

Summary of gender equality index declaration for year 2025 based on 2024 data

Declarer information

First name Plum Amanda

Email address aplum@world-kinect.com

Company/UES information

Structure Company

Number of employees From 50 to 250
inclusive

Company name KINECT ENERGY FRANCE

Siren 448177394

NAF code 46.18Z - Specialized trade intermediaries
other specific products

Address 159 RUE MONTMARTRE 75002 PARIS

Calculation information and reference period

Year for which indicators are calculated 2024

End of reference period 31/12/2024

Number of employees used to calculate indicators 55

Pay gap indicator

Reason for non-calculability Group headcount less than 40% of the
headcount taken into account for the
calculation of the
indicators

Indicator relating to difference in the rate individual increases

Final result in 10.1

Final result in equivalent number of employees 1.6

Population for which the gap is favorable Women

Number of points obtained on the final result as a percentage 0

**Number of points obtained on the final result in
number of employees** 35

Number of points obtained for the indicator 35

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Indicator relating to % of employees receiving a raise in the year following their return from maternity leave

Final result in	100
Number of points obtained	15

Indicator relating to the number of employees of the under-represented sex among the 10 employees with the highest salaries

Result in number of employees of the under-represented sex	1
Gender of over-represented employees	Men
Number of points obtained	0

Professional equality index

Total points obtained	50
Maximum number of points obtainable	60
Final score out of 100 points	Not calculable

Publication of results

Publication date	04/08/2025
Publication website	https://ir.world-kinect.com/corporate-governance/governance-documents