



NEWS RELEASE

WEX Introduces Specialized HRA to Help Employers Manage Rising Healthcare Costs for GLP-1 Weight-Loss Medications

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Strategic HRA offering unlocks predictable, sustainable costs for employers, all while granting access to meaningful, in-demand medication for employees

PORTLAND, Maine--(BUSINESS WIRE)-- WEX Inc. (NYSE: WEX), a global leader in intelligence-led payment and workflow solutions, today announced the launch of a Health Reimbursement Arrangement (HRA) designed to help employers manage the surging demand and escalating costs of GLP-1 medications.

WEX's specialized solution enables organizations to carve out GLP-1 coverage into a defined-contribution HRA. This puts the power back to the employer amidst shifting economic conditions by helping protect the organization's core medical plan from unpredictable utilization and premium inflation. By customizing everything from funding to reimbursement rules, employers gain clarity and control over pricing, while ensuring their employees have a reliable safety net for their health journeys.

Once considered a niche treatment for diabetes, GLP-1 medications are now demanding a shift in how employers approach holistic health and wellness in the workplace, as nearly **34 million Americans now medically qualify** for these weight-management drugs. While research shows that **one-in-five (19%) organizations** with 200+ workers covered GLP-1 drugs in 2025, the explosion in popularity has created a fiscal dilemma for many on the fence: absorb skyrocketing premiums to cover the medications or cut them entirely.

"With this new HRA offering from WEX, we tackle one of the most complex challenges in the healthcare ecosystem:



How to balance fiscal sustainability and employee well-being amidst skyrocketing drug costs,” said **Robert Deshaies, Chief Operating Officer, Benefits at WEX**. “By helping to reduce risk for the employer through this defined-contribution model, we enable organizations to provide easier access for employees to manage their physical health as well as their financial health.”

Precision Control, for Meaningful Access

By leveraging proven HRA infrastructure and reimbursement capabilities, WEX enables plan sponsors to shift away from open-ended benefit exposure toward a model where GLP-1 access is offered with clear funding parameters and controlled costs. Key features and benefits of this new solution include:

- **Flexible Access for Employees:** Instead of navigating high out-of-pocket costs alone, funds can be utilized across pharmacies, manufacturer-direct programs, or alternative channels.
- **Strategic Advantage for Employers:** By combining scale and compliance expertise into a single, intelligent engine, WEX is able to power the full spectrum of benefits and payments across one secure infrastructure. Without the burden of manual administration, HR teams gain peace of mind, and the ability to remain focused on high-level strategy.
- **WEX Payment Rails:** Utilizing WEX's proprietary technology, the HRA offering ensures that every dollar spent is aligned with the employer's specific eligibility rules, while providing a seamless reimbursement experience.

The WEX GLP-1 HRA is available now for employers, partners, brokers, and consultants looking to modernize their weight-management benefit strategy. To learn more about how WEX is helping organizations overcome the complexity of specialty drug coverage, visit [here](#).

About WEX

WEX (NYSE: WEX) is a global leader in intelligence-led payment and workflow solutions. WEX has created a powerful ecosystem that offers seamlessly embedded, personalized solutions for its customers around the world. Through its rich data and specialized expertise in simplifying benefits, reimagining mobility and paying and getting paid, WEX aims to make it easy for companies to overcome complexity and reach their full potential. For more information, please visit www.wexinc.com.

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