



Advancing the Energy
Company of Tomorrow

2023
SUSTAINABILITY REPORT
(YE 2022)



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Contact Us

We appreciate your interest in Talos and welcome any feedback on how we can improve our sustainability disclosures. Please direct questions and comments on this report or topics to sustainability@talosenergy.com.





INTRODUCTION



Letter From Our CEO and Chairman

The world's energy needs are evolving and we are adapting alongside them. We believe that responsible exploration and development of hydrocarbons is essential to power the energy transition. We are proud to provide energy solutions that contribute to affordable, reliable, and sustainable energy through low emission intensity conventional oil and natural gas production as well as low carbon solutions. These complementary businesses allow us to contribute to energy security today and play a significant role in decarbonization efforts for the future.

Our sustainability strategy is centered on our desire to balance economic growth, environmental stewardship, and social responsibility. We continuously seek ways to enhance our company's competitive position, maximize shareholder value, and reduce our environmental impact for future generations. Our approach to sustainability includes striving to ensure safe and environmentally responsible operations, managing climate-related risks and opportunities, reducing our emissions profile, providing transparency for stakeholders, capitalizing on low carbon solutions, and incorporating accountability at all levels.

We had a lot to celebrate over the last eighteen months. We reached our eleventh anniversary as a company in September and recently commemorated our 5-year anniversary as a publicly listed company on the New York Stock Exchange. We achieved the lowest Total Recordable Incident Rate (TRIR) in our company's history, as well as a zero Lost Time Incident Rate (LTIR) for the second consecutive year in 2022. We announced our EnVen acquisition in late 2022 and closed the transaction in early 2023, a significant milestone that enhanced our business. The acquisition brought high-margin, oil-focused assets, operated infrastructure, accretive greenhouse gas (GHG) emissions profile, and complementary acreage into our portfolio. It also strengthened our position as a trusted, responsible operator in the Gulf of Mexico. On a pro forma basis, we achieved a Scope 1



Note: See MSCI Disclaimer Statement on page 95.

Tim Duncan, Founder, President, and CEO

In addition to Mr. Duncan's role as Founder, President, and Chief Executive Officer of Talos Energy, he is a member of the board of directors of Chesapeake Energy Corporation and of the American Cancer Society's CEOs Against Cancer.

Letter From Our CEO and Chairman (Cont.)

GHG emissions intensity of 15.8 metric tons of carbon dioxide equivalent per million barrels of oil equivalent in 2022, which was just shy of our 2025 target, and have reduced our Scope 2 emission by ~64% since 2018. We included EnVen's 2021 and 2022 emissions data in this report to calculate our pro forma GHG emissions intensity ratio and to rebaseline our emissions data in setting a new 2030 GHG emissions intensity target. We received our second MSCI ESG Score upgrade in less than 18 months resulting in our current MSCI ESG "A" score awarded in May 2023. Our Talos Low Carbon Solution business grew significantly and secured multiple regional carbon capture and storage projects along the U.S. Gulf Coast. These projects together create one of the largest sequestration portfolios in the United States, supporting an estimated 1.7 billion tons of gross prospective storage resource. Finally, with the closing of the EnVen acquisition, we enhanced our Board through the addition of Board members with varied skill, experience, and gender diversity. We also chose to declassify our Board, with all directors elected annually to serve one-year terms beginning with the 2025 Annual Meeting of Stockholders. The transition period allows for the phasing out of existing staggered terms.

We are proud of the Talos team for their steadfast commitment to performance during a major acquisition. We would also like to express our gratitude to the EnVen employees for their continued efforts as we work together to ensure seamless integration and harness the valuable synergies this transaction offers.

As we look ahead, we see ourselves as an instrumental player in the world's transitions to a decarbonized future. With our commitment to our core values, we look to seize more opportunities to create lasting value for our shareholders. In closing, we would like to thank our entire Talos family of employees, contractors, partners, suppliers, and communities for their part in leaning in to advance the energy company of tomorrow.

"Our sustainability strategy is centered on our desire to balance economic growth, environmental stewardship, and social responsibility."

Neal P. Goldman, Chairman of the Board

Mr. Goldman has served as the Chairman of the Talos Energy Board since May 2018. He is currently the Managing Member of SAGE Capital Investments, LLC, a consulting firm specializing in independent board of director services, turnaround consulting, strategic planning, and special situation investments.



About This Report

We are committed to integrating environmental, social, and governance (ESG) factors into our business practices as a responsible corporate citizen and strive to deliver differentiating value to our stakeholders.

This Sustainability Report highlights our ESG-related initiatives and our continued focus on achieving long-term success in the energy evolution landscape.

Our Approach to Sustainability Reporting

Talos's Sustainability Report for the year ended December 31, 2022 (Report) marks the fourth consecutive annual report since our inaugural report published in 2020. We have expanded our ESG tracking and disclosure to include reporting based on SASB, GRI, UN SDGs, and TCFD frameworks (identified below) to provide information transparently and systematically. We utilize both qualitative descriptions and quantitative metrics to describe our policies, execution, and performance.

Reporting Period

January 1, 2022 – December 31, 2022 (unless otherwise noted).

Reporting Scope and Boundaries

As used in this Report, references to “we,” “us,” “our,” “Talos Energy Inc.,” “Talos,” “Talos Energy,” and the “Company” refer to Talos Energy Inc. and its consolidated subsidiaries and

business units, including the Talos Low Carbon Solutions (TLCS) business unit, unless otherwise indicated or the context otherwise requires. Data in the Appendix covers our operated activities, including our exploration, development, production, and decommissioning operations. EnVen data is reported separately in the Appendix and, in limited cases, included in this Report on a pro forma basis as noted. Although this Report is for the year 2022, we have also highlighted several notable sustainability initiatives undertaken during 2023. The currency used in our disclosures is the United States Dollar (USD). We utilized operational control boundary methodology for accounting, emissions, and other ESG metric reporting.

Reporting Methodologies and Frameworks

This Report strives to align with the following frameworks:

- **Sustainability Accounting Standards Board (SASB)**
Oil & Gas-Exploration & Production Sustainability Accounting Standard
- **Global Reporting Initiative (GRI) Standards**
GRI Standards 2021 and GRI Sector Standards GRI: 11 Oil and Gas 2021
- **United Nations Sustainable Development Goals (UN SDGs)**
Goals related to our industry and our carbon capture and sequestration business
- **Task Force on Climate-Related Financial Disclosures (TCFD)**
Recommendations of TCFD 2017 Implementation Guidance and 2021 Annex. Complete details can be found in our [2023 TCFD Report](#) for the year ended December 31, 2022.

Trina Engels, ESG Director

Ms. Engels is the ESG Director for Talos Energy, leading sustainability initiatives, driving ESG reporting efforts, carbon mapping, and shaping the company's energy transition strategy.



Assurance and Restatements

We value the importance of providing our stakeholders with transparent information. We have reviewed the content of this Report through an internal review process, including executive oversight.

Our review process included input from data owners to obtain a high-level understanding of the systems and tools used to record and consolidate the data, as well as processes to evaluate the adequacy of the information contained in this Report. Our ESG reporting is also subject to executive oversight by our Chief Sustainability Officer, Director of ESG, and multidisciplinary leads for the teams involved in preparing this Report. Finally, the Board of Directors has reviewed this Report.

As we seek to enhance our sustainability reporting, we may elect to modify historical data to incorporate evolving changes in reporting boundaries, metric definitions or calculation methodologies, and/or regulatory changes. We intend to note any materially modified data and reasons for any such modifications.

Contact

We appreciate your interest in Talos and welcome feedback on issues of concern to our stakeholders. Please direct questions and comments on this Report, or topics related to our corporate responsibility and sustainability disclosures to sustainability@talosenergy.com.

Glossary of Terms

AIP: Annual Incentive Program

BBL: One stock tank barrel, or 42 United States gallons liquid volume

BOE: One barrel of oil equivalent determined using the ratio of 6 MCF of natural gas to one barrel of crude oil or condensate

BOEM: Bureau of Ocean Energy Management

BSEE: Bureau of Safety and Environmental Enforcement

CCS: Carbon capture and storage (or sequestration)

CCUS: Carbon capture, utilization, and storage

CO₂: Carbon dioxide

CO₂e: Carbon dioxide equivalent – A common unit of measurement converting all greenhouse gases to carbon dioxide. Talos calculates CO₂e emissions using the EPA factors identified in Table W-1A at 40 CFR Subpart W Part 98

CSR: Corporate Social Responsibility

Deepwater: Water depths of more than 600 feet

EPA: The U.S. Environmental Protection Agency

ERM: Enterprise risk management

ESG: Environmental, social and governance

GAAP: Generally accepted accounting principles

GHG: Greenhouse gas, such as carbon dioxide, methane, and nitrous oxide

GRI: Global Reporting Initiative

IEA: International Energy Agency

IEA's APS: Announced Pledges Scenario

IEA's NZE: Net Zero Emissions Scenario

JSEA: Job Safety and Environmental Analysis

MBBL: One thousand barrels of crude oil or other liquid hydrocarbons

MCF: One thousand cubic feet of natural gas

MMBOE: One million barrels of oil equivalent

MTPA: Metric ton per annum

NGL: Natural gas liquid – A light hydrocarbon liquid often produced with natural gas

OSHA: Occupational Safety and Health Administration

Scope 1 Emissions: All direct GHG emissions by a company, including fuel combustion, company vehicles and fugitive emissions

Scope 2 Emissions: Indirect GHG emissions from consumption of purchased electricity, heat, or steam

Scope 3 Emissions: Other indirect GHG emissions that occur in a company's value chain that are not captured by Scope 2

SEMS: Safety and Environmental Management System

SSCR: Safety, Sustainability, and Corporate Responsibility

TCFD: Task Force on Climate-related Financial Disclosures

TLCS: Talos Low Carbon Solutions

Our Mission and Culture

Our Mission

*Providing energy prosperity
to improve lives.*

TALOS
ENERGY



**THINK AS AN
OWNER**



**EMBODY
INTEGRITY
& SAFETY**



**MAINTAIN
OPTIONALITY**



**EMPOWER
EACH OTHER**



**EMBRACE
DIVERSITY
& INCLUSION**



Our Culture

*These 5 key principles guide us
in our actions, decisions, and
processes to do what is right for
people and the planet.*

Talos Overview



Talos Energy (NYSE: TALO) is a technically driven, innovative, independent energy company focused on safely and efficiently maximizing long-term value through our Upstream Exploration and Production and Low Carbon Solutions businesses. We have operations across a range of deep water and shallow water assets in both the United States and Mexico. We leverage decades of technical and offshore operational experience to acquire, explore, and produce assets in key geological trends while developing opportunities to reduce industrial emissions through carbon capture and storage projects along the U.S. Gulf Coast.

**2022
Operational
Highlights**

67%
OIL
Production Volume

~59,500
BOEPD
Average Daily Sales
Production

190
MMBOE
Proved Reserves⁽¹⁾

~1.5
MILLION
Gross Acres⁽²⁾

MSCI
ESG RATINGS

CCC	B	BB	BBB	A	AA	AAA
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Rating as of May 2023

(1) Reserves figures as of December 31, 2022 pro forma for the EnVen acquisition, inclusive of the plugging and abandonment obligations and before hedges, utilizing SEC pricing of \$94.14 WTI per BBL of oil and \$6.36 HH per MCF of natural gas. (2) Acreage figures as of December 31, 2022, excluding CCS and pro forma for EnVen. | Note: See MSCI Disclaimer Statement on page 95.

Talos Achievements in Sustainability

Environmental

15.8⁽¹⁾
Metric Tons
CO₂e per MBOE
Scope 1 GHG
emissions intensity

~30%⁽²⁾
reduction of
Scope 1 GHG emissions
vs 2018 baseline⁽¹⁾

~64%⁽³⁾
reduction of
Scope 2 emissions
vs 2018

Social

0.36
Total Recordable
Incident Rate
in 2022

Zero
Lost Time Injury Rate
in 2022

3,400+
training courses taken
across all employees

Governance

**Sustainability
Reporting**
striving to align
with SASB, GRI, and TCFD

25%
female or
ethnically diverse
Board of Directors

40%
AIP bonus weighting
linked to
sustainability goals

Industry Recognition

MSCI
ESG RATINGS



CCC B BB BBB **A** AA AAA

Rating as of May 2023



ENERGY ESG
Awards

Talos Energy received the **2023 Hart Energy ESG Award for Public Producer**, one of two recipients in the public producer category based on our 2022 efforts.

(1) Scope 1 GHG emissions intensity reduction is calculated using combined 2022 data, Talos and pro forma EnVen, baselined to 2018. (2) 2021-2022 data is pro forma with EnVen acquisition. 2019-2020 data is Talos emissions only. EnVen did not collect full emissions data before 2021. Reduction is calculated utilizing data adjusted to our 2018 baseline. (3) Scope 2 reduction is Talos only. EnVen did not calculate Scope 2 emissions prior to 2022. | Note: See MSCI Disclaimer Statement on page 95.

TEXAS

LOUISIANA

SHELF AND GULF COAST

MISSISSIPPI CANYON

GARDEN BANKS

GREEN CANYON

ATWATER VALLEY

WALKER RIDGE

*Talos Acreage
Position*

Gulf of Mexico

OFFSHORE MEXICO

Mexico

Zama
Discovery

Upstream Operations

Talos's upstream strategy focuses on full life cycle opportunities with assets in the Gulf of Mexico because it is a highly productive offshore oil and gas region producing more than 15% of the total U.S. oil production. We operate over 70 fields in Federal and State waters. Our upstream business creates value by:

- Acquiring attractive assets to facilitate subsequent exploration
- Improving and extending the life of existing assets
- Performing seismic reprocessing to find potential new resources
- Executing a balanced risk/reward drilling program

Key Talos Upstream Facilities



AMBERJACK



BRUTUS / GLIDER



COGNAC

GREEN
CANYON 18

LOBSTER



NEPTUNE

PHOENIX
COMPLEX

POMPANO



PRINCE



RAM POWELL

As of September 2023



Talos Low Carbon Solutions

We strive to be a leader in domestic decarbonization and are focused on delivering safe, reliable, and cost-effective solutions to create sustainable value for our shareholders.

We leveraged our existing in-house experience and decades of technical expertise along the Gulf Coast to grow our low carbon solutions business. Our low carbon solutions business operates through our subsidiary, Talos Low Carbon Solutions (TLCS). We have announced several Carbon Capture and

Storage (CCS) projects along the Gulf Coast which aims to assist partners in industrial hubs with carbon emissions capture, transportation, and injection into sequestration sites. These projects together create one of the largest sequestration portfolios in the United States, supporting an estimated 1.7 billion tons of gross prospective storage resource across more than 260,000 gross acres. We are continuing to expand partnerships in existing projects, advance permitting of Front-End Engineering Design (FEED) workstreams, pursue CO₂ offtake contracts, and develop additional customer-driven low carbon projects in our efforts to deliver differentiating value.

4 Pillars of the Talos Low Carbon Solutions Strategy

CALCULATED SPEED

Maintaining first mover advantage while scaling wisely

PARTNER OF CHOICE

Meeting stakeholder needs through bespoke decarbonization solutions

OPERATIONAL ASSURANCE

Minimizing customer and environmental risk through safe and reliable solutions

INVESTABLE VALUE

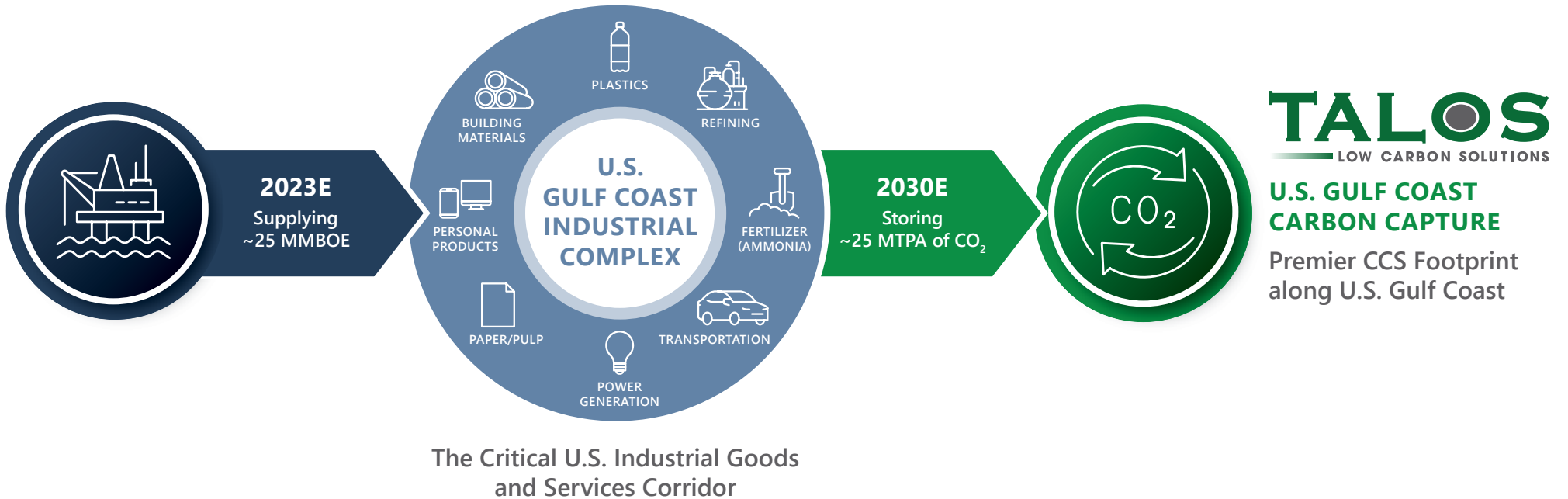
Building long-term value by delivering a high-quality project portfolio

Building The Energy Company of Tomorrow

We are positioning Talos as a leading energy company of tomorrow. We have shifted from solely an oil and gas exploration and production company to a company that is also proactively focused on carbon management solutions. We are well positioned to be a key participant in the U.S. Gulf Coast industrial ecosystem, an ecosystem that makes

vital products such as plastics, fertilizer, building materials, and power generation for modern day society. As a Gulf of Mexico producer, we supply some of the lowest emission intensity oil and gas to the U.S. Gulf Coast industrial complex⁽¹⁾ while helping the same industrial complex with lowering their carbon footprint through carbon capture

solutions for these hard-to-abate industries. By assisting in the latter, we are indirectly helping to lower our Scope 3 emissions as well. We believe that these complementary businesses allow us to contribute to global prosperity through energy security today while also playing a significant role in decarbonization efforts for the future.



⁽¹⁾ ICF analysis of GHG emissions intensity from the production stage only (that is exclusive of crude transport, refining, petroleum product transport, petroleum product distribution and dispensing, and petroleum production utilization). Please see the report for complete details: <https://www.noia.org/noia-report-ghg-emission-intensity-of-crude-oil-and-condensate-production/>



SUSTAINABILITY STRATEGY

Our Sustainability Strategy

We strive to help address the global challenges of energy security, energy poverty, and climate security while providing safe, reliable, and responsible energy production.

With a focus on continued improvement and creating differentiating value, our key priorities include:

- **Prioritizing safety and environmental responsibility**
Our primary focus is the safety, health, and well-being of all personnel, including employees, contractors, partners, and the communities in which we work. We are proud to have achieved the lowest Total Recordable Incident Rate (TRIR) in our company's history in 2022, as well as a zero Lost Time Incident Rate (LTIR) for the second consecutive year. In 2022, our offshore staff averaged over 55 hours and our onshore staff over 5 hours of safety-related training. In addition, we also recorded another year of zero hydrocarbon releases offshore greater than one barrel while producing over 21 million barrels of oil equivalent (MMBOE).
- **Maintaining sustainability accountability**
Our Board of Directors' Safety, Sustainability, and Corporate Responsibility (SSCR) Committee assists the Board with oversight of safety, environmental (including sustainability and climate change), social (including diversity, equity and inclusion) and other corporate responsibility matters. Our Chief Sustainability Officer oversees the sustainability strategy and related initiatives. Our Director of ESG identifies sustainability initiatives,

evaluates potential and emerging ESG drivers, benchmarks ESG data, and utilizes digital tools for data management. The ESG Committee plays a critical element in bringing multidisciplinary teams together to create synergies and manage sustainability initiatives across departments.

- **Enhancing Board composition and governance**
We updated our SSCR Committee charter in 2022 to enhance ESG review and oversight responsibilities at the Board level. In connection with closing our acquisition of EnVen in early 2023, we amended our bylaws to declassify our Board, such that all directors will be elected annually beginning in 2025. We also expanded the Board to include more independent directors and improve diverse representation.
- **Embedding sustainability in executive compensation**
In order to incentivize company performance to attain safety and sustainability goals, we maintained executive compensation weightings for Health, Safety, and Environment (HSE) performance (total TRIR) and GHG emissions intensity performance at an aggregate 20% in 2022. In addition, we had another 20% linked to CCS project execution in our 2022 Annual Incentive Program (AIP).

Our Sustainability Reporting Journey

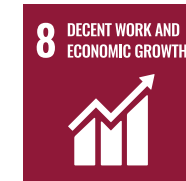
	2020 Report	2021 Report	2022 Report	2023 Report
FRAMEWORK ALIGNMENT				
SDGs		●	●	●
GRI		●	●	●
SASB		●	●	●
TCFD			●	●
ENVIRONMENTAL TOPICS				
SCOPE 1	●	●	●	●
SCOPE 2		●	●	●
SHORT-TERM EMISSIONS TARGET (2025)		●	●	●
EMISSIONS REBASELINE				●
MEDIUM-TERM EMISSIONS TARGET (2030)				●
NO_x, SO_x, AND VOCs			●	●
ENERGY USE			●	●
PRODUCED WATER	●	●	●	●
WATER WITHDRAWN AND CONSUMED			●	●
NON-HAZARDOUS WASTE		●	●	●
HAZARDOUS WASTE			●	●
SOCIAL TOPICS				
TRIR AND LTIR	●	●	●	●
NMFR			●	●
AVERAGE HSE TRAININGS			●	●
STANDALONE HUMAN RIGHTS POLICY		●	●	●
DATA COVERAGE				
ENVEN ENERGY ACQUISITION				●

- Expanding sustainability reporting and transparency**
 Since our inaugural ESG report released in 2020, we have aimed to increase disclosures and add critical reporting frameworks while engaging with stakeholders and addressing stockholder feedback on ESG matters. We continue to align our reporting disclosures with SASB, GRI and UN SDGs. Our activities in 2022 focused on goals 3, 4, 5, 7, 8, 11, 12, 13, and 14. We also issued our second TCFD Report for the year ended 2022. In addition, we completed an ESG materiality assessment and engaged with stockholders representing 25% of our outstanding stock in 2022. Finally, we submitted our first response to the Climate Disclosure Project (CDP) Climate Change questionnaire in 2023 with our first score expected in early 2024. These reporting disclosures can be found in the Appendix of this Report.
- Reducing GHG emissions**
 We aim to show progress over the long term on reducing our GHG emissions intensity. We were challenged in 2022 with unplanned downtime due to a third party downstream gas pipeline reducing production quantities and simultaneous operations that made it unsafe to combust methane leading to a higher-than-planned emissions intensity rate. On a pro forma basis (including the EnVen acquisition), we achieved a minor reduction from 2021 and have achieved ~30% emissions intensity reduction from our 2018 baseline.

- Driving community engagement and social responsibility**
 We seek to make a positive impact in the communities where we operate and live. We strive to achieve this by supporting charitable fundraising, volunteer opportunities, education, awareness, and relief operations. In 2022, we contributed approximately \$600,000 and our staff donated over 350 hours of their time towards these efforts.
- Managing and addressing climate-related risks and opportunities**
 We are actively engaged in understanding the potential impacts of climate risks on our business, including demand shifts, regulatory changes, and investor sentiment, and regularly evaluate our strategy and operations to mitigate risks and capitalize on low carbon opportunities.

Further details about our sustainability strategy and how we manage climate-related risks can be found throughout the body of this Report and in our [2023 TCFD Report](#).

Talos Focused Sustainable Development Goals (SDGs)



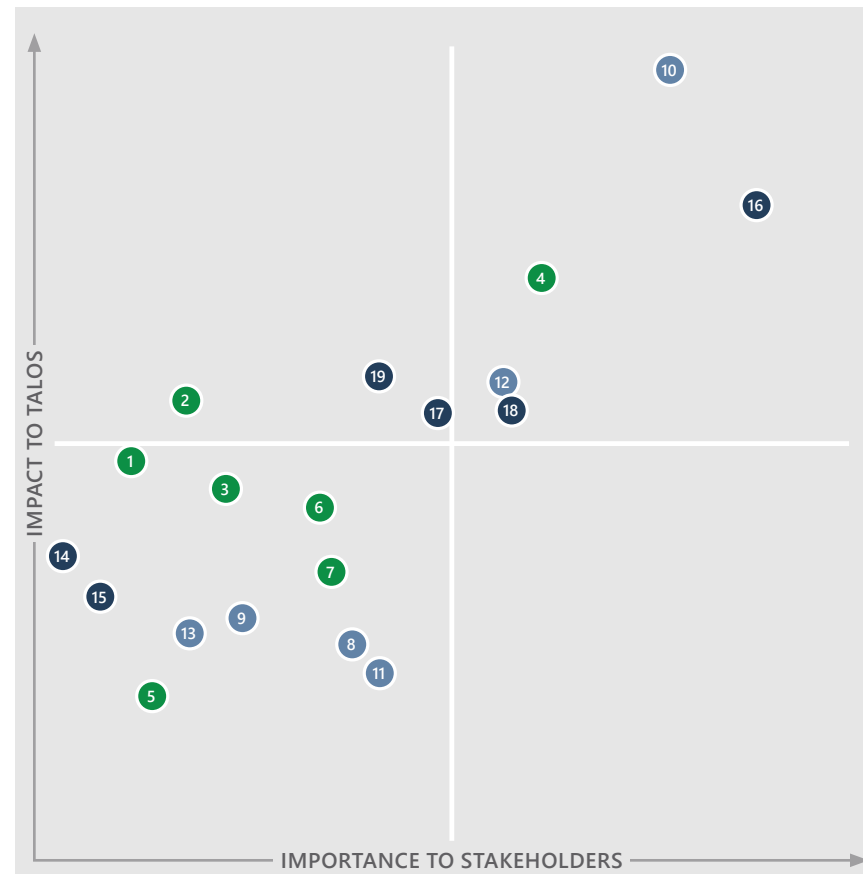
ESG Materiality Assessment

We have sought to identify and prioritize ESG topics that may have a significant potential impact on our Company and are relevant to our stakeholders. We used the SASB and GRI standards materiality guidelines when conducting our assessment as they are a key tool to determine stakeholder priorities.

Recognizing that priorities can change, we strive to meet industry best practices by conducting a materiality assessment every 2-3 years. Our first survey was conducted in late 2019; therefore in 2022, we completed our second materiality assessment with our third-party consultant, Pickering Energy Partners (PEP). PEP reviewed numerous ESG rating agencies' questionnaires, sustainability frameworks, and peer disclosures to create and conduct a materiality survey, including unique qualitative interview questions. They received surveys from over 150 stakeholders, including our employees, contractors, investors, partners, and suppliers to help us identify and prioritize ESG topics relevant to our Company in the short (0-5 years), medium (5-10 years), and long (10+ years) terms. They also conducted qualitative interviews to supplement the survey results. The following topics were determined to be both highly important to our stakeholders and to have the highest potential impact on Talos:

- Health and Safety
- Business Ethics
- Environmental Impact
- Cybersecurity and Data privacy
- Human Capital Management

ESG Materiality Matrix



ENVIRONMENTAL

- 1 Climate Change
- 2 Emissions Management
- 3 Energy Management
- 4 Environmental Impact
- 5 Supply Chain (Environmental)
- 6 Waste Management
- 7 Water Management

SOCIAL

- 8 Community Involvement
- 9 Diversity, Equity and Inclusion
- 10 Health and Safety
- 11 Human and Indigenous Rights
- 12 Human Capital Management
- 13 Supply Chain (Social)

GOVERNANCE

- 14 Board Composition
- 15 Board Oversight of ESG
- 16 Business Ethics
- 17 Compensation and Incentives
- 18 Cybersecurity and Data Privacy
- 19 Management of Legal and Regulatory

For this Report, we defined material issues as those that could influence the decision-making of stakeholders. This definition does not coincide with the definition of materiality used in U.S. securities laws. For information about issues deemed material to investors as defined by regulatory requirements, please refer to our U.S. Securities and Exchange Commission (SEC) filings.

Stakeholder Engagement

We seek to engage with our stakeholders on meaningful topics in a variety of ways.

Besides our materiality assessment, our Board and management team undertook a stockholder engagement effort in 2022, with a specific focus on obtaining feedback about our executive compensation program as well as discussing the Company's corporate governance structure and ESG matters. As part of our stockholder outreach, we contacted stockholders representing over 61% of our total shares outstanding and engaged with stockholders representing nearly 25% of our total shares outstanding. The stockholders with whom we interacted in 2022 represent holdings both large and small. We also conducted stewardship outreach discussions with several of our insurers, debt holders, and bond holders.

Stakeholder	Type of Engagement	Topics Engaged On
EMPLOYEES	<ul style="list-style-type: none"> Employee engagement surveys 360 reviews Trainings through the Learning Management System Annual safety trainings Annual safety culture survey CEO-led town halls Intranet communications Team-building events Materiality assessment 	<ul style="list-style-type: none"> Vision, mission, strategies, and goals Health and safety Diversity, Equity, and Inclusion Employee satisfaction Talos culture Relevant topics as they arise Leadership development program Sustainability initiatives
CONTRACTORS	<ul style="list-style-type: none"> Code of conduct acknowledgment Annual safety trainings Annual safety culture survey Contractor and subcontractor audits through ISNetwork Materiality assessment 	<ul style="list-style-type: none"> Talos code of conduct Health and safety Labor practices Sustainability initiatives
VENDORS	<ul style="list-style-type: none"> Pre-screening during vendor selection process Supplier onboarding Management of change process Vendor code of conduct acknowledgment Regular supplier audits and assessments 	<ul style="list-style-type: none"> Environmental impact Health and safety practices Labor management and labor rights Sustainability initiatives Vendor code of conduct
REGULATORY BODIES	<ul style="list-style-type: none"> Advocacy efforts with government officials Engagement through trade associations Operational updates Comment letters on rulemaking 	<ul style="list-style-type: none"> Current and proposed regulations U.S. and Mexico offshore exploration and production operations Carbon capture and sequestration Comments for financial assurance, critical habitats, and federal offshore lease sales
TRADE ASSOCIATIONS AND PEER NETWORKS	<ul style="list-style-type: none"> Partnership with key organizations, trade associations, and peer networks Talos employees serving as committee members for several organizations like Greater Houston Partnership and National Ocean Industries Association 	<ul style="list-style-type: none"> Industry-specific operational topics Cybersecurity best practices Formal industry comments on rules, proposed rules, and notices in Federal registry
INVESTORS, INSURERS, AND DEBT HOLDERS	<ul style="list-style-type: none"> Conferences / Non-deal roadshows Shareholder meetings 2022 Analyst Investor Day in New York City Stewardship outreach discussions Materiality Assessment 	<ul style="list-style-type: none"> Operational and quarterly updates Sustainability and Low Carbon Solutions efforts Executive Compensation and Governance concerns based on 2022 proxy
COMMUNITIES	<ul style="list-style-type: none"> Community assistance programs Partnerships with non-profits Fundraising, employee donations, corporate matching, and corporate donations Volunteering 	<ul style="list-style-type: none"> Fundraising, donations, and community assistance efforts Issues impacting local communities such as affordable access to health care and food insecurity Relevant topics as they arise like hurricane and natural disasters relief efforts in the Gulf Coast



ENVIRONMENT

Environmental Highlights

We endeavor to prioritize ESG initiatives to reduce our environmental impact in the areas we operate.

Our Safety and Environmental Management System (SEMS) serves as the backbone to our company and provides a centralized place for policies, procedures, identified risks, and mitigation plans. Various teams across the Company seek to identify initiatives, improve data collection processes, perform audits, and evaluate new technologies as we aim for higher levels of environmental protection.



“At Talos Low Carbon Solutions we believe carbon capture projects are essential to achieving lower emissions and building a more resilient and prosperous economy. We are working on developing and deploying carbon capture projects in the United States, and our team is working tirelessly to make them a reality. We are proud of the progress we have made so far, and we are confident that our projects will play a vital role in building a more sustainable future and boosting economic growth in the communities we serve.”

Francisco Ruiz, TLCS Project Manager

15.8⁽¹⁾
Metric Tons
CO₂e per MBOE
Scope 1 GHG emissions intensity

~30%⁽²⁾
reduction of
Scope 1 GHG emissions
vs 2018 baseline

~64%⁽³⁾
reduction of
Scope 2 emissions
vs 2018

Zero
offshore hydrocarbon releases
greater than 1 barrel

~\$528,000⁽⁴⁾
spent on emissions reduction initiatives
and studies

~8,200
pounds (~3,800 kg) of
universal waste recycled

35
wells plugged and abandoned

~257,400
feet of pipeline abandoned

19
facilities decommissioned

(1) Scope 1 GHG emissions intensity reduction is calculated using combined 2022 data, Talos and pro forma EnVen, based lined to 2018. (2) 2021-2022 data is pro forma with EnVen acquisition. 2019-2020 data is Talos emissions only. EnVen did not collect full emissions data before 2021. All data calculated from 2018 baseline that is based on the GOADS methodology at the time. (3) The Scope 2 reduction noted is Talos only. EnVen did not calculate Scope 2 emissions prior to 2022. (4) Net to Talos Energy.

GHG Emissions Management and Performance

We recognize expectations for energy companies are rapidly evolving. Our stakeholders are increasingly interested in understanding the relationship between our production capabilities, focus on responsible low carbon operations, and proactive contributions to the broader energy ecosystem.

We have been tracking and monitoring our Scope 1 and Scope 2 GHG emissions for several years using the methodologies outlined below. Additional environmental metrics applicable to our business are reported in the Key Performance Indicator (KPI) Data Tables in the Appendix of this Report.

Scope 1 GHG Emissions

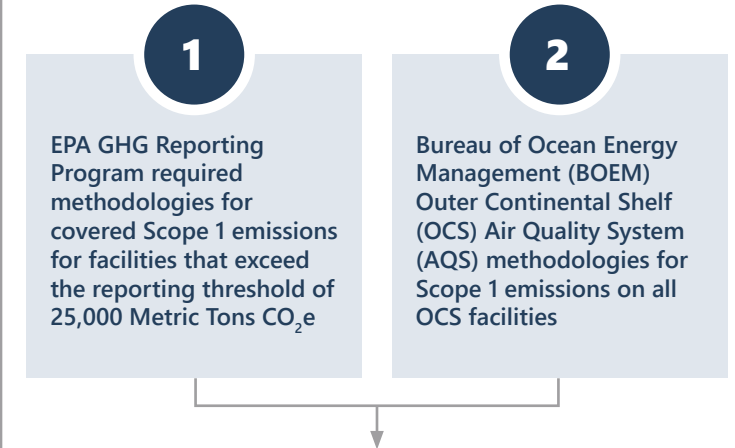
The U.S. Environmental Protection Agency (EPA) defines Scope 1 GHG emissions as direct emissions from sources that are controlled or owned by an organization, such as emissions associated with fuel combustion in boilers, furnaces, and vehicles. Our Scope 1 emissions arise from Talos-operated U.S. production facilities in federal and state waters, including emissions that fall below the EPA GHG Reporting Program threshold that would otherwise remain unreported. Examples of emissions sources related to our business include engine exhaust during drilling and completion activities, natural gas power generation for electricity on our offshore facilities, and other equipment such as compressors, pumps, and valves.

Our processes are designed to follow defined reporting standards in collecting and reporting Scope 1 GHG emissions to the EPA under 40 CFR Part 98, Subpart W, “Petroleum and Natural

Gas Systems, Offshore Oil and Gas Production” and Subpart C “General Stationary Fuel Combustion Sources.” Additionally, we calculate and report these emissions to the Bureau of Ocean Energy Management (BOEM) using their triennial emissions inventory effort using the Outer Continental Shelf (OCS) Air Quality System (AQS), formerly known as Gulf-wide Offshore Activities Data System (GOADS). Emissions reported in this Report use the BOEM AQS methodology for reporting Scope 1 GHG emissions due to its more comprehensive coverage of emissions sources and increased accuracy in emissions representation compared to the EPA methodologies. The data is also baselined to 2018 for year-on-year comparisons. The 2018 baseline year was based on the GOADS methodology at the time, utilizing BOEM 2014 GOADS Emissions Inventory Study data. Scope 1 GHG emissions for 2019 and 2020 reflect the updated BOEM 2017 GOADS Emissions Inventory Study data baselined back to 2018. In 2021, BOEM implemented OCS AQS, and data for 2021 and 2022 utilized the OCS AQS methodology baselined back to 2018.

Over the past several years, we have been working to convert cold vent stacks to flares, evaluated and installed additional vapor recovery units where practical, and implemented Forward-Looking Infrared Radar surveys for gas detection and fire prevention at each of our Gulf of Mexico facilities. In late 2021, we also piloted a program to convert several gas-driven pumps and controllers from pneumatic gas to compressed air using solar and wind-powered air compressors on one of our unmanned facilities. We encountered difficulties with consistent operational functionality for powering the air compressors. However, the solar and wind systems were repurposed for heat tracing, eliminating the need for a generator. In 2022, we converted two more cold vent stacks to flares, enhanced our emissions tracking capabilities, and spent ~\$528,000 on emission reduction initiatives and studies.

Talos GHG Emissions Methodologies Two Ways We Calculate and Report



Key Differences

- BOEM OCS AQS is more inclusive than the EPA GHG Reporting Program methodology, adding Scope 1 GHG emissions from all facilities located in Federal waters instead of just facilities that emit over 25,000 Metric Tons CO₂e within a calendar year.
- Under current EPA reporting rules, emissions for combustion under Subpart C are calculated using actual fuel usage and/or equipment runtimes but do not include portable, temporary or emergency equipment in its emissions calculations; however, some of this equipment is included in OCS AQS methodology. In addition, emissions factors used in Subpart C are different than those used in OCS AQS. Emissions for non-combustion sources under Subpart W are based on the most recent emissions published by BOEM and prorated for current facility runtime. The OCS AQS calculation requires that facilities calculate all emissions based on activity during the same year.

Scope 2 GHG Emissions

To calculate Scope 2 GHG emissions, we use a location-based methodology using factors provided by the EPA's eGRID data tables for U.S.-based operations and the IEA emissions factor database for operations in Mexico. As part of our overall climate strategy, our Houston, Texas headquarters leased office space is LEED Gold Certified and Energy Star rated, which supports us in reducing our Scope 2 GHG emissions. With the EnVen acquisition, we expect to recognize further synergies by consolidating duplicate facilities in Houston, TX, Lafayette, LA, and an additional shore-based location. In addition, building management for our Houston headquarters announced in June 2023 that they will be transitioning their Houston portfolio to be powered by zero-emissions electricity by 2026.

Since 2018, we have reduced our Scope 2 emissions by 64%⁽¹⁾.

Emissions Performance⁽²⁾

Metric	Units	Talos Only		Combined Pro Forma	
		2019	2020	2021	2022
SCOPE 1 GHG EMISSIONS⁽³⁾	Metric Tons CO ₂ e	507,953	406,075	640,245	703,173
SCOPE 2 GHG EMISSIONS	Metric Tons CO ₂ e	1,237	946	N/A ⁽⁴⁾	1,049
GROSS OPERATED PRODUCTION⁽⁵⁾	MMBOE	27.9	23.3	41.6	44.5
SCOPE 1 INTENSITY	Metric Tons CO ₂ e/MBOE	18.2	17.4	15.4 ⁽⁶⁾	15.8 ⁽⁷⁾
GHG EMISSIONS INTENSITY	Metric Tons CO ₂ e/MBOE	18.3	17.5	N/A ⁽⁴⁾	15.8

Air Emissions Reporting

We seek to provide comprehensive and transparent emissions reporting. Beyond Scope 1 and 2, we also track, calculate and report emissions by individual component including CO₂, CH₄, N₂O, SO₂, and volatile organic compounds (VOCs) in the Appendix. In addition, we breakdown our emissions by type such as combustion, flaring, fugitive, and venting.

(1) Calculation is based on Talos-only data. 2018 Scope 2 emissions = 1,636 Metric Tons CO₂e; 2022 Scope 2 emissions = 586 Metric Tons CO₂e. (2) For complete disclosures and notes regarding Scope 1 and 2 GHG emissions and operated production, please refer to the Appendix of this Report. (3) 2021-2022 Scope 1 emissions data is pro forma with EnVen acquisition. 2019-2020 data is Talos emissions only. EnVen did not collect full emissions data before 2021. All data calculated from 2018 baseline is based on the GOADS methodology at the time. (4) EnVen did not calculate Scope 2 emissions prior to 2022. Talos's Scope 2 emissions were 794 Metric Tons CO₂e in 2021 and 586 Metric Tons CO₂e in 2022. (5) Gross operated production volumes include total throughput with third-party handling. (6) 2021 Scope 1 GHG Emissions intensity: EnVen - (195,482 Metric Tons CO₂e/13,613 MBOE = 14.4); Talos - (444,763 Metric Tons CO₂e/27,965 MBOE = 15.9). (7) 2022 Scope 1 GHG Emissions intensity: EnVen - (215,551 Metric Tons CO₂e/17,321 MBOE = 12.4); Talos - (487,622 Metric Tons CO₂e/27,142 MBOE = 18.0).

Key Initiatives Conducted in 2022

Taking a Holistic Approach to Emissions Reduction Through Prevention, Automation, and Innovation

- 1 Converted vent to flare systems on two major platforms
- 2 Routed low pressure emission sources to vapor recovery unit on the Amberjack platform
- 3 Installed Baker emissions pilot monitoring system on one of our unmanned facilities
- 4 Continued to enhance emissions tracking capabilities
- 5 Performed pre-assurance assessment of emissions data with a third party auditor
- 6 Invested ~\$528,000 on emission reduction initiatives and engineering studies

Our Performance – Scope 1 Emissions Details ^(1, 2, 3, 4)

Metric	Talos Data				EnVen Data	Pro Forma
	2019	2020	2021	2022	2022	2022
COMBUSTION						
CO ₂	286,443	231,182	229,102	247,102	154,784	401,887
CH ₄	141	213	12,678	11,608	3,757	15,365
N ₂ O	181	159	1,093	1,230	1,078	2,309
SCOPE 1 COMBUSTION EMISSIONS (MT CO₂e)	286,765	231,554	242,873	259,941	159,620	419,560
FLARING						
CO ₂	10,332	10,282	17,569	42,749	11,170	53,919
CH ₄	1,527	1,511	2,678	6,481	1,661	8,142
N ₂ O	54	54	89	217	57	274
SCOPE 1 FLARING EMISSIONS (MT CO₂e)	11,913	11,847	20,336	49,447	12,889	62,336
FUGITIVES						
CO ₂	-	-	-	-	-	-
CH ₄	57,682	43,962	46,168	48,727	18,240	66,967
N ₂ O	-	-	-	-	-	-
SCOPE 1 FUGITIVES EMISSIONS (MT CO₂e)	57,682	43,962	46,168	48,727	18,240	66,967
VENTING						
CO ₂	117	88	66	72	24	96
CH ₄	151,476	118,624	135,320	129,435	24,779	154,214
N ₂ O	-	-	-	-	-	-
SCOPE 1 VENTING EMISSIONS (MT CO₂e)	151,593	118,712	135,386	129,507	24,803	154,310
TOTAL - SCOPE 1 EMISSIONS (MT CO₂e)	507,953	406,075	444,763	487,622	215,551	703,172
SCOPE 1 CARBON DIOXIDE EMISSIONS (MT CO₂)	296,892	241,552	246,737	289,923	165,979	455,902
SCOPE 1 METHANE EMISSIONS (MT CH₄)	8,433	6,572	7,874	7,850	1,937	9,788
SCOPE 1 NITROUS OXIDE EMISSIONS (MT N₂O)	0.8	0.7	4	4.9	3.8	8.7

(1) All emissions data is baselined to 2018.

(2) Scope 1 GHG emissions include engine and turbine fuel combustion used to drive equipment and provide onsite electricity, fugitive emissions from equipment, and the venting or flaring of process gas and any natural gas when necessary to protect worker safety during upset conditions or when pipeline access is temporarily unavailable due to repairs.

(3) Total Scope 1 GHG emissions for 2019-2022 include nitrous oxide, in addition to CO₂ and methane.

(4) Includes GHG emissions (Scope 1) from Talos-operated U.S. production facilities in Federal and State waters (Limited to MP72). Also includes emissions that are below the EPA GHG Reporting Program threshold that would otherwise go unreported. Does not include emissions associated with drilling activities or the HP-1 floating propulsion system. 100-year global warming potential (GWP) values were used to convert methane (GWP of 25) and nitrous oxide (GWP of 298) to carbon dioxide-equivalents (CO₂e). 2019 emissions data reflect the updated BOEM Gulf-wide Offshore Activity Data System (GOADS) emission inventory and/or Talos operating practices. 2020 emissions were calculated using the same GOADS methods and requirements as 2019 emissions. 2021 and 2022 emissions were calculated using BOEM Air Quality System (AQS) reporting requirements. For comparison purposes, 2019 through 2022 emissions data is adjusted to reflect inventory as of the 2018 baseline.

GHG Emissions Target

We endeavor to set and achieve strategic climate-related targets to help mitigate the risks and seize the opportunities associated with climate change.

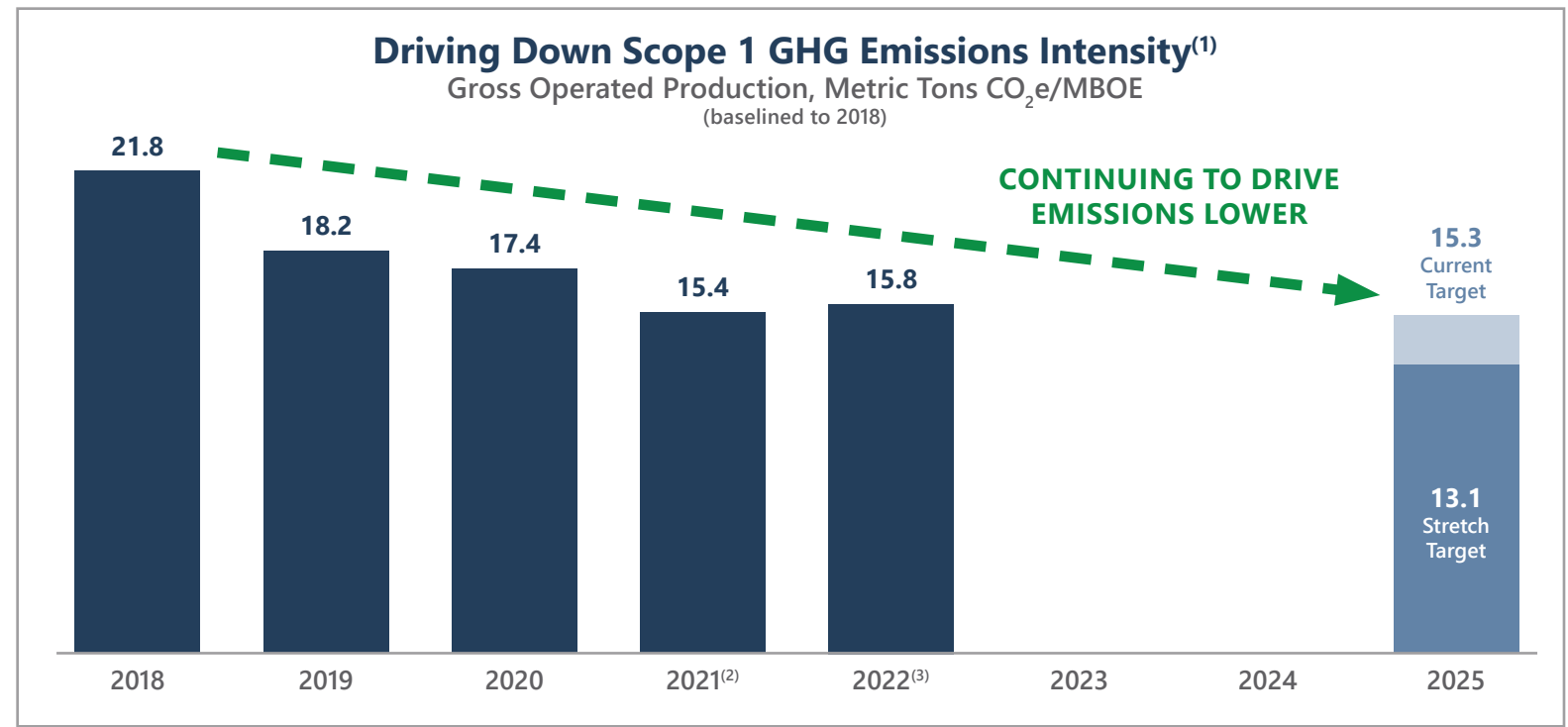
In 2021, Talos set a goal of decreasing our Scope 1 GHG emissions intensity by 30% by 2025, using our 2018 levels as a baseline, as outlined in our [2020 ESG Report](#). Additionally, we set an ambitious stretch target of 40% emissions intensity reduction over the same timeframe. Our core aim is to deliver secure, reliable, and responsibly produced energy, thereby diminishing our environmental footprint, particularly our Scope 1 GHG emissions intensity over time.

Progress Toward Targets

Our acquisition of EnVen assets in February 2023 added significant scale and diversity to our business by adding high-margin, oil-weighted deepwater assets, operated infrastructure and compatible acreage. It also strengthened our position as a safe, reliable, and responsible operator in the Gulf of Mexico. These higher-producing deepwater assets were accretive to our Scope 1 GHG emissions intensity profile. As part of closing the acquisition, EnVen's emissions data was evaluated and calculated to match the same reporting methodology as Talos. However, before to 2021, EnVen Scope 1 only reported emissions inventory data as required by EPA as noted in their inaugural [2021 ESG Report](#). Therefore, data before 2021 was incomplete and could not be combined with Talos's emissions data. All other data in the tables and charts reflect the combined pro forma data with respect to emissions. Further emissions details by company can be found in the Appendix of this Report.

Our combined Scope 1 GHG emissions intensity for 2022 totaled 15.8, which is a slight increase over 2021. As noted in our [2023 Proxy Statement](#), our emissions performance was substantially influenced by the following two factors: (1) unplanned downtime of a third-party downstream gas pipeline, which limited our ability to produce the quantity of oil and gas initially planned, and (2) other simultaneous operations making it unsafe to combust

methane using a flare, resulting in a venting event. Unfortunately, these operational factors resulted in a decrease in our production and an increase in our emissions. We know this will not be the only challenge we face along our emissions reduction journey, but we continue to work hard to reduce our carbon footprint and are proud of the progress we have made to date.



(1) 2021-2022 data is pro forma with EnVen acquisition. 2019-2020 data is Talos emissions only. EnVen did not collect full emissions data before 2021. All data calculated from 2018 baseline.

(2) 2021 Scope 1 GHG Emissions intensity: EnVen - (195,482 Metric Tons CO₂e/13,613 MBOE = 14.4); Talos - (444,763 Metric Tons CO₂e/27,965 MBOE = 15.9).

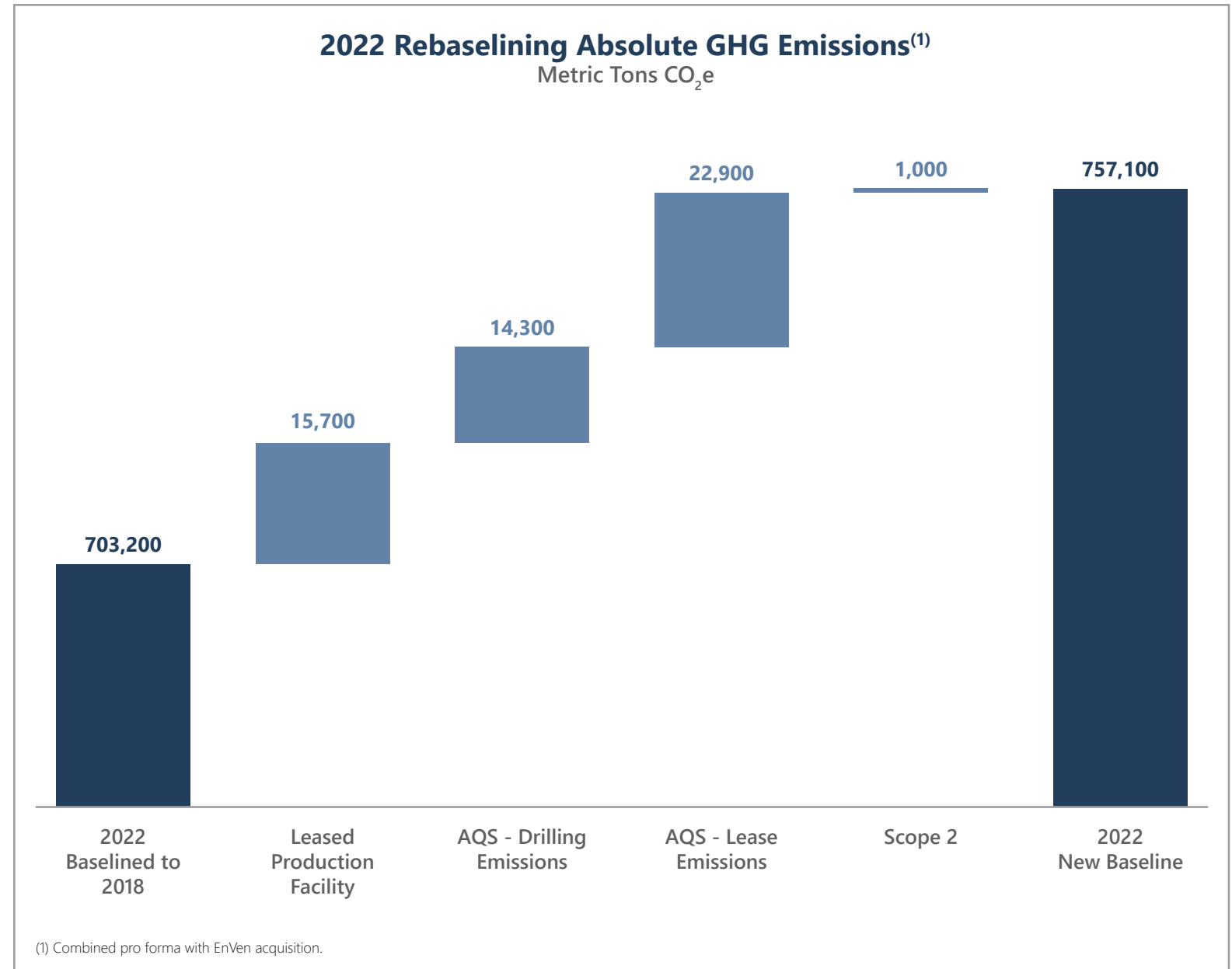
(3) 2022 Scope 1 GHG Emissions intensity: EnVen - (215,551 Metric Tons CO₂e/17,321 MBOE = 12.4); Talos - (487,622 Metric Tons CO₂e/27,142 MBOE = 18.0).

Emissions Rebaselining

The GHG Protocol publishes the most commonly accepted rules for carbon accounting and guides companies to provide a consistent data set over time when comparing emissions. This is achieved by holding the inventory boundaries of a decided base year consistent between data sets used for direct comparison over time. To maintain the consistency between data sets, base year emissions are recalculated when structural changes occur that materially modify the inventory boundary (such as acquisitions or divestments of more than 5%). The EnVen acquisition was a significant and material transaction necessitating Talos to rebase. We selected the new baseline year of 2022 for two reasons: (1) as previously noted, EnVen did not collect full emissions data prior to 2021; and (2) BOEM regulatory emissions reporting requirements changed significantly in 2021, warranting an additional year to fully incorporate these modifications. We incorporated the following changes when rebaselining to 2022:

- The addition of emissions from our leased floating production facility, the HP1, that was not considered under operational boundaries in 2018
- New regulatory requirements implemented over the past few years by BOEM under the OCS AQS methodology
- The addition of our Scope 2 emissions to allow for a medium-term target to be set that includes both Scope 1 and 2 emissions

This chart shows the incremental impact of each change to bring our comparable emissions from our original 2018 baseline up to the new baseline year of 2022.



Short-Term Goal

We remain committed to decreasing our Scope 1 GHG emissions intensity by 30% by 2025 using our 2018 baseline. While unforeseen operational (third-party pipeline shut-ins) or environmental setbacks (loop currents) can influence production in a given year, the accumulation of emissions reduction initiatives such as vapor recovery units (VRU), vent to flare conversions, and process improvements continues to drive our emissions intensity lower over the time horizon.

Medium-Term Goal

As we look beyond 2025 and seek to incorporate the evolving reporting landscape, we are establishing a new 2030 goal targeting our absolute GHG emissions (Scope 1 and Scope 2) compared to our 2022 baseline. The establishment of this new goal better aligns with regulations such as the U.S.

Inflationary Reduction Act that focuses on absolute emissions (methane)

versus intensity

numbers. Our

medium-term goal

is to reduce our 2022

baseline GHG absolute

emissions by 15% by 2030.

This goal is in addition to the

11% reduction we have already

achieved from 2018-2022 relative to

our 2018 baseline. Our new target will

be benchmarked to our current asset base

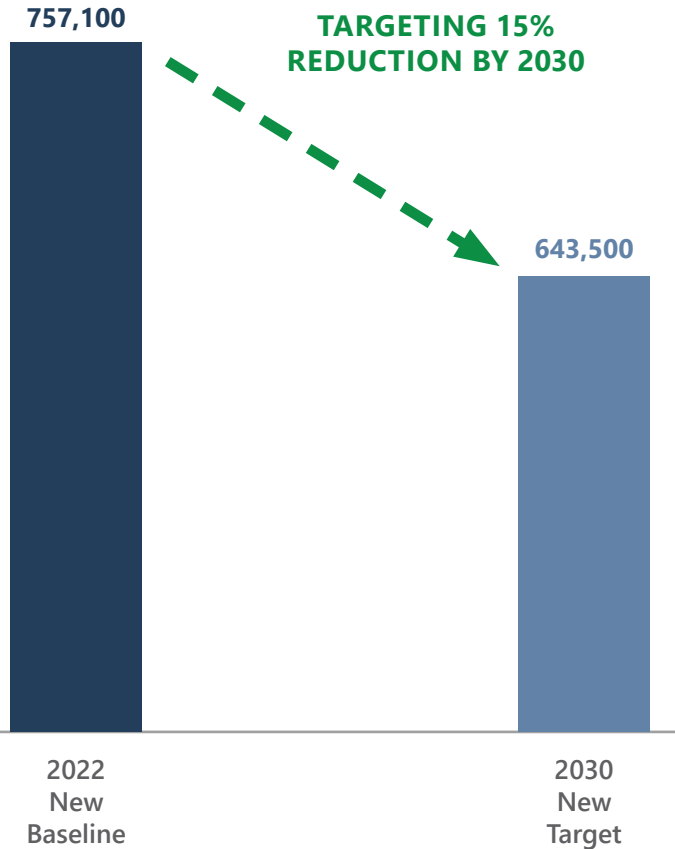
(as of February 2023 including EnVen) and a modeled growth profile. We will to rebaseline, when appropriate, to reflect material changes such as asset base adjustment, growth profile modifications, and regulatory calculation amendments. Our material threshold to trigger a rebaseline aligns with best practices as a 5% or greater change to the total base-years emission. We plan to achieve our targeted reduction through various possible initiatives such as vapor recovery units, process improvement opportunities, future monitoring versus factor-based calculations in OCS AQS, and asset retirements.

Long-Term Goal

Looking forward, we aim to build long-term stockholder value by providing safe, reliable, and responsible energy while developing large-scale decarbonization projects in the U.S. Gulf Coast region for industrial consumers. We are actively maturing and growing our upstream energy portfolio and our CCS efforts across the U.S. Gulf Coast, while evaluating additional decarbonization opportunities throughout the United States. At full scale, we estimate that our current CCS portfolio will have the potential storage resources to permanently sequester CO₂ volumes from our industrial customers more than 35 times⁽¹⁾ the annual equivalent of combined 2022 Pro Forma upstream operations emissions.

Absolute GHG Emissions Target⁽²⁾

Metric Tons CO₂e



(2) 2022-2030 data is combined pro forma with EnVen acquisition. Scope 1 and Scope 2 emissions.

(1) Based on 2022 Pro Forma emissions CO₂e of 0.7 MTPA and assuming 25 MTPA at peak injections.

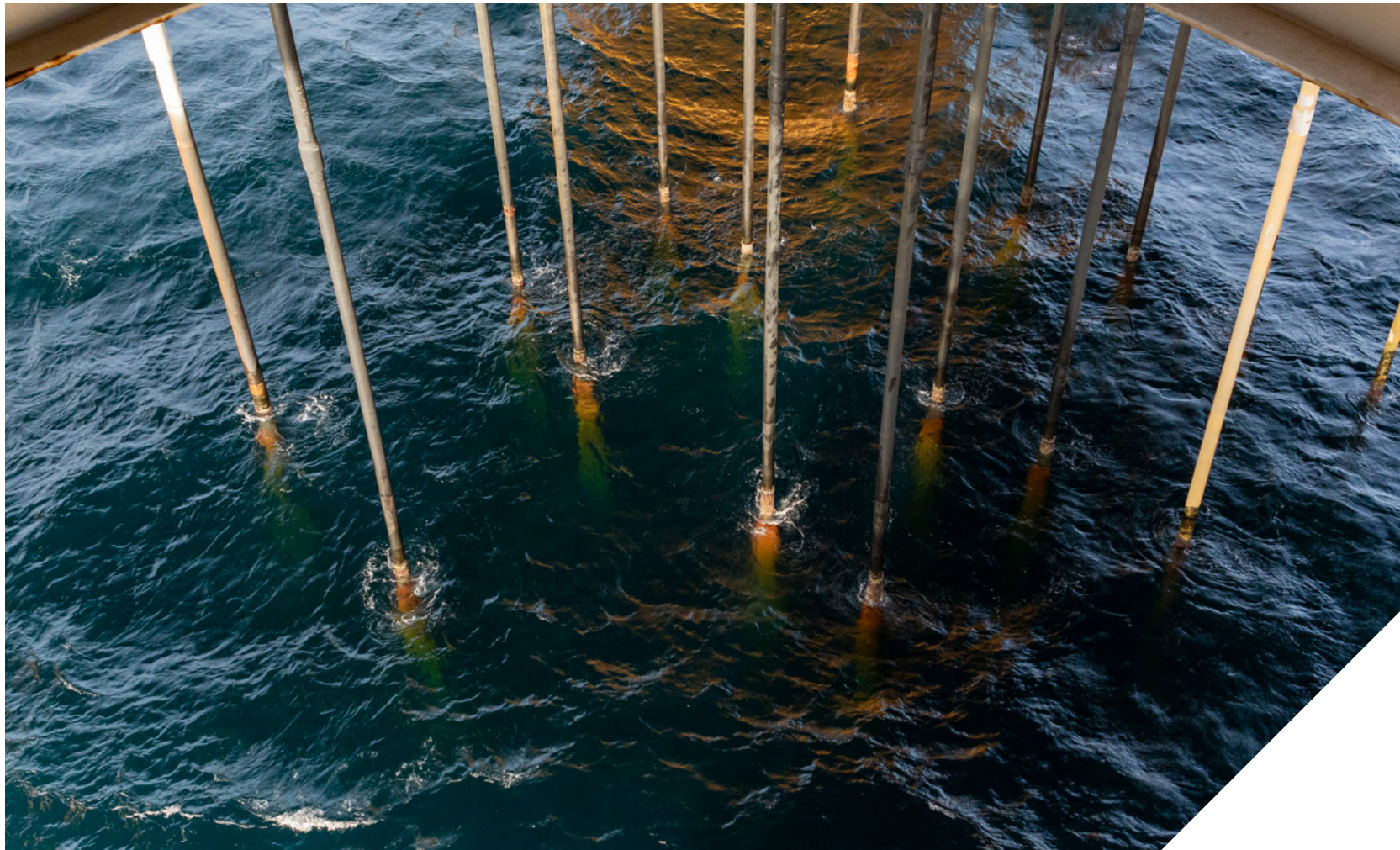
Environmental Management System

We place a strong emphasis on our Safety and Environmental Management System (SEMS), which is a fundamental component of our Sustainability strategy.

Our SEMS is designed to monitor compliance with safety and environmental regulations, inform our employees and contractors about safety and environmental policies and procedures, and train our employees regarding such requirements. By following SEMS guidelines, we strive to maintain safe operations while minimizing adverse safety and environmental impacts.

Environmental protection is integrated into our daily operations, including drilling, decommissioning, and well work, through our Job Safety & Environmental Analysis (JSEA) framework. Our JSEA framework is a communication tool outlining established safety practices and environmental mitigations associated with specific processes, jobs, or procedures. Before beginning any job, work crews review the JSEA, and the facility's Person In Charge (PIC) authorizes and approves the work. The JSEA framework covers spill prevention and minimization, preventing foreign objects from going overboard, and maintaining overboard water handling equipment like sumps, float cells, and separators. We track relevant environmental data for internal use and compile reports for regulatory agencies.

Health and safety is our number one priority and a core value. It is our belief that our work is never so important that we cannot take the time to do it safely.



Protecting the Environment

Protecting the environment and preserving biodiversity, the complex web of genes, species, ecosystems, and ecological processes that sustain life on Earth, is important to support a sustainable future for generations to come.

We aim to serve as environmental stewards in the areas we operate throughout the life cycle of our operations. We seek to do this in five key areas: (1) Spill Prevention, (2) Decommissioning Program, (3) Water Management, (4) Materials and Waste Management, and (5) Energy Management.

Our efforts start with addressing compliance with all applicable regulations. We work closely with regulatory agencies such as the Bureau of Ocean Energy Management (BOEM), the Bureau of Safety and Environmental Enforcement (BSEE), and the Environmental Protection Agency (EPA) to monitor and implement evolving requirements for sustainable operations. We also actively participate in industry trade organizations, which helps enable us to capitalize on best practices and collectively make a more significant impact with other member companies. Our SEMS is designed to incorporate regulatory requirements and best practices adopted from BSEE Safety Alerts/Lessons Learned and industry working groups. Our JSEA covers (1) offshore spill prevention, (2) spill minimization, (3) foreign object prevention, and (4) overboard water handling equipment maintenance. In addition, we do training and drills periodically to hone our oil spill preparedness skills. Finally, personnel and contractors across our Company are empowered and serve as our final layer of protection through routine observations, FLIR surveys, and maintenance programs.

(1) BBL spilled per 1,000,000 BBL of oil and condensate produced. Less than one barrel category data derives from operators who submitted BSEE-0131 forms, whereas the 1 to 50 and over 50-barrel categories derive from other incident reports (entire OCS). Data does not distinguish between the types of operations from which the oil was spilled. Source: BSEE Safety and Environmental Performance Data for Industry Benchmarking – Calendar Year 2021 charts (10/27,2022)

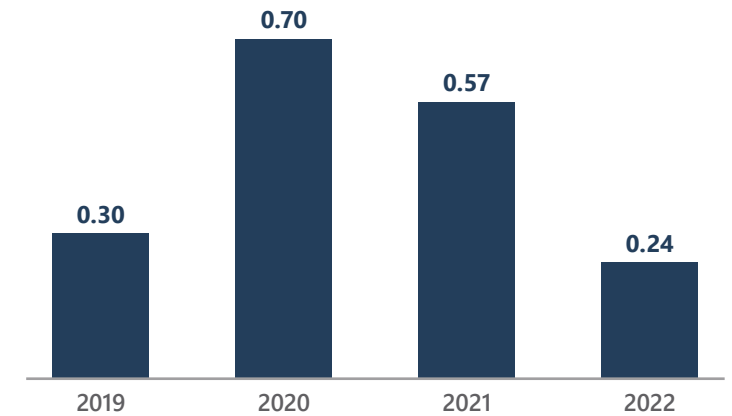
Offshore Spill Prevention and Reporting

We are committed to preventing, detecting, and responding to hydrocarbon leaks to protect the habitats in which we operate. Offshore facilities are highly regulated and require installing process safety and pollution containment systems to prevent undesired events. Our Oil Spill Response Plan (OSRP) outlines basic monitoring and visual surveillance practices, control and spill cleanup procedures, and advanced detection techniques. We have invested in subsea leak detection technology for early detection of leaks in subsea well flowlines that transport hydrocarbons to host facilities for processing. The technology deploys sensors, control mechanisms, and software designed to detect potential leaks or scenarios that need investigation.

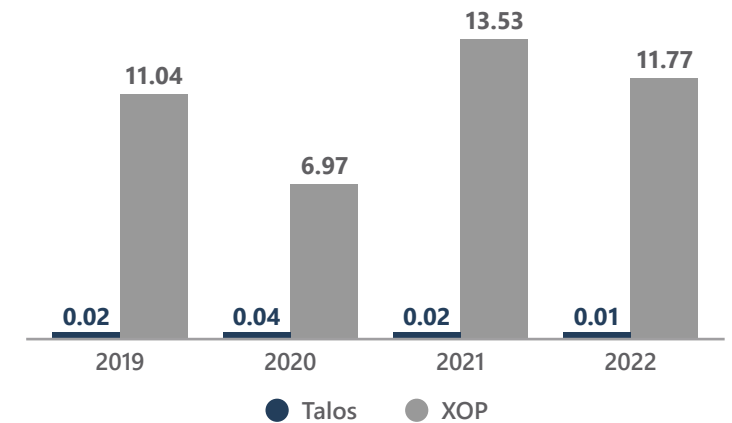
Spills can range from minor sheens caused when valves or equipment leak outside containment to a major spill resulting from a pipeline leak or uncontrolled well issue. We define an oil spill as a visible sheen of any size observed in the water. Personnel are required to report sheens and spills of a drop or more to senior leadership and in accordance with our OSRP. We report all sheens and spills, regardless of size, to the National Response Center (NRC), which notifies associated agencies, including the EPA. We calculate spill volumes using a method described in our OSRP, which is evaluated, practiced in spill drills, and approved by BSEE and the Coast Guard.

In 2022, we handled ~27.1 MMBOE of gross operated production volumes (including third-party handling) and released only 0.24 barrels offshore. This marks the fourth consecutive year of zero offshore spills greater than one barrel in size. In addition, we are well below the offshore industry benchmark of 1.84⁽¹⁾ published in BSEE's latest publication reporting 2021 data.

Talos Offshore Spill Volumes
Total Volumes of Oil Spilled Offshore (BBL)



Talos Spill Volume Ratio
Barrels Spilled / MMBOE of Production



Note: XOP is the SPDR S&P Oil & Gas Exploration & Production ETF, used as a proxy for an upstream benchmark. This index is comprised of Integrated Oil & Gas, Oil & Gas Exploration & Production, and Oil & Gas Refining & Marketing. ESG metrics for XOP holdings were accessed through Bloomberg.

Environmental Protection Through Decommissioning

Responsible decommissioning of our offshore wells and infrastructure is a top priority. We aim to minimize the disruption of ocean biodiversity around our operations, reduce risks, and adhere to federal regulations.

Wells are required to be plugged within one year following a platform's cessation of operations, and the platform and all facilities must be decommissioned in accordance with applicable federal regulations. In 2022, we spent approximately \$69 million (net to Talos) on plugging, abandoning, and decommissioning operations in the U.S. Gulf of Mexico, which included temporarily abandoning 33 wells, plugging and abandoning 35 wells, removing 19 facilities, and flushing and abandoning 26 pipelines.

After plugging and cementing all wells connected to a facility, we either remove the facility and return the seafloor to the pre-drilling conditions or, when economically and operationally feasible, we convert all or part of the facility into an artificial reef habitat, either in its current location or by transporting it to an already-established artificial reef. The evaluation and approval process to convert a platform to a reef is rigorous. EnVen has previously converted two platforms to reef and Talos had evaluated several opportunities that did not meet applicable requirements. In the future, we plan to consider reefing as an option for at least 10 of our operated facilities and structures in our asset base over the next five years.

Year	Structures Removed	Wells Permanently Plugged	Wells Temporarily Plugged	Pipelines Decommissioned	Length of Pipelines Decommissioned (ft)	Net Decommissioning Costs (\$MM)
2016	8	27	9	14	210,780	\$40
2017	8	14	14	28	240,933	\$37
2018	16	21	31	12	159,781	\$142
2019	12	28	41	22	59,576	\$75
2020	10	18	36	12	79,834	\$42
2021	4	17	34	46	365,434	\$66
2022	19	35	33	26	257,373	\$69
TOTAL SINCE 2016	77	160	198	160	1,373,711	\$471

Responsible Decommissioning Considerations



Water Management

Given the world's vital need for clean freshwater, we have a strong focus on water conservation and management in our operations.

We divide our water resource utilization into three categories:

Potable Water

Potable water (freshwater) is critical to support everyday life for our personnel and contractors offshore. This water is derived from surface and subterranean sources onshore and undergoes stringent treatment processes to meet state and federal consumption standards. We procure this vital resource from vendors and transport it from the mainland to our offshore personnel using appropriate vessels. In some cases, this water is also used to supplement drilling and completion fluids essential for well operations. We aim to strategically manage our potable water using other sources for most activities.

Seawater

Seawater plays a multifaceted role in our daily operations through desalination, equipment cooling, and well completion activities. Many of our facilities have desalination units, enabling us to produce non-potable water on-site for various operational functions such as deck cleaning, fire prevention systems, sanitation, and deluge. Desalination capabilities help minimize our need for freshwater and can help lessen our carbon footprint by reducing the number of delivery voyages carrying freshwater to our facilities. Seawater is also used to cool some of our equipment.

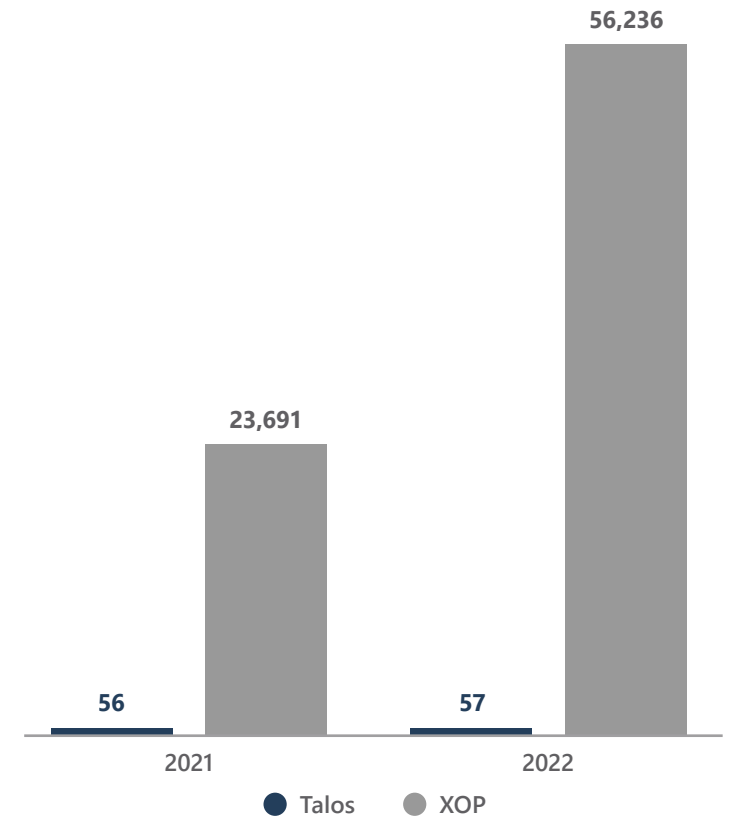
We pump saltwater directly from the ocean through dedicated cooling loops to efficiently regulate equipment temperatures on our facilities. This process is executed within a contained system to help the seawater return to the ocean with no contaminants. Finally, our well completion activities utilize seawater mixed with an environmentally benign gel for injection into completion zones to control sand and prevent its movement near the wellbore (less than 200 feet). These completion operations typically use about 2,000 to 4,000 barrels of freshwater or seawater-based fluids per well. In contrast, the American Petroleum Institute reports the average onshore hydraulic fracture job uses approximately 4 million gallons or 95,000 barrels of water per well⁽¹⁾. Thus, offshore well completions are on average 96% more water efficient when compared to onshore shale oil and gas wells completed with hydraulic fracturing.

Produced Water

Produced water, a byproduct of our offshore hydrocarbon production, is saline water produced along with the hydrocarbons we extract. We have implemented a collection and treatment protocol in line with the EPA's National Pollutant Discharge Elimination System (NPDES) General Permit for produced water at each facility. The protocol requires monthly sampling of the treated produced water. Samples undergo rigorous scrutiny at third-party laboratories, providing us with testing results to confirm compliance. The results are reported to the EPA every quarter, reinforcing our commitment to the EPA's environmental standards. In 2022, we delivered more than 24 million barrels of treated produced saline water into the Gulf of Mexico.

Low Freshwater Utilization vs Benchmark

Thousand Cubic Meters (1,000 m³)



Note: XOP is the SPDR S&P Oil & Gas Exploration & Production ETF, used as a proxy for an upstream benchmark. This index is comprised of Integrated Oil & Gas, Oil & Gas Exploration & Production, and Oil & Gas Refining & Marketing. ESG metrics for XOP holdings were accessed through Bloomberg.

(1) <https://www.api.org/oil-and-natural-gas/energy-primers/hydraulic-fracturing/how-much-water-does-hydraulic-fracturing-use-2>

Materials and Waste Management

As part of our ongoing environmental stewardship efforts, we endeavor to reduce and recycle when possible.

In 2021, we enhanced our tracking and reporting procedures to record our waste streams in alignment with SASB and GRI recommendations. A third-party compliance firm oversees the audit of our waste numbers. The four waste categories we now track and report include:

- Hazardous waste
- Naturally occurring radioactive material (NORM)
- E&P waste
- Universal waste

We evaluate our hazardous waste offshore or at the shore base before delivering waste to an EPA-approved Treatment, Storage, and Disposal Facility for permanent disposal. We also store, transport, and dispose of NORM waste and E&P waste, which includes completion fluids, oil-based drilling fluids, production pit sludges, storage tank sludges, washout water, and water-based drilling fluids, in accordance with applicable regulations. In 2022, we generated 5,000 metric tons of total waste which was a 28% reduction from 2021 driven by reduced operational activity generating less E&P waste. This resulted in a 2022 waste intensity of 0.23 metric tons per MBOE⁽¹⁾.

(1) Waste intensity is calculated as total waste (metric tons) divided by gross production (MBOE).

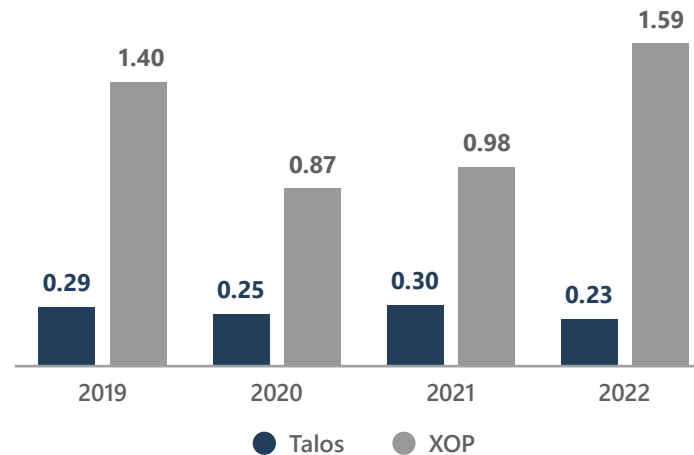
Waste by the Numbers

Metric Tons (MT)

	2019	2020	2021	2022
HAZARDOUS WASTE	7	5	6	9
NON-HAZARDOUS WASTE	5,448	4,944	6,906	4,938
E&P WASTE	5,448	4,944	6,183	3,950
UNIVERSAL WASTE	N/A	N/A	723	988
NATURALLY OCCURRING RADIO	30	48	61	53
TOTAL WASTE	5,485	4,997	6,973	5,000

Low Waste Intensity vs Benchmark

Waste Intensity
(Total Waste – Metric Tons/Sales Production MBOE)



Note: XOP is the SPDR S&P Oil & Gas Exploration & Production ETF, used as a proxy for an upstream benchmark. This index is comprised of Integrated Oil & Gas, Oil & Gas Exploration & Production, and Oil & Gas Refining & Marketing. ESG metrics for XOP holdings were accessed through Bloomberg.

Waste Recycling Program

Recycling is a small component of our overall sustainability efforts. However, we believe recycling helps to conserve natural resources, reduce landfill waste, and create valuable inputs to manufacturing.

Our recycling program started in 2021 in our Houston office. In 2022, we expanded our recycling program to the Lafayette office and all Talos offshore facilities. Offshore, we utilize recycling bags to collect recyclable items such as cardboard, paper, aluminum, plastic, and glass, which are delivered to onshore recycling plants for processing. Onshore at our corporate headquarters and Louisiana office, we typically have individual recycling bins in each office and large recycling bins in copy rooms and kitchens to collect recyclable items. In 2022, we recycled approximately 8,200 pounds of universal waste.

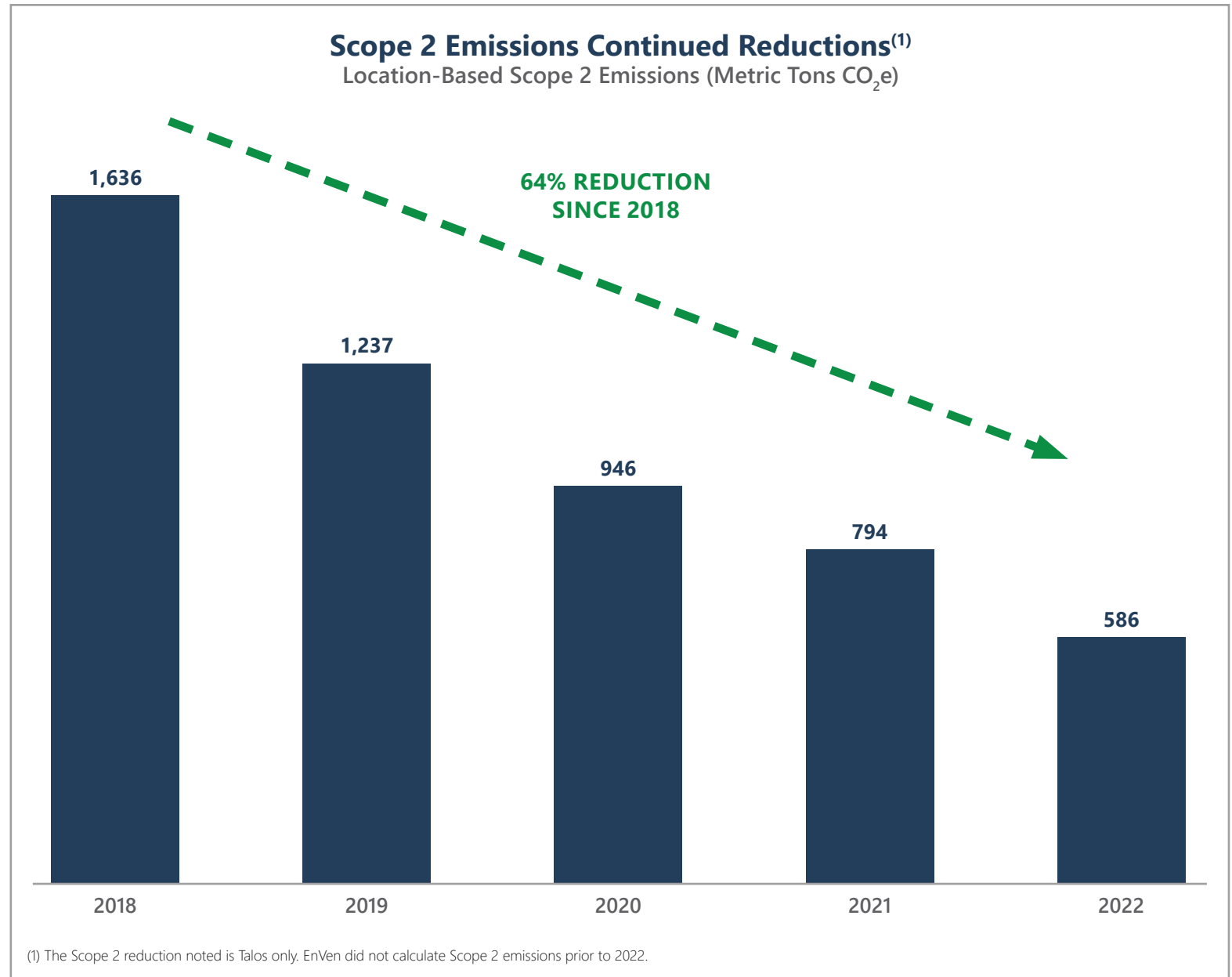


recycled
~8,200
pounds (~3,700 kg) of
universal waste

Energy Management

As a part of our sustainability strategy, we seek to minimize our environmental impact by enhancing energy efficiency.

We are doing this in a few different areas. First, nearly all of our offshore facilities utilize solar powered navigation aid systems with battery backup, which are signals, markers, or guidance equipment that aid nautical travel. Second, our offshore facility team conducts engine or generator load evaluations to check for optimization opportunities. Third, our headquarters is located in a LEED Gold-certified and Energy Star rated building. Fourth, we seek to maximize our office space and sites to reduce our office footprint. Finally, we regularly evaluate renewable energy sources and technologies designed to improve our energy efficiency. We have reduced our location-based Scope 2 emissions by 64% since 2018.





SOCIAL

Social Highlights

Our culture, defined by five key principles, is the foundation of our social promise to do what is right for people and the planet.

We are proud of the progress we have made in 2022 to improve safety, increase training, enhance the employee experience, and give back to our communities. Through our actions, we are advancing Talos as the energy company of tomorrow.

The Five Key Principles of Our Culture

THINK AS AN
OWNER

EMBODY
INTEGRITY
& SAFETY

MAINTAIN
OPTIONALITY

EMPOWER
EACH OTHER

EMBRACE
DIVERSITY
& INCLUSION



"After joining Talos Energy in 2019 and working as a contractor for them a couple of years before that it was easy to see how important the safety and well-being of Talos's employees, contractors, and the environment was. That still holds true today, as the personal and environmental safety culture being promoted remains a top priority for its employees and contractors. Working towards the goal of keeping ourselves, each other, and the environment safe is a priority that I believe everyone can get behind. Being a part of that, through training and observation, gives me a tremendous feeling of accomplishment towards the success of Talos Energy as a company."

Quokneeko Robertson, HSE Training and Behavior Specialist

0.36

Total Recordable Incident Rate
lowest in Company history

Zero

Lost Time Incident Rate
for second consecutive year

55+

hours of safety training by
offshore employees

190

government inspections

0.008

INC to component ratio⁽¹⁾

~7,100

safety components tested

10

consecutive years selected
as a Houston Chronicle
Top Workplace

~\$600,000

donated community social investment

400+

employee volunteer hours

⁽¹⁾ Incidents of Noncompliance (INC) are given by the inspection agency if an issue is observed on an inspected component.

HSE Culture, Accountability, and Oversight

We view workplace and operational safety as an imperative part of our business. Based on our Health, Safety, Environment, and Sustainability core values, we seek to minimize unacceptable risks and foster an empowered workforce that champions a 'safety-first' culture throughout our operations.

In accordance with our core values, we seek to maintain transparency in reporting safety and sustainability matters to our Board of Directors and stakeholders, comply with applicable regulations, adopt proactive policies, practices and procedures, and collaborate with applicable regulatory agencies. To reinforce our commitment to safety, we include safety performance as a part of employee evaluations tying incentives and bonuses to safety achievements through our annual AIP program.



Our safety and regulatory team

Our Guiding Safety Principles



Every worker has the right to **stop the job** when in doubt about the safety of an operation



Transparent reporting, investigation, and corrective actions can prevent recurrence of unplanned events



Carefully planning and communicating each activity will identify and mitigate jobsite risks



Open and honest communication can drive continuous improvement throughout our operations



All operations should be conducted in an **environmentally sound** manner at all times



Unmitigated risks should not, and will not, be taken to increase production or progress



Compliance with regulatory requirements is our non-negotiable license to operate

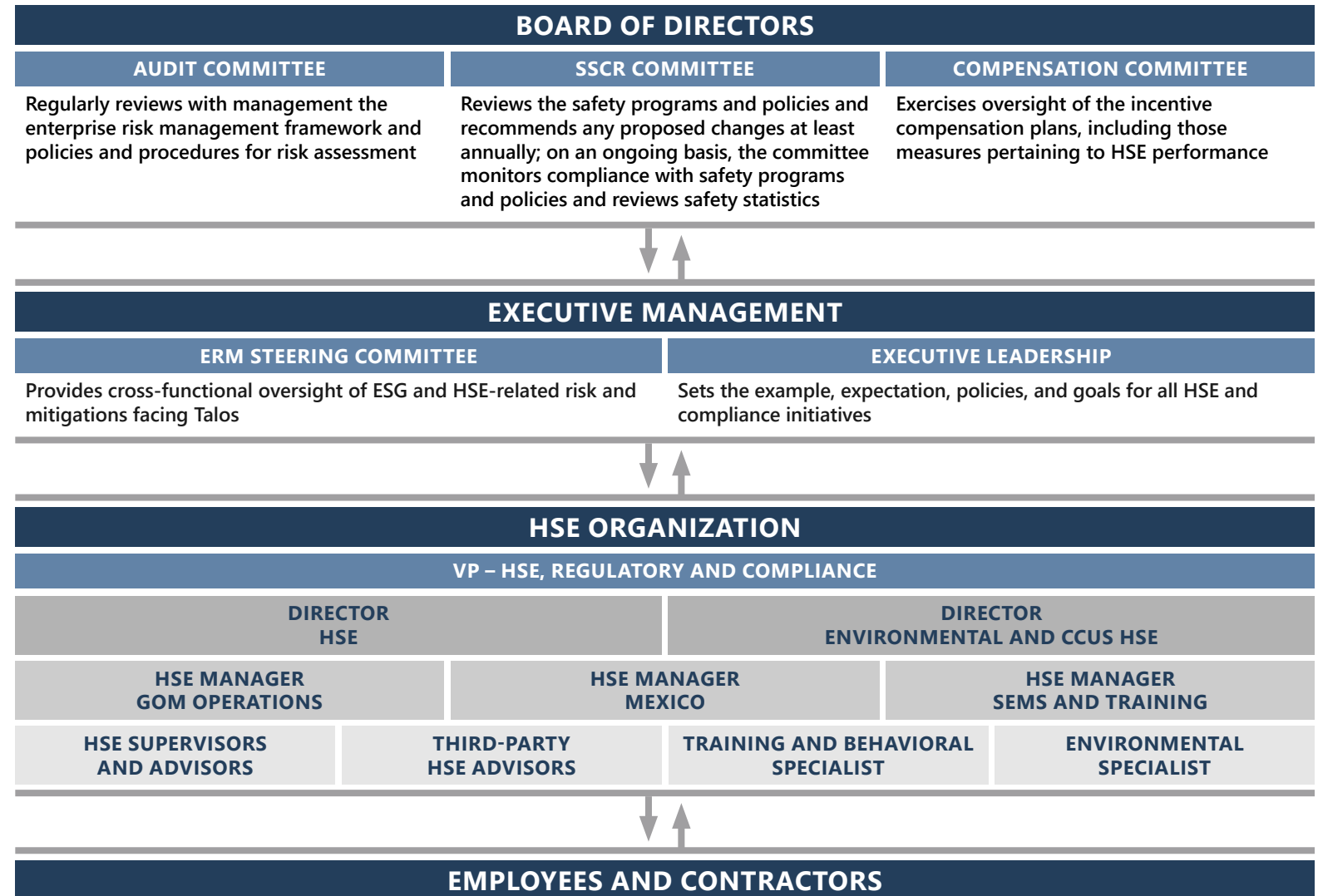


The worker is more important than the work and we continuously reflect this in our decisions and actions

Everyone at Talos is empowered and responsible for safety. However, oversight of safety starts at the top with the Board of Directors and various committees. In particular, the Board's SSCR Committee is responsible for overseeing safety, sustainability, and corporate responsibility matters at Talos. Executive management is fully engaged with our Chief Operating Officer directly responsible for all safety aspects and our Executive ERM steering committee guiding broader strategic discussions.



Action at All Levels



Health, Safety and Environment (HSE)

A Comprehensive Program

Our comprehensive HSE program focuses on the safety, health, and wellbeing of all stakeholders. We foster a safety-first culture, continually monitor regulatory compliance, utilize safety tools, and engage in HSE trade associations and knowledge-sharing groups to evolve and enhance our safety processes and procedures.

Our comprehensive HSE program utilizes risk assessment data, oversees contractor management, and continuously monitors safety performance. Through safety training sessions and ongoing safety initiatives, we strive to promote a robust culture of offshore safety and continuously improve our safety programs and initiatives. Our Safety and Environmental Management System (SEMS) provides daily data and feedback to assess safety risks and employ real-time monitoring for informed decision-making.

Key elements of our comprehensive HSE program are:

- **Culture of Safety**
We prioritize the safety, health, and well-being of all stakeholders, including employees, contractors, vendors, and the community. We empower our employees and contractors to promote a safety-first culture across our operations, with everyone having the authority and obligation to stop a job when in doubt about the safety of an operation.
- **Safety and Environmental Management System (SEMS)**
Our SEMS provides daily guidance for safety practices and fosters continuous improvement in all our operations. All elements of our SEMS meet or exceed the BSEE and U.S. Coast Guard standards.
- **Safety Initiatives and Tools**
We use the Talos Safe Operating Practices (TSOP) Manual, SEMS, Keystones to Saving Lives Program, and Safety Observation cards to guide our safety and environmental management oversight.
- **Safety Risk Assessments**
To reinforce industry-leading safety performance, we frequently conduct risk assessments at both enterprise and job task levels.





- **Safety Program Audits**

We completed our tri-annual audit and our Subpart O audit during 2022, and in response, implemented corrective action plans. Looking ahead, we are actively pursuing the Center for Offshore Safety (COS) audit and certification, with the goal of achieving this recognition in 2024. A COS certification will further emphasize our dedication to safety and environmental excellence in our offshore operations. We are also evaluating ISO 14001 certification, an internationally recognized standard for environmental management systems. As of December 2022, we are proud to have five Company employees certified as ISO lead auditors. These auditors will play an instrumental role in conducting initial audits on our facilities and performing gap analyses to identify areas where we can enhance our safety and environmental management practices as we further evaluate the certification program.

- **Real-Time Monitoring**

We utilize real-time monitoring during offshore drilling operations and for weather conditions in the Gulf of Mexico to safeguard operational integrity and support decision making, while also standing ready to respond to incidents with a comprehensive readiness plan.

- **Risk Assessment Data Utilization**

We use our HSE drilling operations scorecard and Safety Observation Card (SOC) program to identify safety trends and guide responses to leading and lagging safety indicators, enhancing our safety performance and target-setting capabilities.

- **Safety Trainings**

We conduct regular safety training to address offshore operational risk and promote a robust culture of offshore safety. We use custom-designed annual training sessions administered through our eLearning platform and live, hands-on training with third-party experts.

- **Safety Engagement and Communication**

We engage in weekly field meetings, bi-weekly safety meetings, monthly safety keystones highlights, and frequent internal communications to enhance our safety programs and initiatives. In 2022, we conducted an annual Safety Culture Survey and received around 1,000 responses from our employees, contractors, and vendors. We utilize the feedback to enhance our internal safety programs and procedures throughout the year.

- **Competency Management**

We utilize iCAN's Competency Management System (CMS) and Training Management System (TMS) to house, assign, track, and measure workforce safety competencies. The analytics engine within iCAN evaluates our workforce's actual competencies to create role specific development plans using computer-based and hands on training, policy review, mentorship and/or simple instructions helping us develop safety-focused employees and contractors.

- **HSE Trade Associations and Knowledge Sharing Groups**

We actively participate in trade associations and knowledge-sharing groups such as the National Ocean Industries Association (NOIA), Offshore Operators Committee (OOC), Center for Offshore Safety (COS), and Clean Gulf Associates, focused on health and safety, contributing to industry-wide improvements in HSE practices.

2022 Safety Performance

Beyond Safety Campaign

Our commitment to safety goes beyond check-the-box compliance and regulatory requirements with our Beyond Safety Campaign. The campaign emphasizes the evaluation of the organization's safety culture against a ladder of metrics, from basic understanding to efficiency. All levels of our company, from our top executive leadership team to our employees offshore, are committed to implementing the core elements of our Beyond Safety Campaign:

- Establishing the right values
- Reducing unplanned events
- Reducing overall exposure

Our Beyond Safety Campaign drives us to continually improve our safety culture and operational excellence to enhance the safety and well-being of our employees, contractors, and stakeholders. In 2022, we are proud to have delivered our best safety performance on record, with a Total Recordable Incident Rate (TRIR) of 0.36 and Lost Time Incident Rate (LTIR) of 0.0. For a complete list of all our safety metrics, please see the Key Performance Data Table in Appendix A of this report.

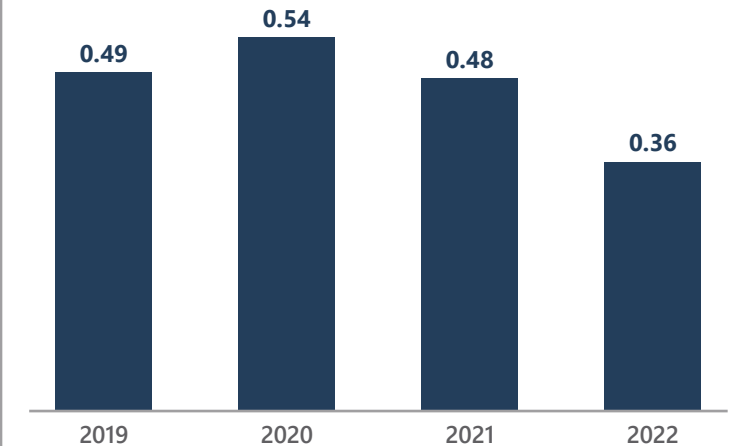
Heightened Focus on Significant Injuries or Fatalities (SIFs)

In addition to industry standard metrics such as TRIR, we began closely monitoring SIF metrics in 2022 to bring organizational focus to key incidents with high-risk potential that could lead to serious workplace injuries or fatalities. A SIF is defined as a serious work-related injury or illness, including those that resulted in fatality or a life-altering event. Life-altering events are defined as a long-term or permanent injury or illness with significant impact on daily activities. The SIF approach focuses on understanding unsafe acts, unsafe conditions, and management system failures that lead to incidents rather than just evaluating the incident and injuries after they occur. Our SIFs tracking helps us identify and evaluate the causes of any high-potential near misses or actual SIF incidents through:

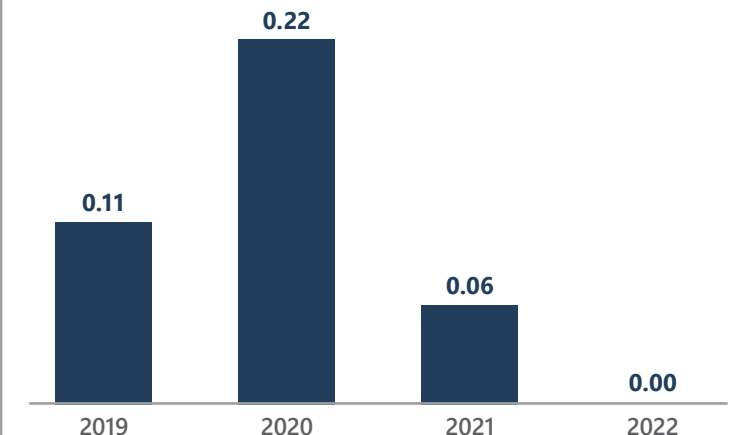
- A comprehensive investigation process
- Recording, analyzing, and reporting SIFs
- Implementing procedures in response to the lessons learned
- Communicating those lessons company-wide to improve our operations and safety processes

Our SIF rate is calculated by taking the total number of SIF incidents divided by the total number of work hours per 200,000 hours worked. For 2022, we accomplished a SIF rate of 0.1. We believe our heightened focus on SIFs and implementing lessons learned will continue to reduce the risk of serious injuries and fatalities.

Combined TRIR



Combined LTIR



HSE Training

We actively train employees and contractors to follow strict safety standards and encourage immediate reporting of any protocol breaches.

As mandated by our CEO, our key objective is for everyone to go home safely by empowering all employees and contractors to exercise Stop Work Authority (SWA) to halt work for any safety concern. We know regular safety training cultivates a strong safety culture, minimizes operational risks, and helps us learn from prior incidents. Employees and assigned contractors are required to complete customized in-house training through our eLearning platform and receive hands-on training as part of their ongoing development. We utilized iCAN's CMS and TMS to evaluate our workforce's actual competencies, create role specific development plans, house training content, and track training progress. Biweekly field safety meetings with senior management foster candid discussions on safety culture and ESG initiatives. In addition, we have a safety observation card program which encourages anyone on a Talos location to provide feedback in the form of near-misses, observation of proactive safety efforts, and potential hazards. Every card is reviewed by management. Each field manager picks one card to discuss during the biweekly field safety meetings and the person who submitted that card is recognized. Finally, our safety program also entails emergency response training drills to prepare employees for real-life emergencies. Learnings from emergency response training drills, near-miss analysis, internal incident investigations, and frequent BSEE safety alerts allow us to continually improve and adapt our risk mitigation processes and trainings.

2022 Safety Training by the Numbers

OFFSHORE EMPLOYEES



2,808

total training courses
taken

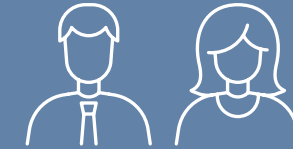
13.6

average training courses
taken per employee

57.4

average course hours
taken per employee

OFFICE EMPLOYEES



598

total training courses
taken

2.5

average training courses
taken per employee

5.2

average course hours
taken per employee

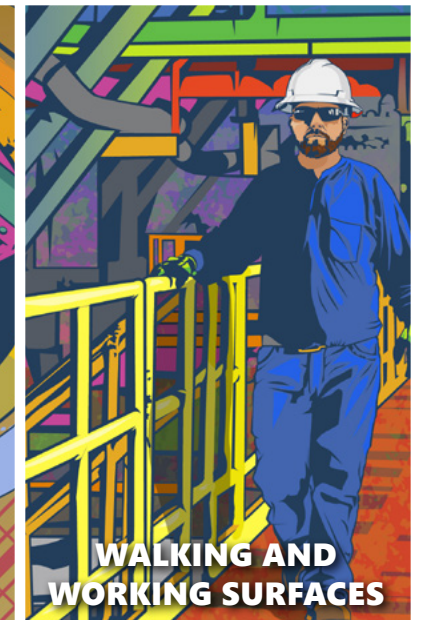
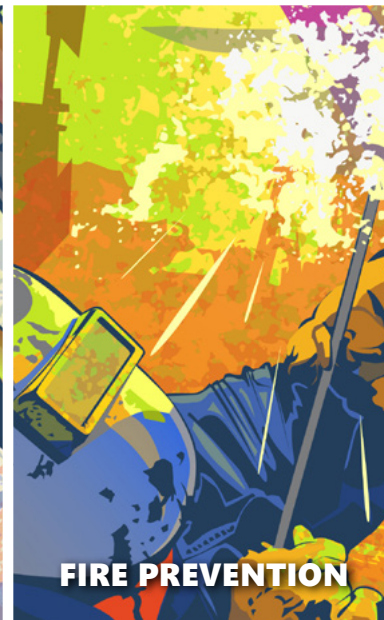
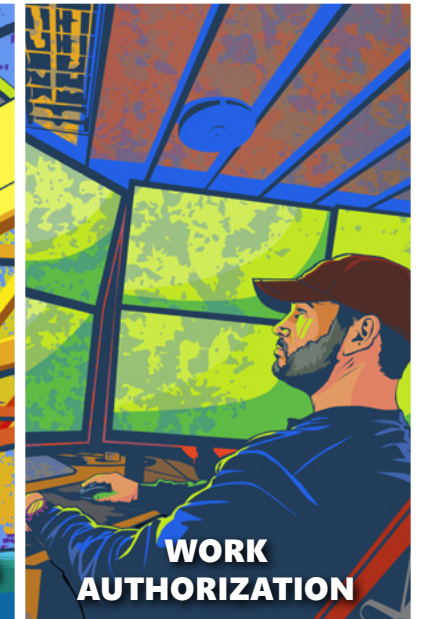
HSE Keystones to Saving Lives Initiative

We have implemented a “Keystones to Saving Lives” initiative to identify high-risk activities that could lead to Significant Injury or Fatality (SIF) events, simplify operational tasks, improve controls, and reduce hazards to improve safety.

The 8 key initiatives in the program include:

- Line of Fire
- Energy Isolation
- Lifting Operations
- Work Authorization
- Working at Heights
- Fire Prevention
- Confined Space Entry
- Walking and Working Surfaces

Employees and contractors receive pocket guides and posters are posted in each facility, highlighting safety considerations for key hazardous activities related to our operations. Keystone pocket guides are also utilized by employees and contractors during pre-job assessments and planning. The Keystones to Saving Lives initiative is a critical component of our Beyond Safety philosophy, as it seeks to achieve safety excellence and enhance our day-to-day safety culture.



HSE Regulatory Compliance

We foster a culture of integrity and compliance with applicable state and federal regulations and permitting requirements.

The offshore industry is primarily governed by BSEE, BOEM, EPA, and the U.S. Coast Guard. BSEE and U.S. Coast Guard conduct regular inspections, audits, and emergency drills to

ensure compliance. Incidents of Noncompliance (INC) are issued by the inspection agency if an issue is observed.

In 2022, 190 government inspections were performed involving our production facilities or operations activities where approximately 7,100 safety components were individually tested. Our INC to component ratio was 0.008, which is 60% better than the average Gulf of Mexico operator⁽¹⁾ reported in 2022.

Compliance by the Numbers



190
government inspections



0.008
INC to component ratio



~7,100
safety components tested

(1) The Gulf of Mexico region INC to component ratio for 2022 was 0.02 as provided by BSEE Field Operations – OSM on January 5, 2023.



Contractor Management

At Talos we require the same safety commitment from the contractors and contractor management companies working at our facilities as we do from our employees.

Our Executive Vice President and Chief Operating Officer oversees our contractors, and expectations are set in place by our Vendor Code of Conduct. The Vendor Code of Conduct requires our contractors and contractor management companies to abide by our labor practices, working conditions,

ethics, and SEMS. The employees, agents, and subcontractors employed by these contract management companies are also covered by our code of conduct. Contractors participate in a combination of periodic safety trainings, eLearning courses, and our Safety Culture Survey.

To track adherence to our safety training requirements, we established a contractor and subcontractor monitoring process, using ISNetworld to help ensure our contractors meet our minimum training requirements every time a contractor mobilizes offshore. Compliance with our training requirements is verified by the ISN scan card process at kiosks at our heliports and docks.

To continue advancing our safety efforts with contractors, we regularly evaluate our contractor training requirements. The training requirements are added to and enforced through our ISNetworld. In addition, contractors or contractor management companies are also audited periodically, with over 50 SEMS, Subpart O, and training audits completed in 2022. Through these audits, we assist contractors by identifying potential gaps in their company's safety programs and work hard to foster a relationship with our contractors that promotes open communication, thus driving safety for all. If we find a contractor is not adhering to our code of conduct or abiding by our standards, we will take appropriate actions to modify, remove, or terminate the contract.



Human Capital Management

We recognize that human capital management is crucial to our success. Because our highly skilled and dedicated employees are our most valuable asset, we are committed to providing a work environment that attracts top talent, embodies our core values, and promotes innovation and collaboration.

During 2021, we conducted an in-depth assessment of our culture based on employee and management feedback. In 2022, we began implementing the Talos Energy Culture Roadmap, consisting of five distinct pillars designed to shape the future of our Company and our valued human capital:

- Define and integrate the Talos culture
- Develop an internal communication strategy
- Establish a leadership development program
- Create an employee engagement plan
- Strengthen diversity and inclusion

Our goal is to purposefully create and intentionally manage a culture that is aligned with our business strategy and fosters employee development, job satisfaction and loyalty. The Talos Culture Roadmap Statement — Think as an Owner, Embody Integrity and Safety, Maintain Optionality, Empower Each Other, and Embrace Diversity and Inclusion — focuses on defining our culture and embodies the shared values, goals, attitudes, and practices that exemplify our organization. Our human capital

management also focuses on key objectives such as human rights, diversity and inclusion, employee safety, talent recruitment and development, and comprehensive employee health and welfare benefits. As of December 31, 2022, we employed 436 individuals across Texas, Louisiana, and Mexico, 223 of whom work in offshore operations. We are dedicated to building a diverse team of qualified employees and fostering an inclusive workplace.

Recruiting Top Talent

One of our key objectives is to attract top talent. We utilize a variety of methods to identify and recruit talent, including online recruiting platforms, referrals, universities and colleges, networking organizations, and professional recruiters. We have established relationships with universities, trade schools, professional associations, and diversity networks as sources for potential candidates. We also retain current talent by offering competitive compensation and generous benefits that meet the varied and evolving needs of our employees and their families. Our comprehensive benefits include medical, dental, vision, and prescription drug benefits, life insurance, short-term and long-term disability benefits, a 401(k) plan with company matching, access to confidential support through our Employee Assistance Program, work-from-home programs, gym membership subsidies, no-cost flu shots, free parking or park-and-ride reimbursement, paid time off, tuition reimbursement for higher education, reimbursement for attending seminars, conferences, and continued professional education and certifications, a \$1,000 annual charitable contribution⁽¹⁾ for each of our employees, and an annual volunteer day. We are regularly evaluating the marketplace to benchmark our benefits against peers and improve our existing programs for employees. In 2023, we began offering additional mental health initiatives and increased our 401(k) match.

(1) Increased from \$500 to \$1,000 at the beginning of 2023.

Talos Culture Roadmap



Retaining and Engaging Our Talented Employees

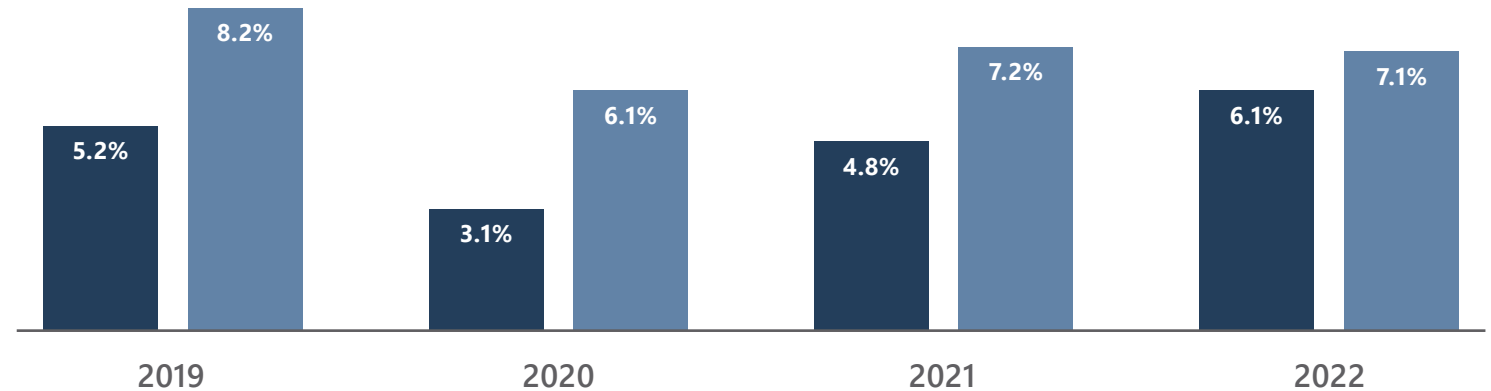
We prioritize fostering an inclusive culture where open communication is encouraged, employees' opinions are heard, and the results of their efforts are recognized. Our low employee voluntary turnover rate relative to the benchmark demonstrates the effectiveness of our culture. We create opportunities for employees to spend time together, which builds relationships and strong engagement. Our Company newsletter highlights upcoming opportunities, introduces new hires, shares volunteer opportunities, recognizes employees' achievements, educates on wellness, and features other relevant topics. Our employees also participate in various employee-created groups, such as the Talos Run Club that partners with our community efforts to raise money for the community, while promoting health and fitness. Our employees help gauge our human capital management through the Houston Chronicle Top Workplace external employee survey. We are incredibly proud that the Houston Chronicle has chosen us as a Top Workplace in Houston every year since 2012.



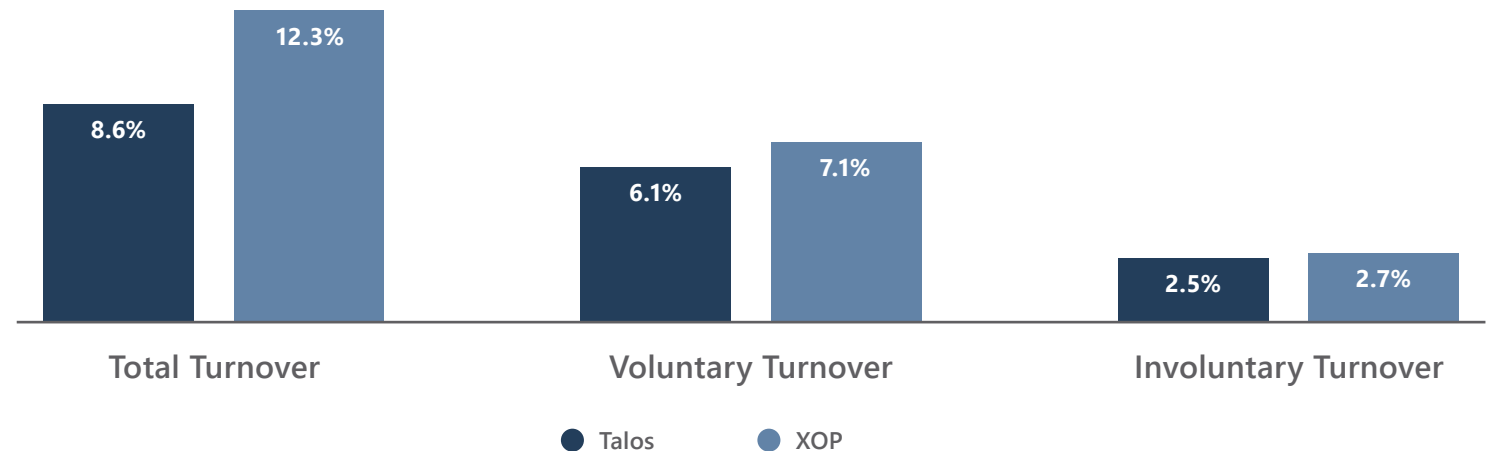
Continuously selected as a Houston Chronicle Top Workplace

Awarded every year for 10 years,
since the Company's founding

Voluntary Turnover Rates Relative to Benchmark



2022 Employee Turnover Rates



Note: XOP is the SPDR S&P Oil & Gas Exploration & Production ETF, used as a proxy for an upstream benchmark. This index is comprised of Integrated Oil & Gas, Oil & Gas Exploration & Production, and Oil & Gas Refining & Marketing. ESG metrics for XOP holdings were accessed through Bloomberg.

Opportunities for Career Development

We believe that everyone has leadership potential and that employee development strengthens the Talos culture, creates bench strength for future leaders in the organization, and gives employees the skills and confidence to lead, both personally and professionally. We also invest in the advancement of our employees because we believe that strong employee development helps achieve greater job satisfaction, fosters retention, elevates levels of performance, and contributes to Company success.

In 2022, we launched the Leadership Development Program and made it available to all our employees. The Leadership Development Program helps employees develop the skills to lead strong teams, cultivate a collaborative culture, and build a transformative organization. For employees, enhanced leadership skills promote engagement and expand career opportunities. Through our Leadership Development Program, our employees can access to a broad range of training and development tools, including compliance training programs, online courses, seminars, conferences, and classes. We offer Company-specific training courses through our Learning Management System (LMS), an internal eLearning platform that administers, documents, tracks, and reports our programs.

We reimburse employees for continued professional education and advancement, including seminars, conferences, and certifications for training programs. Our tuition reimbursement program also supports employees seeking advancement at accredited higher education institutions. We encourage our employees to advance their career development through our robust performance review process, which includes performance goals and development plans to drive growth. Our employees are actively engaged in their own performance, career development, and advancement through a culture of continuous communication and feedback.



Diversity, Equity and Inclusion (DEI)

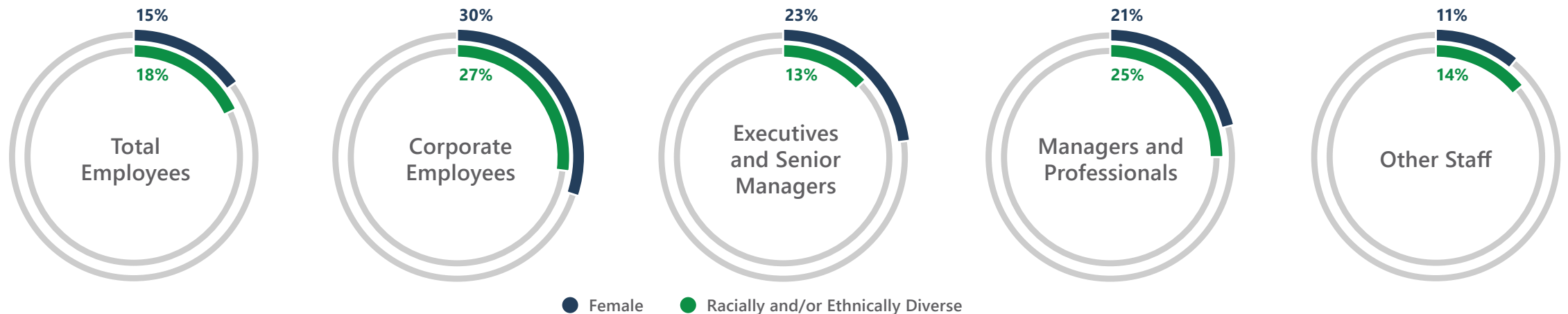
We incorporate DEI as a key component of the Talos Energy Culture Roadmap, aiming to create a welcoming workplace that fosters inclusivity. We recognize that diversity in backgrounds, perspectives, and experiences contributes to our success. We believe that meaningful change occurs when employees feel supported and heard.

Our Diversity Committee, comprised of employees across the Company, serves as an ambassador to influence and create an inclusive culture, make meaningful connections to support our community, and assist in developing our overall DEI strategy.

We believe a diverse workforce brings expanded creativity, stronger problem-solving skills, better decision-making, and enhanced performance. Our Code of Business Conduct and Ethics requires treating all employees with the same high level of respect. We do not tolerate discrimination or harassment based on any protected status under applicable law. Our recruitment practices attract and promote a diverse selection of candidates, and we are committed to recruiting and hiring people in all jobs without regard to any protected characteristic. We administer all personnel actions without regard to any protected characteristic, including compensation, benefits, transfers, layoffs, company-sponsored training, education, tuition assistance, and social and recreational programs.

We network with diverse organizations through DEI consultants and other professionals to identify a diverse candidate pool. We observe applicable laws and have adopted policies in our Employee Handbook and Code of Business Conduct and Ethics regarding equal employment opportunities and that prohibit harassment and discrimination. Our Code of Business Conduct and Ethics is based on high standards of personal integrity and the protection of human rights. We have a compliance hotline for anonymous reporting of policy violations which is monitored by our Compliance Officer in the legal department. Our General Counsel provides quarterly hotline reports and updates on compliance issues to the Audit Committee.

Promoting Diversity Across Employee Base



Social Investment in Communities

We are committed to making a positive impact in the communities where we live and work.

Empowering our employees to make decisions for social investment is the foundational building block of our corporate social responsibility. Through our employee-led Community Committee, we have four main areas of focus: health and wellness, children and youth, education, and disaster relief.

Commitment to these four main areas is the next building block of our social investment in the communities where we live, work, and play. From the March of Dimes to Sunshine Kids, we understand the impact volunteering and philanthropic giving can make in communities.

Investing in the future of these communities and the advancement of our industry's future is why we pledge scholarship funds and support youth and children.



"I am proud to be a part of a company that gives back to the communities where we live, work, and play. It is truly integral to our business. I am thankful for the leadership opportunity Talos provides me on our employee-led community service committee. Through our continuous activity, we can partner with numerous organizations year after year."

Eunice Osorio, Senior Geological Technician

Social Investment

Metric	Units	2019	2020	2021	2022
EMPLOYEE DONATIONS	US\$	\$21,981	\$28,365	\$75,437	\$98,258
CORPORATE MATCHES	US\$	N/A	\$16,565	\$48,937	\$61,304
CORPORATE DONATIONS	US\$	\$55,000	\$27,291	\$191,296	\$262,048
CHARITABLE GOLF TOURNAMENT	US\$	\$140,000	–	–	–
DISASTER RELIEF DONATIONS	US\$	–	\$56,000	\$146,940	–
LA-1 HIGHWAY FUND	US\$	–	–	–	\$161,671
SPE STUDENT SCHOLARSHIPS	US\$	–	–	–	\$16,000
TOTAL SOCIAL INVESTMENT	US\$	\$216,981	\$128,221	\$462,611	\$599,281

Pledge Commitments

Metric	Units	2023	2024	2025	2026
2019 LA-1 HIGHWAY FUND PLEDGE (\$808,357 OVER 5 YEARS)	US\$	\$161,671	\$161,671	\$161,672	161,672
SOCIETY OF PETROLEUM ENGINEERING (SPE) STUDENT SCHOLARSHIPS (\$80,000 OVER 5 YEARS)	US\$	\$16,000	\$16,000	\$16,000	\$16,000



Human and Indigenous Rights

Respect for human rights is a fundamental value of Talos. We strive to respect and promote human rights for all peoples within the communities we operate in accordance with the United Nations Guiding Principles on Business and Human Rights.

Our Human Rights Policy is overseen at the highest level by our Board Directors, including our Chief Executive Officer. We expect all individuals involved in our operations to comply with the principals set forth in our policy:

- **Respect for Human Rights**

We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. While our operations are predominantly

offshore and generally not adjacent to or on lands of indigenous communities, we seek to operate our business, including with respect to indigenous peoples' rights, in compliance with applicable national laws and treaties and the U.N. Guiding Principles on Business and Human Rights as provided in our policy.

- **Freedom of Association**

We respect our employees' right to join, form or not to join all types of associations, including political, religious, recreational associations or labor union without fear of reprisal, discrimination, intimidation or harassment.

- **Freedom of Religion, Opinion and Assembly**

We respect our employees' right to choose, practice and observe their chosen religion or belief. We further respect our employees' right to hold opinions free from outside influence and to assemble for the exchange of ideas. However, individuals are prohibited from advocating racial, religious or national hatred that amounts to an incitement to discrimination, hostility or violence.

- **Safe and Healthy Workplace**

The safety and health of our employees is of paramount importance. We seek to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements.

- **Workplace Security**

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

- **Forced Labor and Human Trafficking**

We prohibit the use of all forms of forced labor and any form of human trafficking or child labor. We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

- **Work Hours, Wages and Benefits**

We strive to compensate employees competitively relative to the industry and local labor market. We work to ensure compliance with applicable wage, work hours, overtime and benefits laws.

- **Open Communication**

We strive to create workplaces in which open and honest communications among all employees are valued and respected. Employees are encouraged to notify management if a conflict arises between our policies and/or code of conduct and the laws, customs and practices of the place where he or she works. We also encourage employees to report a suspected violation through our confidential ethics hotline. Under our policies, no reprisal or retaliatory action may be taken against any employee for raising concerns. We are committed to investigate, address and respond to the concerns of employees and to implement appropriate corrective action.

We require that our vendors and suppliers comply with our policy, as well as requirements regarding compliance with wage and nondiscrimination laws and the prevention of underage labor. In addition, our Code of Business Conduct and Ethics, which applies to all directors, officers, and employees of the Company, and our Vendor Code of Conduct, which applies to our vendors, contractors, and suppliers, underscores our commitment to human rights as a fundamental part of our responsibilities as company.



“At Talos, our ethics guide all that we do. Whether those are specifically laid out in our policies or evidenced through our daily actions, we take pride in doing the right thing – for our employees, our communities, our shareholders, and our environment.”

Deborah Huston, Vice President and Deputy General Counsel

Supply Chain Management

Third-party contractors and suppliers are critical for the success and efficiency of our offshore oil and gas operations as well as our low carbon solutions projects. We aim to partner with suppliers that are transparent in their operations and committed to compliance.

Our suppliers are essential partners to help us navigate the complex tasks of logistics, reliable products, and risk management through open communication. Our Executive Vice President and Chief Operating Officer oversees supply chain management. Depending on the nature of the product or services, suppliers are required to have a master service agreement in place and be approved by our HSE organization. Our Vendor Code of Conduct requires that our suppliers and vendors, together with their representatives, abide by our labor practices, working conditions, ethics, and environmental policy. Our supply chain department works to obtain competitive pricing and perform a formal bid process for materials and services on major projects.

As we continue to develop our supply chain approach, we look to identify new strategic partners that align with our core values and to deepen our relationships with our established strategic alliances. We strive to mitigate supply chain risks through strategies such as bulk ordering with preferred suppliers, standardized equipment across assets allowing for efficient inventory management, and monitoring of supply change cost trends to establish best pricing. Our supply chain strategy has helped us to build strong relationships based on a culture of safety, compliance, and transparency with the suppliers we work with.





GOVERNANCE

Corporate Governance Highlights

In connection with the closing of our EnVen acquisition in 2023, we implemented significant changes in our corporate governance.

First, we increased our Board by adding two new independent directors from the EnVen board. With these additions, our Board expanded to eight members, seven of whom are independent directors. Our Co-founder and CEO serves as our eighth director. In addition, our Board added a range of tenure, diversity, and age. Second, we elected to declassify our Board of Directors, with all directors elected annually to serve one-year terms beginning with the 2025 Annual Meeting of Stockholders. The transition period allows for the phasing out of existing staggered terms. The Board recognizes a declassified Board will enable directors to remain responsive and accountable to our stockholders while maintaining the flexibility to adjust the Board's composition, as necessary, in support of our ongoing effort to adopt "best practices" in corporate governance.



Board of Directors

Our Board of Directors has evolved significantly since Talos became a public company in 2018. We have increased the number of independent directors, expanded committee oversight, and enhanced diversity through the addition of directors with varied skill sets, experiences, cultural backgrounds, ethnicities, and genders. We believe a diverse Board offers a broad strategic perspective for our corporate decision-making.

We uphold strong corporate governance principles and have established processes that govern the way we do business. We believe it is our obligation to operate with transparency, integrity, ethics, and accountability. Our Corporate Governance Guidelines, which are available on our website's Corporate Governance page, outlines our governance practices and policies. To foster communication with management, our Board and its committees meet at least quarterly throughout the year.

Our Board is made up of five standing committees. Each committee plays a crucial role in overseeing various aspects of our ESG strategy.

- **Audit Committee**
Monitors financial reporting, oversees the ERM framework and policies and procedures for risk assessment, including cybersecurity, and addresses issues regarding accounting, internal controls, and audit matters

- **Compensation Committee**
Establishes compensation programs that incentivize our executive and employees' performance, including linking compensation to our sustainability goals
- **Nominating and Governance Committee**
Oversees and reviews our compliance programs and policies, including our Code of Business Conduct and Ethics, and meets at least annually with senior management to evaluate the implementation and effectiveness of our compliance programs and policies
- **SSCR Committee**
Oversees our safety programs and policies, as well as strategies, policies, and procedures for addressing important environmental, social, sustainability, and other CSR matters
- **Technical Committee**
Oversees our portfolio development activities such as the drilling program, lease sales, capital allocations, and reserves management, which aids long-term sustainability

We continue to assess our corporate governance framework and practices to conduct our business in accordance with the highest ethical standards and to meet the evolving landscape. To this effort, each committee conducts annual self-evaluation assessments to identify areas for improvement and implements changes, as necessary. In addition, the Board and our management team undertook a stockholder engagement effort in 2022, with a specific focus on stockholder feedback regarding our executive compensation program, corporate governance structure and environmental, social and governance matters.

Stockholder 2022 Engagement Effort

We reached out to stockholders representing over:

61%
of our outstanding stock⁽¹⁾

We engaged with stockholders representing over:

25%
of our outstanding stock⁽¹⁾

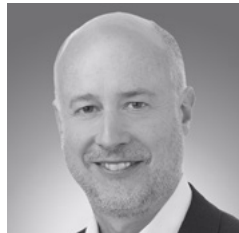
The Chair of Compensation Committee participated in meetings with:

100%
of the stockholders we engaged with

⁽¹⁾ As of December 31, 2022

Board Composition

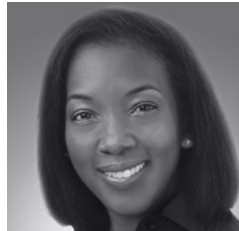
Our Board of Directors represents a broad array of experience and knowledge which we believe contributes to the effective oversight of our business. Our Board is committed to diversity and recognizes the importance of diverse backgrounds, perspectives, experiences, and views. We actively consider director candidates with a variety of skills, backgrounds, experiences, and genders to represent the diverse interests of our stakeholders. For additional information about each Board member, please reference our [2023 Proxy Statement](#).



Neal P. Goldman
Chairman



Timothy S. Duncan
President and CEO



Paula R. Glover
Director



John "Brad" Juneau
Director



Donald R. Kendall, Jr.
Director



Richard Sherrill
Director



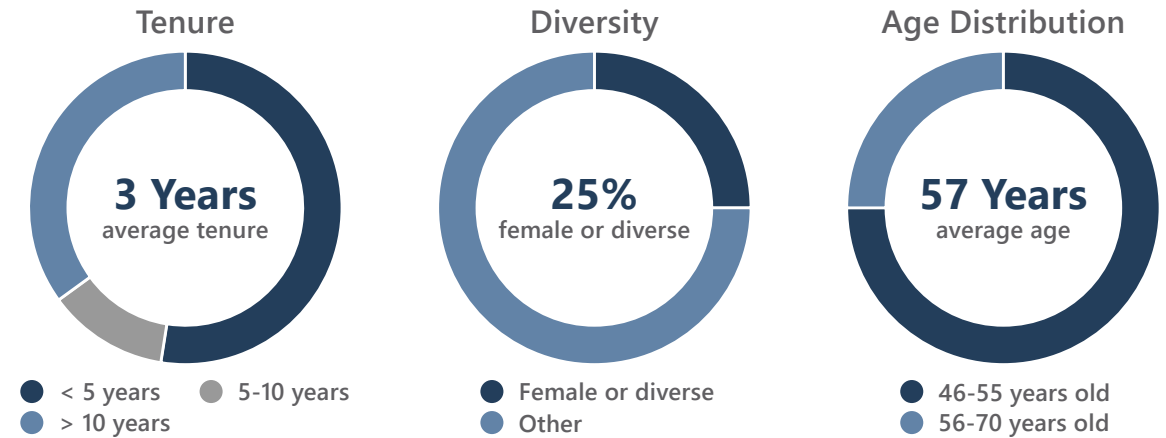
Charles M. Sledge
Director



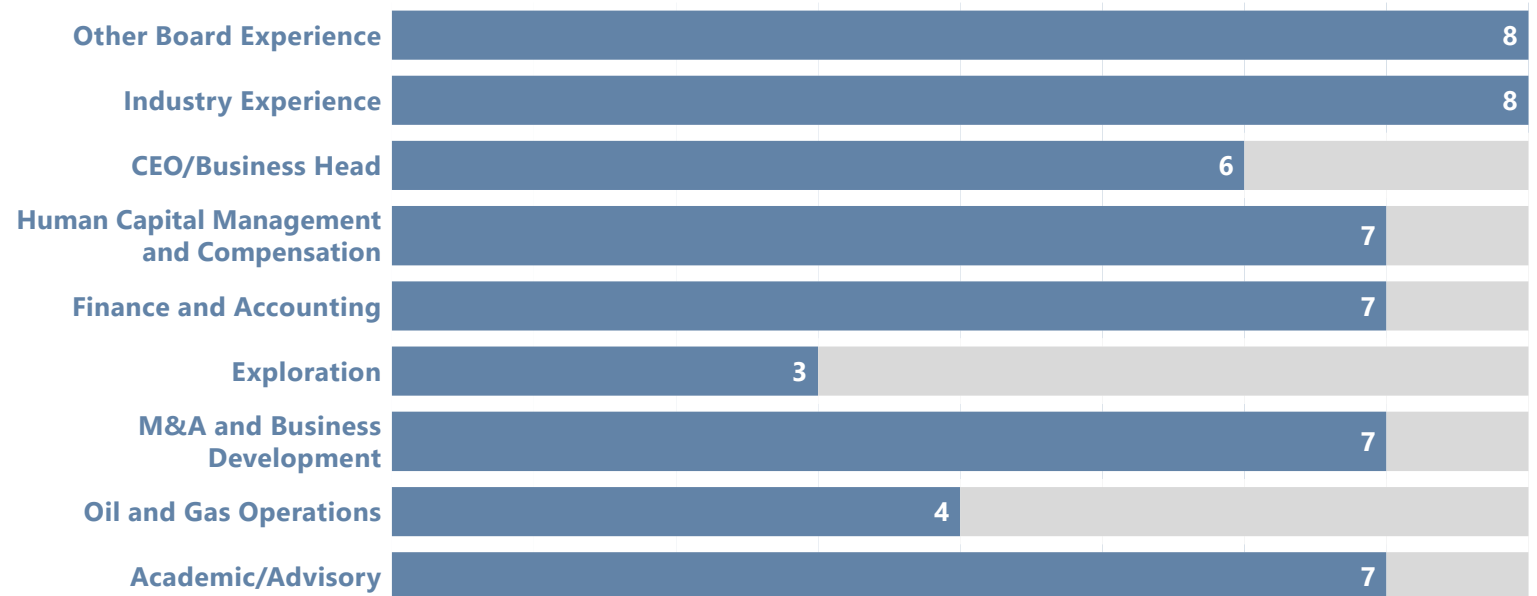
Shandell Szabo
Director

Our Board Members

Board Diversity



Board Skills and Experience



Sustainability Oversight and Compensation

We take our commitment to sustainability seriously, and we understand the importance of integrating ESG considerations into our business strategy. We strive to ensure that our compensation programs align with our ESG goals and incentivize our executives to advance sustainability efforts.

Sustainability Oversight

Our SSCR Committee, renamed and expanded in 2021, is responsible for overseeing our safety, environmental, and social programs and policies, monitoring compliance, and actively reviewing pending regulatory issues related to ESG. The SSCR Committee meets at least quarterly with internal subject matter personnel who provide updates on current efforts, progress, and/or risks related to ESG. During these meetings, we also hold educational or informational sessions with management and third-party experts to inform the Board regarding relevant key topics, such as cybersecurity, proposed regulations, and reporting standards.

The SSCR Committee has been chaired by Paula Glover since May 2021. Ms. Glover has more than 25 years of experience in energy policy, regulations, and environmental issues, including a strong advocacy record for minority communities in the energy sector. Robin Fielder, our Executive Vice President, Low Carbon Strategy and Chief Sustainability Officer (CSO), is chair of our internal ESG Committee, which was established in 2021 to focus on and manage significant ESG-related efforts and initiatives. The ESG Committee is comprised of representatives responsible for 10 different priority areas and grassroots development of ESG recommendations, actions, and implementation. Since its establishment, the ESG Committee has implemented changes and driven forward our strategy due to its engaged leadership and collaborative approach. In addition to these committees and leaders, our ESG Director, Trina Engels, provides the day-to-day focus on sustainability initiatives, which we see as essential to fostering progress and achieving our long-term sustainability goals.



Compensation Linked to Sustainability

Balancing short-term financial performance with aspirational long-term financial and non-financial goals is an important aspect of advancing our corporate goals. Therefore, our 2022 Annual Incentive Program (AIP) was linked to three designated ESG components, collectively weighted at 40%:

- HSE performance (total TRIR) weighted at 10%
- Progress towards our GHG emissions intensity reduction weighted at 10%
- CCS project execution (securing storage capacity) weighted at 20%

Our AIP extends to all employees regardless of position to foster alignment, responsibility, and stewardship at all levels of the Company. Our Compensation Committee evaluates and adjusts these programs annually to help ensure they remain aligned with our stakeholders' priorities.



Ethics and Compliance

Ethics and compliance are fundamental to our business. The foundation of our culture is based on ethical excellence and high operational standards. Our day-to-day activities are governed by integrity, trustworthiness, and safety excellence.

Our Code of Business Conduct and Ethics and Vendor Code of Conduct promote our culture of compliance and set expected standards for our employees, officers, directors, contractors, and vendors. For example, our Code of Business Conduct and Ethics outlines policies on conflicts of interest, insider trading, anti-money laundering, non-discrimination, freedom of association, health, safety and environment, record-keeping and retention, confidentiality, and whistleblower protections. Our Executive Vice President and General Counsel and Chief Compliance Officer (CCO) oversees our ethics and compliance program, including conducting training and communicating issues and risks to our Board.

We conduct periodic employee training on various policies throughout the year, including human rights, ethics, confidentiality, and insider trading. Upon completion of training, employees acknowledge and agree to certify that they have read, understand, and comply with such policies. In 2022, we implemented a formalized training calendar so policies are reviewed at least once a year. Upon acquiring EnVen in early 2023, we also conducted a comprehensive training program to onboard new EnVen employees. In addition to formal training, we prominently display compliance hotline posters throughout our offices, platforms, and other facilities, providing employees and vendors with ways to report concerns.

Anti-Corruption Policy

We are committed to preventing corruption and anti-competitive practices. Our Anti-Corruption Policy outlines expected standards for interactions with government officials and third parties, as well as our policy on political and charitable contributions. We require all employees who work with international aspects of our business to attend annual Anti-Bribery and Corruption training. The CCO is responsible for overseeing our training programs, assessing risks, investigating possible violations, and providing compliance updates to the Board. We closely monitor our operations in Mexico and other regions for compliance with applicable laws and regulations. We actively investigate potential policy violations and instigate disciplinary action if warranted. Please see our Anti-Corruption Policy on our website for further details.

Whistleblower Policy and Hotline

We take violations of our Code of Business Conduct and Ethics and Anti-Corruption Policy seriously and require employees to report any suspected violations. To provide employees and vendors with a confidential and effective way to raise concerns, we maintain a 24/7 ethics and compliance hotline through a third-party vendor. We encourage anonymous reporting through our phone hotline or online reporting system and strictly prohibit retaliation against employees who report in good faith. Employees are reminded regularly that they can utilize the anonymous hotline.



Enterprise Risk Management

Our ERM framework is a critical element of our business resilience strategy.

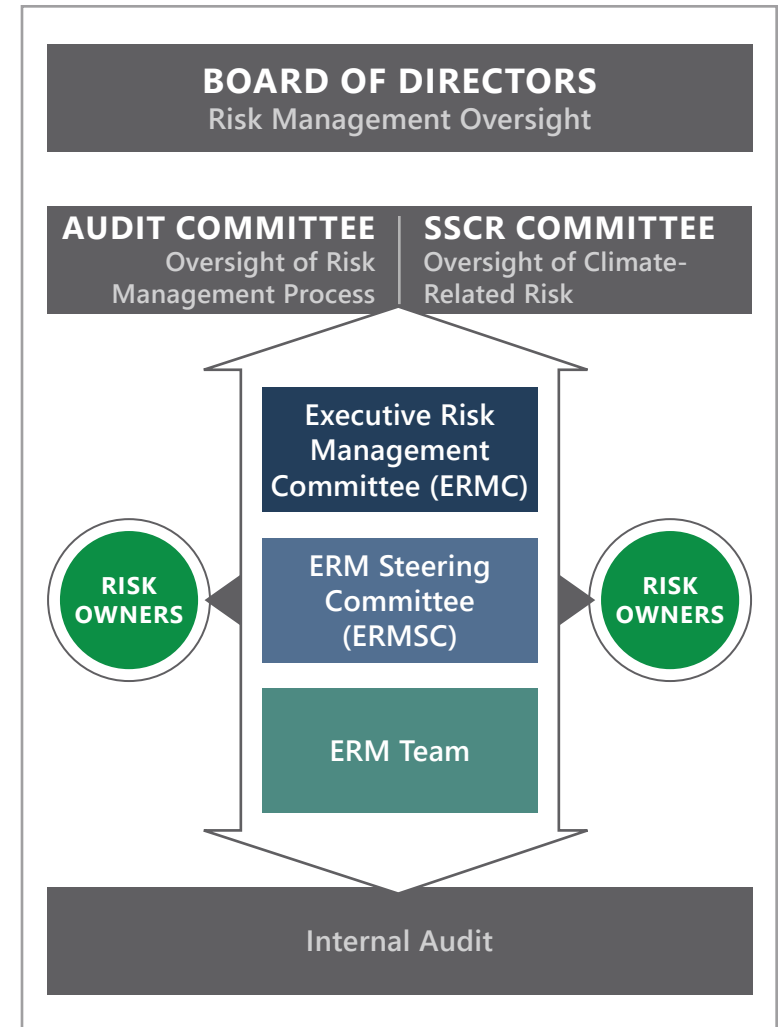
Our ERM framework was established in 2019 and is modeled after a risk management framework developed by the Committee of Sponsoring Organizations (COSO). It is designed to:

- Document our risk management vision, goals, and objectives
- Define the roles and responsibilities for risk management
- Build a shared culture and language related to risk
- Establish a consistent approach to risk identification, assessment, monitoring, and management

The cornerstone of our risk management program is our enterprise-wide risk assessment process designed to identify and prioritize risks that could impact our operational and strategic objectives. This process is comprised of five strategic pillars, each with its own set of tactical objectives, to enable us to consider risks when establishing short-, medium-, and long-term strategic objectives.

The effective implementation of a risk management framework is dependent on a governance structure that formally defines the authority, responsibility, and accountability for risk management. Our ERM framework's governance structure is comprised of our Board and its committees, Executive Risk Management Committee, ERM Steering Committee, ERM team, and designated risk owners.

This structure emphasizes a shared responsibility for risk management across all levels and departments within the Company. A full analysis and update of our risk register is conducted every two years. At that time, risks are ranked and a schedule is developed to systematically help ensure top risks are reviewed by the Board or designated Board committee to facilitate understanding of key strategic risks and oversight. In addition, our ERM Steering Committee meets semi-annually to identify and evaluate new risks, retest rankings, and incorporate any changes into our corporate risk register. For more details regarding our ERM framework, please see the Risk section of our latest [TCFD report](#).



Strategy and Objective Setting

Align ERM goals and objectives with Talos's strategic objectives.



Risk Identification

Identify strategic, operational, legal, financial and information technology risks throughout the organization.



Risk Assessment

Assess risks using a formal set of criteria to identify those risks which have the greatest impact to the achievement of strategic objectives.



Risk Response

Document and assess the effectiveness of risk mitigation activities and develop strategies to enhance mitigation and/or monitoring activities.



Monitor and Report

Periodic monitoring and reporting of risk and status of risk mitigation strategies to our Board.

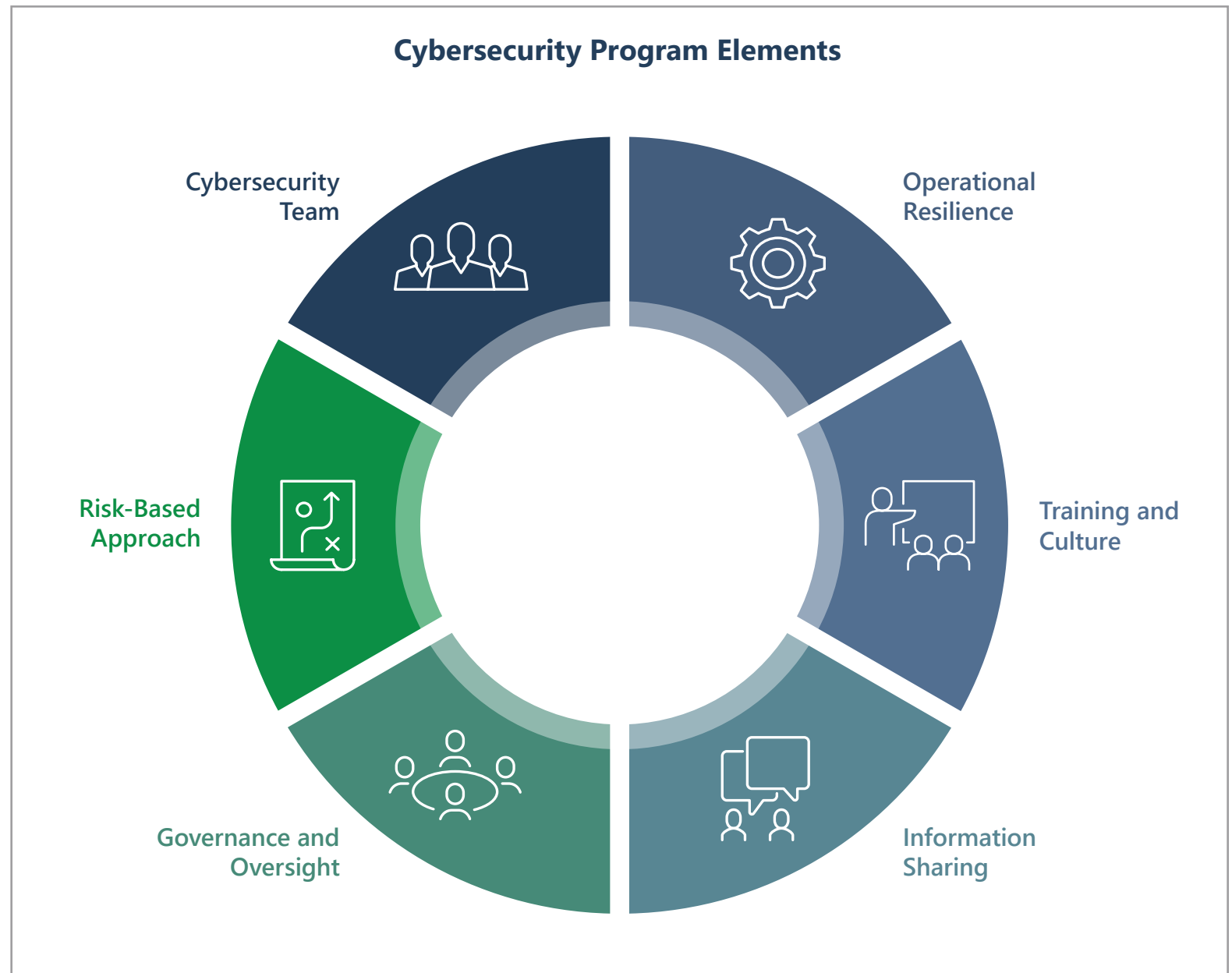
Cybersecurity and Digital Innovation

Talos recognizes that cybersecurity threats are on the rise in the world and pose a risk through the increased use of digital technology.

Talos leverages the National Institute of Standards and Technology (NIST) Cybersecurity Framework to guide our cybersecurity program.

Cybersecurity Team

Our full-time cybersecurity team is made up of highly skilled and certified professionals. The team is responsible for implementing cybersecurity controls to identify, detect, protect against, respond to, and recover from threats. The cybersecurity team meets weekly to discuss the current threat landscape, best practices, and current solutions to help mitigate cyber risks. To further enhance and augment the capabilities of our team, Talos leverages a best-in-class Managed Detection and Response (MDR) partner to help ensure 24/7 coverage. This strategic partnership brings advanced threat detection and response capabilities, leveraging cutting-edge technologies such as behavioral analysis, anomaly detection, and real-time monitoring. The cybersecurity team also conducts employee training exercises, as well as monthly threat hunts, and facilitates regular incident response tabletop exercises.



Risk-Based Approach

Our cybersecurity experts take a proactive stance, identifying vulnerabilities and assessing risks to help ensure the confidentiality, integrity, and availability of our digital infrastructure. Audits play an important role in validating and strengthening our cybersecurity measures. Regular audits, conducted internally and in collaboration with our MDR partner, scrutinize our systems, processes, and practices to help ensure they align with industry standards and best practices.

Governance and Oversight

A vital aspect of our cybersecurity program is our commitment to quarterly reporting to the Board's Audit Committee. These reports offer a comprehensive overview of our cybersecurity posture, incident response metrics, and progress toward risk mitigation goals. By keeping our Board informed about the evolving threat landscape and our response strategies, we provide transparent oversight into our cybersecurity endeavors. A third-party assessment of our cybersecurity roadmap is regularly performed.

Data Privacy

We recognize the importance of data privacy and are focused on protecting personal information that we collect. We follow the governing regulations for the jurisdictions in which we operate.

Information Sharing

Our commitment to cybersecurity extends to our role as a top contributor to the Oil and Natural Gas Information Sharing and Analysis Center (ONG-ISAC), a recognition we've held for the past three years. By actively participating in ONG-ISAC, we contribute to the collective security of the energy sector by sharing threat intelligence, insights, and best practices. This collaborative endeavor bolsters our preparedness for potential cyber incidents, as well as exemplifies our dedication to protecting the industry's digital landscape.

Training and Culture

As part of our comprehensive cybersecurity strategy, we prioritize employee training. We understand that a well-informed workforce is the first line of defense against cyber threats. Regular cybersecurity training sessions equip our employees with the knowledge and skills to recognize potential risks, follow best practices, and respond effectively to evolving threats. By fostering a culture of cybersecurity awareness, we strive to ensure that every member of our organization becomes a vigilant guardian of our digital landscape. In 2022, our employees and contractors received more than 940 hours of training.

Operational Resilience

In addition to employee training, we engage in tabletop exercises to simulate various cyber incident scenarios. These exercises provide invaluable opportunities for our cybersecurity team, employees, and relevant stakeholders to collaboratively respond to hypothetical threats. Through these simulated scenarios, we fine-tune our incident response procedures, identify areas for improvement, and validate the effectiveness of our cybersecurity strategies. This proactive approach helps ensure that our organization remains resilient in the face of real-world cyber challenges.



Management of the Legal and Regulatory Environment

We are guided by a deep responsibility to conduct our business in a way that maximizes safety, minimizes environmental impacts, positively influences our local communities, and prioritizes ethics and good governance.

We strive to adhere to applicable federal, state, and local laws regulating our operations in the United States and Mexico. We strive to protect against the release of materials into the environment, obtain required permits, and guard the health and safety of our employees, contractors, and communities. We report to agencies such as the EPA, BOEM, BSEE, and OSHA in the U.S. and the Agencia de Seguridad Energía y Ambiente and the Comisión Nacional de Hidrocarburos in Mexico to meet our compliance obligations.

When conducting business in other countries, we know it is imperative to be familiar with, and adhere to, all applicable foreign and domestic laws and regulations that apply to foreign operations, including the Foreign Corrupt Practices Act and similar anti-corruption laws. We annually train our employees working on our international assets on risks and actions covered by FCPA laws and related policies.

Public Policy And Political Disclosure

The regulatory and energy landscape is constantly transforming. We carefully monitor proposed legislation and regulations to determine timing, nature, and impact on our business. We believe we must do our part to educate and engage with policymakers and regulators in meaningful conversations on these matters. In 2022, we spent approximately \$369,000 for lobbying expenses, and engaged with agencies and offices such as the Department of Interior, the Bureau of Ocean Energy Management and the Bureau of Safety and Environmental Enforcement, Department of State, Department of Commerce, Department of Energy, Department of Treasury, U.S. Senate, and U.S. House of Representatives on a variety of topics, including U.S. and Mexico offshore oil and gas policy and issues, carbon capture and sequestration policy, and implementation of the Inflation Reduction Act. We comply with applicable laws and regulations pertaining to our advocacy efforts with government officials. We do not make corporate political contributions and we do not have a Political Action Committee (PAC).

Examples of Some Laws Applicable to Our Operations

- ◆ Outer Continental Shelf Lands Act
- ◆ Clean Water Act
- ◆ Oil Pollution Act of 1990
- ◆ National Environmental Policy Act
- ◆ Endangered Species Act
- ◆ Resource Conservation and Recovery Act
- ◆ Comprehensive Environmental Response, Compensation and Liability Act
- ◆ Clean Air Act
- ◆ Occupational Safety and Health Act

Approach to Taxes

We operate in various jurisdictions, each with its own complex tax laws, interpretations, and administrations.

As such, our tax obligations and filings can be complex. We follow current tax laws and regulations in the jurisdictions where we operate, recording our U.S. state, federal, and foreign income taxes in accordance with GAAP. We also recognize deferred tax assets and liabilities resulting from temporary differences between the book carrying amounts and tax basis of assets and liabilities, measured using expected tax rates. We know it is our social responsibility to satisfy tax obligations and acknowledge governments' sovereign right to determine their tax policies and rates.

In addition to taxes, we pay royalties to the Office of Natural Resources Revenue (ONRR) for U.S. Outer Continental Shelf leases and to state governments for oil and gas leases in state waters. We adjust our deposits with ONRR monthly based on actual royalty payments remitted.

We are committed to complying with tax-related policies and regulations, and our Code of Business Conduct and Ethics applies to our tax-related functions. We have a compliance hotline for all employees to report potential noncompliance with tax-related policies and regulations. Our Compensation Committee and Board review and consider the tax and accounting implications of our compensation program when making determinations. We are subject to deduction limitations that prohibit deductions for compensation paid in excess of \$1 million during a single fiscal year to certain executive officers. The Compensation Committee considers these limitations but may pay non-deductible compensation to our executive officers if it is in Talos's best interests. Additionally, we do not provide tax gross-ups for management compensation.





APPENDIX

KPI Data Tables

Overview Data

Metric	Units	Talos Data				EnVen Data
		2019	2020	2021	2022	2022
COMPANY OVERVIEW						
TOTAL FULL-TIME EMPLOYEES	#	421	420	443	436	153
Female Full-Time Employees	#	65	65	71	67	24
Minority Full-Time Employees	#	62	64	78	60	15
FINANCIAL OVERVIEW						
REVENUES	\$USD	\$908,064,000	\$575,936,000	\$1,244,540,000	\$1,651,980,000	\$730,740,000
TAX EXPENSE / (TAX BENEFIT)	\$USD	(\$36,141,000)	\$35,583,000	(\$1,635,000)	\$2,537,000	\$26,841,000
OPERATIONAL OVERVIEW						
TOTAL PRODUCED SALES VOLUMES	MBOE	18,959	19,999	23,500	21,723	8,344
Total Produced Volumes: Oil	MBBL	13,847	13,665	16,159	14,561	7,049
Total Produced Volumes: Natural Gas	MMCF	23,306	28,652	32,795	32,215	5,921
Total Produced Volumes: NGL	MBBL	1,228	1,559	1,875	1,793	308
TOTAL (GROSS) OPERATED THROUGHPUT VOLUMES (INCLUDING THIRD PARTY HANDLING)	MBOE	27,883	23,289	27,965	27,142	17,321
TOTAL PROVED RESERVES ⁽¹⁾	MBOE	141,735	163,033	161,592	140,579	49,447
Proved Developed Reserves	MBOE	97,979	127,120	136,286	116,555	39,790
Proved Undeveloped Reserves	MBOE	43,756	35,913	25,306	24,024	9,657

(1) Reserve figures are as of December 31 for applicable year. For more information see relevant Forms 10-K.

KPI Data Tables (Continued)

Environmental Data

Metric	Units	Talos Data				EnVen Data
		2019	2020	2021	2022	2022
EMISSIONS MANAGEMENT						
TOTAL SCOPE 1 EMISSIONS	Metric Tons CO ₂ e	507,953	406,075	444,763	487,622	215,551
Scope 1 Emissions: Tons of Carbon Dioxide	Metric Tons CO ₂	296,892	241,552	246,737	289,923	165,979
Scope 1 Emissions: Tons of Methane	Metric Tons CH ₄	8,433	6,572	7,874	7,850	1,937
Scope 1 Emissions: Tons of Methane (in CO ₂ e)	Metric Tons CO ₂ e	210,826	164,310	196,850	196,251	48,437
Scope 1 Emissions: Tons of Nitrous Oxide	Metric Tons N ₂ O	1	1	4	5	4
% of Scope 1 From Methane	Percentage (%)	42%	40%	44%	40%	22%
% of Scope 1 Covered Under Emissions-Limiting Regulations	Percentage (%)	0%	0%	0%	0%	0%
Scope 1 Intensity per MBOE	Metric Tons CO ₂ e/MBOE	18.2 ⁽¹⁾	17.4	15.9	18.0	12.4
Scope 1 Intensity per Sales	Metric Tons CO ₂ e/Sales \$M	559.4	705.1	357.4	295.2	295.0
SCOPE 2 EMISSIONS	Metric Tons CO ₂ e	1,237	946 ⁽²⁾	794	586	463
Total Location-Based Scope 2 Emissions	Metric Tons CO ₂	1,231	941	790	584	460
Scope 2 Emissions: Tons of Methane	Metric Tons CH ₄	0.09	0.07	0.05	0.04	0.03
Scope 2 Emissions: Tons of Nitrous Oxide	Metric Tons N ₂ O	0.01	0.01	0.01	0.01	0.00
Scope 2 Intensity per MBOE	Metric Tons CO ₂ e/MBOE	0.04	0.04	0.03	0.02	0.03
Scope 2 Intensity per Sales	Metric Tons CO ₂ e/Sales \$M	1.4	1.6	0.6	0.4	0.6
TOTAL GHG EMISSIONS (SCOPE 1 AND SCOPE 2)	Metric Tons CO ₂ e	509,184	407,016	445,553	488,206	216,011
Total GHG Intensity per MBOE	Metric Tons CO ₂ e/Thousand Barrels Oil Equivalent (MBOE)	18	17	16	18	12
GHG Intensity Per Sales	Metric Tons CO ₂ e/Sales \$M	561	707	358	296	296
Carbon Dioxide Intensity per MBOE	Metric Tons CO ₂ e/Thousand Barrels Oil Equivalent (MBOE)	11	10	9	11	10
Carbon Intensity Per Sales	Metric Tons CO ₂ e/Sales \$M	328	421	199	176	228
Methane Intensity per MBOE	Metric Tons CO ₂ e/Thousand Barrels Oil Equivalent (MBOE)	8	7	7	7	3
Methane Intensity per Sales	Metric Tons CO ₂ e/Sales \$M	232	285	158	119	66

(1) Gross Operated Production figures for 2019 were updated from figures reported in Talos's 2020 ESG Report to include production operated by others that are processed at Talos's facilities. This also resulted in updated GHG emissions intensity for 2019.

(2) Talos first calculated Scope 2 emissions in 2020. In 2021, we went back and calculated 2019-2021 to include all offices in Mexico, Texas, and Louisiana causing a restatement of prior 2020 Scope 2 data.

KPI Data Tables (Continued)

Environmental Data

Metric	Units	Talos Data				EnVen Data
		2019	2020	2021	2022	2022
NO_x EMISSIONS	Metric Tons	N/A	N/A	2,367	2,720	856
SO_x EMISSIONS	Metric Tons	N/A	N/A	7	9	4
VOC EMISSIONS	Metric Tons	N/A	N/A	1,830	2,603	557
OZONE-DEPLETING SUBSTANCES	Metric Tons	N/A	N/A	N/A	N/A	N/A
PARTICULATE EMISSIONS	Metric Tons	N/A	N/A	28	26	7
ENVIRONMENTAL IMPACT						
NUMBER OF OIL SPILLS⁽¹⁾	#	44	40	41	32	2
AMOUNT OF OIL SPILLS⁽¹⁾	BBL	0.30	0.70	0.57	0.24	0.00 ⁽³⁾
OIL SPILLS RECOVERED	BBL	0	0	0	0	0
NUMBER OF ENVIRONMENTAL FINES RELATED TO OFFSHORE SPILLS	#	23	8	6	1	0
AMOUNT OF ENVIRONMENTAL FINES RELATED TO OFFSHORE SPILLS	\$USD	\$28,042	\$3,750	\$2,762	\$600	0
NUMBER OF OTHER REGULATORY FINES	#	0	0	3	1	0
AMOUNT OF OTHER REGULATORY FINES	\$USD	\$0	\$0	\$124,700	\$30,486	\$0
NET SPENDING ON PLUGGING, ABANDONING, AND DECOMMISSIONING OPERATIONS	\$MM USD	\$75	\$42	\$66	\$69	\$18
Temporarily Abandoned Wells	#	41	36	34	33	7
Permanently Plugged and Abandoned Wells	#	28	18	17	35	3
Facilities Removed	#	12	10	4	19	2
Pipelines Decommissioned	#	22	12	46	26	4
Length of Pipelines Decommissioned	Feet	59,576	79,834	365,434	257,373	61,212
PERCENT OF PROVED RESERVES IN OR NEAR SITES WITH PROTECTED CONSERVATION STATUS OR ENDANGERED SPECIES HABITAT⁽²⁾	Percentage (%)	N/A	N/A	2%	10%	9%
PERCENT OF PROBABLE RESERVES IN OR NEAR SITES WITH PROTECTED CONSERVATION STATUS OR ENDANGERED SPECIES HABITAT⁽²⁾	Percentage (%)	N/A	N/A	3%	5%	8.3%

(1) We define an oil spill as a visible sheen of any size observed in the water.

(2) Percent of Reserves was based on net MBOE by Company.

(3) EnVen reported a total of 0.2 gallons of oil spilled.

KPI Data Tables (Continued)

Environmental Data

		Talos Data				EnVen Data
Metric	Units	2019	2020	2021	2022	2022
WATER MANAGEMENT						
WATER WITHDRAWAL TOTAL	Thousand cubic meters (m³)	58.98	53.4	56.05	56.79	17
Potable Water Purchased	Thousand cubic meters (m³)	58.98	53.4	56.05	56.79	17
TOTAL WATER CONSUMED	Thousand cubic meters (m³)	58.98	53.4	56.05	56.79	17
TOTAL PRODUCED AND FLOWBACK WATER	Thousand cubic meters (m³)	3,708.88	3,433.25	3,588.70	3,891.81	880
Percent of Produced Water Discharged	Percentage (%)	N/A	N/A	100%	100%	100%
Percent of Produced Water Injected	Percentage (%)	N/A	N/A	0%	0%	0%
Percent of Produced Water Recycled	Percentage (%)	N/A	N/A	0%	0%	0%
Hydrocarbon Content in Discharged Water	Metric Tons	N/A	N/A	26	35	11
ENERGY MANAGEMENT						
ENERGY CONSUMED	MWH	2,586	2,009	1,994	1,490	1,207
Energy Intensity	MWH / MBOE	0.09	0.09	0.07	0.05	0.07
Percentage Renewable Energy	Percentage (%)	27%	27%	27%	26%	0.26
INVESTMENT IN RENEWABLE ENERGY	\$USD	N/A	N/A	\$267,000	\$0	N/A ⁽¹⁾
MATERIALS AND WASTE MANAGEMENT						
TOTAL WASTE	Metric Tons	5,485	4,997	6,973	5,000	N/A ⁽¹⁾
Hazardous Waste	Metric Tons	7	5	6	9	N/A ⁽¹⁾
Non-Hazardous Waste	Metric Tons	5,448	4,944	6,906	4,938	N/A ⁽¹⁾
E&P Waste	Metric Tons	5,448	4,944	6,183	3,950	N/A ⁽¹⁾
Universal Waste	Metric Tons	N/A	N/A	723	988	N/A ⁽¹⁾
Naturally Occurring Radioactive Material	Metric Tons	30	48	61	53	N/A ⁽¹⁾

(1) EnVen did not track this data.

KPI Data Tables (Continued)

Social Data

		Talos Data				EnVen Data
Metric	Units	2019	2020	2021	2022	2022
HEALTH , SAFETY AND ENVIRONMENT (HSE)						
COMBINED: TOTAL RECORDABLE INCIDENT RATE (TRIR)	Per 200,000 hours worked	0.49	0.54	0.48	0.36	0.17
Employee: Total Recordable Incident Rate (TRIR)	Per 200,000 hours worked	0	0.16	0.16	0.12	0
Contractor: Total Recordable Incident Rate (TRIR)	Per 200,000 hours worked	0.67	0.74	0.64	0.5	0.24
COMBINED: LOST TIME INJURY RATE (LTIR)	Per 200,000 hours worked	0.11	0.22	0.06	0	0
Employee: Lost Time Injury Rate (LTIR)	Per 200,000 hours worked	0	0.16	0.16	0	0
Contractor: Lost Time Injury Rate (LTIR)	Per 200,000 hours worked	0.15	0.25	0	0	0
COMBINED: NEAR MISS FREQUENCY RATE (NMFR)	Rate	2.13	0.98	0.88	1.86	N/A ⁽¹⁾
Employee: Near Miss Frequency Rate (NMFR)	Rate	3.21	0.65	0.32	0.64	N/A ⁽¹⁾
Contractor: Near Miss Frequency Rate (NMFR)	Rate	1.72	1.15	1.2	3.08	N/A ⁽¹⁾
COMBINED: FATALITIES	#	0	0	0	0	0
Employee: Fatalities	#	0	0	0	0	0
Contractor: Fatalities	#	0	0	0	0	0
PROCESS SAFETY EVENT RATE	Rate	0.38	0.42	0.22	0.88	N/A ⁽¹⁾
AVERAGE TOTAL HSE TRAINING HOURS	Hours / Employee	N/A	N/A	23.75	29.81	N/A ⁽¹⁾
AVERAGE OFFICE HSE TRAINING HOURS	Hours / Employee	N/A	N/A	6.6	5.2	N/A ⁽¹⁾
AVERAGE OFFSHORE HSE TRAINING HOURS	Hours / Employee	N/A	N/A	47.9	57.4	N/A ⁽¹⁾
HUMAN CAPITAL MANAGEMENT						
TOTAL TURNOVER	Percentage (%)	11.2%	11.1%	6.6%	8.6%	8.6%
Voluntary Turnover	Percentage (%)	5.2%	3.1%	4.8%	6.1%	7.3%
Involuntary Turnover	Percentage (%)	5.9%	8.1%	1.8%	2.5%	1.3%
PERCENT OF EMPLOYEES RECEIVING REGULAR PERFORMANCE REVIEWS	Percentage (%)	97%	96%	96%	92%	N/A ⁽¹⁾

(1) EnVen did not track this data.

KPI Data Tables (Continued)

Social Data

		Talos Data				EnVen Data
Metric	Units	2019	2020	2021	2022	2022
DIVERSITY, EQUITY AND INCLUSION (DEI)						
WOMEN % TOTAL EMPLOYEES	Percentage (%)	16%	16%	16%	15%	16%
Women % Executives & Senior Managers	Percentage (%)	17%	18%	19%	23%	15%
Women % Managers & Professionals	Percentage (%)	24%	24%	24%	21%	32%
Women % Non-Managers (Other Staff)	Percentage (%)	9%	10%	11%	11%	8%
MINORITIES % TOTAL EMPLOYEES	Percentage (%)	15%	15%	18%	18%	10%
Minorities % Executives & Senior Managers	Percentage (%)	13%	11%	13%	13%	0%
Minorities % Managers & Professionals	Percentage (%)	23%	23%	27%	25%	9%
Minorities % Non-Managers (Other Staff)	Percentage (%)	8%	11%	13%	14%	11%
COMMUNITY INVOLVEMENT						
TOTAL SOCIAL INVESTMENT	\$USD	\$1,025,338	\$128,220	\$462,611	\$437,610	\$537,425
Employee Donations	\$USD	\$21,981	\$28,365	\$75,437	\$98,258	N/A ⁽³⁾
Corporate Matches	\$USD	N/A	\$16,565	\$48,937	\$61,304	\$49,182
Corporate Donations	\$USD	\$55,000	\$83,290	\$191,296	\$278,048 ⁽¹⁾	\$230,495
Corporate Pledges	\$USD	\$808,357	N/A	N/A	N/A	N/A ⁽³⁾
Charitable Golf Tournament	\$USD	\$140,000	N/A	N/A	N/A	\$230,000
Corporate Relief Donations	\$USD	N/A	N/A	\$146,940	N/A	N/A ⁽³⁾
HUMAN AND INDIGENOUS RIGHTS ⁽²⁾						
Percent of probable reserves in or near areas of conflict	Percentage (%)	N/A	N/A	N/A	0%	0%
Percent of probable reserves in or near indigenous land	Percentage (%)	N/A	N/A	N/A	0%	0%
Percent of proved reserves in or near areas of conflict	Percentage (%)	N/A	N/A	N/A	0%	0%
Percent of proved reserves in or near indigenous land	Percentage (%)	N/A	N/A	N/A	0%	0%

(1) Corporate donations include scholarships (see page 48).

(2) Virtually all of our reserves are located offshore in the Gulf of Mexico.

(3) EnVen did not track this data.

KPI Data Tables (Continued)

Governance Data

		Talos Data				EnVen Data
Metric	Units	2019	2020	2021	2022	2022
BOARD OVERSIGHT						
% Board of Directors in the ">60" Age Group	Percentage (%)	20%	20%	29%	25%	43%
% Board of Directors in the "<60" Age Group	Percentage (%)	80%	80%	71%	75%	57%
Independent % Board of Directors	Percentage (%)	90%	90%	86%	88%	86%
Racial or Ethnic Minorities % Board of Directors	Percentage (%)	10%	10%	20%	13%	0%
Women % Board of Directors	Percentage (%)	20%	20%	30%	25%	14%
COMPENSATION						
Compensation Ratio	Rate	N/A	N/A	42	73	N/A ⁽³⁾
ETHICS						
Percent Of Active Foreign Workforce Covered Under Collective Bargaining Agreements	Percentage (%)	N/A	N/A	0% ⁽¹⁾	0%	0%
Percent Of Corporate Employees Acknowledging Code Of Conduct	Percentage (%)	N/A	N/A	85%	13% ⁽²⁾	N/A ⁽³⁾
Percent Of Probable Reserves In Countries That Have The 20 Lowest Rankings In Transparency International's Corruption Perception Index	Percentage (%)	0%	0%	0%	0%	0%
Percent Of Proved Reserves In Countries That Have The 20 Lowest Rankings In Transparency International's Corruption Perception Index	Percentage (%)	0%	0%	0%	0%	0%
MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT						
Political Contributions	\$USD	\$0	\$0	\$0	\$0	N/A ⁽³⁾
Lobbying Expenses	\$USD	\$110,000	\$420,000	\$410,000	\$369,000	N/A ⁽³⁾
Federal Royalties Paid	\$USD	\$162,542,805	\$86,418,388	\$220,139,907	\$279,961,123	\$132,134,352
State Of Texas Royalties Paid	\$USD	\$0	\$0	\$0	\$0	\$0
State Of Louisiana Royalties Paid	\$USD	\$3,794,433	\$2,302,856	\$12,356,016	\$14,945,645	\$0
State Of Texas Severance Taxes Paid	\$USD	\$43,952	\$36,726	\$83,741	\$9,480	\$0
State Of Louisiana Severance Taxes Paid	\$USD	\$1,972,889	\$1,167,103	\$4,278,299	\$4,334,985	\$0

(1) 2021 number corrected from prior year reporting.

(2) In 2022, we required all new employees to acknowledge our Code of Conduct. Companywide, reacknowledgment took place in 2023 after significant policy changes were approved and incorporated by the Board.

(3) EnVen did not track this data.

Comparison of Rebaselined Emissions

Emissions Performance

Metric	Units	2021 Data (baseline 2018)			2021 Data (baseline 2022)		
		Talos	EnVen	Combined	Talos	EnVen	Combined
SCOPE 1 GHG EMISSIONS⁽¹⁾	Metric Tons CO ₂ e	444,763	195,482	640,245	472,366	202,469	674,835
SCOPE 2 GHG EMISSIONS⁽¹⁾	Metric Tons CO ₂ e	794	N/A ⁽²⁾	N/A ⁽²⁾	794	N/A ⁽²⁾	N/A ⁽²⁾
GROSS OPERATED PRODUCTION⁽³⁾	MMBOE	28.0	13.6	41.6	28.0	13.6	41.6
SCOPE 1 INTENSITY	Metric Tons CO ₂ e/MBOE	15.9	14.4	15.4	16.9	14.9	16.2
GHG EMISSIONS INTENSITY	Metric Tons CO ₂ e/MBOE	15.9	N/A ⁽²⁾	N/A ⁽²⁾	16.9	N/A ⁽²⁾	N/A ⁽²⁾

Emissions Performance

Metric	Units	2022 Data (baseline 2018)			2022 Data (baseline 2022)		
		Talos	EnVen	Combined	Talos	EnVen	Combined
SCOPE 1 GHG EMISSIONS⁽¹⁾	Metric Tons CO ₂ e	487,622	215,551	703,173	533,513	222,560	756,073
SCOPE 2 GHG EMISSIONS⁽¹⁾	Metric Tons CO ₂ e	586	463	1,049	586	463	1,049
GROSS OPERATED PRODUCTION⁽³⁾	MMBOE	27.1	17.3	44.5	27.1	17.3	44.5
SCOPE 1 INTENSITY	Metric Tons CO ₂ e/MBOE	18.0	12.4	15.8	19.7	12.8	17.0
GHG EMISSIONS INTENSITY	Metric Tons CO ₂ e/MBOE	18.0	12.5	15.8	19.7	12.9	17.0

(1) For complete disclosures and notes regarding Scope 1 and 2 GHG emissions relative to each baseline, please refer to the discussion in the Environment section of this Report.

(2) EnVen did not calculate Scope 2 emissions prior to 2022.

(3) Gross operated production volumes include total throughput with third-party handling.

SASB Index

Topic	Accounting Metric	Unit of Measure	Code	2022 Talos Response	2022 EnVen Response
GREENHOUSE GAS EMISSIONS	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Metric Tons CO ₂ e Percentage (%)	EM-EP-110a.1	Scope 1 Emissions: 487,622 Metric Tons CO ₂ e Percentage Methane: 40% Percentage Covered Under Emissions-Limiting Regulations: 0%	Scope 1 Emissions: 215,551 Metric Tons CO ₂ e Percentage Methane: 22% Percentage Covered Under Emissions-Limiting Regulations: 0%
	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	Metric Tons CO ₂ e	EM-EP-110a.2	(1) Scope 1 Emissions from flared hydrocarbons: 49,447 Metric Tons CO ₂ e (2) Scope 1 Emissions from other combustion: 259,941 Metric Tons CO ₂ e (3) Scope 1 Emissions from process emissions: 0 Metric Tons CO ₂ e (4) Scope 1 Emissions from other vented emissions: 129,507 Metric Tons CO ₂ e (5) Scope 1 Emissions from fugitive emissions: 48,727 Metric Tons CO ₂ e	(1) Scope 1 Emissions from flared hydrocarbons: 12,888 Metric Tons CO ₂ e (2) Scope 1 Emissions from other combustion: 159,619 Metric Tons CO ₂ e (3) Scope 1 Emissions from process emissions: 0 Metric Tons CO ₂ e (4) Scope 1 Emissions from other vented emissions: 24,803 Metric Tons CO ₂ e (5) Scope 1 Emissions from fugitive emissions: 18,240 Metric Tons CO ₂ e
	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	N/A	EM-EP-110a.3	Refer to "GHG Emission Management"	Not Available
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)	Metric Tons (t)	EM-EP-120a.1	(1) NO _x Emissions: 2,720 Metric Tons (2) SO _x Emissions: 9 Metric Tons (3) VOC Emissions: 2,603 Metric Tons (4) Particulate Matter Emissions: 26	(1) NO _x Emissions: 856 Metric Tons (2) SO _x Emissions: 4 Metric Tons (3) VOC Emissions: 557 Metric Tons (4) Particulate Matter Emissions: 7 Metric Tons

SASB Index (Continued)

Topic	Accounting Metric	Unit of Measure	Code	2022 Talos Response	2022 EnVen Response
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	Thousand cubic meters (m ³), Percentage (%)	EM-EP-140a.1	(1) Fresh Water Withdrawn: 56.79 Thousand Cubic Meters (2) Fresh Water Consumed: 56.79 Thousand Cubic Meters (3) Percentage in High Stress Regions: 0%	(1) Fresh Water Withdrawn: 16.96 Thousand Cubic Meters (2) Fresh Water Consumed: 16.96 Thousand Cubic Meters (3) Percentage in High Stress Regions: N/A
	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	Thousand cubic meters (m ³), Percentage (%), Metric Tons (t)	EM-EP-140a.2	Volume of Produced Water: 3,892 (1) Percentage Discharged: 100% (2) Percentage Injected: 0% (3) Percentage Recycled: 0%	Volume of Produced Water: 880 (1) Percentage Discharged: 100% (2) Percentage Injected: 0% (3) Percentage Recycled: 0%
	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Percentage (%)	EM-EP-140a.3	Not Applicable, Talos does not use hydraulic fracturing in its processes	Not Applicable, EnVen does not use hydraulic fracturing in its operations.
	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Percentage (%)	EM-EP-140a.4	Not Applicable, Talos does not use hydraulic fracturing in its processes	Not Applicable, EnVen does not use hydraulic fracturing in its operations.

SASB Index (Continued)

Topic	Accounting Metric	Unit of Measure	Code	2022 Talos Response	2022 EnVen Response
BIODIVERSITY IMPACTS	Description of environmental management policies and practices for active sites	N/A	EM-EP-160a.1	Refer to “Environmental Management System” and “Protecting the Environment”	Not Available
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	Number, Barrels (bbls)	EM-EP-160a.2	Number of Hydrocarbon Spills: 32 Volume of Hydrocarbon Spills: 0.24 Barrels Volume in Arctic: 0 Volume Impacting Shorelines with ESI Rankings: 0 Volume Recovered: 0	Number of Hydrocarbon Spills: 2 Volume of Hydrocarbon Spills: 0.04 Barrels Volume in Arctic: 0 Volume Impacting Shorelines with ESI Rankings: 0 Volume Recovered: 0
	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Percentage (%)	EM-EP-160a.3	(1) Percentage of Proved Reserves: 9.8% (2) Percentage of Probable Reserves: 5.2% * Based on USGS Protected Areas data and calculated as a % of net MBOE	(1) Percentage of Proved Reserves: 9.0% (2) Percentage of Probable Reserves: 8.3% * Based on USGS Protected Areas data and calculated as a % of net MBOE
SECURITY, HUMAN RIGHTS & RIGHTS OF INDIGENOUS PEOPLES	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Percentage (%)	EM-EP-210a.1	(1) Percentage of Proved Reserves: 0% (2) Percentage of Probable Reserves: 0%	(1) Percentage of Proved Reserves: 0% (2) Percentage of Probable Reserves: 0%
	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Percentage (%)	EM-EP-210a.2	(1) Percentage of Proved Reserves: 0% (2) Percentage of Probable Reserves: 0%	(1) Percentage of Proved Reserves: 0% (2) Percentage of Probable Reserves: 0%
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	N/A	EM-EP-210a.3	Refer to “Human and Indigenous Rights” and Human Rights Policy	Not Available

SASB Index (Continued)

Topic	Accounting Metric	Unit of Measure	Code	2022 Talos Response	2022 EnVen Response
COMMUNITY RELATIONS	Discussion of process to manage risks and opportunities associated with community rights and interests	N/A	EM-EP-210b.1	Refer to “Social Investment in Communities”	Not Available
	Number and duration of non-technical delays	Number, Days	EM-EP-210b.2	Number: 0 Days: 0	Number: N/A Days: N/A
WORKFORCE HEALTH & SAFETY	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Rate, Hours (h)	EM-EP-320a.1	(1) Total Recordable Incident Rate (TRIR): 0.36 (a) Employee TRIR: 0.12 (b) Contractor TRIR: 0.50 (c) Short Service Employee TRIR: N/A (2) Fatality Rate: 0 (a) Employee Fatality Rate: 0 (b) Contractor Fatality Rate: 0 (c) Short Service Employee Fatality Rate: 0 (3) Near Miss Frequency Rate (NMFR): 1.86 (a) Employee NMFR: 0.64 (b) Contractor NMFR: 3.08 (c) Short Service Employee NMFR: N/A (4) Average HSE Training Hours: 29.81 (a) Employee Average HSE Training Hours: 29.81 (b) Contractor Average HSE Training Hours: N/A (c) Short Service Employee Average HSE Training Hours: N/A	(1) Total Recordable Incident Rate (TRIR): 0.17 (a) Employee TRIR: 0 (b) Contractor TRIR: 0.24 (c) Short Service Employee TRIR: N/A (2) Fatality Rate: 0 (a) Employee Fatality Rate: 0 (b) Contractor Fatality Rate: 0 (c) Short Service Employee Fatality Rate: N/A (3) Near Miss Frequency Rate (NMFR): N/A (a) Employee NMFR: N/A (b) Contractor NMFR: N/A (c) Short Service Employee NMFR: N/A (4) Average HSE Training Hours: N/A (a) Employee Average HSE Training Hours: N/A (b) Contractor Average HSE Training Hours: N/A (c) Short Service Employee Average HSE Training Hours: N/A
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	N/A	EM-EP-320a.2	Refer to “Health, Safety and Environment (HSE) A Comprehensive Program”	Not Available

SASB Index (Continued)

Topic	Accounting Metric	Unit of Measure	Code	2022 Talos Response	2022 EnVen Response
RESERVES VALUATION & CAPITAL EXPENDITURES	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	Million barrels (MMbbls), Million standard cubic feet (MMscf)	EM-EP-420a.1	Not Available	Not Available
	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	Metric Tons (t) CO ₂ e	EM-EP-420a.2	Not Available	Not Available
	Amount invested in renewable energy, revenue generated by renewable energy sales	Reporting	EM-EP-420a.3	Amount Invested in Renewable Energy: \$0	Amount Invested in Renewable Energy: N/A
	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	N/A	EM-EP-420a.4	Refer to our TCFD Climate Report	Not Available
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	Percentage (%)	EM-EP-510a.1	(1) Percentage of Proved Reserves: 0% (2) Percentage of Probable Reserves: 0%	(1) Percentage of Proved Reserves: 0% (2) Percentage of Probable Reserves: 0%
	Description of the management system for prevention of corruption and bribery throughout the value chain	N/A	EM-EP-510a.2	Refer to "Ethics and Compliance"	Not Available

SASB Index (Continued)

Topic	Accounting Metric	Unit of Measure	Code	2022 Talos Response	2022 EnVen Response
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	N/A	EM-EP-530a.1	Refer to "Management of the Legal and Regulatory Environment"	Not Available
CRITICAL INCIDENT RISK MANAGEMENT	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Rate	EM-EP-540a.1	Process Safety Event Rate: 0.88	Process Safety Event Rate: N/A
	Description of management systems used to identify and mitigate catastrophic and tail-end risks	N/A	EM-EP-540a.2	Refer to "Environmental Management System", "Health, Safety & Environment (HSE) A Comprehensive Program", and "Enterprise Risk Management"	Not Available
ACTIVITY METRICS	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Thousand barrels per day (Mbbbl/day); Million standard cubic feet per day (MMscf/day)	EM-EP-000.A	Total Oil Production Volumes: 14,561 Mbbbls Total Natural Gas Production Volumes: 32,215 MMcf Total NGL Production Volumes: 1,793 Mbbbls	Total Oil Production Volumes: 7,049 Mbbbls Total Natural Gas Production Volumes: 5,921 MMcf Total NGL Production Volumes: 308 Mbbbls
	Number of offshore sites	Number	EM-EP-000.B	72 fields in Federal and State waters	13 fields in Federal waters
	Number of terrestrial sites	Number	EM-EP-000.C	0	0

TCFD Index

Pillar	Topic	Location	Response
GOVERNANCE	(a) Describe the boards oversight of climate	2023 TCFD Report: "Governance - Board Oversight of Climate-Related Risks and Opportunities"	<p>Executive and senior management play a pivotal role in comprehending and effectively managing climate-related risks that impact the company's ability to accomplish its strategic and operational objectives. They are responsible for providing the Board with timely and accurate updates on critical risks and their management strategies. To help robust oversight of climate-related risks and opportunities, Talos has established dedicated management functions, including a Chief Sustainability Officer, Director of ESG, and a multidisciplinary ESG Committee.</p> <p>For further detail, please visit our 2023 TCFD Report</p>
	(b) Describe management's role in addressing climate related risks and opportunities	2023 TCFD Report: "Governance - Leadership's Role in Managing Climate Risks"	<p>Executive and senior management are responsible for understanding and managing the climate-related risks affecting the company's ability to achieve its strategic and operational objectives, and for keeping the Board informed of the nature of critical risks and how they are being managed. Talos has dedicated functions at the management level for oversight of climate-related risks and opportunities, including a Chief Sustainability Officer, Director of ESG, and interdisciplinary disciplined ESG Committee.</p> <p>For further detail, please visit our 2023 TCFD Report</p>
STRATEGY	(a) Climate Related Risks	2023 TCFD Report: "Strategy - Key Climate Risks and Opportunities", "Strategy - Impact of Climate-Related Risks and Opportunities on Strategy, Decision Making, and Financial Planning", and "Strategy - Exploring Scenario Analysis"	<p>Talos is committed to ensuring the long-term success of our company by integrating risks and opportunities related to climate change and the global energy transition into our business strategy. Our approach focuses on assessing potential positive and negative impacts, understanding the risk climate change poses to our company and our company may present to climate change, and how we can minimize our direct impact through our operations. Risks that are assessed by Talos include both chronic and acute physical risks along with market, political & regulatory, reputational, and technology transition risks.</p> <p>For further detail, please visit our 2023 TCFD Report</p>
	(b) Climate Related Opportunities	2023 TCFD Report: "Strategy - Identified Climate-Related Opportunities", "Strategy - Impact of Climate-Related Risks and Opportunities on Strategy, Decision Making, and Financial Planning", and "Strategy - Exploring Scenario Analysis"	<p>As the transition to a low carbon economy unfolds, Talos has proven to be a best-in-class offshore operator and a leader in carbon capture and sequestration. We recognize that the energy transition is a rapidly evolving landscape, requiring organizations to stay informed about technology developments and competitive positions to safeguard existing business models. We seek ways to expand our CCS portfolio and explore adjacent technologies that can deliver additional value. We actively integrate climate-related opportunities into our broader business strategy across short-, medium-, and long-term timelines. This involves regularly evaluating existing and emerging low carbon technologies for offshore operations, considering carbon management solutions to enhance our current CCS efforts, and identifying promising low carbon opportunities throughout the value chain.</p> <p>For further detail, please visit our 2023 TCFD Report</p>

TCFD Index (Continued)

Pillar	Topic	Location	Response
RISK MANAGEMENT	(a) Describe the organization's processes for identifying and assessing climate-related risks and opportunities	2023 TCFD Report: "Risk Management"	<p>Talos has a comprehensive enterprise-wide risk management (ERM) system following the COSO model. This initiative aimed to define risk management objectives, roles, and a shared risk culture, ensuring a consistent approach to risk identification, assessment, monitoring, and management. The ERM framework includes an Executive Risk Management Committee, an ERM Steering Committee, an ERM Team, and designated Risk Owners, promoting shared responsibility across the organization. We regularly enhance the risk assessment process, with particular attention to emerging risks like those associated with climate change. In 2022, climate-related risks were incorporated into the ERM framework, encompassing potential impacts on capital access, extreme weather events, policy changes, insurance risks, and supply chain vulnerabilities. In addition, we actively develop effective mitigation strategies to address these risks, securing the sustainability and resilience of our operations in a dynamic global landscape.</p> <p>For further detail, please visit our 2023 TCFD Report</p>
	(b) Describe the organization's processes for managing climate-related risks	2023 TCFD Report: "Risk Management" and "Strategy - Impact of Climate-Related Risks and Opportunities on Strategy, Decision Making, and Financial Planning"	<p>Each year, we conduct an impact and likelihood assessment of climate-related risks and other critical risk factors using predefined rating scales that incorporate various dimensions to reduce bias. To support the Board and its standing committees in comprehending strategic risks and overseeing risk management practices, management presents detailed risk response plans for critical risks throughout the year. These plans align with the relevant Board committee's responsibility as per their Charter.</p> <p>The potential financial impacts of climate change on Talos primarily depend on specific climate-related risks and opportunities affecting our business, as well as the strategic and risk management decisions we make to address them. Through our ERM process, climate-related risks and opportunities are identified, evaluated, and mitigation strategies are developed, seamlessly integrating them into our short, medium, and long-term strategic objectives. This approach allows us to incorporate risk assessments into business, operational, and capital structure planning.</p> <p>For further detail, please visit our 2023 TCFD Report</p>
	(c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	2023 TCFD Report: "Risk Management"	<p>Climate-related risks are assessed alongside other business risks through our enterprise-wide risk assessment, which evaluates the impact and likelihood of these critical risks on the achievement of Talos's operational or strategic objectives.</p> <p>For further detail, please visit our 2023 TCFD Report</p>

TCFD Index (Continued)

Pillar	Topic	Location	Response
METRICS & TARGETS	(a) Disclose the metrics by the organization to assess climate related risks and opportunities in line with its strategy and risk management process	2023 TCFD Report: "Metrics & Targets - GHG Emissions Target"	<p>Talos integrated ESG factors into its compensation program to incentivize and reward executives for advancing sustainability goals. Specifically, Talos increased the weighting of ESG-related metrics for the company's annual incentive program (AIP) from 10% to 15%, reflecting the company's commitment to sustainable practices.</p> <p>In 2022, we reduced our Scope 1 greenhouse gas emissions intensity by 30% from the Company's 2018 baseline year, achieving our initial goal three years sooner on a pro forma basis, including the EnVen assets.</p> <p>Long-term goals at Talos are related to our vision of building the energy company of tomorrow. Our goal for the carbon capture and sequestration (CCS) business is to contribute to broad industrial decarbonization well beyond our own Upstream Scope 1 emissions. At full scale, our CCS platform will permanently sequester over 50x the annual emissions of our Upstream operations.</p> <p>For further detail, please visit our 2023 TCFD Report</p>
	(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks	2023 TCFD Report: "Metrics & Targets - GHG Emissions"	Talos measures a range of environmental data points, dating back to 2018 as the baseline year. Specifically, we track and report Scope 1 and Scope 2 greenhouse gas (GHG) emissions as metrics directly linked to climate change risks and opportunities. For additional environmental metrics pertinent to our business, please refer to the KPI Data Tables in our 2023 Annual ESG Report.

GRI Index

STATEMENT OF USE

Talos has reported the information cited in this GRI content index for the period 1/1/2022 to 12/31/2022 with reference to the GRI Standards.

GRI 1 USED

GRI 1: Foundation 2021

Standard Type	GRI Standard	Disclosure	Location
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-1 Organizational details	"Talos Overview"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-2 Entities included in the organization's sustainability reporting	"About this Report"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-3 Reporting period, frequency and contact point	"About this Report"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-4 Restatements of information	"About this Report"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-5 External assurance	"About this Report"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-6 Activities, value chain and other business relationships	"Talos Overview"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-7 Employees	"Human Capital Management"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-9 Governance structure and composition	"Board of Directors" 2023 Proxy Statement
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-10 Nomination and selection of the highest governance body	"Corporate Governance Highlights" "Board of Directors" 2023 Proxy Statement
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-11 Chair of the highest governance body	"Board of Directors" 2023 Proxy Statement
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-12 Role of the highest governance body in overseeing the management of impacts	"Sustainability Oversight and Compensation"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-13 Delegation of responsibility for managing impacts	"Sustainability Oversight and Compensation"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-14 Role of the highest governance body in sustainability reporting	"Sustainability Oversight and Compensation"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-15 Conflicts of interest	"Ethics and Compliance"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-16 Communication of critical concerns	"Ethics and Compliance - Whistleblower Policy and Hotline"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-17 Collective knowledge of the highest governance body	"Board of Directors - Board Composition" "Board of Directors - Board Skills and Experience" 2023 Proxy Statement

GRI Index (Continued)

Standard Type	GRI Standard	Disclosure	Location
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-18 Evaluation of the performance of the highest governance body	"Sustainability Oversight and Compensation" 2023 Proxy Statement
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-19 Remuneration policies	"Sustainability Oversight and Compensation" 2023 Proxy Statement
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-20 Process to determine remuneration	"Sustainability Oversight and Compensation" 2023 Proxy Statement
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-21 Annual total compensation ratio	"KPI Data Tables" 2023 Proxy Statement
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-23 Policy commitments	"Ethics and Compliance"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-24 Embedding policy commitments	"Ethics and Compliance"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-26 Mechanisms for seeking advice and raising concerns	"Ethics and Compliance - Whistleblower Policy and Hotline"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-27 Compliance with laws and regulations	"Management of the Legal and Regulatory Environment"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-28 Membership associations	"Industry Associations"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-29 Approach to stakeholder engagement	"Stakeholder Engagement"
UNIVERSAL STANDARDS	GRI 2: General Disclosures 2021	GRI 2-30 Collective bargaining agreements	"Human and Indigenous Rights" Human Rights Policy
UNIVERSAL STANDARDS	GRI 3: Material Topics 2021	GRI 3-1 Process to determine material topics	"Materiality Assessment"
UNIVERSAL STANDARDS	GRI 3: Material Topics 2021	GRI 3-2 List of material topics	"Materiality Assessment"
UNIVERSAL STANDARDS	GRI 3: Material Topics 2021	GRI 3-3 Management of material topics	"Board of Directors - SSCR Committee" "Materiality Assessment"
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-1 GHG emissions	"Our Performance -- Emissions Management"
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-2 Climate adaptation, resilience, and transition	"TCFD Index" 2023 TCFD Report
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-3 Air emissions	"Our Performance -- Emissions Management"

GRI Index (Continued)

Standard Type	GRI Standard	Disclosure	Location
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-4 Biodiversity	"Protecting the Environment"
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-5 Waste	"Materials and Waste Management"
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-6 Water and effluents	"Water Management"
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-7 Closure and rehabilitation	"Protecting the Environment - Environmental Protection Through Decommissioning"
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-8 Asset integrity and critical incident management	"Our Sustainability Strategy" "Protecting the Environment" "Health, Safety and Environment (HSE) - A Comprehensive Program"
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-9 Occupational health and safety	"Health, Safety and Environment (HSE) - A Comprehensive Program"
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-10 Employment practices	"Human Capital Management"
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-11 Non-discrimination and equal opportunity	"Human and Indigenous Rights"
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-12 Forced labor and modern slavery	"Human and Indigenous Rights" Human Rights Policy
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-13 Freedom of association and collective bargaining	"Human and Indigenous Rights" Human Rights Policy
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-14 Economic impacts	"Talos Overview" 2022 Annual Report
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-15 Local communities	"Our Sustainability Strategy" "Stakeholder Engagement" "Social Highlights" "External Affairs Efforts" "Social Investment in Communities"
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-16 Land and resource rights	"Social Investment in Communities"
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-17 Rights of indigenous peoples	"Human and Indigenous Rights" Human Rights Policy
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-18 Conflict and security	"Human & Indigenous Rights" Human Rights Policy

GRI Index (Continued)

Standard Type	GRI Standard	Disclosure	Location
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-19 Anti-competitive behavior	"Ethics and Compliance - Anti-Corruption Policy" Anti-Bribery & Corruption Policy Code of Business Conduct and Ethics Corporate Governance Guidelines
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-20 Anti-corruption	"Ethics and Compliance - Anti-Corruption Policy" Anti-Corruption Policy Code of Business Conduct and Ethics Corporate Governance Guidelines
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-21 Payments to governments	"Approach to Taxes"
SECTOR STANDARDS	GRI 11: Oil & Gas Sector Standards 2021	GRI 11-22 Public policy	"Management of the Legal and Regulatory Environment"
TOPIC STANDARDS	GRI 201: Economic Performance 2016	GRI 201-1 Direct economic value generated and distributed	"Talos Overview" 2022 Annual Report
TOPIC STANDARDS	GRI 201: Economic Performance 2016	GRI 201-2 Financial implications and other risks and opportunities due to climate change	"Materiality Assessment" "TCFD Index" 2023 TCFD Report
TOPIC STANDARDS	GRI 201: Economic Performance 2016	GRI 201-3 Defined benefit plan obligations and other retirement plans	2022 Annual Report
TOPIC STANDARDS	GRI 201: Economic Performance 2016	GRI 201-4 Financial assistance received from government	2022 Annual Report
TOPIC STANDARDS	GRI 202: Market Presence 2016	GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not Available
TOPIC STANDARDS	GRI 202: Market Presence 2016	GRI 202-2 Proportion of senior management hired from the local community	Corporate Leaders
TOPIC STANDARDS	GRI 203: Indirect Economic Impacts 2016	GRI 203-1 Infrastructure investments and services supported	2022 Annual Report
TOPIC STANDARDS	GRI 203: Indirect Economic Impacts 2016	GRI 203-2 Significant indirect economic impacts	2022 Annual Report
TOPIC STANDARDS	GRI 204: Procurement Practices 2016	GRI 204-1 Proportion of spending on local suppliers	"Supply Chain Management"
TOPIC STANDARDS	GRI 205: Anti-corruption 2016	GRI 205-1 Operations assessed for risks related to corruption	"Ethics and Compliance - Anti-Corruption Policy" Anti-Corruption Policy Code of Business Conduct and Ethics Corporate Governance Guidelines

GRI Index (Continued)

Standard Type	GRI Standard	Disclosure	Location
TOPIC STANDARDS	GRI 205: Anti-corruption 2016	GRI 205-2 Communication and training about anti-corruption policies and procedures	"Ethics and Compliance - Anti-Corruption Policy" Anti-Corruption Policy Corporate Governance Guidelines
TOPIC STANDARDS	GRI 205: Anti-corruption 2016	GRI 205-3 Confirmed incidents of corruption and actions taken	"Ethics and Compliance - Anti-Corruption Policy" Anti-Corruption Policy Code of Business Conduct and Ethics Corporate Governance Guidelines
TOPIC STANDARDS	GRI 206: Anti-competitive Behavior 2016	GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	"Ethics and Compliance - Anti-Corruption Policy" Anti-Corruption Policy Code of Business Conduct and Ethics Corporate Governance Guidelines
TOPIC STANDARDS	GRI 207: Tax 2019	GRI 207-1 Approach to tax	"Approach to Taxes"
TOPIC STANDARDS	GRI 207: Tax 2019	GRI 207-2 Tax governance, control, and risk management	"Approach to Taxes"
TOPIC STANDARDS	GRI 207: Tax 2019	GRI 207-3 Stakeholder engagement and management of concerns related to tax	"Approach to Taxes"
TOPIC STANDARDS	GRI 301: Materials 2016	GRI 301-1 Materials used by weight or volume	"Materials and Waste Management"
TOPIC STANDARDS	GRI 301: Materials 2016	GRI 301-2 Recycled input materials used	"Materials and Waste Management"
TOPIC STANDARDS	GRI 301: Materials 2016	GRI 301-3 Reclaimed products and their packaging materials	"Materials and Waste Management"
TOPIC STANDARDS	GRI 302: Energy 2016	GRI 302-1 Energy consumption within the organization	"Energy Management"
TOPIC STANDARDS	GRI 302: Energy 2016	GRI 302-2 Energy consumption outside of the organization	"Energy Management"
TOPIC STANDARDS	GRI 302: Energy 2016	GRI 302-3 Energy intensity	"Energy Management"
TOPIC STANDARDS	GRI 302: Energy 2016	GRI 302-4 Reduction of energy consumption	"Energy Management"
TOPIC STANDARDS	GRI 302: Energy 2016	GRI 302-5 Reductions in energy requirements of products and services	"Energy Management"
TOPIC STANDARDS	GRI 303: Water and Effluents 2018	GRI 303-1 Interactions with water as a shared resource	"Water Management"
TOPIC STANDARDS	GRI 303: Water and Effluents 2018	GRI 303-2 Management of water discharge-related impacts	"Water Management"
TOPIC STANDARDS	GRI 303: Water and Effluents 2018	GRI 303-3 Water withdrawal	"Water Management"
TOPIC STANDARDS	GRI 303: Water and Effluents 2018	GRI 303-4 Water discharge	"Water Management"
TOPIC STANDARDS	GRI 303: Water and Effluents 2018	GRI 303-5 Water consumption	"Water Management"

GRI Index (Continued)

Standard Type	GRI Standard	Disclosure	Location
TOPIC STANDARDS	GRI 304: Biodiversity 2016	GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	"Protecting the Environment"
TOPIC STANDARDS	GRI 304: Biodiversity 2016	GRI 304-2 Significant impacts of activities, products and services on biodiversity	"Protecting the Environment"
TOPIC STANDARDS	GRI 304: Biodiversity 2016	GRI 304-3 Habitats protected or restored	"Protecting the Environment"
TOPIC STANDARDS	GRI 305: Emissions 2016	GRI 305-1 Direct (Scope 1) GHG emissions	"GHG Emissions Management and Performance" "Our Performance -- Emissions Management"
TOPIC STANDARDS	GRI 305: Emissions 2016	GRI 305-2 Energy indirect (Scope 2) GHG emissions	"GHG Emissions Management and Performance"
TOPIC STANDARDS	GRI 305: Emissions 2016	GRI 305-4 GHG emissions intensity	"GHG Emissions Management and Performance"
TOPIC STANDARDS	GRI 305: Emissions 2016	GRI 305-5 Reduction of GHG emissions	"GHG Emissions Management and Performance" "GHG Emissions Target"
TOPIC STANDARDS	GRI 305: Emissions 2016	GRI 305-6 Emissions of ozone-depleting substances (ODS)	"KPI Data Tables"
TOPIC STANDARDS	GRI 305: Emissions 2016	GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	"KPI Data Tables"
TOPIC STANDARDS	GRI 306: Waste 2020	GRI 306-1 Waste generation and significant waste-related impacts	"Materials and Waste Management"
TOPIC STANDARDS	GRI 306: Waste 2020	GRI 306-2 Management of significant waste-related impacts	"Materials and Waste Management"
TOPIC STANDARDS	GRI 306: Waste 2020	GRI 306-3 Waste generated	"Materials and Waste Management"
TOPIC STANDARDS	GRI 306: Waste 2020	GRI 306-4 Waste diverted from disposal	"Materials and Waste Management"
TOPIC STANDARDS	GRI 306: Waste 2020	GRI 306-5 Waste directed to disposal	"Materials and Waste Management"
TOPIC STANDARDS	GRI 308: Supplier Environmental Assessment 2016	GRI 308-1 New suppliers that were screened using environmental criteria	"Stakeholder Engagement" "Supply Chain Management"
TOPIC STANDARDS	GRI 308: Supplier Environmental Assessment 2016	GRI 308-2 Negative environmental impacts in the supply chain and actions taken	"Supply Chain Management"
TOPIC STANDARDS	GRI 401: Employment 2016	GRI 401-1 New employee hires and employee turnover	"Social Highlights" "Human Capital Management"
TOPIC STANDARDS	GRI 401: Employment 2016	GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	"Human Capital Management"
TOPIC STANDARDS	GRI 401: Employment 2016	GRI 401-3 Parental leave	"Human Capital Management"




GRI Index (Continued)

Standard Type	GRI Standard	Disclosure	Location
TOPIC STANDARDS	GRI 403: Occupational Health and Safety 2018	GRI 403-1 Occupational health and safety management system	"HSE Culture, Accountability, and Oversight" "Health, Safety and Environment (HSE): A Comprehensive Program"
TOPIC STANDARDS	GRI 403: Occupational Health and Safety 2018	GRI 403-2 Hazard identification, risk assessment, and incident investigation	"HSE Culture, Accountability, and Oversight" "Health, Safety and Environment (HSE): A Comprehensive Program"
TOPIC STANDARDS	GRI 403: Occupational Health and Safety 2018	GRI 403-3 Occupational health services	"Health, Safety and Environment (HSE): A Comprehensive Program"
TOPIC STANDARDS	GRI 403: Occupational Health and Safety 2018	GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	"Health, Safety and Environment (HSE): A Comprehensive Program"
TOPIC STANDARDS	GRI 403: Occupational Health and Safety 2018	GRI 403-5 Worker training on occupational health and safety	"HSE Training"
TOPIC STANDARDS	GRI 403: Occupational Health and Safety 2018	GRI 403-6 Promotion of worker health	"HSE Culture, Accountability, and Oversight" "Health, Safety and Environment (HSE): A Comprehensive Program"
TOPIC STANDARDS	GRI 403: Occupational Health and Safety 2018	GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	"HSE Culture, Accountability, and Oversight" "Health, Safety and Environment (HSE): A Comprehensive Program" "HSE Training" "HSE Keystones to Saving Lives Initiative"
TOPIC STANDARDS	GRI 403: Occupational Health and Safety 2018	GRI 403-8 Workers covered by an occupational health and safety management system	"Health, Safety and Environment (HSE): A Comprehensive Program"
TOPIC STANDARDS	GRI 403: Occupational Health and Safety 2018	GRI 403-9 Work-related injuries	"2022 Safety Performance" "HSE Keystones to Saving Lives Initiative"
TOPIC STANDARDS	GRI 403: Occupational Health and Safety 2018	GRI 403-10 Work-related ill health	"Health, Safety and Environment (HSE): A Comprehensive Program"
TOPIC STANDARDS	GRI 404: Training and Education 2016	GRI 404-1 Average hours of training per year per employee	"Our Sustainability Strategy" "Social Highlights" "HSE Training"
TOPIC STANDARDS	GRI 404: Training and Education 2016	GRI 404-2 Programs for upgrading employee skills and transition assistance programs	"Human Capital Management"





GRI Index (Continued)

Standard Type	GRI Standard	Disclosure	Location
TOPIC STANDARDS	GRI 404: Training and Education 2016	GRI 404-3 Percentage of employees receiving regular performance and career development reviews	"Human Capital Management"
TOPIC STANDARDS	GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1 Diversity of governance bodies and employees	"Diversity, Equity, and Inclusion (DEI)" Code of Conduct
TOPIC STANDARDS	GRI 405: Diversity and Equal Opportunity 2016	GRI 405-2 Ratio of basic salary and remuneration of women to men	"Diversity, Equity, and Inclusion (DEI)" Code of Conduct
TOPIC STANDARDS	GRI 406: Non-discrimination 2016	GRI 406-1 Incidents of discrimination and corrective actions taken	"Diversity, Equity, and Inclusion (DEI)" Code of Conduct
TOPIC STANDARDS	GRI 407: Freedom of Association and Collective Bargaining 2016	GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	"Human and Indigenous Rights" Human Rights Policy
TOPIC STANDARDS	GRI 408: Child Labor 2016	GRI 408-1 Operations and suppliers at significant risk for incidents of child labor	"Human and Indigenous Rights" Human Rights Policy
TOPIC STANDARDS	GRI 409: Forced or Compulsory Labor 2016	GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	"Human and Indigenous Rights" Human Rights Policy
TOPIC STANDARDS	GRI 410: Security Practices 2016	GRI 410-1 Security personnel trained in human rights policies or procedures	"Human and Indigenous Rights" Human Rights Policy
TOPIC STANDARDS	GRI 411: Rights of Indigenous Peoples 2016	GRI 411-1 Incidents of violations involving rights of indigenous peoples	"Human and Indigenous Rights" Human Rights Policy
TOPIC STANDARDS	GRI 413: Local Communities 2016	GRI 413-1 Operations with local community engagement, impact assessments, and development programs	"Social Investment in Communities"
TOPIC STANDARDS	GRI 414: Supplier Social Assessment 2016	GRI 414-1 New suppliers that were screened using social criteria	"Supply Chain Management" Vendor Code of Conduct
TOPIC STANDARDS	GRI 414: Supplier Social Assessment 2016	GRI 414-2 Negative social impacts in the supply chain and actions taken	"Social Supply Chain Management" Vendor Code of Conduct
TOPIC STANDARDS	GRI 415: Public Policy 2016	GRI 415-1 Political contributions	"Management of the Legal and Regulatory Environment" Anti-Corruption Policy
TOPIC STANDARDS	GRI 416: Customer Health and Safety 2016	GRI 416-1 Assessment of the health and safety impacts of product and service categories	Not Applicable
TOPIC STANDARDS	GRI 416: Customer Health and Safety 2016	GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Not Applicable
TOPIC STANDARDS	GRI 417: Marketing and Labeling 2016	GRI 417-1 Requirements for product and service information and labeling	Not Applicable
TOPIC STANDARDS	GRI 417: Marketing and Labeling 2016	GRI 417-2 Incidents of non-compliance concerning product and service information and labeling	Not Applicable
TOPIC STANDARDS	GRI 417: Marketing and Labeling 2016	GRI 417-3 Incidents of non-compliance concerning marketing communications	Not Applicable
TOPIC STANDARDS	GRI 418: Customer Privacy 2016	GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	"Cybersecurity & Digital Innovation"



SDGs Index

Goal	Location	Initiatives	Progress
 SDG 3: GOOD HEALTH & WELLBEING ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES	Refer to "Our Sustainability Strategy – Talos Focused SDGs"	<ul style="list-style-type: none"> Health & life insurance benefits offered to employees; Employee Assistance Program for access to mental health services; gym membership subsidy, free flu shots In 2022, Talos completed its best safety performance on record Beyond Safety Campaign conducted to elevate safety culture and operational excellence through key milestones HSE Governance Structure including a Director of HSE who reports to management and the Board Stop work authority Zero incident goal & culture of safety Field safety meetings Training on SEMS and TSOP, eLearning, and annual safety trainings for employees and contractors Drilling HSE scorecard Incident Management Team Safety performance evaluations & safety related bonuses and incentives 	<ul style="list-style-type: none"> Combined TRIR: 0.36 (26.5% reduction since 2019) Employee LTIR: 0.0 Combined NMFR: 1.86 (12.6% reduction since 2019) Offshore employees averaged 57 hours of HSE training Over 2,800 training courses taken by our employees Introduced Significant Injury or Fatalities (SIF) Program to further address workplace injuries Introduced Keystones to Saving Lives campaign to focus attention on high-risk activities and the most frequent causes of both minor injury and SIF events Provided Calm application and mental health seminar to all employees in early 2023
 SDG 4: QUALITY EDUCATION ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL	Refer to "Our Sustainability Strategy – Talos Focused SDGs"	<ul style="list-style-type: none"> In 2022, Talos launched the Leadership Development Program for all employees Ongoing education and tuition reimbursement Learning Management System (LMS) continued Performance evaluations twice a year 1-Year engineering program STEM internship offered 	<ul style="list-style-type: none"> Learning Management System (LMS) provides a platform for our employees to develop and learn new skills Talos provided 12 internships from 8 universities in 2022 92% of employees received performance reviews
 SDG 5: GENDER EQUALITY ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS	Refer to "Our Sustainability Strategy – Talos Focused SDGs"	<ul style="list-style-type: none"> Equal opportunity employment Established a Diversity Committee Gender diversity represented on our Board Contracted a DEI professional to help connect Talos to underserved groups Protection from discrimination and harassment 	<ul style="list-style-type: none"> Finalized and established the Talos Energy Culture Roadmap in 2022, which consists of 5 distinct employee experience pillars In conjunction with our acquisition of EnVen in Feb 2023, we increased our Board independence by adding two independent directors, one of which is female

SDGs Index (Continued)

Goal	Location	Initiatives	Progress
 SDG 7: AFFORDABLE & CLEAN ENERGY ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL	Refer to "Our Sustainability Strategy – Talos Focused SDGs"	<ul style="list-style-type: none"> Talos Low Carbon Solutions business / CCS (Carbon Capture & Sequestration) projects Piloted renewable energy technologies on unmanned platform in 2021 Use solar panel deck lighting on platforms Emissions reduction efforts including a FLIR program, installation of VRU systems, and venting reduction projects ESG-Linked compensation 	<ul style="list-style-type: none"> In September 2022, Talos announced the acquisition of EnVen Energy, increasing the operational scale Talos established its Low Carbon Solutions business line in 2021. Seeking to develop several carbon capture and storage hub projects along the Gulf Coast. In 2022, we converted two more cold vent stacks to flares, enhanced our emissions tracking capabilities, and spent ~\$640,000 on emission reduction initiatives and studies
 SDG 8: DECENT WORK & ECONOMIC GROWTH PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL	Refer to "Our Sustainability Strategy – Talos Focused SDGs"	<ul style="list-style-type: none"> Equal Employment Opportunity and Affirmative Action employer Vendor compliance with labor standards and Vendor Code of Conduct Human Rights Policy covering all employees, partners, vendors, and suppliers Human capital measures/objectives encompass human rights, diversity and inclusion, employee safety, talent recruitment and development, and comprehensive health and welfare benefits (including life insurance and disability benefits) Employee engagement surveys Tuition reimbursement for higher learning STEM Internships for students 	<ul style="list-style-type: none"> Talos named Top Workplace by Houston Chronicle for tenth consecutive year in 2022 Low voluntary turnover rate of 6.1% in 2022 and average of 4.8% since 2019
 SDG 11: SUSTAINABLE CITIES & COMMUNITIES MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE	Refer to "Our Sustainability Strategy – Talos Focused SDGs"	<ul style="list-style-type: none"> Support our local committee in four main area of focus: disaster relief, health and wellness, children and youth, and education Matching for up to \$500 of employee donations Support of employee volunteer efforts 	<ul style="list-style-type: none"> Talos raised and donated over \$400,000 to charities including Sunshine Kids, American Cancer Society, March of Dimes, and Dress for Success Talos Provided \$500 allowance to every employee to apply in support of a non-profit of their choice. Increased allowance to \$1,000 at the beginning of 2023 Provided an additional \$500 match for employees making donations in support for Ukraine
 SDG 12: RESPONSIBLE CONSUMPTION & PRODUCTION ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS	Refer to "Our Sustainability Strategy – Talos Focused SDGs"	<ul style="list-style-type: none"> Waste management and handling program at offshore facilities Education of employees on waste disposal Recycling both in our offices and in our offshore operations Waste Management and Minimization Field Guides 	<ul style="list-style-type: none"> New comprehensive recycling program for offshore and corporate offices implemented. We recycled 8,210 pounds of universal waste. In 2022, we reduced our total waste by 28% from 2021

SDGs Index (Continued)

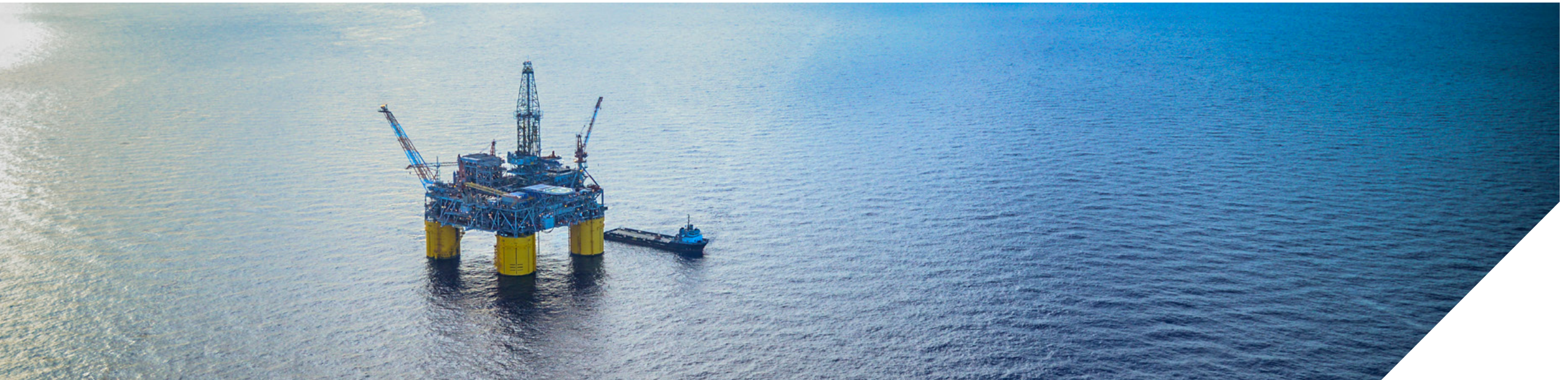
Goal	Location	Initiatives	Progress
 SDG 13: CLIMATE ACTION TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS	Refer to "Our Sustainability Strategy – Talos Focused SDGs"	<ul style="list-style-type: none"> Collect, analyze, and track scope 1 and scope 2 GHG emissions data Continued to implement measures aimed at reducing emissions to meet 30% reduction in GHG emissions intensity by 2025 Fully implemented FLIR leak detection survey program Talos Low Carbon Solutions: At full scale, our CCS platform will permanently sequester over 50x the annual emissions of our upstream operations ESG-linked compensation 	<ul style="list-style-type: none"> Continued to increase awareness and integrate emissions considerations into the decision-making process 2023 Pompano Viosca Knoll 898 project planning includes flare optimization during platform removal instead of venting Green Canyon facility converted from vent to flare Talos achieved 9% Y-o-Y reduction in Scope 1 emissions intensity from 2018 baseline In 2022, our Annual Incentive Program was linked to three designated ESG components, collectively weighted at 40%: <ul style="list-style-type: none"> HSE performance – 10% GHG emissions intensity reduction – 10% CCS project execution – 20%
 SDG 14: LIFE BELOW WATER CONSERVE AND SUSTAINABLY USE THE OCEANS, SEAS AND MARINE RESOURCES FOR SUSTAINABLE DEVELOPMENT	Refer to "Our Sustainability Strategy – Talos Focused SDGs"	<ul style="list-style-type: none"> Job Safety & Environmental Analysis (JSEA) focuses on spill prevention and ensuring foreign objects do not go overboard at offshore facilities Scheduled inspections of our subsea infrastructure Subsea leak detection equipment that is proven technology that monitors Subsea equipment integrity and prevents spills in the unlikely event of a Subsea leak All structural platform components are cut instead of using explosives when decommissioning Oil spill Response Plan (OSRP) approved by the Bureau of Safety and Environmental Enforcement Tabletop drills pursuant to our OSRP and annual spill notification exercises for all manned facilities Preparation for Response Exercise Program (PREP) oversees incident response drills Incident Reporting Tool (IRT) Offshore Operators Committee's Restricted Areas & Fisheries sub-committee member 	<ul style="list-style-type: none"> Perform incident response and tabletop exercises for offshore facilities Less than 1 BBL of oil spilled in 2022 (Actual – 0.239 BBL) and 4 consecutive years Offshore employees received an average of 57 hours of training on safety, spill, and emergency response Talos spent \$69 million on plugging, abandoning, and decommissioning operations in 2022 Talos is assessing the option of reefing at least 10 of our operated facilities and structures in our asset base over the next 5 years to create or preserve the habitat around platforms

Industry Associations

We actively engage in and partner with industry organizations, trade associations, and peer networks to share learnings and collaborate to support sound government policies affecting the energy and CCS business sectors.

Association	Description
AMMONIA ENERGY ASSOCIATION	Member companies span the full value chain of ammonia energy, from decarbonized hydrogen and ammonia production, through safety, distribution, and trading, to power generation and energy storage. Members include technology licensors, EPC firms, energy majors, maritime shipping lines, electricity and gas utilities, fertilizer producers, chemicals manufacturers, and project developers looking to produce future fuels.
ASOCIACIÓN MEXICANA DE EMPRESAS DE HIDROCARBUROS	AMEXHI groups oil and gas operators and investors interested in investing in Mexico under the commitment of developing safe, responsible, and sustainable operations.
BATON ROUGE AREA CHAMBER	BRAC advocates on behalf of Baton Rouge area businesses to foster regional economic development.
CARBON NEUTRAL COALITION	The Carbon Neutral Coalition will partner with stakeholders, government, and industry to make Texas carbon neutral by 2050 by establishing the infrastructure that will incentivize the energy industry to cut their carbon emissions by utilizing Carbon Capture, Utilization and Storage (CCUS).
GLOBAL CCS INSTITUTE	The Global Carbon Capture and Storage Institute (the Institute) is an international, non-profit think tank backed by governments, businesses, and NGOs. Its mission is to accelerate the global deployment of Carbon Capture and Storage (CCS).
GREATER HOUSTON PARTNERSHIP	The Partnership consists of Houston-area community-minded business leaders who want to be involved in Houston's positive growth and influence Houston's economic trajectory. The Partnership's priorities include strengthening Houston's position as the Energy Capital of the World and has prioritized efforts that will position Houston to lead the global energy transition, including CCS, to attain an energy abundant, low-carbon future through its Houston Energy Transition Initiative (HETI).
GREATER PORT ARTHUR CHAMBER OF COMMERCE	The Greater Port Arthur Chamber of Commerce is an organization of business and community representatives working together as a team to achieve a sound economic environment and quality of life for the entire community.
GULF ENERGY ALLIANCE	GEA is a coalition of leading independent producers and operators and allied organizations devoted to supporting policies and regulations that encourage investment, innovation, and job creation in the offshore energy industry in the Gulf of Mexico.
HWCG	HWCG is a consortium of deepwater operators and non-operators in the Gulf of Mexico who have joined together to expand capabilities to quickly and comprehensively respond to a subsea well containment event to protect people, property, and the environment.
INDEPENDENT PETROLEUM ASSOCIATION OF AMERICA	The association serves as an informed voice for the exploration and production segment of the industry and advocates its members' views before the United States Congress, The White House, and federal agencies.

Association	Description
LA-1 COALITION	The LA-1 Coalition supports the LA-1 Improvement Project, which seeks to improve the highway infrastructure from U.S. Highway 90 at Mathews, LA to Port Fourchon/Grand Isle.
LOUISIANA CHEMICAL INDUSTRY ALLIANCE	LCIA's mission is to promote the interests of the chemical industry and related businesses by impacting the legislative process and regulatory agencies and promoting a positive business climate, as well as to promote a healthy, globally competitive, and growing contractor and supplier community that will provide a competitive advantage for Louisiana.
LOUISIANA OIL & GAS ASSOCIATION	LOGA was organized to represent the independent and service sectors of the oil and gas industry in Louisiana. The primary goals are to create incentives, challenge burdensome regulations, and educate the public and government of the importance of the oil and gas industry.
NATIONAL OCEAN INDUSTRIES ASSOCIATION	NOIA serves the offshore oil, gas, wind, and ocean minerals industries and provides value to its members by uniting and advancing the business and professional interests of its members and the industry.
ESG NETWORK OF THE NATIONAL OCEAN INDUSTRIES ASSOCIATION	This is a programmatic effort to share and develop best practices in Environmental, Social and Governance principles across the offshore energy industry.
OCS ADVISORY BOARD	The OCSAB is a non-profit that focuses on Outer Continental Shelf issues related to oil and gas exploration, development, and production
OFFSHORE OPERATORS COMMITTEE	OOC is a non-political technical trade organization representing offshore lease holders on the US Outer Continental Shelf (OCS) and the critical services companies that facilitate safe, responsible development of offshore energy and carbon storage related endeavors.
TEXAS OIL & GAS ASSOCIATION	TXOGA is a statewide trade association representing every facet of the Texas oil and gas industry including small independents and major producers.



Referenced Documents

Committee Charters

Audit Committee Charter

Compensation Committee Charter

Nominating & Governance Committee Charter

Safety, Sustainability & Corporate Responsibility Committee Charter

Technical Committee Charter

Corporate Governance Documents

Bylaws of Talos Energy Inc.

Certificate of Incorporation

Corporate Governance Guidelines

Policies

Anti-Bribery & Corruption Policy

Code of Business Conduct and Ethics

Human Rights Policy

Vendor Code of Conduct

Historical Reports

2022 ESG Report

2022 TCFD Report

2021 EnVen ESG Report

2021 ESG Report

2020 ESG Report

Visit our website at: www.talosenergy.com



Forward Looking Statements

This report may contain “forward-looking statements” within the meaning of the Securities Act of 1933, as amended, and the Securities Exchange Act of 1934, as amended. All statements, other than statements of historical fact, included in this report are forward-looking statements. When used in this report, words such as “will,” “could,” “believe,” “anticipate,” “intend,” “estimate,” “expect,” “project,” “forecast,” “may,” “aim,” endeavor,” “strive,” “objective,” “plan” and similar expressions are intended to identify forward-looking statements, although not all forward-looking statements contain such identifying words. Forward-looking statements are based on our current expectations and assumptions about future events and currently available information as to the outcome and timing of future events.

Forward-looking statements in this report may include statements related to our strategy; future operations; plans, projects and programs; goals and objectives; climate-related targets; priorities and initiatives, including those related to GHG emissions reduction, low-carbon technologies, and our carbon capture and storage opportunities; government regulations and political developments; our ability to obtain permits and governmental approvals; pending legal, governmental or environmental matters; the success of our ESG initiatives and CCS opportunities; our access to capital to finance our ESG and CCS initiatives and opportunities; the uncertainty inherent in estimating subsurface storage resources and utilization capacity in our CCS projects; uncertainty regarding our future operating results and initiatives; and any other plans, objectives, expectations and intentions contained in this report that are not historical.

We caution you that these forward-looking statements are subject to numerous risks and uncertainties, most of which are difficult to predict and many of which are beyond our control. These risks include, but are not limited to, our ability to successfully implement our climate-risk reduction initiatives, and attain our ESG and CCS goals due to, among other things, environmental risks, geologic risk; drilling and other operating risks; well control risk; regulatory changes; cash flow and access to capital in order to implement programs and initiatives; business and economic decisions which impact our emissions; lack of availability of equipment, technologies and services; cybersecurity threats; adverse weather events, including tropical storms, hurricanes and loop currents; the timing and development of ESG and CCS initiatives; economic incentives; our ability to obtain permits and governmental approvals; potential adverse reactions or competitive responses to our strategies and initiatives; the possibility that the anticipated benefits of our initiatives are not realized when expected or at all, including as a result of the impact of, or problems arising from, the integration of acquired assets and operations; and the other risks discussed in “Risk Factors” contained in our documents filed with the U.S. Securities and Exchange Commission.

Reserve engineering is a process of estimating underground accumulations of oil, natural gas and NGLs that cannot be measured in an exact way. The accuracy of any reserve estimate depends on the quality of available data, the interpretation of such data and price and cost assumptions made by reserve engineers. In addition, the results of drilling, testing and production activities may justify upward or downward revisions of estimates that were made previously. If significant, such revisions would change the schedule of any further production and development drilling. Accordingly, reserve estimates may differ significantly from the quantities of oil, natural gas and NGLs that are ultimately recovered. In addition, we use the terms “gross true vertical thickness,” “TVT” and “oil pay” in this communication, which are not measures of “reserves” prepared in accordance with SEC guidelines or permitted to be included in SEC filings. These resource estimates are inherently more uncertain than estimates of reserves prepared in accordance with SEC guidelines.

Should one or more of the risks or uncertainties described herein occur, or should underlying assumptions prove incorrect, our actual results and plans could differ materially from those expressed in any forward-looking statements. All forward-looking statements, expressed or implied, included in this report are expressly qualified in their entirety by this cautionary statement. This cautionary statement should also be considered in connection with any subsequent written or oral forward-looking statements that we or persons acting on our behalf may issue. Except as otherwise required by applicable law, we disclaim any duty to update any forward-looking statements, all of which are expressly qualified by the statements in this section, to reflect events or circumstances after the date of this report.

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