

‘WEX EUROPE SERVICES AS’ – TRANSPARENCY REPORT

Introduction and Scope of Report

This report sets out to meet the requirement for due diligence and transparency as is required by the Norwegian Transparency Act (“Act”). The aim of this report is to describe the systems, structures, results, and next steps that has been put in place during the past years. The Act applies to Wex Europe Services AS (“WEX Norway”) which is an indirect subsidiary of Wex Inc. (“WEX”). WEX Norway is seated in Trollåsen.

About WEX

WEX is a global company that provides payment processing and information management services. The company is headquartered in Portland, Maine and has presence in the United States, Canada, South America, Europe, Asia, and Australia. WEX provides services primarily in the areas of (i) Corporate Payment Solutions including tools and platforms for businesses to manage expenses, payments, and financial operations (ii) Fleet Solutions providing fuel cards, telematics, and other fleet management services (iii) Health and Employee Benefit Solutions by offering healthcare benefits management, health savings accounts (HSAs); and (iv) Travel and Corporate Solutions which include providing virtual credit cards and expense management.

WEX is committed to corporate sustainability and bases its work on national legislation and international standards. Working with due diligence assessments and dialogue with our employees, suppliers and business partners is a continuous process that WEX is committed to continue.

Our policies and values

WEX's Code of Conduct encapsulates our commitment to acting responsibly, backed by individual integrity and professional and ethical conduct. Integrity is at the center of who we are at WEX - as an organization and as individuals that make up the organization - we are committed to instilling bold, truth-telling leadership and we do not tolerate any form of human rights abuse in any part of our business.

Our Code of Conduct sets out that all colleagues in the WEX community are personally accountable for behaving in a manner that is professional, lawful, and serves as a bridge between our purpose, our values and our processes and policies. We encourage WEX colleagues to report any behaviors or activities that they believe to be unethical or unlawful either to a trusted member of staff or via our Ombudsman process. Our Code of Conduct is distributed annually to all staff who by return must confirm they understand

and are compliant with the Code. We work in adherence to our company values, which include Integrity, Respect for the Individual and Diversity.

At WEX, we know our greatest asset is our people. We believe in investing in diversity, inclusion, employee well-being, learning and development, and safety and security - and through various measures, we strive to ensure a good, healthy and equal work environment.

Risk Assessment

Our main vendors are primarily related to professional services, IT development and facility management. When onboarding new vendors, we look for strong recommendations from current customers and online reviews. Our vendors mainly consist of large and reputable companies whose services/goods share WEX's vision on good quality - throughout the supply chain.

In general, we consider the risk of adverse impacts on human rights or decent working conditions in our supply chain to be low. In particular, we consider our usage of Norwegian vendors as low risk for human rights violations due to inter alia the fact that they are contained by the same laws and reporting obligations, such as Transparency Act, as ourselves.

In industries, or geographical areas, known for a potential higher risk, we have particularly made sure to address our expectations to our vendors for them to ensure they have routines in place to ensure that human rights and decent working conditions are respected and that any risks are prevented or mitigated. One measure is by the distribution of our Supplier code of conduct, which set our clear expectations on human rights and decent working conditions.

Our due diligence for the period of 1st April 2023 to 31st March 2024 has not revealed any actual adverse impacts or significant risks requiring concrete measures further to our general measures implemented. However, the work on human rights and due diligence is a continuous effort, and we therefore continue to develop and evaluate our measures and assessment criteria to capture any risk of human rights violation in our operations or among our vendors.

Due Diligence and our commitment

WEX expects its suppliers to share its commitment to human rights and equal opportunity in the workplace. Suppliers shall conduct their employment practices in full compliance with all applicable laws and regulations. As any violation to human rights are non-acceptable to any WEX partner, we continuously monitor our vendors and validate, their provided services, on any risk measure.

WEX recognizes the importance of continuous improvement in our human rights' due diligence. We remain dedicated to fostering a responsible and ethical supply chain, ensuring that human rights and decent working conditions are upheld.

DocuSigned by:
Hilary Rapkin
20605F473C89404...

Hilary Ann Rapkin - Director