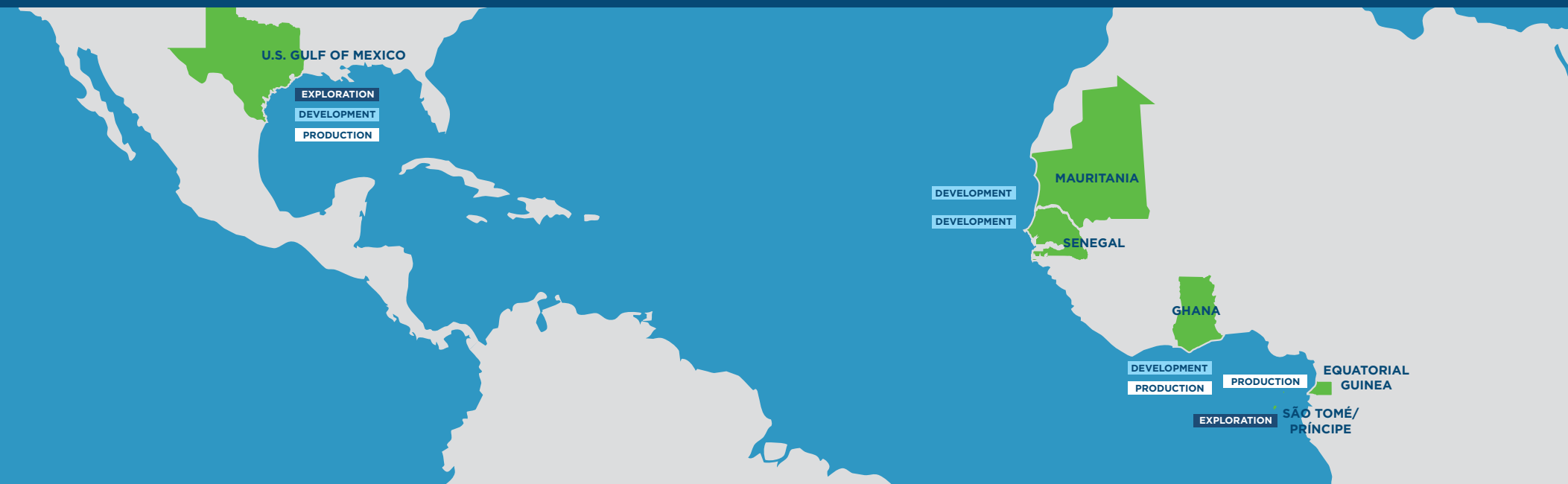


2022 Sustainability Report



ABOUT KOSMOS ENERGY

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



FINANCIAL AND OPERATIONAL HIGHLIGHTS (as of December 31, 2022)

**~\$1.4
BILLION
EBITDAX**
(Full Year 2022)

**~64,000
BOEPD**
Full Year
Net Production¹
(-17% growth
year-over-year)

**~\$343
MILLION**
Free Cash Flow²
(Full Year 2022)

~1.4x
Net Leverage

**>\$1
BILLION**
Liquidity

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

¹ Production means net entitlement volumes. In Ghana and Equatorial Guinea, this means those volumes net to Kosmos' working interest or participating interest and net of royalty or production sharing contract effect. In the U.S. Gulf of Mexico, this means those volumes net to Kosmos' working interest and net of royalty.
² A Non-GAAP measure, see 2/27/23 News Release on kosmosenergy.com for reconciliation of non-GAAP measure.

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



“Our purpose informs everything we do, and sustainability is core to our business strategy and decision-making.”

Fellow Stakeholders,

I strongly believe that companies with a clear sense of purpose have an advantage over their competitors and will outperform them in the long run. These companies can navigate the external forces that threaten them with more confidence because their employees, investors, and stakeholders understand (1) the importance of their work to the world around them, (2) the business strategy inspired by that purpose, and (3) the operational and financial plans that deliver the strategy.

This is why I have made Kosmos Energy’s purpose a signature part of my engagement, both internally with employees and externally with stakeholders. Articulating our purpose and using it as a touchstone has helped us steer through the range of recent challenges – pandemic, war, energy crisis, and economic turmoil – and emerge stronger than ever.

At Kosmos, our purpose is clear: we work to supply the energy the world needs today, find and develop cleaner energy to advance the energy transition, and be a force for good in our host countries.

Purpose inspires strategy

As the world grapples with the need for affordable, secure, and cleaner energy, particularly in the wake of Russia’s war in Ukraine, I believe that Kosmos has the right strategy and portfolio to be a part of the solution. We currently have a strong oil-weighted portfolio that can supply more of the energy the world needs today, and we are investing in growing oil supply at each of our core production hubs, with an emphasis on projects that yield low cost, lower carbon barrels.

At the same time, we are working with our partners to bring new sources of lower carbon natural gas into production. These projects address energy affordability and increase energy security by supplying more gas to global energy markets, as well as to domestic markets in Africa. The export of liquified natural gas (LNG) will benefit our host countries by generating revenues that can be invested in critical infrastructure to promote economic development. Similarly, producing natural gas for domestic power generation will help expand access to electricity and drive socioeconomic development, a key goal in each of the countries where we work in Africa.

By 2024, we expect to increase production by about 50% from 2022 levels as we optimize current production and bring new projects online. For Kosmos, the cash flow from short-cycle oil growth enables selective re-investment in our natural gas portfolio, which can help meet demand and support the energy transition for decades to come.

Longer term, we plan to continue shifting the balance of our portfolio from oil to natural gas and LNG to help meet the world’s energy needs as cleaner natural gas displaces coal, heavy fuel oil, and biomass as a primary source of energy in both developed and emerging economies.

Supporting a just energy transition for Africa

Throughout 2022, including at President Biden's U.S.-Africa Leaders Summit in Washington, D.C., I met with the Presidents of our host nations to discuss current operations, future opportunities, and our shared goals. These meetings confirmed Kosmos' importance as a welcome investor in the countries and showed we are aligned with their respective national interests, particularly in providing secure, affordable, and cleaner energy to their people.

Africa has vast energy needs. In 2018, about 600 million people in Sub-Saharan Africa did not have access to electricity and nearly 900 million people lacked access to clean cooking fuels. Between 2019 and 2021, the International Energy Agency (IEA) [estimates](#) access to energy in the region fell by about 4%. The situation is getting worse, not better.

At the same time, Africa accounts for less than 3% of the world's energy related CO₂ emissions and has the lowest emissions per capita of any region in the world. And yet Africa has enormous gas resources that could be used to alleviate this energy poverty and provide secure, affordable, and cleaner energy to the world.

Developing this gas would not threaten the world's carbon budget. If Africa uses all its known gas reserves, its cumulative CO₂ emissions over the next 30 years, would raise its share of global emissions from 3% to a mere 3.5%.

At Kosmos, we see our role as helping our host nations develop their resources responsibly. Whether we're working in Mauritania or Senegal, Equatorial Guinea or Ghana, we approach our host governments as an equal partner, sharing our innovation and know-how, to help them end energy poverty and progress socioeconomic development.

To help our broad set of stakeholders better understand the needs and opportunities of our host nations, Kosmos asked a team of researchers from Oxford Economics to [analyze the future energy trajectories](#) in Ghana, Senegal, Mauritania, and Equatorial Guinea, as well as in Nigeria as a point of comparison.

The study revealed deep energy inequality and energy poverty. The average U.S. citizen consumes over 63 times more electricity than each person in the countries selected for the study, while the average Chinese citizen consumes over 25 times more. Similarly, more than 35% of the nations' collective populations live without electricity, while 75% do not benefit from cleaner cooking options.

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

The opportunity to expand the positive impact of our activities in our host countries is significant. Our gas and LNG projects are already serving as catalysts for additional investment. Earlier this year, U.S. Secretary of the Treasury Janet Yellen announced U.S. support for a rural electrification project in Senegal that will extend power to households and businesses that ultimately will see more than 350,000 people secure reliable electricity. And during his remarks at the U.S.-Africa Leaders Summit, President Biden announced the Millennium Challenge Corporation's decision to develop new grant programs for Mauritania and Senegal.

Addressing climate change and emissions

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.

With our low cost, lower carbon oil and gas portfolio, Kosmos aims to be a responsible producer the world can count on to balance energy security and affordability with the need to lower emissions.

Since publishing our original Climate Risk and Resilience Report and our last Sustainability Report, we have continued to make meaningful progress in several key areas related to climate change and emissions.

Targets

In early 2020, we set the goal to become carbon neutral for our operated Scope 1 and Scope 2 emissions by 2030 or sooner. We achieved this goal in both 2021 and 2022, and we remain committed to maintaining it.

Recognizing that our climate strategy is core to our business strategy, Kosmos is making two further climate commitments which signal our intention to improve.

TWO ADDITIONAL CLIMATE COMMITMENTS:

- **Reduce absolute Scope 1 equity emissions 25% by 2026** – Kosmos aims to reduce absolute Scope 1 equity emissions 25% by 2026, compared to a 2022 baseline. This tangible, near-term target addresses the important need to tackle emissions from our operated and non-operated assets today. Real reductions in a short time period.
- **Top Quartile Carbon Intensity** – Kosmos intends to achieve and maintain a long term commitment to top quartile carbon intensity in both our oil and gas portfolios.

Disclosure of Scope 1 equity emissions

In order to set our new targets and ensure full transparency of our emissions data, we have worked with our operating partners to develop an approach to measure Scope 1 emissions associated with our equity share of non-operated assets. This important new disclosure can be found in the [Climate Change and the Energy Transition](#) section of this report.

Elimination of flaring in Ghana

We are also working with our partners and host governments to reduce the carbon intensity of our production assets, such as the elimination of routine flaring in Ghana and Equatorial Guinea. By 2025, our partnership will take steps toward this goal by debottlenecking the gas systems on Jubilee and TEN, as well as working with the Government of Ghana to increase gas offtake. As a first step, the partnership modified the gas handling system on the Jubilee Floating Production Storage and Offloading (FPSO) unit, which is expected to enable the operator to inject and export more gas volumes. The work to debottleneck Jubilee was completed in early 2023, and work on TEN is expected to begin later this year.

“With our low cost, lower carbon oil and gas portfolio, Kosmos aims to be a responsible producer the world can count on to balance energy security and affordability with the need to lower emissions.”

Never satisfied. Always improving

We are proud to be recognized for our comprehensive approach to sustainability and what we have achieved. Kosmos was recently named one of [America’s Most Responsible Companies](#) by Newsweek and Statista for the third straight year. In addition, we recently earned a “AAA” rating from MSCI, one of the leading ESG ratings agencies, for how we manage ESG risks and opportunities. The AAA rating put Kosmos in the top 25% of companies rated by MSCI across the sector.

This recognition is very much appreciated, but we can never allow ourselves to be satisfied. We must continue to strive for improvement. Areas of continued focus include:

Safety

Safety has been, and always will be, a core value. In 2022, we strengthened our commitment to safety and I am pleased to report that we achieved an injury- and incident-free workplace, with zero recordable or lost time incidents across our business. Of course, we can never relax our focus on safety. That’s why I have asked everyone at Kosmos to join me in re-committing to an HSE culture that strives every day to keep our people and contractors safe whether working on a drillship, on a production facility, in an office, or at home.

Transparency

Kosmos has earned a reputation for transparency in its dealings with host governments. We believe the open nature of our business dealings fosters mutual accountability and builds trust with our stakeholders. We have long disclosed the terms of our petroleum agreements and reported payments made to host governments at both the project level and in aggregate. We are still the only U.S. oil and gas company to do so. In 2022, Kosmos joined the EITI board as an alternate member where we plan to continue engaging with government representatives, business leaders, and civil society members to strengthen governance in the extractive sector.

“We can never allow ourselves to be satisfied. We must continue to strive for improvement.”

Ready for the future

This agenda is both exciting and challenging, and requires continued input and debate with our various stakeholders – investors, governments, local communities, business partners, and others. We welcome these conversations and will learn from them, especially as views are shaped by the need for energy security, the moral imperative of a just energy transition, and the evolving definition of what it means to be a responsible company. No matter what the future holds, I am confident that Kosmos will keep moving forward and acting responsibly. Our purpose informs everything we do, and sustainability is core to our business strategy and decision-making.

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



ANDREW G. INGLIS
Chairman of the Board of Directors
and Chief Executive Officer

Our Strategic Approach to Sustainability

At Kosmos, our purpose is clear: we work to supply the energy the world needs today, find and develop cleaner energy to advance the energy transition, 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 PRICIPLES](#)

[CODE OF BUSINESS CONDUCT AND ETHICS](#)

[THE STANDARD](#)

[WHISTLEBLOWER HOTLINE](#)



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

Through our CEO-led Climate Change Task Force, our HSE Management System, and our supporting policies, procedures, and tools, we establish consistent expectations to embed sustainability across our business. We are committed to supporting the U.N. Sustainable Development Goals (U.N. SDGs) and believe our core operations help our host countries progress on goals 2: Zero Hunger, 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](#) reflect the company's shared values. These Principles inform our business practices and define the standards to which we hold ourselves accountable. Kosmos shares our [Business Principles](#) with employees, directors, contractors, and external stakeholders, and supports them with robust policies, procedures, and management systems. Directors, officers, and employees are required to comply with all aspects of our [Business Principles](#) in their work activities.

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

Responsibilities to Stakeholders

Strong and supportive relationships with our stakeholders are the basis of our business and how we create value.

Shareholders: We aim to create attractive returns, protect investments, and manage potential risks to the business, including climate risks, while capitalizing on opportunities.

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

Host Governments: We aim to collaborate with host governments in a manner that contributes to national, regional, and local development by creating a shared agenda based on mutual trust and respect. We accomplish this by engaging with host governments at all levels to align national priorities and industry needs. Kosmos seeks to become a partner of choice in our countries of operation.

Communities: We aim to engage with local communities in ways that create economic opportunity, facilitate social progress, and respect human rights. Investing in community relationships during exploration activities, development projects, and production operations is a key part of our approach. All of our Country Managers and local employees are nationals in our countries of operation and play a key role in local engagement.

Business Partners and Suppliers: We aim to work with suppliers that share our commitment to standards of business ethics, compliance and human rights. Kosmos seeks to foster sustainable economic development by, whenever possible, sourcing goods and services from vendors in our host countries.

Civil Society: We aim to engage with and consult civil society, recognizing the role civil society plays in holding governments and companies accountable for their actions. Our relationships with civil society, including our role on the board of the Extractive Industries Transparency Initiative (EITI), create mutual value and are central to our success.



Ethical Conduct

At Kosmos, we foster a culture of integrity, professionalism, respect, and fairness. We do not tolerate corruption and continue to maintain a robust legal and ethical compliance program.

We publish our contracts with and material payments to governments. We are politically neutral and will not provide funding for candidates, political parties, or partisan entities. We support and adhere to the principles of the Extractive Industries Transparency Initiative (EITI).

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

Our Workplaces

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

Our commitment to the health and safety of our employees and those who work with us is underpinned by our goal of an incident- and injury-free workplace. We expect managers to show leadership and provide clear direction to their teams, including in ensuring adherence to the [Business Principles](#) and [Code of Business Conduct and Ethics](#). We do not tolerate discrimination, harassment, or intimidation of any kind. Our offices are places where people are expected to work co-operatively and where everyone should feel respected and free to contribute their ideas.

We recognize fundamental labor rights, including the right to freedom of association. We will 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.

The Environment

We respect the environment and seek to prevent adverse impacts by adhering to best practices in environmental stewardship and reporting.

We seek to reduce our emissions and waste, use resources efficiently and responsibly, and respond to emergencies in an effective and timely manner.

We are committed to managing our response to climate change. We continuously develop and refine this response as new technologies become available and as we work more closely with partners on the right way forward. A dynamic approach to climate change is critical for driving down our overall carbon footprint.

Kosmos in Society

We aim to prevent or minimize adverse risks to community health, safety, and security, and only proceed with material activities after assessing and establishing measures to avoid or mitigate adverse environmental or social impacts.

We respect human rights and exercise due diligence in identifying and, when in our control, mitigating any potential infringements of human rights.

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 the employment of local nationals, skills development, and social investment.

Commercial Relationships

We expect our business partners, agents, suppliers, and contractors to behave ethically. Willingness to observe standards in line with our [Business Principles](#) is a key factor when evaluating whether or not to establish a business relationship. We exercise due diligence in the selection of partners and suppliers and aim to allocate contracts through transparent and fair processes.

Because we commonly work with co-venturers that 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 expect our employees to deal honestly and fairly with governments, regulators, investors, customers, suppliers, the public, and each other.

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



Sustainability Governance

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

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

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

All of the board committees have a distinct and important role to play in overseeing our sustainability approach:

In early 2022, our Board of Directors adopted a [new charter](#) for the Health, Safety, Environment and Sustainability Committee that strengthens their oversight of sustainability.

AUDIT COMMITTEE

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

COMPENSATION COMMITTEE

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

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

Monitors and oversees HSES risks, policies, and procedures, including but not limited to emergency response plans, the establishment of HSES performance metrics and targets, and actions and targets related to monitoring and mitigating emissions and the impacts of climate change.

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

Reviews the size, responsibilities and composition of the Board; evaluates new Board candidates as needed; and develops and oversees the implementation of corporate governance guidelines and [Code of Business Conduct and Ethics](#).

AUDIT COMMITTEE IN ACTION

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

This is the third consecutive year in which our performance data was internally audited and subjected to an independent review by EY for select performance indicators ([see Appendix A](#)).

The Audit Committee is comprised entirely of independent directors who oversee Kosmos' management of information and cybersecurity risks. The Audit Committee receives updates on information security matters at least twice a year, and more often as necessary, 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.

We also require all full- and part-time employees and contractors to complete semiannual online cybersecurity training, which provides education and promotes awareness of the latest cybersecurity threats. We test our cybersecurity program through frequent phish testing and training, network penetration testing and training, and incident and network vulnerability reviews. Kosmos also holds cybersecurity insurance in the event of an incident.

USING EXECUTIVE COMPENSATION TO DRIVE ESG PROGRESS

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

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

In 2022, the Board-approved company-level Corporate Scorecard included a new Health, Safety, Environment, and Sustainability section that specifically addresses key performance indicators for ESG and sustainability, including:

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

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

- Supporting efforts to embed sustainability fundamentals into each Function/Business Unit
- Developing a pathway to accelerate the delivery of net zero gross operated emissions target
- Developing an approach to verify and set a target to reduce equity emissions
- Conducting a materiality assessment of all Scope 3 emissions
- Leveraging technical expertise with Technical Functions and all business units to identify climate change mitigation and resilience opportunities
- Continuing to deepen expertise and build out ESG organizational capacity and capability

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

Climate Governance

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

The management of our response to climate change begins at the highest level with the Board of Directors, who oversee the company's overall strategy, and the HSES Board Committee, who oversee our response to climate change. Responsibilities are passed down to the CEO-led Climate Change Task Force and to each business unit.

The Climate Change Task Force drives our climate change strategy and reports to the HSES Board Committee at least quarterly. Led by the CEO and composed of executives and senior employees from Risk Management, Corporate Planning, HSE, Investor Relations, External Affairs, and the Business Units, the Climate Change Task Force enables Kosmos to take an interdisciplinary approach to managing climate change. The Task Force is also responsible for engaging with the company more broadly on climate change and the functional implementation of our climate policy.

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

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 of our HSE management system.

The expectations outlined in [The STANDARD](#) are approved by our Senior Leadership Team and grouped into 10 Elements. Each Element contains corresponding key performance measures that define how Kosmos intends to manage its HSE risks at the corporate, business unit, and operational levels. [The STANDARD](#), and our HSE management system, are

supported by a range of policies, procedures, and plans that provide more detailed requirements for consistency in meeting the listed expectations within each element.

[The STANDARD](#) is informed by the guidelines from the International Association of Oil and Gas Producers (IOGP) and ISO 14001 Standards. It also adheres to regulation from the Bureau of Safety and Environmental Enforcement (BSEE) and Safety and Environmental Management Systems (SEMS) and follows industry best practices.

We routinely review and update [The STANDARD](#) to better reflect the changing external environment

and Kosmos' evolution since its last publication. The revisions in 2022 place a greater emphasis on Process Safety and include new expectations for understanding and managing our impact on climate change.

Our HSE Management System and associated processes are externally audited at least every three years. The next scheduled audit is for 2024.

The HSE risks identified in [The STANDARD](#) come from our corporate Enterprise Risk Management (ERM) process.

Risk Management

While assessing and managing risk is the responsibility of our senior management, our Board of Directors has an active role, as a whole and at the committee level, in overseeing our risk management.

The Audit Committee oversees the company's risk management policies and practices.

An integral piece of our overall business strategy and approach to sustainability is our Enterprise Risk Management (ERM) model, a live process that identifies and mitigates both emerging risks as a result of changes to the operating environment and the ongoing systemic risks to the business. Our ERM process is governed at the Board level and embedded into our strategic decision-making.

On an annual basis, risks to the company are identified at the functional and business unit level and assigned to a member of the Senior Leadership Team (SLT). The SLT owner is responsible for reviewing the risk and management plans with each Function or Business Unit during their Quarterly Performance Reviews (QPRs). SLT members, including the CEO, participate in every QPR to encourage cross-functional risk awareness and provide valuable perspectives on risk mitigation plans.

Any prospective new acquisitions undergo risk assessment for HSE, social, political, and reputational risks and liabilities. Site closures and divestment of assets use risk assessments to ensure any potential current and future liabilities are managed correctly.



Stakeholder Engagement

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

STAKEHOLDER ENGAGEMENT EXAMPLES

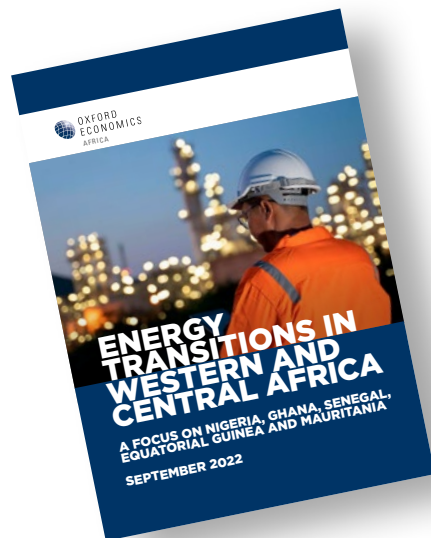
STAKEHOLDER GROUP	RESPONSIBILITIES TO STAKEHOLDERS	HOW WE ENGAGE	2022 EXAMPLES
Stakeholders	To create attractive returns and manage potential risks to the business while capitalizing on opportunities.	Our Investor Relations team regularly speaks with existing and potential investors about the company, potential opportunities, and topics of relevance to the energy sector. The CEO and CFO regularly meet with individual investors throughout the year.	<ul style="list-style-type: none"> • In-person roadshows with investors in the United States, Europe, and Africa • Participation in almost 20 investor events in Europe and the United States discussing energy, ESG, emerging markets, and other topics
Employees	To provide a stimulating and rewarding work environment that promotes entrepreneurial thinking, facilitates teamwork, and embraces ethical behavior.	Kosmos facilitates engagement with our employees across the business by the CEO holding 'all company' quarterly town halls to promote transparent communications at every level; providing volunteer opportunities during work hours; hosting wellness events to support mental and physical well-being; and providing social gatherings like catered company meals and monthly social events (see Our People). In addition, we host speakers to educate our employees about topics relevant to Kosmos.	<p>Our speakers this year included:</p> <ul style="list-style-type: none"> • Admiral William H. McRaven, USN (Ret.) on U.S. energy policy and a geopolitical perspective on the global energy sector • Paul Horsnell, Head of Commodities Research for Standard Chartered Bank, on the oil and gas market backdrop, near-term supply and demand, and commodity price implications • Astronaut Mike Mullane, USAF (Ret.) on safety values in the workplace (see Health & Safety)

STAKEHOLDER GROUP	RESPONSIBILITIES TO STAKEHOLDERS	HOW WE ENGAGE	2022 EXAMPLES
Host Governments	To contribute to national development by creating a shared agenda with host countries that is based on mutual trust and respect. Kosmos aims to help our host governments responsibly develop their natural resources.	We meet regularly with representatives from the governments of our host countries and national oil company partners. During in-country visits, our senior leadership meets with Presidents and Energy Ministers. Kosmos representatives attend industry conferences to advocate the benefits of our projects for our host countries.	Conferences this year included: <ul style="list-style-type: none"> • US-Africa Leaders Summit • African Energy Week 2022 • Houston-Africa Energy Summit • 2022 Energy Intelligence Forum • MSGBC (Mauritania, Senegal, The Gambia, Guinea-Bissau, and Guinea-Conakry) Oil, Gas & Power Summit 2022
Communities	To create economic opportunities and social progress by investing in community relationships. Kosmos aims to improve the lives of those in and around the areas where we work.	Our primary means of engagement with communities is through our social investment programs and stakeholder consultation process (see Communities).	Our social investment programs in 2022 included: <ul style="list-style-type: none"> • Kosmos Innovation Center programs in Ghana, Mauritania, and Senegal • Ecosystem Restoration in Senegal • Cookstoves in Ghana • Education in Equatorial Guinea • Louisiana Coastal Restoration Workforce in the United States • The Kosmos Hunger Relief Program
Business Partners and Suppliers	To foster sustainable economic development and create a world-class oil and gas industry in the countries where we work.	We engage with business partners on a regular basis, both formally through contract meetings, weekly or monthly check-ins, safety reviews and audits, and ISNetworld; and informally at industry events.	<ul style="list-style-type: none"> • Annual Operations 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 inform our decision-making processes.	We engage regularly with civil society at the international and country level and support industry research.	<ul style="list-style-type: none"> • Participating in the 54th EITI Board Meeting • Engagement with EITI at the national level in Ghana, Senegal, and Mauritania • Oxford Economics and Oxford Economics Africa report on the prominent role of natural gas in the energy transition for our host countries • <i>Wetland carbon models: Applications for wetland carbon commercialization</i> as a part of our relationship with Tierra Resources (see Climate Change & the Energy Transition)

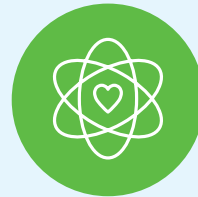
Helping International Stakeholders Understand the Energy Transition in Western and Central Africa

At Kosmos, we believe every nation must eventually get to net zero, but the starting point should be the right of all people to live dignified lives with access to food, shelter, affordable and secure energy, and employment. Delivering the basic needs of life continues to be a challenge for many countries, and African leaders are making it clear that the world must support a just energy transition for all.

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



Energy Inequality — The average U.S. and Chinese citizens consume 63 and 25 times more electricity, respectively, than the average person in the countries selected for this study.



Vital Resources — Oil and natural gas are central to the countries' macroeconomic and socio-economic progress, and complemented by the growing geostrategic importance of natural gas globally. Both oil and natural gas are expected to grow in the countries' primary energy systems, with gas-to-power expected to serve as the foundation of the countries' electricity industries by 2050. Even so, renewable energy is expected to grow sharply over the longer term. Development of natural gas resources and renewable energy should go hand-in-hand.



Energy Poverty – A rapid increase in primary energy and electricity supply is needed to reduce the excessive reliance on traditional biomass, improve human wellbeing, and foster sustainable economic development. Over 35% of the nations' collective populations live without electricity, while 75% do not benefit from cleaner cooking options.



Emissions Impact – While CO₂ emissions are set to rise as energy supply increases to meet development needs, the countries' contributions to global emissions will remain marginal. The International Energy Agency (IEA) verified this research with their own study conducted between 2019 and 2021. If Africa uses its entire known gas reserves, its cumulative CO₂ emissions over the next 30 years would raise its share of global emissions from 3% to a mere 3.5%.

This research supported our initiative to provide cookstoves in our countries of operation to address indoor air pollution and the associated health consequences and to reduce local GHG emissions ([see Communities](#)).

Materiality Assessment

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

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

These are the six sustainability topics currently most relevant to Kosmos:



2022 Highlights

0

Lost Time Injury Rate

0

Total Recordable Injury Rate

0

Hydrocarbon Spills

Carbon neutral for Scope 1 and 2 operated emissions



MSCI
ESG RATINGS



Awarded AAA rating by MSCI

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

Named one of America's Most Responsible Companies by Newsweek and Statista



Named a Top Workplace by the Dallas Morning News and the Houston Chronicle

TOP 100
PLACES TO WORK 2022
The Dallas Morning News

Kosmos Hunger Relief Program

The Kosmos Hunger Relief Program helps alleviate food insecurity worsened by both the pandemic and the war in Ukraine.

In 2022, the hunger relief program was adapted in each of our countries of operation to address the specific challenges facing our communities.

Provided over

5,000

households in Africa
with cooking staples

Provided over

13,400

families in the United States
with fresh produce

KIC Mauritania saw a

20%

increase in female
participation in 2022
compared to 2019

KIC Ghana
expanded from

3 To 6

programs in 2022

KIC Senegal
introduced their

1st

Climate Mitigation and
Adaptation Business
Incubator in 2022

Kosmos Innovation Center (KIC)

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

**KOSMOS
INNOVATION
CENTER**

POWERED BY KOSMOS ENERGY

Climate Mitigation and Wetlands Restoration

We extended our partnership with Tierra Resources to launch a Louisiana Coastal Restoration Workforce to provide paid job training for young people in the greater New Orleans area, and to engage and educate this workforce on how wetland restoration protects communities from storms, sea level rise, and shoreline erosion, as well as improves water quality and provides viable habitats for wildlife.

900
seedlings planted
for wetlands
restoration

EITI Board Membership

EITI is a global standard that strengthens public and corporate governance of natural resources, promotes sound resource management, and provides data to promote transparency and accountability in the extractives sector. In 2022, Kosmos was appointed to the EITI board as an alternate member where we plan to continue engaging with government representatives, business leaders, and civil society members to strengthen governance in the extractive sector.

Health & Safety

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

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[THE STANDARD](#)



Our Commitment

In alignment with our [Business Principles](#), we seek to ensure health and safety are a high priority during all phases of our operations. We commit to:

- Assessing and minimizing risks that could lead to health and safety incidents or that could lead to adverse environmental or social impacts;
- Staying prepared to effectively respond to emergencies;
- Helping employees and those who work with us understand how their actions influence Health, Environment, and Safety (HSE) performance;
- Working with stakeholders to understand the potential impacts of our activities; and,
- Improving our HSE performance continually through effective management systems.

Approach

We adhere to established lifesaving rules and safe work practices, provide up-to-date procedures for managing health and safety risks, and conduct our business with respect to the expectations defined in [The STANDARD](#) (see [Sustainability Governance](#)).

We inform employees and contractors of job-associated hazards during new hire and site orientations to ensure everyone has the tools and knowledge to keep themselves and others safe. Further, the performance-based compensation of all employees is directly linked to HSE performance, reinforcing the importance of safety at Kosmos.

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

KEY HEALTH AND SAFETY HIGHLIGHTS FOR 2022

0 Fatalities

0 Lost Time Incidents

0 Recordable Incidents

CONTRACTOR HSE PERFORMANCE



Kosmos tracks contractor safety performance to help manage safety risks to the workforce. As described in the *Kosmos Global Standard for Contractor HSE Management*, HSE performance is reviewed when selecting contractors, vendors, and service providers. All prospective and actual offshore contractors and subcontractors performing services for Kosmos are evaluated through ISNetworld, a platform that screens contractors against HSE criteria and past HSE performance. The platform grades each contractor based on a rigorous set of HSE questions, audit logs, and historical safety data. This screening process supports us in creating a safer working environment for our people by helping us select contractors that share our commitment to safe operations. We aim to work only with contractors who have strong records of safety performance.

Our personnel also conduct regular evaluations on our contracted rigs at least once and up to three times weekly to evaluate the adoption of our safety standards by 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 creates a remedial action plan.

ISNetworld also allows us to set specific targets for all of our contractors based on their safety performance and a full review of the contractor's HSE management system. This helps us continue to track and correct safety performance over time.

HSE Risk Management

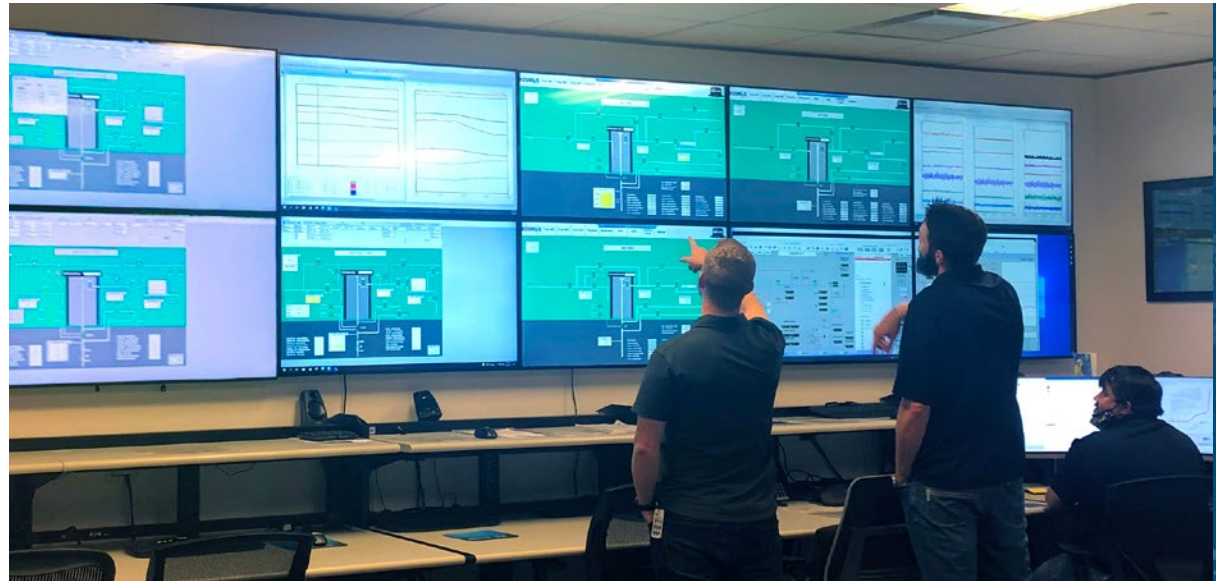
Kosmos uses our corporate Enterprise Risk Management (ERM) process to identify, assess, and prioritize risks (see [Sustainability Governance](#)), including those related to health and safety. Health and safety risks are identified at the country, Business Unit, and project site level and integrated into corporate goals planning and performance scorecards.

Risk assessments are conducted in line with the *Kosmos Global Standard for HSE Risk Management* as part of an ongoing process that includes regular evaluation. After health and safety risks are identified and assessed, we establish management plans to mitigate the likelihood and impact of the risk.

HSE Training

Safe and environmentally sound operations rely on well-trained people. To enable employees and contractors to understand and fulfill their HSE responsibilities, Kosmos employees and contractors complete baseline safety training. Topics covered include HSE leadership, HSE Management, legal compliance, and the expectations of our HSE Global Standards, Policies, and Procedures.

In addition to mandatory training, our employees and contractors complete specialized training tailored to their scope of work. For instance, any employee or contractor that visits one of our U.S. Gulf of Mexico sites is required to complete an orientation as well as more rigorous safety training when onsite. This is to ensure everyone involved in our operations can fulfill their job requirements in such a way that protects themselves and those around them.



Crisis Preparedness

Crisis preparedness and planning are essential for helping Kosmos respond in the event of an emergency.

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

Kosmos provides emergency response training in accordance with the *Kosmos Global Standard for HSE Training and Orientation* and per regulatory requirements. Routine drills are performed in real time based on site risks. Some examples are evacuation/muster, well control, and firefighting. Emergency response drills are conducted annually and include a full-team practice response involving Kosmos employees and third parties, such as contractors, business partners, and representatives from regulatory agencies.

Following these drills, we evaluate our performance to identify key lessons and opportunities and update emergency response plans as needed.

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

Monitoring Operations 24/7

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

2022 Activities

In 2022 we focused on strengthening our health and safety culture.

One Team, One Goal

One Team, One Goal is an HSE initiative that incorporates the full range of HSE policies, standards, systems, and processes at Kosmos. The program derives its name from the belief that by working together as one team – all Kosmos employees and contractors – we can achieve our one goal of delivering 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.

This year One Team, One Goal focused on operational personnel and how to best reinforce our safety culture and HSE leadership among our contracted work force. We initiated monthly HSE meetings within our Gulf of Mexico Business Unit to reinforce our key HSE messaging.



COUNTDOWN TO SAFETY

Kosmos has long conducted safety seminars to instill a sense of shared ownership of safety responsibilities, using external speakers and leaders from outside of the oil and gas industry to get different perspectives on the topic.

In 2022, the HSE team presented a virtual event called “Countdown to Safety” featuring Astronaut Mike Mullane, who has flown three space shuttle missions. He drew analogies between safety processes in his career as a naval pilot and astronaut to those in the oil and gas industry and highlighted the importance of teamwork in keeping a safe work environment. Mr. Mullane shared four safety values:

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

Offshore Visits

The greatest health and safety risks for our company involve our offshore operations. Representatives of Kosmos’ senior leadership visited our offshore operations to ensure our contractors are fulfilling the expectations outlined in [The STANDARD](#) and that our operating partners are practicing a culture of safety onsite.

Two types of offshore visits were conducted: HSE leadership visits and safety culture assessments.

HSE Leadership Visits

In 2022, members of our senior leadership – including the SVP of Technical Functions, VP of Drilling Operations, Operation Superintendents, and HSE Manager – conducted drillship visits in the U.S. Gulf of Mexico to review leadership expectations regarding safety, Life Saving Rules, and process safety fundamentals. The team made several trips to engage with contractors and determine what support Kosmos could provide in maintaining as safe a working environment as possible. Our HSE leadership hosted dedicated training sessions with all offshore personnel on our One Team, One Goal philosophy including HSE leadership, [The STANDARD](#), Life Saving Rules, and Process Safety Fundamentals.

Safety Culture Assessments

In May 2022, our HSE team conducted an offshore assessment in the U.S. Gulf of Mexico to gauge the HSE leadership of our onsite supervisors as part of a follow up to the One Team, One Goal onshore training. Following the assessment, we made some adjustments to ensure our HSE expectations were properly understood and delivered throughout the campaign.

In June 2022, prior to the handover of the operations and maintenance of the Jubilee Floating Production Storage and Offloading (FPSO) to a new operator, Kosmos sent a member of our HSE team to conduct an offshore safety culture assessment to identify potential risks during the transition. Our team recommended more resources be allocated towards asset integrity and emergency response, and for leadership to host trainings and review sessions onsite to improve workforce understanding of follow-up protocols to incidents and of the Permit-To-Work process.

Later in the year our team returned to complete a second offshore safety assessment and follow-up on the recommendations provided in June. They participated in onsite orientations, vessel walkabouts including worksite visits, and attended job planning, risk assessment, and management meetings. We observed a noticeable, positive difference from the first visit in the leadership and management of safety- personnel consistently demonstrated a deeper commitment to safety expectations, including rigorous use of procedures, and worked with our HSE team to further improve the orientation process and the Permit-To-Work control.

COVID-19 Mitigations

Kosmos continued to monitor COVID-19 throughout 2022 and adhered to CDC guidance. We have resources available to our employees and contractors on what to do in case of exposure or a positive COVID-19 test. In our U.S. Gulf of Mexico operations, we adopted a full-scale plan with our offshore drilling partner to further strengthen our COVID-19 mitigations.



HSE Statistics Dashboard

In 2022 we developed the HSE Statistics Dashboard (Dashboard) as an in-house tool to streamline our HSE data collection and analysis for our operated assets. An advantage of the Dashboard is the visual presentation of data. This allows for faster analysis of data sets and enables the team to draw more meaningful insights.

The Dashboard is a single repository for six key data points: injuries, spills, incidents (Lost Time Incident Rate (LTIR) and Total Recordable Incident Rate (TRIR)), penalties, and manhours. Our HSE team coordinates with each business unit and our local office to collect this data, which is then approved by the VP of Health, Safety, and Environment.

Using the Dashboard we can do an in-depth analysis by location, differentiate HSE performance between our employees and contractors, identify areas for employees and contractors to improve, and set HSE performance goals.

The Dashboard went live at the beginning of 2023.

Augmented Reality Headset

Kosmos is always looking for innovative technologies that may help reduce the likelihood or impact of safety incidents. In 2022, we started using augmented reality headsets in the U.S. Gulf of Mexico to monitor operations and identify hazards on offshore locations. The headsets allow our onshore teams to see what workers are doing on offshore locations in real time. These headsets act as an additional tool for onsite hazard hunts and provide further supervision of risks offshore by experienced personnel onshore.

We found the headsets to be so effective we demonstrated their capabilities to the Bureau of Safety and Environmental Enforcement (BSEE) as a potential alternative to onsite inspector visits.

Climate Change & the Energy Transition

As the world grapples with the trilemma of providing affordable, secure, and cleaner energy, Kosmos is committed to integrating climate change, energy affordability and security considerations – the challenges, risks, and opportunities – into our business strategy and decision-making. Consistent with The Paris Agreement, we believe countries must define their own route through the energy transition at a pace that reflects the socioeconomic development needs of their people. A just energy transition must be inclusive for workers, communities, and countries.

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[CLIMATE CHANGE POLICY](#)

[CLIMATE RISK AND RESILIENCE REPORT](#)



Our Commitment

Contributing to the energy transition starts with Kosmos managing the climate impact of our portfolio. We commit to:

- **Maintaining carbon neutrality for Scope 1 and Scope 2 operated emissions** – We achieved carbon neutrality for our operated production in both 2021 and 2022 and remain committed to maintaining carbon neutrality in the years to come.
- **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 our climate strategy within our overall business strategy.

Approach

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

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

- Integrate the risks and opportunities climate change and the global energy transition present into our business strategy
- Establish strong internal governance of climate change (see Sustainability Governance)

- Measure, reduce, and mitigate our greenhouse gas emissions
- Be transparent on our understanding and management of climate change to our stakeholders

Strategy

To help integrate climate change considerations into our business strategy, we conducted scenario analyses in 2019 and again in 2020 to assess the risks and opportunities related to climate change and the energy transition, including what they might mean for capital allocation and portfolio management.

Based on the findings of the scenario analyses and our view of the industry's future, we stopped investing in frontier exploration and now focus our attention and capital on: (1) optimizing the responsible production of low cost, lower carbon oil; (2) investing in the growth of our low cost, lower carbon natural gas business; and (3) pursuing infrastructure-led exploration in our 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.

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

We are investing in growing oil supply at each of our core production hubs, with an emphasis on high-graded projects that yield low cost, lower carbon barrels. At the same time, we are working with our partners to bring new sources of low cost, lower carbon natural gas into production. These projects also address energy affordability and increase energy security by supplying more gas to global energy markets, as well as to domestic markets in Africa.



Longer term, we plan to continue shifting the balance of our portfolio from oil to natural gas and liquefied natural gas (LNG) to help meet the world's energy needs as cleaner natural gas displaces coal, heavy fuel oil, and biomass as a primary source of energy in both developed and emerging economies.

Russia's war in Ukraine has led many countries, particularly in Europe, to seek diversification and new sources of energy. Kosmos has a clear role to play in helping to meet this demand. For example, the Greater Tortue Ahmeyim LNG project can help Europe enhance its energy security while enabling Mauritania and Senegal to meet their own development goals. These factors present a significant opportunity for Kosmos to advance a just energy transition, reinforced by the European Union's reiteration of the importance of natural gas in the transition away from coal.

More information about our scenario analysis is provided in our [Climate Risk and Resilience Report](#).

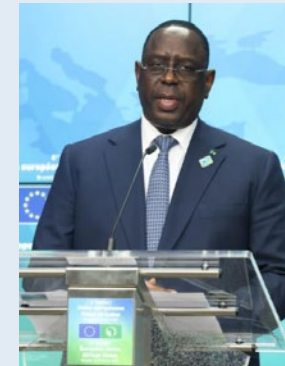
ADVANCING A JUST ENERGY TRANSITION IN AFRICA

More than 600 million people in Sub-Saharan Africa do not have access to electricity and nearly 900 million people lack access to clean cooking fuels and technologies. Between 2019 and 2021, the International Energy Agency (IEA) estimates access to energy in the region fell by about 4%. The situation is getting worse, not better.

And yet Africa has been blessed with enormous gas resources that could be used to alleviate this energy poverty and supply the rest of the world with secure, affordable, and cleaner energy. Developing this gas would not threaten the world's carbon budget. If Africa uses its entire known gas reserves, its cumulative CO₂ emissions over the next 30 years would raise its share of global emissions from 3% to a mere 3.5%.

A just 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. At Kosmos, we aim to advance the energy transition by helping our host countries develop their resources responsibly so they can use their natural gas for domestic power and export revenues to invest in infrastructure and services that raise living standards today while transitioning over time to renewables and a lower carbon future.

“Africa has vast natural resources, a young and dynamic population just waiting to step up, and an impressive capacity for innovation ... We call for a fair and just energy transition which takes Africa’s specific needs into account, in particular industrialization and universal access to electricity. More than 600 million Africans still do not have access to electricity.”



Macky Sall, President of Senegal, in a speech delivered at the European Union-African Union Summit in February 2022

Climate-Related Risk Management

We actively identify the challenges and opportunities that climate change and the global energy transition present to our business. The energy transition refers to the energy mix shifting towards cleaner-burning fuels and renewables, primarily driven by social and political pressures, climate change mitigation actions, and increased access to and affordability of fossil fuel alternatives.

Based on the materiality factors of likelihood and potential costs to the business, we identified the energy transition as an enterprise risk through our corporate Enterprise Risk Management (ERM) process (see Sustainability Governance). The Health, Safety, Environment, and Sustainability (HSES) Board Committee oversees our management of the energy transition risk and provides general oversight of climate related risks.

Our senior leadership assesses the climate related risks on a quarterly basis using a materiality matrix. During our Quarterly Performance Reviews (QPRs), each Function/Business Unit works with senior management to evaluate the energy transition and climate related risks, and assigns ownership and risk management plans accordingly. Our senior management also reviews how the Function/Business Unit is handling risks, assigns new roles, and checks risk management plans before updating the HSES Board Committee.

We believe this process allows us to effectively embed climate and energy transition related risk analysis into the decision-making process of each Function/Business Unit.

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

Transition Risks

Transition risks are those related to the social and economic shift towards a low carbon, climate-friendly future. These risks include government policies, potential legal actions, technology shifts, market changes, and reputational implications that are mostly outside our control. Some of the climate-related transition risks we have identified as most material to our business are emerging regulation, new technologies requiring increased investment on Kosmos' part or those likely to impact our revenue, and market risks related to inflation and geopolitics.

Physical Risks

Physical risks stem from the physical impacts of climate change including extreme weather events and sea level rises. As we do not operate the production platforms or vessels that process our production, we have limited control over managing physical risks to the above-water infrastructure that our subsea tiebacks utilize. Still, we monitor these risks and maintain close contact with our business partners to review mitigation plans and emergency response mechanisms in place and determine if they are sufficient to protect our people and interests. We also utilize Loss of Production Income insurance to partially protect our assets. The greatest physical climate-related risk to Kosmos currently is changing weather patterns, such as the potential for increased severity and frequency of extreme weather events.

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



2022 Activities

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

Measure

We are committed to measuring our direct and indirect emissions in line with recognized GHG accounting standards.

Operated Emissions

Our operated emissions reflect the emissions from assets directly under our control.

Scope 1: Our Scope 1 operated emissions take into consideration drilling activities, logistics, and any other emissions directly attributable to our business. In the U.S. Gulf of Mexico, Kosmos operates subsea infrastructure, which ties into non-operated production platforms. We do not operate our producing assets in Equatorial Guinea, Ghana, Mauritania, or Senegal.

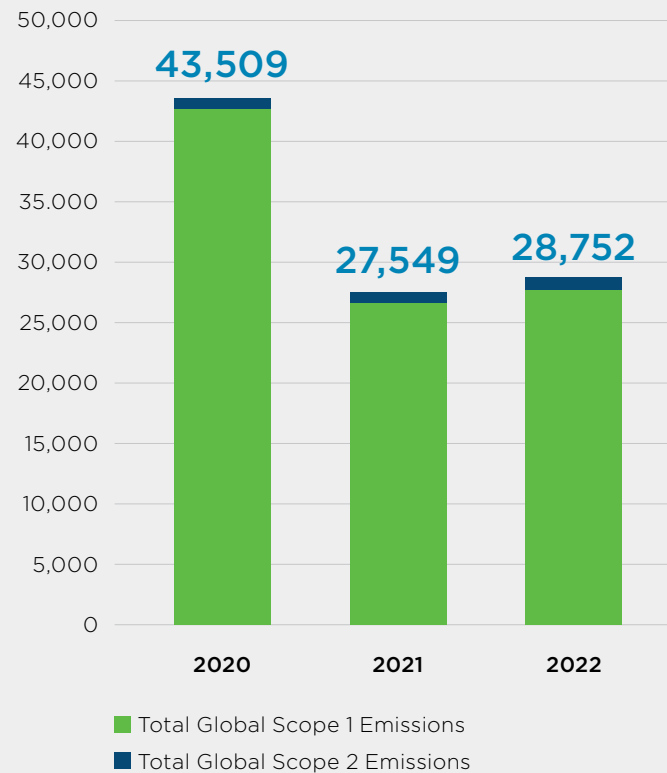
In 2022, our total global operated Scope 1 emissions were 27,665 tCO₂e (tonnes carbon dioxide equivalent), and came from rigs (62%), vessels (34%), helicopters (3%), trucking (0.5%), and flaring (0.5%).

While our emissions due to flaring are down from 2021, the increase in our operated Scope 1 emissions is due to increased combustion – there were 47 more days of drilling, completion, and rig activity in 2022 compared to 2021.

Scope 2: Our total global operated Scope 2 emissions in 2022 were 1,087 tCO₂e and came from purchased electricity for our largest offices: Dallas, Houston, London, and Ghana. Since the majority of our workforce is based in the United States, 90% of our Scope 2 emissions come from our Dallas (797 tCO₂e) and Houston (187 tCO₂e) offices. Our total Scope 2 emissions went up 13% as our employees returned to the office post-COVID.

Our operated Scope 1 and Scope 2 emissions have been internally audited and externally assured by EY ([see Appendix A](#)).

TOTAL OPERATED EMISSIONS (TONNES CO₂E)



Calculated our operated Scope 1 and Scope 2 emissions in accordance with the GHG protocol and IPIECA

Secured independent assurance of our operated Scope 1 and Scope 2 emissions

Maintained carbon neutrality in 2021 and 2022 for our operated Scope 1 and Scope 2 emissions

Scope 3: In 2022 we conducted a materiality assessment of the fifteen Scope 3 emissions categories to inform our approach for measuring, managing, and disclosing Scope 3 emissions. Our assessment considered the following criteria against all fifteen categories: volume of emissions, ease of measurement, ability to influence change, risk to the business, stakeholder expectations, peer activities, and expert recommendations. Our analysis suggests category 11 (Use of Sold Goods) and category 15 (Investments) are the most material to our business. We intend to periodically review and update the Scope 3 materiality assessment.

Equity Emissions

Our equity emissions reflect the Scope 1 emissions from assets according to our equity share in the asset.

In 2022, we worked with our operating partners to develop an approach to measure the Scope 1 emissions associated with our equity share of non-operated assets in Equatorial Guinea, Ghana, Gulf of Mexico, Mauritania and Senegal. We then calculated our total Scope 1 equity emissions for the first time. In 2022, our Scope 1 equity emissions were 927,583.

Our Scope 1 equity calculations have been assured by EY ([further details in Appendix A](#)).

	MEASURE	REDUCE	MITIGATE
Policy Commitments	Measure our direct and indirect emissions according to recognized GHG accounting standards	Set clear, time-bound emissions reduction targets	Mitigate the impact of remaining emissions through high-quality carbon offsets that deliver co-benefits in line with the UN SDGs
Key Progress <i>(indicates new progress)</i>	<p>Calculated operated Scope 1 and Scope 2 emissions in accordance with IPIECA</p> <p>Secured independent assurance of Scope 1 and Scope 2 emissions</p> <p>Developed innovative application for real-time emissions data</p> <p>Completed a Scope 3 materiality assessment</p> <p>Worked with our partners to calculate our equity Scope 1 emissions</p> <p>Set a target to achieve and maintain top quartile carbon intensity in both our oil and gas portfolios</p>	<p>Set target for carbon neutrality in operated Scope 1 and Scope 2 emissions by 2030 or sooner</p> <p>Worked with key service providers to reduce operational emissions</p> <p>Business Units assessed opportunities for emissions reductions</p> <p>Added more granular goals related to emissions reductions into Business Unit Corporate Scorecards</p> <p>Set a new climate target to reduce absolute equity emissions 25% by 2026, compared to a 2022 baseline</p>	<p>Identified high-quality projects in key Kosmos geographies</p> <p>Launched dual-purpose wetlands restoration and job training project in Louisiana aimed at facilitating the “Just Transition” along the U.S. Gulf Coast</p> <p>Achieved carbon neutrality in 2021 for our operated Scope 1 and Scope 2 emissions</p> <p>Maintained carbon neutrality in 2022 for our operated Scope 1 and Scope 2 emissions</p> <p>Entered into an agreement for offsets related to cleaner cookstoves that reduce reliance on traditional biomass fuels</p>

Reduce

We continue to work on reducing operational emissions. Each Business Unit has developed an opportunity matrix, plotting emissions reduction opportunities against emissions reduction potential and implementation cost. Business Units also determine the execution requirements and potential additional benefits of identified emissions reduction initiatives. Engagement with partners and suppliers is critical for driving efficiency improvements and reducing emissions across our portfolio.

Flaring is the single largest contributor to GHG emissions for our assets in Ghana and Equatorial Guinea.

We are working with our partners to reduce the carbon intensity of our production assets and eliminate routine flaring in Ghana and Equatorial Guinea. By 2026, our operating partners have committed to debottlenecking the gas systems on Jubilee and TEN, as well as working with the government of Ghana to increase gas offtake. As a first step, the partnership modified the gas handling system on the Jubilee Floating Production Storage and Offloading (FPSO) unit, which is expected to enable the operator to inject and export more gas volumes. The work to debottleneck Jubilee was completed in early 2023, and work on TEN is expected to begin later this year.

In Equatorial Guinea, Kosmos and our partners agreed to reduce routine flaring to only what is necessary for safe operations. We are investing in projects to improve the existing gas network and to inject produced gas back into the reservoir. This work started in 2022 and is expected to be completed by 2026.

Kosmos has committed capital to ensure our partners reach these set goals.

ENVIRONMENTAL REPORTING APP

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



Mitigate

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

The majority of our retired carbon offsets to date have come from high-quality solutions, such as the Form Ghana Reforestation Project in the Ashanti Region of Ghana and the GreenTrees Reforestation Project in the Mississippi Alluvial Valley of the U.S. Gulf Coast. Also in 2022, we funded research on the potential for blue carbon capture project development with U.S. based non-profit, Tierra Resources.

In early 2020, we set the goal to become carbon neutral for our operated Scope 1 and Scope 2 emissions by 2030 or sooner. We are proud to have achieved this goal in both 2021 and 2022.

MITIGATING OPERATED SCOPE 1 AND SCOPE 2 EMISSIONS

	2022	2021	2020
Gross Global Scope 1 Emissions (tonnes CO ₂ e)	27,665	26,591	42,632
Gross Global Scope 2 Emissions (location-based) (tonnes CO ₂ e)	1,087	958	877
Gross Global Scope 1 and 2 Emissions (tonnes CO ₂ e)	28,752	27,549	43,509
Total high-quality carbon offsets purchased ¹	86,000	25,000	0
Total high-quality carbon offsets retired	39,000	25,000	0

Ghana

[Energy Transitions in Western and Central Africa](#), a recent report by Oxford Economics ([see Stakeholder Engagement](#)), found more than 75% of households in Ghana lack access to clean cooking fuels and technologies, relying instead on biomass fuel sources such as wood and charcoal. Burning charcoal for fuel releases high levels of CO₂ and other harmful pollutants. This method of cooking is inefficient and can have serious health impacts. It is also one of the largest sources of local GHG emissions.

In 2022, Kosmos entered a partnership to distribute clean cookstoves to rural households in western Ghana and secure carbon offsets. Over the next five years, the project is expected to distribute more than 240,000 cookstoves across Ghana and reduce average emissions by approximately 255,000 tonnes of tCO₂e per year.

The actual impact of the cookstoves on CO₂e reduction will be measured during project monitoring and we will report on progress in future Sustainability Reports.

United States

In 2022, we continued our partnership with Tierra Resources, a Louisiana-based organization working on wetlands restoration and the development of large-scale blue carbon capture projects.

Blue carbon is stored in coastal and marine ecosystems, including mangroves, salt marshes, tidal wetlands, and sea grass habitats. These ecosystems sequester and store large quantities of carbon in both the plants and sediment below, where it can be stored in soil up to six meters deep for centuries. This makes them the most carbon-rich ecosystems on Earth, storing up to ten times the carbon of a terrestrial tropical forest.

Tierra's ambition is to improve the quality of life and of the environment by combining scientific and technical expertise with entrepreneurial innovation to develop market-based blue carbon solutions. This includes planting cypress trees in depleted wetlands to investigate planting strategies that enhance survival rates and restore damaged coastal ecosystems.

¹ 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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[BUSINESS PRINCIPLES](#)

[CODE OF CONDUCT](#)

[ANTI-CORRUPTION COMPLIANCE POLICY](#)

[WHISTLEBLOWER HOTLINE](#)



Our Commitment

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

Kosmos is committed to transparency in our dealings with host governments. We believe transparency promotes more responsible management of resource revenues and helps to facilitate sustainable development in our host countries. Our presence on the board of the Extractive Industries Transparency Initiative is a testament to this commitment.

Approach

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

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

Anti-Corruption Compliance Policy

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

Kosmos reinforces its commitment to ethical behavior through the performance-based compensation of our employees, including executive officers, which is tied to the achievement of zero anti-corruption violations ([see Sustainability Governance](#)).

Trainings

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

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

Whistleblower Hotline

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

The system is designed to be accessible to everyone. Individuals can either file a report online or call a toll-free 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.

Lobbying And Political Associations

Kosmos participates in select industry organizations ([see Appendix B](#)), as they are a mechanism for staying informed of the latest policy developments, industry best practices, and operational and technological advancements. We regularly review our membership of industry organizations to promote consistency with our [Business Principles](#) as well as our policies and practices.

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

2022 Activities

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

Awareness

In 2022, to improve the accessibility of our [Code](#), we provided translations in both French and Spanish. Prior to their start-date, new employees receive a copy of our [Code](#) and are required to sign a statement of understanding and agreement to comply.

Trainings

Our annual trainings help embed ethical decision making into every level of the company.

2022 ANTI-CORRUPTION AND COMPLIANCE TRAINING HOURS

Employee	291
Contractor	98
New Hire	11
Total in 2022	400

Monitoring

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

Transparency

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

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

Extractives Industries Transparency Initiative (EITI)

Since 2012, we have 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. 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,

COMPLIANCE AUDITS

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

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.

In 2022, Kosmos was appointed to the EITI board as an alternate member where we plan to continue engaging with government representatives, business leaders, and civil society members to strengthen governance in the extractive sector.



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 local residents and businesses derive from our exploration, development, and production activities.

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[STAKEHOLDER ENGAGEMENT AND COMMUNITY DEVELOPMENT POLICY](#)



Our Commitment

At Kosmos, we invest in the communities near our operations so that we have the opportunity 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 to obtain the broad support of communities directly associated with our operations and bring sustainable benefits to them.

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



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

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

We support projects with the potential to be sustainable and avoid creating dependence by adhering to the following principles:

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

2022 Activities

In 2022 our teams managed a portfolio of social projects that reflect the local priorities in the communities where we operate. We are significantly helped in this endeavor by ensuring that all our local employees, including the Country Managers, are nationals of our countries of operation. Their understanding of local needs helps frame our social investment program and major projects to best deliver sustainable benefits.

As part of our response to the global consequences of the COVID-19 pandemic and Russia's war in Ukraine, in particular the increase of food insecurity, we expanded the Kosmos Hunger Relief Program within all of our countries of operation, including continuing our efforts in the United States.

Kosmos Innovation Center

The Kosmos Innovation Center (KIC) helps young entrepreneurs turn their ideas, principally in the critical agricultural sector, into viable businesses and works alongside promising small businesses to help them reach their full potential.

The KIC provides expert training, mentorship, and seed funding to support innovation through customized programs led by local experts; the KIC exemplifies our social investment approach and demonstrates our commitment to the long-term sustainable development of our host countries.



Inspire



Invest



Transform

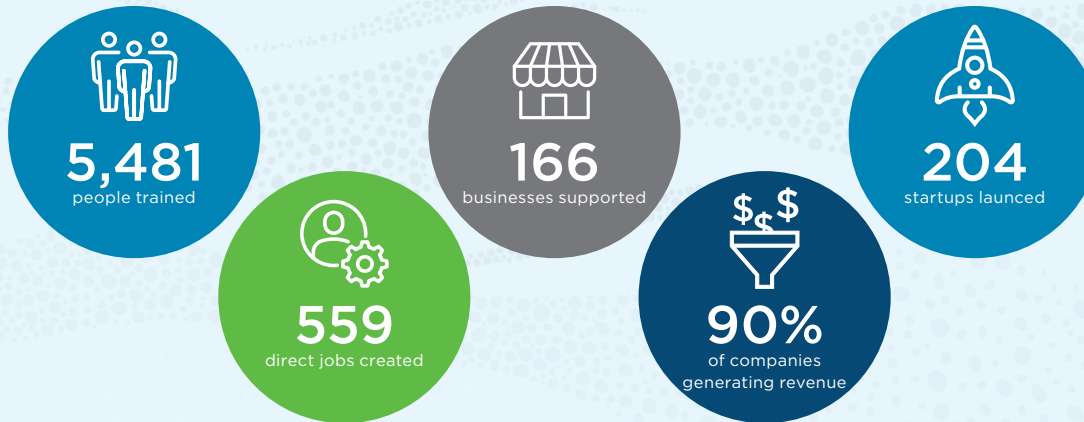
The KIC works in three ways:

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

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

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

KIC AGGREGATE ENGAGEMENT *(since inception)*



The **AgriTech Challenge Classic** is a 7-month annual training program and pitch competition aimed at developing young entrepreneurs. The program provides these aspiring business leaders with a system of training, workshops, and support to develop their business ideas. The program uses coaching and market research tours to encourage participants to take a fresh look at the agriculture value chain and identify new areas with potential business opportunities.

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

The **Start-Up Incubator** is a multi-year business incubation program aimed at preparing businesses for growth, scale, and investor interest. The incubation program provides specialized coaching and mentorship, networking, office space, access to technical expertise and a continuous learning environment for businesses with high growth potential selected from the AgriTech Challenge Pro.

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

The **KIC Fellowship** is a formal alumni network providing continuing education and networking to ensure all participants in KIC programs, especially those who do not receive seed funding to grow their businesses, have other pathways and opportunities available to them.

Ghana

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

After several years of growth and success, we transitioned KIC Ghana in 2021 to an independent non-profit organization so it could take advantage of new funding sources that would enable the program to grow. As part of a new multiyear partnership, Mastercard Foundation agreed to invest approximately US\$16 million in KIC Ghana programming over four years. With this new financial support, KIC Ghana has expanded operations and now offers training to a greater number of young entrepreneurs in every region of the country.

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

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

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





WOMEN'S BOOTCAMP

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

KIC Mauritania introduced the first Women's Bootcamp. Over the course of seven days, female entrepreneurs received in-depth training on skills and background knowledge needed to develop their ideas, including the entrepreneurship cycle, interpersonal skills, and business analysis. As a result, female participation in the Mauritania Innovation Challenge rose from 15% in 2019 to 35% in 2022.

Women's Bootcamps are now core to KIC Mauritania and KIC Ghana.

Senegal

In 2022, KIC Senegal partnered with Reach for Change to launch the first KIC Climate Mitigation and Adaptation Business Incubator (the Incubator) to support entrepreneurs with business concepts focused on improving community resilience and adaptation against climate change across Senegal.

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

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

Mauritania

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

- **Hassadi,** an agricultural company that produces and sells vegetables, won MRU 1,000,000 (approximately US\$28,985). Their goal is to produce vegetables deploying modern agricultural methods such as greenhouses using a drip irrigation system.
- **iMauritania,** a digital start-up aimed at creating a direct communication channel between users and public administrations to improve services offered, won 600,000 MRU (approximately US\$17,391).
- **Food Lab,** a start-up working on laboratory analysis and health certification of food products, won 400,000 MRU (approximately US\$11,594).
- **Sekam,** a start-up specializing in the production and marketing of non-GMO vegetables, won 200,000 MRU (approximately US\$5,797).
- **Ayadi Amila,** a start-up that offers handmade and personalized accessories created from recycled materials such as plastic water bottles, iron bars, pieces of cardboard, blankets, and used clothes, won 200,000 MRU (approximately US\$5,797).
- **FASEL,** a start-up that aims to create a raw salt processing unit to offer the consumer a healthy, clean, locally sourced, and well-preserved powder and granulated salt, won 200,000 MRU (approximately US\$5,797).

Ecosystem Restoration in Senegal

The ecosystem of the Langue de Barbarie, a peninsula in Saint Louis, faces significant environmental challenges including coastal erosion, deforestation, and flooding.

In 2022 Kosmos partnered with the Senegalese NGO Le Partenariat to help address issues in the ecosystem and improve the community's resilience to climate change. Together, we helped to reforest ten hectares of filao and set up monitoring tools and processes for coastal dune conservation and to protect the area from flooding and coastal erosion.

Additionally, we worked with the Djoudj National Bird Sanctuary in Saint Louis to help manage the floating vegetation affecting water flow and water quality, which disrupts local biodiversity and the ecological balance. Over 25 kms of invasive vegetation - including cattails (*Typha domingensis*) and water mimosas (*Neptunia oleracea*) - were removed to recover open space for bird habitat and allow natural water flow in the park hydrography network.



COMMUNITY ENGAGEMENT IN SAINT LOUIS, SENEGAL

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



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

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

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

ENERGY POVERTY

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

Cookstoves in Ghana

The use of wood fuel is a cause of deforestation and a high contributor to local GHG emissions¹ in Ghana, where more than 75% of the population relies on biomass fuel, such as wood, for cooking. Deforestation has significant environmental impacts, such as increasing the likelihood for desertification and biodiversity loss.

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

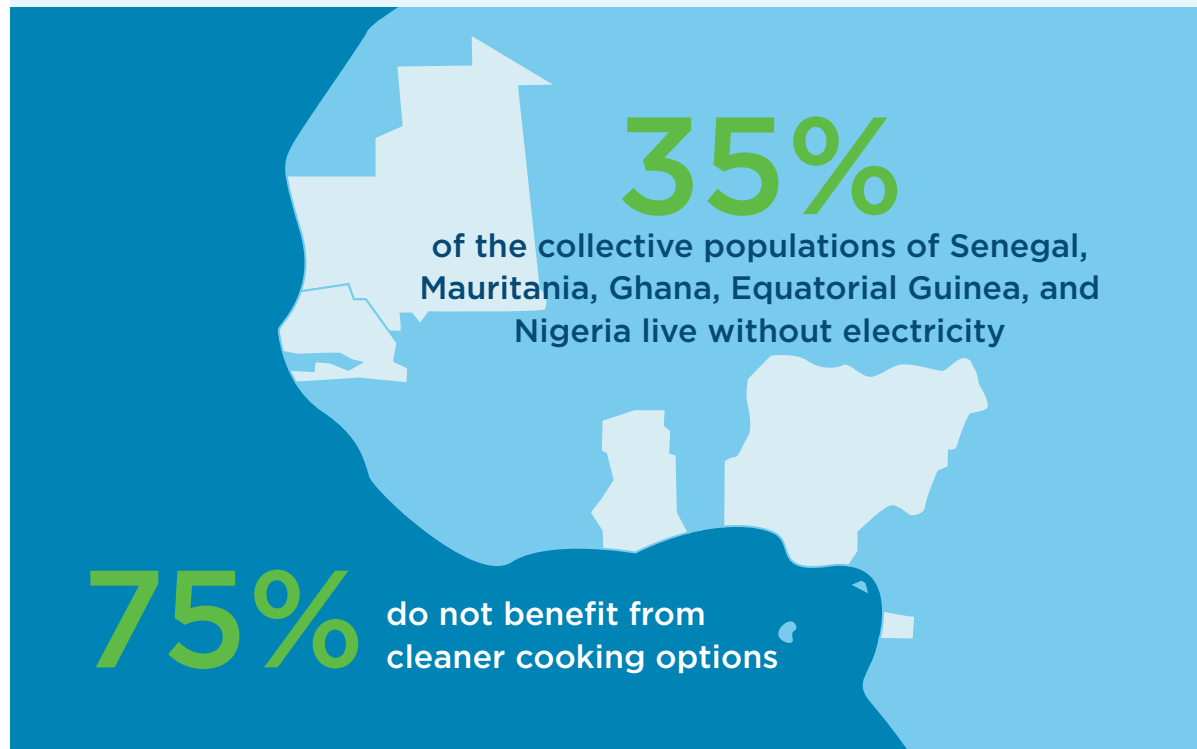
- Improved health outcomes by reducing exposure to smoke/particulate emissions while cooking
- Local employment opportunities in making and distributing cookstoves
- Lower household fuel costs from increased efficiency
- Lower carbon emissions

We are supporting a local organization as they develop, deploy and monitor clean cookstoves that are at least 30-40% more efficient than traditional three-stone fires and stoves. We anticipate significant household financial savings and lower CO₂ emissions from reduced fuel consumption as well as the ancillary health benefits.

We expect to distribute more than 240,000 cookstoves across Ghana over a five-year period and will report on progress in our 2023 Sustainability Report.

Education in Equatorial Guinea

In 2022 Kosmos supported repairs to and the expansion of the school at Santiago Apóstol de Baney Diocesan Center. The project covered the general rehabilitation of the school and the construction of a library, assembly hall, water well with solar panels, a playground, a sports hall, toilet blocks, and a perimeter fence.



1. <https://cleancooking.org/news/10-key-co-benefits-of-clean-cooking-for-climate-nature-and-communities/>

Louisiana Coastal Restoration Workforce in the United States

Tierra Resources is a Louisiana-based non-profit focused on wetlands restoration and the development of blue carbon capture projects. Tierra's mission is to conserve, protect, and restore coastal wetland ecosystems by creating innovative solutions that support investment in wetlands – namely along the U.S. Gulf Coast, a region highly vulnerable to climate change.

Our partnership with Tierra Resources began with research on blue carbon capture. In 2021, we extended our partnership with Tierra Resources to support a Climate Mitigation Workforce with two objectives:

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

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



In 2022, the Climate Mitigation Workforce turned into the Louisiana Coastal Restoration Workforce, through which 45 participants attended four Coastal Education Workshops about the wetland ecosystem and its role in protecting the Mississippi River Corridor from hurricanes and the impacts of climate change. The workshops combined classroom training with field activities in areas with healthy, degrading, and ghost ecosystems to highlight the need to protect wetlands and prevent erosion.



The Workforce also engaged with local nurseries to learn about efforts to restore vulnerable areas. The Workforce then applied their knowledge by planting 900 trees in areas on the Louisiana coast identified by the partnership as most suitable for restoration. The next cohort of the Workforce will monitor the seedlings and assess their impact on ecosystem resilience and potential for blue-carbon projects.

Louisiana Coastal Restoration Workforce Community Outreach

When Hurricane Ida severely damaged the Lafitte Wetland Trace Nature Boardwalk, a cultural landmark and wetland educational resource, the Louisiana Coastal Restoration Workforce, supported by Kosmos, stepped in to help repair the damaged and displaced sections. The Workforce also installed new educational signs to promote community awareness of the local ecosystem, the importance of coastal wetlands, and risks from climate change such as severe weather and increased flood events.

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



Kosmos Hunger Relief Program

We launched our hunger relief program in 2020 to help alleviate food insecurity in our local communities and host countries in response to the COVID-19 pandemic. Following the war in Ukraine, which led to higher food prices and stressed the supply chains of agricultural commodities, we expanded the program to all the countries where we operate.

Driven by employee-generated ideas, the Kosmos Hunger Relief Program took a distinct form in each country to address the unique challenges facing our communities.

United States

We partnered with Restorative Farms, a local non-profit that aims to create a self-sustaining urban farm system in food deserts within the Dallas area. Their goal is to bring together two distinct populations and markets (North Dallas, the consumer, and South Dallas, the producer) through a scalable, sustainable solution that

provides a local supply of fresh, organic produce. Doing so encourages the development of a local agriculture system in South Dallas that provides jobs, job training, and economic investment, as well as a new source of fresh, healthy, and affordable food for the community.

Our goal with Restorative Farms is to support an urban farming entrepreneurship program that welcomes new growers into the local food system while working with existing growers to increase their profitability.

This partnership first started in 2020 when Kosmos supported the expansion and refurbishment of Restorative Farms' Hatcher Station nursery in South Dallas. As a self-sustaining non-profit farm, Hatcher Station serves as a training center for educating community members on urban growing - including how to maximize growing areas for best yields and maximum profits.

In 2022, we provided Restorative Farms with a grant for US\$50,000 for a new van and two 'coldtainers', temperature-controlled containers that improve food

safety and expand the delivery radius for Restorative Farms' food pick-up and delivery.

We also continued our partnership with Brighter Bites in Houston, an organization that combines nutritional education with providing fresh produce to families. The program supported 54 elementary schools and 20 summer camps in the greater Houston area by distributing more than 1,500 tons of fresh, seasonal produce in food baskets and providing access to resources that can help families make smart and healthy decisions when eating at home.

In 2022, to increase our community impact, Kosmos facilitated a relationship between Brighter Bites and Restorative Farms. Through this partnership, Brighter Bites purchased locally grown fresh vegetables and leafy greens for their food packs, which provided 25,200 servings for 900 families in six school districts for the fall semester of the 2022 school year.



RESTORATIVE FARMS

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

Community-Supported Agriculture (CSA) Program

Kosmos helped design Restorative Farms' CSA program to create a new market for urban growers too small to supply grocery stores by offering a subscription to receive weekly produce packs. This enabled local urban farmers to produce efficiently and at scale, included job trainings, and provided accessible, affordable produce for underserved communities. In 2022, this program provided 2,126 produce boxes.

GroBoxes

Inspired by the World War-era "Victory Gardens," GroBoxes are backyard vegetable gardens that help contribute to food resilience in the community and increase access to fresh produce in food deserts. Kosmos purchased and donated 124 GroBoxes in 2022 to provide immediate hunger relief.

Hatcher Station Nursery

With our support, Restorative Farms' Hatcher Station nursery attracted additional funding, allowing them to continue to scale and deliver even more job training and affordable food to Dallas communities. In 2022, our focus was on expansion of their nursery to grow seedlings and help scale urban farms' productions: 23,600 starter plants were grown and distributed to South Dallas farms.

Mauritania

Less than 10% of the land in Mauritania is suitable for farming and communities are heavily reliant on imported food. In partnership with the Commissariat à la Sécurité Alimentaire (Food Safety Commission), Kosmos donated wheat, rice, boxed milk, and cooking oil to 4,280 households across 50 villages near Mauritania's southern border with Mali.

Senegal

More than a third of the population in Senegal lives below the poverty line and nearly 500,000 people were food insecure in 2021¹. In the Dakar peninsular where 25% of the population lives, Kosmos distributed food baskets to 700 families with infants in the Jaxaay, Hann, Bel Air, Yarakh, Yuembeul Nord, and Malika districts. These baskets included mixed infant flour, powdered milk, and ready to use ngourbane powder, which is made of broken millet, salted and dried fish, groundnut flour, bissap leaves, tamarind, and tomatoes. Other members of the household received salt, cooking oil, and soap.

Equatorial Guinea

Kosmos partnered with the Ana Costa Foundation, a community-based non-profit, to deliver a social canteen room for the elderly. The social canteen runs Monday to Friday in the afternoon. The menu is overseen by a certified nutritionist and is a mix between local staples and western dishes. A bus provided by Kosmos is used to transport individuals to and from meals.

Ghana

Our local team in Ghana conducted a needs assessment and determined that Kosmos could have a greater impact if we focused on addressing the direct consequences of COVID-19 rather than the impact of the associated food insecurity. As part of our ongoing support of education and to address the lingering effects of the pandemic on society's most vulnerable people, Kosmos provided essential medical supplies for Savelugu School for the Deaf and refurbished their school infirmary. There are now isolation wards for students with contagious infections, a private bathroom with a toilet and shower facilities, new beds for sick students, and a climate-controlled hearing assessment center.

Kosmos also renovated the boys' dormitory of the Ashanti School for the Deaf in Jamasi. The renovated facility houses over 300 boys. Our assistance will enhance the efforts of the government and the Parent-Teacher Association to improve the school's learning environment.



1. <https://www.wfp.org/publications/annual-country-reports-senegal>

Our People

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

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[CODE OF BUSINESS CONDUCT AND ETHICS](#)



Our Commitment

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

- Providing more than a living wage for all employees, regardless of location;
- Being an equal opportunity employer;
- Promoting diversity in our workforce;
- Engaging employees on a regular basis; and,
- Investing in the development of our employees so that 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 2022 we continued our record of 100% local employment across all our host country offices.

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



Attract

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

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



TOP 100
PLACES TO WORK 2022

The Dallas Morning News



Equal Opportunity Employer

We are an equal opportunity employer and provide employment opportunities to all qualified individuals regardless of race, ethnicity, gender, age, sexual orientation, gender identity and expression, creed, religion, national origin, genetic information, disability, veteran status, experiences, or any other protected status. This applies to all employment practices:

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

Discrimination is not tolerated at Kosmos and prohibited by our [Business Principles](#) and [Code of Business Conduct and Ethics](#). We encourage all employees to report any incidents of possible discrimination or harassment to their immediate supervisor or manager, through our web-based [Whistleblower Hotline](#), or to a member of our Senior Leadership Team. Violations result in corrective action including, if appropriate, termination.

WORK-LIFE BALANCE

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

Compensation and Benefits

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

Kosmos maintains a clear and equitable approach to the remuneration of our employees. We provide more than a living wage for every employee and adjust our pay scale annually in response to market conditions. In addition to competitive base salaries, all employees participate in variable incentive plans that are determined by company and individual performance. In the United States, all employees are shareholders through our long-term incentive plan (“LTIP”).¹

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

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

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

Local employment

In 2022 we continued our record of 100% local employment across all our host country offices.

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

Engage

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

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

Open-Door Policy

The Open-Door Policy promotes an open feedback culture and underscores our commitment to inclusivity and the highest standards of business ethics. It encourages employees to discuss any job-related issue, including safety procedures, policy violations, or ethical concerns with their supervisor. If matters go unresolved, the issue may be escalated to senior management and/or Human Resources. If the employee wishes to remain anonymous or is otherwise not comfortable discussing the issue with management, a report can be made through our [Whistleblower Hotline](#) (see Ethics).

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

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.

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

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. They are empowered to pursue additional education and skills development in line with personal and company goals. All employees are encouraged to have an annual personal development plan.

Performance Review Process

Kosmos maintains a formal performance review process for all employees. This supports our high-performing culture by providing employees with regular feedback and helping them to align personal goals with the company's strategy and objectives. The process begins with an annual goal-setting exercise run by our Senior Leadership Team, which results in the Corporate Scorecard, a quantitative tool capturing targets against key performance categories. Every employee works with their supervisor to set employee-specific goals that directly feed into those of the company-wide Corporate Scorecard.

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

Personal Development Plans

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

Leadership Development Program

The Leadership Development Program is an opportunity for Kosmos managers and leaders to build their leadership skills – a critical element for developing and retaining a talented workforce. The program consists of three learning blocks: personal leadership, team leadership, and leadership effectiveness.

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

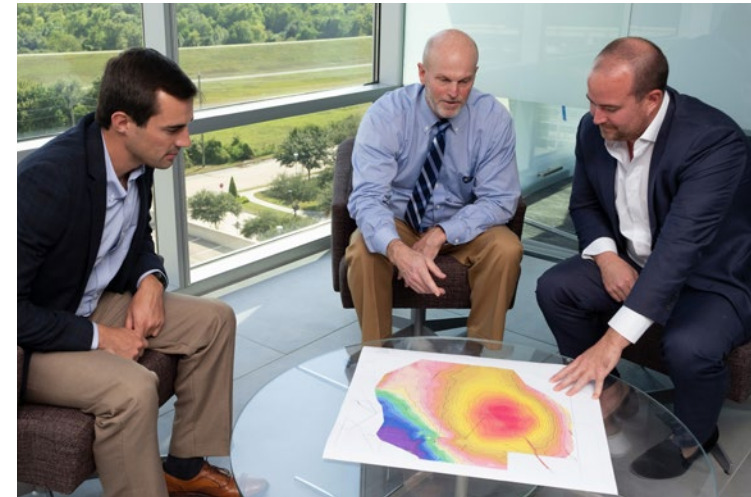
Participants continue to receive follow-up support and coaching after the initial trainings on topics like communication for impact, conflict management, time management for greater effectiveness, delegating, coaching for performance, motivating others, building high performance teams, and goal setting.

20% of employees participated in the Leadership Development Program in 2022

Mentorship Program

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

10% of employees participated in the Mentorship Program in 2022



2022 Activities

This year we promoted engagement through our annual all-employee survey and supported the mental and physical wellbeing 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 2022 the survey had a response rate of 97%, with over 400 comments providing both positive and constructive feedback.

Results showed a 6% improvement from last year on the number of Kosmos employees who feel "engaged" or "enthusiastically engaged". This increase reflected the waning of the pandemic, our stronger financial position, confidence in the strategic direction of the company, and our adoption of hybrid working and flexibility. People reported feeling generally more optimistic than in the immediate post-pandemic period.

Staff “alignment” (as captured by the statement “I believe Kosmos is headed in the right direction”) increased 10% year-over-year, which reflected our engagement on this topic over the last 24 months and an increasing belief in the company’s response to external factors. The CEO led this effort, personally meeting with employees in small face-to-face and virtual sessions.

The survey also revealed that many employees continue to seek more opportunities for training and development.

Responding to the feedback in the survey, we re-committed to making skills training available to everyone. The Human Resources team developed a schedule of opportunities for 2023 that promote learning and development. More resources will be devoted to internal training and development opportunities, including the Lunch and Learns and the Leadership Development Program. The most significant initiative to come from this feedback was the formalization of the Tuition Reimbursement Policy.

TUITION REIMBURSEMENT POLICY



We encourage our employees to continue to build skills and obtain degrees or certifications to further their career. To support their professional development, all regular full-time U.S.-based employees working for Kosmos for a minimum of one year are eligible for tuition reimbursement. Kosmos will reimburse 50% of select expenses up to \$30,000 annually for relevant formal education such as associate degrees, bachelor’s degrees, or an MBA.



Employee Committees

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

Activity Committee: The Activity Committee plans and develops social and recreational opportunities to promote teamwork, build cross-functional relationships, and in 2022, to reinvigorate the company culture as we returned to the office following the pandemic. Major projects include planning and coordinating monthly social events, the annual holiday party for all U.S.-based employees, and the annual holiday party for the children of employees, and monthly social events.

Philanthropy Committee: The Philanthropy committee creates opportunities for employees to give back to local communities. This helps to instill a sense of pride and community ownership through donations, supply drives, and volunteer events at local nonprofits. The Committee helps decide where charitable donations should be made and which

local volunteer projects to join. It also plans the Philanthropy Day for our annual “Keen on Kosmos” week, a week of company-sponsored events focused on the physical, mental, and financial wellness of our employees.

In 2022 our philanthropy activity focused on hunger relief:

- A \$100,000 donation split between the North Texas Food Bank and Houston Food Bank, which provided approximately 300,000 meals to people in need
- 150,000 meals boxed through volunteer hours at the North Texas Food Bank
- 6,000 meals boxed through volunteer hours at the Houston Food Bank

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

In 2022 we held two health fairs in the Dallas office.

Human Rights

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 respecting human rights.

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[HUMAN RIGHTS POLICY](#)

[BUSINESS PRICIPLES](#)



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.

Approach

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

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

Where we have an established and continuing presence, we aim to implement the Voluntary Principles on Security and Human Rights as the foundation for our security arrangements. The Voluntary Principles provide guidance for companies on how to conduct security operations with respect to human rights. We have conducted security assessments and training

sessions that incorporate the Voluntary Principles as guidance for any private security providers we might procure for office operations. Our goal is not only to prevent potential human rights abuses but to encourage security providers to serve as advocates for respecting and promoting human rights.

Kosmos provides grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, and compatible with the UNGP effectiveness criteria. Stakeholders may use these tools, without fear of retaliation, if they believe Kosmos has infringed upon their rights or fallen short of the standards described in our [Business Principles](#) or supporting policies. We investigate all reported concerns and monitor the issues raised through such mechanisms as well as ensuring they provide a source of continued learning.

Supplier Management

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

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

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

We use ISNetworld as an additional layer of supplier and contractor vetting. This process requires suppliers and contractors to respond to a series of questions on their

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

ESG initiatives including efforts to protect human rights, provide fair wages, support sustainable development, mitigate emissions, and practice high standards of ethical behavior, among many others. We use the collected data for further engagement with suppliers to improve their performance against the criteria.

2022 Activities

In 2022 we strengthened our grievance mechanisms and continued to embed due diligence into our supplier management approach.

Grievances

Kosmos has previously maintained a single grievance mechanism to report any incidents or concerns from any asset or office. Recognizing that more accessible and flexible processes would be of greater benefit to our stakeholders, we created guidance for implementing country-specific reporting mechanisms with the development of the Community Grievance Mechanisms Standard (CGM Standard).

The CGM Standard provides guidance on how to establish grievance mechanisms that are appropriate and effective in the local context. This facilitates alignment across the company while giving teams flexibility to tailor the process to meet the needs of local stakeholders.

Our in-country teams are responsible for managing their local grievance mechanism and reporting quarterly to the Dallas office. Reports include number of grievances logged, details of the complaint, and status.

Every grievance mechanism covers both operated and non-operated assets to keep ourselves and our business partners and contractors accountable for behaving according to our commitments and values.

ESG Data 2020 – 2022

The following data reflects our progress and performance against key ESG criteria through Dec. 31, 2022.

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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Employee Data

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

	2022	2021	2020
EMPLOYEES AND HIRING			
Total Employees	236	229	252
Total Contractors	79	89	93
Total Part-time, Contract, or Temporary Workers	80	90	94
New Hires	18	19	12
Voluntary Turnover	4.8%	5.95%	3.89%
Involuntary Turnover	1.31%	10.71%	29.4%
TOTAL EMPLOYEES BY COUNTRY			
United States	192	189	200
Equatorial Guinea	4	3	3
Ghana	15	15	21
Mauritania	6	6	6
São Tomé & Príncipe	1	1	7
Senegal	4	4	4
United Kingdom	14	11	9
CONTRACTORS			
United States	63	78	80
Equatorial Guinea	2	4	3
Ghana	2	4	7
Mauritania	9	1	1
São Tomé & Príncipe	0	0	0
Senegal	0	0	0
United Kingdom	3	2	1
LOCAL EMPLOYMENT (%)			
Local	100%	100%	100%
Expatriate	0%	0%	0%

Employee Data (cont.)

	2022		2021		2020	
AGE DISTRIBUTION (%)						
Under 30	6%		9%		10%	
30-50	58%		57%		62%	
Over 50	36%		34%		29%	
WORKFORCE GENDER DISTRIBUTION (%)						
	Female	Male	Female	Male	Female	Male
United States	36%	64%	37%	63%	37%	63%
Equatorial Guinea	50%	50%	67%	33%	67%	33%
Ghana	33%	67%	33%	67%	33%	67%
Mauritania	50%	50%	50%	50%	50%	50%
São Tomé & Príncipe	100%	0%	100%	0%	29%	71%
Senegal	50%	50%	50%	50%	50%	50%
United Kingdom	29%	71%	27%	73%	22%	78%
WORKFORCE GENDER DISTRIBUTION (%)						
	Female	Male	Female	Male	Female	Male
Individual contributors	45%	55%	48%	52%	46%	54%
New hires	33%	67%	37%	63%	25%	75%
Managers	26%	74%	22%	78%	23%	77%
Senior Leadership Team	0%	100%	0%	100%	18%	82%
Board of Directors	17%	83%	29%	71%	33%	67%
All employees	37%	63%	38%	62%	37%	63%
MINORITIES (%) (US AND UK MINORITIES)						
Individual contributors	25%		20%		18%	
New hires	22%		42%		50%	
Managers	12%		10%		12%	
Senior Leadership Team	9%		11%		9%	
Board of Directors	17%		14%		17%	
All employees	20%		19%		18%	

Safety

	2022	2021	2020
MAN HOURS			
Employee	457,408	468,328	548,732
Contractor	530,142	634,499	765,494
Total	987,550	1,102,827	1,314,226
FATALITIES			
Employee	0	0	0
Contractor	0	1	0
Total	0	1	0
Fatality Rate	0	0.18	0
LOST TIME INCIDENT RATE (LTIR)			
Employee	0	0	0
Contractor	0	0	0.76
Total	0	0	0.76
TOTAL RECORDABLE INCIDENT RATE (TRIR)			
Employee	0	0	0
Contractor	0	0.18	0.76
Total	0	0.18	0.76
HSE AND EMERGENCY RESPONSE TRAINING HOURS			
Employee	1,041	478	820
Contractor	2,464	800	217
Total	3,505	1,278	1037
Average Training Hours per Employee	4	2	3
Average Training Hours per Contractor	31	9	2

Environment

	2022	2021	2020
HAZARDOUS WASTE (TONS)			
Equatorial Guinea	0	0	0
Ghana	0	0	0
Mauritania	0	0	0
São Tomé & Príncipe	0	0	55
Senegal	0	0	0
United States	3,248	13,294	4,566
Total	3,248	13,294	4,621
NON-HAZARDOUS WASTE (m³)			
Equatorial Guinea	0	0	0
Ghana	0	0	0
Mauritania	0	0	0
São Tomé & Príncipe	0	0	75
Senegal	0	0	0
United States	107	168	154
Total	107	168	229
WASTE RECYCLED/REUSED/TREATED (%)			
Equatorial Guinea	0	0	0
Ghana	0	0	0
Mauritania	0	0	0
São Tomé & Príncipe	0	0	0
Senegal	0	0	0
United States	19%	7%	40%
Total	19%	7%	40%

Environment (cont.)

	2022	2021	2020
FRESHWATER CONSUMED/WITHDRAWN (m³)			
Equatorial Guinea	0	0	0
Ghana	0	0	0
Mauritania	0	0	0
São Tomé & Príncipe	0	0	1,930
Senegal	0	0	0
United States	6,469	10,081	9,922
Total	6,469	10,081	11,852
PERCENTAGE OF FRESH WATER WITHDRAWN AND CONSUMED IN REGIONS WITH HIGH OR EXTREMELY HIGH BASELINE WATER STRESS			
Total Freshwater Consumed in Water-Stressed Regions	0%	0%	0%
Total Freshwater Withdrawn in Water-Stressed Regions	0%	0%	0%
ENVIRONMENTAL FINES AND PENALTIES			
Equatorial Guinea	0	0	0
Ghana	0	0	0
Mauritania	0	0	0
São Tomé & Príncipe	0	0	0
Senegal	0	0	0
United States	0	1	0
Total	0	1	0
HYDROCARBON SPILLS			
Equatorial Guinea	0	0	0
Ghana	0	0	0
Mauritania	0	0	0
São Tomé & Príncipe	0	0	0
Senegal	0	0	0
United States	0	0	0
Total	0	0	0
BIODIVERSITY IMPACTS			
Volume of Spills in the Arctic (bbls)	N/A - Kosmos does not operate in the Arctic.		
Volume of Spills impacting shorelines with ESI rankings 8-10	N/A - with 0 spills, no shorelines were impacted.		
Volume Recovered	N/A - with 0 spills, no volume was available to recover.		

GHG Emissions

OPERATIONAL CONTROL APPROACH	2022	2021	2020
Gross Global Scope 1 Emissions (tonnes CO ₂ e)	27,665	26,591	42,632
Gross Global Scope 2 Emissions (location-based) (tonnes CO ₂ e)	1,087	958	877
Gross Global Scope 1 and Scope 2 Emissions (tonnes CO ₂ e)	28,752	27,549	43,509
Scope 3 Category 6 Emissions: Business Travel (tonnes CO ₂ e)	661	199	214
Carbon Dioxide (CO ₂) (tonnes)	26,904	26,057	41,752
Methane (CH ₄) (tonnes)	23	2	3
Nitrous Oxide (N ₂ O) (tonnes)	1	2	3
Methane (CH ₄) (tonnes CO ₂ e)	636	43	70
Nitrous Oxide (N ₂ O) (tonnes CO ₂ e)	125	492	809
Scope 1 Methane Emissions (percent methane)	2.30%	0.16%	0.16%
% Emissions Covered under Emissions-Limiting Regulations	100%	100%	61.96%
SCOPE 1/2 EMISSIONS INTENSITY			
Total Revenue (USD)	\$ 2,299,775,000	\$ 1,333,839,000	\$ 896,198,000
Tonnes Scope 1 and Scope 2 CO ₂ e per \$ revenue	0.000013	0.000021	0.000049
Tonnes Scope 1 CO ₂ e per \$ revenue	0.000012	0.000020	0.000048
SCOPE 1 EMISSIONS BY COUNTRY (TONNES CO₂e)			
Equatorial Guinea	0	0	0
Ghana	0	0	0
Mauritania	0	0	0
São Tomé & Príncipe	0	0	16,216
Senegal	0	0	0
United States	27,665	26,591	26,416
SCOPE 1 EMISSIONS BY ACTIVITY (TONNES CO₂e)			
Combustion	27,499	25,996	42,632
Flaring	165	595	0
Venting	0	0	0
Fugitives	0	0	0
Process	0	0	0

GHG Emissions (cont.)

OPERATIONAL CONTROL APPROACH (CONT.)	2022	2021	2020
SCOPE 1 EMISSIONS BY DIVISION (TONNES CO₂e)			
Exploration	0	0	16,216
Gulf of Mexico Business Unit	27,665	26,591	26,416
Mauritania and Senegal Business Unit	0	0	0
Ghana Business Unit	0	0	0
Equatorial Guinea Business Unit	0	0	0
LOCATION-BASED SCOPE 2 EMISSIONS BY CITY (TONNES CO₂e)			
Accra	97	99	118
London	5	5	-
Dallas	798	694	490
Houston	187	161	270
LOCATION-BASED SCOPE 2 EMISSIONS BY ACTIVITY (TONNES CO₂e)			
Office Energy	1,087	958	877
Exploration and Appraisal	0	0	0
Production	0	0	0
CARBON DIOXIDE (CO₂) (TONNES)			
Equatorial Guinea	0	0	0
Ghana	0	0	0
Mauritania	0	0	0
São Tomé & Príncipe	0	0	15,882
Senegal	0	0	0
United States	26,904	26,057	25,870
METHANE (CH₄) (TONNES)			
Equatorial Guinea	0	0	0
Ghana	0	0	0
Mauritania	0	0	0
São Tomé & Príncipe	0	0	1
Senegal	0	0	0
United States	23	2	2
Total	23	2	3

GHG Emissions (cont.)

EQUITY SHARE APPROACH	2022	2021	2020
Global Scope 1 (tonnes CO ₂ e)	927,583	-	-
Global Scope 1 by production (kg/boe)	31	-	-

Air Emissions

	2022	2021	2020
SULFUR DIOXIDE (SO₂) (TONNES)			
Equatorial Guinea	0	0	0
Ghana	0	0	0
Mauritania	0	0	0
São Tomé & Príncipe	0	0	21
Senegal	0	0	0
United States	17	34	34
Total	17	34	56
MONO-NITROGEN OXIDES (NO_x) (TONNES)			
Equatorial Guinea	0	0	0
Ghana	0	0	0
Mauritania	0	0	0
São Tomé & Príncipe	0	0	313
Senegal	0	0	0
United States	504	499	512
Total	504	499	825
VOLATILE ORGANIC COMPOUNDS (VOCs) (TONNES)			
Equatorial Guinea	0	0	0
Ghana	0	0	0
Mauritania	0	0	0
São Tomé & Príncipe	0	0	11
Senegal	0	0	0
United States	27	17	17
Total	27	17	28

Payments to Governments as of year end 2022 (USD)

Kosmos Energy Ltd. has prepared the following report of payments made to governments for the year ended December 31, 2022 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

	EQUATORIAL GUINEA	GHANA	MAURITANIA	SÃO TOMÉ & PRÍNCIPE	SENEGAL	UNITED STATES
Income Taxes ²	\$ 35,990,000	\$ 203,344,000				\$ 8,555,000
Royalties (BOE) ³	527,000	696,000				1,003,000
Royalties (\$s) ⁴	\$ 53,396,000	\$70,519,000				\$ 88,102,000
Dividends	-	-				-
Bonuses ⁵	-	-				\$ 798,000
License Fees ⁶	\$ 35,000	\$ 26,000				\$ 2,030,000
Infrastructure Improvement	-	-				-
Total	\$ 89,421,000	\$ 273,889,000	\$ -	\$ -	\$ -	\$ 99,485,000

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

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

3. Royalties - Royalties are paid to the Government of Ghana and the Republic of Equatorial Guinea in barrels of oil out of Kosmos Energy's working interest share of production and as reported by the third-party operator. 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 the royalties for Equatorial Guinea and Ghana are estimated based on the annual average of daily Brent prices of \$101.32 during 2022. 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 2022.

Payments to Governments (USD) - Supplemental Information

	EQUATORIAL GUINEA	GHANA	MAURITANIA	SÃO TOMÉ & PRÍNCIPE	SENEGAL	UNITED STATES
Production Entitlements (bbls) ¹	\$ 655,000	-	-	-	-	-
Estimated Production Entitlements (\$s) ¹	\$ 66,365,000	-	-	-	-	-
Envt, Capacity Building & Social Projects ³	\$ 9,000	-	\$ 275,000	-	\$ 26,000	-
Training ³	\$ 695,000	-	-	-	-	-
Taxes (Non-Income) ^{2,4}	\$ 209,000	\$ 8,124,000	\$ 536,000	\$ 39,000	\$ 592,000	\$ 5,925,000

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 royalties and production entitlements disclosed above are based on the annual average of daily Brent prices of \$101.32 during 2022. These figures exclude 15.594 Bscf of associated Jubilee and TEN sold to GNPC during the year.

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 PSCs totaling \$8,600 in São Tomé & Príncipe.

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.

Social Investment Spending (USD)

	2022	2021	2020
Equatorial Guinea	\$ 1,040,000	\$ 1,000,000	\$ 1,199,000
Ceiba/Okume Partnership	\$ 350,000	\$ 90,000	\$ 518,000
Ghana	\$ 1,090,000	\$ 830,000	\$ 1,217,000
Jubilee/TEN Partnership	\$ 710,000	\$ 110,000	\$ 454,000
Mauritania	\$ 1,270,000	\$ 800,000	\$ 1,860,000
São Tomé & Príncipe	\$ 370,000	\$ 100,000	\$ 2,662,000
Senegal	\$ 910,000	\$ 230,000	\$ 662,000
United States	\$ 730,000	\$ 310,000	\$ 224,000
Total	\$ 6,470,000	\$ 3,470,000	\$ 8,796,000

Grievances Logged and Grievances Resolved

	2022	2021	2020
Equatorial Guinea	0/0	0/0	0/0
Ghana	0/0	0/0	0/0
Mauritania	0/0	0/0	0/0
São Tomé & Príncipe	0/0	0/0	0/0
Senegal	0/0	0/0	0/0
United States	0/0	0/0	0/0

Additional Data

	2022	2021	2020
Reserves in or near areas of conflict (%)	0	0	0
Reserves in or near indigenous land (%) ¹	0	0	0
Number of onshore sites	N/A - Kosmos only has offshore operations.	N/A - Kosmos only has offshore operations.	N/A - Kosmos only has offshore operations.
Amount invested in renewable energy	\$0	\$0	\$0
Revenue generated by renewable energy sales	\$0	\$0	\$0
SALES VOLUMES (IN THOUSANDS)			
Oil sales volumes (MBbl)	22,012	18,525	20,531
Natural gas production (MMcf)	4,076	4,904	5,867
NGL (MBbl)	426	508	602
Total (Mboe)	23,117	19,850	22,111
Total (Boepd)	63,335	54,384	60,412
	PERCENTAGE OF TOTAL SALES VOLUMES	YEAR-END ESTIMATED PROVED RESERVES (MMBOE)	PERCENTAGE OF TOTAL ESTIMATED PROVED RESERVES
SITE INFORMATION			
Ghana	58%	197	36%
Equatorial Guinea	14%	43	8%
Mauritania / Senegal	0%	257	46%
U.S. Gulf of Mexico	28%	54	10%

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

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Oil & Gas Exploration and Production - Index of Applicable Standards

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE
EMPLOYEE DATA				
New Hires, Voluntary Turnover, Involuntary Turnover	Quantitative	Number	GRI 401-1	53
Age Distribution, Workforce Gender Distribution, Minorities	Quantitative	Percentage (%)	GRI 405-1	54
GREENHOUSE GAS EMISSIONS				
Gross global Scope 1 emissions (tonnes CO ₂ e), percentage methane, percentage covered under emissions-limiting regulations	Quantitative	Metric tons CO ₂ e (t), Percentage (%)	EM-EP-110a.1 World Resources Institute ("WRI") / World Business Council for Sustainable Development's ("WBCSD") The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Gross global Scope 1 emissions	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 (t)	EM-EP-110a.2	58
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	EM-EP-110a.3	29-32
Gross Global Scope 2 Emissions (location-based)	Quantitative	Metric tons CO ₂ e (t)	WRI/WBCSD's The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, WRI/WBCSD's The Greenhouse Gas Protocol Scope 2 Guidance Gross global Scope 2 emissions	59
AIR QUALITY				
Air emissions of the following pollutants: (1)NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	Quantitative	Metric tons (t)	EM-EP-120a.1	61

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

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE
WATER MANAGEMENT				
(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³), Percentage (%)	EM-EP-140a.1	57
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Quantitative	Percentage (%)	EM-EP-140a.3	n/a; Kosmos does not engage in hydraulic fracturing.
Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Quantitative	Percentage (%)	EM-EP-140a.4	n/a; Kosmos does not engage in hydraulic fracturing.
ENVIRONMENTAL FINES AND PENALTIES				
Total monetary value of significant fines, total number of non-monetary sanctions	Quantitative	Reporting Currency, Number	GRI 307-1	57
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	57
SECURITY, HUMAN RIGHTS & RIGHTS OF INDIGENOUS PEOPLES				
Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	EM-EP-210a.1	0%
Percentage of (1) proved and (2) probable reserves in or near indigenous land	Quantitative	Percentage (%)	EM-EP-210a.2	0%
Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	n/a	EM-EP-210a.3	51
COMMUNITY RELATIONS				
Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	n/a	EM-EP-210b.1	37 51
PAYMENTS TO GOVERNMENTS (USD)				
Direct payments made to government entities by Kosmos Energy	Quantitative	Reporting Currency	Report on Payments to Governments Regulations 2014 (as amended in December 2015) (the Regulations).	62
SOCIAL INVESTMENT SPENDING				
Total social investment spending	Quantitative	Reporting Currency	GRI 201-1.a.ii	63

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

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	REFERENCE
WORKFORCE HEALTH & SAFETY				
Total fatalities	Quantitative	Number	EM-EP-320a.1	55
Lost time injury rate (LTIR), Total Recordable Injury Rate (TRIR)	Quantitative	Per 200,000 Hours (h)	EM-EP-320a.1	55
Average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Quantitative	Hours (h)	EM-EP-320a.1	55
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	21-23
RESERVES VALUATION & CAPITAL EXPENDITURES				
Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	Quantitative	Million barrels (MMbbls), Million standard cubic feet (MMscf)	EM-EP-420a.1	Climate Risk and Resilience Report, 26-31
Amount invested in renewable energy, revenue generated by renewable energy sales	Quantitative	Reporting Currency	EM-EP-420a.3	65
Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	Discussion and Analysis	n/a	EM-EP-420a.4	Climate Risk and Resilience Report, 26-31
BUSINESS ETHICS & TRANSPARENCY				
Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Percentage (%)	EM-EP-510a.1	65
Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	n/a	EM-EP-510a.2	34-35
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	80
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	27
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	65
Number of offshore sites	Quantitative	Number	EM-EP-000.B	65
Number of terrestrial sites	Quantitative	Number	EM-EP-000.C	65

Independent Accountants' Review Report

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

We have reviewed Kosmos Energy Ltd.'s accompanying Schedules of Select Environmental, Social and Governance Indicators (the "Subject Matter") included in Appendix A as of or for the year-ended December 31, 2022 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.

The information included in Kosmos Energy Ltd.'s 2022 Sustainability Report, other than the Subject Matter, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

Based on our review, we are not aware of any material modifications that should be made to the accompanying Schedules of Select Environment, Social and Governance Indicators as of or for the year-ended December 31, 2022 in order for it to be in accordance with the Criteria.

Ernst & Young LLP

Houston, TX
May 19, 2023



Appendix A – Schedules of Select Environmental, Social and Governance Indicators as of or for the year-ended December 31, 2022

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

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

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

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

Indicators: Social investment spending, Select payments to government

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

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.

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2022	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
EMPLOYEE DATA			
Total number of employees	236	Total headcount of full-time and part-time employees as of December 31, 2022.	Total employees excludes individuals classified as Contractors or members of the Board of Directors
Turnover rate	6.11%	Total rate of employee turnover during the reporting period. Turnover rate is calculated by dividing the total turnover for the year over the total employees at the beginning of the year.	
New hires by gender	Male - 12 Female - 6 Total - 18 Male - 67% Female - 33%	Number and rate of new employee hires during the reporting period, by gender, as defined by GRI 401-1a. Rate of new employee hires is calculated by dividing the number of new hires by gender by the total number of new hires in the reporting period.	Gender designation is based employee on self-reported demographic information within Kosmos HR systems. Other criteria included within GRI 401-1a (i.e., total number and rate of new employee hires during the reporting period by age group and region) and 401-1b are excluded.
Total number of contractors	79	Total headcount of contractors as of December 31, 2022.	Contractors are defined as a person not employed directly by the company who performs services under contract for the company either related to locations that Kosmos operates or back-office support. The number of contractors can significantly fluctuate during the year).
Local employment	100%	Percentage of local employees as of December 31, 2022.	Local employment refers to employees that are legally contracted and paid directly by Kosmos to undertake work associated with its business activities in non-US and non-UK countries and are indigenous to the host-country.

Appendix A – Schedules of Select Environmental, Social and Governance Indicators as of or for the year-ended December 31, 2022 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2022	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
EMPLOYEE DATA (CONT.)			
Employee age distribution	Under 30 years old – 6% 30 – 50 years old – 58% Over 50 years old – 36%	Percentage of total employees by age group, as of December 31, 2022. Employee age distribution is calculated by dividing the relative age distribution group (e.g., “Under 30 years old”) by the total number of employees.	Calculated using the “total employee” headcount as reported above
Workforce gender distribution by workforce category	Individual Contributor Male – 55% Female – 45% Manager Male – 74% Female – 26% New Hire Male – 67% Female – 33% SLT Male – 100% Female – 0% All Employees Male – 63% Female – 37% Board of Directors Male – 83% Female – 17%	Percentage of employees per employee category by gender, as of December 31, 2022, as defined in GRI 405-1ai. Percentage of individuals within the Board of Directors presented by gender, as of December 31, 2022, as defined by GRI 405-1bi.	Kosmos assigns employees to workforce categories based on the following: - Senior Leadership Team (SLT) is defined as Senior Vice Presidents that are direct reports to the Chief Executive Officer. - Individual Contributor is defined as an employee without direct reports. - New Hire is defined above and represents employees hired in the reporting year. Manager is defined as all other employees. - Kosmos’ governance body is made up of individuals within the Board of Directors. Gender designation is based on employee self-reported demographic information within Kosmos’ HR systems. Other components included within GRI 405-1a (i.e. percentage of individuals within the organization’s governance bodies in each of the following diversity categories: ii. Age group, and percentage of employees per employee category in each of the following categories: ii. Age group) are excluded.
US and UK minorities by workforce category	Individual Contributor – 25% Manager – 12% New Hire – 22% SLT – 9% All Employees – 20% Board of Directors – 17%	Percentage of US and UK minority employees per workforce category as of December 31, 2022, as defined by GRI 405-1aiii. Percentage of US and UK minority individuals within the Board of Directors as of December 31, 2022, as defined by GRI 405-1biii.	Employee ethnicity is based on self-reporting from employees. US and UK minority is defined as an individual who self-identifies as being Asian, Black or African American, Hispanic or Latino, and two or more races (not Hispanic or Latino). Employees who did not self-report were assumed to be unaffiliated with a minority ethnicity. Workforce category defined as per the indicator “Workforce gender distribution by workforce category” Other components of GRI 405-1a are excluded per indicator “Workforce gender distribution by workforce category”.

Appendix A – Schedules of Select Environmental, Social and Governance Indicators as of or for the year-ended December 31, 2022 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2022	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
SAFETY			
Average HSE Training Hours per Employee	4	Average number of Health, Safety, and Emergency Response (HSE) training hours administered to employees and contractors for the reporting year, as defined by SASB - EM-EP-320a.1 (4)(a) and (b).	Training shall relate to topics listed under Regulation U.S. 29 CFR Part 1910 Occupational Health and Safety Standards, as defined by SASB-EM-EP-320a.1. Other criteria included in SASB EM_EP-320a.1 (i.e., TRIR, fatality rate, NMFR and average hours of health, safety and emergency response training for short-service employees) are excluded.
Average HSE Training Hours per Contractor	31		
Total number of fatalities	0	<p>Fatality – Cases reported to a regulatory body that involve one or more people who died as a result of a work-related incident.</p> <p>A fatality is considered work-related if an event or exposure in the work environment caused or contributed to the condition or significantly aggravated a preexisting condition. The work environment includes the establishment and other locations where one or more employees are working or are present as a condition of their employment.</p>	<p>Total fatalities is calculated as of December 31, 2022.</p> <p>Fatalities include Kosmos Employees and Contractors working at Kosmos offices, Kosmos owned facilities, and Kosmos-operated facilities/ leases in 2022.</p>
Lost time incident rate (LTIR)	0	<p>The number of lost time incidents multiplied by 200,000 then divided by the number of hours worked for the reporting period, based on self-reported lost time incidents.</p> <p>A lost time incident is any work-related injury, other than a fatal injury, which results in a person being unfit for work on any day after the day of occurrence of the occupational injury. "Any day" includes rest days, weekend days, leave days, public holidays or days after ceasing employment.</p>	<p>TRIR and LTIR are calculated as of December 31, 2022.</p> <p>TRIR and LTIR include hours from Kosmos Employees and Contractors working at Kosmos offices, Kosmos-owned facilities, and Kosmos operated facilities/leases in 2022.</p> <p>The number of incidents is based upon employees and contractors self-reporting work-related injuries or illnesses to Kosmos which may be affected by culture, societal norms and/or regulations. To the extent an injury is not self-reported, it would not be included in the safety metric calculation.</p>
Total recordable incident rate (TRIR)	0	<p>The rate of recordable incidents (as calculated in accordance with SASB - EM-EP320a.1) based on self-reported recordable incidents.</p> <p>An injury or illness is considered a recordable incident if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. Additionally, a significant injury or illness diagnosed by a physician or other licensed health care professional is considered a recordable incident, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. This definition is derived from U.S. 29 CFR 1904.7.</p>	

Appendix A – Schedules of Select Environmental, Social and Governance Indicators as of or for the year-ended December 31, 2022 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2022	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
HAZARDOUS WASTE			
Total hazardous waste generated (mt)	3,248	Total weight of hazardous waste generated in the reporting year in metric tons. Kosmos defines hazardous waste as waste that possesses any of the characteristics contained in Annex III of the Basel convention, or that is considered to be hazardous by national legislation.	<p>Hazardous waste sources:</p> <p>Vessel and rig waste generated from seismic, drilling and completions activities.</p> <p>Non-operating activities such as, offices, are excluded.</p> <p>Kosmos uses density factors provided by 3rd parties and self-estimated density factors depending on the fluid type when actual densities were not available.</p>

Appendix A – Schedules of Select Environmental, Social and Governance Indicators as of or for the year-ended December 31, 2022 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2022	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
EMISSIONS – OPERATIONAL CONTROL ¹			
Global Scope 1 emissions (tonnes CO ₂ e)	27,665	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”)	<p>Emissions sources:</p> <ul style="list-style-type: none"> Vessel and rig fuel consumption to support seismic, drilling and completions activities. Helicopter fuel consumption to support seismic, drilling and completions activities. Trucking fuel consumption to support drilling and completions activities. Natural gas consumption as a result of flaring operations. Fugitive emissions from refrigerants present in operating and non-operating activities (such as, offices) are considered to be immaterial and therefore excluded. <p>Emission factor sources:</p> <ul style="list-style-type: none"> EPA Emissions Factors for Greenhouse Gas Inventories (modified 1 April 2022) are used to report on Scope 1 CO₂, CH₄ and N₂O emissions from vessel and rig diesel and helicopter fuel consumed. International Maritime Organization’s (IMO) 4th GHG Study (2020) Emissions Factors are used to report on Scope 1 CO₂ and N₂O emissions from vessel LNG fuel consumed. International Council on Clean Transportations’ (ICCT) Working Paper 2020-02 emissions factors are used to report on Scope 1 CH₄ emissions from vessel LNG fuel consumed. Global warming potentials - 2014 IPCC Fifth Assessment Report. EPA Emissions Factors for Greenhouse Gas Inventories (modified 1 April 2022) are used to report on Scope 1 CO₂, CH₄ and N₂O emissions from trucking and flaring operations. Kosmos includes CO₂, CH₄, and N₂O greenhouse gases in their calculation of Scope 1 and Scope 2 GHG emissions, with over 97% of our Scope 1 and 2 inventory consisting of CO₂.

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

Appendix A – Schedules of Select Environmental, Social and Governance Indicators as of or for the year-ended December 31, 2022 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2022	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
EMISSIONS – OPERATIONAL CONTROL ¹			
Global Scope 2 emissions (tonnes CO ₂ e) – Location Based Method (LBM)	1,087	WRI/WBCSD's The Greenhouse Gas Protocol Scope 2 Guidance, an amendment to the GHG Protocol: A Corporate Accounting and Reporting Standard	<p>Emissions sources:</p> <p>The boundary for Scope 2 emissions includes office locations with 10 or more personnel. Smaller offices are excluded based on materiality, offshore operations are excluded as they are not connected to the grid.</p> <p>Emission factor sources:</p> <p>Dallas and Houston offices – 2021 ERCOT subregion EPA eGRID output emissions factors.</p>
Global Scope 2 emissions (tonnes CO ₂ e) – Market Based Method (MBM)	1,082	WRI/WBCSD's The Greenhouse Gas Protocol Scope 2 Guidance, an amendment to the GHG Protocol: A Corporate Accounting and Reporting Standard	<p>Ghana office – Energy Commission of Ghana - National Energy Statistics 2000-2021.</p> <p>London office – UK Department for Environment, Food and Rural Affairs (DEFRA) 2022 Conversion Factors for greenhouse gas (GHG) reporting.</p> <p>Global warming potentials - 2014 IPCC Fifth Assessment Report.</p>

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

Appendix A – Schedules of Select Environmental, Social and Governance Indicators as of or for the year-ended December 31, 2022 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2022	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
EMISSIONS – EQUITY SHARE ¹			
Global Scope 1 emissions (tonnes CO ₂ e)	927,583	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”)	<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 applied to net revenue entitlement interest.</p> <p>Incremental to the emissions sources included in the <i>Contextual information related to criteria</i> for Emissions – Operational Control, Global Scope 1 emissions, are venting and flaring at non-operated assets. Kosmos only includes emissions from operated asset Kodiak in GoM, and non-operated assets in EG and Ghana. All other joint ventures are considered to be immaterial and therefore excluded.</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, with CO₂ contributing to 90% of Scope 1-Equity Share emissions, CH₄ contributing to 9% and N₂O - 1%.</p>
Global Scope 1 emissions intensity by net production (kg CO ₂ e / BOE)	31	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 Global Scope 1 - Equity share for gases included.</p>

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

Appendix A – Schedules of Select Environmental, Social and Governance Indicators as of or for the year-ended December 31, 2022 (cont.)

INDICATOR	REPORTED METRIC AS OF OR FOR THE YEAR-ENDED DECEMBER 31, 2022	CRITERIA	CONTEXTUAL INFORMATION RELATED TO CRITERIA
WATER			
Total fresh water withdrawn and total fresh water consumed (m ³)	6,469	SASB - EM-EP-140a.1	Reporting includes vessel and rig water onboard to support seismic, drilling and completion activities. Fresh water consumption from offices is considered immaterial. All fresh water withdrawn is considered to be consumed at the point it is loaded onto vessels.
Percentage of fresh water withdrawn and consumed in regions with High or Extremely High Baseline Water Stress	0%		
ENVIRONMENTAL FINES AND PENALTIES			
Total environmental fines and penalties (USD)	Monetary sanctions \$0	Total significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of total monetary value of significant fines, as defined by GRI 307-1ai, and total number of non-monetary sanctions, as defined by GRI 307-aii.	Includes monetary environmental fines and penalties paid and non-monetary environmental fines and penalties received in the reporting year over \$20,000. Other criteria included in GRI 307-3 (i.e., cases brought through dispute resolution mechanisms) are excluded.
	Non-monetary sanctions 0		
SPILLS			
Total hydrocarbon spills	0	Total number of hydrocarbon spills, as defined in SASB-EM-EP-160a.2, reported to management in the reporting year.	Spills are defined as greater than 1bbl (42 U.S. gallons or 159 liters). Spills include those that reached the environment and exclude spills that were contained within impermeable secondary containment. Other criteria included in SASB-EM-EP-160a.2 (e.g., total volume of hydrocarbon spills in the Arctic, volume impacting shorelines with ESI rankings 8-10, and total hydrocarbon volume recovered) is excluded.
SELECT PAYMENTS TO GOVERNMENTS (SEE EXHIBIT #1 ON FOLLOWING PAGE)			
SOCIAL INVESTMENT SPENDING			
Total social investment spending (USD)	\$6,470,000	Total direct economic value distributed through community investments.	The actual expenditures by Kosmos benefiting the broader community where the target beneficiaries are external to the organization and includes both discretionary and contracted spend, which could include contractual payments to government. Expenditures in support of the operation of community investments and related programs are also included in the total social investment amount.

Exhibit #1 – Select Payments to Governments¹

Kosmos Energy Ltd. has prepared the following report of payments made to governments for the year ended December 31, 2022 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)

	EQUATORIAL GUINEA	GHANA	UNITED STATES
Income Taxes ²	\$ 35,990,000	\$ 203,344,000	\$ 8,555,000
Royalties (BOE) ³	527,000	696,000	1,003,000
Royalties (\$s) ⁴	\$ 53,396,000	\$70,519,000	\$ 88,102,000
Dividends	-	-	-
Bonuses ⁵	-	-	\$ 798,000
License Fees ⁶	\$ 35,000	\$ 26,000	\$ 2,030,000
Infrastructure Improvement	-	-	-
Total	\$ 89,421,000	\$ 273,889,000	\$ 99,485,000

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

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

3. Royalties - Royalties are paid to the Government of Ghana and the Republic of Equatorial Guinea in barrels of oil out of Kosmos Energy's working interest share of production and as reported by the third-party operator. 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 the royalties for Equatorial Guinea and Ghana are based on the annual average of daily Brent prices of \$101.32 during 2022. 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.

Appendix B – Industry Organization Memberships

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



About this Report

Our 2022 Sustainability Report highlights the policies, processes, and procedures by which we meet Environmental, Social, and Governance (ESG) criteria, as well as how we aim to act as a force for good and promote sustainable development in our host countries. The report reviews the application of our [Business Principles](#) and supporting policies across our business.

We appreciate your interest in Kosmos Energy and welcome your feedback on how we can improve our reporting. For questions or comments on our 2022 Sustainability Report, please contact us at sustainabilityreport@kosmosenergy.com.

Standards and Frameworks

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

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

In addition, this report is guided by the International Petroleum Industry Environmental Conservation Association (IPIECA) standards for voluntary reporting in the oil and gas sector, the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the Taskforce on Climate-related Financial Disclosures.

TCFD Navigation

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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 2022 Annual Report on Form 10-K and Form 10-Q for the quarters ended March 31, 2022, June 30, 2022, September 30, 2022 and December 31, 2022 (particularly the “Forward-Looking Statements” and “Risk Factors” sections) and our 2023 Proxy Statement, all of which can be found at www.kosmosenergy.com.

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

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

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

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

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

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

