

Modern Slavery Statement

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

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

ABOUT KOSMOS

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

With oil production from our low cost, lower carbon assets in Ghana, the Gulf of America, and Equatorial Guinea, we are providing the world with the energy it needs today. At the same time, we are developing cleaner sources of energy for the future, through world-scale gas projects offshore Mauritania and Senegal.

As we deliver the energy the world needs, we strive to be a force for good in our host countries, accelerating economic and social progress.

GOVERNANCE

Kosmos is governed by its Board of Directors, which determines the company’s strategy, approves the business plan and key policies, and reviews risks and operational and financial performance. In 2013, the Board of Directors adopted the company’s [Business Principles](#) which articulate how we conduct our business and the standards to which we hold ourselves accountable. They describe our commitment to transparency, ethics, health, safety, the environment, and human rights – including a clear statement opposing slavery and human trafficking.

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

Kosmos uses an enterprise risk management (ERM) process at the corporate and business unit level to identify, assess and mitigate risks to our business. This process embeds risk analysis into the decision-making processes of each business unit and aligns the management of business unit risks with those of the company overall.

The ERM process requires risks to be assessed on a recurring basis by senior management and the most critical risks are subsequently reviewed with the Board of Directors.

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

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

HUMAN RIGHTS POLICY

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

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

To ensure these requirements are implemented in our business, we have conducted risk-based in-country employee, contractor and supplier training on labor rights and compliance with our [Human Rights Policy](#). We have also used third party experts to conduct human rights and labor rights risk assessments of our in-country operations to better understand our risks during different phases of operations.

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

SUPPLY CHAIN DUE DILIGENCE AND RISK ASSESSMENT

We are committed to maintaining effective systems and procedures to prevent modern slavery from taking place within our operations and our supply chain. The primary risk of encountering modern slavery in our supply chain stems from our reliance on third party suppliers, both international and local, in the countries where we operate. We exercise care in the selection of vendors, suppliers, and contractors, and we convey to them that we expect the same high standards of conduct that we observe in our own company from them and their vendors, suppliers, and contractors.

Our vetting process includes background checks and thorough onboarding to ensure alignment with Kosmos' values and policies. We investigate any observed or reported violations of our policies and determine if the responsible party can implement corrective actions or if we need to terminate the relationship.

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2023 ACTIVITIES

In 2023, we assumed operatorship and a greater working interest at Yakaar-Teranga offshore Senegal. Growing our investment in Senegal is aligned with our strategic objective to support a just energy transition and deliver tangible economic and social benefits for the country and its people. Our experience with the Greater Tortue Ahmeyim project offshore Mauritania and Senegal means we are familiar with the working conditions in both countries, as well as the supply chain risks. Increasing our presence in Senegal, and in particular, assuming the role of operator for this project, allows us to deepen our engagement with our partners and

existing contractors and subcontractors and further mitigate human rights risks. We are already working closely with the government and key stakeholders, including the local population, to ensure that we adhere to world class standards for the setting up of the project and the protection of human rights.

Throughout 2023 we also maintained our commitment to negotiate fair contract terms with our suppliers in the face of ongoing inflationary pressures. We recognize that if suppliers are put under pressure to meet unrealistic timelines or agree to unreasonable prices, this may increase the risk of modern slavery in the supply chain.

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

OUR FORWARD PLANS

The global energy landscape continues to be overshadowed by the war in Ukraine, conflict in the Middle East, and subsequent disruptions to energy markets and supply routes. Against this backdrop, Kosmos Energy is focused on meeting the world's growing demand for secure, affordable, and cleaner energy now and in the future. As we work towards a just, orderly and equitable energy transition, our commitment to being a responsible company will not waver. We will remain vigilant in assessing and managing the risk of modern slavery as expectations increase from host governments, partners, investors and local populations for the low cost, lower carbon oil and gas needed to supply the energy the world needs today.

We plan to consolidate our expectations, making them more accessible for suppliers who want to work with Kosmos. We will also look to enhance engagement with our suppliers to ensure there is a shared understanding and commitment to providing appropriate working conditions including, for example, fair remuneration and working hours, and safe working environments. These efforts are enabled by the close relationships we maintain and the deep commitment of our employees to support the communities where we live and work and to operate as a responsible company.



Andrew G. Inglis
Chairman of the
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