



CORPORATE SOCIAL RESPONSIBILITY REPORT 2012



MICHAEL E. DUBYAK



THIRTY YEARS AGO, when a newcomer named WEX appeared on the fleet fueling-card business scene, few could have envisioned the year we have just completed. The launch of our new, international brand, WEX Inc. ("WEX"), begins a new chapter in our company's story, reflecting our profile as a leader in business-to-business physical, digital, and virtual card-payment solutions. During this past year, we expanded our WEX family to include CorporatePay in London, UNIK in Sao Paulo, and Fleet One in Nashville, and now enter our thirtieth-anniversary with a sense of opportunity and spirit of celebration.

Although our company established its roots in Maine, we have grown exponentially over the years into geographies and communities known for their work ethics and demonstrated commitment to giving back. Driven by these ideals, WEX has always aimed to be a model of corporate citizenship. Every decision we make, large or small, derives from our humble roots and the steady path we have followed on the way to success.

As one of Maine's largest employers, WEX feels a profound sense of responsibility to our community. A commitment to "giving back" is deeply ingrained in our company philosophy; WEX donates hundreds of thousands of dollars every year to fund scholarships, civic events, leadership conferences, arts programs, school projects, lecture series and charitable organizations that make our community a vibrant, thriving place to live. Beyond the dollars-and-cents contributions, our core values are embodied in our employees and associates around the globe who clock many hundreds of "people to people" hours in community service. Whether teaching a child to read, staying late at a board meeting, stocking the shelves of a food bank, or washing dishes after a fundraiser, WEX employees and associates demonstrate every day the true meaning of citizenship. In a year in which we will both celebrate our history and our new brand, I could not be more proud.



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COMMUNITIES



WEX'S INVESTMENT IN THE COMMUNITY begins at the top, with Chairman, President, and CEO Michael E. Dubyak. In recognition of his leadership in making WEX a "vocal and visible ally for the less fortunate," Mike received the 2012 JoAnn Pike Humanitarian Award from the Good Shepherd Food Bank, the largest food-distribution organization in Maine. The Good Shepherd Food Bank is deeply admired throughout the state, feeding 36,000 people every week; its decision to honor "an outstanding community leader and institution" makes all members of the WEX community extremely proud.

We take equal pride in another company leader, Melissa Smith, WEX President, The Americas, who was named the 2013 "Woman of Distinction" by Girl Scouts of Maine for serving as a role model to girls and young women through her "leadership, accomplished career path, and dedication to community."

Beginning with our leaders, WEX's contributions to the community are significant, heartfelt, and often groundbreaking. After WEX's impressive success as Presenting Sponsor for the Maine Cancer Foundation's "Tri for a Cure" event (a record-breaking \$1,200,000 raised), WEX announced it would re-commit for three more years, a demonstration of our company's desire to find a cure for a disease that affects so many Maine people and their families.

A company is only as compassionate as its people, and last year alone, WEX employees served meals, stocked shelves, mentored students, and raised money and awareness by biking, running, and swimming. With its support of projects and programs that touch every facet of our community, WEX has furthered the work of the Ronald McDonald House, Girl Scouts of Maine, Nashville Humane Society, Center for Grieving Children, Maine Women's Fund, Animal Refuge League, United Way, American Heart Association, Institute for Civic Leadership, Utah Food Bank, Wreaths Across America, Portland Stage Company, Mitchell Institute, and many other mainstays of community life. In all, WEX donated over \$500,000 and countless hours to more than 75 organizations, demonstrating an abiding, company-wide commitment to the places it calls home.



WEX — Proud Founding Sponsor
City of Portland Fireworks Display



Wreaths Across America
Remember — Honor — Teach

WEX SUPPORTS THESE ORGANIZATIONS:

American Diabetes Association ■ American Heart Association ■ **American Red Cross** ■ Animal Refuge League ■ **Big Brothers Big Sisters** ■ Boy Scouts of America Pine Tree Council ■ **Boys & Girls Clubs of Southern Maine** ■ Cedars Auxiliary ■ **Center for Grieving Children** ■ **City of Portland 4th of July Celebration** ■ Community Bicycle Center ■ **Day One** ■ **Educate Maine** ■ **Girl Scouts of Maine** ■ **Good Shepherd Food Bank** ■ **Institute for Civic Leadership** ■ **Jobs for Maine Graduates** ■ **Junior Achievement** ■ Learning Works ■ **Lemonade Day Maine** ■ **Maine Cancer Foundation (Tri for a Cure)** ■ Maine Center for Creativity ■ **Maine Development Foundation** ■ Maine Mountain Series ■ **Maine Philanthropy Center** ■ Maine Reads ■ **Maine State Chamber of Commerce** ■ Maine State Music Theatre ■ **Maine Women's Fund** ■ March of Dimes ■ **Mission Possible Teen Center** ■ **Mitchell Institute** ■ Muskie Fund for Legal Services ■ **Nashville Humane Society** ■ **Nature Conservancy** ■ New England Council ■ **Opportunity Alliance** ■ **Portland Chamber Music Festival** ■ **Portland Ovations** ■ **Portland Regional Chamber** ■ **Portland Stage** ■ **Portland Symphony Orchestra** ■ Ronald McDonald House ■ **Southern Maine Gearbots** ■ **STRIVE** ■ **Preble Street** ■ **Susan Curtis Foundation** ■ Maine Children's Cancer Program ■ **TD Bank Beach to Beacon 10k** ■ **United Way of Greater Portland** ■ **University of Southern Maine** ■ **Utah Food Bank** ■ **Wreaths Across America** ■ **York County Shelter Programs**

■ = WEX key sponsor

ECONOMIC DEVELOPMENT



AS A DEMONSTRATION of the company's influential economic stature, WEX President, Chairman, and CEO Michael E. Dubyak was honored in 2012 as the Maine Development Foundation's "Champion of Education" for "going above and beyond to spark Maine's economy." Likewise, WEX President, The Americas, Melissa Smith, was named one of 2012's five "Women to Watch" by *Mainebiz*, a leading Maine-based business publication. Selected by her peers from a pool of 100 nominees, Melissa was honored for her strong leadership and dedication to business.

Because WEX has long believed in educational opportunity as the key to economic vitality, we donated over \$80,000 in educational causes in 2012. Michael E. Dubyak currently chairs Educate Maine, an organization whose mission is to champion college and career readiness. With 500 new IT jobs projected over the next five years in major Maine companies, WEX has emerged as an effective and vocal advocate for "STEM" education (science, technology, engineering, and math) in Maine. In partnership with the University of Maine System, WEX is laying the groundwork for creating a pool of highly qualified Maine students who will compose the next generation of Computer and Information Science graduates — and ultimately Maine's next generation of technology leaders.

WEX's commitment is gratifyingly visible in the annual WEX Leadership and Creativity Event Series. This event brings speakers or creative presenters of national or international renown to the University of Southern Maine on an annual basis for the benefit of WEX employees and the entire community. This very popular program, which has sold out every year since its inception, supports the University of Southern Maine's scholarship fund with 100% of ticket proceeds supporting general scholarships. The 2012 speaker was Pulitzer Prize winner and Washington Post Associate Editor Bob Woodward who delivered a talk on "Presidential Decisions and the Role of Politics in the 2012 Elections."

WEX recognizes that a key component to the economic strength of any community is the impact businesses have via their spending power. In 2012, WEX spent more than \$21,000,000 with Maine vendors.

EDUCATE MAINE



MAINE DEVELOPMENT FOUNDATION



UNIVERSITY OF
SOUTHERN MAINE

EXCEPTIONAL WORKPLACE



BECAUSE WEX BELIEVES productivity and high morale begin with healthy employees, we invested more than \$6,000,000 in health and wellness last year. Our comprehensive health-management strategy includes covering 75% of the cost of health care for employees and their families. Additionally, we created and championed "WEX LIVING *well*," a unique program to help employees reach personal health goals. An impressive 90% of our employees currently participate in at least one facet of WEX LIVING *well*, an investment that has resulted in no increase in health care premiums for two years in a row.

In our effort to maintain our employees' enthusiasm for a healthy lifestyle, this year we formalized a relationship with Olympic Gold medalist Joan Benoit Samuelson. As our WEX Wellness ambassador, "Joanie," as she is affectionately known, inspired us all with her insights on goal-setting when she spoke at a 2012 company meeting. Through her "Run Your Own Race" talk, Joanie stressed the importance of setting daily, attainable goals, monitoring progress and adjusting goals as fitness levels improve.

WEX deeply believes that education is as critical as health when it comes to maintaining a productive work force. In 2012, our company delivered \$322,000 for specific skills training and retraining in new areas of expertise. We also provided more than \$42,000 to employees completing degree work or pursuing advanced degrees.

A quarterly highlight for our company is the "WEXcellence Awards," a ceremony that honors 15-20 peer-nominated employees or teams who have distinguished themselves through exceptional leadership, commitment, and skill. Winners receive a medal, a pre-loaded MasterCard, and public recognition at our quarterly employee meeting. We also offer the coveted annual President's Club Award, based on the same criteria, to approximately 4% of our employees. When financially feasible, we reward winners with a trip for two to an out-of-state or out-of-country destination, a gesture of appreciation for the hard-working people who compose the heart and soul of WEX.



ENVIRONMENTAL PROGRAMS



WEX'S COMMITMENT TO being an exemplary corporate citizen extends into the natural world. Headquartered in the beautiful state of Maine, we particularly appreciate the benefits of preserving a sustainable environment. To that end, our company conducts regular energy audits to inform our decisions regarding the efficient and responsible use of energy.

We have made improvements in our facilities operations by decreasing nonessential lighting and raising the efficiency of our cooling and heating systems. Additionally, we recycle paper, cardboard, plastic and glass throughout our buildings. We are also moving toward digitizing all records to reduce our paper use. All of these efforts, which are constantly improving, serve to fulfill our mission to make an impact on the global payments-solutions scene while leaving the smallest possible footprint.

RECYCLING PARTNERS

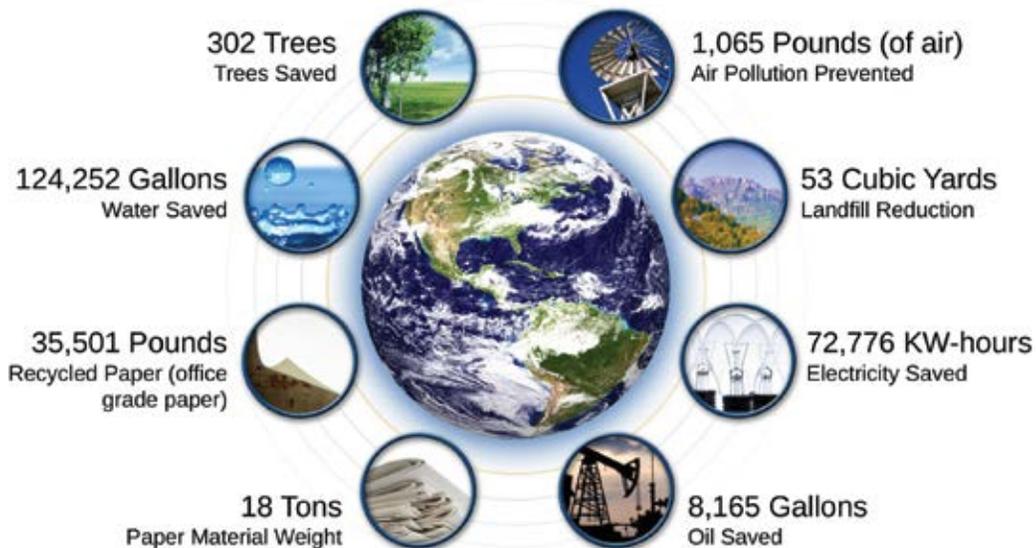


IRON MOUNTAIN Certificate of Achievement

Presented to
WEX Inc.

All Departments

For the environmental benefits of your Secure Shredding program with Iron Mountain: 01/2012 - 1/2013



After Iron Mountain securely shreds information, the processed materials are transported to paper mills for pulping. This destruction process provides both security and environmental benefits by reducing pollution, preserving landfill space and saving trees, water and oil resources.

The above environmental benefits are calculated based on the shredding orders serviced on your account(s) during the time period referenced using average container weight calculations. For additional information regarding the environmental benefits of Iron Mountain's secure shredding solutions, visit our website at www.ironmountain.com.

2012 AWARDS



- **Benchmark Portal and The Center for Customer-Driven Quality**
Top 100 Call Center (Second year in a row)



- **Forbes Magazine**
America's 100 Best Small Companies (Fifth year in a row)



- **Girl Scouts of Maine**
Melissa D. Smith, President, The Americas, named:
2013 Woman of Distinction



- **Good Shepherd Food Bank**
Michael E. Dubyak, WEX Chairman, President and CEO,
named: 2012 JoAnn Pike Humanitarian of the Year



- **Gestão & RH Magazine** (Management & Human Resources Magazine)
Top 100 Human Resources Supplier



- **Grupo Pão de Açúcar** (Biggest Brazilian Retailer)
Service Excellence Provider Club



- **InformationWeek**
500 Top Technology Innovators (Second year in a row)



- **Mainebiz**
Melissa D. Smith, President, The Americas, recipient of:
2012 "Women to Watch"



- **Maine Development Foundation 2012**
Michael E. Dubyak, WEX Chairman, President and CEO, named:
Champion of Education, Training and Leadership Development



- **Prepaid Awards UK 2012**
CorporatePay: my Travel Cash
Winner: Best Prepaid Consumer Programme



- **Prepaid365 Awards UK 2012**
CorporatePay: my Travel Cash
Winner: Best Prepaid Card Website



- **Top of Mind Award Human Resources Brazil 2012**
Top 5 Benefit Supplier

