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Wesco International

Q2 2025 Marketing Presentation

Forward-Looking Statements and Non-GAAP Measures

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; evolving impacts from tariffs or other trade tensions between the U.S. and other countries (including implementation of new tariffs and retaliatory measures); 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") above, 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 expenses, adjusted income from operations, adjusted operating margin, adjusted other non-operating expense (income), 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 digital transformation costs, restructuring costs, merger-related and integration costs, cloud computing arrangement amortization, pension settlement cost and excise taxes on excess pension plan assets related to the settlement of the Anixter Inc. Pension Plan, loss on abandonment of assets, the gain recognized on the divestiture of the WIS business, the loss on termination of business arrangement, and the related income tax effects, 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.

Wesco is leveraging its **sustainable value creation** generating attractive returns with significant multiple expansion opportunity

Why Invest in Wesco

Key elements of our investment thesis

01 **Market leader serving attractive end-markets**

Best positioned to deliver outsized growth due to the secular trends of AI-driven data centers, increased power generation and demand, electrification, IoT/automation and reshoring

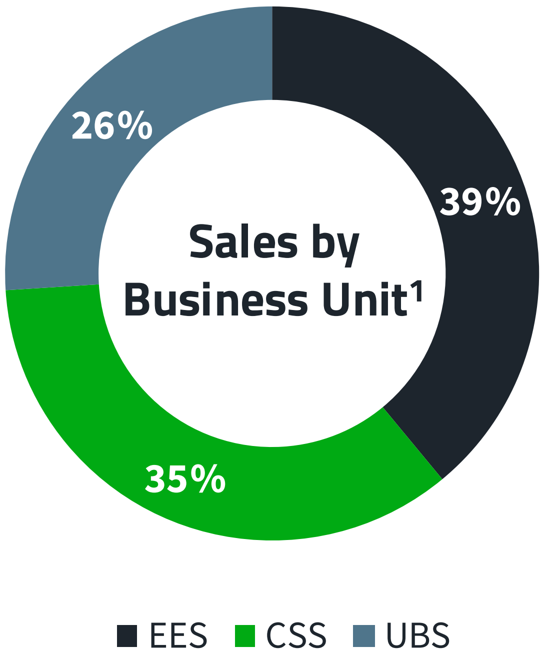
02 **Significant cash generation to invest in additional services and acquisitions**

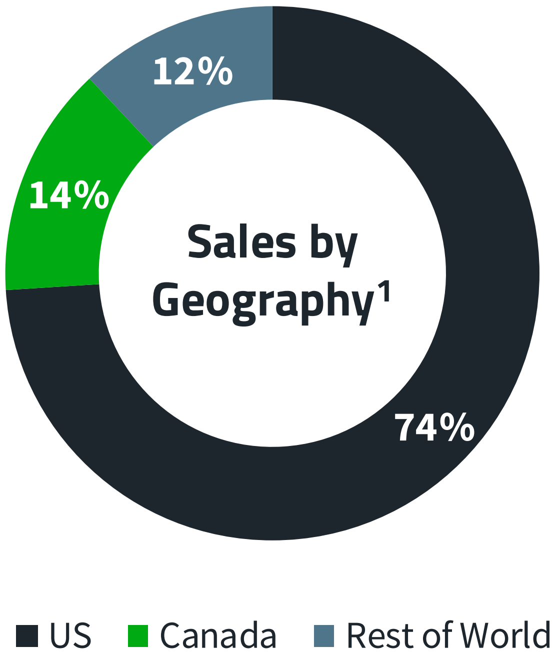
Capital prioritized to invest in M&A, while supporting a consistent stock buyback program and increasing dividends

03 **Business transformation to drive efficiencies and expand margins; enabled by digital ecosystem**

Will enable Wesco to accelerate our growth through greater cross-sell, expand our margins through pricing and operating leverage, and increase our speed to value for future acquisitions

Wesco is a Leading Supply Chain Solutions Provider with Global Capabilities





$21.8 billion in sales

Millions of products

140,000 customers

700+ locations

End-Markets

- Utility
- Construction
- Network Infrastructure & Broadband
- Data Center
- Security
- Industrial
- OEM

Services

- Advisory Services
- Installation Enhancement
- Project Deployment
- Supply Chain Services

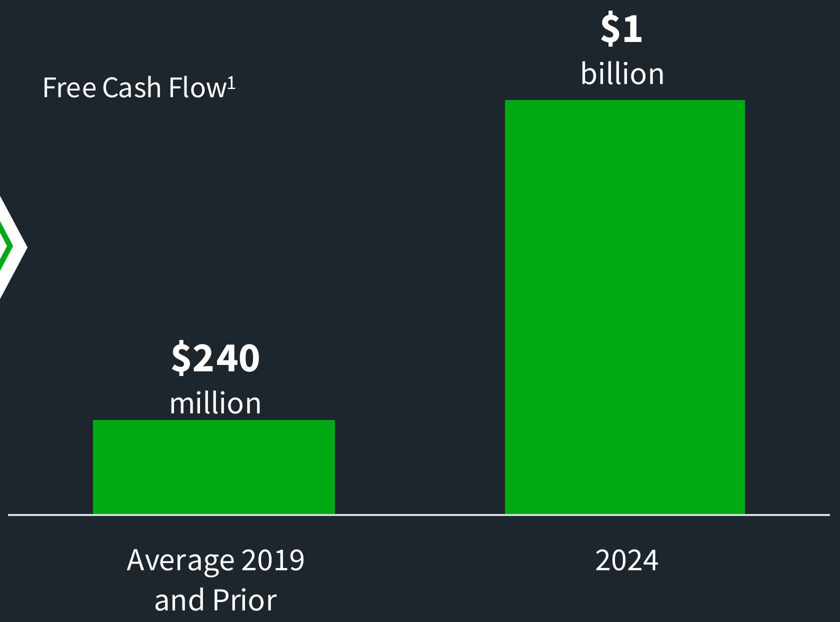
[1] Sales mixes by SBU and geography are for the fiscal year ended December 31, 2024, and exclude the Integrated Supply business which was divested as of April 1, 2024.

Cash Generation Provides Capital Allocation Catalyst

Free Cash Flow Target » **~$3 Billion**
Cumulative FCF 2025-2027

Drivers of Free Cash Flow

- **EBITDA growth** from sales growth and margin expansion
- **Progress** on improving working capital days
- **Capex** stable and fully funds digital transformation



Step Change in Free Cash Flow

[1] See appendix for non-GAAP definitions and reconciliations.

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Operating Cash Flow

Organic Investment

Investment in capex and opex to drive organic growth

Free Cash Flow

Acquisitions, return of cash to shareholders and debt paydown

~$3 billion

Over next three years

Value Accretive M&A and Optionality

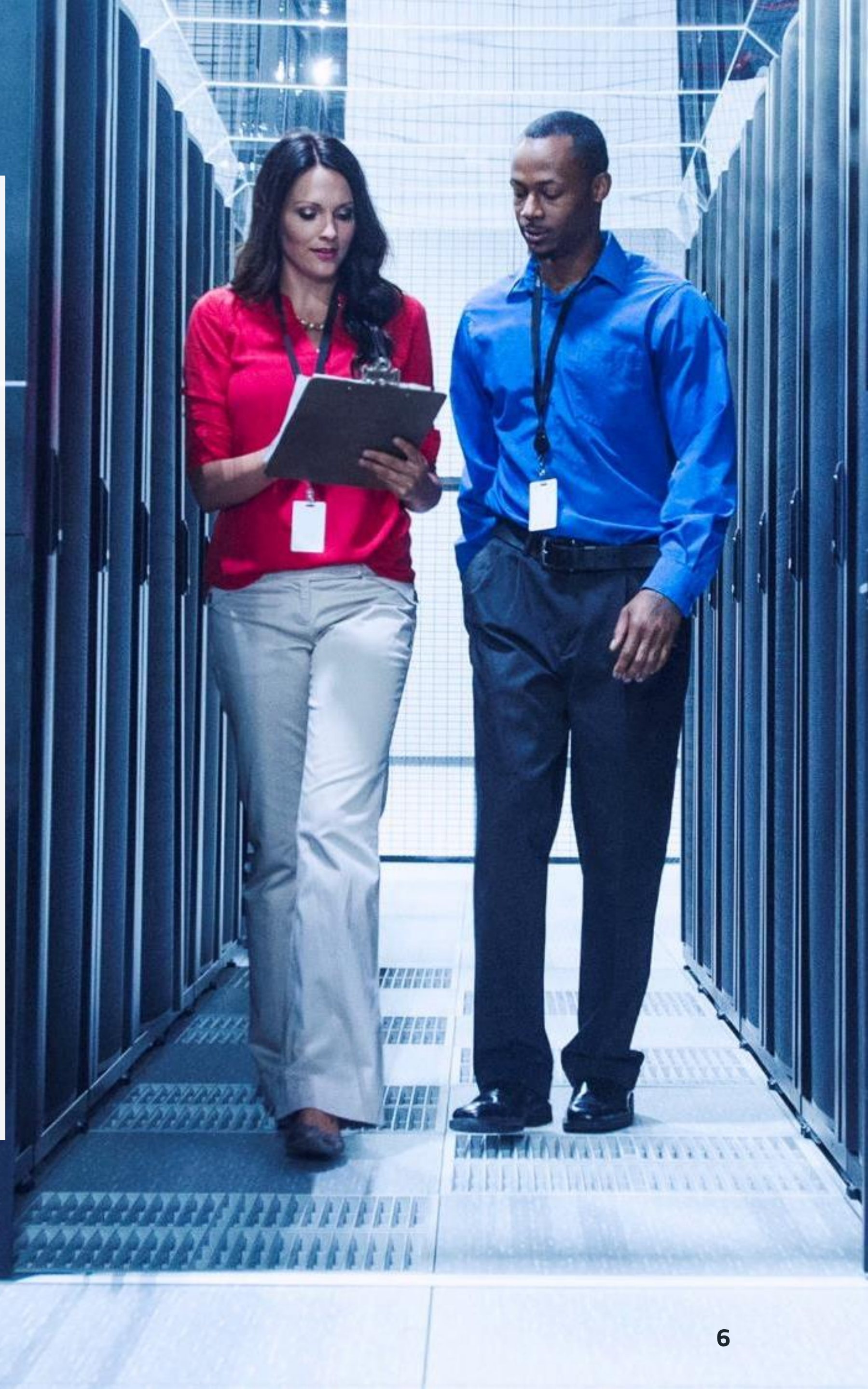
Top priority is M&A, followed by additional share repurchase and debt paydown

~75%

Return cash

Continue to buy back stock while maintaining a modest dividend

~25%



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A Technology-Enabled Business Transformation

Examples of Wesco's digital transformation impact

Across the value chain, our transformation is a win-win for customers, suppliers and our business

Technology

Flexible tools and open architecture enables faster updates

Enabled

Sales representatives have a complete view of the customer relationship

Business Transformation

Tools and capabilities that separate us from our peers

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Driving Toward Mid- and Long-Term EBITDA Margin Expansion

Adjusted EBITDA[1] Margin %

2019	2021	2024	2025 Outlook[2]
5.2%	6.5%	6.9%	6.7% -7.2%

Mid-Term
2025 – 2027

4-6%
Growth

3-5% Organic
~1% M&A
4-6% Reported

20–30 bps
EBITDA margin / year

- Operating Leverage
- Gross Margin improvement

Long-Term
2028 – 2030+

5-8%
Growth

4-6% Organic
1-2% M&A
5-8% Reported

40–50 bps
EBITDA margin / year

- Digital Transformation
- SG&A Efficiencies
- Cross Sell
- M&A

Target
10%+

[1] See appendix for non-GAAP definitions and reconciliations.
[2] 2025 outlook range reaffirmed on May 1, 2025.

Wesco is leveraging its **clear and sustainable drivers of value creation** generating attractive returns

Our Roadmap to the Future

01 **Capturing benefits of our Digital Transformation**

More than halfway complete on our technology and capabilities build; the financial and strategic benefits will enable our long-term targets

02 **Progressing toward our 10%+ EBITDA margin**

We are focused on our target by 2030+, with multiple drivers for taking margins higher after ~200 bps improvement since 2019

03 **Generating strong and consistent cash flow**

We target free cash flow conversion of 100% through the cycle, in line with historical performance

04 **Strategic capital deployment will substantially accelerate growth and margin expansion**

Executing our M&A strategy within an approach that also allocates capital for internal investment and return of cash to shareholders

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Appendix

Tariff Impact and Response

Wesco is experienced at successfully navigating global supply chain challenges

- Executing our well-established playbook to address supplier price increases and the impact of global tariffs

Potential Areas of Impact

- Significant number of supplier price increases to reflect tariffs
- Potential changes to demand
- Transitional inventory gains
- Wesco importer of record on less than 4% of Cost of Goods Sold

Tariff Response

- Pass through price increases
- Timing between price increase announcement and pass through
- Leverage scale to provide locally sourced products
- Reduce imports from high tariff countries
- Optimize supply chain logistics and reengineering global supply chains

2025 Strategic Business Unit Sales Growth Drivers

Expect organic growth of 2.5% to 6.5%; reported growth to be flat to up 4%

	% of Wesco 2024 Sales[2]	2025 Outlook (Reported Sales Growth)	SBU Sales Breakdown[1]	2024 Actual (Reported Sales Growth)	2025 Outlook (Reported Sales Growth)
Electrical & Electronic Solutions	39%	Flat to up LSD	Construction	→	→
			Industrial	→	↑
			OEM	→	↑
Communications & Security Solutions	35%	Up MSD to HSD	Enterprise Network Infrastructure	↓	→
			Security	→	↑
			Data Center	↑	↑
Utility & Broadband Solutions	26%	Flat to up LSD[2]	Utility	↓	↑
			Broadband	↓	→

Data Center expected to be up ~20%

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

Reaffirming 2025 Outlook

		2025 Outlook
Sales	**Organic sales growth**	2.5% - 6.5%
	Estimated Fx impact	(1.5)%
	M&A and Workday impact	(1)%
	Reported sales growth	**0% - 4%**
	Reported sales	**$21.8 – $22.7 billion**
Adjusted EBITDA	**Adjusted EBITDA margin**	**6.7% - 7.2%**
Adjusted EPS	**Adjusted diluted EPS**	**$12.00 – $14.50**
Cash	**Free cash flow**	**$600 – $800 million**

- Sales above the mid-point of the range
- EBITDA margin below the mid-point of the range

2025 Modeling Assumptions *(millions, except effective tax rate)*	**FY 2025** February	**FY 2025** May
Depreciation and Amortization	~$185–195	~$185–195
Cloud Computing Amortization Expense Adjustment	~$40[1]	~$40[1]
Interest Expense	~$340–350	~$340–350
Other Expense, net	~$10–20	~$10–20
Capital Expenditures	~$120	~$120
Share Count	49–50	49–50
Effective Tax Rate	~27%	~26% (~27% in Q2-Q4)

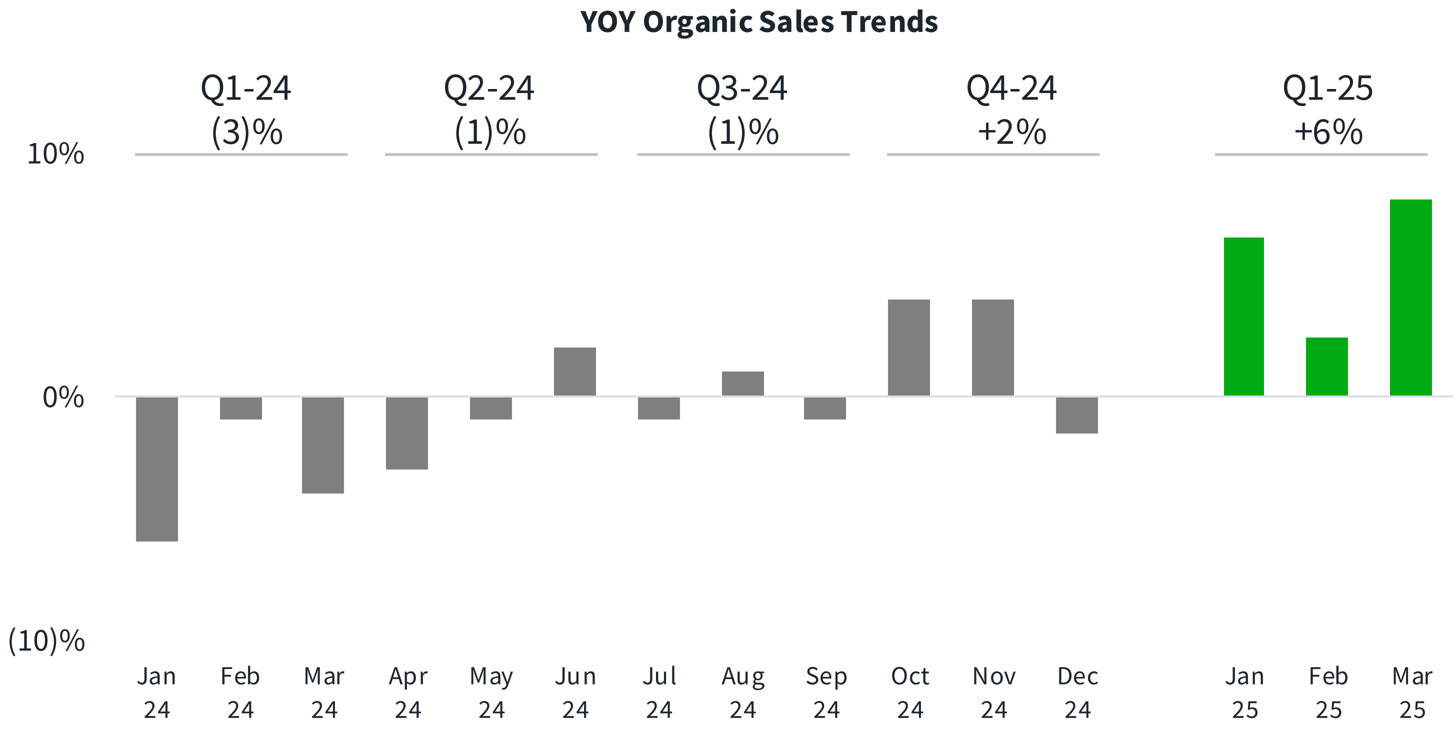
2025 Underlying Assumptions

- Impact of future pricing, including tariffs, is not incorporated in the outlook consistent with past practice
- Increased capital spending for data centers
- Utility sales recovery starts in the second half of the year
- Industrial markets recover led by short cycle end markets
- Reflects a modest reduction in the Federal Funds Rate

[1] Cloud computing amortization recognized as SG&A expense in accordance with GAAP.
See appendix for non-GAAP definitions and reconciliations.

Second Quarter Outlook

Positive sales growth momentum continued in April



Q2 Outlook YOY	
Reported Sales	Up MSD to HSD
EBITDA %	Down ~50 bps

Preliminary April sales per workday up ~7%

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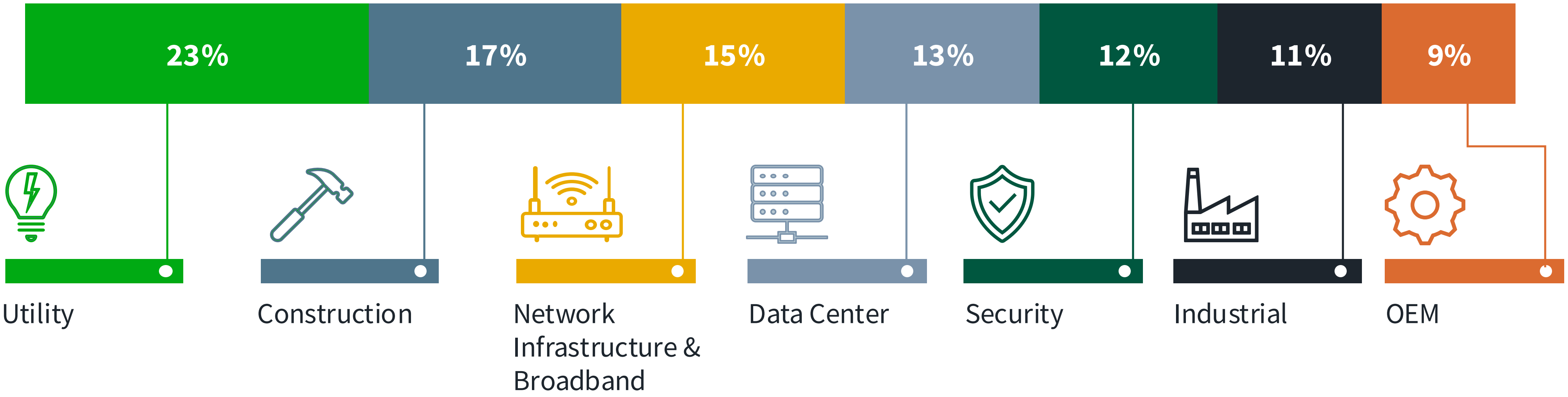
Diversification Across High-Growth End-Markets

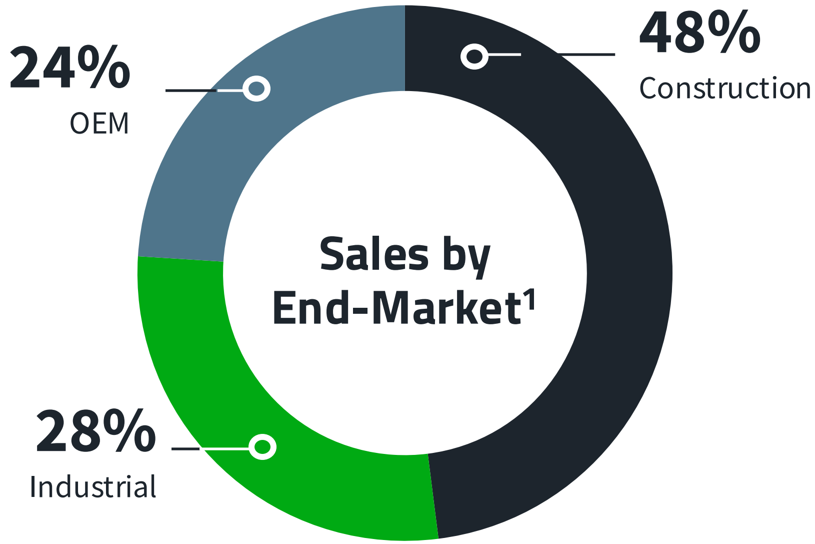
Broad capabilities set the path for our next chapter

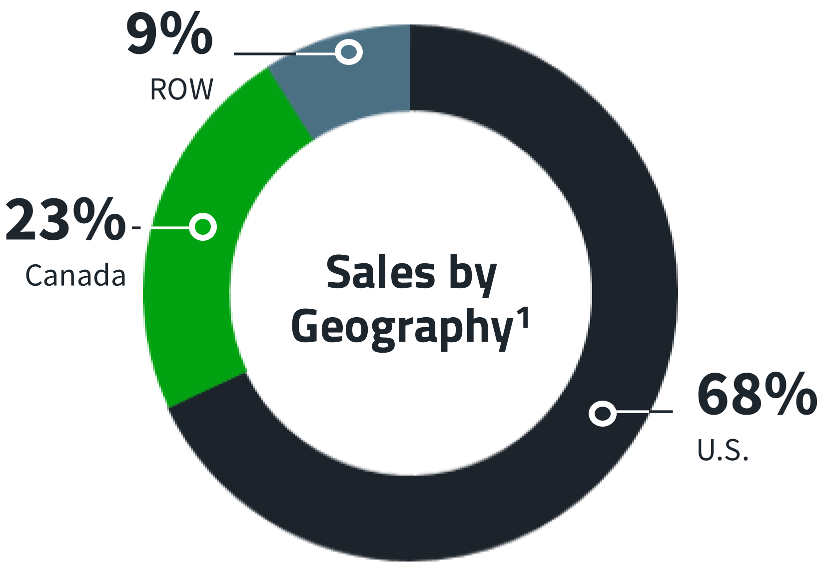


Note: Sales percentages are on a trailing twelve-month (TTM) basis through Dec 31, 2024.

Electrical & Electronic Solutions (EES)

Electrification, automation and reshoring drive growth





Segment Overview

- Provider of electrical, MRO, safety and automation solutions
- Broad range of products and solutions primarily to the construction, industrial and OEM markets
- Uniquely positioned to provide the critical infrastructure expertise and solutions that enable the technologies of tomorrow

Industry Leading Scale and Scope

$8.4B FY 2024 Sales

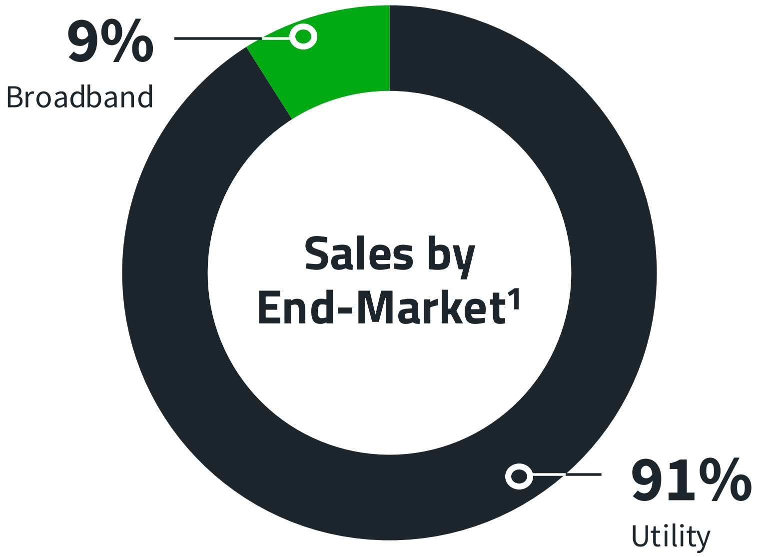
50+ Countries

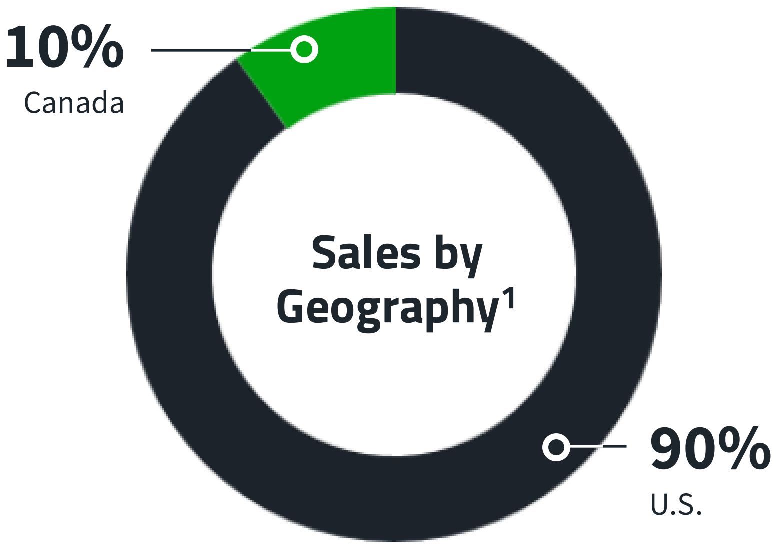
#1 Electrical Distributor in North America

[1] Sales percentages are for the fiscal year ended December 31, 2024. 2024 sales have been recast for the shift of certain business from EES to CSS.

Utility & Broadband Solutions (UBS)

Long-term capex budgets and large-scale data center projects drive growth





Segment Overview

- Services and solutions for investor-owned utilities, public power companies and municipalities, as well as contractors that service these customers
- Complete solutions for service providers, broadband and wireless customers
- Leading provider of grid and network modernization, hardening, renewable deployments, smart technologies

Industry Leading Position and Value Proposition

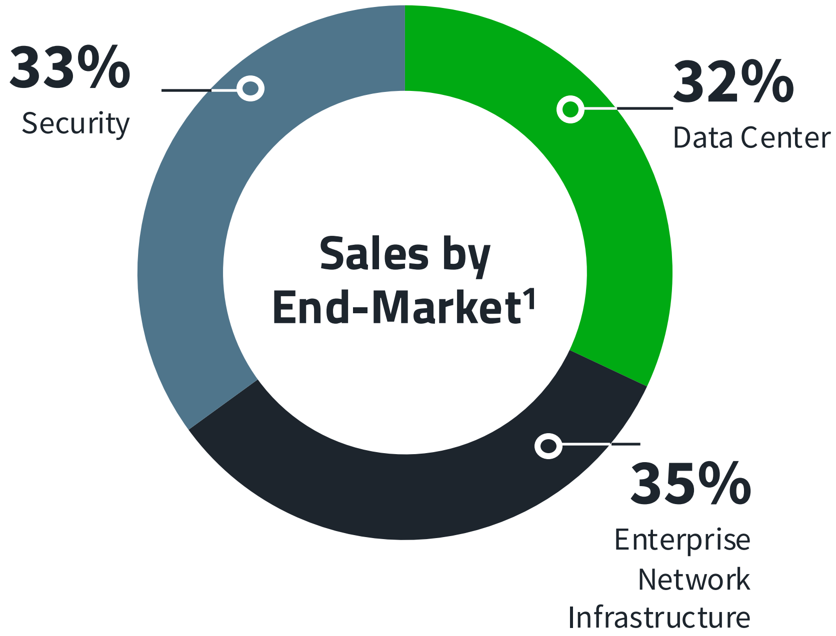
$5.7B FY 2024 Sales

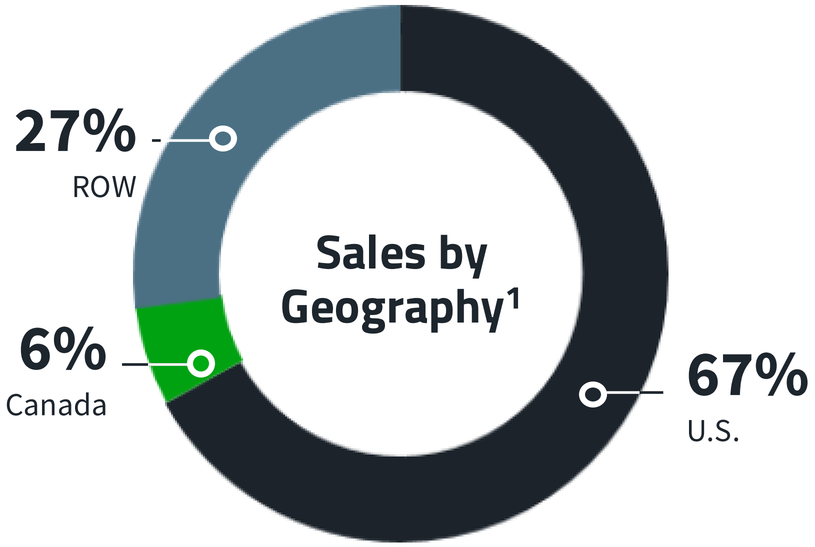
#1 Utility and Broadband Distributor in North America

[1] Sales percentages are for the fiscal year ended December 31, 2024, excluding $192 million of sales from the Integrated Supply business which was divested as of April 1, 2024.

Communications & Security Solutions (CSS)

Well positioned in global AI-driven data center space





Segment Overview

- Provider of connectivity, power, security, safety, energy management and wireless solutions
- Supporting diverse industries including technology, finance, telecommunications, transportation, education, government, healthcare and retail
- Well positioned within the data center, with capabilitiess in both white space and grey space

Industry Leading Scale and Scope

$7.7B FY 2024 Sales

50+ Countries

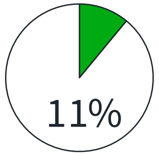
Global leader in data center, network infrastructure and security

[1] Sales percentages are for the fiscal year ended December 31, 2024. 2024 sales have been recast for the shift of certain business from EES to CSS.

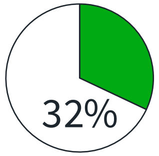
Wesco Data Center Solutions

Lifecycle management solutions that enable our customers to design, build, power and protect their data centers on a global scale

WCC Mix



CSS Mix



[1] Sales percentages are for the fiscal year ended December 31, 2024.

Applications

Hyperscale
Massive data centers that are designed for large scale workloads

MTDC / Colocation
Purpose built data centers designed for lease or rent

~90%

Enterprise / Edge and Micro
Data centers owned and operated by a single organization

~10%

Key Service Offerings

- Advisory services
- Engineering and design
- Technology selection
- Kitting, staging and multi-site deployment
- Global logistics and project coordination
- Rack & roll
- Managed services
- Migration services
- Smart hands
- Energy audits
- Global network of certified installation partners

Key Supplier Partners

ABB
Life Is On Schneider Electric
APC
AXIS Communications
CORNING
COMMSCOPE
CPI Chatsworth Products
EATON
legrand
LEVITON
PANDUIT
nVent
VERTIV

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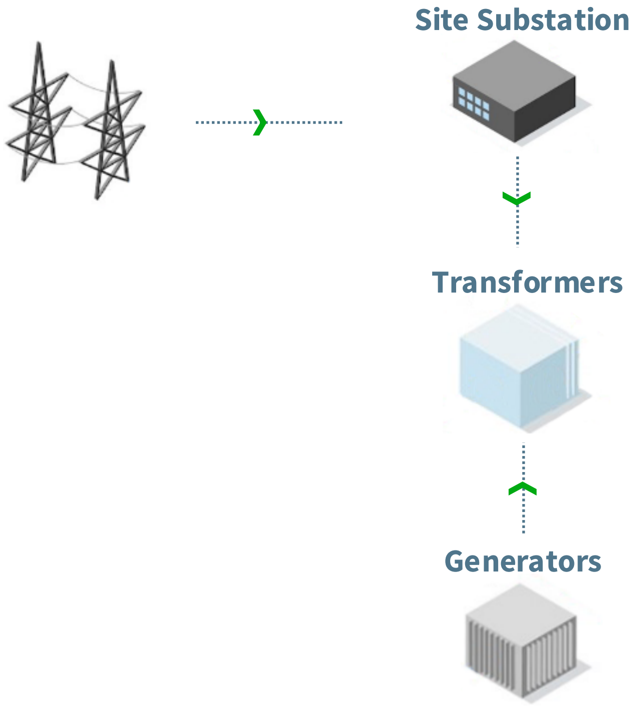
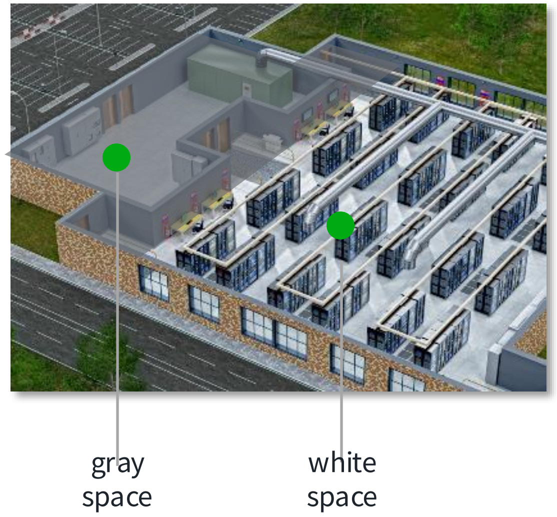
AI-Driven Data Centers Delivering Strong Growth for Wesco

Total data center sales now 14% of TTM sales and 16% of Q1 Wesco company sales

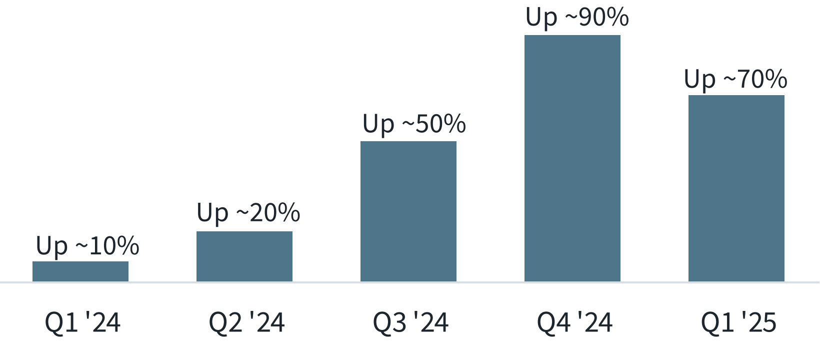
3-5 Years Time to Power				1-2 Year Construction Period			
Land acquisition with access to power	Transmission lines to a substation for site	Generator sets to enable backup power	Transformers to data center	Civil construction	Mechanical, plumbing and electrical equipment	Electrical distribution inside data hall	Commissioning



Data Center



Total Data Center (all SBUs) YOY Growth



Growth and Expansion of Capabilities Through M&A

Hyperscale solutions	Data center building intelligence software	Data center facility services across the entire lifecycle
Rahi Systems	entroCIM	ascent
November 2022	June 2024	December 2024

Substantial expansion of capabilities through M&A has rapidly increased our exposure to this high-growth secular trend

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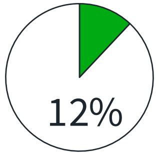
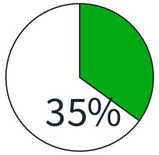
Enterprise Network Infrastructure

Comprehensive solutions including cables and components that connect data communications equipment and end devices

WCC Mix



CSS Mix



[1] Sales percentages are for the fiscal year ended December 31, 2024.

Service Provider Applications (~30%)

Internet Service Provider

Tier 1 -3
Global providers of internet access

Structured Cabling Applications (~70%)

On-Premise Cabling and Network Connectivity

Fiber Optic Cabling
Wide-area and local-area networks across a building, campus, or geographic area

Copper Cabling
Supporting Ethernet, wireless, professional A/V, and building controls

Wireless
Wireless connectivity that enables IoT, safety, productivity, security, and mobility

Racks and Enclosures
Protecting critical network components from damage while optimizing space

Cable Management and Pathways
Intelligent cable routing, raceway and conveyance systems

Key Service Offerings

- Advisory services and network design
- Technology selection
- Kitting, staging and multi-site deployment
- Global logistics and project coordination
- Wire & cable customization
  - Cut to length
  - Patch cord labeling and bundling
- Ready-to-install racks, cabinets and network devices
- Global network of certified installation partners

Key Supplier Partners

Life Is On Schneider Electric
APC
BELDEN
CISCO
COMMSCOPE
CORNING
CPI CHATSWORTH PRODUCTS
legrand
LEVITON
nVent
PANDUIT
Prysmian Group
VERTIV

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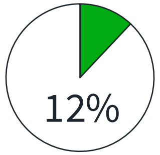
WCC Mix



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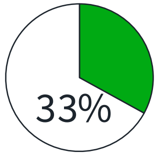


Security

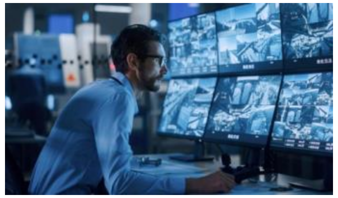
Technology-driven solutions that protect people, property and assets

[1] Sales percentages are for the fiscal year ended December 31, 2024.

Applications

Access Control
Mechanical, electronic, and logical access systems
~35%

Video Surveillance
IP-based surveillance systems
~30%



Fire and Safety
Complex solutions that meet all regulatory requirements

Intrusion Detection
Sensor-based and automated detection

Other
Pro AV and Network Infrastructure

~35%

Key Service Offerings

- Advisory services and network design
- Technology selection
- Kitting, staging and multi-site deployment
- Global logistics and project coordination
- Ready-to-install devices with IP addressing (cameras, speakers, switches and more)
- Global network of certified installation partners

Key Supplier Partners

ALLEGION
ASSA ABLOY Opening Solutions
AXIS COMMUNICATIONS
BOSCH
brivo
CISCO
CISCO Meraki
dormakaba
Hanwha Vision
HID
Honeywell FIRE SOLUTIONS
inner range
Johnson Controls
Liberty
MOTOROLA
milestone
rhombus

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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 other non-operating expenses (income), non-cash stock-based compensation expense, loss on abandonment of assets, digital transformation costs, merger-related and integration costs, restructuring costs, cloud computing arrangement amortization, gains on the sale of assets and divestitures, excise taxes on certain excess pension plan assets, merger-related fair value adjustments, and litigation recovery. 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 ratio 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.

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Non-GAAP Reconciliations

Adjusted EBITDA and Leverage

($ millions)[1]	2019	Pro Forma 2020	2021	2022	2023	2024
	Twelve Months Ended December 31,					
Net Sales	**8,359**	**16,017**	**18,218**	**21,420**	**22,385**	**21,819**
Net income attributable to common stockholders	223.4	115.6	408.0	803.1	708.1	660.2
Net (loss) income attributable to noncontrolling interests	(1.2)	(0.5)	1.0	1.7	0.6	1.8
Preferred stock dividends	-	30.1	57.4	57.4	57.4	57.4
Provision for income taxes	59.9	55.7	115.5	274.5	225.9	231.6
Interest expense, net	65.7	255.8	268.1	294.4	389.3	364.9
Depreciation and amortization	62.1	153.5	198.6	179.0	181.3	183.2
EBITDA	**409.9**	**610.2**	**1,048.5**	**1,610.1**	**1,562.6**	**1,499.1**
Other expense (income), net	(1.6)	4.6	(48.1)	7.0	25.1	(92.7)
Stock-based compensation expense	19.1	34.7	25.7	41.0	45.5	28.9
Loss (gain) on divestitures and sale of assets	-	(19.8)	(8.9)	-	-	-
Merger-related and integration costs and fair value adjustments	3.1	206.7	158.5	67.4	55.4	-
Restructuring costs	-	-	-	-	16.7	12.1
Digital transformation costs	-	-	-	-	-	24.9
Loss on abandonment of assets	-	-	-	-	-	17.8
Cloud computing arrangement amortization	-	-	-	-	-	14.1
Excise taxes on excess pension plan assets	-	-	-	-	-	4.9
Adjusted EBITDA	**430.5**	**855.3**	**1,175.7**	**1,725.6**	**1,705.3**	**1,509.1**
Adjusted EBITDA margin %	**5.2%**	**5.3%**	**6.5%**	**8.1%**	**7.6%**	**6.9%**
Short-term debt and current portion of long-term debt, net	26.7	528.8	9.5	70.5	8.6	19.5
Long-term debt, net	1,257.1	4,370.0	4,701.5	5,346.0	5,313.1	5,045.5
Debt discount and debt issuance costs	8.8	88.2	70.6	57.9	43.0	47.2
Fair value adjustments to Anixter Senior Notes due 2023 and 2025	-	(1.7)	(0.9)	(0.3)	(0.1)	(0.1)
Total debt	**1,292.6**	**4,985.3**	**4,780.7**	**5,474.1**	**5,364.6**	**5,112.1**
Less: Cash and cash equivalents	150.9	449.1	212.6	527.3	524.1	702.6
Total debt, net of cash	**1,141.7**	**4,536.2**	**4,568.1**	**4,946.8**	**4,840.5**	**4,409.5**
Financial leverage ratio	**2.7x**	**5.3x**	**3.9x**	**2.9x**	**2.8x**	**2.9x**

Free Cash Flow

($ millions)	2012	2013	2014	2015	2016	2017	2018	2019	2024
	Twelve Months Ended December 31,								
Cash flow provided by operations	288.2	315.1	251.2	283.1	300.2	149.1	296.7	224.4	1,101.2
Less: Capital expenditures	(23.1)	(27.8)	(20.5)	(21.7)	(18.0)	(21.5)	(36.2)	(44.1)	(94.7)
Add: Non-recurring pension contribution	-	21.1	-	-	-	-	-	-	-
Add: Other Adjustments	-	-	-	-	-	-	-	-	38.7
Free cash flow	**265.1**	**308.4**	**230.7**	**261.4**	**282.2**	**127.6**	**260.5**	**180.3**	**1,045.2**

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(1) Certain amounts may not foot or recalculate due to rounding from thousands to millions for presentation of this table.