

## **WORLD KINECT CORPORATION**

### **AUDIT COMMITTEE CHARTER**

#### **PURPOSE**

The primary function of the Audit Committee (the “Committee”) is to assist the Board of Directors (the “Board”) of World Kinect Corporation (the “Company”) in fulfilling its oversight responsibilities relating to: (i) the integrity of the Company’s financial statements and the financial reporting process, (ii) the Company’s compliance with legal and regulatory requirements, (iii) the qualifications, performance and independence of the Company’s independent auditors and (iv) the performance of the Company’s internal audit function. In so doing, it is the responsibility of the Committee to act independently while providing an avenue of communication among the independent auditors, the internal auditors, management and the Board.

#### **COMPOSITION**

The Committee shall consist of at least three independent directors, each of whom shall have no relationship to the Company that may interfere with the exercise of his or her independent judgment. The members of the Committee shall meet the independence and experience requirements of the New York Stock Exchange, Section 10A(m)(3) of the Securities Exchange Act of 1934 (the “Exchange Act”) and the rules and regulations of the Securities and Exchange Commission (the “Commission”). All members of the Committee shall be “financially literate,” as such qualification is interpreted by the Company’s Board in its business judgment, and at least one member shall have accounting or related financial management expertise. At least one member of the Committee shall be an “audit committee financial expert” as defined by the Commission. Members of the Committee shall not simultaneously serve on the audit committees of more than two other public companies unless the Board determines that simultaneous service would not impair the ability of the member to effectively serve on the Committee and such determination is disclosed in the Company’s annual proxy statement. 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 shall meet at least quarterly and at such other times as circumstances require. The Committee shall meet periodically with management, with the internal auditors (or other personnel responsible for the internal audit function), and with the independent auditors, in separate sessions. 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 Committee’s responsibility is one of oversight. Company management is responsible for preparing the Company’s financial statements. In providing oversight, the Committee is not providing any expert or special assurance as to the Company’s financial statements or any professional certification as to the independent auditors’ work.

##### **General**

The Committee’s responsibilities consist of the following:

- Review and consider updates to this charter at least annually.
- Meet to review and discuss with management and the independent auditors the Company's Form 10-Q report prior to its filing, and the results of the independent auditors' review of interim financial information pursuant to Auditing Standard 1301. Such meeting shall include a review and discussion of the Company's disclosures under "Management's Discussion and Analysis of Financial Condition and Results of Operations" ("MD&A").
- Meet to review and discuss with management and the independent auditors the Company's Annual Report on Form 10-K prior to its filing, including the financial statements contained therein and the disclosures made in the MD&A section thereof, and recommend to the Board that the audited financial statements should be included in the Company's Annual Report on Form 10-K.
- Discuss the Company's earnings press releases, including the use of non-GAAP financial measures, as well as financial information and earnings guidance provided to analysts and rating agencies, giving attention to any use of "adjusted," "pro forma" or "non-GAAP financial measures" or information. Discussions of earnings press releases as well as financial information and earnings guidance may be done generally (*i.e.*, discussion of the types of information to be disclosed and the type of presentation to be made).
- Review with the independent auditors their judgments about the appropriateness, not just the acceptability, of accounting principles and financial disclosure practices used or proposed to be adopted by management.
- Perform an annual evaluation of the performance of the Committee.
- Report regularly to the Board on the performance of the Committee's responsibilities and duties, as well as any issues that arise with respect thereto.
- Review the disclosures and certifications of the Company's Chief Executive Officer and Chief Financial Officer under Sections 302 and 906 of the Sarbanes-Oxley Act of 2002.

### **Independent Auditors**

The independent auditors for the Company report directly to the Committee. The Committee shall have the sole authority to: (i) retain, evaluate and terminate the Company's independent auditors; (ii) approve fees and other compensation paid to the auditors; and (iii) resolve any disagreements between management and the independent auditors regarding financial reporting. The Committee shall pre-approve all auditing and permitted non-auditing services of the independent auditors, subject to *de minimis* exceptions for non-audit services described in Section 10A(i)(1)(B) of the Exchange Act that are approved by the Committee prior to completion of the audit. The Committee may form, and delegate authority to, subcommittees consisting of one or more members when appropriate, including the authority to grant pre-approvals of audit and permitted non-audit services, provided that decisions of such subcommittee to grant pre-approvals shall be presented to the full Committee at its next scheduled meeting.

The Committee shall review the performance of the auditors at least annually and shall:

- Ensure that the independent auditors submit to the Committee at least annually a formal written statement describing all relationships between the independent auditors and the Company, including each non-audit service provided to the Company and the matters set forth in Independence Standards Board Standard No. 1 (Independence Discussions with Audit Committees).
- Review and evaluate the qualifications, performance, and independence of the independent auditors and of the lead audit partner of the independent auditors, and present its conclusions with respect to the independent auditors to the full Board not less frequently than annually. The Committee should also consider whether, in order to assure continuing auditor independence, there should be regular rotation of the independent auditors.
- Review and discuss with the independent auditors the overall scope and plans for the independent audit.
- Assure the regular rotation of the lead audit partner as required by Section 10A(j) of the Exchange Act.
- Review and pre-approve requests for any management consulting engagement with the independent auditors, and set clear hiring policies for employees or former employees of the independent auditors.
- Review and discuss periodically with the independent auditors the matters required to be discussed under the standards of the Public Company Accounting Oversight Board (the “PCAOB”), including Auditing Standards Nos. 1301 and 2410, covering items such as: the adoption and/or application of, or changes to, the Company’s significant auditing and accounting principles and practices, any difficulties encountered in the audit, including any restrictions on the scope of the independent auditor’s activities or on access to requested information, any significant disagreements with management and management’s responses thereto, and any accounting adjustments that were noted or proposed by the auditor but were passed as immaterial or otherwise.
- Discuss with management and the independent auditors the critical audit matters, significant financial reporting issues and judgments made in connection with the preparation of the Company’s financial statements, including any material issues as to the adequacy of the Company’s internal controls and any special steps adopted in light of material control deficiencies.
- Review and discuss quarterly reports from the independent auditors on: (i) all critical accounting policies and practices; (ii) all alternative treatments of financial information within generally accepted accounting principles that have been discussed with management, the consequences of such alternative treatments, and the treatment preferred by the independent auditor; and (iii) other material written communications between the independent auditors and management, such as any management letter or schedule of unadjusted differences.
- Review and discuss with the Chief Audit Executive (“CAE”) and independent auditors the effect of regulatory and accounting initiatives as well as off-balance sheet structures on the Company’s financial statements.

- At least annually, obtain and review a report by the independent auditors describing: the independent auditors' quality-control procedures, any material issues raised by the most recent quality-control review of the independent auditors, peer review or PCAOB review of the independent auditors, or by any inquiry or investigation by governmental or professional authorities, including, but not limited to, the PCAOB, within the preceding five years, respecting one or more independent audits carried out by the independent auditors, and any steps taken to deal with any such issues. The Committee shall require that the independent auditors immediately inform the Committee and the Company if it becomes aware that the Company's audit is being reviewed as part of the PCAOB's inspection of the independent auditors.

### **Internal Audit**

The Committee shall:

- Oversee the Company's internal audit function.
- Review with management and the CAE the effectiveness, internal control environment and system of the internal audit function, including its responsibilities, plans, activities, budget, staffing and organizational structure.
- Review and concur in the appointment, replacement or dismissal of the CAE.
- Review significant reports prepared by the internal audit department, together with management's responses and follow-up to those reports.
- Review and approve the internal audit charter.

### **Legal Compliance**

The Committee shall:

- Regularly review with Company counsel any legal matters that could have significant impact on the Company's financial statements or its compliance with applicable laws and regulations.
- Monitor and review annually the Company's compliance with its Code of Conduct.
- Perform such other functions as may be necessary or appropriate under law, the Company's Articles of Incorporation or By-Laws or as directed by the Board.

### **Other Matters**

The Committee shall:

- Annually prepare a report to shareholders as required by the Commission for inclusion in the Company's annual proxy statement.
- Review and discuss with management and the independent auditors the Company's major financial risk exposures and the steps management has taken to monitor and control such exposures, including the Company's risk assessment and risk management programs. This shall also include a regular review, together with the Technology and

Operations Committee, of the Company's cybersecurity and related information technology risks, controls and procedures including data protection, privacy and the Company's plans to mitigate cybersecurity risks and to respond to data breaches.

- In coordination with the Sustainability and Corporate Responsibility Committee, periodically discuss with management (i) the type and presentation of the Company's material ESG-related external disclosures and reports and (ii) the Company's internal procedures and controls related to such disclosures, including any assurance or verification being provided by the independent auditor or other third party with respect to such disclosures.
- Review the policies and procedures with respect to officers' expense accounts and perquisites, and consider the results of any review of the areas by the internal auditors or the independent auditors.
- As appropriate, obtain advice and assistance from outside legal, accounting or other advisors. The Committee is authorized to retain these advisors without seeking Board approval.
- Form, and delegate authority to, subcommittees when it deems appropriate.
- Establish procedures for: (i) the receipt, retention, and treatment of complaints received by the Company from its employees regarding accounting, internal accounting controls, and auditing matters; and (ii) the confidential, anonymous submission by employees of concerns regarding questionable accounting or auditing matters.

The Committee and the Committee Chair shall have unrestricted access to Company management, its internal auditors and financial staff, and its independent auditors in carrying out the Committee's responsibilities. The Committee is authorized to conduct or authorize investigations into any matters within its scope of responsibilities and shall be empowered to retain independent counsel, accountants, and others to assist it in the conduct of any investigation. The Company shall provide for appropriate funding, as determined by the Committee, for payment of compensation to the independent auditor, to pay any advisors employed by the Committee and to pay other Committee expenses that are necessary and appropriate in carrying out its duties.

In performing their responsibilities, 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 the Committee member reasonably believes to merit confidence.

Last amended: September 22, 2023