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# SUSTAINABILITY REPORT



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This report contains forward-looking statements including, but not limited to, statements regarding plans, goals, expectations and objectives. Any statements in this communication that are not statements of historical facts are forward-looking statements. When used in this communication, the words “anticipate,” “believe,” “continue,” “could,” “estimate,” “expect,” “intend,” “may,” “plan,” “project,” “will,” “positions,” “confidence,” and similar expressions are intended to identify forward-looking statements, although not all forward-looking statements contain such words. Forward-looking statements relate to our future plans, objectives, expectations, and intentions and are not historical facts and accordingly involve known and unknown risks and uncertainties and other factors that may cause the actual results or performance to be materially different from future results or performance expressed or implied by these forward-looking statements, including, but not limited to, the risks and uncertainties identified in Item 1A of our Annual Report on Form 10-K for the year ended December 31, 2025, filed with the U.S. Securities and Exchange Commission (the “SEC”) on February 13, 2026 and subsequent filings with the SEC. The forward-looking statements speak only as of the date of this communication and undue reliance should not be placed on these statements. The Company disclaims any obligation to update any forward-looking statements as a result of new information, future events, or otherwise.





# Introduction





# Letter from our CEO

AUGUST 27, 2026

WEX sits at the center of mission-critical markets where accuracy, trust, and control are essential. Our customers rely on us to help them navigate complexity: moving money, empowering confident decisions, and simplifying what is difficult in their businesses. Meeting those expectations requires a commitment to responsible, sustainable business practices that earn trust and create long-term value.

Throughout 2025, that commitment shaped how we grew our business. In a year when WEX delivered record revenue, we demonstrated that social impact can strengthen financial performance.

To expand our reach and drive environmental innovation, we significantly expanded our commercial electric vehicle (EV) solutions in 2025. We launched WEX EV Depot and extended our European network through our integration with Tesla Superchargers, advancements that support our long-term growth while helping customers and partners achieve their own sustainability goals. Simultaneously, WEX Venture Capital broadened its portfolio, investing in technologies that we believe will define the future of mobility and energy management.

To elevate people and performance, we prioritized our employees through our Artificial Intelligence (AI) Workforce Enablement initiative, which has empowered our teams with AI skills and resources. Those investments are paying off: Approximately 90% of WEX employees participating in a 2025 internal survey report that our culture supports learning about and using AI, and 83% of participating employees report using AI weekly. We maintained an approximately 10% global voluntary turnover rate throughout 2025, a testament to our culture.

As a benefits administrator, we understand that the most attractive employee benefits should reflect the complexity of life and the unique backgrounds of each participant. Our internal employee benefits offerings address needs ranging from tuition reimbursement to adoption benefits and backup care for children, adults, and pets. Last year, we expanded our fertility benefits and streamlined our mental health support to offer up to eight free, confidential coaching or therapy sessions to each employee and their dependents per year.

We apply that same approach when it comes to supporting our customers' benefits needs. Recognizing a critical knowledge gap, we provided personalized Health Savings Account (HSA) educational messaging to nearly one million participants in 2025 alone. Beyond education, we began offering enhancements to our HSA Brokerage Account offering. These enhancements allow participants to buy or sell individual securities and exchange-traded funds from their HSA cash balance through an integrated experience. Finally, we launched Claims AI to improve Flexible Spending Account reimbursement.

We believe good corporate citizenship is a strategic lever for sustainability. That is why we

focus our philanthropic contributions on building stronger, healthier communities. In 2025, WEX facilitated \$1.5 million in global donations to more than 400 charitable organizations. WEX employees each receive 16 hours of paid volunteer time off each year, resulting in nearly 20,000 volunteer hours in 2025 to causes of their choice.

That same accountability informs our operational discipline. Our proprietary data is one of our most valuable business assets that requires a rigorous approach to risk management and data security. In 2025 we enhanced our Secure Software Development Framework process, while partnering with a managed security service provider for continuous monitoring. We also expanded our employee cybersecurity training with new campaigns, gamified learning, and ongoing awareness. In addition to strict adherence to customer privacy best practices, we provide a unified secure authentication experience across WEX applications. Last year we also introduced a new Third-Party Code of Business Conduct and expanded our AI oversight to ensure we lead with integrity in every area of innovation.

Strong governance helps ensure we make decisions that create long-term value while remaining accountable to our stakeholders. In 2025, we continued our commitment to active shareholder engagement and thoughtful board refreshment, adding one new independent director. We remain committed to ensuring a strategic mix of experience and perspectives.

As we look ahead, we remain anchored in our purpose. In an increasingly complex global landscape, our ability to simplify the business of running a business has never been more important. The pages that follow illustrate how thoughtful, sustainable operations strengthen trust, shape strategy, and help move business forward.

Sincerely,



Melissa Smith, President and CEO



## A message from our Board of Directors

“At WEX, we believe responsible business practices, strong governance, and innovation are fundamental to creating long-term value. Our sustainability priorities are integrated into our broader business strategy, helping us manage risk, strengthen resilience, support our employees and communities, and meet the evolving needs of our customers. The Board remains committed to overseeing these efforts and ensuring WEX is well-positioned to navigate change, pursue growth opportunities, and operate with integrity. By investing in our people, advancing innovative solutions, and maintaining a focus on responsible growth, we believe WEX can continue delivering sustainable value for our stakeholders well into the future.”

David Foss, Chair of the Board



# About WEX

WEX is a scalable payments and technology platform that simplifies the business of running a business. Put simply, WEX helps its customers save time, build confidence, and drive growth.

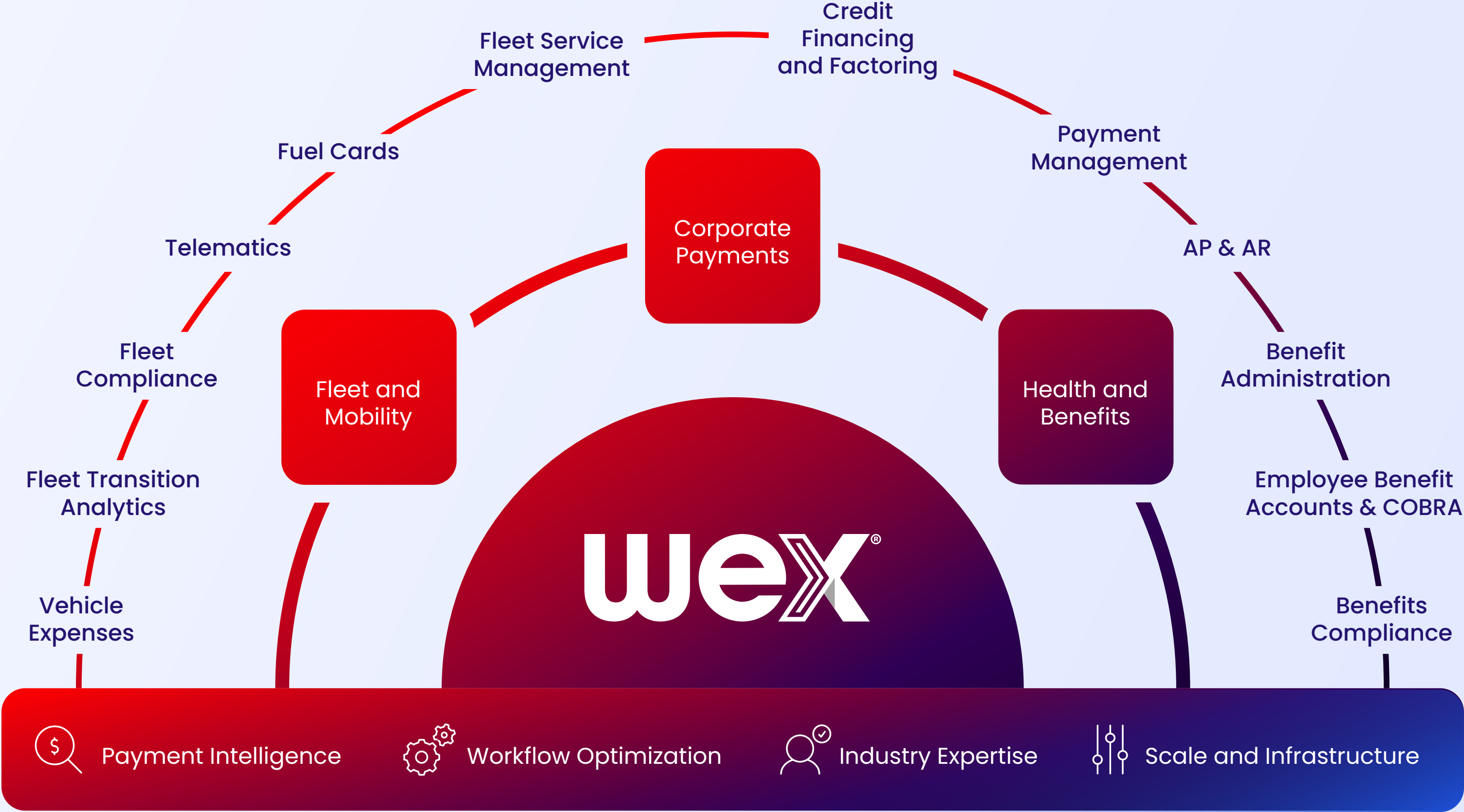
## 2025 WEX by the numbers

Approximately  
**6,600**  
global full-time employees  
(approximately 5,100 located in the United States)

**\$2.66B**  
annual revenue

**15**  
countries where WEX employees are located

**\$237.8B+**  
of volume processed across all segments





# WEX 2025 sustainability highlights

WEX continues to prioritize sustainability in line with our business strategy through advancing innovation, reducing our footprint, and deepening social impact.



## Environmental Innovation

- Launched WEX EV Depot, offering electric vehicle (EV) charging payment solutions across depot, public, and at-home charging locations.
- Expanded WEX's European EV charging network through integration with Tesla Superchargers.
- Increased WEX Venture Capital's portfolio investments in 2025 to more than \$20M as of December 31, 2025.



## Environmental Stewardship

- Completed transition of approximately 85% of our U.S. company car fleet to hybrid vehicles, reflecting an over 25% increase in the total number of hybrid vehicles since 2024.
- Maintained approximately 90% of WEX's technology infrastructure in the cloud following completion of our multi-year data center consolidation.



## People & Culture

- Maintained approximately 10% voluntary turnover rates, reflecting the strength of WEX's employee experience and retention investments.
- Launched an Artificial Intelligence (AI) Workforce Enablement initiative, with approximately 90% of employees participating in a 2025 internal survey reporting that WEX's culture supports learning about and using AI.



## Social Impact

- Distributed \$1.5 million in global donations supporting more than 400 nonprofit organizations.
- More than 1,600 WEX employees around the world participated in our Volunteer Time Off program, contributing nearly 20,000 hours of service.



## Governance

- Introduced our Third Party Code of Business Conduct and Ethics, setting clear expectations for ethical behavior, compliance, and controls for all third parties acting on WEX's behalf.
- Expanded AI governance through new committees and taskforces focused on AI acceptable use, agentic AI development and oversight, and enterprise-wide AI tool management.



# Sustainability governance and oversight

We continue to strengthen our commitment to sustainability as a core element of WEX’s governance practices and long-term strategy. We recognize that effectively managing sustainability-related risks and opportunities is essential to building a resilient business and delivering lasting value.

Our Nominating and Governance Committee oversees our sustainability strategy, including the work of our cross-functional Sustainability Committee, which is comprised of senior leaders from across the organization. The Nominating and Governance Committee and the Sustainability Committee consider the development and execution of sustainability priorities and regulatory compliance and integrate those considerations as appropriate into enterprise-wide planning and risk management. The Nominating and Governance Committee provides regular updates to the full Board.

## About this report

Unless otherwise noted, this report covers calendar year 2025 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 Universal Standards. See the Appendix for more information, including our SASB table. We welcome feedback on our approach to sustainability and reporting, which can be submitted to [sustainability@wexinc.com](mailto:sustainability@wexinc.com).





# Alignment with UN SDGs

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 sustainability strategy.







# Environmental Innovation







## Embracing the world of EVs

The anticipated global shift to a low-carbon economy is reshaping policy, technology, and market dynamics in ways that directly affect WEX and our customers. Climate transition risks are integrated directly into our broader enterprise risk framework and we have treated the potential transition itself as a catalyst for opportunity. As commercial fleets accelerate toward low- and zero-emission operations, WEX has developed solutions to help customers navigate their mixed-fleet journeys. By supporting our customers’ sustainability goals in efficiency, electrification, and energy management, we have positioned ourselves to meet our customers where they are in their mixed fleet journeys.

In 2025, we significantly extended our suite of commercial EV charging solutions. We launched WEX EV Depot, enabling secure, frictionless on-site charging at private depot chargers using the WEX Fleet Card. WEX is the first fleet management business in North America to offer EV charging payment solutions across depot, public, and at-home charging locations. Building on our existing EV At-Home and EV En Route offerings, this three-part coverage gives fleet managers consolidated visibility and control across charging scenarios their drivers encounter. In addition, our DriverDash® app continues to serve as the connective tissue for drivers, enabling in-app charger activation, real-time session tracking, and seamless payments across charging networks.



We also deepened our charging network through an expanding set of ecosystem partnerships. New collaborations with charge point operators Lynkwell and Revel, and a payments integration with smart charging platform Ampcontrol, added hundreds of new U.S. charging stations to the WEX network in 2025. In Europe, we integrated with the Tesla Supercharger network, adding over 20,000 fast-charging points across 1,500+ locations, increasing access to high-power charging for WEX customers. Over 1 million charge points across the continent can now be accessed through the EV Driver by WEX app. We also expanded our European mixed-energy fleet platform to additional markets, bringing our En Route and At-Home solutions to commercial fleets in Germany, the Netherlands, Belgium, Luxembourg, and France.



Beyond these announced partnerships, WEX completed additional integrations with new EV charging partners throughout 2025, further broadening the reach and utility of our network. This momentum reflects a deliberate strategy to grow the ecosystem of providers, networks, and platforms that our customers can access through a single WEX relationship. WEX teams also participated in multiple industry conferences and speaking engagements focused on the EV transition during the year, contributing to the broader dialogue on commercial fleet electrification.

We remained actively engaged with policymakers and coalitions working to shape pragmatic, regionally relevant policies. In the U.S., we worked with CALSTART, Drive Clean Colorado, and the Electrification Coalition to ensure that fleet realities are reflected in emerging regulations. In Europe, we contributed to Fleet Cards Europe and its Sustainability Working Group, supporting access to alternative fuels and EV infrastructure across the continent.





# Sustainable solutions

As the energy landscape evolves, WEX continues to address increasingly complex fuel and electric vehicle management needs by building solutions for today while investing in technologies we believe will define tomorrow.

A key part of that forward investment is WEX Venture Capital, which was announced in 2023, enabling us to invest in predominantly early-stage companies operating at the intersection of mobility and energy. In 2025, WEX Venture Capital expanded its investment remit to allow for investments in business-to-business payments companies. Over the past few years, the strategy has evolved to encompass commercial mobility and payments more broadly, spanning commercial fleet electrification, the EV charging landscape, and energy management and optimization. This breadth gives WEX early insight into emerging technologies and business models shaping the climate transition.

Since its launch, the WEX Venture Capital portfolio has grown. As of December 31, 2025, we have nearly doubled the number of portfolio companies compared to 2024, with total investments exceeding **\$20 million**.

Among our portfolio companies is HIVED, a zero-emission parcel delivery network that exemplifies the kind of real-world impact our investments are designed to support. In 2025, HIVED avoided 337 tons of CO2e for its customers, up about 60% year on year. HIVED's progress illustrates how the companies in our portfolio are not only developing compelling business models but generating measurable environmental outcomes for the customers they serve.







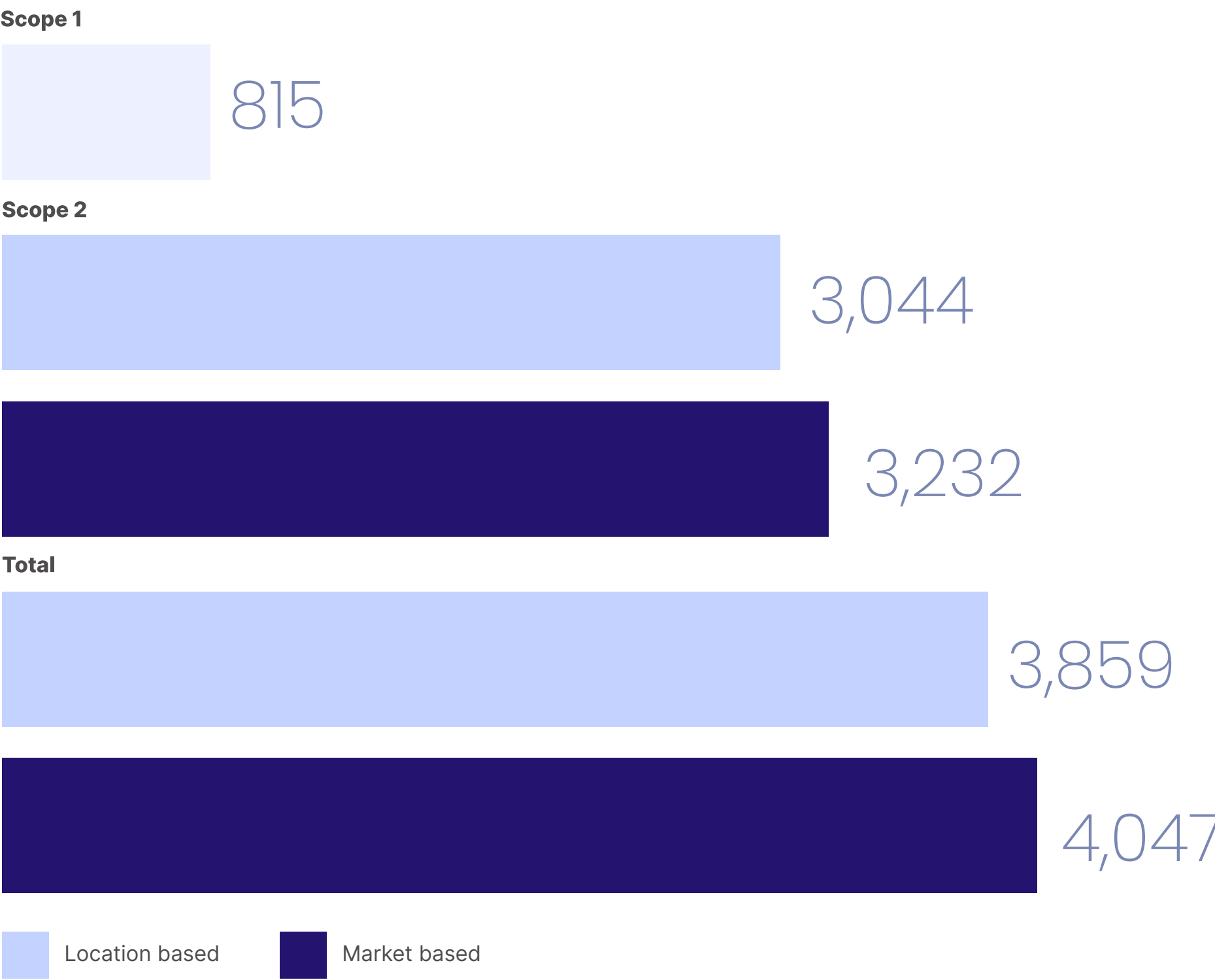
# Environmental Stewardship



# Carbon footprint

WEX remains committed to understanding and reducing our environmental impact, with a particular focus on lowering Scope 1 & 2 greenhouse gas (GHG) emissions.

WEX currently discloses our Scope 1 & 2 data. 2025 emissions data is below. All figures are in tCO2e:



Scope 1 emissions encompass direct emissions from sources we own or control, such as the use of natural gas and diesel and refrigerant leakage from cooling systems. Scope 2 emissions reflect the indirect emissions, including purchased electricity. In an effort to continuously improve the accuracy of our emissions reporting, we have refined our classification methodology this year to also include emissions from our leased vehicle fleet within Scope 1 & 2, where they are most appropriately categorized in alignment with the Greenhouse Gas Protocol. This is part of our broader commitment to ensuring our emissions data is as accurate, complete, and as decision-useful as possible.

Reducing emissions across our operations remains an ongoing priority. The continued transition of our own company car fleet to hybrid vehicles as leases expire is one example of that commitment in action. We completed the transition of approximately 85% of our U.S. company car fleet to hybrid vehicles, reflecting an approximately 25% increase in the total number of hybrid vehicles since 2024.



# Resource management

At WEX, resource management is an operational discipline that directly drives our sustainability commitments. Having completed our multi-year data center consolidation and transitioned approximately 90% of our technology infrastructure to the cloud, we have meaningfully reduced both our physical and energy footprints.

Across our offices, we complement these structural gains with day-to-day efficiency measures including LED lighting, smart temperature controls, and flexible work arrangements that reduce

in-office energy and paper consumption. These strategies are paired with active real estate optimization, ensuring our hybrid approach drives structural footprint reductions and efficient use of office space. We also maintain a global IT asset disposal (e-waste) program for the responsible reuse and disposal of technology assets, partnering with third party vendors to refurbish or responsibly recycle equipment securely at end of life.







# People & Culture





# Workforce development and employee experience

WEX's people are the driving force behind our success, and our culture is built on a foundation of shared values. These values guide how we work, how we lead, and how we show up for one another and our customers.

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

## Employee engagement

We stay attuned to employee sentiment through a consistent cadence of listening, including an annual engagement survey supplemented by quarterly pulse surveys and topic-driven focus groups and interviews. This approach allows leadership to act meaningfully on feedback. Employees also continue to recognize one another through our Inspire & Celebrate platform, reinforcing a culture of appreciation and connection across teams.

Career development remains a consistent theme in employee feedback, and we continue to invest in the platforms and programs that support it. The Careers at WEX platform helps employees explore career paths and access growth opportunities, while our cross-functional mentorship program has been meaningfully enhanced. With centralized resources, improved mentor profiles, and matching through Workday, the program now offers a more structured and accessible experience for both mentors and mentees. Together, these tools support the transparency and mobility that employees have told us matter most.





## Talent lifecycle

Attracting and retaining top talent remains central to WEX's long-term strategy. Our ACE (Attract, Connect, Elevate) Playbook equips recruiters, hiring managers, and interview panelists with tools to deliver a consistent, high-quality candidate experience, and we continue to bring more executive recruitment in-house to strengthen alignment with our leadership needs. In the U.S., we provide transparent salary ranges for all job postings and issue personalized Total Rewards statements annually, supported by a multi-channel communications approach including webinars and newsletters, to ensure employees understand and can act on the full value of their compensation.



### WEX workforce snapshot



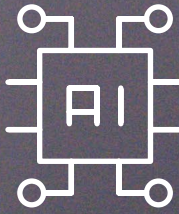
\*Figures are as of December 31, 2025

Early-career development is a meaningful part of our talent pipeline. Our U.S. summer internship program continues to attract significant interest, and our Intern Mentorship Program and annual Intern Week at our Portland, Maine headquarters give participants hands-on experience and direct access to WEX's culture and leadership. We also continued our support of the Maine Diversity Summer Associate Program in 2025.

Voluntary turnover rates are among the clearest signals of a healthy culture, and in 2025 WEX maintained strong retention with a global voluntary turnover rate of approximately 10% and 7.5% among global employees who generally have managerial responsibilities. We also continue to invest in inclusion through partnerships and participation in events such as the Grace Hopper Celebration and AfroTech, broadening access and opportunity across our talent community.







### Building an AI-empowered workforce

In 2025, WEX launched an AI Workforce Enablement initiative, a cross-functional effort designed to help employees successfully adapt to and thrive in an AI-enabled future. The program spans four areas:

- 1 Awareness and storytelling to connect employees to WEX’s broader AI strategy
- 2 Education through multi-faceted learning options
- 3 Community building through a culture where employees feel empowered to experiment, collaborate, and innovate
- 4 Measurement and analysis to track impact and drive action

The results speak for themselves: among employees participating in a 2025 internal survey, approximately 90% reported that WEX’s culture supports learning about and using AI, and approximately 81% reported awareness of how AI can benefit their work.



# Benefits, equity, and inclusion in action

## Empowering our workforce

WEX's commitment to our employees extends across the benefits and programs that support their day-to-day wellbeing with tools and resources that prepare them for the future of work.

Our global Total Rewards package is designed to support employees' health, financial, community, and career goals. Core offerings include short- and long-term incentive programs, a 401(k) with employer match in the U.S. and Canada, tuition reimbursement, mental health support, on-demand wellness programming, and backup child, adult, and elder care. Flexible leave policies and around-the-clock access to our Employee Assistance Program remain vital elements of our global support framework.

In 2025, we enhanced and expanded several benefits programs to better serve our workforce. We strengthened identity theft protection coverage, expanded fertility benefits to increase access for employees pursuing treatment, and broadened medical coverage and financial wellness options for employees in Brazil. We also advanced our benefits administration through technology improvements, including API integration for leave, and automation of Evidence of Insurability, making it easier for employees to access and navigate their benefits. Across Europe and other international locations, we continued to harmonize and strengthen health and wellbeing programs to ensure competitiveness and consistency globally.

## Comprehensive benefits for employees' needs

We believe in helping our employees maintain their health, protect their families, and enhance their overall well-being. Our competitive benefits are designed to meet a wide range of needs, supported by our Centers of Excellence model, which connects employees with dedicated care teams, top-tier providers, and financially sustainable care pathways. In 2025, our Centers of Excellence continued to operate across key people functions, including Talent Acquisition, Global Total Rewards, Talent Management and Development, People Analytics, Philanthropy and Events, and People Operations. We make available (benefits may vary by jurisdiction):

- Medical and pharmacy benefits
- Lifestyle spending account (LSA)
- Identity theft protection
- Adoption assistance
- Benefits related to musculoskeletal, oncology, metabolic, physical therapy, surgical, and holistic health
- Commuter benefits
- Auto and home insurance discounts
- Family building support
- Wellbeing platform (on demand classes and challenges)
- Life insurance
- 401(k) retirement savings plan with an employer match in the U.S. and Canada
- Conception and reproductive health benefits
- Dental and vision benefits
- Short- and long-term disability insurance
- Tuition reimbursement
- Travel benefits for healthcare services that cannot be accessed locally or are better accessed at non-local leading health centers
- Health savings account
- Accident, critical illness, and hospital indemnity insurance
- Student loan refinancing discounts
- Backup child-, adult-, and eldercare
- Parental leave
- Flexible spending account
- Pet insurance
- Legal planning







# Health, safety, and well-being

WEX prioritizes the health, safety, and well-being of employees, contractors, and visitors across all global locations, grounded in the belief that safety is everyone’s responsibility.

Our Health & Safety Program establishes clear roles in incident reporting and investigation, and our global, cross-functional Health & Safety Committee continues to meet quarterly and conduct tabletop exercises to maintain organizational preparedness. We also continue to leverage our global mass notification and critical event platform to provide effective coverage to employees, whether in-office, remote, or traveling, alongside travel safety training that covers situational awareness, cybersecurity, emergency procedures, and access to 24/7 support through our Global Assistance Center.

In 2025, as part of our commitment to maintaining a secure and resilient operating environment, WEX established a comprehensive global Insider Threat Program to safeguard our people, critical data and physical assets. Integrated within this framework are our Workplace Violence Prevention, Intervention, and Response protocols, aligning employee safety with our broader enterprise risk oversight. Administered by a multi-disciplinary Insider Threat Team, the workplace violence component mandates enterprise-wide risk assessment and mitigation standards, to include background checks, formal threat assessment matrices, safe separation protocols, and emergency response planning. WEX provides confidential channels for flagging early warning signs, backed by a non-retaliation policy to protect our workforce and ensure long-term business continuity.

WEX streamlined our global approach to emotional wellbeing in 2025 with Lyra as a single global platform. Through Lyra, employees and their dependents each receive up to eight confidential coaching or therapy sessions per year at no cost, ensuring accessible, high-quality mental health care for our workforce worldwide. Physical security also remains an ongoing focus; it is embedded in our annual employee training curriculum, and closed-circuit television and access control systems are in place across our global offices.

Our Global Resilience Team continues to refresh business continuity training with updated emergency response content, supplemented by voluntary employee programming designed to promote preparedness and open dialogue across the organization.







 Social  
Impact



# Healthcare access and affordability

Helping organizations streamline, modernize, and simplify employee benefits administration remains central to our mission. Our platform is designed to make benefits management intuitive for employers and effortless for participants, supporting more informed decision-making and stronger engagement. Through our full suite of benefits-related solutions, we help our customers, including employers, and their current and former employees navigate benefits with confidence while keeping costs in check.

Participants can access a broad range of health, wellness, and lifestyle benefits through our multi-account platform, available via mobile app and online, including:

-  Health savings accounts (HSA)
-  Flexible spending accounts (FSA), including dependent care FSAs
-  Health reimbursement arrangements (HRAs), including individual coverage HRAs (ICHRAs)
-  Commuter benefits
-  Lifestyle spending accounts
-  Adoption assistance
-  Tuition reimbursement
-  COBRA benefits
-  Integrated shopping experience with FSA Store® and HSA Store®

A major milestone in 2025 was the launch of new HSA brokerage account functionality. We are offering this enhancement, which gives HSA holders a fully integrated HSA investment experience.

Participants can enroll in real time to buy or sell individual securities and ETFs directly from their HSA cash balance. We also introduced a new integrated shopping experience through our partnership with FSA Store® and HSA Store®, designed to make benefits-eligible purchasing more seamless.

For employers, our platform offers a powerful view into benefits usage across their organization, including how their data compares to the broader market on the WEX platform. These insights help employers identify opportunities to increase adoption, tailor communications, and highlight underutilized resources. Customizable benefits portals further enhance the employee experience by surfacing the tools and information most relevant to their needs.

Stakeholder feedback continues to guide our product development and educational efforts (see Benefits Literacy). Through surveys, business reviews, and advisory boards that include partners, consultants, customers, and benefits participants, we maintain ongoing dialogue that shapes our roadmap. This continuous exchange ensures that our solutions remain aligned with the evolving needs of employers and their employees, and that we continue to simplify benefits administration while expanding access to essential health and wellness resources.





# Benefits literacy

WEX continues to help HSA holders make the most of their accounts by strengthening their understanding, confidence, and long-term engagement. Our Consumer Pathways education program supports users in selecting contribution levels that reflect both past behavior and anticipated needs, delivering personalized information at each stage of their healthcare journey. Since its launch in 2022, the program has reached more than 2.4 million participants with over 45 million targeted communications, and we continue to refine our approach based on participant response and evolving needs.

In 2025, Consumer Pathways delivered personalized, segment-based educational messaging to nearly one million HSA holders. These participants saw higher HSA balances, stronger contribution growth, and increased eligible spending compared with a matched control group. Early-stage account holders responded especially well, contributing significantly more than long-tenured users, highlighting the value of timely, targeted education. Messaging was customized across Consumer Pathways account holder types, helping participants optimize their accounts and make more confident use of their HSAs.

Beyond Consumer Pathways, we continue to expand the tools and resources that help participants and employers make more informed benefits decisions. Our educational ecosystem includes a comprehensive library of support articles, the Benefits Trends Report, and ongoing thought leadership through the Benefits Buzz podcast and blog. Proprietary tools such as My HSA Planner help employees estimate out-of-pocket medical costs and adjust contributions accordingly, while additional features support more confident investment decisions. In 2025, we expanded our consumer education efforts, broadening FSA-focused education with the goal of reducing forfeitures while helping participants realize the value of their accounts.

Benefits literacy also extends to live experiences. WEX SPARK, our annual conference for the Health and Benefits industry, brings together HR leaders, benefits professionals, and industry experts to explore innovations shaping the future of employee benefits.



## HSA Day 2025

As one of the nation’s leading HSA providers, we join forces with customers, including employers, and other industry experts to highlight the role HSAs can play in improving health and financial wellness. In 2025, we continued the tradition of celebrating National Health Savings Account Awareness Day (HSA Day 2025) to boost HSA awareness, enrollment, and contributions ahead of open enrollment season. Using the “This is how I HSA” (#howIHSA) theme, the campaign reached consumers through social media, influencer partnerships, webinars, and a giveaway initiative, helping to broaden understanding of HSAs and supporting both short- and long-term financial goals.

Our blog and digital channels featured tailored resources for both employers and their employees, including:

- [WEX HSA Insights](#)
- [WEX Open Enrollment Toolkit](#)
- [WEX Guide to Benefits Engagement](#)
- [WEX Benefits Trend Report](#)
- [WEX Guide to Unlock HSA Potential](#)

For employees, we highlighted:

- [WEX’s My HSA Planner](#)
- [WEX HSA Misconceptions Workbook](#)
- [WEX Saving with an HSA eBook](#)
- [WEX Eligible Expense List](#)



## AI-powered benefits tools

WEX has expanded its use of artificial intelligence in recent years to accelerate innovation, improve efficiency, and deliver more intuitive experiences across our business.

In 2025, we introduced an AI-powered claims reimbursement tool to simplify and speed up the FSA reimbursement process. Throughout the year, we rolled out document verification and progressive adjudication capabilities with the goal of reducing denied-claim contacts and creating a smoother, more predictable reimbursement experience for FSA participants.

Within our My Benefits Express platform, we also offer AI-powered tools that help participants better understand and manage their benefits. Benefits Assistant provides support across benefits topics, giving employees clear answers and reducing routine HR inquiries. In addition, BeneFITwise Premier uses AI and claims-based analytics to provide employees with information throughout their enrollment decisions and voluntary benefits selection, driving more informed spending and higher benefits utilization.

Let’s Chat, our AI virtual assistant, provides participants with 24/7 self-service support, helping users quickly access information such as account balances and claims status. It is designed to deliver a simple, conversational experience that improves satisfaction while reducing customer service volume.





# Global philanthropy and inclusion

At WEX, we believe our business succeeds when the communities where we live and work thrive. In 2025, we advanced our Global Philanthropy & Inclusion strategy by integrating charitable giving, volunteerism, employee engagement, and inclusion into a unified approach. By aligning our investments with employee participation and long-term nonprofit partnerships, we strengthen the communities we serve while fostering a culture of purpose and belonging.

Our philanthropy strategy is guided by four focus areas: arts and culture, education, equal opportunity, and well-being. These priorities guide our investments, aligning corporate giving, employee engagement, and nonprofit partnerships to expand opportunity and improve quality of life.

A key milestone in 2025 was the deeper integration of Employee Resource Groups (ERGs) into our philanthropy strategy. ERGs expanded their role beyond employee engagement to include volunteerism, charitable giving, and community partnerships. Together, WEX's 10 ERGs distributed more than \$19,000 in charitable contributions to vetted nonprofit organizations supporting education, housing stability, youth development, veteran services, disability inclusion, and family well-being, demonstrating how employee-led initiatives strengthen workplace culture while creating positive social impact.

Employee volunteerism remained central to WEX's culture of giving. Throughout 2025, employees around the world participated in volunteer days, used Volunteer Time Off, and supported local nonprofit organizations through WEX's Global Philanthropy program. In 2025, 1,674 employees contributed nearly 20,000 volunteer hours, exceeding our annual goal for employee participation and continuing a multi-year trend of growing employee participation.

WEX continued to build long-term partnerships with organizations including United Way of Southern Maine, Ronald McDonald House, Mission Working Dogs, WinterKids, the Dempsey Center, and the Maine Cancer Foundation. Signature fundraising events, including Downhill 24, Tri for a Cure, and the Dempsey Challenge, further strengthened these partnerships by bringing employees together in support of causes that advance health, education, and community well-being.





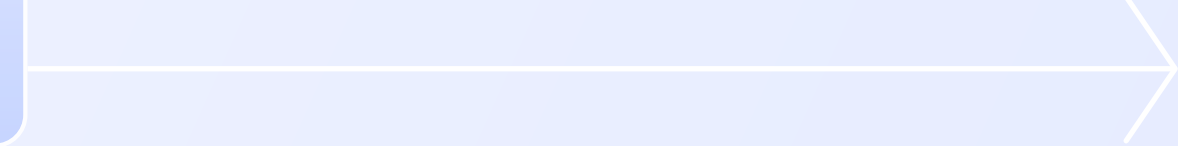
Spotlight:  
**United Way Loaned Executive Program**

At WEX, we view community engagement as an opportunity to develop leaders while strengthening the communities we serve. Through our long-standing partnership with United Way of Southern Maine, WEX continued its participation in the United Way Loaned Executive Program, a nine-week initiative that combines professional development with community service. Working alongside United Way staff, participants supported workplace fundraising campaigns, engaged with nonprofit partners, and gained firsthand insight into local community needs. The experience builds leadership, communication, and project management skills while reinforcing WEX's commitment to service, collaboration, and lasting community partnerships.



Spotlight:  
**Employee resource groups in action**

In 2025, WEX Vets and WEXccessibility established a partnership with Mission Working Dogs, a Maine-based nonprofit that trains service dogs for people with disabilities, empowering them to live with greater independence. Throughout the year, employees engaged with Mission Working Dogs through volunteer opportunities, adaptive sled hockey events, and activities during Ignite, WEX's annual sales conference. The partnership demonstrates how ERGs can advance accessibility and inclusion while strengthening connections between employees and nonprofit partners.



Spotlight:  
**Purpose-driven employee experiences**

Giving back remained central to WEX's largest employee gatherings in 2025. During the 2025 Ignite Sales Conference, more than 800 employees participated in activities that combined team building, philanthropy, and inclusion. Through the WEX Wall for Good and ERG-led fundraising efforts, employees contributed approximately \$6,000 to nonprofit partners while learning more about nonprofit organizations serving the regions where WEX operates. SPARK extended this commitment by raising \$7,000 in support of the Boys & Girls Club of San Diego, demonstrating how WEX integrates philanthropy and purpose into employee experiences around the world.







## The WEX Compassion Fund

The WEX Compassion Fund provides financial assistance to employees experiencing unexpected hardship or disaster, reinforcing WEX’s commitment to supporting employees during times of need. In 2025, the program transitioned to the Emergency Assistance Foundation (EAF), an independent 501(c)(3) nonprofit specializing in global employee assistance. This transition strengthened the program by providing a confidential, independent grant review process, faster application processing, multilingual support, and expanded access for employees around the world.

In 2025, the Compassion Fund awarded more than \$41,000 in emergency assistance to 11 employees. Since its inception, the fund has provided more than \$420,000 in financial support, helping employees navigate unforeseen challenges with dignity and care.



### 2025 WEX Philanthropy by the Numbers

|                                                                                                                                    |                                                                                                                          |
|------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| <div>approximately</div> <div>\$1.5M</div> <div>in charitable contributions supporting more than 400 nonprofit organizations</div> | <div>approximately</div> <div>\$237K</div> <div>contributed through employee payroll giving and WEX matching gifts</div> |
| <div>nearly</div> <div>1,674</div> <div>employees participated in Volunteer Time Off</div>                                         | <div>nearly</div> <div>20,000</div> <div>volunteer hours contributed by employees</div>                                  |

By integrating philanthropy, volunteerism, employee engagement, and inclusion, WEX creates lasting value for our employees, nonprofit partners, and the communities we serve.





# Governance





# Board composition

Melissa Smith

Nancy Altobello

Daniel Callahan

Aimee Cardwell

David Foss

Shikhar Ghosh

James Groch

James Neary

Derrick Roman

Stephen Smith

Susan Sobbott

Jack VanWoerkom

As of December 31, 2025, our Board consisted of 12 members, 11 of whom were independent, including a Lead Independent Director. As part of our Board refreshment process, during 2025, we added one independent director to our Board, who, in May 2026, was appointed by the Board to serve as the Chair of the Board.

Our directors possess a diverse range of knowledge and skills, from finance and business development to international business and cybersecurity, and have experience across various industries and practice areas. Sustainability-related experience and knowledge spans our Board.

|           |                 | SKILLS AND EXPERIENCE |   |   |   |   |   |   |   |   |  |
|-----------|-----------------|-----------------------|---|---|---|---|---|---|---|---|--|
|           |                 |                       |   |   |   |   |   |   |   |   |  |
| DIRECTORS | Nancy Altobello | ●                     | ● | ● | ● | ● | ● | ● | ● | ● |  |
|           | Daniel Callahan | ●                     | ● | ● | ● | ● | ● | ● | ● | ● |  |
|           | Aimee Cardwell  | ●                     | ● | ● | ● | ● | ● | ● | ● | ● |  |
|           | David Foss      | ●                     | ● | ● | ● | ● | ● | ● | ● | ● |  |
|           | Shikhar Ghosh   | ●                     | ● | ● | ● | ● | ● | ● | ● | ● |  |
|           | James Groch     | ●                     | ● | ● | ● | ● | ● | ● | ● | ● |  |
|           | James Neary     | ●                     | ● | ● | ● | ● | ● | ● | ● | ● |  |
|           | Derrick Roman   | ●                     | ● | ● | ● | ● | ● | ● | ● | ● |  |
|           | Melissa Smith   | ●                     | ● | ● | ● | ● | ● | ● | ● | ● |  |
|           | Stephen Smith   | ●                     | ● | ● | ● | ● | ● | ● | ● | ● |  |
|           | Susan Sobbott   | ●                     | ● | ● | ● | ● | ● | ● | ● | ● |  |
|           | Jack VanWoerkom | ●                     | ● | ● | ● | ● | ● | ● | ● | ● |  |
|           |                 |                       |   |   |   |   |   |   |   |   |  |

Finance, Accounting, or Reporting

Legal and Regulatory

Business Development and M&A

Risk Management

Global or International Business

Technology

Industry

Sustainability (and HCM)

Cybersecurity

The Nominating and Governance Committee oversees the director selection process in accordance with its charter and the Board’s Corporate Governance Guidelines. Of our directors who served at any point in 2025, 33% were female and 17% identified as ethnically diverse. Please see our 2026 Proxy Statement and related supplemental materials for more information on Board composition as of May 2026.

The Board’s five committees oversee WEX’s business strategy and activities:

- Nominating and Governance Committee, which oversees our sustainability program
- Audit Committee
- Leadership Development and Compensation Committee
- Finance Committee
- Technology and Cybersecurity Committee

The Board’s Corporate Governance Guidelines and WEX’s Amended and Restated By-laws, among other governance documents, guide the Board in the exercise of its duties and responsibilities and are intended to serve as a flexible framework for the conduct of the Board’s business. Directors may also participate in continuing education programs at their discretion. WEX supports ongoing director education through reimbursement of related costs and by providing membership in certain organizations that offer access to continuing education resources and programs.



# Governance structures

As a testament to our commitment to both internal and external stakeholders, WEX has adopted and maintained governance practices and shareholder rights provisions, including proxy access.

The Nominating and Governance Committee meets at least quarterly to evaluate our governance practices and sustainability program initiatives. The Audit Committee meets more frequently, while our other committees meet at least quarterly. All committees report meeting highlights to the full Board on a quarterly basis to help ensure all directors remain informed.

We believe the election of directors is an important means for stockholders to influence corporate governance policies and increase accountability; thus, our board is fully declassified with annual director elections.

# Shareholder engagement

WEX maintains an active dialogue with shareholders to help ensure their perspectives inform our strategic decision-making. Engagement occurs throughout the year, including through our annual fall shareholder outreach program, as well as ongoing conversations led by our Investor Relations team and senior executives. These interactions take place at various times throughout the year, in accordance with all rules and regulations, helping keep shareholders informed on issues important to WEX and ensuring their feedback is heard.

Additional information on shareholder rights and engagement is available in our 2026 Proxy Statement and related supplemental materials.





# Ethics and integrity

Ethical conduct is foundational to how WEX operates. Our governance structures are designed to reinforce honesty, integrity, and accountability across the organization.

The Code of Business Conduct and Ethics (“Code of Conduct” or “Code”) sets expectations for all employees on topics such as maintaining a respectful workplace, preventing discrimination, avoiding conflicts of interest, and engaging fairly with customers and partners. It also outlines requirements related to anti-bribery and corruption, anti-money laundering, fair competition, insider trading, and the protection of sensitive information. These standards help ensure that legal and ethical obligations are understood and upheld throughout the company.

WEX’s global employees review the Code during onboarding and through annual compliance training. Temporary workers and third party partners are also expected to follow its principles.

WEX provides accessible, confidential channels for raising ethics and compliance concerns. Our 24/7 Integrity HelpLine, managed by an independent third party, allows employees to report potential violations of company policy or the law anonymously, where permitted by law. The Code includes a strict non-retaliation policy to protect anyone who speaks up in good faith.

We also expect our suppliers and business partners to uphold the highest standards of ethical conduct. In 2025, we strengthened these expectations with the launch of our Third Party Code of Business Conduct and Ethics, providing clear guidance on the behaviors and controls we expect from those who work on our behalf.

## Ethical selling practices

We apply our commitment to integrity and ethics across the full value chain, including how we market, sell, and position our products and services. Our Code requires that our marketing, including any claims about competitors’ products and services, be truthful and accurate. Marketing collateral undergoes legal review to help ensure accuracy, inclusion of appropriate disclosures, and compliance with applicable advertising laws.

In addition, we maintain policies and governance processes to evaluate and mitigate risks associated with our sales compensation programs. The Mobility sales team also receives methodology training that includes information on selling values and ethics.

## Human rights and freedom of association

Our commitment to uphold, respect, and protect human rights applies to our own employees, workers up and down our value chain, and the communities where we operate. We take active steps to provide safe working conditions, ensure fair compensation, and respect the right to freedom of association. These principles are outlined in our Code of Conduct.

Our approach to identifying, assessing, and managing modern slavery risks is detailed in our Modern Slavery Statement. WEX maintains a zero-tolerance approach to modern slavery and human trafficking. Our recently enhanced Modern Slavery Statement details how we safeguard human rights across our entire ecosystem, utilizing strict internal policies to protect staff welfare, robust vendor management to provide an ethical supply chain, and continuous risk assessments to proactively mitigate vulnerabilities.

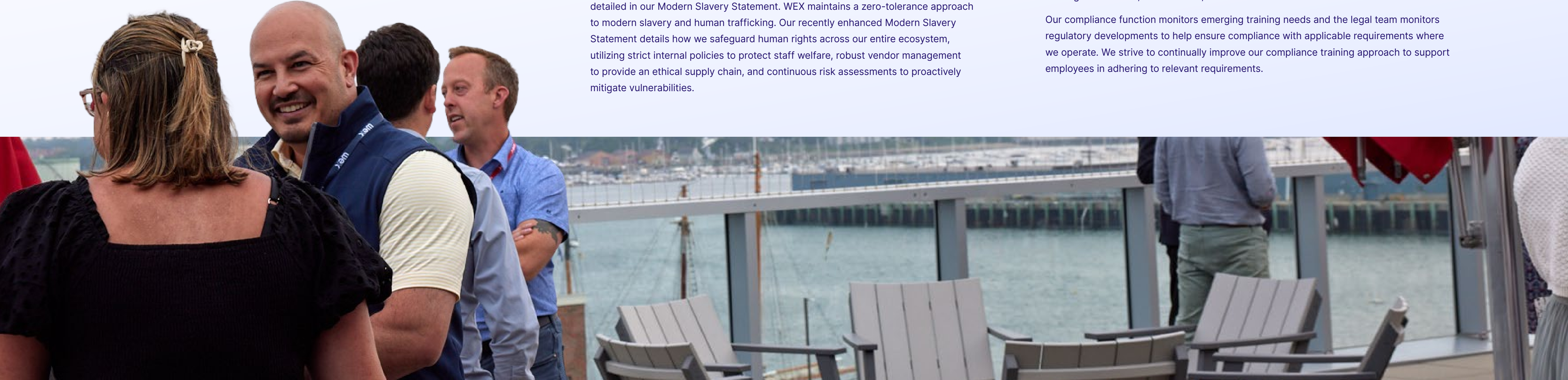
# Compliance training

Mandatory compliance training for employees helps ensure that we adhere to legal, regulatory, and audit requirements, meet customer and partner obligations, and reduce risk. Training covers topics such as our Code of Conduct, conflicts of interest, anti-harassment, anti-discrimination, cybersecurity, privacy, including the Health Insurance Portability and Accountability Act (HIPAA), the Bank Secrecy Act and anti-money laundering regulations in the countries where we operate, and the Payment Card Industry Data Security Standard (PCI).



The Compliance team oversees the training curriculum, including courses designed to meet the requirements of specific business lines or functions, such as WEX Bank, our Benefits segment, and our international travel business. The HR team assigns training and tracks completion rates, helping ensure employees and contingent workers receive the appropriate training for their role, business line, or function.

Our compliance function monitors emerging training needs and the legal team monitors regulatory developments to help ensure compliance with applicable requirements where we operate. We strive to continually improve our compliance training approach to support employees in adhering to relevant requirements.







# Intellectual property and competitive behavior

Our business relies on proprietary technology and information, and we take a comprehensive approach to protecting these assets. We use a combination of patent, copyright, trade secret, and trademark laws, along with confidentiality procedures, contractual protections, and other similar measures, to safeguard our intellectual property.

Our agreements with clients, consultants, service providers, and other third parties include restrictions on the use and disclosure of WEX's proprietary information. In 2025, we formalized our patent process to strengthen protection of company inventions and affirm our commitment to avoiding the knowing infringement of valid third party patents. We maintain and register patents and trademarks for defensive purposes and are prepared to enforce our rights when necessary.

Employee responsibilities are reinforced through the Code of Conduct, which requires employees to protect WEX’s intellectual property, avoid agreements that could harm competition, and refrain from anticompetitive behavior.

# Cybersecurity and data privacy

Safeguarding data is central to maintaining customer trust and protecting the integrity of WEX's operations. As threats evolve, we continue to strengthen our IT infrastructure and security practices to help ensure we deliver secure, reliable service across our global platforms.

Our Global Information Security program, administered and overseen by our Chief Information Security Officer (CISO), establishes minimum requirements we adhere to in order to provide a secure environment for developing, implementing, and supporting our information technology and systems. The program is aligned with leading industry standards and frameworks, including ISO 27001, PCI DSS, SOX 404, SOC 1/SOC 2, HITRUST, and NIST.

We review and update our security framework annually to remain compliant with regulatory requirements and responsive to emerging risks. This includes maintaining PCI and HITRUST compliance and undergoing external examinations, such as FDIC reviews. Our risk management approach incorporates continuous monitoring, evaluation of emerging threats, and maintenance of a comprehensive risk register.

In 2025, WEX advanced its security capabilities by enhancing the Secure Software Development Framework process with modern application security tools to reduce vulnerabilities in production environments. We also implemented a cloud-delivered secure access solution to strengthen network security, threat prevention, and internet access controls across the enterprise.

To support our security operations, we partner with a managed security service provider for continuous 24/7/365 security monitoring, threat intelligence, and incident management. Independent auditors and subject-matter experts conduct on-site assessments to validate compliance with our security standards.

Employees receive security training at onboarding and must acknowledge data security policies annually. Throughout 2025, we expanded our cybersecurity education program with required courses, developer-focused training, anti-phishing campaigns, gamified learning, and ongoing awareness communications addressing evolving risks, including phishing, artificial intelligence, and emerging threat actor techniques.





# Customer privacy

Protecting customer privacy is a core part of the WEX experience. We apply industry best practices and comply with applicable privacy laws across the markets where we operate, supported by policies and programs designed to safeguard personal information.

Our global privacy policy outlines how personal data may be collected, used, and shared, while our data security management program and global data subject request-handling procedures support access, correction, and deletion rights. Employees complete annual training on cybersecurity and data privacy to help ensure everyone understands their responsibilities and can uphold these commitments.

WEX routinely conducts privacy risk assessments and monitors the effectiveness of our privacy operations, including evaluating potential data breach risks when working with third party suppliers. These assessments help confirm that our controls remain effective and aligned with compliance obligations.

We also continue to strengthen customer identity and access management through the deployment of the One WEX Identity initiative, which provides a unified, secure authentication experience across WEX applications, supported by strong multi-factor authentication controls.

# Third party risk management

WEX manages third party risk to help ensure the reliability and security of the solutions we deliver. New vendors undergo a structured onboarding process that includes a risk-based diligence review and adherence to WEX's Code of Conduct. We also share our third party code of conduct during onboarding to help minimize upstream risks across our value chain.

A key component of onboarding is the cybersecurity assessment conducted by our Information Security team. This review evaluates how suppliers access and handle data, including personally identifiable and health information, and considers each vendor's business criticality. Our assessment process continues to evolve to address emerging areas of concern, including AI-related risks. Depending on the vendor's risk profile, we may also request SOC 1/SSAE 18, SOC 2/ TSC, or PCI attestations of compliance.

Vendor oversight continues beyond onboarding. Our third party risk management partner provides continuous monitoring, while the Third Party Risk Management and Information Security teams regularly review updated documentation. These reviews help verify remediation of previously identified issues and identify any new risks that may arise.







# AI governance

WEX views AI as a critical enabler of innovation across our operations and product offerings. In 2025, we continued to expand the use of AI to enhance efficiency, strengthen decision-making, and deliver greater value to customers.

Oversight of AI strategy and risk is shared across the organization. The Board, through the Technology and Cybersecurity Committee, regularly reviews WEX's progress in deploying AI and monitors related risks, including data privacy and model governance. Our Executive Leadership Team also plays an active role in guiding AI strategy and ensuring responsible adoption across the business.

WEX has taken a structured approach to building internal readiness. Following the introduction of employee AI-use policies in 2023, we expanded access to AI tools in 2024 and required employees to complete training designed to strengthen AI literacy. In 2025, we continued integrating AI into workflows to improve productivity and enhance the employee experience. To support responsible and scalable adoption, WEX has established governance committees and task forces focused on areas such as generative AI acceptable use, agentic AI oversight, and enterprise AI tool management.

Our AI Center of Excellence advances best practices in model development, supports the hiring and development of data scientists and analysts, and helps embed AI capabilities across the organization.

We continue to monitor the risks, costs, and opportunities associated with AI, ensuring our approach remains aligned with evolving regulatory expectations, emerging technologies, and the needs of our customers.





# Risk management

Our Enterprise Risk Management and resilience framework is designed to strengthen adaptability and durability as the company grows and operates across global markets. Oversight is led by the Chief Risk and Compliance Officer, who reports to the CEO and has direct access to the Board. Our framework incorporates systemic risk management and organizational resilience, categorizing risks into seven overarching types: Operational, Strategic, Talent Management, Legal, Compliance, Financial, and Technology.

Political and regulatory risk is proactively managed through Global Regulatory Legal & Government Affairs teams, which conduct continuous horizon scanning, prepare assessments for key stakeholders, and maintain strategic relationships with industry groups and advocacy partners to help ensure WEX remains agile and compliant across its operational footprint.

Climate-related risk is integrated into this broader risk framework. In response to evolving regulatory requirements, WEX has assessed the potential impacts of climate change and extreme weather on our operations, customers, and long-term strategy. This assessment supports compliance with California’s Climate-Related Financial Risk Act (SB 261) and is aligned with the guidelines of the ISSB and TCFD. Through this process, WEX evaluates both physical and transition risks, monitors their potential impact, and identifies opportunities to support customers as the global economy attempts to move toward lower-carbon solutions.



## Systemic risk management

WEX manages systemic risk with a strong focus on the technology and cybersecurity capabilities that underpin our business. Oversight is provided by the Board’s Technology and Cybersecurity Committee, which guides the strategic direction of our technology investments and monitors risks related to data security, infrastructure, innovation, and business continuity. The Committee also supports the Board and Audit Committee in overseeing risks tied to disaster recovery and emerging technologies.

Day-to-day responsibility for safeguarding our systems rests with the CISO, who oversees the security of our infrastructure, internal and cloud-based applications, business systems, and end-user services. WEX uses a combination of cloud and physical environments for data storage, supported by high-availability architecture and redundancy across multiple cloud availability zones. A comprehensive disaster recovery program helps ensure that production systems can be restored quickly if primary systems are disrupted.



## Organizational resilience

WEX is committed to sustaining strong organizational resilience so we can continue delivering reliable, uninterrupted service to our customers. Anticipating and managing disruptions remains central to how we protect our people, operations, and partners.

Our Global Resilience program, overseen by the Chief Risk and Compliance Officer and guided by the Global Resilience Framework, supports business continuity across the enterprise. The Vice President of Global Resilience and Enterprise Risk Management regularly enhances the program and provides annual updates to the Board’s Audit Committee, with the Board maintaining oversight of resilience-related matters.

Our Global Resilience Framework outlines how WEX prevents, responds to, and recovers from disruptive events. It brings together business-unit and enterprise-level plans covering physical security, emergency protocols, crisis management, and information recovery. These plans align with ISO 22301 and meet FDIC guidance, SOC requirements, PCI standards across enterprise platforms, and HITRUST certification for our Benefits segment.

Employee safety remains a priority. WEX uses an “all-hazards” approach to emergency preparedness, supported by digital tools and automated systems that strengthen situational awareness, communication, and incident response.







# Political engagement

WEX engages responsibly in the public policy landscape to help shape a regulatory environment that supports innovation, strengthens the industries we serve, and advances the interests of our customers, employees, partners, and investors. Our engagement focuses on issues central to our business—Mobility, Benefits, and Corporate Payments—as well as broader policy areas such as tax, banking regulation, employment law, and interchange regulation. This work reflects our commitment to advocating for policies that promote growth, resilience, and a supportive operating environment.

Our Government Affairs teams lead these efforts in accordance with the Political Engagement Policy. In 2025, WEX strengthened its presence in federal policy discussions by adding a Washington, D.C.–based team member, enhancing engagement with Congress, federal agencies, and national policymakers. Activities throughout the year included direct meetings with legislators and regulators, participation in consultations and rulemaking processes, and collaboration with industry trade associations. WEX representatives continued to serve on advisory boards, leadership councils, and working groups to help shape shared policy priorities.

To enhance transparency, WEX updated its Political Engagement Statement in 2025 to more clearly outline the full scope of lobbying activities, internal processes, and current trade association memberships. The Board’s Nominating and Governance Committee reviews political engagement annually to ensure alignment with WEX’s values, legal obligations, and stakeholder expectations. In 2025, the Committee also approved updates to the Political Contributions Policy to clarify existing practices and requirements.

WEX also expanded internal communication around policy developments by launching the Government Affairs & Policy Newsletter, which provides key stakeholders with timely updates on legislative and regulatory issues relevant to our business. WEX did not make corporate political contributions in 2025. Information about our political engagement activities—including our Political Engagement Statement and political activity disclosures—is publicly available.





# Appendix



As in previous years, WEX referenced the IFRS Foundation's SASB standards for the Software & IT Services industry to identify the most relevant disclosure categories for companies in our industry according to SASB's Industry Level Materiality Map (version 2023-12). To learn more about our work in a specific area, please refer to the Report Section & Page Numbers column, which references the specific section in this report where more information can be found.

## SASB index

| 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; Resource management section for a description of our effort to reduce our hardware infrastructure energy consumption.<br><a href="#">Page 14</a>                                                       |
|                                                    | (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 that material amounts of water are not consumed as part of our operations and given our completed 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; Resource management<br><a href="#">Page 14</a>                                                                                                                                                                        |
| Data privacy and freedom of expression             | Description of policies relating to targeted advertising and user privacy                                                                                | TC-SI-220a.1 | Governance; Customer privacy<br><a href="#">Page 32</a>                                                                                                                                                                                          |
|                                                    | 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 sections for more information regarding customer privacy practices.<br><a href="#">Page 31-32</a>                                                      |
|                                                    | Total amount of monetary losses as a result of legal proceedings associated with user privacy                                                            | TC-SI-220a.3 | Please see the “Commitments and Contingencies” section of <a href="#">WEX’s 10-K filing</a> for the fiscal year ended December 31, 2025, located on page 71.                                                                                     |
|                                                    | (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 sections for more information regarding customer privacy practices.<br><a href="#">Page 31-32</a>                                                      |
|                                                    | 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,<br>2) percentage that are personal data breaches,<br>3) number of users affected                                                                   | TC-SI-230a.1 | Please see our reports filed with the SEC for further information on our cybersecurity risks. See the Governance; Cybersecurity and data privacy section for additional information on our data security program.<br><a href="#">Page 31</a> |
|                                                                  | 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<br><a href="#">Page 31</a>                                                                                                                                                                        |
| Recruiting and managing a global, diverse, and skilled workforce | Percentage of employees that require a work visa                                                                                                                               | TC-SI-330a.1 | Not reported                                                                                                                                                                                                                                 |
|                                                                  | Employee engagement as a percentage                                                                                                                                            | TC-SI-330a.2 | Please see the People & Culture; Workforce development and employee experience; Benefits, equity, and inclusion in action sections for more information on how we measure and manage employee engagement.<br><a href="#">Page 16-19</a>      |
|                                                                  | Percentage of 1) gender and 2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees | TC-SI-330a.3 | Not reported                                                                                                                                                                                                                                 |
| Intellectual property protection and competitive behavior        | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations                                                         | TC-SI-520a.1 | None                                                                                                                                                                                                                                         |
| 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 sections for more information regarding our management of systemic risks.<br><a href="#">Page 34</a>                        |
|                                                                  | Description of business continuity risks related to disruptions of operations                                                                                                  | TC-SI-550a.2 | Governance; Risk management; Systemic risk management and organizational resilience.<br><a href="#">Page 34</a>                                                                                                                              |