

ESG Report

2022



wex™





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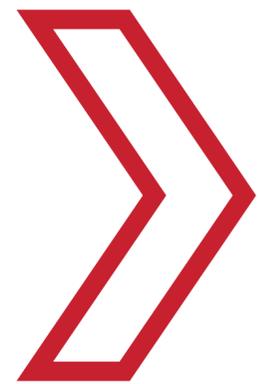
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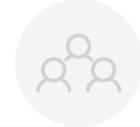


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Introduction





Letter from our CEO

The past few years have demonstrated an undeniable truth: The global economy is becoming increasingly complex at a rapid pace. Amid this complexity, businesses must prioritize agility and adaptability while remaining focused on long-term goals and growth opportunities.

Grounded in our purpose of “simplifying the business of running a business,” WEX is devoted to helping our customers adapt to new pressures and better fulfill their missions. We provide proven product differentiation, deep expertise, data-driven insights, and a platform that is both reliable and scalable, all while giving businesses and communities a better opportunity to thrive.

Executing a robust environmental, social, and governance (ESG) strategy is embedded throughout our culture and an important input to driving long-term business success. Our strategy is underpinned by our newly refreshed core values, and guided by our Board of Directors and executive leadership team. The four pillars of the strategy—People and Culture, Environmental Innovation, Environmental Stewardship, and Social Impact—and our key governance practices support our business and keep us accountable.

Many of our solutions help businesses as they work toward their emission reduction goals. Products and services that help optimize fleet fuel consumption have long been central to our business. In 2022, WEX launched an en-route charging solution in the U.S. and Europe, part of a broader future planned electric vehicle (EV) product rollout. We are also providing customers consulting and guidance on mixed fleet integration, a crucial step as more businesses consider electrification. As we continue to extend our geographic reach, our impact in this area will only grow.

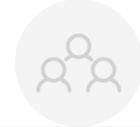
Internally at WEX, 2022 was a year in which we further reduced our already small carbon footprint. One driver of this trend was the reduction of shared office space as we continued our successful transition to hybrid work. We also made progress on our goal to consolidate from 33 to seven data centers—one of our main sources of emissions—by the end of 2023.

Our people are at the heart of our growth and vision as a company, and we’re committed to fostering a diverse, equitable, and inclusive workplace. One key testament to this commitment is maintaining global gender pay parity for comparable roles. We also made meaningful strides toward our business aspiration for U.S. employees of color in leadership roles. As a demonstration of our long-term commitment to diversity, equity, and inclusion (DEI), in 2022 we published the first edition of what will become an annual DEI report.

As we introduce new products and customer solutions, our companywide devotion to upholding our core values and making a positive impact gives me confidence that we will continue to make significant progress on our ESG goals in the years ahead. The following pages provide a detailed and transparent look at our ESG capabilities, the steps we have taken over the past year, and our future plans.

Melissa Smith, Chair and Chief Executive Officer





WEX by the numbers, 2022

Approximately

6,100 global full-time employees

\$2.4 billion annual revenue

100,000+ new customers

16 countries where WEX employees are located

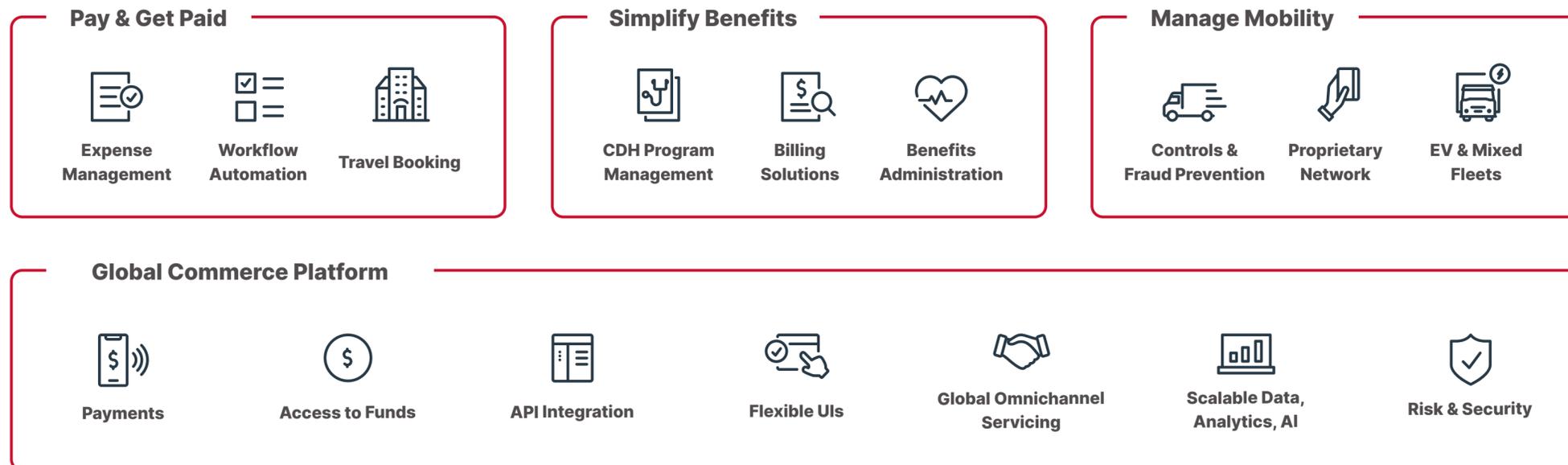
\$212 billion of volume processed across all segments

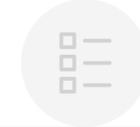
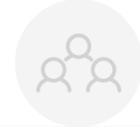
About WEX

WEX is the global commerce platform that simplifies the business of running a business. We have created a powerful ecosystem that offers seamlessly embedded, personalized solutions for our customers. Through our rich data and specialized expertise in simplifying benefits, reimagining mobility, and paying and getting paid, we make it easy for companies to overcome complexity and reach their full potential. WEX was founded in 1983, and trades on the New York Stock Exchange (NYSE) under the ticker WEX.



WEX Solutions Ecosystem





WEX 2022 ESG highlights

In 2022, WEX was focused on growth, both in our business overall and in our environmental, social, and governance strategy. We reported annual revenue of \$2.4 billion, a year-over-year increase of 27% compared to 2021. The following are highlights of our activities across the four pillars of our ESG strategy, along with our key governance practices.

Governance

Our business is built on a foundation of ethics and integrity, and we have developed the frameworks, processes, and tools necessary to uphold our responsibilities to our customers and partners, our shareholders, our employees, and our communities.

2022 progress:

- Began phasing in the declassification of our Board of Directors
- Hosted an Investor Day in the spring, during which we shared our business results, strategy, and vision, and conducted our annual shareholder outreach program in the fall

People & Culture

Our dedication to simplifying the business of running a business demands a diverse, world-class talent base that can respond nimbly to our customers' needs, today and over the long term. We foster a supportive, engaged culture and invite our employees to bring their whole selves to work every day.

2022 progress:

- Refreshed our purpose and core values to make them more dynamic and actionable
- Worked toward our 2025 DEI business aspirations
- Maintained global gender pay parity for comparable roles
- In mid-2022, designed and created our vendor inclusion program, which launched in March 2023

Environmental Innovation

We are building on our history of innovation in fleet efficiency to help drive the anticipated energy transition, providing solutions that help our customers simplify this complex process.

2022 progress:

- Launched an en-route charging solution in the United States and Europe as the first phase of our electric vehicle product and service rollout
- Served as title sponsor of the London EV Show and host sponsor of the EV World Congress
- Aligned our climate strategy to the Task Force on Climate-related Financial Disclosures (TCFD) framework, aiming to enhance transparency, strengthen risk management, and seize opportunities arising from the transition to a low-carbon economy

Environmental Stewardship

Like all organizations, we have a responsibility to minimize our own corporate environmental impact. We are driving operational and energy efficiency to do so.

2022 progress:

- Reduced Scope 1 and 2 greenhouse gas (GHG) emissions by approximately 17.4% from 2021 to 2022
- Estimated 64% reduction in our internal data center energy use since 2019, as a result of data center consolidation

Social Impact

We work to enhance the health and well-being of our communities, customers, partners, and employees both through the products and services we offer and through our community involvement and philanthropy.

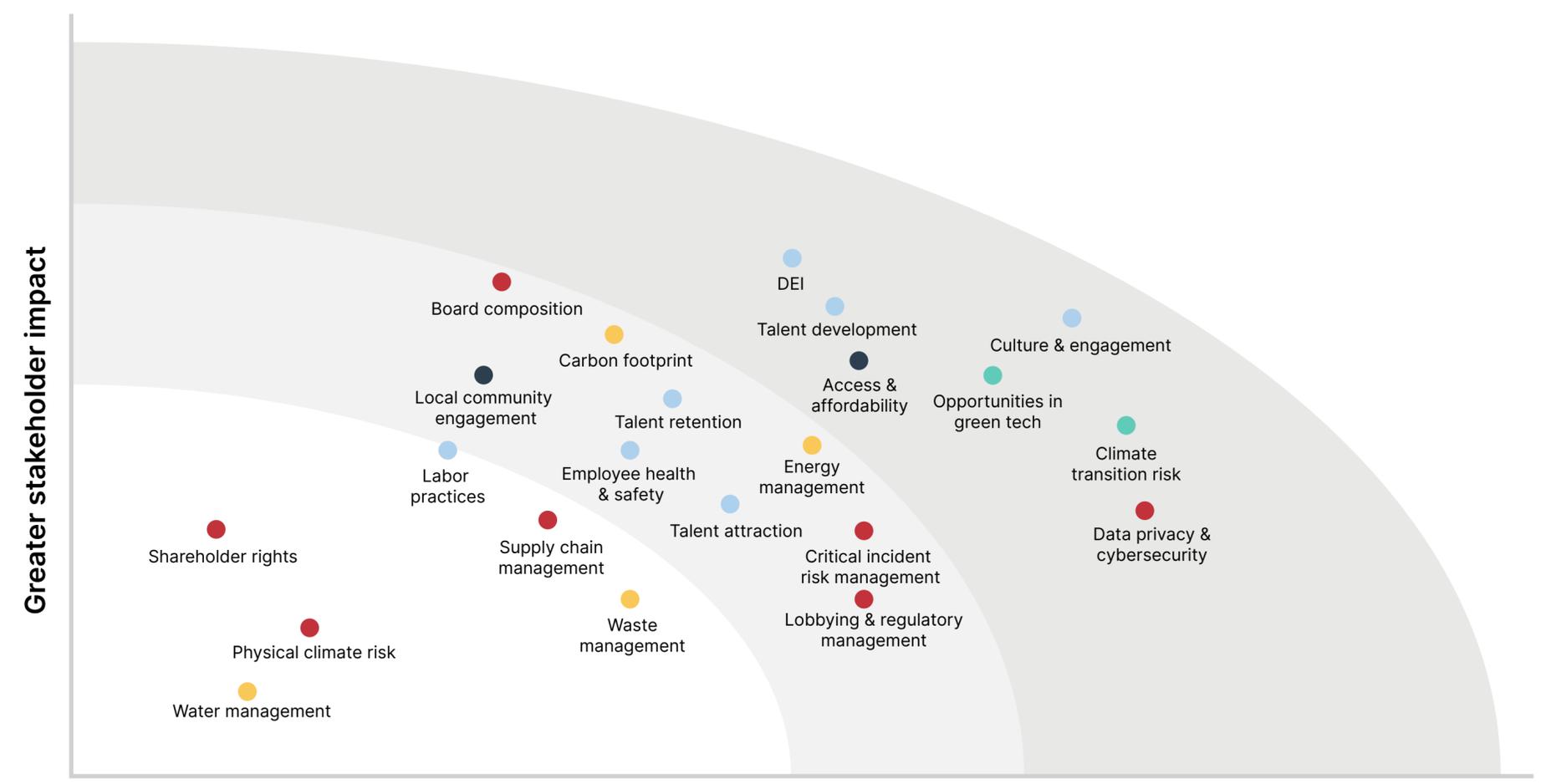
2022 progress:

- Introduced our Consumer Pathways program, which helps health savings account (HSA) participants better understand and optimize their account's capabilities
- Launched our Global Giving Framework, which shifted our philanthropy focus to more effectively engage employees and better align with WEX culture
- Gave more than \$980,000 to organizations and initiatives through our corporate philanthropy program

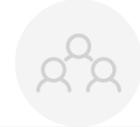


ESG assessment matrix

In 2021, we conducted an ESG assessment to uncover the issues and topics most important to our business and stakeholders. As part of this exercise, we organized the issues and topics into the four pillars of our ESG strategy and key governance practices. This 2022 ESG Report, similarly to last year's report, aligns content with our four pillars and key governance practices.



● People & Culture
● Environmental Innovation
● Environmental Stewardship
● Social Impact
● Governance



ESG governance and oversight

We believe that the world’s best businesses share a dedication to treating employees and the planet responsibly. This belief is reflected in our longstanding commitment to corporate and social responsibility, as well as our dedication in recent years to focusing on ESG factors. We continue to assess, track, and manage the risks and opportunities that ESG factors present for our business and key stakeholders, guided as ever by our commitment to doing right by our customers, partners, employees, shareholders, communities, and planet.

In 2022, we continued to enhance our corporate governance and ESG oversight. The Corporate Governance Committee of our Board of Directors oversees our ESG strategy, including our ESG Management Committee. The ESG Management Committee, which includes representatives from and engagement with Commercial Business and Products, Financial Communications, Finance, Human Resources (HR), Information Technology (IT), Legal, Operations, Risk and Compliance, and Strategy, is responsible for developing and implementing WEX’s ESG strategy. The ESG Management Committee also helps to drive and track our performance against our ESG priorities and provides regular updates on the progress of our ESG strategy to the Board.

During the year, we provided additional ESG training for the Board, with a particular focus on the environmental impact of fleet electrification and its potential impact on the business. In addition, we renamed the Technology Committee to the Technology and Cybersecurity Committee, reflecting its commitment to cybersecurity oversight. We also began phasing in the declassification of our Board, a process we expect to complete in 2024.

Board of Directors



Corporate Governance Committee



ESG Management Committee

- Chief Legal Officer
- Chief Human Resources Officer
- Chief Risk and Compliance Officer
- Chief Technology Officer
- Chief Diversity and Inclusion Officer
- SVP, Investor Relations
- VP, Financial Communications
- Senior Counsel, Corporate Governance



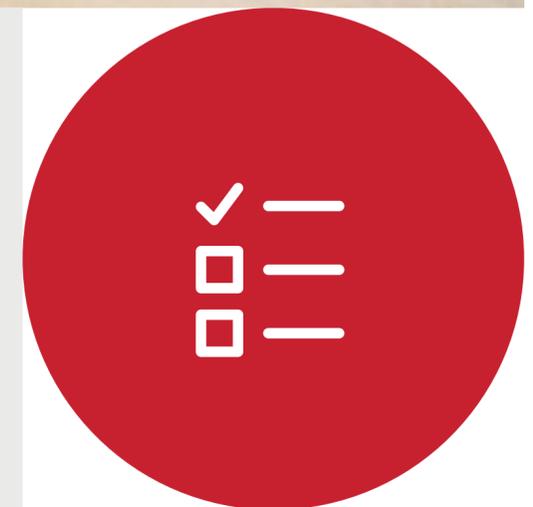
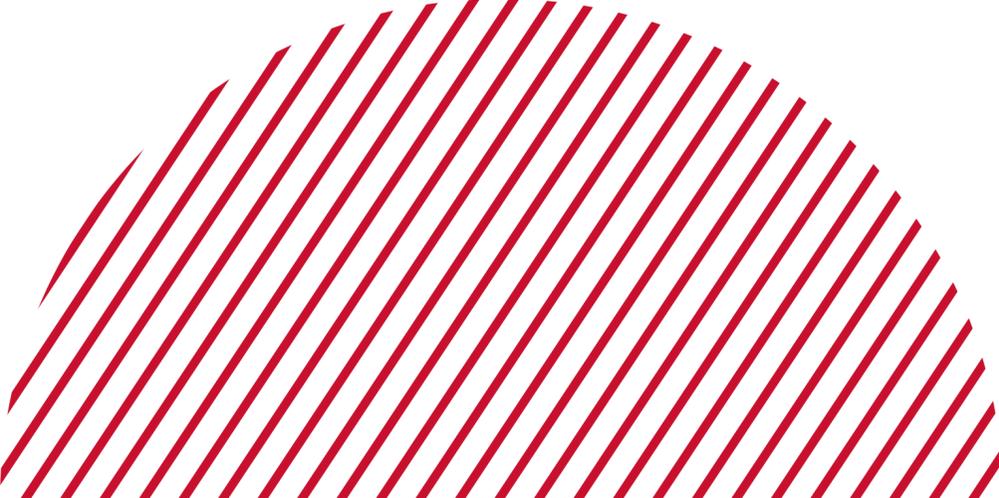


About this report

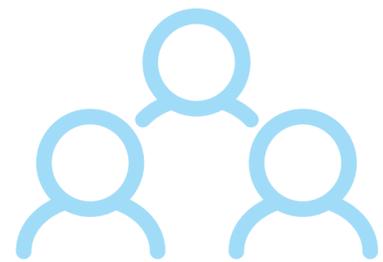
Unless otherwise noted, this report covers calendar year 2022 activities. It is aligned with the International Financial Reporting Standards (IFRS) Foundation's SASB standards for the software and IT services industry and is informed by the Global Reporting Initiative (GRI) Universal Standards. See the [Appendix](#) for more information, including our SASB and TCFD tables. Please visit our [website](#) for our most recently filed EEO-1 report.

Alignment with the United Nation's (UN) Sustainable Development Goals

To further demonstrate our commitment to our stakeholders, we have identified five of the UN's Sustainable Development Goals (SDGs) that we believe we can directly impact through our business activities and ESG strategy. Through our ESG priorities, we continue to advance these globally-shared priorities, which focus on providing access to quality health care services, achieving gender equality, supporting employment & economic inclusion, driving sustainable transportation, and mitigating climate change.



People & Culture



Our diverse global workforce is at the core of WEX's business. Recognizing the role our people play in our continued success and growth as a company, we're committed to fostering an inclusive, collaborative culture that prioritizes engagement, development, and wellness.



Culture and engagement

The skills and ideas our diverse, talented, and engaged employees bring to the table are key to our success. We continually strive to maintain a collaborative, innovative, resourceful, relationship-based culture in which all of our people can bring their best selves to work. To this end, we provide a variety of benefits and engagement opportunities, in addition to offering competitive total compensation (see "[Talent attraction, development, and retention](#)").

In 2022, we performed a companywide diagnostic assessment to determine how to make meaningful progress on our most important cultural priorities over the next few years. As part of this assessment, we realigned our HR function with an eye toward keeping employees at the center of our business.

We also refreshed our brand, purpose statement, and core values to make them more dynamic and actionable. WEX's brand purpose is to simplify the business of running a business. Our values serve as the foundation of how we operate, no matter how much we've grown and changed in the past, present, and future.

The new WEX core values

-  **Put ingenuity to work**
-  **Act with integrity**
-  **Stick to it**
-  **Be a positive force**
-  **Team up**
-  **Stay open**

As an extension of our refreshed brand, purpose statement, and values, we introduced a new employee value proposition (EVP) that communicates how employees are supported at WEX, what they can expect from a career with us, and what we ask of them in return. Our new [WEX Culture Playbook](#) details the company's journey, what we value, and our aspirations for the future. We also designed externally facing materials for prospective employees that showcase our enhanced EVP and WEX's culture.

WEX prioritizes employee recognition, which rewards outstanding achievement and strengthens the bonds across our workforce. Our formal employee recognition program, Inspire & Celebrate, gives all employees a way to celebrate their peers who consistently demonstrate and uphold our company values, drive progress toward company goals, and go above and beyond in their contributions to WEX's success. The program allows WEX employees to demonstrate appreciation for their colleagues in real time and with global consistency. As part of our overall approach to talent management, the program also aims to drive increased employee engagement and retention.

We also celebrate outstanding employee achievement with our annual President's Club recognition. Employees remain eligible for this peer-nominated recognition until they reach senior leadership levels, ensuring that people across the organization have a chance to be recognized for extraordinary work. Those who are awarded President's Club membership personify WEX's values and leadership qualities and have made a sustained, positive impact on the organization throughout the prior calendar year. For 2022, 62 employees were selected from across the organization to become President's Club members based on their performance the previous year. These individuals received an invitation to an all-inclusive trip, together with a guest, to Genoa, Italy.

Employee engagement

As part of our ongoing efforts to ensure we are supporting and developing our workforce, we regularly survey employees anonymously on their job satisfaction, engagement, and other factors. Our 2022 employee engagement survey indicated that more than four out of five employees are engaged and intend to stay with WEX for at least the next 12 months. Nearly nine out of 10 survey respondents reported that they feel supported by their manager. Employee well-being and safety was among our top scoring areas, consistently rating above the benchmark.

Employee engagement and satisfaction

82% of employees are engaged and intend to stay with WEX for at least the next 12 months

88% of employees feel supported by their manager

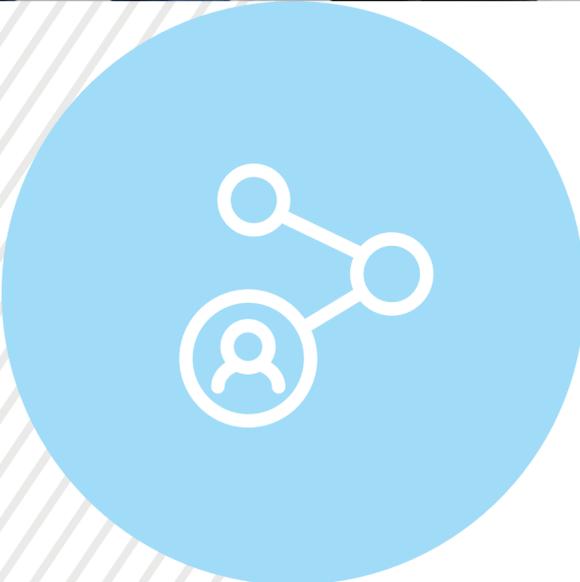


Talent attraction, development, and retention

The market for talent in the technology sector remains extraordinarily competitive—a key consideration for WEX as we continue to grow. We are laser-focused on developing and retaining current employees while also recruiting top talent.

Two years after formalizing flexible work options for our employees, we remain committed to a global flexible work environment. This commitment enhances our ability to recruit top talent regardless of geographic location, while trusting our employees to flex their work responsibilities around other important commitments in their lives. We continue to provide opportunities for employees to connect, virtually and in person, in ways that support our business goals and improve the quality of our employees' lives.

In 2022, we assessed our talent management approach and organizational structure to ensure we are well positioned to fulfill our strategic ambitions. For additional information on how we attract diverse candidates, see **“DEI in talent acquisition.”** As part of our new EVP, we are actively assessing the needs of our current employees and job seekers and aligning those needs with our offerings. For example, we introduced a military skills translator tool on our career page to help veterans find relevant positions at WEX. We believe efforts like this will help us remain competitive in the talent marketplace and support our future growth.



Talent and leadership development

We prioritize opportunities for employees to learn and grow throughout their WEX careers. Our global talent development function is based on five pillars of excellence that support our business:

- ✓ **Strategic excellence**
- ✓ **Learning excellence**
- ✓ **Leadership excellence**
- ✓ **Operational excellence**
- ✓ **Service/sales excellence**

In 2022, we restructured our learning team to better support our business and our partners across the organization, and we continued to align our leadership expectations with our global flexible work environment. In recognition of our efforts, WEX's VP, Global Talent Development received the gold award for the Strategy and Trailblazer categories in Chief Learning Officer's 2022 Learning In Practice awards, which recognize learning executives who demonstrate excellence in the design and delivery of workforce learning and development programs.

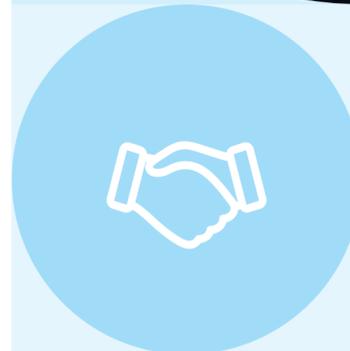
We offer an array of education benefits to support employees' skill acquisition and enhancement. One example is our continued partnership with the Roux Institute at Northeastern University, an education and innovation hub that shares space in one of our Portland, Maine, offices, which includes a 20% scholarship for Maine-based WEX employees. Employees in other locations can also receive tuition reimbursement for virtual classes at the Roux Institute, as well as at other accredited educational institutes, colleges, and universities. The

partnership with the Roux Institute includes undergraduate and graduate degree programming in AI, computer and data sciences, digital engineering, and the advanced life sciences and medicine. The inaugural class of Roux students, which included three WEX employees, graduated in June 2022.

Additionally, we encourage further learning and development tailored to employees' roles and sponsored four WEXers at the 2022 AfroTech Conference, an annual conference where more than 25,000 Black tech innovators came together to share their expertise, discover new ideas, and discuss the newest trends in technology. The WEX employees' attendance at the conference led them to develop a Status, Certainty, Autonomy, Relatedness, and Fairness (SCARF) Model training to help their colleagues develop better collaboration and leadership skills.

Our performance management process is structured to ensure employees receive timely, actionable feedback on their work. At the beginning of every year, employees and their managers set annual goals that align with business strategic objectives. All employees are evaluated on their progress toward these goals in an annual review. WEX employees also have access to tools such as Anytime Feedback to encourage and prompt performance conversations during the year, as well as our Thrive in My Career site, which provides learning opportunities to support their career development.

To encourage an equal emphasis on the importance of personal and professional development, we offer our employees the opportunity to participate in our sabbatical program, Expedition. Designed for full-time employees who have worked six or more years at WEX, the program provides up to four consecutive weeks—20 consecutive working days—of 100% paid leave from WEX, during which selected employees may pursue special interests, volunteering opportunities, or other life-enhancing activities.



Training, skill development, and resources for leaders

Our leaders play important roles in both the success of our business and the experience of our employees. We are committed to supporting them as they deepen their capabilities. Our programs and resources include:

Leaders Unleashed, a cohort-based, multimodal, multimonth continuum with differentiated programs for emerging leaders, team leaders, managers, directors, VPs, and SVPs. This portfolio is designed to help leaders lead themselves, their teams, and the organization as they grow in their careers.

Thrive as a People Leader Resource Center, an online "How do I?" resource center that includes policies, procedures, practices, and learning assets. It was launched in early 2022.

Thrive as a Manager Accelerated, a training module designed to ensure that leaders' capabilities are aligned, regardless of their level. In 2022, 41 managers up to the VP level completed the five-session, 10-hour training. Going forward, Thrive as a Manager Accelerated will be offered to all new leaders.

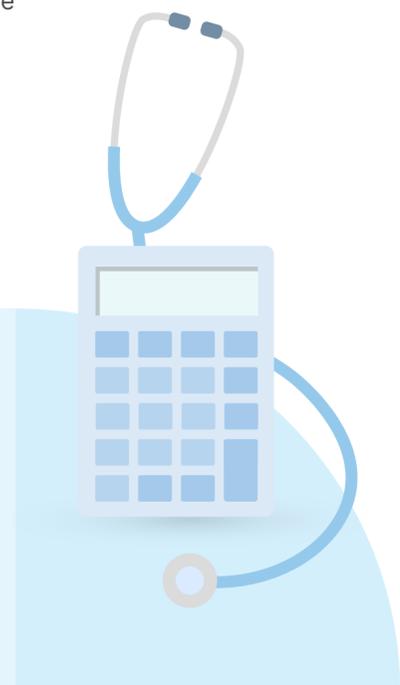
Thrive as a VP, a program we developed to provide additional support for leaders and instill servant leadership principles and practices. The program imparts 12 distinctive leadership habits, including "make active listening your superpower," "embrace empathy," and "foster inclusivity and community." It is delivered via an interactive guide, followed by monthly VP-facilitated Fireside Chats on each habit, which give senior leaders an opportunity to share their experiences of practicing the habits with their peers and build community among VPs.

Safe to Engage, an initiative we developed in 2022 and launched in early 2023 to promote psychological safety—to encourage employees to share their ideas, questions, or concerns. This e-learning program aims to build trust and open lines of communication among and within teams to help drive innovation.



Employee retention

We regularly review talent retention across the organization, comparing the data to our expectations, trends over time, and market standards. In 2022, we developed a turnover dashboard to monitor employee turnover trends across the organization. The tool enables early intervention and other actions aimed at retaining our talent. Additionally, the Board of Directors and our management team regularly evaluate succession plans to ensure we have robust talent pipelines for our critical leadership positions.



2022 voluntary turnover

17%

Overall voluntary turnover rate

10%

Voluntary turnover rate among global employees with leadership roles*

Comprehensive, competitive benefits

We are dedicated to providing benefits that help our employees maintain their health, protect their families, and enhance their overall well-being. Our offerings include:

- Medical and pharmacy
- Dental
- Vision
- HSA
- Flexible spending account (FSA)
- Life insurance
- Short- and long-term disability insurance
- Accident, critical illness, and hospital indemnity insurance
- Pet insurance
- Legal plan
- Identity theft protection
- Auto & home insurance discounts
- 401(k) retirement savings plan
- Best-in-class solutions for well-being
- Tuition reimbursement
- Student loan refinancing discounts
- Backup child-, adult- and eldercare
- Parental leave
- Adoption assistance
- Sabbatical program
- Conception and reproductive health benefits
- Travel benefits for healthcare services that cannot be accessed locally or are better accessed at leading health centers

Benefits and compensation

We offer a living wage and a competitive total compensation package, Total Rewards, to ensure we remain a valued employer, and we conduct an annual survey to ensure our salary ranges are competitive in our industry. We also provide a comprehensive array of benefits.

Our long-term incentive plan provides annual equity-based incentives for our executive leadership team and other employees, which aims to reward stockholder value creation over a multiyear time horizon. In addition, we offer a short-term incentive plan designed to motivate employees and executives to drive profitable growth while diversifying revenues.

Our Total Rewards program, which is global in nature, supports employees in meeting their social, health, community, financial, and career goals. For example, WEX sponsors a 401(k) program with an annual 100% employer match up to 6% of an employee's salary (after one year of service) and offers a level of tuition reimbursement for both undergraduate and graduate education. In addition, employees can access regulatory and corporate leave to help support time off, including income protection through our short- and long-term disability program or other local statutory offerings.

WEX is dedicated to supporting our employees' mental health, a critical component of well-being. In 2022, we introduced free access to the Calm app for all employees, supporting their efforts to reduce stress and anxiety, and improve sleep and focus. The initiative is part of a broader effort to support our employees' overall wellness, which includes dedicated well-being campaigns and personal financial counseling, as well as on-demand virtual fitness classes via Wellable, among other programming. Moving forward, we continue to seek opportunities to enhance our mental health and overall wellness benefits.

Our Employee Assistance program offers access to unlimited confidential assistance with a vast array of personal matters, including legal consultations, identity theft recovery, and daily living services. We also partner with Bright Horizons, which arranges temporary backup childcare and eldercare as needed.

*"Leadership roles" refers to WEX global employees who generally have managerial responsibilities.

Diversity, equity, and inclusion

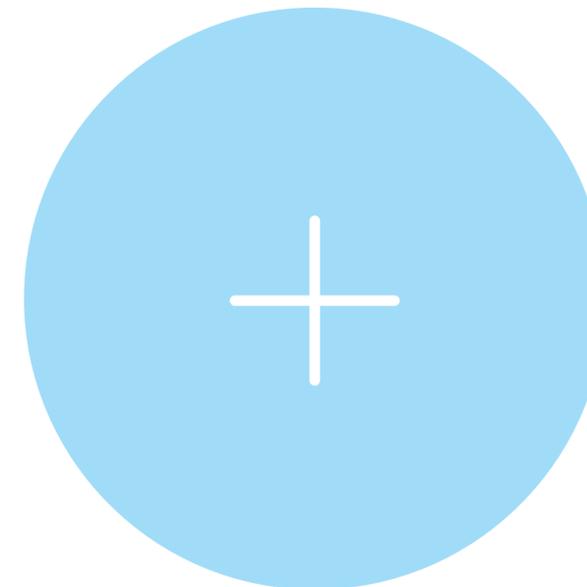
We are dedicated to cultivating a diverse, equitable, and inclusive business culture at WEX. We believe this culture is essential to creating value for our stakeholders, including driving the development of the innovative solutions our customers depend on. In 2022, we made significant strides in our journey to cultivate diversity, equity, and inclusion as we began to put new systems and tools to work. In addition to the information below, please see our [2022 DEI Report](#) for details on our activities.

DEI is championed throughout every level of our organization because it supports our workforce and company culture, which in turn drives innovation. The commitment starts with our Board of Directors and executive leadership team, who recognize the ethical and business imperatives of ensuring a diverse and equitable workplace. Our executive leaders' goals and performance assessments are tied to diversity and inclusion, and they are active executive sponsors of our employee resource groups (ERGs). In 2022, we doubled down on our commitment to fostering a culture that upholds the values of DEI by appointing our first Chief Diversity and Inclusion Officer, becoming the first public company headquartered in Maine to include this type of position.

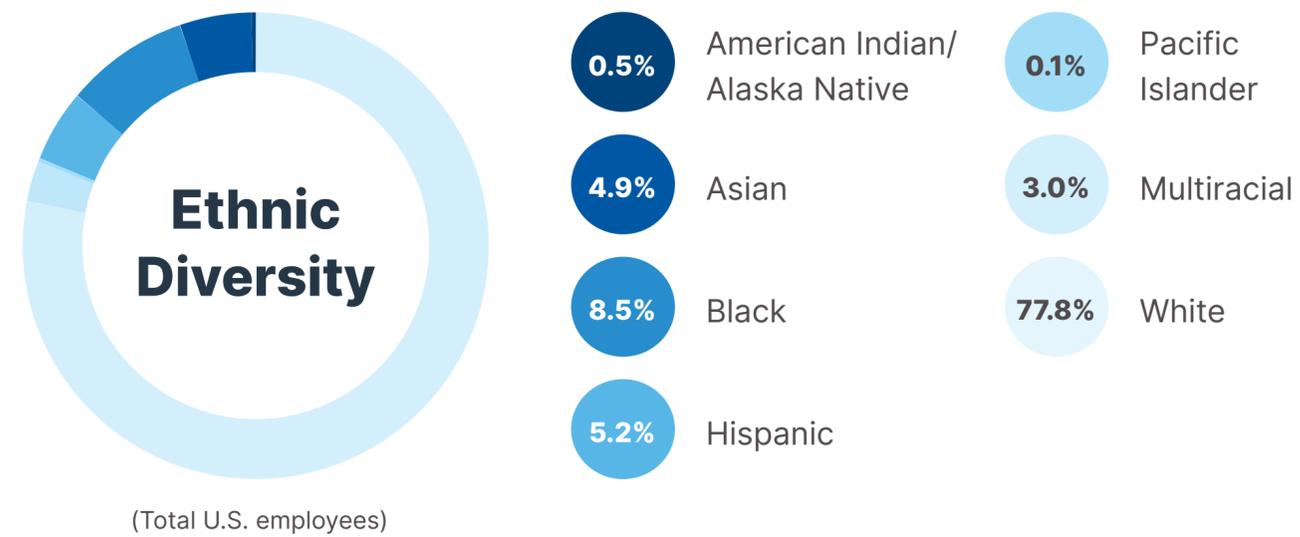
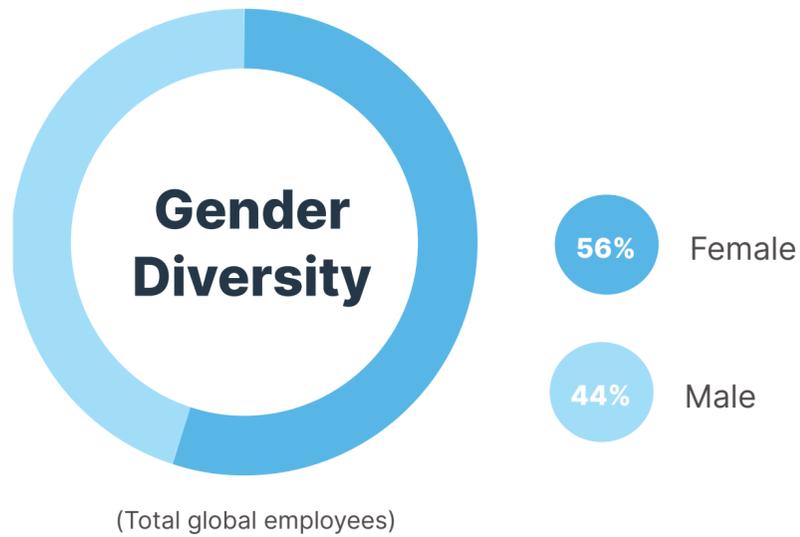
In 2022, we published our first DEI report with a summary of WEX's actions and vision, and we plan to publish a DEI report annually going forward. Also in 2022, the Board approved our DEI business aspirations. We are already beginning to make meaningful progress toward these aspirations as demonstrated below.

DEI Business Aspirations	Metric	2025 DEI Business Aspiration	FY2021	FY2022
Aspire to gender parity in leadership roles	Percentage of women in leadership roles	50%	48%	46%
Increase employees of color in the U.S. in leadership roles to be more representative of national demographics and the customers and partners we serve	Percentage of employees of color in the U.S. in leadership roles	15%	11%	12%

We will remain a hire for performance organization that takes an equitable approach to hiring practices and we are committed to continued transparency. We have publicly disclosed our most recently filed EEO-1 report on the [ESG section of our website](#).



Workforce diversity



DEI in talent acquisition

As we continue to grow and employ a more distributed workforce, we are working to create a global talent base that is representative of our communities, our partners, and the customers we serve. Our Talent Acquisition team and hiring managers are embracing a variety of hiring strategies and continue to deepen our talent pool.

In 2022, we took several concrete steps toward developing a more diverse and inclusive workforce. We piloted diverse slates and rolled out hiring manager training to support the program. We continued to engage in Disrupting Unconscious Bias training, a required training for all global employees, contractors, and new hires. And we are beginning to recruit in places new to WEX, including the National Black MBA Conference and the Hispanic Association of Colleges and Universities Conference, as well as locations beyond where we have physical offices as part of our commitment to a global flexible work environment. To learn more about our commitment to flexible ways of working as part of our talent management approach, please see [“Talent attraction, development, and retention.”](#)

As part of our efforts to bring in diverse talent, we initiated several partnerships in 2022. We are now partnering with:

- York Solutions’ Barriers to Entry program, which aims to help diverse talent return to the workforce and begin careers in technology
- YUPRO Apprenticeship Program, which recruits and provides training and mentorship to talent from nontraditional backgrounds so they can enter professional careers in Tech and other areas
- Girls Who Code, which aims to support and increase the number of women in computer science





We also signed the ParityPLEDGE for Women and the ParityPLEDGE for People of Color—public commitments to increase interviews with qualified women and people of color for open VP, C-suite, and Board positions—and joined the Employee Benefits Research Institute’s Diversity, Equity, and Inclusion Council and Maine’s Diversity Hiring Coalition as we aim to build a workforce that reflects our customers and communities.

The ParityPLEDGE for Women and the ParityPLEDGE for People of Color, which we signed in 2022, counter unconscious bias and deeply rooted structures that keep qualified women and people of color from consideration for high-level positions.

Summer internship

Our efforts to build a diverse talent pipeline have long included a strong focus on summer internships. Since 2018, we have partnered with WayUp, a sourcing platform for diverse candidates, to help us recruit a diverse class of summer interns.

Summer internship applicant data*:

6,120 applications

72% applicants people of color

231 minority-serving institutions represented

47% applicants female-identifying

1,073 schools represented

The quality of our internship program has been recognized by multiple organizations. Our 2022 internship program received the following recognitions by Vault:

#4 Best Internships for Diversity

#6 Best Internships for Diversity with Respect to Women

#4 Best Internships for Racial & Ethnic Diversity

#7 Best Tech & Engineering Internships

#5 Best Internships for LGBTQ+ Diversity

Included in the list of **100 Best Internships**

WEX was a founding member of the Maine Diversity Summer Associate (D1L) program, a competitive 10-week program for first-year law students who have a demonstrated commitment to diversity and inclusion and strong academic performance. We host a D1L summer associate annually as part of our commitment to this program.

In addition to our talent acquisition initiatives, we created new professional development opportunities to help cultivate diverse internal talent in 2022. We partnered with McKinsey’s Connected Leaders Academy and selected a cohort of high performers who self-identified as racially or ethnically diverse to participate in the program, and we nominated a cohort of senior woman-identifying leaders to serve as mentors in Women in Payments’ Global Mentorship program.



*U.S. only

DEI in our benefits and compensation

Our commitment to DEI is woven throughout our HR strategy. To ensure all our employees have access to our benefits programs, we offer an inclusive total rewards program. In 2022, we expanded that package to include conception benefits. For employees transitioning back from parental leave, we also added a new parent initiative that supports new parents in their transitions to and from parental leave, creates best practices for managers to support employees, and embraces flexibility and trust in the workplace.

Pay equity

We are committed to pay equity and conduct global pay equity analyses on an annual basis. We strive to ensure that, regardless of gender, race, or ethnicity, employees across our businesses earn comparable pay for comparable work, based on fiscal year total compensation, which includes base salary and WEX incentive programs. WEX is proud to be at global gender pay parity for comparable roles.

As part of our commitment to transparency on this front, we post salary ranges for all open U.S. positions. In 2022, we also released a Total Rewards statement to openly share the value of employee cash compensation, WEX's contributions to benefits, noncash compensation, and other perks.

2022 ERG participation*

1,629 members

a **64% increase** from 2021

5,800+ employees

ERG event attendance, a **150% increase** from 2021



DEI in our ERGs

Through our employee resource groups we are committed to helping each of our employees find a community, as well as opportunities to grow personally and professionally. In 2022, we made significant investments in our ERGs, providing each group an operating budget, a giving allocation from Corporate Philanthropy, and increased support from corporate partners to ensure that they will continue to deliver meaningful outcomes without administrative burden. We also launched a year-long DEI leadership training program for ERG Board members and hosted our first three-day DEI Summit at WEX headquarters to provide leadership and professional development experience for ERG board chairs.

Building on feedback received during 2022, we also launched a new ERG, the Asian Alliance, in early 2023. This move came as we expanded our DEI committees in Asia and Europe to bring local context to the global messages of our ERGs.

Our 2022 ERGs



Black Growth Council



LatinX



NexGen



WEX Pride



Parents@WEX



WEXaccessibility



Women in Tech

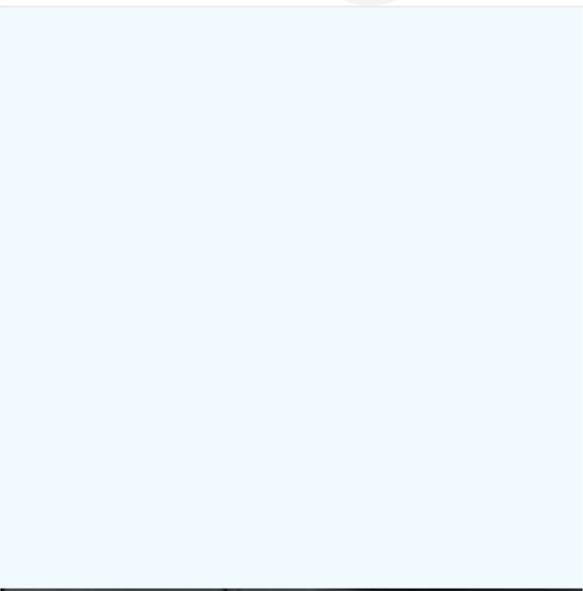
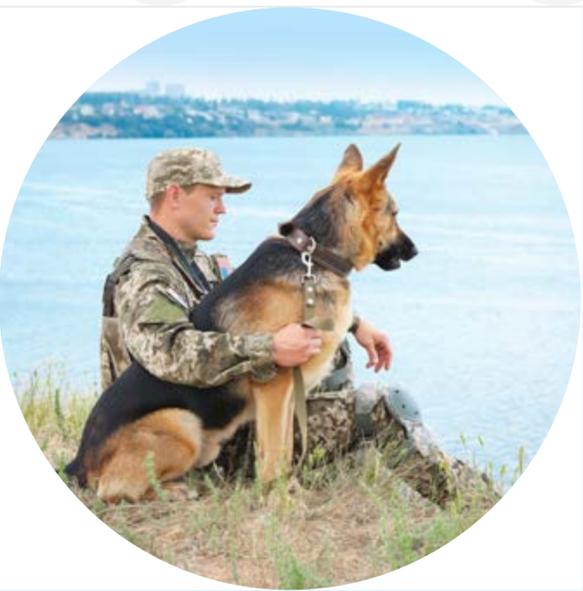


Women of WEX



WEX Vets

*According to self-reported year-end results



Vendor inclusion and diversity

In 2022, we began building a Vendor Inclusion program, which officially launched in March 2023. This moment in time signals our long-term commitment to meet our customers' needs and improve WEX's operations by increasing the diversity of our vendors. The program aims to make diversity and equality an integral part of how we purchase—being intentionally inclusive in our identification of vendors and consciously unbiased in our evaluation and selection of vendors—thus, creating mutually beneficial relationships with businesses owned by people from historically underrepresented communities. To achieve this objective, we are optimizing WEX's procurement processes to drive intentional inclusion of diverse businesses. In 2022, we launched a training session for diverse businesses to learn more about how to do business with WEX and compete equally and effectively in our procurement process.

In the United States, we define diverse businesses as companies that are certified by a third party as being at least 51% owned, operated, and managed by historically underrepresented groups. These groups include:

- ✓ Racial and ethnic minorities (Black, LatinX, Asian, and Indigenous people)
- ✓ Women
- ✓ People with disabilities
- ✓ LGBTQ
- ✓ Veterans (U.S.), including service-disabled veterans

We aim to increase total spend with diverse suppliers while maintaining competitive pricing, quality, service, innovation, and creativity

To spread awareness of our vendor diversity initiatives, we have provided training to our internal teams and leaders within WEX. We also partner with third-party organizations—including the Women's Business Enterprise National Council (WBENC), the National Minority Supplier Development Council (NMSDC), and the National LGBT Chamber of Commerce (NGLCC)—to network with diverse suppliers and other corporations, benchmark our program, and investigate how we can improve our interactions with diverse suppliers.

Employee health and safety

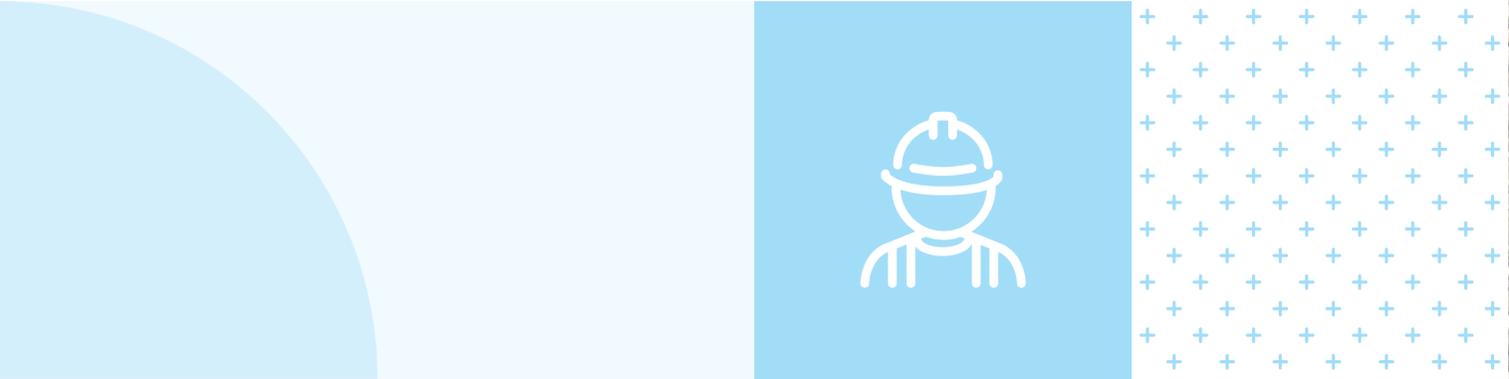
We are committed to the health, safety, and well-being of our employees, contractors, and visitors and to ensuring compliance with the health and safety regulations in every location where we operate. Our Health and Safety Policy provides a framework designed to prevent work-related accidents, injuries, and illnesses. We also provide local emergency evacuation awareness training and periodic review of safety topics.

Our Emergency Response Action Plan includes emergency evacuation procedures and protocols for reporting various types of emergencies, and we review and update it annually. Our Organizational Resilience Team enlists and trains our authorized Emergency Response Team, who helps oversee our actions in the event of a crisis.

Our Incident or Injury Investigation Guidelines establish when, how, and by whom incident and injury investigations are processed. We strive to understand why the incident occurred and respond within 24 hours of any incident.

We know that proper ergonomics are central to employee health and have implemented an ergonomics program that applies to all operations, facilities, and workstations. A focus on ergonomics supports our employees' well-being and reduces absences and associated employee compensation costs. As part of our commitment to a global flexible work environment, we partner with our workers' compensation insurer to offer virtual ergonomic evaluations and support for employees' remote workstations, including direct shipping of recommended equipment.

Our Employee Relations Center of Excellence takes an employee-centric approach that aligns with our commitment to be a great place to work, foster a community of trust, and meet the business's needs. In these efforts, Employee Relations works in close partnership with our Legal and Compliance departments. Employee Relations also provides training and manager toolkits and consults with HR business partners.



Environmental Innovation



As a longtime provider of solutions that help our customers manage their fleets more efficiently, WEX has an important role to play in the anticipated mixed-fleet transition. We are building and launching solutions that help commercial customers integrate EVs seamlessly into their fleets and manage their mixed fleets efficiently. We continue to assess the ways that climate change may affect WEX customers and our business. (See [“Environmental Stewardship”](#) for information and data on how we are working to reduce our operational emissions.)





Sustainable solutions

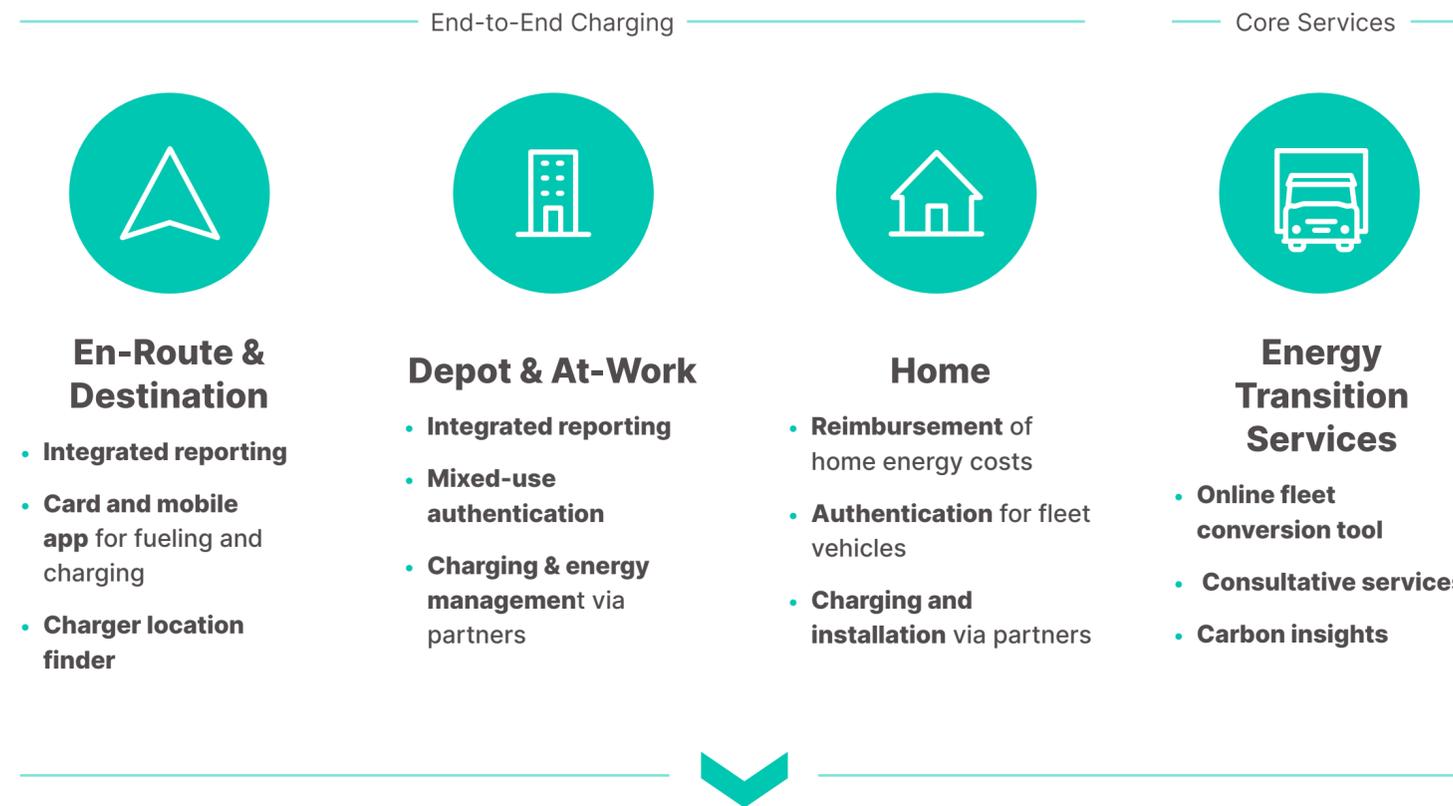
The WEX business model supports sustainable fleet solutions—an important component of how we are working to address the climate crisis. Our deep understanding of fleets’ needs, integrated payment offerings, and original equipment manufacturer (OEM)-agnostic services position us to be a leader in this space, and we are excited to help our customers and play a leading role in facilitating the transition to a mixed-fleet environment.

Optimizing fleet fuel consumption is one of our business’s foundational strengths. Our products and services help improve our customers’ fuel economy. We provide customers with access to controls, business insights, and data, as well as tools such as freight management, route optimization, and idle-time monitoring.

We see supporting commercial fleet electrification as one of the most effective ways we can help move the needle on reducing emissions globally. We are currently focused on helping our customers have positive initial experiences with the EV transition—experiences that lay the foundation for their future mixed-fleet plans. We are intent on meeting our customers where they are in terms of EV adoption and infrastructure, then advising them how best to move forward based on each customer’s unique needs.

We have been carefully listening to customer needs as we assess the solutions available within and beyond our current capabilities. Our goal is to create a streamlined, efficient commercial customer experience at scale.

Roadmap to simplify the complexities of electrification



Expanding solutions are expected to drive **continued market growth**

Our electrification strategy is overseen by our Chief Operating Officer, International, who has a dedicated, growing team focused on execution and delivery. Our Board receives frequent updates on the direction and progress of our strategy. In 2022, Board members participated in educational sessions about EVs and the mixed-fleet transition, enhancing their ability to oversee this growing part of our business.

As commercial fleet operators begin to transition to mixed fleets, they are prioritizing simplicity and ease of use. Our EV strategy aims to provide fleet managers with the fundamental knowledge and tools they need to plan their energy transition, manage their vehicles in a mixed-fleet environment, and ensure their EVs can be conveniently controlled and charged regardless of their location.

Our experience throughout 2022 validated the EV strategy we began developing the previous year. Commercial fleet managers have a demonstrated need for practical guidance on charging infrastructure, driver experience, and other on-the-ground logistics of EV adoption. WEX's expertise in the market has positioned us well to provide the consulting and guidance our customers need.

During the year, we launched an en-route charging product in the United States and Europe as the first phase of our EV product rollout. We also provided customers with advice and guidance on EV integration, including a referral program for at-home charging. Currently, we are expanding our DriverDash mobile app, which helps fleet drivers find fueling locations on the go, to include EV charging stations.

We aim to create a universal network of EV charging stations, similar to our fuel acceptance network, which is an all-in-one solution aimed at producing cost savings through expense tracking and accounting reports, employee spending controls, and service networks. Also in 2023, we plan to begin piloting an at-home charging reimbursement product. We expect a broader rollout in the second half of the year.

As part of our overall policy engagement efforts in our newly formed Government Affairs function, we joined the Northeast Clean Energy Council and CALSTART, organizations aimed at bringing businesses together to accelerate innovation in the clean energy economy. We have also established dialogues with state and federal policymakers who are overseeing the implementation of the federal Infrastructure Investment and Jobs Act (2021) and Inflation Reduction Act (2022), which incentivize private-sector investment in technologies and projects that reduce emissions using public funds. Our goal is to be a resource and partner to governments while representing the interests of our small-business customers and bringing awareness of government support of sustainability practices to commercial fleet owners.



Driving the EV conversation

We are committed to sharing our expertise in fleet electrification with stakeholders across the industry. Recent efforts included:

- ✓ Serving as title sponsor of the 2022 London EV Show, an exhibition and conference devoted to e-mobility. Our COO, International, delivered the show's opening keynote address
- ✓ Serving as host sponsor of the EV World Congress
- ✓ Publishing thought leadership on mixed-fleet management





Climate transition risk

We integrate climate transition considerations into our risk management framework to proactively address emerging risks to our operations.

WEX continually strives to understand and meet the transition needs of our customers, each of whom is on

their own climate journey. We actively engage with our customers to understand their climate transition strategies, including what they need from partners like WEX. Through this process, we convert what could be transition risks into climate-related opportunities integrated into our product offerings and solutions.

We continue to assess the potential impacts of the climate transition on our business and the role we play. This year, in order to help our stakeholders better understand our climate strategy, we have aligned our reporting with the TCFD framework. See "[Appendix](#)" to read our TCFD index.



Environmental Stewardship



We are working to streamline and minimize our corporate environmental impact and optimize operational efficiency. This effort is led by our cloud-first strategy, which supports our business needs and reduces our internal energy usage. We are on track to achieve our data center reduction goal of consolidating from 33 to seven data centers by the end of 2023.

Our carbon footprint

Our operations are responsible for a relatively small volume of GHG emissions. The majority of WEX employees work from home, and our operational carbon footprint is largely limited to the lighting, heating, and cooling of our offices. That said, we are committed to further reducing our Scope 1 (direct emissions from sources the company owns) and Scope 2 (indirect emissions from purchased energy) emissions and are actively working toward this goal by assessing our office space footprint, identifying opportunities to update our energy sources, and minimizing nonessential business travel. Furthermore, as part of our commitment to environmental stewardship, we offer opportunities for our customers to participate in our partnership with WeForest to conserve and restore the ecological integrity of forests and landscapes around the world.

As is true for most tech companies, the bulk of our emissions stem from the use of data centers. We are taking steps to measure both WEX-owned and vendor-owned cloud-based data center emissions and energy consumption, and we intend to disclose our emissions and energy use footprint in the future.

We are continuing to right-size our real estate portfolio to reflect our commitment to a global flexible work environment. (See [“Talent attraction, development, and retention”](#) to learn more about our approach to flexible work.) In 2022, the reduction of shared office space and the consolidation of our data centers were the biggest drivers of our declining energy expenditure.

We measure our emissions annually and are using this data to inform our emission reduction strategy. While our Scope 1 emissions and Scope 2 emissions are relatively minimal compared to many companies of comparable size, we are committed to measuring and assessing them. Over the past three years, we have made substantial progress toward reducing emissions.

Approximately

32.5%

reduction in absolute Scope 1 and 2 emissions, 2019 to 2022

Approximately

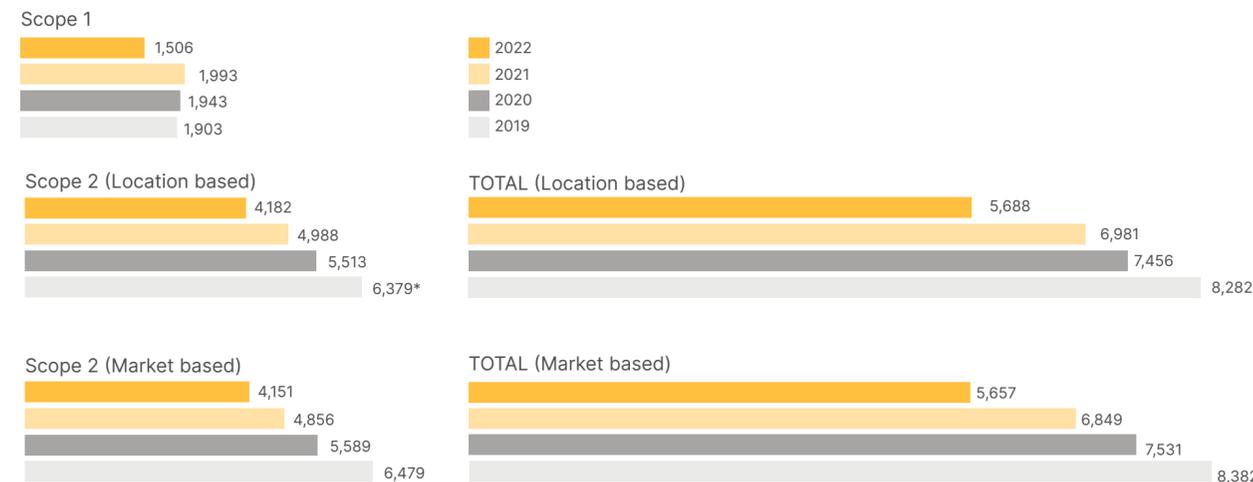
17.4%

reduction in absolute Scope 1 and 2 emissions, 2021 to 2022

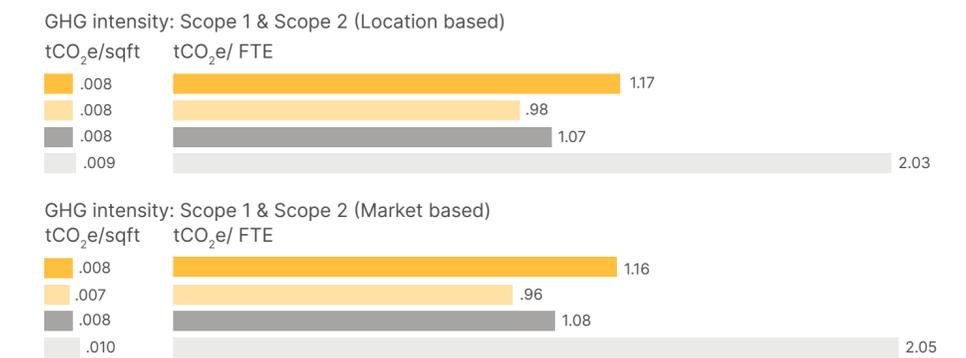
From 2019 to 2022, emissions from gas fell by 20%, and emissions from electricity fell by 36%. These declines were largely due to our reduction in office space and the consolidation of data centers, resulting in lower energy consumption. Meanwhile, emissions from vehicle fuel fell by 87%, mainly due to an increase in remote work. The majority of our 2022 emissions were from electricity (73%) and gas (26%).

We are proud of this progress, but recognize that more can be done. Looking forward, we intend to set more formal emissions reduction targets. We are exploring opportunities to continue to minimize our impact, such as adopting renewable energy sources and transitioning our small fleet to hybrid or EVs as their leases are renewed. We will share details as our strategy develops further.

Our GHG emissions in tCO₂e



GHG intensity



* Our 2021 ESG Report incorrectly stated 2019 Scope 2 Location based GHG emissions as 6,479 tCO₂e. The correct 2019 Scope 2 Location based GHG emissions were 6,379 tCO₂e as reflected in this year's report.



Energy management

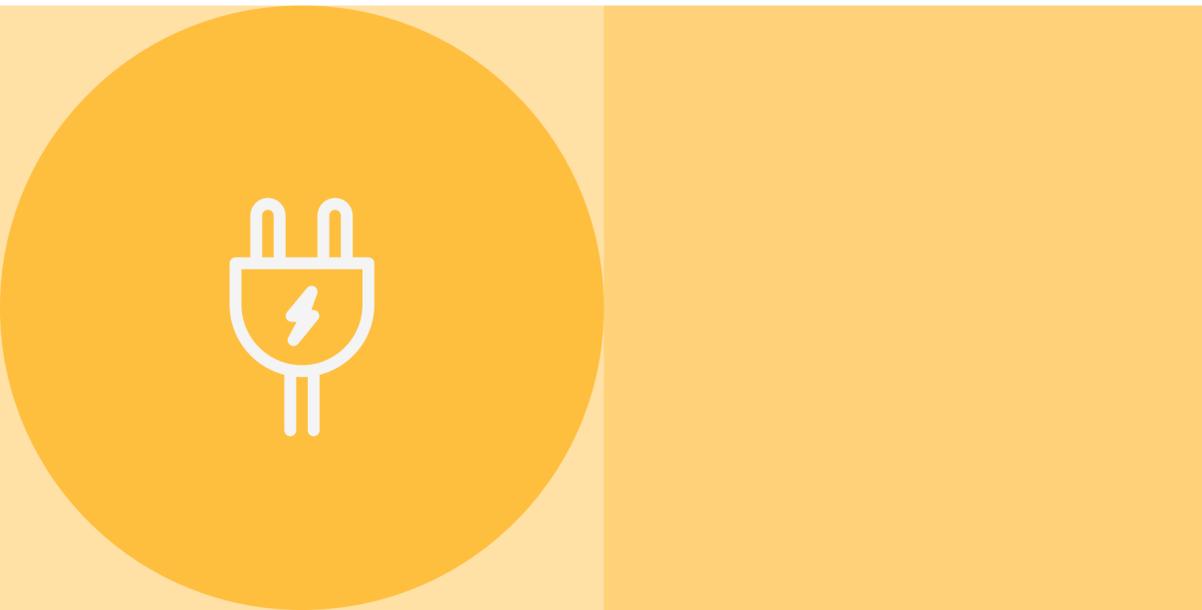
We rely on data centers for our operations, and we are in the process of migrating the bulk of our in-house managed data centers to public cloud service providers. Our cloud-first strategy supports business needs while driving energy use reduction. In addition to a significant reduction in power consumption, the benefits of migration to the cloud include improved data security, infrastructure resiliency, system availability, and operational effectiveness.

We set the goal to consolidate our data centers in 2019. As of the end of 2022, our current aim is to consolidate from 33 to seven data centers by the end of 2023. We have an ultimate, longer-term goal of reducing to five physical data centers. Through

2022, we closed 22 data centers, meaning we are 85% of the way toward achieving our 2023 goal of consolidating to seven data centers.

This consolidation has contributed to an estimated 64% reduction in our internal data center energy use since 2019.

Our main offices use LED lighting throughout, and we adopt best practices, including smart temperature controls, to minimize our energy use.



Waste and water management

We recognize that good stewardship of natural resources is inherent in responsible business, and our employees play a crucial role in helping us reduce our environmental impact.

As we continue to embrace flexible work models, we are seeing a significant reduction in paper waste. As of 2022, all our facilities participate in office waste recycling programs that use mixed use recycling, and we contract with a third party for e-waste recycling. An annual utilization report helps us track our recycling habits, and in 2022 we diverted 39,658 pounds of waste from landfills.



Social Impact



We are dedicated to improving the well-being of our customers and partners, the communities in which WEX operates, and our employees. WEX provides solutions that improve access to healthcare benefits and increase healthcare benefits literacy to support our customers and partners and their employees.



Healthcare access and affordability



We help businesses in the U.S. simplify the complex business of administering their benefits, including health insurance plans and HSAs. As a leader in healthcare benefits administration, we have a responsibility to help businesses and individuals navigate a complex healthcare system while minimizing cost. We support our customers in educating their employees about how to access and maximize those benefits.

Our multi-account solutions empower employers to meet the needs of a diverse group of employees all in a single mobile app, benefits card, and online account.

Our solutions include:

- ✓ **HSAs**
- ✓ **Flexible spending accounts, including dependent care FSAs**
- ✓ **Health reimbursement arrangements (HRAs)**
- ✓ **Commuter benefits**
- ✓ **Lifestyle spending accounts (LSAs)**

We serve benefits administration customers from hire to retire. Our HR and benefits platform gives employers streamlined access to important analytics on benefits usage, including how their employees are using their existing benefits and how usage patterns compare to those across companies on WEX's platform. This information can help employers target their education and communication efforts to the areas of greatest need, potentially expanding access and adoption throughout their employee base. Employers can also customize their portals, tailoring the employee experience based on what they learn about engagement levels.

We regularly seek feedback from our stakeholders via recurring surveys, periodic business reviews, and the advisory boards we have created for partners, consultants, employers, and participants. This feedback allows us to tailor both our product offerings and our education materials (see "[Benefits literacy](#)") to meet employees' needs.

We continue to evaluate our suite of offerings to ensure it supports employers in making healthcare and other benefits broadly accessible to employees.



Benefits literacy

HSA assets and account numbers continue to grow. These accounts provide employees with a triple-tax-advantaged way to save for current and future medical expenses, allowing account holders to:

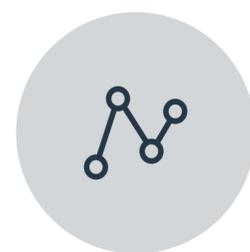
- Make tax-free contributions to an HSA
- Withdraw tax-free funds from an HSA for eligible expenses
- Grow interest or investments tax-free

HSA participants can invest the funds in their account, allowing them to set money aside for their future needs. Employers can also contribute to an employee's HSA.

Despite these benefits, HSA participants often face challenges when it comes to understanding how best to use these accounts—a particular challenge given that much existing consumer education content in the market is generic or one-size-fits-all. In our 2023 survey of participants, the HSA was the top benefit they said they wanted more education on. To help HSA participants better understand their account capabilities and provide tailored guidance that helps employees use these accounts in the ways that best fit their needs, we launched **Consumer Pathways** in 2022. Based on HSA participants' behavior, the program assigns them to groups such as cash savers, spenders, investors, and nonusers. We then develop personalized messaging that addresses each group's specific habits, concerns, and challenges.

During the year, we sent 7.6 million targeted education emails to more than 800,000 HSA participants through this program, with positive results: In six of our seven Consumer Pathways groups, participants increased their HSA contributions—improving their ability to cover out-of-pocket medical expenses. We continue to assess participant response to our targeted messaging and adjust our messaging strategy based on those findings.

Nearly 60,000 participants responded to our 2023 survey of our HSA, FSA, and HRA benefits, offering key findings to help inform our content and service teams in supporting their benefits education needs.



2023 participant survey results

When asked on a scale of 1 to 10 (10 being extremely important and 1 not important)
 “How important are health benefits to you when considering a job?”

the mean score was **9.11** ☆☆☆☆☆
 ☆☆☆☆☆

90%

said they feel their employer gives them the resources they need to make decisions about their benefits

The **top three benefits** they'd like more education on are



HSAs



pet insurance



LSAs



HSA Day 2022

In addition, we have built a robust education program for HSA participants and employers, which includes:

-  A knowledge base of participant help articles
-  Proprietary tools including My HSA Planner, which helps employees estimate their annual out-of-pocket medical costs and adjust their HSA contributions accordingly, and features that help employees make the most of their HSA investments
-  Our Benefits Trends report, which gives employers actionable information about the benefits they offer
-  The Benefits Buzz blog, which shares employee benefits news, trends, and insights
-  The Benefits Buzz podcast, which provides thought leadership for HR teams and benefits professionals

We're also focused on helping Medicare Advantage participants maximize the benefits they receive. Medicare Advantage, a type of Medicare plan offered by a private company, typically offers supplemental benefits that are not covered by original Medicare plans, such as coverage for over-the-counter medicine, transportation, healthy foods, gym memberships, or hearing aids. We aim to help Medicare Advantage participants understand and take advantage of those supplemental benefits by connecting them to a network of merchants where they can buy eligible products and services.

In addition, our Benefits Wise tool, which was part of our 2021 acquisition of benefitexpress, guides consumers through health insurance open enrollment by determining which benefits offering best suits their anticipated medical expenses.

On October 15, we hosted the fourth annual National HSA Awareness Day to increase understanding and utilization of these important accounts. Our 2022 programming focused on the importance of HSAs in a period of record-high inflation, when nearly half of Americans said they were unable to pay for a \$400 emergency medical expense.*

HSA Day 2022 included a live recording of our Benefits Buzz podcast, featuring a discussion with Tori Dunlap, CEO and founder of Her First \$100K, and Jennifer McClure, CEO of Unbridled Talent and DisruptHR, about how employers can support employees in the face of high inflation and the Great Resignation. We also offered a pair of webinars on helping employees get the most out of their HSA and offered additional HSA resources to employers.



* <https://www.nasdaq.com/articles/49-of-americans-couldnt-cover-a-%24400-emergency-expense-today-up-from-32-in-november>

Community engagement

Community involvement and philanthropic giving are integral components of WEX's culture. We believe that thoughtful corporate philanthropy strengthens our communities, engages our employees, enhances our brand, and helps address important social issues. Likewise, community engagement helps us attract and retain talent while reinforcing a key element of our culture.

Corporate philanthropy

Our global corporate philanthropy funding strategy centers around prioritizing equality within each of our four primary funding pillars: the arts; education; social equality; and well-being. Our support in this space fosters an employee-driven approach and includes providing funding for and partnerships with organizations that work to ensure equal social capital and access for all families and organizations that serve, are led by, or primarily benefit people of color or underrepresented minorities.

Our giving program includes corporate charitable giving, employee fundraising campaigns, a matching gift program, and the WEX Compassion Fund (see sidebar). During the five years through 2022, we've increased funding to the community by 117%. Philanthropy spend per employee has increased by 31%, even as we've grown from supporting 3,700 employees to more than 6,100.

\$980,100

Total 2022 giving through WEX's corporate philanthropy program

\$213,000

WEX employees' additional contributions in 2022 to peer-to-peer fundraising efforts for key WEX charitable partners and the WEX Compassion Fund

In 2022, we launched our Global Giving Framework, shifting our philanthropy focus to more effectively engage employees and better align with our company's culture. The framework establishes philanthropic governance and allocations outside of our Maine headquarters, including regional and line of business-driven budgets.

It also supports giving allocations that are directed by our ERGs, which we have empowered to support diverse community organizations that align with their respective missions and visions. (Learn more about ERG giving in ["People & Culture."](#))



The WEX Compassion Fund

The WEX Compassion Fund offers relief for employees with critical financial needs caused by a qualified disaster or other particularly challenging hardship. It is funded entirely through employee, Board, and company contributions. It is administered via the WEX Cares Foundation Inc., a 501(c)(3) organization registered in Maine.

In 2022, the WEX Compassion Fund raised **\$80,000** and awarded 25 grants.

Since its inception, the WEX Compassion Fund has awarded more than **\$200,000** in charitable aid to **more than 230 WEX employees**.

In 2022, we ramped up our global aid initiatives, providing support to frontline nonprofit organizations during the outset of the conflict in Ukraine and relief efforts in the aftermath of Hurricanes Ian and Fiona in the United States. We also launched the WEX for Good employee platform, our first global social impact tool that allows employees to support the organizations and causes they are most passionate about. In 2023, we aim to maximize the WEX for Good platform, increase employee engagement, and elevate the aid and relief work we do through both internal and external communications channels.

Employee volunteerism

We encourage employees to support their local communities through volunteerism and civic engagement. Our global Volunteer Time Off program offers 16 paid hours off per year for employees to volunteer for a nonprofit. We encourage the development of leadership skills through service on nonprofit boards, and from time to time we organize group volunteer opportunities across our locations.

In 2022, 20% of our employees around the globe participated in our Volunteer Time Off program, logging a total of 3,451 volunteer hours. This rate of participation exceeds the average employee volunteer participation rate of 17%, as noted by the Chief Executives for Corporate Purpose (CECP) in its 2022 *Giving in Numbers* report. Going forward, we are committed to encouraging engagement and tracking key metrics to help enhance our program over time.



Governance



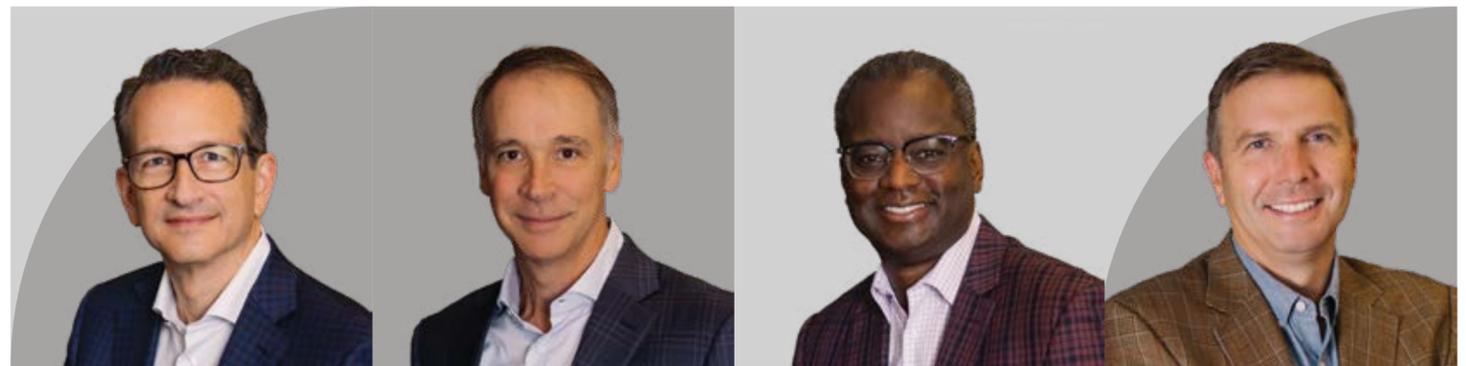
Ethics and integrity are at the heart of our business, and we are committed to upholding our responsibilities to our internal and external stakeholders. We have built the structures, processes, and tools necessary to do so. We monitor and update them frequently, as we work to ensure our business is well positioned for the future.



Board composition



Melissa Smith Nancy Altobello Daniel Callahan Shikhar Ghosh



James Groch James Neary Derrick Roman Stephen Smith



Susan Sobbott Regina Sommer Jack VanWoerkom

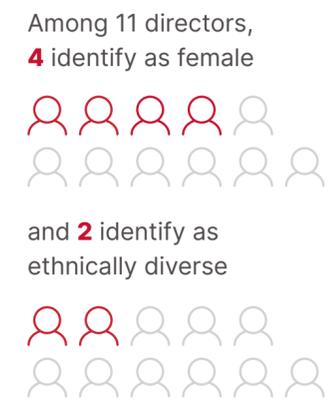
We are committed to board diversity, based on the belief that Board members with a diverse set of skills, experiences, and backgrounds can provide valuable insight and guidance on our overall business strategy, as well as our ESG strategy. Ten of our 11 directors are independent, based on our guidelines and NYSE corporate governance standards. When we seek new directors, the Corporate Governance Committee is mindful of diversity with respect to gender, race, national origin, experience, and age. More information on Board diversity can be found in our [2023 Proxy Statement](#).

In addition to seeking directors with a diverse array of experiences that can help inform our business strategy, we prioritize Board education on issues of critical importance to WEX. During 2022, for example, the Board participated in dedicated educational sessions focused on EVs and considerations for mixed fleets, as well as broader ESG issues.

To ensure adequate oversight of WEX's activities, the Board has established five committees:

- Corporate Governance Committee, which provides oversight of our ESG program
- Audit Committee
- Leadership Development and Compensation Committee
- Finance Committee
- Technology and Cybersecurity Committee*

We continue to declassify the Board, a measure approved by shareholders in 2021 and supported by the Board as being in the best interest of WEX and our shareholders. Many investors believe the election of directors is the primary means for stockholders to influence corporate governance policies and to increase accountability for implementing those policies. We began phasing in the declassification process in 2022, when directors standing for election were elected for one-year terms. Our declassification plan calls for the classified Board to be fully phased out (and all Board members to stand for annual nomination and election) commencing with the 2024 annual meeting of stockholders.



* Formerly known as the Technology Committee, this committee was renamed in 2022 to reflect its commitment to cybersecurity oversight.



Ethics and integrity

Our commitment to acting with integrity and honesty begins at the very top of the organization, with our executive leadership team and Board of Directors, and is inherent in our corporate values.

The principles outlined in our [Code of Business Conduct and Ethics](#) (Code) describe the behaviors involved in embodying those values. Our Code includes our expectations related to a variety of subject matters, including maintaining a safe and respectful workplace, diversity and nondiscrimination, avoiding conflicts of interest, and interacting with clients and business partners in a fair and honest way. It also includes clear guidelines on following the letter and the spirit of the law regarding topics including but not limited to anti-bribery and corruption, money laundering, fair competition, and insider trading. Our Code emphasizes how we respect and protect the human and legal rights of individuals and communities wherever we operate, as well as how we protect information and assets belonging to WEX and our employees, customers, and partners.

The Code applies to directors, officers, and employees of WEX, as well as directors, officers, and employees of affiliates and subsidiaries controlled by WEX. Certain business partners, such as vendors, consultants, contract workers, and temporary employees, serve as an extension of WEX, and are expected to follow the spirit of the Code. All WEX employees are trained on our Code as part of our onboarding process and are required to acknowledge the Code as part of our annual compliance training.

Employees or others with ethics or compliance concerns can contact our confidential Integrity HelpLine, which is available 24/7. The HelpLine is staffed with trained specialists from an independent third party. HelpLine reports may be submitted anonymously, where allowed by local law. In addition, WEX maintains a strict nonretaliation policy, which is described in our Code.

Employee compliance training

We deliver mandatory compliance training to our employees across the enterprise in order to comply with legal, regulatory, and audit requirements, meet customer and partner obligations, and reduce risk. Our compliance trainings cover topics including but not limited to our Code, the Health Insurance Portability and Accountability Act (HIPAA), the Bank Secrecy Act/anti-money laundering, the European Union's General Data Protection Regulation (GDPR), anti-harassment, anti-discrimination, cybersecurity, the Payment Card Industry (PCI), and conflicts of interest.

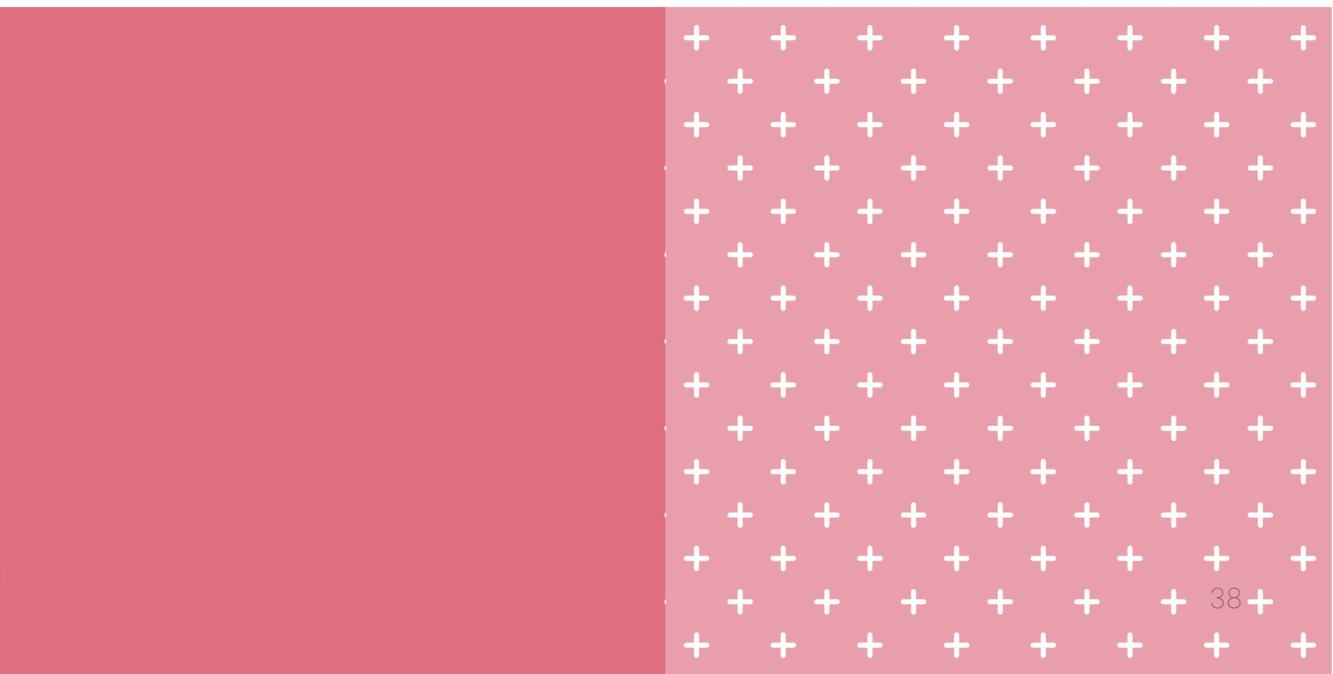
We strive to deploy high-quality, relevant, and timely compliance training through a consistent and standardized approach. We focus on ensuring that we meet regulatory compliance and best practice standards by providing consistent, transparent, and accurate evidence for audits and other reporting.

Our enterprise-wide Compliance team oversees the compliance training curriculum and approves the annual calendar, including specific trainings related to our Bank and Benefits division, as well as our other regulated entities. Our HR function assigns compliance training several times a year to ensure that appropriate information is delivered to the right audiences on a regular basis. Contract workers are also assigned compliance training as appropriate for their roles. HR tracks the training completion rates and reports them to Compliance.

Compliance training

65,826 individual compliance course assignments deployed in 2022

99.9% completion rate across all topics





Ethical selling practices

Our operations are primarily business to business, and only a small fraction of our marketing and sales efforts target consumers. Regardless of which market we are addressing, our Code requires the marketing of our products and services to be truthful and accurate. False claims about competitors' products and services are never acceptable. Our distributors and partners are subject to our due diligence process to ensure they meet our standards.

We have policies and governance processes and controls in place to evaluate and mitigate risks for our sales compensation plans.



Human rights and freedom of association

We respect and protect the human rights of individuals and communities. In addition, we provide proper working conditions, hours, and compensation and respect workers' rights to associate freely. Doing so enhances our reputation and helps ensure our long-term success.

These obligations and expectations are written into our Code. Additionally, **WEX Europe Services Limited**, WEX Australia Newco 2020 Pty Ltd, **Optal Limited**, **Optal Financial Limited**, and **eNett International (Singapore) Pte Limited** have published, or are in the process of publishing, Modern Slavery Statements, which outline the approach we have put in place in identifying and managing the risk of modern slavery in our business. WEX has a zero-tolerance approach to modern slavery and is fully committed to preventing slavery and human trafficking in our business and supply chain.



Intellectual property and competitive behavior

Protecting the proprietary information and technology used in our business is of critical importance. We rely on a combination of patent, copyright, trade secret, and trademark laws, in addition to confidentiality procedures, contractual provisions, and other similar measures, to do so. When we enter into agreements with clients, consultants, service providers, and other partners, the agreements generally contain provisions restricting the use and disclosure of our proprietary information and technology.

Our patent policy aims to protect and safeguard company inventions and recognize the importance of patents in these efforts. It also states our objective of not knowingly infringing on any valid third-party patent claims. Historically, we have sought to register and maintain patents and trademarks for defensive purposes. We are prepared to aggressively defend our intellectual property as necessary.

Our Code requires employees to protect our intellectual property and observe our rules on not entering into agreements with competitors to our detriment or engaging in any anti-competitive behavior.

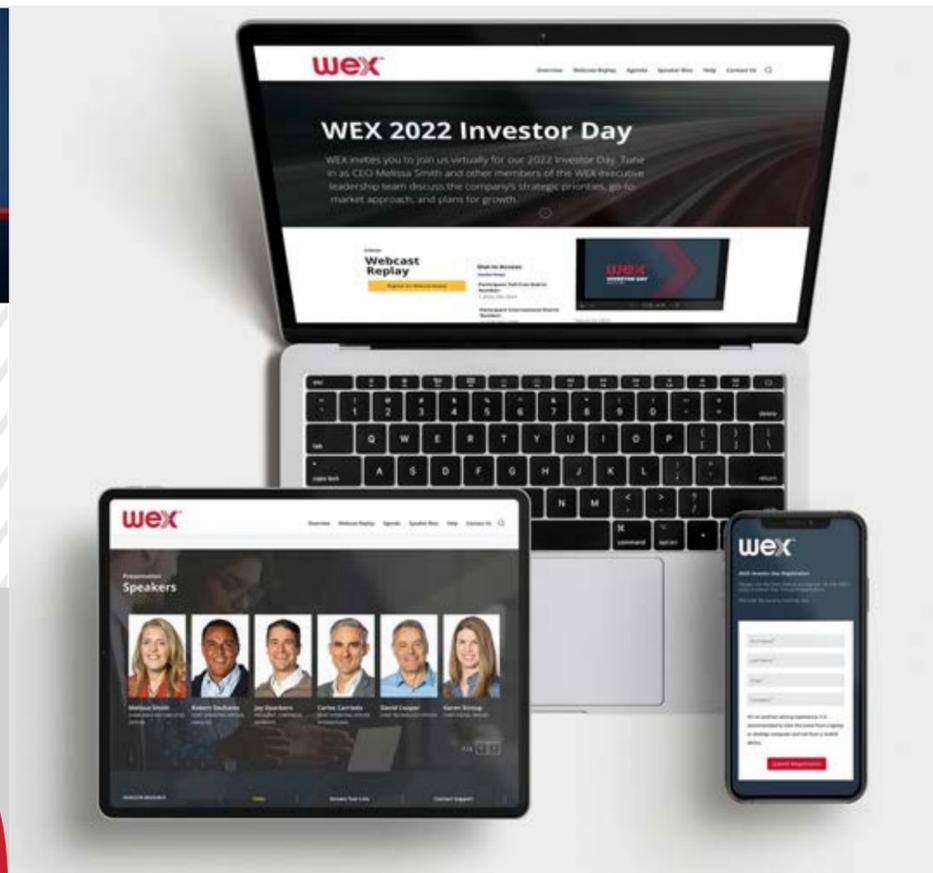
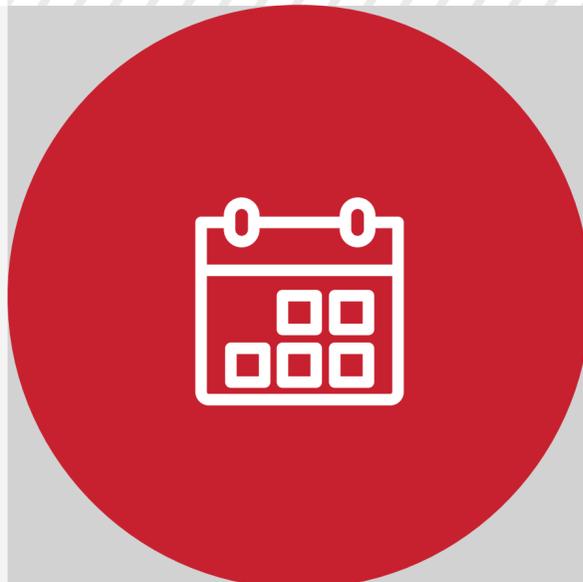
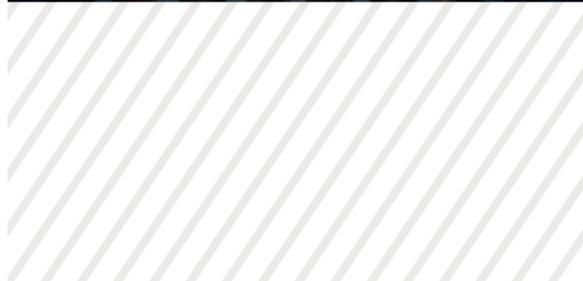


Shareholders' rights and engagement

As a general practice, we prioritize engagement with our shareholders. We continued these efforts in 2022, seeking to communicate proactively with our investors on issues including our compensation philosophy and strategy, our ESG strategy, and our corporate governance structure, among other topics. In addition to WEX's investor day (see sidebar), we held our annual fall shareholder outreach program.

In addition to direct engagement, we have also maintained certain shareholder rights provisions, including proxy access.

The Corporate Governance Committee of our Board regularly evaluates our governance practices, holding quarterly discussions of how they compare to current and developing best practices across the market. Please see our [2023 Proxy Statement](#) for more information on shareholder rights and engagement.



WEX Investor Day

In March 2022, we held an investor day, during which we shared our business results, strategy, and vision, including our ESG commitment. Attendees heard from speakers including our CEO, interim CFO, and Chief Operating Officers for both the Americas and our International business, among others.



Cybersecurity and data privacy



Data protection is an essential aspect of our operations and is critical to our ability to do business. Our comprehensive Information Security Program safeguards the confidentiality, integrity, and availability of WEX's physical and electronic information assets. The program's objectives include:

- ✓ Managing controls to safeguard WEX's information assets against unauthorized use, access, or disclosure
- ✓ Managing a controlled environment consistent with commonly accepted industry standards and frameworks, including ISO 27001, PCI Data Security Standard, Sarbanes-Oxley Act (SOX) Section 404, System and Organization Controls (SOC) 1/SOC2 reporting, Health Information Trust Alliance (HITRUST), and National Institute of Standards and Technology frameworks
- ✓ Managing the risks related to the use of external service providers and related third parties
- ✓ Maintaining business resiliency in the event of a disaster scenario or security incident

Our Chief Information Security Officer (CISO) administers our Global Information Security program, reporting to the Chief Technology Officer, the WEX Bank Board of Directors, and the WEX Board of Directors via the Technology and Cybersecurity Committee. The CISO regularly presents a threat matrix, an analysis of our cyber health, and an update on any recent threat activity to the Technology and Cybersecurity Committee. The Technology and Cybersecurity Committee, in turn, regularly reports to the Board and/or the Audit Committee as necessary during succeeding meetings.

Our Global Security Team serves to mirror WEX as an organization. As we continue to grow and do business around the world, it is imperative that we have security visibility and resources in the regions in which we conduct

business. Today, we have a global team of security practitioners online at all hours of the day, around the world.

We review and update both the security framework and all security policies at least annually to respond to the rapidly evolving threat landscape and meet all applicable federal and state regulations. We maintain PCI and HIPAA compliance, and we are subject to external audits, including by the FDIC.

We have a comprehensive strategy to manage risk to organizational operations and assets, individuals, and other organizations associated with the operation and use of our information systems. We actively monitor new risks, evaluate them through a risk management process, and produce a risk register.

We have contracted with a managed security service provider to perform 24/7 real-time threat intelligence, security monitoring, and incident response. Periodically, we engage independent auditors and other subject matter experts to validate compliance against existing security policies and standards via on-site assessments.

All employees are trained on and acknowledge our data security policies when they are hired, and they renew this acknowledgement annually. We hold cybersecurity awareness training programs to educate employees about emerging threats and security trends, and to reinforce the role they can play in protecting against these threats. We also train employees to understand the risks associated with electronic communications and run quarterly phishing awareness campaigns. Developers receive job-specific data security training based on their role.





Customer privacy

The privacy of our customers and their data is a top priority, and we apply global best practices for protecting personal information. Since our operations are primarily business to business, we gather and maintain limited consumer data. We comply with the European Union's GDPR and other applicable privacy laws in the countries where we operate. For example, we have a comprehensive global privacy policy outlining how data is collected, used, and shared. We also have a detailed global procedure for processing requests to access, correct, or delete personal

information. We allow users of our website to choose how we use their personal information for advertising and marketing purposes.

All of our employees complete annual privacy training on topics such as cybersecurity and data privacy. We also conduct an annual privacy risk assessment across our operations. This internal audit assesses the effectiveness of our global privacy program in meeting our compliance obligations and mitigating privacy risks.

Vendor data security

All new vendors are assessed for risk relevant to the services being provided as part of our Vendor Risk Management onboarding process. This process includes a cybersecurity risk assessment performed by our Information Security Team, which includes continuous monitoring and updating of risk profiles. The assessment includes a set of questions for vendors to answer, including whether they access our information and data, whether they handle personally identifiable information (PII) or personal health information (PHI), and what level of business criticality they have. Depending on the vendor's

risk profile, we also formally request a SOC1/SSAE18, SOC2/TSC, or PCI attestation of compliance, as applicable.

Our third-party risk management solution continuously monitors vendor risk, and the Information Security Team regularly receives updated documentation from these reviews. In this documentation, they look for solutions to previously noted deficiencies and check to ensure no new deficiencies have been discovered.

Risk management

Our business continuity and resilience framework is based on a straightforward philosophy: We seek to foster a proactively resilient organization that can respond nimbly as events occur, rather than merely recovering after the fact. This is especially true as our business grows and expands.

Our Chief Risk and Compliance Officer, who oversees our risk and compliance program, reports directly to the CEO and has direct access to the Board as needed. Our corporate risk management framework incorporates both systemic risk management and organizational resilience. Furthermore, as part of our broader enterprise risk management (ERM) program, we consider business risks, risks from climate change and volatile weather, technology risks, and vendor or third-party risks.



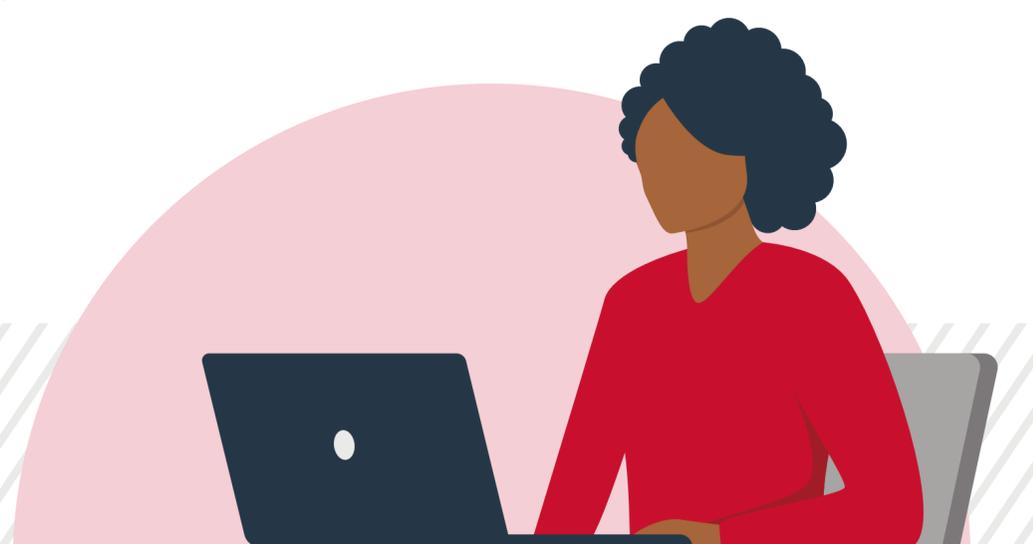
Systemic risk management

Our approach to systemic risk management largely centers on our use of technology. The Technology and Cybersecurity Committee of the Board reviews and oversees our overall strategic direction, including such details as what investments we make in information technology and any perceived risks that new innovations present. The committee also studies emerging products and new ways to engage in processes that could have a significant impact on our operations. The committee assists the Board and the Audit Committee in overseeing risk management regarding technology, data security, disaster recovery, and business continuity. This effort includes risks related to hardware, organizational structure, innovation, and research and development.

Our CISO has global responsibility for infrastructure, internal applications, and business systems, as well as all end user services.

We use a combination of cloud and physical infrastructure, which enables the resilience and recoverability of our operations across the globe. We use high-availability architecture within each data center and duplicate systems across multiple cloud zones to ensure the resilience of our production systems. We also have a comprehensive disaster recovery solution in place to ensure recoverability of production systems in the event that our front-line means of defense are incapacitated.

In addition to our focus on technology-related risk, we also view ESG as a lens for assessing potential risk. As we continue to mature our ESG governance and strategy, we intend to enhance this aspect of risk assessment.





Organizational resilience

We take all appropriate measures to ensure our business can anticipate, prevent, mitigate, and respond to disruptive events.

Our Organizational Resilience program is overseen by the Chief Risk and Compliance Officer and guided by our Global Resilience Framework. The Sr. Director of Organizational Resilience provides annual updates to the Board's Audit Committee. Our Board of Directors, which oversees the Resilience Framework, receives updates on its status at least annually.

Our Resilience Framework aims to provide a comprehensive and systematic process of prevention, mitigation, preparedness, response, and continuity. The framework outlines a dynamic and interactive process to be followed during and after a disruptive event, as well as procedures to be followed during the course of normal operations. It includes business unit, technology, and emergency response plans covering physical security, emergency response, and recovery responsibilities, tasks, and procedures, along with crisis management plans and procedures. In addition, we use multiple automated tools and services to ensure global situational awareness, effective preparation, and communication and collaboration across the enterprise related to resilience planning, testing, and incident management. As part of these efforts, in 2022 we began integrating crisis management team functions including HR, Legal, Employer Relations, Insurance, and Risk Management in a mobile application, enhancing our ability to provide a coordinated response to crisis incidents from any location across the globe.

The Resilience Framework's emergency response plans address the safety of our employees, customers, and partners, as well as the protection of physical and information assets. The emergency response plans apply an all-hazards approach, meaning they are designed to address a full range of threats and risks, as well as the overarching impact such threats and risks may have on our organization.

Our Resilience Framework is aligned with the ISO 22301 framework and is integrated with our physical, information security, and risk management systems. The program is SOC-compliant and follows FDIC regulations and guidance. In addition, we maintain PCI certification on five of our platforms, as well as a HITRUST certification for our Benefits division.

All framework components are tested before implementation. We conduct regular business continuity exercises to ensure the plan's viability and continued improvement. In addition to consistently evaluating our organizational resilience plans, procedures, and capabilities, we also regularly monitor and measure elements of our operations, such as partnership and supply chain relationships, that have a material impact on performance.

We continuously evaluate our resilience program's compliance with all applicable legal and regulatory requirements and stay apprised of industry best practices.



Supply chain management

Political engagement

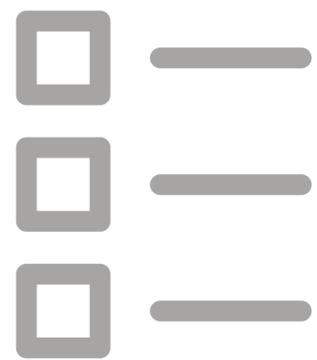
Our vendors represent an extension of WEX’s business. As a result, we assess all vendors through Coupa’s third-party risk assessment, and they must agree to WEX’s Code.

We continue to evaluate our approach to supplier management and engagement. In 2022, we began building a vendor inclusion program, which we officially launched in March 2023. We expect our practices to continue to evolve in the years to come. Please see **“People & Culture”** to learn more about our vendor inclusion program.

Our lobbying activities are overseen by our Government Affairs team. We occasionally engage policymakers and legislators on matters of interest to our mobility, corporate payments, and benefits businesses and comply with all applicable laws and regulations when we do so. WEX as a corporate entity makes no contributions to political candidates, parties, and/or committees.



Appendix





SASB INDEX

In developing this report, we have referenced the IFRS Foundation's SASB standards for the Software and IT Services industries. According to the SASB Industry Level Materiality Map, the following categories are most relevant to companies in our industry. To find more information about our efforts in a specific area, the below table was created to identify the specific section in the report relevant to the stated metrics.

Topic	Accounting Metric	SASB Code	Report Section and Page Numbers
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Please see the Environmental Stewardship; Energy Management section for a description of our effort to reduce our hardware infrastructure energy consumption Page 25
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	WEX does not currently track this data. We do not consider this information to be material given material amounts of water are not consumed as part of our operations and our current transition to public cloud service providers.
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Environmental Stewardship; Energy Management Page 25
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Governance; Cybersecurity and Data Privacy; Customer Privacy Page 42
	Customer Privacy Number of users whose information is used for secondary purposes	TC-SI-220a.2	Not reported. Please see the Governance; Cybersecurity and Data Privacy; Customer Privacy for more information regarding our customer privacy practices. Page 42
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	In 2022, WEX had no material monetary losses as a result of legal proceedings associated with user privacy.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	Not reported. Please see the Governance; Cybersecurity and Data Privacy; Customer Privacy for more information regarding our customer privacy practices. Page 42
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	This is not applicable to WEX provided services.



SASB INDEX (cont.)

Topic	Accounting Metric	SASB Code	Report Section and Page Numbers
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Please reference our reports filed with the SEC for further information on our cyber security risks. See the Governance; Cybersecurity and Data Privacy section of this report for additional information on our data security programs. Page 42
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Governance; Cybersecurity and Data Privacy. Page 42
Employee Engagement, Diversity & Inclusion	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Introduction Page 3
	Employee engagement as a percentage	TC-SI-330a.2	See the People and Culture; Culture and Engagement; Employee Engagement for more information on how we measure and manage employee engagement. Page 11
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	People and Culture; Diversity, Equity, and Inclusion; employee demographics. Page 16 Our most recent report can be found here .
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	In 2022, WEX had no material monetary losses as a result of legal proceedings associated with anti-competitive and when we have material losses, they will be reported in our public SEC filings.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Not reported. Please see the Governance; Risk Management; Systemic Risk Management and Organizational Resilience for more information regarding our management of systemic risks. Pages 44-45
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Governance; Risk Management; Systemic Risk Management and Organizational Resilience Pages 44-45

Alignment with Task Force on Climate-Related Financial Disclosures (TCFD)

WEX is pleased to present our first TCFD-aligned disclosure. This addition to our ESG Report reflects our deep commitment to addressing the challenges posed by climate change and recognizing its potential impact on our business operations. By embracing the TCFD framework, we aim to enhance transparency, strengthen risk management, and seize opportunities arising from the transition to a low-carbon economy.



Governance

In recognition of the importance of climate-related risks and opportunities, WEX has designated formal oversight responsibility for environmental issues to the Governance Committee, which oversees the company's ESG program. WEX's ESG Management Committee supports the Governance Committee with this responsibility. The ESG Management Committee includes representatives from and engagement with senior leaders from Commercial Business and Products, Financial Communications, Finance, HR, IT, Legal, Operations, Risk and Compliance, and Strategy. Members of the ESG Management Committee communicate directly with the Governance Committee and Board on the management of climate-related issues within WEX.

Throughout 2022, WEX focused on increasing Board engagement and education on climate-related issues through quarterly ESG updates to the Governance Committee. The updates covered internal ESG-related goals, initiatives, and external developments, including those related to the climate. The Board of Directors also held educational sessions to further develop WEX's strategy to address the anticipated shift to a mixed-fleet future.

Strategy

The company has set Environmental Innovation and Environmental Stewardship as two of the four pillars of its ESG program. Under the Environmental Innovation pillar, WEX is supporting climate innovation by providing environmentally friendly solutions for our customers operating traditional internal combustion engines and by positioning WEX to be a key partner across our customers' transition to alternative fuels. Please see [page 22](#) for more details on these initiatives.

Under our Environmental Stewardship pillar, we are focused on limiting our own carbon footprint through strategically important initiatives, such as downsizing our physical footprint and consolidating data centers in the cloud. These efforts are enabling WEX to reduce our footprint while also positively impacting our business strategy.

We will continue to monitor and assess climate-related risks and opportunities and factor these considerations into our ESG strategy.

Risk Management

WEX maintains an ERM Framework to identify, assess, treat, monitor, and report on substantive risks. Through this process, and the ESG assessment described on [page 7](#), WEX has evaluated a range of climate-related risks. As discussed in the prior Strategy section, WEX views the opportunity to provide Environmental Innovation solutions as a source of opportunity rather than a climate-related risk.

WEX has not identified physical climate risk as a large risk facing the business.

Metrics & Targets

WEX currently discloses our Scope 1 and Scope 2 emissions. 2022 emissions data is below:

Scope 1	1,506
Scope 2 (Location based)	4,182
Scope 2 (Market based)	4,151
TOTAL (Location based)	5,688
TOTAL (Market based)	5,657

From 2021 to 2022, the company decreased Scope 1 and 2 emissions by approximately 17.4%, and overall, since 2019, these emissions have been reduced by approximately 32.5%. (For additional emissions data, see [page 26.](#))

Although the company has not formally announced carbon reduction targets, the company is committed to continually measuring and reducing its own emissions, which is shown by the above-discussed reductions. Furthermore, the company is committed to partnering with its clients to help support them on their journey to alternative fuel sources.

