

# **WORLD KINECT CORPORATION**

## **SUSTAINABILITY AND CORPORATE RESPONSIBILITY CHARTER**

### **PURPOSE**

The primary function of the Sustainability and Corporate Responsibility Committee (the “Committee”) of the Board of Directors (the “Board”) of World Kinect Corporation (the “Company”) is to assist the Board in fulfilling its oversight responsibilities with respect to the Company’s programs, policies, risks and initiatives regarding environmental, health and safety, sustainability, diversity, equity and inclusion (“DE&I”) and other social responsibility issues and impacts (collectively, “Sustainability Matters”), and such other duties as directed by the Board.

### **COMPOSITION**

The Committee shall be comprised of at least two members of the Board who are not employees of the Company. The members of the Committee shall be appointed by the Board based on the recommendation of the Governance Committee and may be removed or replaced at any time by the Board. Unless a chairperson (the “Committee Chair”) is elected by the full Board upon the recommendation of the Company’s Governance Committee, the members of the Committee shall designate a Committee Chair by majority vote of the full Committee membership.

### **MEETINGS**

The Committee will meet as frequently as necessary to fulfill its duties and responsibilities, but not less than four times annually. Representatives of management may be invited to attend part or all of any meeting of the Committee. Each meeting will be presided over by the Committee Chair or, in the event that the Committee Chair is not present at a meeting, the Committee members present at such meeting shall designate one of the Committee members as the acting chair of the meeting.

### **RESPONSIBILITIES AND DUTIES**

The responsibilities and duties of the Committee in support of the Company’s on-going commitment to Sustainability Matters are to:

- review and provide input on management’s strategy, goals and integration of Sustainability Matters into strategic and tactical business activities across the Company to create long-term shareholder value and sustainable growth;
- oversee internal and external communications and disclosures regarding the Company’s position on, reporting of, or approach to significant Sustainability Matters, including by reviewing, as appropriate, disclosures and other communications to stakeholders;
- oversee and provide input to management on the Company’s identification, assessment and management of risks associated with Sustainability Matters, such as climate change and its impact on the Company and its business and DE&I issues and impacts;
- consider, analyze and provide input on significant public issues, trends, regulation and legislation regarding Sustainability Matters that are pertinent to the Company and its stakeholders;

- review the goals that the Company may publish from time to time for its performance with respect to Sustainability Matters and monitor the Company's progress against those goals;
- review the Company's charitable giving policies and programs and receive reports from management on charitable contributions made by the Company, directly and through any foundations, that are in support of the Company's goals regarding Sustainability Matters;
- review the Committee's own performance on an annual basis; and
- report regularly to the Board and the Governance Committee on the performance of the Committee's duties and responsibilities.

In performing its responsibilities, the Committee shall have the authority to retain and terminate or obtain the advice of consultants, outside legal counsel and other advisors as the Committee may deem appropriate. Committee members may rely in good faith on information, opinions, reports or statements prepared or presented by:

- One or more officers or employees of the Company whom the Committee member reasonably believes to be reliable and competent in the matters presented;
- Counsel, independent auditors, or other persons as to matters which the Committee member reasonably believes to be within the professional or expert competence of such person; or
- Another committee of the Board as to matters within its designated authority which committee the Committee member reasonably believes to merit confidence.

Last Amended: September 22, 2023