NYSE: WCC

First Quarter 2024

Webcast Presentation

May 2, 2024

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Forward-Looking Statements

All statements made herein that are not historical facts should be considered as "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Such statements involve known and unknown risks, uncertainties and other factors that may cause actual results to differ materially. These statements include, but are not limited to, statements regarding business strategy, growth strategy, competitive strengths, productivity and profitability enhancement, competition, new product and service introductions, and liquidity and capital resources. Such statements can generally be identified by the use of words such as "anticipate," "plan," "believe," "estimate," "intend," "expect," "project," and similar words, phrases or expressions or future or conditional verbs such as "could," "may," "should," "will," and "would," although not all forward-looking statements contain such words. These forward-looking statements are based on current expectations and beliefs of Wesco's management, as well as assumptions made by, and information currently available to, Wesco's management, current market trends and market conditions and involve risks and uncertainties, many of which are outside of Wesco's and Wesco's management's control, and which may cause actual results to differ materially from those contained in forward-looking statements. Accordingly, you should not place undue reliance on such statements.

Important factors that could cause actual results or events to differ materially from those presented or implied in the forward-looking statements include, among others, the failure to achieve the anticipated benefits of, and other risks associated with, acquisitions, joint ventures, divestitures and other corporate transactions; the inability to successfully integrate acquired businesses; the impact of increased interest rates or borrowing costs; fluctuations in currency exchange rates; failure to adequately protect Wesco's intellectual property or successfully defend against infringement claims; the inability to successfully deploy new technologies, digital products and information systems or to otherwise adapt to emerging technologies in the marketplace, such as those incorporating artificial intelligence; failure to execute on our efforts and programs related to environmental, social and governance (ESG) matters; unanticipated expenditures or other adverse developments related to compliance with new or stricter government policies, laws or regulations, including those relating to data privacy, sustainability and environmental protection; the inability to successfully develop, manage or implement new technology initiatives or business strategies, including with respect to the expansion of e-commerce capabilities and other digital solutions and digitalization initiatives; disruption of information technology systems or operations; natural disasters (including as a result of climate change), health epidemics, pandemics and other outbreaks; supply chain disruptions; geopolitical issues, including the impact of the evolving conflicts in the Middle East and Russia/Ukraine; the impact of sanctions imposed on, or other actions taken by the U.S. or other countries against, Russia or China; the failure to manage the increased risks and impacts of cyber incidents or data breaches; and exacerbation of key materials shortages, inflationary cost pressures, material cost increases, demand volatility, and logistics and capacity constraints, any of which may have a material adverse effect on the Company's business, results of operations and financial condition. All such factors are difficult to predict and are beyond the Company's control. Additional factors that could cause results to differ materially from those described above can be found in Wesco's most recent Annual Report on Form 10-K and other periodic reports filed with the U.S. Securities and Exchange Commission.

Non-GAAP Measures

In addition to the results provided in accordance with U.S. Generally Accepted Accounting Principles ("U.S. GAAP"), this presentation includes certain non-GAAP financial measures. These financial measures include organic sales growth, gross profit, gross margin, earnings before interest, taxes, depreciation and amortization (EBITDA), adjusted EBITDA, adjusted EBITDA margin, financial leverage, free cash flow, adjusted selling, general and administrative (“SG&A”) expenses, adjusted income from operations, adjusted operating margin, adjusted provision for income taxes, adjusted income before income taxes, adjusted net income, adjusted net income attributable to Wesco International, Inc., adjusted net income attributable to common stockholders, and adjusted earnings per diluted share. The Company believes that these non-GAAP measures are useful to investors as they provide a better understanding of our financial condition and results of operations on a comparable basis. Additionally, certain non-GAAP measures either focus on or exclude items impacting comparability of results such as merger-related and integration costs, and the related income tax effect of such items, allowing investors to more easily compare the Company's financial performance from period to period. Management does not use these non-GAAP financial measures for any purpose other than the reasons stated above.

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First Quarter Highlights and Outlook

First quarter sales in-line with quarterly commentary and our full year 2024 outlook

- Sales in-line with expectations against toughest comparison of the year (sales growth of 12% in Q1 2023)
- Sales rebounded in February with sequential increase in March
- Backlog flat sequentially and down 10% versus prior year; remains at historically high levels
- EBITDA in-line with normal seasonality and full year outlook

Record free cash flow of more than $700 million; greater than $1.4 billion TTM free cash flow

- Reduced leverage to 2.6x (nearing target range of 1.5x – 2.5x)
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- Completed $20 million of annualized structural cost reduction actions in late Q1
- Expect to initiate $300 million of share repurchase in Q2 with proceeds from the Integrated Supply divestiture
- Free cash flow outlook range increased to $800 million to $1 billion; provides optionality for share repurchase, debt reduction and/or M&A in the second half

Reaffirming 2024 outlook for organic growth, EBITDA margin and EPS ranges; increasing free cash flow outlook for 2024

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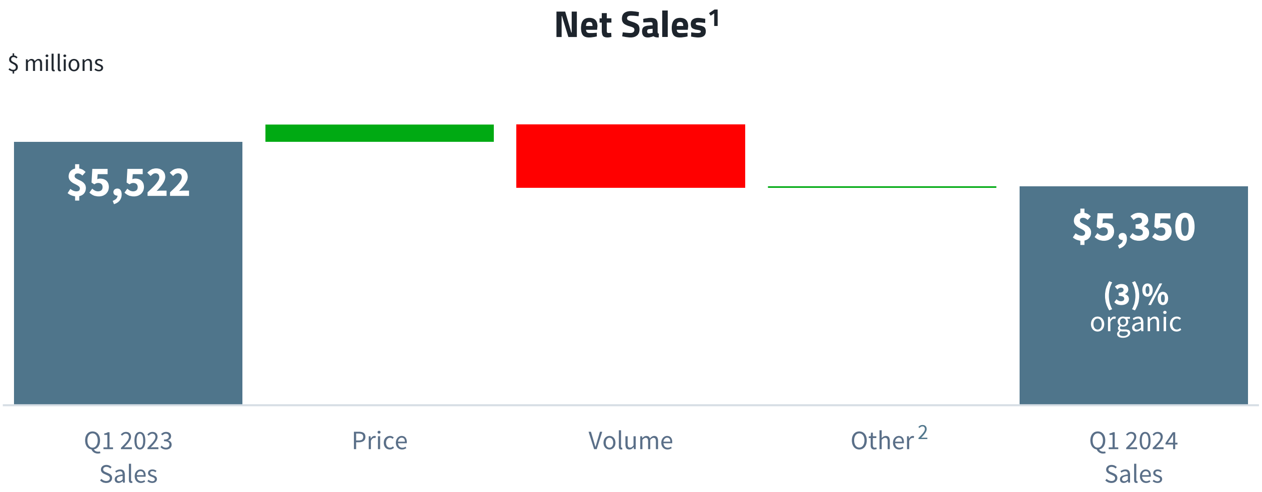
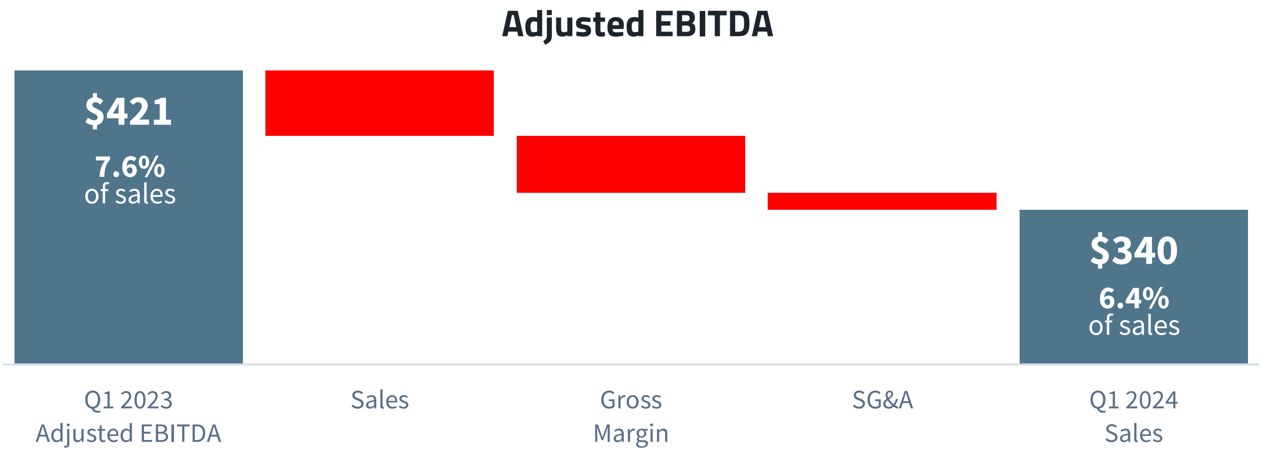
See appendix for non-GAAP reconciliations

First Quarter YOY Results

Sales in-line with expectations; EBITDA in-line with typical seasonality



- Organic and reported sales down 3%
- Estimated growth from price of ~1%
- Sales volume lower year-over-year due to a difficult comparison and choppy end market environment



- Billing margin down YOY primarily due to mix
- Gross margin at 21.3% down ~60 bps YOY due to lower billing margin and billing-to-gross margin adjustments
- Higher SG&A primarily due to payroll and facilities costs
- Adjusted EPS of $2.30 down year-over-year primarily due to lower operating results driven by sales and gross margin year-over-year

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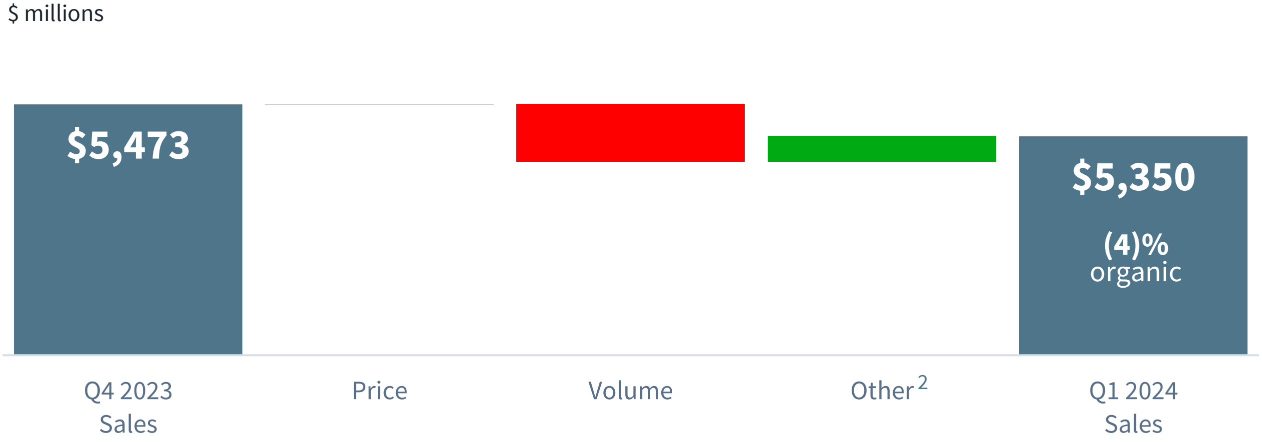
[1] Sales growth attribution based on company estimates
[2] Other reflects differences in foreign exchange rates
See appendix for non-GAAP definitions and reconciliations

First Quarter Sequential Results

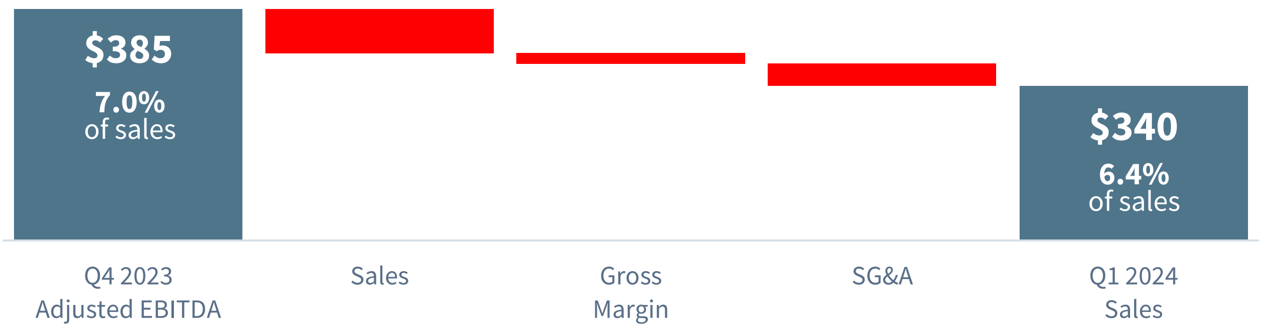
Sales in-line with expectations; EBITDA in-line with typical seasonality

Net Sales[1]



- Lower sequential sales as expected due to the soft start in January

Adjusted EBITDA

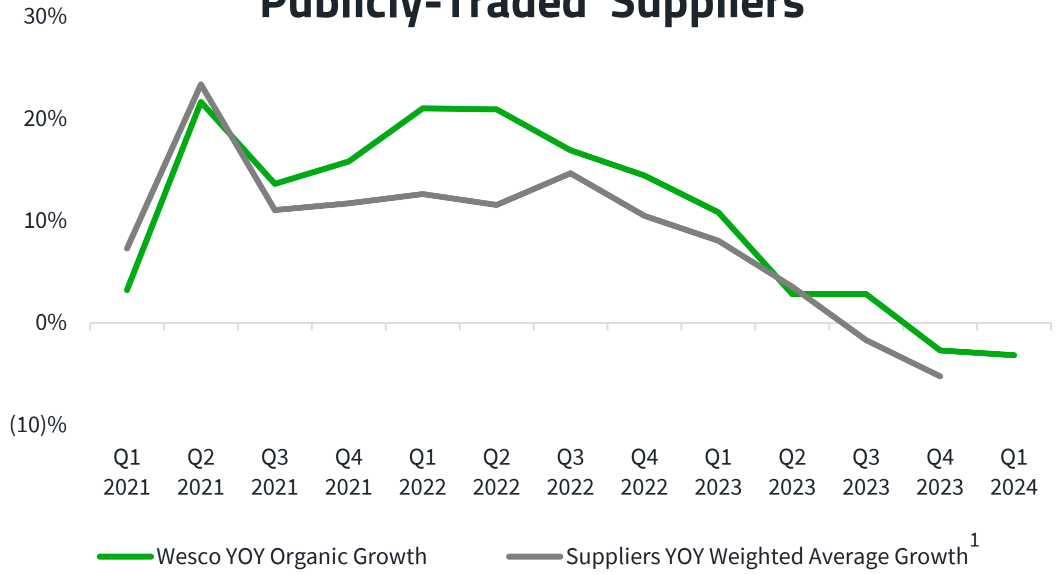


- Billing margin up sequentially
- Gross margin at 21.3% was down 10 basis points sequentially due to billing-to-gross margin adjustments and mix
- Higher SG&A costs primarily due to restoration of incentive compensation

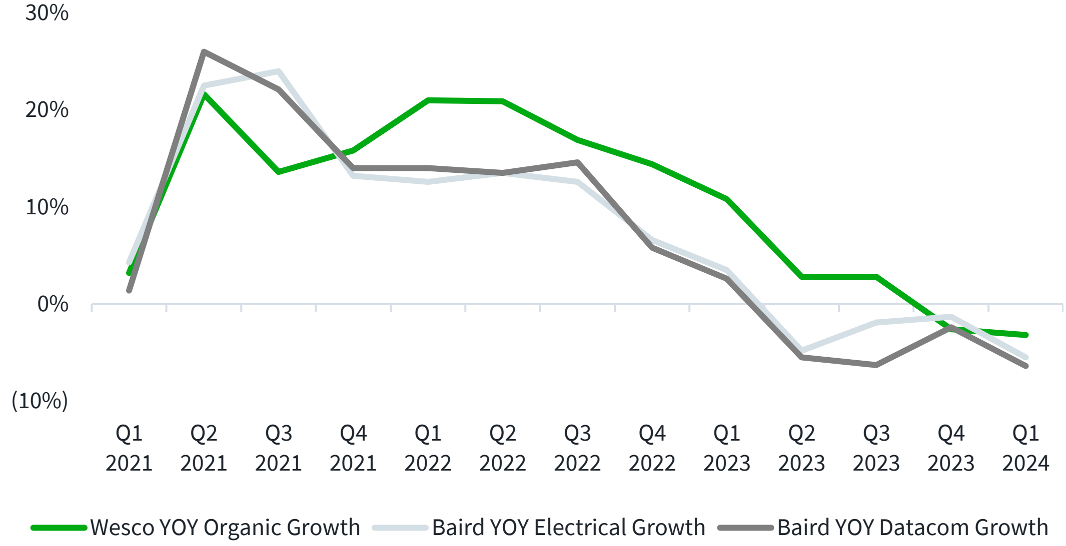
[1] Sales growth attribution based on company estimates
[2] Other reflects differences in number of workdays and foreign exchange rates
See appendix for non-GAAP definitions and reconciliations

Wesco Has Outgrown Suppliers and Peers

Growth versus Wesco's Top 10 Publicly-Traded Suppliers



Growth versus Distribution Peers



Wesco's Top 10 Public Suppliers

- **Includes Wesco's top 10 publicly traded suppliers**
- **Making up ~25% of total Wesco COGs**
- **No one supplier accounted for more than 5% of Wesco's purchases in 2023**

ABB	**Hubbell**
Belden	**Legrand**
CommScope	**Prysmian**
Corning	**Rockwell**
Eaton	**Schneider**

Baird Distribution Survey

Results from Baird's Distribution Survey for electrical and datacom distributors

[1] Weighted based on the proportion of Wesco's purchases that each supplier represents

Electrical & Electronic Solutions (EES)

First Quarter Drivers

- Organic and reported sales down 2% YOY
  - Construction flat as growth from large project shipments offset by lower solar sales
  - Industrial up LSD driven by growth in automation, electrical equipment upgrades, and strength in oil and gas markets
  - OEM down HSD
- Backlog flat sequentially and down 5% versus prior year; strong bid and quote activity
- Adjusted EBITDA margin down YOY due to lower gross margin partially offset by lower SG&A as a percentage of sales

$ millions

	Q1 2024	Q1 2023	YOY
Sales	**$2,099**	**$2,135**	**(2)%[1]**
Adjusted EBITDA	**$166**	**$183**	**(9)%**
% of sales	7.9%	8.6%	(70) bps

[1] Sales growth shown on an organic basis

Continued focus on growth initiatives and cost actions…long-term secular growth drivers remain intact

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See appendix for non-GAAP definitions and reconciliations

Communications & Security Solutions (CSS)

First Quarter Drivers

- Organic and reported sales down 4% YOY
  - Enterprise Network Infrastructure down LSD due to continued softness in the service provider market
  - Security down HSD due to difficult year-over-year comparison
  - Wesco Data Center Solutions (WDCS) up LSD largely driven by growth in hyperscale
- Backlog normalizing; down 20% YOY and up 9% sequentially
- Adjusted EBITDA margin down YOY due to lower gross margin and lower operating leverage due to the decline in sales

$ millions

	Q1 2024	Q1 2023	YOY
Sales	**$1,670**	**$1,732**	**(4)%[1]**
Adjusted EBITDA	**$127**	**$156**	**(18)%**
% of sales	7.6%	9.0%	(140) bps

[1] Sales growth shown on an organic basis

Global position, leading value proposition and secular trends expected to drive growth in 2024, including the impact of AI in data centers

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See appendix for non-GAAP definitions and reconciliations

Utility & Broadband Solutions (UBS)

First Quarter Drivers

- Organic and reported sales down 5% YOY
  - Utility sales down LSD on prior year growth of more than 20%
  - Broadband sales down DD due to continued demand weakness
- Backlog down 7% YOY and down 1% sequentially; remains at historically high levels
- Adjusted EBITDA margin down YOY due to higher SG&A costs with stable gross margin

$ millions

	Q1 2024	Q1 2023	YOY
Sales	**$1,581**	**$1,655**	**(5)%[1]**
Adjusted EBITDA	**$169**	**$188**	**(10)%**
% of sales	10.7%	11.3%	(60) bps

[1] Sales growth shown on an organic basis. Includes sales from Integrated Supply business which was divested as of April 1, 2024.

Leadership position and expanded solutions offering to drive sales and profit growth in 2024

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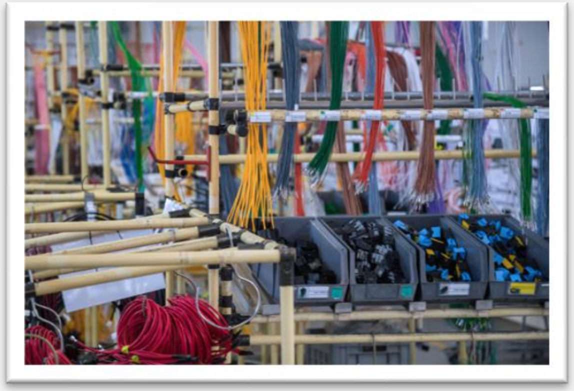
See appendix for non-GAAP definitions and reconciliations

Highlighting ~$200M of Recent Large Project Wins

EES

Customer
Chemical and materials science company

Summary
Awarded a $30 million contract over four years to provide wire and cable, power control, and instrumentation to support the world's first net-zero carbon emissions integrated ethylene cracker



CSS

Customer
Major financial services firm

Summary
$40+ million win with a leading North American investment and banking firm to support multiple locations with a full suite of data center solutions including physical security and on-premise value-added service solutions

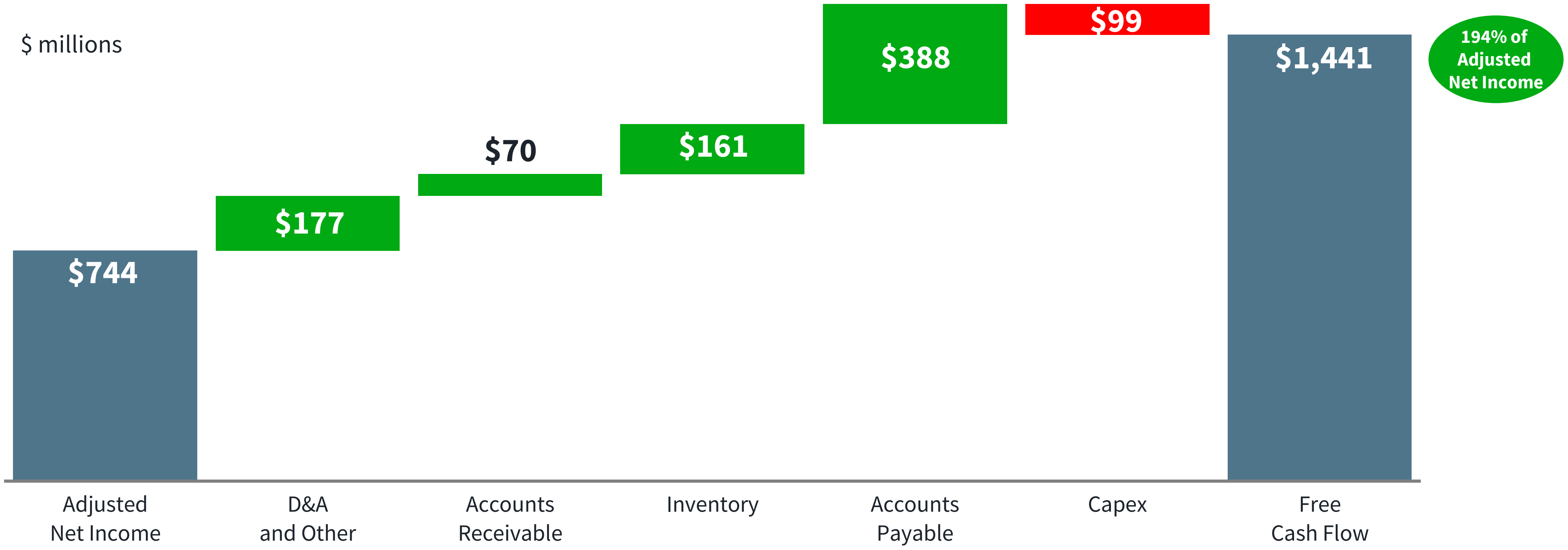
UBS

Customer
National renewable contractor

Summary
Secured $125 million project over five years to deliver high voltage breakers for a renewable project, ensuring multi-year supply chain continuity

Free Cash Flow

Greater than $1.4B in TTM Free Cash Flow (as of 3/31/2024)



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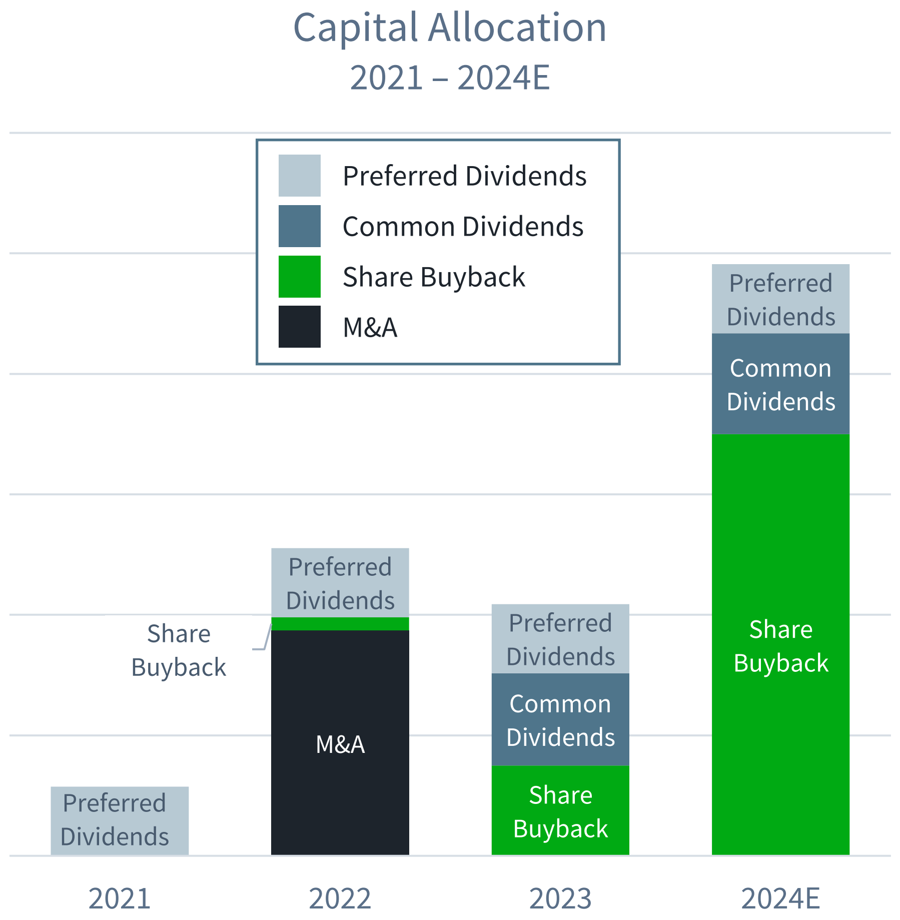
Upsized Cash Generation Driving Increased Return of Capital



2024 Priorities

- Expect to fully utilize Integrated Supply divestiture net proceeds of ~$300 million to significantly increase return of capital to shareholders via share repurchases
- Upsized free cash provides optionality for share repurchase, debt reduction and/or M&A in the second half
- Expect to be within leverage range of 1.5x-2.5x by year-end

Longer-Term Priorities

- On-track to achieve 5-year operating cash flow target of $3.5-$4.5 billion (2022-2026)
- Expect to return ~40% of operating cash flow to shareholders via common dividend and execution of our $1 billion share repurchase authorization
- Organic reinvestment via our Digital Transformation
- Maintaining balance sheet and additional M&A optionality; intend to call preferred stock in June 2025

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2024 Strategic Business Unit Sales Growth Drivers

	% of Wesco 2023 Sales[1]	2024 Outlook	SBU Sales Breakdown[2]	2023	2024
Electrical & Electronic Solutions	40%	→ Flat-to-Up LSD	Construction	↓	→
			Industrial	↑	↑
			OEM	↓	→
Communications & Security Solutions	33%	↑ Up LSD-to-MSD	Enterprise Network Infrastructure	↑	↑
			Security	↑	→
			WDCS	↑	↑
Utility & Broadband Solutions	27%	↑ Up MSD[1]	Utility	↑	↑
			Broadband	↓	→

[1] Excludes Integrated Supply business which was divested as of April 1, 2024
[2] Bars indicate the percentage of SBU sales

2024 Outlook

		2024 Outlook February	Divestiture Impact (Q2-Q4)[1]	2024 Outlook May
Sales	**Organic sales**	Flat to 3%		Flat to 3%
	Plus: impact of two additional workdays in 2024	1%		1%
	Divestiture Impact			~(3)%
	Reported sales growth	**1% to 4%**	~(3)%	**(2)% to 1%**
	Reported sales	**$22.6 – $23.3 billion**	~$700 million	**$21.9 – $22.6 billion**
Adjusted EBITDA	**Adjusted EBITDA margin**	**7.5% - 7.9%**		**7.5% - 7.9%**
	Implied midpoint of range	*~$1.75 billion*	~$45 million	*~$1.70 billion*
Adjusted EPS	**Adjusted diluted EPS**	**$13.75 - $15.75**		**$13.75 - $15.75**[2]
Cash	**Free cash flow**	**~$600M - $800M**		**~$800M - $1B**

Carry over pricing expected to contribute ~1% to 2024 growth.

2024 Underlying Assumptions	**FY 2024** February	**FY 2024** May
Depreciation and Amortization	~$190–210 million	~$170–190 million
Cloud Computing Amortization Expense Adjustment		~$20 million[3]
Interest Expense	~$360–390 million	~$360–390 million
Other Expense, net	~$10–25 million	~$25 million
Capital Expenditures	~$100 million	~$100 million
Share Count	~52 million[2]	~50.5 million[2]
Effective Tax Rate	~27%	~26% (27% Q2-Q4)

[1] Integrated Supply business divested as of April 1, 2024
[2] Share repurchases expected to partially offset dilution from Integrated Supply divestiture in 2024
[3] Cloud computing amortization recognized as SG&A expense in accordance with GAAP
See appendix for non-GAAP definitions and reconciliations

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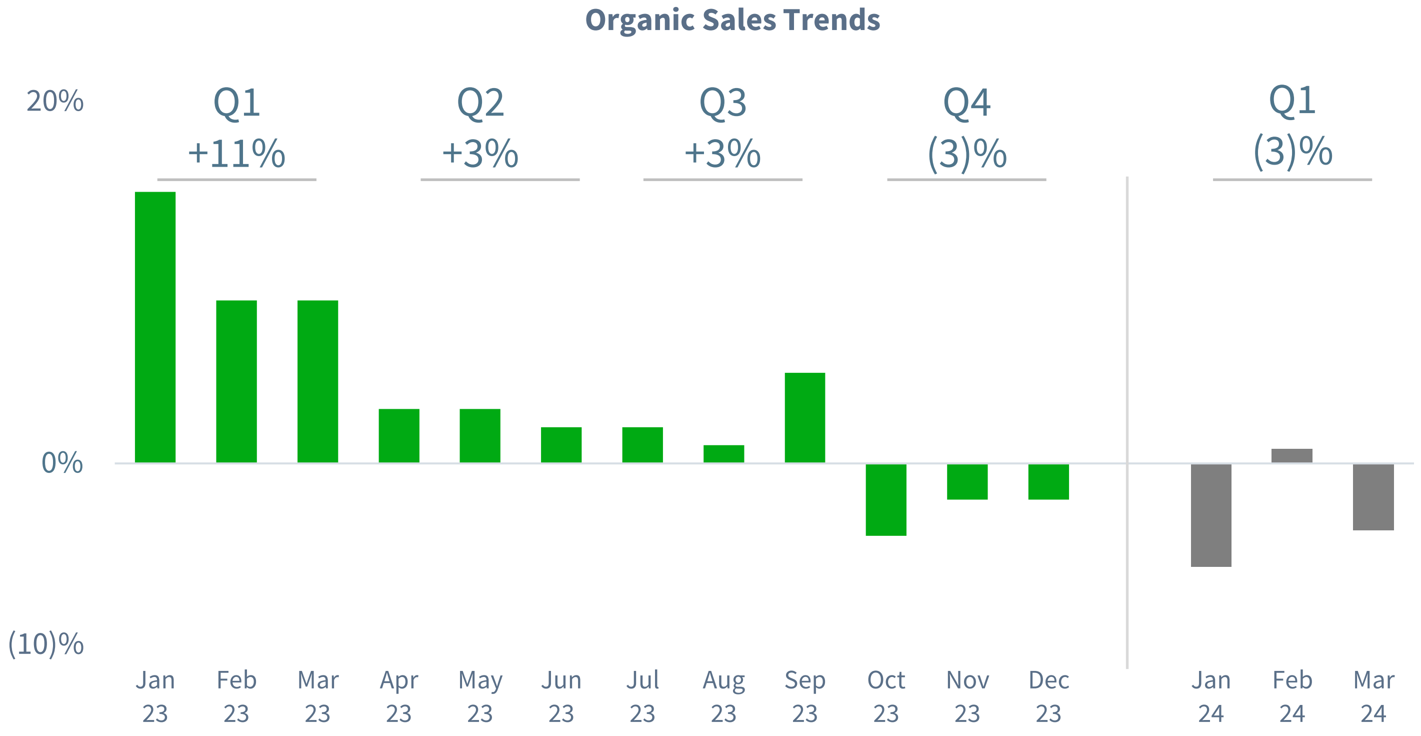
Second Quarter Outlook

Normal seasonality in the second quarter



	Q2 Outlook
YOY Organic Sales	~Flat
YOY Reported Sales	Down LSD
Gross Margin %	Sequential improvement
SG&A $	Sequentially up slightly due to merit increase

Preliminary April sales adjusted for number of workdays and the WIS divestiture were down approximately (2%)

[1] Preliminary April sales per workday are not adjusted for differences in foreign exchange rates. Note, April 2024 has two more workdays than April 2023.

Attractive Long-Term Growth Drivers

Secular Growth Trends


Electrification


Automation and IoT


Green Energy and
Grid Modernization


24/7 Connectivity
and Security


Supply Chain Consolidation
and Relocation
to North America


Digitalization
and AI

\+

Increasing Public Sector Investment


U.S. Infrastructure Bills


Rural Digital Opportunity Fund (RDOF)


Canada Broadband Investments


Public-Private Partnerships for Smart Cities

\+

Wesco's Uniquely Strong Position

- Leading Portfolio of Products, Services, and Solutions
- Leading Positions in All SBUs
- Global Footprint and Capabilities
- Digital Investments Unlocking the Value of Our Big Data
- Accelerating Consolidation Across the Value Chain

Wesco is uniquely positioned for sustainable long-term growth

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APPENDIX

Glossary

1H: First half of fiscal year	**MSD:** Mid-single digit
2H: Second half of fiscal year	**PF:** Pro Forma
A/V: Audio/visual	**PY:** Prior Year
B2B: Business-to-Business	**OEM:** Original equipment manufacturer
COGS: Cost of goods sold	**OPEX:** Operating expenses
CIG: Commercial, Institutional and Government	**ROW:** Rest of world
CSS: Communications & Security Solutions (strategic business unit)	**RTW:** Return to Workplace
EES: Electrical & Electronic Solutions (strategic business unit)	**SBU:** Strategic Business Unit
ETR: Effective tax rate	**Seq:** Sequential
FCF: Free Cash Flow	**SVR:** Supplier Volume Rebate
FTTx: Fiber-to-the-x (last mile fiber optic network connections)	**T&D:** Transmission and Distribution
HSD: High-single digit	**TTM:** Trailing twelve months
LDD: Low-double digit	**UBS:** Utility & Broadband Solutions (strategic business unit)
LSD: Low-single digit	**WD:** Workday
MRO: Maintenance, repair and operating	**WDCS:** Wesco Data Center Solutions
MTDC: Multi-tenant data center	**YOY:** Year-over-year

Workdays

	Q1	Q2	Q3	Q4	FY
2021	62	64	64	62	252
2022	63	64	64	62	253
2023	63	64	63	62	252
2024	63	64	64	63	254

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Non–GAAP Measure Definitions

Organic sales growth is a non-GAAP financial measure of sales performance. Organic sales growth is calculated by deducting the percentage impact from acquisitions and divestitures for one year following the respective transaction, foreign exchange rates, and number of workdays from the reported percentage change in consolidated net sales.

Gross profit is a financial measure commonly used in the distribution industry. Gross profit is calculated by deducting cost of goods sold, excluding depreciation and amortization, from net sales. Gross margin is calculated by dividing gross profit by net sales.

EBITDA, Adjusted EBITDA and Adjusted EBITDA margin % are non-GAAP financial measures that provide indicators of the Company's performance and its ability to meet debt service requirements. EBITDA is defined as earnings before interest, taxes, depreciation and amortization. Adjusted EBITDA is defined as EBITDA before foreign exchange and other non-operating expenses (income), non-cash stock-based compensation expense, merger-related and integration costs, and net gain on the divestiture of Wesco's legacy utility and data communications businesses in Canada. Adjusted EBITDA margin % is calculated by dividing Adjusted EBITDA by net sales.

Free cash flow is a non-GAAP financial measure of liquidity. Capital expenditures are deducted from operating cash flow to determine free cash flow. Free cash flow is available to fund investing and financing activities.

Financial leverage is a non-GAAP measure of the use of debt. Financial leverage ratio is calculated by dividing total debt, excluding debt discount, debt issuance costs and fair value adjustments, net of cash, by adjusted EBITDA. EBITDA is defined as the trailing twelve months earnings before interest, taxes, depreciation and amortization. Adjusted EBITDA is defined as the trailing twelve months EBITDA before foreign exchange and other non-operating expenses (income), non-cash stock-based compensation expense, merger-related and integration costs.

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Organic Sales Growth by Segment

$ millions

Organic Sales Growth by Segment - Three Months Ended:

	Three Months Ended		Growth/(Decline)				
	March 31, 2024	March 31, 2023	Reported	Acquisition	Foreign Exchange	Workday	Organic Sales
EES	$ 2,099.0	$ 2,135.1	(1.7) %	— %	(0.1) %	— %	(1.8) %
CSS	1,670.1	1,732.0	(3.6) %	— %	(0.1) %	— %	(3.7) %
UBS	1,580.9	1,654.8	(4.5) %	— %	(0.1) %	— %	(4.6) %
Total net sales	$ 5,350.0	$ 5,521.9	**(3.1)%**	**— %**	**(0.1)%**	**— %**	**(3.2)%**

Organic Sales Growth by Segment - Three Months Ended:

	Three Months Ended		Growth/(Decline)				
	March 31, 2024	December 31, 2023	Reported	Acquisition	Foreign Exchange	Workday	Organic Sales
EES	$ 2,099.0	$ 2,084.2	0.7 %	— %	0.3 %	1.6 %	(1.2) %
CSS	1,670.1	1,791.3	(6.8) %	— %	0.3 %	1.6 %	(8.7) %
UBS	1,580.9	1,597.9	(1.1) %	— %	0.1 %	1.6 %	(2.8) %
Total net sales	$ 5,350.0	$ 5,473.4	**(2.3)%**	**— %**	**0.2 %**	**1.6 %**	**(4.1)%**

Gross Profit and Free Cash Flow – Quarter

$ millions

Gross Profit:	Three Months Ended March 31, 2024	Three Months Ended March 31, 2023
Net sales	$ 5,350.0	$ 5,521.9
Cost of goods sold (excluding depreciation and amortization)	4,212.1	4,313.4
Gross profit	$ 1,137.9	$ 1,208.5
Gross margin	21.3 %	21.9 %

Free Cash Flow:	Three Months Ended March 31, 2024	Three Months Ended March 31, 2023
Cash flow provided by (used in) operations	$ 746.3	$ (255.4)
Less: Capital expenditures	(20.4)	(13.9)
Add: Other adjustments	5.5	3.4
Free cash flow	$ 731.4	$ (265.9)
Percentage of adjusted net income	546.2 %	(125.8)%

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Free Cash Flow – Trailing Twelve Months

Free Cash Flow:	**Q2 2023**	**Q3 2023**	**Q4 2023**	**Q1 2024**	**Twelve Months Ended March 31, 2024**
Cash flow provided by (used in) operations	317.6	361.7	69.3	746.3	1,494.9
Less: Capital expenditures	(30.4)	(19.3)	(28.7)	(20.4)	(98.8)
Add: Other adjustments	6.0	14.7	18.6	5.5	44.8
Free cash flow	293.2	357.1	59.2	731.4	1,440.9
Adjusted net income	208.0	249.4	152.9	133.9	744.2
Percentage of adjusted net income	141%	143%	39%	546%	194%

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Adjusted EBITDA – 1Q 2024

$ millions

EBITDA and Adjusted EBITDA by Segment:	Three Months Ended March 31, 2024				
	EES	CSS	UBS	Corporate	Total
Net income attributable to common stockholders	$ 148.2	$ 88.4	$ 160.8	$ (296.0)	$ 101.4
Net income (loss) attributable to noncontrolling interests	(0.4)	0.4	—	0.3	0.3
Preferred stock dividends	—	—	—	14.4	14.4
Provision for income taxes[(1)]	—	—	—	30.9	30.9
Interest expense, net[(1)]	—	—	—	94.4	94.4
Depreciation and amortization	11.2	18.0	7.0	9.3	45.5
EBITDA	**$ 159.0**	**$ 106.8**	**$ 167.8**	**$ (146.8)**	**$ 286.9**
Other expense (income), net	5.7	18.8	0.8	(3.7)	21.6
Stock-based compensation expense	1.1	1.6	0.8	6.6	10.1
Restructuring costs[(2)]	—	—	—	8.0	8.0
Digital transformation costs[(3)]	—	—	—	6.1	6.1
Excise taxes on excess pension plan assets[(4)]	—	—	—	4.8	4.8
Cloud computing arrangement amortization[(5)]	—	—	—	2.9	2.9
Adjusted EBITDA	**$ 165.8**	**$ 127.2**	**$ 169.4**	**$ (122.1)**	**$ 340.4**
Adjusted EBITDA margin %	**7.9 %**	**7.6 %**	**10.7 %**		**6.4 %**

(1) The reportable segments do not incur income taxes and interest expense as these costs are centrally controlled through the Corporate tax and treasury functions.

(2) Restructuring costs include severance costs incurred pursuant to an ongoing restructuring plan.

(3) Digital transformation costs include costs associated with certain digital transformation initiatives.

(4) Excise taxes on excess pension plan assets represent the excise taxes applicable to the excess pension plan assets following the final settlement of the Company's U.S. pension plan.

(5) Cloud computing arrangement amortization consists of expense recognized in selling, general and administrative expenses for capitalized implementation costs for cloud computing arrangements to support our digital transformation initiatives.

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Adjusted EBITDA – 1Q 2023

$ millions

EBITDA and Adjusted EBITDA by Segment:	Three Months Ended March 31, 2023				
	EES	CSS	UBS	Corporate	Total
Net income attributable to common stockholders	$ 171.3	$ 135.4	$ 180.3	$ (304.3)	$ 182.7
Net income (loss) attributable to noncontrolling interests	(0.1)	0.2	—	—	0.1
Preferred stock dividends	—	—	—	14.4	14.4
Provision for income taxes[1]	—	—	—	44.1	44.1
Interest expense, net[1]	—	—	—	95.0	95.0
Depreciation and amortization	9.9	18.0	6.0	10.5	44.4
EBITDA	**$ 181.1**	**$ 153.6**	**$ 186.3**	**$ (140.3)**	**$ 380.7**
Other expense, net	0.5	0.8	0.6	8.2	10.1
Stock-based compensation expense[2]	1.4	1.1	0.8	7.1	10.4
Merger-related and integration costs[3]	—	—	—	11.2	11.2
Digital transformation costs[4]	—	—	—	8.3	8.3
Adjusted EBITDA	**$ 183.0**	**$ 155.5**	**$ 187.7**	**$ (105.5)**	**$ 420.7**
Adjusted EBITDA margin %	**8.6 %**	**9.0 %**	**11.3 %**		**7.6 %**

(1) The reportable segments do not incur income taxes and interest expense as these costs are centrally controlled through the Corporate tax and treasury functions.

(2) Stock-based compensation expense in the calculation of adjusted EBITDA for the three months ended March 31, 2023 excludes $1.3 million that is included in merger-related and integration costs.

(3) Merger-related and integration costs include integration and professional fees associated with the integration of Wesco and Anixter, legal, and separation costs associated with the merger between the two companies.

(4) Digital transformation costs include costs associated with certain digital transformation initiatives.

Adjusted EBITDA – 4Q 2023

$ millions

EBITDA and Adjusted EBITDA by Segment:	Three Months Ended December 31, 2023				
	EES	CSS	UBS	Corporate	Total
Net income attributable to common stockholders	$ 152.4	$ 117.4	$ 160.4	$ (302.6)	$ 127.6
Net income (loss) attributable to noncontrolling interests	0.3	0.6	—	(0.3)	0.6
Preferred stock dividends	—	—	—	14.4	14.4
Provision for income taxes[1]	—	—	—	65.7	65.7
Interest expense, net[1]	—	—	—	97.0	97.0
Depreciation and amortization	11.0	17.8	6.3	9.7	44.8
EBITDA	**$ 163.7**	**$ 135.8**	**$ 166.7**	**$ (116.1)**	**$ 350.1**
Other (income) expense, net	(1.8)	36.1	(0.9)	(22.9)	10.5
Stock-based compensation expense	2.1	1.4	0.8	9.1	13.4
Digital transformation costs[2]	—	—	—	7.6	7.6
Merger-related and integration costs[3]	—	—	—	2.4	2.4
Restructuring costs[4]	—	—	—	1.3	1.3
Adjusted EBITDA	**$ 164.0**	**$ 173.3**	**$ 166.6**	**$ (118.6)**	**$ 385.3**
Adjusted EBITDA margin %	**7.9 %**	**9.7 %**	**10.4 %**		**7.0 %**

(1) The reportable segments do not incur income taxes and interest expense as these costs are centrally controlled through the Corporate tax and treasury functions.

(2) Digital transformation costs include costs associated with certain digital transformation initiatives.

(3) Merger-related and integration costs include integration and professional fees associated with the integration of Wesco and Anixter, including digital transformation costs, as well as advisory, legal, and separation costs associated with the merger between the two companies.

(4) Restructuring costs include severance costs incurred pursuant to an ongoing restructuring plan.

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Adjusted EPS

$ millions, except per share amounts	Three Months Ended	
	March 31, 2024	March 31, 2023
Adjusted SG&A Expenses:		
Selling, general and administrative expenses	$ 829.4	$ 817.7
Merger-related and integration costs[1]	—	(11.2)
Restructuring costs[2]	(8.0)	—
Digital transformation costs[3]	(6.1)	(8.3)
Excise taxes on excess pension plan assets[4]	(4.8)	—
Adjusted selling, general and administrative expenses	$ 810.5	$ 798.2
Percentage of net sales	15.1 %	14.5 %
Adjusted Income from Operations:		
Income from operations	$ 263.0	$ 346.4
Merger-related and integration costs[1]	—	11.2
Restructuring costs[2]	8.0	—
Digital transformation costs[3]	6.1	8.3
Excise taxes on excess pension plan assets[4]	4.8	—
Adjusted income from operations	$ 281.9	$ 365.9
Adjusted income from operations margin %	5.3 %	6.6 %
Adjusted Other Expense, net:		
Other expense, net	$ 21.6	$ 10.1
Pension settlement cost[5]	(5.5)	—
Adjusted other expense, net	$ 16.1	$ 10.1
Adjusted Provision for Income Taxes:		
Provision for income taxes	$ 30.9	$ 44.1
Income tax effect of adjustments to income from operations[6]	6.6	5.3
Adjusted provision for income taxes	$ 37.5	$ 49.4

	Three Months Ended	
Adjusted Earnings per Diluted Share:	March 31, 2024	March 31, 2023
Adjusted income from operations	$ 281.9	$ 365.9
Interest expense, net	94.4	95.0
Adjusted other expense, net	16.1	10.1
Adjusted income before income taxes	171.4	260.8
Adjusted provision for income taxes	37.5	49.4
Adjusted net income	133.9	211.4
Net income attributable to noncontrolling interests	0.3	0.1
Adjusted net income attributable to WESCO International, Inc.	133.6	211.3
Preferred stock dividends	14.4	14.4
Adjusted net income attributable to common stockholders	$ 119.2	$ 196.9
Diluted shares	51.9	52.5
Adjusted earnings per diluted share	$ 2.30	$ 3.75

(1) Merger-related and integration costs include integration and professional fees associated with the integration of Wesco and Anixter, including digital transformation costs, as well as advisory, legal, and separation costs associated with the merger between the two companies.
(2) Digital transformation costs include costs associated with certain digital transformation initiatives.
(3) Restructuring costs include severance costs incurred pursuant to an ongoing restructuring plan.
(4) Excise taxes on excess pension plan assets represent the excise taxes applicable to the excess pension plan assets following the final settlement of the Company's pension plan in the U.S.
(5) Pension settlement cost represents expense related to the final settlement of the Company's pension plan in the U.S.
(6) The adjustments to income from operations have been tax effected at a rate of approximately 27% for the three months ended March 31, 2024 and 2023.

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Capital Structure and Leverage

$ millions

Financial Leverage:		Twelve Months Ended March 31, 2024		Twelve Months Ended December 31, 2023
Net income attributable to common stockholders	$	626.8	$	708.1
Net income attributable to noncontrolling interests		0.8		0.6
Preferred stock dividends		57.4		57.4
Provision for income taxes		212.6		225.9
Interest expense, net		388.7		389.3
Depreciation and amortization		182.3		181.3
EBITDA	$	1,468.6	$	1,562.6
Other expense, net		36.6		25.1
Stock-based compensation expense		45.2		45.5
Merger-related and integration costs[(1)]		8.1		19.3
Restructuring costs[(2)]		24.8		16.7
Digital transformation costs[(3)]		33.9		36.1
Excise taxes on excess pension plan assets[(4)]		4.8		—
Cloud computing arrangement amortization[(5)]		2.9		—
Adjusted EBITDA	$	1,624.9	$	1,705.3

		As of March 31, 2024		As of December 31, 2023
Short-term debt and current portion of long-term debt, net	$	11.1	$	8.6
Long-term debt, net		5,183.8		5,313.1
Debt discount and debt issuance costs[(6)]		65.5		43.0
Fair value adjustments to Anixter Senior Notes due 2023 and 2025[(6)]		(0.1)		(0.1)
Total debt		5,260.3		5,364.6
Less: Cash and cash equivalents[(7)]		985.5		524.1
Total debt, net of cash	$	4,274.8	$	4,840.5
Financial leverage ratio		2.6		2.8

(1) Merger-related and integration costs include integration and professional fees associated with the integration of Wesco and Anixter, as well as advisory, legal, and separation costs associated with the merger between the two companies
(2) Restructuring costs include severance costs incurred pursuant to an ongoing restructuring plan.
(3) Digital transformation costs include costs associated with certain digital transformation initiatives, which have historically been included in merger-related and integration costs in prior years.
(4) Excise taxes on excess pension plan assets represent the excise taxes applicable to the excess pension plan assets following the final settlement of the Company's U.S. pension plan.
(5) Cloud computing arrangement amortization consists of expense recognized in selling, general and administrative expenses for capitalized implementation costs for cloud computing arrangements to support our digital transformation initiatives.
(6) Debt is presented in the condensed consolidated balance sheets net of debt discount and debt issuance costs, and includes adjustments to record the long-term debt assumed in the merger with Anixter at its acquisition date fair value.
(7) Includes $1.4 million of cash and cash equivalents classified as held for sale.

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