

Modern Slavery Statement

For financial year ending December 31st 2025

World Kinect Corporation, its affiliates and subsidiaries (collectively, “WF” or “World Fuel”) are committed to respecting the rights and dignity of all people and to operating in accordance with applicable modern slavery laws. These include but are not limited to, the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 (Cth) and Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (“the Canadian Act”), collectively, “Modern Slavery Laws”.

Our Code of Conduct and other relevant policies are designed to prevent modern slavery and human rights abuse in our operations and supply chains. Given World Fuel’s global approach to ethics and compliance, and further to the requirements of certain applicable Modern Slavery Laws, we issue a single statement (“Modern Slavery Statement”) that covers our broader operations and applicable affiliated entities.¹

World Fuel is a publicly traded (NYSE:WKC) global energy management company headquartered in Miami, Florida, with subsidiaries and affiliates operating around the world. It is principally involved in providing energy procurement and related products and services to customers in the aviation, marine, and land transportation sectors. We also supply natural gas and power in the United States and Europe, along with a growing suite of other sustainability-related products and services.

Given the nature of our business, our supply chains are interconnected with a variety of industries, such as energy generation, fuel distribution and transportation logistics. As a result, we have adopted a number of policies and procedures designed to identify, respond to, and prevent unethical and illegal activities in our operations and supply chains. These include, but are not limited to:

- **Code of Conduct:** Our Code of Conduct makes clear to all employees, contractors, and agents the actions and behaviour expected of them when representing World Fuel. We strive to maintain the highest standards of employee conduct when operating domestically and overseas, as well as when managing our global supply chain. Our Code of Conduct notes explicitly that we do not tolerate human rights abuses including child labour, forced labour and/or human trafficking. Our Code of Conduct is available in multiple languages at: <https://www.world-kinect.com/about-us/ethics-and-compliance>

¹Relevant WF subsidiaries in scope for Modern Slavery Laws’ disclosure requirements are as follows: World Fuel Services Europe Ltd, World Fuel Services Aviation Limited, Henty Oil Limited, Falmouth Petroleum Limited, World Fuel Services (Australia) Pty Ltd, Kinect Energy Pty Limited, and World Fuel Services Canada ULC.

- **Business Partner Code of Conduct:** The World Fuel Business Partner Code of Conduct affirms to all suppliers, contractors and agents, as well as any employees, subcontractors, and agents working on their behalf, that we require them to comply with both the letter and the spirit of all applicable laws and regulations. Our Business Partner Code of Conduct is available in multiple languages at: <https://www.world-kinect.com/about-us/ethics-and-compliance>
- **Additional Policies and Procedures:** We maintain a full complement of employment-related policies and procedures to help comply with local employment regulations in the countries where we operate. Such policies and procedures are implemented through our Human Resources, Legal, HSE, and other key departments, in compliance with internal protocols. Certain key policies and programme materials are available publicly at: <https://www.world-kinect.com/>.
- **Employee Education and Training:** We require all our employees to attend ethics and compliance training, both at the point of joining World Fuel and at additional points throughout their career. Our Code of Conduct and our compliance trainings direct employees to contact the Legal Department immediately if they suspect any violations of our Code of Conduct in our operations or the operations of a business partner.
- **Compliance Hotline & Whistleblower Protections:** We encourage all our employees, customers, and other business partners to report any concerns that they may have to their supervisors, lead business contact or directly to our Legal Department. We have procedures to protect those who report their concerns, and we maintain a compliance hotline that can be accessed free of charge by telephone or online, 24 hours a day, 7 days a week. The hotline, which allows for anonymous disclosures, is managed by an independent third-party company. We make our hotline available to all stakeholders online at: compliance.world-kinect.com.
- **Risk Assessments and Business Engagement:** We have assessed the risk of certain of our activities and those of our suppliers as regards to modern slavery, considering, for example, our differing lines of business, hiring practices, supplier vetting, geography of operation, and risk mitigation efforts described in our Modern Slavery Statement. Note that much of our physical fuel supply work is completed through transactions with large multinational energy companies that often have well-established human rights programmes operating in highly regulated environments.
- **Third Party Due Diligence:** We will refuse to do business with or discontinue ongoing business with any partner that fails to meet our ethical standards. In addition to our Business Partner Code of Conduct we undertake risk-based due diligence when considering new partners and monitor existing partner relationships. Depending on the activities of a business partner, their location, and any other specific risks identified, we may require additional information or confirmations related specifically to our commitment to prevent modern slavery in our supply chain.
- **Contractual Requirements:** In addition to other measures such as our Business Partner Code of Conduct, and depending on relative risk and specific circumstances, we may include clauses related to compliance with applicable labour laws, employment regulations, and anti-modern slavery efforts.

Our approach to managing the risk of modern slavery forms part of our broader efforts to respect human rights and we are always striving to improve our approach. In 2025, we undertook a number of activities to better understand potential human rights risks. These included targeted country assessments and training sessions with those doing business in high-risk environments.

This Modern Slavery Statement is issued with regard to our actions and activities during the financial year ending 31st December 2025.²

In accordance with the requirements of the Canadian Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Canadian Act, for the reporting year listed above.



Ira Birns
Chief Executive Officer
Signed on behalf of World Kinect Corporation
I have the authority to bind World Kinect Corporation

²The Boards of Directors of World Fuel Services Europe Ltd, World Fuel Services Aviation Limited, Henty Oil Limited, Falmouth Petroleum Limited, World Fuel Services (Australia) Pty Ltd, Kinect Energy Pty Limited, and World Fuel Services Canada ULC have each provided their approval of this 2025 Modern Slavery Statement.