

WEX INC.

LEADERSHIP DEVELOPMENT AND COMPENSATION COMMITTEE CHARTER

A. Purpose

The purpose of the Leadership Development and Compensation Committee (the “Committee”) is to discharge the responsibilities of the Board of Directors relating to compensation of the Company’s executive officers.

B. Structure and Membership

1. Number. The Committee shall consist of at least two members of the Board of Directors.
2. Independence. Except as otherwise permitted by the applicable rules of the New York Stock Exchange, each member of the Committee shall be “independent” as defined by the applicable rules of the New York Stock Exchange.
3. Chair. Unless the Board of Directors elects a Chair of the Compensation Committee, the Committee shall elect a Chair by majority vote.
4. Compensation. The compensation of Committee members shall be as determined by the Board of Directors.
5. Selection and Removal. Members of the Committee shall be appointed by the Board of Directors, upon the recommendation of the Corporate Governance Committee. The Board of Directors may remove members of the Committee from such committee, with or without cause.

C. Authority and Responsibilities

General

The Committee shall discharge its responsibilities, and shall assess the information provided to it by the Company’s management and others, in accordance with its business judgment.

Compensation Matters

1. CEO Compensation and Evaluation. The Committee shall, either as a committee or together with the other independent directors (as directed from time to time by the Board of Directors), (a) annually review and approve corporate goals and objectives relevant to the CEO’s compensation, (b) evaluate the CEO’s performance in light of those goals and objectives and (c) annually determine and

approve the CEO's compensation based on this evaluation. This will include any equity ownership guidelines for the CEO.

2. Compensation of Other Executive Officers. The Committee shall periodically review and approve, or make recommendations to the Board of Directors with respect to, compensation of the Company's executive officers (other than the CEO). This will include any equity ownership guidelines for the Company's executive officers.
3. Evaluation of Senior Executives. The Committee shall be responsible for overseeing the evaluation of the Company's senior executives, which includes: determining the nature and frequency of the evaluation; determining the persons subject to the evaluation; supervising the conduct of the evaluation; and reporting to the Board on such evaluations. When evaluating the Company's senior financial management, the Committee shall solicit the participation of the Audit Committee.
4. Plan Recommendations and Approvals. The Committee shall periodically review and make recommendations to the Board of Directors with respect to incentive-compensation and equity-based plans that are subject to approval by the Board of Directors. In addition, in the case of any plans or amendments adopted pursuant to an exemption from the shareholder approval requirements of Section 303A.08 of the NYSE Listed Company Manual, the Committee, or a majority of the Company's independent directors, shall approve such plans or amendments.
5. Administration of Plans. The Committee shall exercise all rights, authority and functions of the Board of Directors under all of the Company's stock option, stock incentive, employee stock purchase and other equity-based plans, including without limitation, the authority to interpret the terms thereof, to grant options thereunder and to make stock awards thereunder; provided, however, that, except as otherwise expressly authorized to do so by this charter or a plan or resolution of the Board of Directors, the Committee shall not be authorized to amend any such plan. To the extent permitted by applicable law and the provisions of a given equity-based plan, and consistent with the requirements of applicable law and such equity-based plan, the Committee may delegate to one or more executive officers of the Company the power to grant options or other stock awards pursuant to such equity-based plan to employees of the Company or any subsidiary of the Company who are not directors or executive officers of the Company. The Compensation Committee, or a majority of the Company's independent directors, shall approve all equity compensation grants that are made in reliance on an exemption from the shareholder approval requirements of Section 303A.08 of the NYSE Listed Company Manual, including those for inducement grants.
6. Director Compensation. The Committee shall periodically review and make recommendations to the Board of Directors with respect to director compensation and this will include the equity ownership of the non-executive directors.

7. Review and Discussion of Compensation Discussion and Analysis; Recommendation to Board. The Committee shall review and discuss annually with the Company's management the Company's "Compensation Discussion and Analysis" required by Item 402(b) of Regulation S-K (the "CD&A"). The Committee shall consider annually whether it will recommend to the Board of Directors that the CD&A be included in the Company's annual report on Form 10-K, proxy statement on Schedule 14A or information statement on Schedule 14C.
8. Compensation Committee Report. The Committee shall prepare the annual Committee Report required by Item 407(e)(5) of Regulation S-K.
9. Compensation Consultants, Legal Counsel and Other Advisors. The Committee may, in its sole discretion, retain or obtain the advice of compensation consultants, legal counsel or other advisors. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel and other advisor retained by the Committee. The Committee is empowered, without further action by the Board, to cause the Company to pay the compensation, as determined by the Committee, of any compensation consultant, legal counsel and other advisor retained by the Committee. The Committee may select, or receive advice from, a compensation consultant, legal counsel or other advisor, only after taking into consideration, as applicable, all factors relevant to that person's independence from management, including the factors specified in NYSE Rule 303A.05(c)(iv).
10. Monitoring Compensation Related Risk Exposures. The Committee shall annually review the potential risk to the Company from its compensation programs and policies, including any incentive plans, and whether such programs and policies incentivize unnecessary and excessive risk taking.
11. Other. Provide direction and perspective to management on strategies with significant human resources implications, including review of key diversity initiatives and human resources policies and practices, such as those related to organizational engagement and effectiveness and employee development programs.
12. Additional Powers. The Committee shall have such other duties as may be delegated from time to time by the Board of Directors.

D. Procedures and Administration

1. Meetings. The Committee shall meet as often as it deems necessary in order to perform its responsibilities. The Committee may also act by unanimous written consent in lieu of a meeting. The Committee shall keep such records of its meetings as it shall deem appropriate.
2. Subcommittees. The Committee may form and delegate authority to one or more subcommittees as it deems appropriate from time to time under the circumstances

(including (a) a subcommittee consisting of a single member and (b) a subcommittee consisting of at least two members, each of whom qualifies as a “non-employee director,” as such term is defined from time to time in Rule 16b-3 promulgated under the Securities Exchange Act of 1934, as amended, and the rules and regulations thereunder, and an “outside director,” as such term is defined from time to time in Section 162(m) of the Internal Revenue Code of 1986, as amended, and the rules and regulations thereunder).

3. Reports to Board. The Committee shall report regularly to the Board of Directors.
4. Charter. The Committee shall periodically review and reassess the adequacy of this Charter and recommend any proposed changes to the Board of Directors for approval.
5. Investigations. The Committee shall have the authority to conduct or authorize investigations into any matters within the scope of its responsibilities as it shall deem appropriate, including the authority to request any officer, employee or advisor of the Company to meet with the Committee or any advisors engaged by the Committee.
6. Annual Self-Evaluation. At least annually, the Committee shall evaluate its own performance.

LAST AMENDED AND RESTATED: March 12, 2021