

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 secure, affordable, and cleaner energy.

We have diversified oil and gas production from key assets offshore Ghana, Mauritania, Senegal, and the Gulf of America. In the proven basins where we operate, we are advancing high-quality development opportunities that have come from our exploration success. As we deliver the energy the world needs, we strive to be a force for good in our host countries, accelerating economic and social progress.

GOVERNANCE

Kosmos is governed by its Board of Directors, which determines the company’s strategy, approves the business plan and key policies, and reviews risks and operational and financial performance.

Our Board of Directors approved our company [Business Principles](#) which articulate how we conduct our business and the standards to which we hold ourselves accountable. They describe our commitment to transparency, ethics, health, safety, the environment, and human rights – including a clear statement opposing slavery and human trafficking. We share

our [Business Principles](#) with employees, contractors, and external stakeholders, and require employees – including senior leadership and our Chief Executive Officer (CEO) – to comply with all aspects in their work activities and when representing the company.

Kosmos uses an enterprise risk management framework at the corporate and business unit levels to identify, assess and mitigate risks to our business. Each Function/Business Unit identifies risks to the company on an annual basis. Risks are then assigned to a member of the senior leadership team (SLT). The SLT owner is responsible for reviewing risk management plans with each Function/Business Unit during Quarterly Performance Reviews (QPRs). This helps embed risk analysis into the decision-making processes of each Business Unit and aligns the management of Business Unit risks with those of the company overall.

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

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

HUMAN RIGHTS POLICY

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

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

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 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 U.N. Guiding Principles on Business and Human Rights.

Our [Whistleblower Hotline](#) enables employees, contractors, third parties and others to report potential violations of any Kosmos policy anonymously and without risk of retaliation. We investigate any potential violations of our policies and determine if the responsible party can implement corrective actions or if we need to terminate the relationship. When appropriate, we will also report violations to local authorities.

SUPPLY CHAIN DUE DILIGENCE AND RISK ASSESSMENT

We are committed to maintaining effective systems and procedures to prevent modern slavery from taking place within our operations and our supply chain.

The primary risk of encountering modern slavery in our supply chain stems from our reliance on third party suppliers, both international and local, in the countries where we operate. We exercise care in the selection of vendors, suppliers, and contractors.

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

Our vendor contract forms, including Master Services Agreements and Service Orders, expressly require contractors to respect internationally recognized human rights. This includes prohibiting the use of forced labor, trafficked labor, or exploitative child labor among other requirements that protect workers from inhuman treatment and discrimination.

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

2025 ACTIVITIES

In 2025, Kosmos worked to further strengthen our human rights due diligence to reduce the risk of modern slavery entering our operations and supply chains.

Kosmos published our expectations for suppliers in a single, publicly available [Supplier Code of Conduct](#) in 2025, which includes prohibiting the use of forced, trafficked, or child labor. Since publication, Kosmos has updated our vendor contract forms to reference the [Supplier Code of Conduct](#) and conducted a review of our supplier due diligence processes. The review

confirmed we have strong, established supplier due diligence for Health, Safety, and Environment (HSE) and Business Ethics and identified opportunities to further strengthen human rights due diligence. A cross-functional team with input from External Affairs, Legal, Compliance, and Procurement subsequently began working to update our risk-based due diligence approach to reflect human rights risks by supplier geography and product category.

Kosmos provided annual training on ethical conduct to promote high standards of ethical behavior and compliance at every level of the company. All of our employees and contractors, including our Senior Leadership Team, participated in this training which included guidance on when to use and how to access the [Whistleblower Hotline](#). Following the training session, employees and contractors took an exam to verify comprehension of the expectations and requirements.

Visits to our assets in the Gulf of America and West Africa provided opportunities for us to engage with our joint venture partners and review operations against our expectations for labor conditions. This included identifying opportunities to strengthen safe working conditions.

OUR FORWARD PLANS

A thriving business that creates long term value for shareholders requires more than strong financial performance. It depends on operating responsibly, respecting human rights, and engaging constructively with our host countries and communities. As we work towards a just, orderly and equitable energy transition, Kosmos Energy's commitment to managing modern slavery risks within our operations and supply chains remains a core part of how we do business.

In 2026, we will continue to strengthen our approach to identifying and managing human rights risks in our supply chain. This includes piloting our enhanced, risk-based supplier due diligence process, with a particular focus on supplier geography and product category. We will continue to promote our grievance mechanisms and to assess any allegations of modern slavery or other human rights violations.

We recognize that the likelihood of modern slavery is shaped by broader economic and geopolitical conditions. Recent global supply disruptions and conflicts in energy-producing regions have contributed to volatility in energy markets and increased cost pressures across global supply chains. These dynamics can increase economic vulnerability, curb business investment, limit access to secure employment, and increase the risk of exploitation.

In this context, Kosmos' approach is grounded in long-term engagement with host governments and partners. Together, we continue to co-develop plans aligned with national priorities for socio-economic development. A key element of this approach is our focus on facilitating domestic gas utilization in the countries where we operate. In Ghana, the delivery of domestic gas from the Jubilee partnership since 2014 has supported power generation and broader economic activity, and we are aiming to provide additional volumes to further support industrial development. Through this work, and similar efforts in our other host nations, we aim to contribute to more stable energy systems, support economic resilience and employment, and help address underlying economic vulnerabilities that can increase the risk of modern slavery.



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