Norwegian Transparency Act Statement 2025

World Kinect Corporation, its affiliates and subsidiaries (collectively, World Fuel) are committed to respecting the rights and dignity of all people and to operating in accordance with applicable human rights, employment, environment and anti-corruption laws. Further, our approach to human rights is aligned with the Norwegian Transparency Act ("the Act") and key global initiatives, such as the United Nations ("UN") Universal Declaration of Human Rights.

Our Code of Conduct, Human Rights Statement, and other relevant World Fuel policies are designed to prevent human rights abuse in our operations and supply chains, including, but not limited to, slavery, forced or compulsory labour, child labour and human trafficking. This Transparency Act Statement applies enterprise-wide to all World Fuel entities and is issued with regard to our actions and activities during the financial year ending 31st December 2025.[1]

Relevant World Fuel subsidiaries in scope for Norwegian Transparency Act disclosure requirements are as follows: (1) Kinect Energy AS, Kinect Energy Green Services AS, Kinect Energy Spot AS and Kinect Energy Markets AS, with 60 employees based in Bergen and Oslo carrying out Energy Advisory activities; and (2) Norse Bunker AS with 1 employee based in Oslo carrying out Energy Procurement and related services to Marine industries.

World Fuel is a publicly traded (NYSE:WKC) global energy management company headquartered in Miami, Florida, with subsidiaries and affiliates operating around the world. We are principally involved in providing energy procurement and related products and services to commercial and industrial customers in the aviation, land, and marine transportation industries. Given the nature of our business, our supply chains are connected with a variety of industries such as technology, energy generation, fuel distribution, transportation logistics, and professional services. As a result, we have adopted a number of policies and procedures designed to safeguard human rights in our own operations and supply chains.

We are guided by the human rights principles of the UN Global Compact, to which World Fuel is a signatory, and our employees are required to conduct business in accordance with our Code of Conduct, which outlines in detail the high standards of ethics and integrity that we expect from our employees and business partners.

[1] The Board of Directors of World Kinect Corporation and the Boards of Directors of Kinect Energy AS, Kinect Energy Green Services AS, Kinect Energy Spot AS, Kinect Energy Markets AS and Norse Bunker AS have each provided their approval of this 2025 Transparency Act Statement.

As part of our global ethics and compliance programme, which is overseen and enforced by our Legal Department, we have implemented numerous policies and procedures designed to identify, respond to, and prevent unethical and illegal activities, including modern slavery and other human rights abuses. These include, but are not limited to:

- **World Fuel 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 and ethical behaviour when operating domestically and overseas. Our Code of Conduct notes explicitly that we will not tolerate, and will not do business with partners that we know 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

- **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 and to act ethically at all times when doing work for us. Among other key requirements, the World Fuel Business Partner Code of Conduct requires that our business partners conduct their activities in a manner that complies with applicable human rights laws, including, but not limited to: refusing to use forced or child labour; refusing to tolerate discrimination, harassment, abuse, or retaliation in their work place; and providing wages, benefits, and working hours that meet or exceed the applicable legal standards 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 have developed a range of policies focused on human rights, worker safety, and compliance with employment regulations. These include, for example, our Health, Safety and Environment ("HSE") Principles, which embody our commitment toward maintaining operations free of human rights abuse. In addition, we maintain a full complement of employment-related policies and procedures to help comply with local employment regulations in the many countries where we operate. Such policies and procedures are implemented through our Human Resources, Legal, HSE, and other key departments. Certain key policies and programme materials are available publicly at: https://corp.worldkinect.com

- **Employee Education and Training:** We require all our employees to attend ethics and compliance training, both at the point of joining the company and then at additional points throughout their career. Our training is monitored and attendance recorded for future auditing purposes. Our Code of Conduct and our compliance training direct employees to contact the Legal Department immediately if they suspect any violations of our Code of Conduct, such as human rights abuse in our operations or the operations of any 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, and/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. All reports, including those related to human rights abuse, will be reviewed and acted upon as appropriate by our Legal Department. We make our hotline available to all stakeholders online in multiple languages at compliance.world-kinect.com.

- **Assessments and description of human rights risks:** In our operations we do not utilize forced or compulsory labour and all our employees are of legal age and employed under conditions that comply with applicable laws and regulations. The area of highest risk for World Fuel is in our supply chains, and we have assessed our activities and those of our suppliers considering, for example, our differing lines of business, hiring practices, supplier vetting, geography of operation, and risk mitigation efforts described in this Statement. Key stakeholders, such as members of our Legal Department and compliance team, engage with key business units and leadership across our operations with the goal of better understanding current and planned business activities, their potential legal implications, and supply chain risks, including potential human rights risks.

- **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, including suppliers, as well as when reviewing existing partner relationships.

- **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 require suppliers and other third-party vendors to sign specific human rights related certifications and/or for their contracts to include clauses specific to their compliance with, for example, applicable labour laws, employment regulations, and anti-modern slavery efforts.

- **Assessing Effectiveness:** 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 enhance our supplier vetting processes. In 2025 we carried out targeted training with those operating in high-risk environments that discussed potential human rights risks and highlighted our Compliance Hotline.

The World Fuel Legal Department has oversight of this Norwegian Transparency Act Statement and related policies and procedures. It will be reissued at the end of each financial year to provide further updates on the steps we have taken to assess and address the risk of human rights abuse in our operations and supply chains.

Signatures to the Norwegian Transparency Act Statement for year 2025

Dated the 3rd July 2026.

Signed by all board members:

Kinect Energy Spot AS

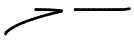
Kinect Energy Green Services AS

Kinect Energy Markets AS



_____

Richard D. McMichael, Director



_____

Stephen Paul Mortimer, Director

Kinect Energy AS



_____

Richard D. McMichael, Director



_____

Nilsen Morten, Director

Norse Bunker AS



_____

Richard D. McMichael, Director



_____

Michael J. Ranger, Director