



KOSMOS ENERGY LTD.

Health, Safety, Environment and Sustainability Committee Charter

Adopted: May 6, 2011

Amended: March 10, 2022

Purpose

The Health, Safety, Environment and Sustainability Committee (the “HSES Committee”) assists the company in fulfilling its HSES responsibilities and provides independent oversight of the effectiveness and continuous improvement of HSES strategies, policies and programs.

Membership

The HSES Committee shall consist of at least three independent members of the Board. The independent directors will have extensive experience and broad knowledge of the HSES policies and processes required for safe and responsible oil and gas operations.

Responsibilities

In addition to other obligations which may be assigned from time to time by the Board and/or the Chair of the Board, the HSES Committee is responsible for the following matters:

Health, Safety and Environment:

- Oversee the establishment of targets and objectives for health, safety, and environmental performance;
- Monitor medium- and long-term performance versus targets and objectives;
- Review health, safety, security, and environmental policies at least every three years or additionally as needed;
- Monitor the regular public reporting of progress against stated HSE targets and initiatives;
- Review the effectiveness of emergency and incident response plans;
- Review major incidents that may impact the company’s performance and license to operate;
- Monitor the identification, management and mitigation of significant HSE risks; and
- Participate in an occasional operational on-site visit to observe HSE practices, culture and HSE leadership skills.

Sustainability:

- Oversee the establishment of targets and objectives related to climate change as well as monitor performance against those targets and objectives;
- Ensure and monitor regular public and transparent reporting of progress against

sustainability and climate change targets and initiatives;

- Review the Company's Climate Change Policy;
- Monitor the Company's identification, management and mitigation of climate-related risks and opportunities; and
- Review and approve the Company's annual Sustainability Report.

Procedures

The HSES Committee shall meet at least quarterly and as often as it determines is appropriate to carry out its responsibilities under this charter. The Chair of the HSES Committee, in consultation with other committee members, may amend the meeting agendas consistent with this charter.

Reporting

The Chair of the HSES Committee shall provide to the Board at each regular Board meeting an assessment of the company's HSE, climate and sustainability progress and performance.