

WORLD KINECT CORPORATION
GOVERNANCE COMMITTEE CHARTER

PURPOSE

The primary function of the Governance Committee (the “Committee”) is to ensure that the governance system of the Board of Directors (the “Board”) works well, with specific responsibility (1) to recommend to the Board the Corporate Governance Principles applicable to World Kinect Corporation (the “Company”); (2) to lead the Board in its annual performance evaluation of the Board, the Board committees and individual members; (3) to identify individuals qualified to become members of the Board, and to recommend to the Board the director nominees for the next annual meeting of shareholders; and (4) to recommend to the Board the members to serve on the Board’s committees.

COMPOSITION

The Committee shall be comprised of at least three independent directors, although the Chief Executive Officer and other members of management may be invited to attend meetings. A director shall be independent as defined by the requirements of the New York Stock Exchange, the Securities and Exchange Commission, and the Company’s Corporate Governance Principles. Members of the Committee will be appointed, removed and replaced by the Board. Unless a 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 in executive session, without members of management, prior to each scheduled Board meeting and at such other times as called by the Committee Chair or another director. The Committee Chair will circulate an agenda to each member prior to each meeting. 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 are to:

- Make recommendations to the Board concerning the criteria for Board membership (including independence determinations) and the size and composition of the Board.
- Identify and review the qualifications of individuals to serve as directors using the criteria established by the Board, including the criteria set forth in the Corporate Governance Principles, and recommend such nominees to the Board for (i) nomination for election by the shareholders at each annual general meeting and (ii) appointment by the Board to fill vacancies and newly created directorships.
- Review the qualifications of candidates for election as directors, as submitted by shareholders, pursuant to the Company’s By-Laws.
- Exercise sole authority to retain the services of a search firm to identify director candidates, and to approve the search firm’s fees and other retention terms. The Committee shall also have authority to obtain advice and assistance from internal or external legal, accounting or other advisors. The Company shall provide appropriate

funding, as determined by the Committee, for payment of fees to any advisors employed by the Committee.

- Recommend, in consultation with the Compensation Committee, overall compensation for directors.
- Review and recommend committees and their structure for the Board.
- Recommend performance criteria for the Board and review the procedures, the effectiveness and the performance of the Board as a whole, the individual directors and the Board committees.
- Recommend to the Board whether to accept or reject a director resignation, or take other action, where a director receives a greater number of “withheld” than “for” votes in an uncontested election.
- Recommend to the Board whether it may be appropriate to alter the composition of the Board after considering the skills, characteristics and experience of its members and those required to create a balanced and effective Board based on the Company’s operating requirements, business strategy, and the long-term interests of the Company’s shareholders.
- Consider questions of possible conflicts of interest of Board members and of senior executives.
- Review and, if appropriate, approve all related person transactions in accordance with the Company’s Policies and Procedures with respect to Related Person Transactions.
- Annually evaluate the performance of the Company’s named executive officers and discuss any changes to the executives’ compensation recommended by the Compensation Committee.
- With the Compensation Committee, consider management development and succession.
- Annually review the Company’s Corporate Governance Principles and committee charters and recommend to the Board any needed changes.
- Oversee and review, periodically, the Company’s governance activities, policies and initiatives and make any recommendations that it deems appropriate.
- Form and delegate authority to subcommittees, when appropriate, including the Nominating Subcommittee which assists the Committee with identifying and recruiting qualified candidates for Board membership.
- Annually review the Committee’s own performance.
- Report regularly to the Board on the performance of the Committee’s duties and responsibilities.
- 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 committee the Committee member reasonably believes to merit confidence.

Last amended: September 22, 2023