

2023

Sustainability Report



Ingenuity delivered.

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CEO Letter

Our Excellence Comes From Our People

"2022 was a truly remarkable year, one in which we delivered record-setting financial performance while making progress to improve the impact we are having on the planet and to help our customers and partners do the same."

Wesco's mission to build, connect, power and protect the world is now more relevant than ever. Our mission unites our global team and drives us to provide exceptional service to our customers, create value for our supplier partners, deliver superior returns to our stockholders and make lasting contributions to the communities in which we live and work.

The transformational combination of Wesco and Anixter in June 2020 has been a clear catalyst for our industry leadership, increased global scale and digital transformation. The success of our business model and integration efforts over the past two and a half years resulted in a stellar encore of record-setting results in 2022:

- Record net sales of \$21.4 billion, up 18% year-over-year
- Record adjusted EBITDA of \$1.7 billion, up 47% year-over-year
- Record adjusted EBITDA margin of 8.1%, up 160 basis points year-over-year
- Record adjusted earnings per diluted share of \$16.42, up 65% year-over-year

We have embedded sustainability into our corporate strategy to deliver on our ambitious sustainability goals for 2030. Our culture sets us apart and the success of our company is driven by the strength of our team.

We focused on expanding our training and development programs to create an environment where employees are empowered to create new and innovative solutions for our customers, leading to better outcomes for all our stakeholders.

As part of this effort, we launched a Diverse Leadership Program to accelerate the development of our emerging leaders. We also leveraged the experience of our local heroes, hiring more than 170 new veterans. We were named one of Fortune's World's Most Admired Companies again. Bloomberg acknowledged our culture building initiatives, as we retained our position in their distinguished Gender Equality Index for the fifth consecutive year. We were also recognized by a new and notable study, The American Opportunity Index, for providing career opportunities and advancement for people in roles that do not require a college degree.

Our company strategy, performance and overall management were recognized as well. We were named the Best Sustainable Supply Chain Strategy - U.S. by Capital Finance International and we were included on The Drucker Institute's list of the Best Managed Companies in the World. We extended our work with the National Minority Supplier Development Council to engage with diverse businesses to bring forward unique ideas and capabilities that will help us meet our customers' needs and further develop our diverse supplier base.



We saw increased employee involvement with our giving and volunteer opportunities as we established Wesco Cares, and made contributions to our signature causes of affordable housing and humanitarian aid. We celebrated our centennial by completing 100 international home build and renovation projects with Habitat for Humanity. Through Wesco Cares we also provided company contributions and matched employee donations to those affected by Hurricane Ian in the U.S. and the war in Ukraine.

Our work to prevent injuries and promote the health of our employees has earned Wesco a world class designation in total reportable injury rates (TRIR). And, although one injury is too many, I am pleased to report that our TRIR for 2022 is a best-in-class 0.37, and we have set a new goal to achieve even further reduction.

In 2022, we continued our efforts to reduce our greenhouse gas emissions. As noted with our goals, we have introduced an updated, and equally challenging climate goal that is based on stronger, more refined data to reflect our current Wesco structure.

Wesco isn't just looking for internal solutions; we are a key supply chain partner, enabling other businesses to reach their goals. We help our customers reduce operating costs and minimize environmental impact with reliable supply chain solutions and consultative services. We continue to invest in emerging technologies and expand our capabilities to add value across the entire supply chain. For instance, in 2022 we worked with our customers to install solar products with more than 248 million kilowatt-hours of renewable energy generating potential.

These achievements are a testament to the hard work and innovation of our employees, and we look forward to continuing our journey of building more value for all our stakeholders while contributing to a healthier planet.

Thank you to our customers, partners, and suppliers for your continued support and trust. And, thanks to every member of our Wesco team for all that you do to build, connect, power and protect our world each and every day.

John Engel
Chairman, President
and Chief Executive Officer



About Wesco

We Build, Connect, Power and Protect the World

Headquartered in Pittsburgh, Pennsylvania, Wesco International (NYSE: WCC) is a FORTUNE 500® company with more than \$21 billion in annual sales and a leading provider of business-to-business distribution, logistics services and supply chain solutions. Wesco offers a best-in-class product and services portfolio of Electrical & Electronic Solutions (EES), Communications & Security Solutions (CSS) and Utility & Broadband Solutions (UBS).

The Company employs approximately 20,000 people, partners with the industry's premier suppliers and serves thousands of customers around the world. With millions of products, end-to-end supply chain services and leading digital capabilities, Wesco provides innovative solutions to meet customer needs across commercial and industrial businesses, contractors, government agencies, institutions, telecommunications providers and utilities.

Wesco operates approximately 800 branches, warehouses and sales offices in more than 50 countries, providing a local presence for customers and a global network to serve multi-location businesses and multi-national corporations. In November 2022, Wesco acquired Rahi Systems Holdings, Inc., a leading provider of global hyperscale data center solutions. Rahi's expertise with complex information technology projects and global presence strengthens Wesco's data center solution offerings.

With a broad portfolio and extensive expertise, we help our customers operate their businesses more efficiently and profitably. Whatever the project or supply chain challenge, Wesco is a one-stop shop for the products and services needed to get the job done. Our unique skills, experience and insights enable us to work smarter and build innovative solutions that move our customers' businesses forward.

Mission and Strategy

Our business model combines our vision, mission, values and key strategies to provide a singular base for our collective work. Our vision is clear: to be the best tech-enabled supply chain solutions provider while pursuing our mission to build, connect, power and protect the world.

At the heart of our strategy are our Core5 values:

- Our People are Our Greatest Asset
- Winning With Customers and Suppliers
- One Team
- Always Strive to be the Best
- Innovation

These values define who we are at Wesco and drive how we approach our work.

We believe that accomplishing this vision depends on the successful execution of our three-tiered strategy, which incorporates these elements:

- Extend our leading scale and value proposition
- Further develop the organization and our culture of excellence
- Digitalize and transform the business

The three elements of our strategy touch every aspect of our business—from how we go to market with our strategic business units, to how we drive efficiency and build our high-performance culture across the organization. We believe that the successful execution of these strategies, combined with our comprehensive product and service offerings, will provide cost-effective and innovative end-to-end supply chain solutions for our diverse set of customers across our end markets.

Wesco Company Profile

Employees:
20,000

U.S. Employees:
13,000

Employees at
International Locations:
7,000

Suppliers:
more than **50,000**

Customers Globally:
150,000

Products and Services:
>1.5 Million

2022 Sales of:
\$21.4 Billion

Revenues From Sales
Outside of the U.S.:
26%



Wesco Business Segments

Wesco provides best-in-class products and innovative solutions to meet customer needs for commercial and industrial businesses, contractors, government agencies, institutions, telecommunications providers and utilities.

Electrical & Electronic Solutions (EES)



We have been a leader in distribution of electrical products for over a century. From automation and control to relays, sensors and switches, we have the products and solutions to meet our customers' electrical needs.

Key Products/Brands/Projects

- Electrical equipment and infrastructure
- Lighting
- Renewables
- Manufacturing components
- Maintenance, repair and operations (MRO)
- Safety
- Wire and cable
- Automation and internet of things (IoT)

Communications & Security Solutions (CSS)



For more than 40 years, we have partnered with leading manufacturers to deliver comprehensive solutions that provide 24/7 connectivity and enable security and safety in commercial buildings, data centers and other facilities around the world.

Key Products/Brands/Projects

- Network infrastructure
- Security
- Wireless
- Professional A/V
- Safety
- IoT

Utility & Broadband Solutions (UBS)



For more than 60 years, we have been serving a diverse customer portfolio in the utility, broadband and industrial segments, with a broad product offering, to help our customers build, operate, modernize and maintain their electrical grids, communications networks and manufacturing facilities.

Key Products/Brands/Projects

- Integrated supply and supply chain services
- Transmission, distribution and substations
- Safety and MRO
- Infrastructure project services
- Broadband and wireless networks
- Power generation and utility scale renewables
- Automation and IoT

2022 Acquisition

In November 2022, Wesco completed the purchase of Rahi Systems Holdings, Inc., a leading provider of global hyperscale data center solutions. Rahi System's expertise with complex information technology projects and global presence strengthens Wesco's data center solution offerings.

We Work Smarter and Build Innovative Solutions



Sustainability Approach and Goals

With Over 100 Years of Operational Excellence

Sustainability Approach

Wesco is recognized as a premier distribution and supply chain services company with a history of success. We continuously evolve to address the needs and challenges of our customers, our suppliers and the communities we serve. Our approach to sustainability is two-fold. We aim to:

- Reduce the environmental impacts of our own operations.
- Assist our customers and suppliers with achieving their sustainability goals through the products and services we provide.

We have an established governance structure over our sustainability strategy and activation. Our Board of Directors, through its Nominating and Governance and other committees, oversees Wesco's significant environmental, social and governance (ESG) matters. Our Executive Vice President, Supply Chain and Operations works with our senior leaders to set the strategy and develop goals to embed sustainability across the organization.

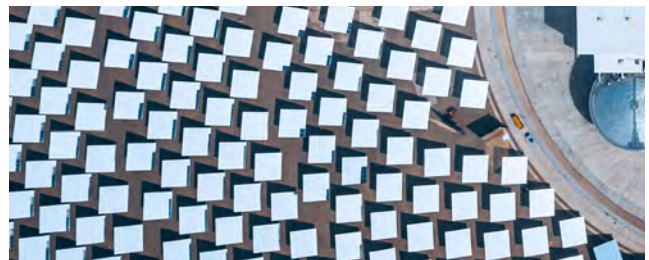
We began reporting our sustainability strategy in 2012. In 2016, we created five specific environmental goals, most of which were met by the end of 2021. During this time, we have reported regularly on our improved data collection and alignment with the United Nations' Sustainable Development Goals (U.N. SDGs). Following the transformational combination with Anixter in 2020, our team set new goals for our combined organization looking forward to 2030.

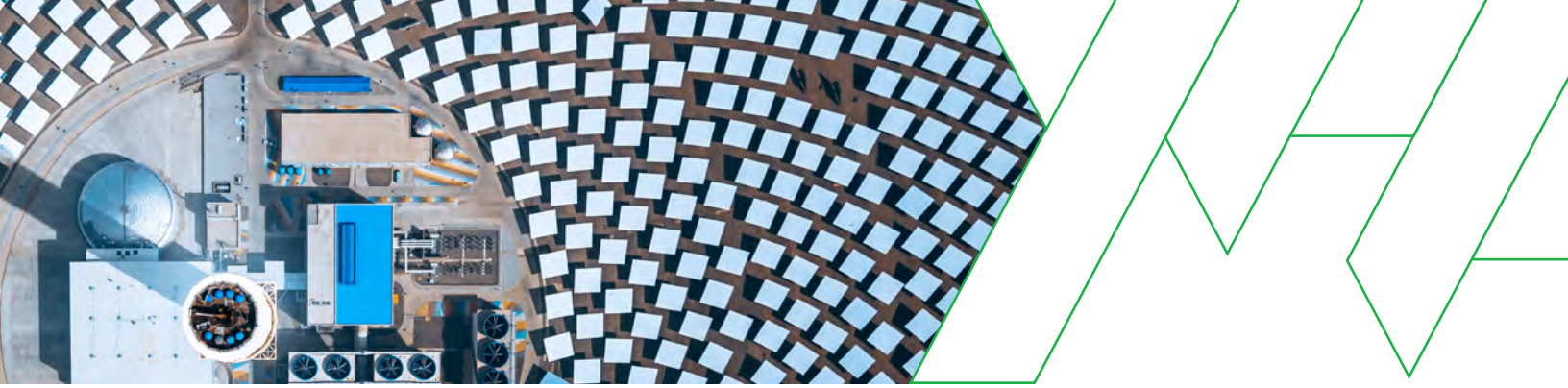
In 2022, we conducted our first Climate Risk Assessment. The report included multiple scenario analyses, including a 1.5 degree scenario analysis in alignment with the Intergovernmental Panel on Climate Change (IPCC).

The final report provided insights and guidance on the materiality of climate-related risks to our business. While some results are still being reviewed, we did expand upon our alignment with the Task Force on Climate-Related Disclosures (TCFD); the index can be found at the back of this report.

The Wesco Lean Program is focused on engaging our employees in continuous improvement. Lean principles are reinforced in daily management meetings and in kaizen (a Japanese word for continuous improvement) events conducted by cross-functional teams. In 2022, our employees conducted over 324 kaizens centering on safety, energy efficiency, customer satisfaction, waste minimization and cost savings. Over 4,200 of our employees held at least an introductory white belt in Lean and 112 team members earned a more advanced yellow or green belt certification in 2022. We empower our employees to self-initiate Lean activities with support from Lean champions and teams.

The Lean principles contribute to our Wesco sustainability programs as employees practice continuous improvement. This applies to Wesco facility activities, the products and services we offer to our customers in support of their sustainability efforts and our supplier relationships as we support suppliers in addressing their sustainability challenges and opportunities.





We use sustainable products and services within our operations to drive efficiency and reduce waste. Wesco has a unique opportunity to learn about new and innovative products and practices and share this knowledge with our customers and along the entire value chain. We design and provide solutions to help our customers to:

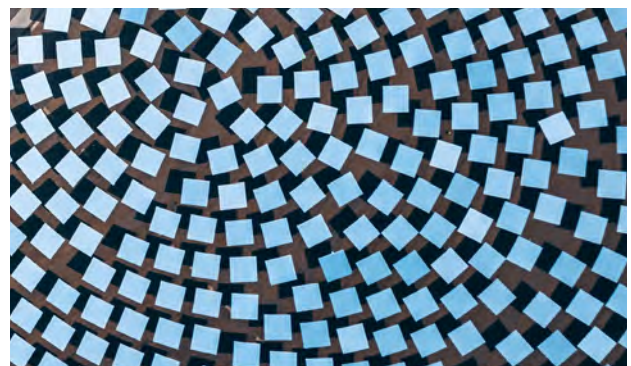
- Reduce greenhouse gas (GHG) emissions at their facilities and in their supply chains.
- Improve productivity through automation.
- Increase output efficiently and effectively through digital tools and applications. Energy-efficient lighting, power plugs and solar energy are just a few of the many technologies that we install at our facilities and our customers' operations to reduce our environmental impact.

Report Highlights:

Just in 2022, Wesco has made significant progress towards achieving some of its sustainable development goals. Some highlights include:

- Our Board of Directors have exceeded their goal of being 50% or more diverse in terms of gender, race or ethnicity.
- Compared to 2021, Wesco achieved a 4% reduction in Scope 1 and 2 GHG emissions.
- A reduction in waste to the landfill of 11% compared to the 2020 baseline.
- Our total recordable health and safety incident rate was reduced by 21.3% compared to the 2020 baseline.

- Solar product sales increased 12%, equaling a total 248 million kilowatt-hours of renewable generation capacity with the potential to reduce GHG emissions equal to 175,545 MTC02e; this amount is approximately equal to the carbon sequestration of nearly 2.9 million seedlings over 10 years.
- Bloomberg Gender-Equality Index (GEI): tracks the performance of public companies committed to transparency in gender-data reporting and measures gender equality across five pillars, including female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies and pro-women brand.
- The 30 Best Companies to Work for Latinos: Each year, Latino Leaders magazine compiles a list of best companies for Latinos, using such criteria as employee diversity, programs to recruit, promote and retain Latinos, employee resource group programs and Latino representation in the boardroom and C-Suite level.
- Vibrant Champion: Vibrant Pittsburgh named Wesco as one of only 11 Pittsburgh employers recognized for organizational progress on diversity, equity and inclusion in 2022.



2030 Goals

Completion Status

Goal

Achieved Through 2022

	13%	Reduce absolute Scope 1 and Scope 2 greenhouse gas emissions* by 30% from a 2021 baseline by 2030. Baseline: 84,253 MTCO ₂ e	4% reduction from baseline 2022: 80,571 MTCO ₂ e
	73%	Reduce landfill waste intensity by 15% across our U.S. and Canadian locations from a 2020 baseline by 2030. Baseline: 0.64	11% reduction from baseline 2022: 0.57
	100%	Achieve a 15% reduction in Total Recordable Incident Rate (TRIR) by 2030 from 2020 baseline. Baseline: 0.47	21.3% reduction from baseline 2022: 0.37
	43%	Provide 425,000 hours of safety training and development to our employees by 2030	181,000 hours of safety training

*We have updated our climate goal. Wesco's previous greenhouse gas (GHG) emissions baseline of 107,178.8 MTCO₂e and 2030 goal to reduce GHG emissions by 30% to 75,025.2 MTCO₂e was set based on calculations and estimates for Wesco and Anixter in 2019, pre-integration. We are now better able to calculate our GHG emissions for the combined organization and are resetting the goal's baseline based on 2021 data. The new baseline is 84,253 MTCO₂e with a goal to reduce GHG emissions by 30% by 2030 to 58,977 MTCO₂e or less.

Reporting and Materiality

This report includes content identified as material to Wesco and our stakeholders, as well as information to meet disclosure requirements to align with our ESG frameworks. The 2023 Wesco Sustainability Report follows the Global Reporting Initiative's (GRI) standards. Senior leaders were involved in the development and review of this report to ensure the content is accurate, balanced and representative of our commitment to be transparent in reporting our economic sustainability involvement, environmental impact, governance practices and social initiatives. We gather data and information from various sources to identify the content and material topics for our sustainability reporting. For this report, we relied on the following inputs:

- Disclosure frameworks such as GRI, SASB and TCFD
- Employee surveys and other feedback mechanisms
- Priorities of industry associations in which we participate, such as the United Nations Global Compact and Institute of Supply Management
- Feedback from customers, employees, suppliers, non-governmental organizations and other stakeholders on prior sustainability reports
- Topics evaluated by external ranking organizations, such as CDP, formerly known as the Carbon Disclosure Project, and EcoVadis
- Customer surveys of our sustainability progress
- Insight from our senior leaders
- Our enterprise risk management process
- Applicable government regulations

We plan to evaluate and refresh our materiality assessment process in 2023/2024 to ensure we are current with our understanding of those topics our stakeholders deem most important.

Material Topic	Significant Impacts	Boundary
Supply Chain	Supplier diversity Supplier sustainability	Entire supply chain
Energy	Internal energy use Customer energy use	Customer energy use
Waste	Waste generated	Wesco facilities in the U.S. and Canada and local communities in which we operate
Emissions	Internal emissions generated Customer emissions	Wesco facilities in the U.S., Canada and U.K., customers and local communities in which we operate
Health and Safety	Employee injuries and fatalities Employee wellness	Employees and their families

Proud to Be Leading the Way in Sustainability



Social

At Wesco, Our People Are Our Greatest Asset

People

The success of our company is driven by the strength of our team. We provide growth experiences for career and personal development to create impactful employees who both work and give back in the communities where we live and operate. We develop and nurture a culture that attracts and retains diverse and highly-qualified employees to sustain a competitive advantage in our evolving marketplace.

Human Rights

We are committed to ensuring that all employees are managed fairly, ethically and are treated with dignity and respect. Our Human Rights Policy addresses the following topics:

- Diversity and non-discrimination (see the Inclusion and Diversity section of this report)
- Safety in the workplace (see the Health and Safety section of this report)
- Freedom of association and collective bargaining (see the Governance section of this report)
- Disabled-employee accommodations
- Harassment prohibition (Also see the, Antiretaliation Policy and Business Integrity Line)
- Adherence to laws addressing child and forced labor
- Appropriate working hours, wages and benefits (see the Compensation section of this report)
- Safe and healthy workplace conditions (see the Health and Safety section of this report)

Our practices integrate respect for human rights, both directly within our global operations and throughout our supply chain.

UN Sustainable Development Goals



Wesco provides health benefits to all full-time employees including resources for addressing substance abuse, promoting mental health and preventative health.



Wesco practices integrate respect for human rights, both directly within our global operations and throughout our supply chain.



Wesco's Core5 Values

Our People are Our Greatest Asset

- We keep each other safe.
- We help each other to develop and reach our full potential.
- We recognize and invest in our people.

Winning with Customers and Suppliers

- We build strong and mutually beneficial partnerships with our customers and suppliers.
- We value the voices of our customers and suppliers.
- We follow through on our commitments and are trusted.

One Team

- We foster effective teamwork and communication.
- We value and ensure inclusion and diversity.
- We listen and are honest with each other.

Always Strive to Be the Best

- We act with integrity and make ethical decisions.
- We aim high and get results.
- We are enthusiastic and we work smart.
- We are committed to responsible environmental, social and governance business practices.

Innovation

- We continually improve and welcome change as an opportunity to grow.
- We innovate and execute with unrivaled focus and speed.
- We transform through digitization.

Sustaining Our Competitive Advantage

Our policies complement regular management reviews, ongoing programming with peers and presentations from experts in the field. Our Human Rights Policy informs standard practices and is reinforced through employee trainings and with annual reaffirmation statements. Our confidential Business Integrity Line is available for all employees and stakeholders to report suspected human rights violations within our operations and those of our suppliers and business partners.

We solicit feedback from employees on a regular basis to measure overall employee engagement and satisfaction. This input is shared with leadership and employees in town hall meetings. Action plans are developed at the business unit and department level to address areas for improvement.

Inclusion and Diversity

Inclusion and diversity (I&D) are at the foundation of our high-performing culture. We believe that our dedication to diversity—the many different and unique things we individually and collectively bring to work each day—contributes to building a stronger workforce and a better company at all levels. We seek to understand, respect and appreciate the dimensions of diversity that shape our global employees' unique experiences. As such, we consciously work to create an environment that respects and values the diversity of the people and world around us.

The goals of Wesco's I&D program are to:

- Leverage the unique experiences and perspectives of our talented workforce to support Wesco's mission.
- Engage employees and build an inclusive culture.
- Recruit and develop talent that brings new perspectives and thought processes to Wesco.
- Increase representation of suppliers that are owned and operated by teams with diverse backgrounds.
- Support the communities in which we operate.

I&D is explicitly reflected in our Code of Business Conduct and other workplace policies. Wesco's overall strategy includes an I&D focus and has empowered our business leaders to prioritize the topic. Executive leadership oversees I&D activity, measures results, and holds our leaders accountable. Collectively, teams are working toward a multi-year, enterprise-wide vision on inclusion, diversity and engagement, which interconnects our employees, suppliers and customers.

Our Global Inclusion and Diversity Council is chaired by our Vice President of Inclusion and Diversity, who leads a team of senior management members who ensure that Wesco is making progress toward our I&D goals through the following channels:

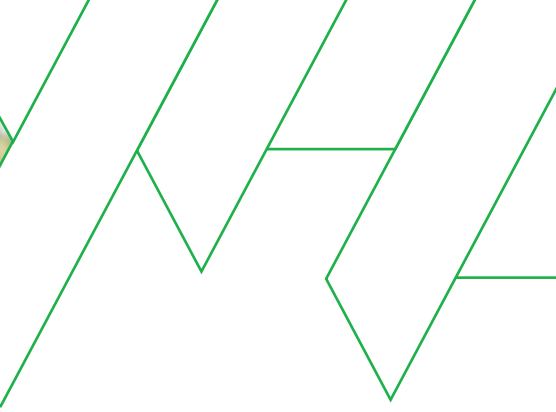
- I&D training and communications
- Business Resource Groups (BRGs)
- Talent pipeline development
- Supplier of choice

Diversity Awards

In recognition of the many I&D initiatives pursued, Wesco has received several awards for its efforts and achievements, including:

- **Bloomberg Gender-Equality Index (GEI):** tracks the performance of public companies committed to transparency in gender-data reporting and measures gender equality across five pillars, including female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies and pro-women brand. Companies on the index scored at or above a global threshold established by Bloomberg to reflect disclosure and the achievement or adoption of best-in-class statistics and policies. Wesco was first recognized on the Bloomberg GEI in 2019 and has been included each year since.
- **The 30 Best Companies to Work for Latinos:** Each year, Latino Leaders magazine compiles a list of best companies for Latinos, using such criteria as employee diversity, programs to recruit, promote and retain Latinos, employee resource group programs and Latino representation in the boardroom and C-Suite level. Wesco is proud to be recognized as one of the 30 best companies in 2022, which reflects our commitment to diversity and inclusion strategies and advancement.
- **Vibrant Champion:** Vibrant Pittsburgh named Wesco as one of only 11 Pittsburgh employers recognized for organizational progress on diversity, equity and inclusion in 2022.





I&D Training, Development and Communication

Leaders and managers leverage a set of practical trainings and tools to engage employees and share diverse experiences and ideas. We offer 455 different I&D training course modules. In 2022, an estimated 2,709 hours of I&D training was completed by employees.

Business Resource Groups (BRGs)

In 2022 the Global I&D Council led the continued development of our five BRGs, engaging more than 2,200 employees across 40 countries at every level of the organization. These groups are offered globally and are open to all employees regardless of any aspect of their personal identity.

We continue to expand our BRGs to support representation across our business.

These groups maintain a culture of inclusion where employees can thrive and strengthen our culture by offering different perspectives, styles, thoughts and ideas. Additionally, feedback from our BRGs offers business insights as we strive to continually improve our diverse culture. Some of the many benefits of our BRGs include:

- Supporting our business initiatives.
- Acting as a sounding board for strategic diversity objectives within the organization to help create a more inclusive work environment.
- Serving as a collective voice around shared issues or concerns that help to promote an inclusive, respectful workplace by uncovering issues that are specific to the needs of a diverse community within the organization.

- Providing opportunities for employee development, education, training, recruitment, retention, business outreach and development.
- Supporting innovation by providing insights into new markets, product development and multi-cultural marketing while enhancing the company's reputation in the marketplace.



MOSAIC

Culture. Equity. Growth.

#ProudtoBeWesco

Supporting

Black, Latino, Indigenous, people of color, employees and allies

Community Initiatives

Indigenous community outreach and training

2022 Accomplishments

626 members in 24 countries

- Celebrated cultural events – Martin Luther King Day, Black History month, Juneteenth, Latino Heritage, Indigenous History month, Truth and Reconciliation Day
- Hosted second annual Wesco Global I&D Day Symposium
- Supplier panel discussion
- Customer panel forums

PRIDE

LGBTQ+. Empowerment. Inclusion.

Creating Safe Spaces for All

Supporting

Equitable empowerment of the LGBTQ+ community and allies and promotes a safe, friendly environment for all

Community Initiatives

Creation of families with Pride group

2022 Accomplishments

400 members in 18 countries

- Hosted first ever Pride event at Wesco, which featured a full-day of educational programming, panels, keynote and other speakers and events
- Coffee chat series which offers an inclusive forum for thought sharing and community building
- Hosted Trans Day of Visibility Speaker

WIN

Involve. Inspire. Influence.

#BreaktheBias

Supporting

Women in our organization and industry and allies

Community Initiatives

All-women Habitat for Humanity build in Vancouver

2022 Accomplishments

1,400 members in 40 countries

- Mentor Circle pilot
- 790 people participated in our second annual International Women's Day event
- Six bi-monthly networking sessions
- Four professional development sessions
- Four chapters established – Europe, Middle East and Africa (EMEA), Phoenix, Arizona, Western Canada and Caribbean and Latin America (CALA)





Thank You For Your Service!

Supporting

The engagement of active military employees, veterans and allies

Community Initiatives

Donated funds to Desert Angels Inc.

2022 Accomplishments

520 members in 16 countries

- Hired 170 veterans
- Launched scholarship program for children of Wesco veterans
- Launched Mentorship Program – FORWARD
- Promoted Toastmasters
- SkillBridge application to recruit veterans
- Attended three job fairs in the U.S.
- Donated supplies to Soul Harbour Ranch Animal Therapy Program



Choose to Be an Ally

Supporting

Employees with disabilities and allies

Community Initiatives

Sponsored Buddy Walk in cooperation with Down Syndrome Association of Pittsburgh Achieva Golf Outing sponsorship

2022 Accomplishments

325 members in 13 countries

- Launched the BRG
- Attended Disability:IN Conference
- Collaborated with MOSAIC on Black, indigenous and people of color Mental Health month
- Collaborated with PRIDE on Disability Pride month
- Collaborated with WIN for an event with guest speaker
- CEO supported and signed the Disability:IN commitment pledge

Talent Pipeline Management

Our Talent Center of Excellence (COE) team supports both talent acquisition (recruiting) and talent management (leadership and development, performance management and succession planning) activities across Wesco by providing programs and resources throughout the entire employee lifecycle. Our goal is to identify, attract and hire the very best talent and to continuously improve our leadership bench strength and talent readiness. In 2022, the focus supported our growing business as we integrated and simplified talent management tools.

Diversity Integration

Our talent team guides our diverse and high-performing culture integrating diversity through acquisition and talent management. We encourage everyone to be their authentic selves. Wesco is a place that embraces diverse perspectives, authenticity and individual ways of thinking, where opportunities to

discover something new are always on the horizon. We believe that collaboration creates a new level of innovation - and that inclusion and diversity are keys to unlocking more value for everyone. Throughout the pipeline, intentional activities are designed to maintain our culture.



Marketplace and Company of Choice

Wesco's goal is to create a strong, diverse, highly-skilled workforce and an inclusive and continual learning culture. We are aimed in one direction: to be the company of choice for great candidates and employees. Our commitment to grow our diverse supplier network helps our suppliers and makes us a stronger supplier for customers. Additional information about our efforts to increase the diversity of our supplier network can be found in the Supply Chain section.

Talent Acquisition

Our talent acquisition team partners with leaders and hiring managers globally to successfully reach our talent goals. Our talent acquisition team focused on a few key priorities in 2022:

- Diversity – Our aim was to increase diversity in our hiring and track and report data comparative to I&D key performance indicators. Our recruitment efforts are aided and informed by our BRGs.
- Internal movement – We set new internal movement guidelines to offer structure and consistency to our hiring process and increased the internal posting timeline. As a result, internal movement in 2022 reached 13% of accepted offers.
- Increased data analytics – Improved reporting and analytics increased insight into recruiting and hiring, providing a deeper data consideration that allowed us to make process enhancements.
- Technology-enabled recruiting for warehouse operations – We engaged a third party to support a significant reconsideration of warehouse operations hiring. The newly implemented tech-enabled solution resulted in a streamlined hiring process, increased capacity and reduced the time to fill these critical, high-volume roles.
- Rightsizing the talent function – Our talent acquisition team increased to accommodate an updated talent acquisition model that decreases our reliance on external staffing agencies.

We continue to partner with organizations such as RecruitMilitary, Department of Defense SkillBridge program, Pittsburgh Hires Veterans and Out & Equal. We post positions on Circa and DirectEmployers Association, in an effort to reach diverse job candidates.

Onboarding

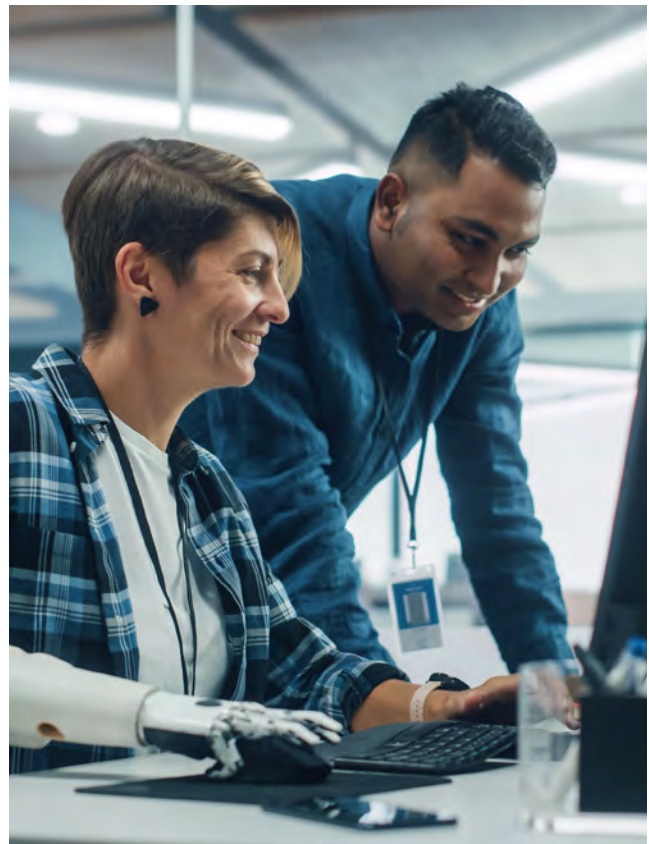
We welcome new employees with an orientation that provides information and training on company priorities including safety, Lean principles and ethics and compliance. New employees also receive an onboarding checklist that guides them through specific actions they need to take on the first day, in the first week and in the first 30 days. Managers use a separate checklist that provides specific steps that must be taken to onboard a new employee before the first day, during the initial days and in the first three months.

In 2023, we will be redesigning our new hire program to more rapidly connect and assimilate our people, helping to accelerate their onboarding and reach optimal productivity in their first 90 days.

2022 Learning and Development

Total Training Hours - 135,074

Hours Per Employee - 6.9



Learning and Development

In 2022, we invested in our learning and development (L&D) team to positively impact Wesco's performance by delivering targeted solutions that provide the knowledge, skills and experiences that our people need to be effective and productive. To further drive L&D at Wesco, we offer role-based certification and training programs along with a range of online and in-person elective courses and, with the support of their direct managers, our employees also have access to external training resources such as those available through the National Association of Electrical Distributors. We also offer the following training for specific employee groups:

- Summer Internship Program: This 10- to 12-week summer program places promising college students within a staff or business function at our offices in Pittsburgh, Pennsylvania and Glenview, Illinois. We offer stretch assignments that provide foundational experiences and learning that prepare them for their professional careers.
- Sales and Operations Development Program: For more than 10 years we have offered a 12-month, hands-on development program for recent college graduates that includes a combination of structured workshops, curriculum and on-the-job learning that includes all aspects of operations, with a focus on inside sales.
- Function-Specific Development Program: A two-year rotational program in IT, supply chain or finance for high-potential graduates within two years of completing their undergraduate degree. Individuals in this program will accelerate development of their business and technical skills through three eight-month job rotations. Upon completion of a program, participants will have a full-time position and eligibility for roles with increasing responsibilities commensurate with their career development goals.

Wesco offers tuition reimbursement for employees pursuing undergraduate or graduate degrees and for coursework at an accredited school that is directly related to an employee's current position or career goals.

Providing Knowledge, Skills and Experiences



Leadership Development

To provide clarity for our employees on how to lead every day in ways that demonstrate and align to our Core5 values, we have instituted Wesco's Leader Profile.

The Leader Profile serves as a "true north" for employees who wish to take ownership of their individual development by providing a high-level roadmap of what it means to be a successful leader at Wesco. The Profile further informs how Wesco attracts and selects talent, supports employees to grow and perform, and drives talent mobility in ways that closes gaps, leverages strengths and builds strong teams.

With our Leader Profile as the cornerstone of capabilities needed for all who lead or aspire to lead at Wesco, we have developed a collective approach to deliver personalized, progressive development aligned with enterprise needs: Leadership Essentials.

Leadership Essential consists of programs that allow for individualized and clear development journeys, helping build the leaders the enterprise needs. The ecosystem of connected, complementary programs include:

- **Leading Others:** curated for managers who are new to leading people, specific to transitioning from doing work to leading the team. Launched in January, 2023. Serves 360 leaders from across the enterprise located within the Americas.

- **Leading Managers:** curated for leaders of teams, specific to transitioning from leading others to leading leaders. Serves approximately 160 leaders from across the enterprise located within the Americas.
- **Leading Large Teams:** curated for senior leaders, specific to transitioning from leading the team while strategically planning for the business.

In addition to the Leadership Essentials programs, we also aim to expand to programs that are:

- **Selective:** those that build on specific elements to accelerate the development of selected, high-potential employees.
- **Elective:** self-service programs designed to target a leader's individual development needs and supported by the business.

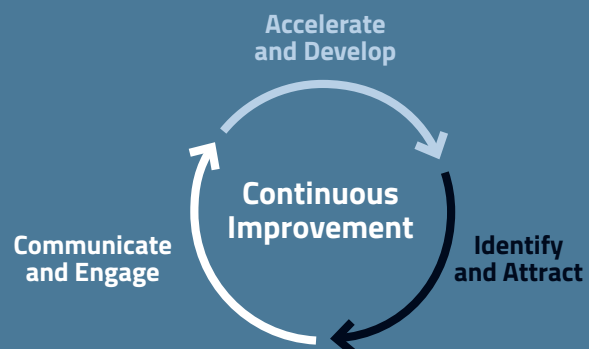
In January, Wesco launched a development campaign called "Ignite Change," targeting 2,500 leaders across our enterprise to build change leadership capability and to provide tools and resources to help lead their teams through ongoing transformational change.

Diverse Leadership Program

In 2022, we launched our Diverse Leadership Program (DLP) to boost the diversity of our leadership pipeline and accelerate the development of our diverse emerging leaders. In 2022, 50 diverse leaders were identified through the Leadership and Organizational Review (LOR) as future leaders. Throughout the pipeline, intentional activities are designed to maintain our culture.

This high-touch program provides each participant with a 360-degree assessment and development plan delivering formal and informal learning. DLP participants also have access to leaders from a variety of functions for participants interested in exploring other parts of our business.

The DLP serves a significant value for emerging leaders through learning and internal visibility while supporting Wesco with insights to continually improve our diversity pipeline and succession planning.





Employee Engagement

We believe employee engagement goes beyond satisfaction on the job to include our employees' willingness and ability to invest their personal efforts into the success of our company. To achieve that, we must create an environment where employees are enthusiastic about their work each day and know that their contributions are valued. In 2022, we conducted quarterly pulse surveys. The surveys have given us a pulse check of our teams and allowed leaders to create tailored roadmaps based on results.

In 2023, we will add an advanced survey analytics tool to enhance our process and kick off a more formal annual employee engagement survey.

At Wesco, we also use total turnover rate as a gauge, which was 21% for Wesco in 2022.

Turnover Rate Percentage

Year	Wesco	Anixter	Combined
2019	17.8	22.5	n/a
2020	14.4	17.9	n/a
2021	n/a	n/a	21.2
2022	n/a	n/a	21.0

An important component of engagement is recognition of the stellar work our employees do.

In 2022, Wesco introduced the Wesco Outstanding Work (WOW) program, which spotlights an employee's outstanding performance and everyday excellence. A newsfeed allows colleagues to acknowledge their peers' behaviors, efforts, celebrations, awards and results. Our Living Our Values award allows employees to nominate an employee for a monetary award when exemplifying our core values. Peers can also nominate an employee for our company awards that are distributed quarterly for those personifying our culture and values. Through our WOW program, we want all employees to feel valued and appreciated for their work.

We also praise employee achievements in implementing Lean principles within our operations. The Excellence Award for Lean Leadership recognizes the Wesco leader who best embraces and leads the implementation of Lean within their organization. The Lean Execution Excellence Award is given to the top teams that deliver quantifiable results using Lean.

Culture of Coaching (Mentoring)

Coaching is an integral part of our culture and has been intentionally embedded within our employee lifecycle, incorporated into our sales operating and conversation models, performance management activities, leadership development programs and Wesco's Enterprise Leader Profile.

We upskill our leaders by way of coach-specific training accredited by the International Coaching Federation and see this investment in coaching as a regenerative one. When we develop managers and leaders as coaches, those leaders support and mentor employees in growing their capabilities, enhancing their capacities and reaching their professional goals.

Performance Management

Wesco supports employee development through an annual goal setting and feedback loop. In 2022, we launched our new performance management program designed to support managers and their teams in ongoing conversations to drive better results and alignment. Our myPerformance technology captures formal and informal “check-in” conversations at targeted milestones throughout the year, driving continuous feedback, career coaching and real-time recognition.

Our annual year-end performance appraisal process is synchronized with the workforce compensation system for merit planning and rewards allocation, where the performance rating is linked to our merit guidance, which is in support of our pay-for-performance culture.

Leadership and Organization Review/Succession Planning

We strengthened our Leadership and Organization Review (LOR) process this year both in scope and frequency by increasing the number of sessions from one to three times annually. The cycle is as follows:

- March: We capture and discuss our organizational priorities and identify talent-related actions.
- July: Each of our executives present their talent review and succession plans to our CEO.

- September: Review talent and organization priorities with the Board of Directors.
- October: Our executives come together to calibrate talent development plans and identify opportunities for mobility.

These new changes have generated additional value across our company by creating an ongoing conversation about our talent, providing tools to better identify, engage and develop our talent, activating conversations related to our critical needs and supporting intra- and inter-strategic business unit function mobility for our talent.

Compensation

We compensate employees at a competitive rate compared to the industry and local labor market, and we operate in compliance with applicable wage, work hours, overtime and benefit laws. With oversight from human resources and our business leaders, we continually evaluate and evolve our compensation and career progression strategies for employees to improve our ability to attract and retain talented employees while providing a sound structure for employee development and career growth.



We Continually Evaluate and Evolve



Global Employee Population



Temporary employees who are on the payroll are included. Temporary workers who are part of our Master Vendor Program (MVP) and paid through an outside agency are not included.

Revenue Generating Positions



Includes those on commission or incentive plans.

Managers



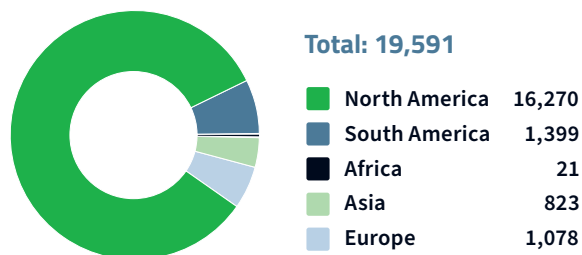
Includes Managers and above.

Leaders



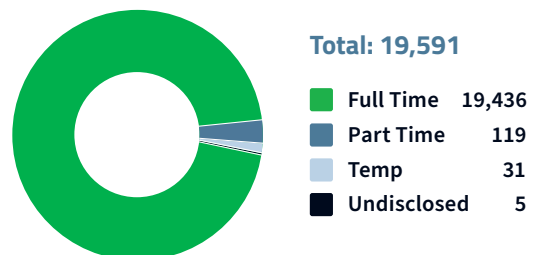
Includes Directors and above.

Employees by Region



Our workforce is not impacted by seasonal variations. Temporary employees who are on the payroll are included here.

Employees by Employment Type



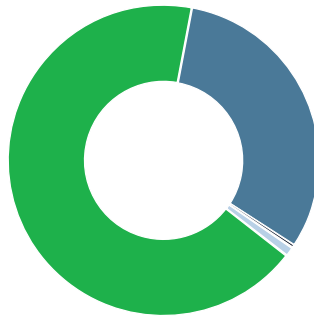
Temporary workers who are part of our Master Vendor Program (MVP) and paid through an outside agency are included.

Employees by Gender*



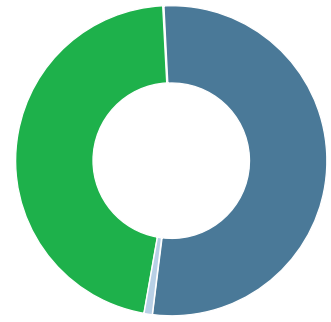
Permanent Total: 19,560

Male	13,211
Female	6,209
Nonbinary	3
Undisclosed	137



Full Time Total: 19,454

Male	13,164
Female	6,151
Nonbinary	3
Undisclosed	136

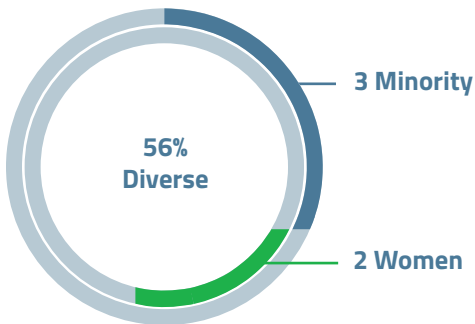


Part Time Total: 132

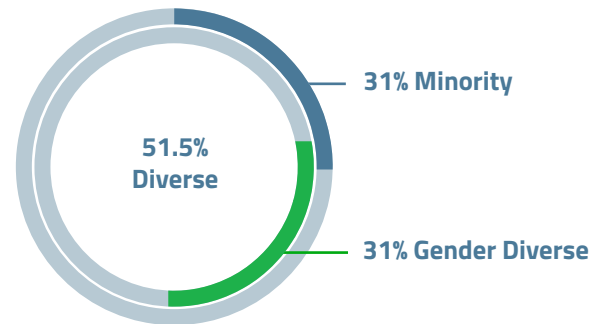
Male	61
Female	70
Nonbinary	0
Undisclosed	1

* Information in the charts above includes permanent and temporary employees who are on the payroll who may be employed full or part time. Information collected on temporary employees may not include gender.

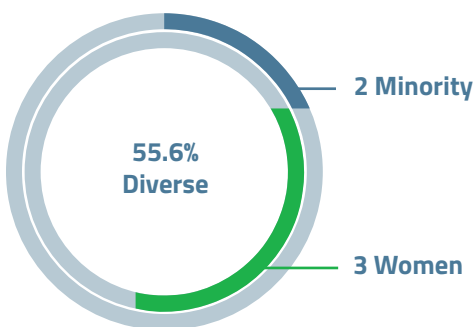
Board Diversity



U.S. Employee Diversity

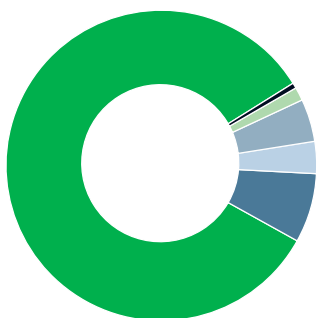


Diversity of CEO Direct Reports



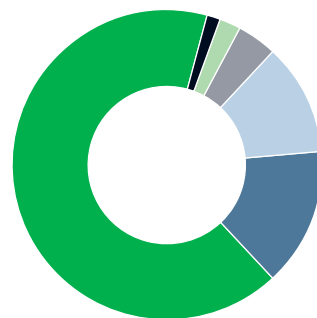
"An inclusive and diverse work environment is essential to our ongoing business success. We value the unique talents, perspectives and experiences that our nearly 20,000 associates around the world bring to work each and every day, and highlight that they make our company stronger." - John Engel

Race and Ethnicity Diversity Data (U.S. Only)



Managers Total: 2,461

White	83.0%
Hispanic/Latino	7.1%
Black/African American	3.4%
Asian	4.5%
Other	1.4%
Undisclosed	0.6%



Non-Management Total: 10,668

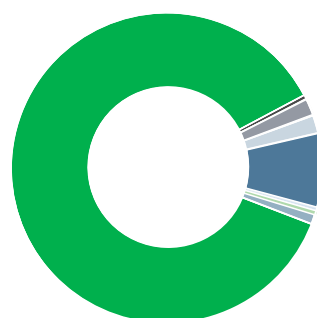
White	66.1%
Hispanic/Latino	14.3%
Black/African American	11.7%
Asian	4.1%
Other	2.3%
Undisclosed	1.5%

Race and ethnicity data includes voluntary responses from our U.S. employee population only.



Leaders Total: 678
(Director and above)

White	81.1%
Hispanic/Latino	7.1%
Black/African American	3.2%
Asian	6.9%
American Indian/Alaska Native	0.1%
Native Hawaiian/Pacific Islander	0.1%
Two or more races	0.6%
Unknown	0.6%
Undisclosed	0.3%



Revenue Generating Positions Total: 4,538
(Includes those on commission or incentive plans)

White	86.3%
Hispanic/Latino	7.6%
Black/African American	2.0%
Asian	1.8%
American Indian/Alaska Native	0.4%
Native Hawaiian/Pacific Islander	0.4%
Two or more races	1.0%
Unknown	0.5%

All people related data reflects the employee population between Jan. 1, to Dec. 31, 2022.

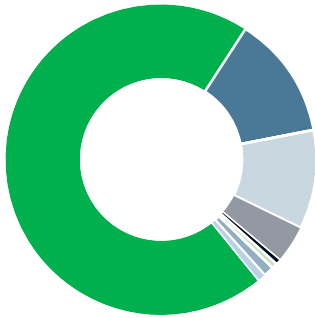
However, does not reflect the employees of Rahi Systems Holdings, Inc., acquired by Wesco in Q4 2022.

U.S. Employees by Race/Ethnicity



Female Total: 4,130*

White	2,838
Hispanic/Latino	551
Black/African American	407
Asian	197
American Indian/Alaska Native	25
Native Hawaiian/Pacific Islander	25
Two or more races	45
Unknown	42



Male Total: 8,936*

White	6,233
Hispanic/Latino	1,150
Black/African American	921
Asian	351
American Indian/Alaska Native	55
Native Hawaiian/Pacific Islander	46
Two or more races	81
Unknown	99

* Disclosure of race, ethnicity and gender is voluntary. The final totals above reflect disclosed information only.

	% Under Age 30	% Age 30 - 50	% Over Age 50
Leaders	0.3%	44.9%	54.8%
Managers	2.6%	50.5%	46.8%
Revenue Generating Positions	10.1%	48.7%	41.2%
Grand Total	14.6%	48.8%	36.6%

We Want All Employees to Feel Valued and Appreciated

Health and Safety

We work hard to keep each other safe. It is the first tenet in our core value of commitment to our people. We do not tolerate violations of safety protocol. We are committed to reduce health and safety risks and aim for zero incidents. Our CEO and leadership team are determined to consistently improve through dedicated programs, employee best practice sharing and training. We act to improve the safety of our facilities and track a series of metrics that provide guidance toward that improvement.

Our recently enhanced environmental health and safety management system focuses beyond compliance to leverage key performance indicators (KPIs) to get ahead of injuries and continue our strong performance. Our performance is 27% better than the U.S. Department of Labor, U.S. Bureau of Labor Statistics average for our industry. Our global health and safety management statement is supported tactically by our health and safety system. The management system covers all internal work-related functions performed by any worker, contractor or employee in our facilities, customer locations or corporate office settings. All employees are included in this management system and are focused on continuous improvement. Our systematic approach achieves this through assessing risk, implementing controls, evaluating the effectiveness of those controls and acting upon trends identified through preventative and responsive metrics. Metrics include near miss reporting, training completion statistics, injury rates and data from key initiatives like ergonomic wearable feedback.

Our global corporate safety team oversees the health and safety system, which covers the core processes and procedures for strong health and safety management, safe work practices and regulatory compliance. It also outlines KPI that track and trend our progress against strategic targets. Each employee is responsible for working within the system and contributing to our enterprise-wide safety performance objectives by which we measure an individual's contribution and actions.

Key components of our health and safety program consider both preventative and reactionary management, concepts with which our program aligns, considering elements within the OHSAS-18001 and ISO-45001 guidelines and standards, including:

- **Management and supervisory responsibilities:** Define specific protocols management personnel are to follow regarding their support and involvement in the program.
- **Employee responsibilities:** Outlines the health and safety rules employees are expected to follow.
- **Accident investigation process:** Establishes the process to be followed in the event of an accident or near miss within a facility.
- **Reporting of safety concerns/ideas:** Offers a means for employees to provide input to the health and safety program suggesting any preventative considerations.
- **Safety committee systems:** Outlines the framework of a site safety committee, including the layout of an agenda, membership and method for taking minutes.
- **New employee orientation:** Describes the process for all employees to complete health and safety training as part of their orientation and introduction to the facility.
- **Enforcement:** Provides a system of actions and an outline of steps to be followed in the event our health and safety policies are not followed.
- **Regulatory compliance:** Ensures we communicate relevant information on legal and other requirements to our employees and other interested parties regarding all laws and regulations that are local, regional and national.

In 2022, our health and safety team updated our Global Health and Safety Manual, written to comply with ISO-45001 standards and the strictest global regulations considered.

Our global corporate safety team closely monitors the program through performance reviews with key leadership, daily interaction with operations leaders, routine reviews of KPI and regular facility audits to verify compliance.

Locations have a regional health and safety advisor who provides oversight to local leadership and is responsible for compliance activities such as facility inspections and employee training.

Regional health and safety advisors are responsible to:

- Work with site leadership to ensure compliance programs are in place and initiatives are implemented to drive performance improvement.
- Conduct routine facility audits based on trends or compliance needs.
- Evaluate training needs and plan out a corporate training calendar.
- Track, trend and report health and safety metrics.

Each location has a close relationship with our global corporate safety team, and company performance is reviewed monthly by our senior and executive

management members. Our 2022 injury rate continued to improve year-over-year for the past eight years, showing a steady decline in work-related injuries. That performance placed us in a favorable position in the latest injury rate survey of U.S. peer companies with more than U.S. \$1billion in sales conducted by the National Association of Wholesaler-Distributors (NAW). Based on the survey results, our U.S. total recordable injury rate (TRIR) is 70% lower than those of our peers.

Our 2030 Sustainability Goals

Achieve a 15% reduction in Total Recordable Incident Rate (TRIR) by 2030 from a 2020 baseline. Provide 425,000 hours of safety training and development to our employees by 2030.

Global Safety Performance - All Employees



All rates use the U.S. Occupational Safety and Health Administration record keeping criteria and represent the number of cases per 100 employees. Data for 2021 and 2022 reflects the combined company rates and totals after the Wesco and Anixter merger. * In our previous sustainability report, the Lost Time Recordable Rate and Lost Time Recordable Incidents for 2021 were stated as 0.13 and 23, respectively. However, upon reevaluation, we have made corrections to these figures in this report. The revised Lost Time Recordable Rate and Lost Time Recordable Incidents for 2021 are 0.21 and 35, respectively.

Risk and Incident Management

We employ a robust risk management process to eliminate potential hazards before anyone becomes sick or injured while at work. Our risk management process includes the following key components:

- Employees assess work areas for hazards or safety risks. Prompt reporting enables rapid rectification of potential risk or hazards.
- Employees promptly report to their supervisor any suspected hazards or unsafe work practices. Supervisors conduct a prompt investigation.
- All employees have the right to challenge any unsafe work situation in their task or on the job, including anonymously. Evaluation is conducted and the employee is notified of action to address situation.

At each location:

- At least one formal safety inspection is conducted each month using a checklist of key hazards and risks, with managers informally inspecting work activities for safety hazards on an ongoing basis. We update the checklist regularly as new hazard awareness trends emerge.
- There is a review of hazards identified which prompts a review of the risk assessment and work process. Documented gaps must be closed promptly.
- Hazard checklist findings and recent observations are added to daily shift startup meetings.
- Near-miss reports are used to create awareness of conditions or behaviors that can be corrected to prevent incidents.
- An emergency action plan is reviewed and updated regularly. The plan includes current contact information, logged drills and facility response.

In the event of an incident—no matter how minor—we require that it be reported promptly to the frontline supervisor for investigation and evaluation. Since every incident includes a sequence of contributing risks, it may be possible to avoid a repeat of the first event by recognizing and eliminating these risks.

The removal of even a single risk may prevent a recurrence. Our supervisors are trained in incident investigation procedures and techniques, such as the “five whys,” to begin gathering data and understanding what hazards existed and what controls may have failed or may not have existed. Robust documentation protocols ensure event information can be fully vetted and reviewed by business leadership and the location’s health and safety advisor, with a strong focus on corrective action plans. Once the contributing factors and/or root causes have been determined, the corporate health and safety advisor will communicate a global safety alert with the corrective actions taken to prevent the occurrence in any other facility. Corrective actions will focus on one or more of the following topics:

- Adequacy of risk assessments and standard operating procedures
- Design changes to improve working conditions, ergonomics and safe systems of work
- Improved engineering controls to eliminate hazards and reduce employee injury risk
- Retraining to ensure adequate knowledge of equipment and hazards
- Compliance with regulations and standards



In 2022, Health and Safety Drive Quick and Effective Prevention Measures

We are continually learning and working to find ways to protect the health and safety of our people. In 2022, we learned through quick responses to injury and near-miss tracking and considered additional or improved internal processes to prevent incidents.

Our regular incident tracking quickly identified two key issues:

- Cuts/Lacerations: Teams responded quickly with the removal of all non-safety knives and added a requirement for cut-resistant gloves to be used for all cutting tasks. The effort was reinforced by a global survey supported by senior management to ensure these changes had been implemented.

- Near misses from spooling operations: Implemented the installation of guarding equipment on spooling machines across the network to reduce the risk of injury.



Protecting the Health and Safety of Our People



Site Inspections and Audits

Workplace inspections are conducted by location management at least once a month and cover all areas where employees, visitors, or contractors could be expected to access. Managers or supervisors at each site also informally observe work activities for safety hazards as part of their daily safety Gemba walks as a routine function of their daily activity.

Wearable Devices Improve Safety Metrics

In 2022, the health and safety team completed the wearables pilot project that began the previous year. The wearable technology is a small device which clips onto the back of a user's shirt collar to measure their bodily movements. This ergonomic technology is a live-education tool which alerts users in real-time if it detects unsafe body movement via vibration and audible beeping. Examples of unsafe body movement include over-bending, overreaching, repetitive motion and twisting.

The pilot program resulted in risk reduction for participants and management as data pinpointed tasks which were at the highest risk of ergonomic safety. The group of highest-risk individuals (based on baseline) reported a 50% improvement in reducing hazardous movement. At the site level, the average improvement was greater than 30%. We will continue to research developing technology to add additional layers of safety to our working environments.

Health and Safety Training

We take our obligation to train and inform our employees and contractors to ensure their health and safety and to create a safe and healthy work environment very seriously. The training each employee receives is based on global requirements, specific work duties and level of existing skill and knowledge. Thorough safety training is conducted throughout a worker's tenure from orientation on the first day of work through monthly toolbox talks and annual refreshers. The training covers communication, responsibilities and the reporting of accidents, hazards and potential hazards. Other topics include:

- Health and safety induction
- Emergency action plans and exit areas

- Personal protective equipment standards
- Manual handling and safe lifting
- Forklift training
- Chemical safety
- Fire safety
- Environmental awareness
- Office safety
- Working at height
- First aid training

Employees have access to online and in-person training, with course content available to employees in native languages to ensure adequate understanding. Other training channels include daily safety huddles, safety alerts, safety stand-downs and monthly toolbox talks focused on a specific trend we're seeing or applicable safety topics.

In 2022, we set a key performance indicator to reach at least 45,000 training hours as an indication of our commitment to ensure our employee safety education. Operational employees received weekly training topics via direct email, along with a monthly compliance topic delivered through Passport, our online training system. With the help of our learning and development partners, we continue to develop our health and safety training programs by updating and adding content within Passport. This platform enables targeted training content for specific job categories, reinforcing our culture of safety. In 2022, Wesco employees completed more than 121,000 hours of health and safety training across the globe.

Employee Engagement

We recognize the importance of engaging our employees on health and safety issues. Their participation means they are fully involved in ensuring that they work without risk to their health and safety and that of their coworkers. We empower our employees to stop working whenever they feel there is an unsafe situation and ask for assistance from local management before performing a task with uncertainty.



Employees are encouraged to submit safety concerns to their supervisor anonymously through a company ethics hotline, or through a dedicated email address, without fear of reprisal. We encourage locations to form safety committees that meet monthly to ensure that each employee has comfort in multiple avenues for expressing concerns and improvement ideas. Committee membership can include representation from management, operations, sales and administrative employees. Following each safety committee meeting, the minutes are posted for employees to view.

A location's safety committee is one of the main channels through which health and safety incidents and near misses are assessed and corrected as required. Committee actions are tracked in a log, available for review, with opportunities for improvement reviewed for resolution in their monthly committee meetings.

Additionally, organization-wide newsletters are sent out monthly and include topics such as health and safety and sustainability.

Branch/Distribution Center Safety

A large portion of our employees work in branch locations or distribution centers. Their primary duties are receiving, picking, packing and shipping materials. The high-risk elements of our business as identified through analysis of historical safety data and our internal risk assessments are forklift tasks, ergonomic risks from manual material handling and slips, trips and falls.

Manual handling of material is fundamental to our core business and unfortunately can lead to sprain/strain injuries as one of our more common injury types. To minimize these strains our locations have implemented innovative technologies, such as wearables.

The utilization of the wearable technology resulted in a significant reduction in hazards per hour related to manual work stressors. We've strategized to improve our education systems, format and content to gear up and address these hazards even more in coming years. Even with this incremental progress, we require all warehouse employees to undergo targeted training on safe lifting techniques, ergonomically safe lifting limits, mechanical assistance, or team lift for heavy objects, all to limit manual material-handling risk and focus training and communication on the same.

To minimize injuries relating to slips, trips and falls, we established a risk management plan that identifies, assesses, controls and monitors safety hazards relating to these risks in order to reduce or eliminate these injuries. All warehouse employees are required to go through safety training to create a safe workplace and immediately stop any unsafe practices or correct any unsafe conditions relating to slips, trips and falls.

In 2022, the inaugural Wesco Health and Safety Achievement Awards recognized operational locations that met certain safety criteria, including: no recordable safety incidents, no recordable environmental incidents, no failures from safety audits, completion of safety training and participation in safety Gemba walks.

Fleet Safety

With nearly 2,000 employees using cars or trucks for work at Wesco, fleet safety is another priority focus. Our car fleet consists of employees who travel more than 7,500 miles each year for Wesco-related travel. Before an employee can drive on company business, we derive a risk assessment score based on that employee's motor vehicle record. We update these scores on a quarterly basis and provide counseling and/or training for those whose scores deteriorate. We may revoke driving privileges if warranted. All drivers receive quarterly online safety training.

For our truck drivers, we conduct a motor vehicle record (MVR) search and review driver qualification files. We then grade each driver based on his or her driving history for the past 36 months. As with our car drivers, we update this score on a quarterly basis and take any necessary action.

All new truck drivers must participate in a ride-along with an experienced driver and go through on-site training that covers a broad range of topics, such as compliance, safety and accountability (CSA), safe loading, load securement, safe driving practices, winter driving, sleep apnea and more.

We have extensive procedures that govern truck use. These include personal protective equipment, liftgate use, lifting limitations (50-pound rule) and properly entering and exiting a vehicle.

In mid-2020, truck fleet vehicles began installing a safety system that uses artificial intelligence to monitor and notify the driver of distracted driving behaviors. A dual forward- and driver-facing camera system monitors driver behavior and signals with an audible beep when a driver is distracted. It also monitors speeding, cornering, harsh breaking and other similar events. The system is part of our enhanced safety training to illustrate opportunities for improvement. Participating vehicles have seen a double-digit reduction in potential safety hazards, leading to fewer accidents and a safer fleet. As of 2022, approximately 400 of our fleet vehicles are using this technology with plans to include the full fleet within the next two years.

Each month, our corporate fleet team reviews all car and truck incidents and makes appropriate recommendations. To instill accountability, any car fleet drivers involved in a preventable accident are personally responsible for up to \$400 in repair costs.

In 2019, we standardized our accident reporting to align with the National Association of Wholesale Distributors (NAW) methodology using the number of accidents per million miles for reporting purposes. Accidents are counted when a vehicle is towed from the scene, or an injury occurs.

Incidents Per Million Miles

	Car Fleet	Truck Fleet
2019	7.50	5.34
2020	7.46	4.31
2021	7.25	4.36
2022	7.88	4.63

Accidents Per Million Miles

	Car Fleet	Truck Fleet
2019	1.10	0.90
2020	1.76*	0.58
2021	1.45	0.84
2022	1.38	0.87

*Increase as a results of the 2020 Anixter merger.



Health and Safety for Customers and Suppliers

Our health and safety practices reach into our value chain. Before sending someone to work on behalf of Wesco at a customer site, we conduct a risk assessment to identify and implement appropriate work procedures and controls to reduce injury risk. We work to ensure our employees, contractors and suppliers are aware of both the risks and the appropriate protective measures available to them. For our customers, we provide safety data sheets for relevant products relating to their safe use.

Occupational Health Services

We use occupational health services in the identification and elimination of hazards and the minimization of risks. In the countries in which we operate, we comply with applicable legal requirements for obtaining occupational health services for our employees.

We have qualified and accredited individuals that are verified during the procurement of such services. The procurement of occupational health services and decisions arising from such advice are supervised by human resources.

We aim to provide our employees with access to occupational health services in the manner that is most convenient and suitable to them. This can involve an in-person assessment at their workplace, family doctor, or occupational health service provider's premises, as well as a telephone consultation. In the countries in which we operate, we permit our employees to access occupational health services during working hours and the services are provided in the employee's local language.

We use the advice about employees that we receive from our internal and external occupational health experts to identify and eliminate hazards, reduce risks and make appropriate adjustments to the workplace and working practices. In the case of long-term absences due to illness, we use the information to plan an employee's return to work.

Personal data obtained from occupational health services is stored, processed and handled in accordance with our Data Privacy Notice and applicable data protection and privacy legislation. Per our Global Code of Business Conduct, we do not use employees' personal health-related information or their participation in any such services or programs for any favorable or unfavorable treatment.



Wellness

We are committed to helping our employees and their families achieve personal health and wellness. Offering health insurance as an employee benefit is one of the most effective steps we can take to help our employees remain healthy. As such, we provide access to private medical healthcare insurance for employees in countries where it is legally required. In other countries, we generally provide private medical healthcare insurance and participation in risk-based insurance programs for employees. When establishing our benefits strategy for each country, we consider the following in making our healthcare selection:

- Benefit level and type
- Target market positioning
- Employee cost-sharing and dependent coverage
- Flexible benefits/employee choice

To further improve the health of our employees, we offer a variety of activities and programs that assist our employees and family members to better manage or overcome major well-being challenges. These include:

- Employee Assistance Program: Employees and their family members can use the program's services to cope with a variety of issues that impact wellness, such as stress, depression, parenting and caring for the elderly.
- Wellness coaching: Registered dietitians, exercise physiologists and health and wellness professionals provide expert advice and support on weight management, improved nutrition, increased physical activity, tobacco cessation, stress management and better sleep.
- Case/disease management: Through a concierge service experience, high-risk individuals with complex health needs receive personalized assistance and help in identifying opportunities for clinical and wellness engagement.
- Wellness discounts: Employees and their family members have access to discounts for fitness centers, nutrition programs, activity trackers and more.

Although some of these programs are U.S.-centric, many elements or versions are made available to our employees in other countries based on the available health plan and government requirements.

Health and Safety Training

Our learning and development team created "optional playlists" within the Passport training platform that promote health and wellbeing, in particular mental health. Employees can access the categorized content at any time, including links to external health resources.

In Chile

The office maintains an urban garden where pesticide-free food is grown for the consumption of employees. Garden maintenance has also promoted teamwork and healthy eating.

In the U.K.

Our Chesterfield location supports several local and national charities including Chesterfield Food Bank, Macmillan Cancer Care (by participating in the Macmillan Coffee Morning) and Save the Children (by participating in their Christmas Jumper Day event).



Wesco Cares

Corporate giving and employee volunteerism are a vibrant part of the Wesco experience. Employees are actively engaged in local communities through fundraising, volunteering, contributing products and performing local advocacy to address local needs. Many of these initiatives include strategic partnerships with global organizations such as Habitat for Humanity and the American Red Cross.

In 2022, we launched Wesco Cares, our new corporate philanthropy program focused on affordable housing and humanitarian aid. Wesco Cares provides for corporate charitable donations, employee volunteerism and employee gift-matching. In 2023, June 22 became an annual day of caring for Wesco employees globally on which employees will be encouraged to volunteer in their communities.

As a part of Wesco Cares, a few key contributions from 2022 include:

- More than \$400,000 in donations toward our partnership with Habitat for Humanity to sponsor builds toward our 100 builds goal.
- Employee donations of more than \$46,000 to Ukraine relief efforts which Wesco matched, doubling the impact.
- \$50,000 contribution toward Hurricane Ian relief in addition to a company match of nearly \$9,000 in employee contributions.

Our approach to giving has three aspects: volunteer day off, matching gifts and corporate giving.

Earth Day Clean-Up in Pittsburgh

In 2022, Wesco Cares organized an employee volunteer opportunity with Friends of the Riverfront in honor of Earth Day. Approximately 40 employees volunteered along with employees from U.S. Steel and the Pittsburgh Penguins. Volunteers worked on a park/trailhead located along the 40th Street Bridge in Pittsburgh, Pennsylvania. Volunteers planted native plants, weeded invasive species, mended fences, painted signs and placed new gravel on the trail.

Volunteer Day Off

We encourage employees to volunteer in their community by providing one day of paid volunteer time off per year. By connecting with and contributing to local charitable organizations Wesco supports the development of strong, vibrant and diverse communities.

Corporate Giving

Wesco Cares also supported a series of community programs through corporate giving or employee-organized efforts. A few 2022 highlights include:

- Habitat for Humanity: Sponsored the Chicagoland Habitat for Humanity Hero Awards.
- Boys & Girls Clubs of America: Sponsored the Midwest Youth of the Year Awards, a program focused on fostering a new generation of leaders fully prepared to live and lead in a diverse, global and integrated world economy.
- American Red Cross of Greater Chicago: Sponsored the 20th annual Heroes Breakfast which honored individuals and groups for acts of immense bravery, dedication and service to the community.

Wesco Cares Build-a-Thon

In 2022, Wesco launched our centennial build-a-thon in partnership with Habitat for Humanity. Wesco has a strong, ongoing engagement with Habitat for Humanity focused on employee volunteerism and supporting affordable housing in the communities we serve. We kicked off our centennial year with the goal of 100 builds across the globe in partnership with Habitat for Humanity. We are well underway toward reaching this goal with builds taking place and scheduled in the U.S., Canada, Mexico, Brazil and other key markets, including women-only builds and builds in support of veteran families. In 2022, we donated over \$400,000 to support these builds and are currently committed to donating another \$500,000 in 2023.

Business Resource Group Community Engagement

Wesco's Business Resource Groups (BRGs) have also made their mark on local communities by contributing to various causes.

ABLE:

- Attended the Pittsburgh Buddy Walk event in support of the Down Syndrome Association of Pittsburgh (DSAP), whose mission is to enrich the lives of individuals with Down Syndrome and to support their families with our ongoing programming and free resources.

- Sponsored Achieva's 24th Annual Million Dollar Golf Outing. Achieva is an organization that advocates for, empowers and supports people with disabilities and their families throughout their lives.

WIN:

- Made a donation to Breast Cancer Research Foundation in honor of Breast Cancer Awareness month.
- Held multiple events to raise funds for Ragan's Hope, a nonprofit organization that's mission is to help parents of children with serious ongoing medical conditions or injuries endure the initial impact and embrace the future.
- Collected donations for contributions to Habitat for Humanity British Columbia
- Raised funds for CIBC, Canadian Imperial Bank of Commerce, Run for the Cure.

VOLT:

- Raised funds for the non-profit Desert Angel, an organization providing care packages to U.S. service members overseas.



Supporting Strong, Vibrant and Diverse Communities



Environmental

Continually Improve Our Environmental Management

Wesco works to continually improve our environmental management by setting, meeting and stretching toward new goals. It is a strong business practice and adds a competitive advantage as we leverage our learning into practices we then offer to our customers. More information on our sustainable client offerings is included in the Products, Innovation and Supply Chain section of this report.

Our Global Environmental, Health, Safety and Sustainability Policy sets the foundation for our efforts. Elements of the policy are aligned with key provisions of the ISO 14001:2015 environmental management standards.

The policy outlines accountability, direct program responsibilities, key performance indicators and other metrics to track progress and is carried out by the environmental compliance and sustainability team, who report progress to senior management monthly. Our energy and environmental management plan follows the plan-do-check-act strategy.

We are working to reduce our environmental impact in the following areas: energy, emissions, waste and water. We track data at the local and global levels, with senior management regularly reviewing performance to identify issues that impact our goals.

Our 2030 Sustainability Goals

Reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions 30% from a 2021 baseline by 2030.

Reduce landfilled waste intensity by 15% across our U.S. and Canadian locations from a 2020 baseline by 2030.

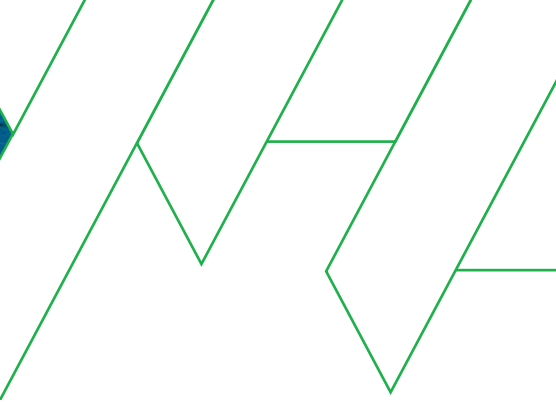
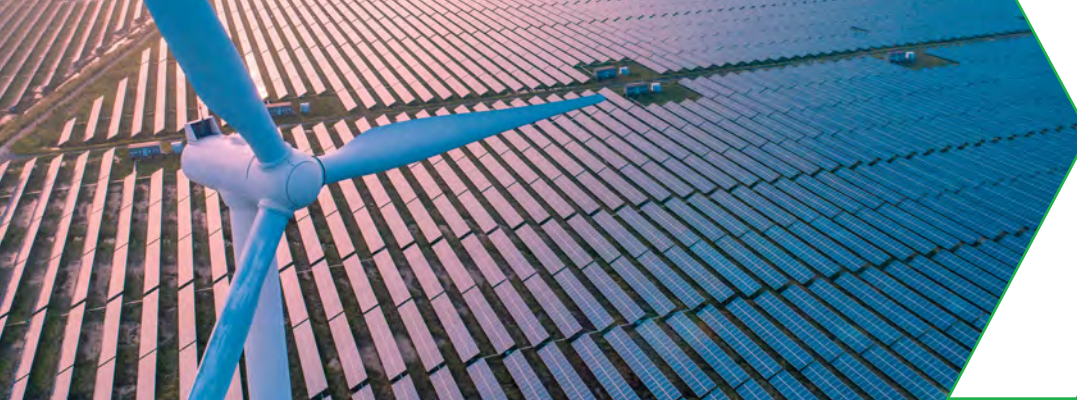


Wesco has reduced total emissions and has targets in place for further reduction. Wesco is piloting electric vehicles and is using industry-leading technology to eliminate wasteful miles and idling.



Wesco has reduced waste generated and waste to landfills and has increased waste recycled.





Emissions

At Wesco, we have three primary sources for our emissions: electricity, building fuels and our transportation fleet – owned and leased. Our main source of direct and indirect GHG emissions is attributed to the power and natural gas used by our facilities, which accounts for approximately 67% of our combined Scope 1 & 2 emissions. As such, the energy efficiency of our buildings is a key focus of our emissions-reduction activities. Our teams are consistently looking for new processes and practices to reduce our emissions.

Wesco supports customers in reducing their energy consumption with our products and services. Many of the products we sell, such as solar systems and LED lighting, deliver or enable energy efficiency improvements. Our internal experts engage with our customers to identify, cost-justify and implement solar, lighting and other transformational solutions. More information can be found in the Product, Innovation and Supply Chain section.

In addition to what you find in this report, Wesco annually completes the CDP climate change questionnaire. [View our current and past reports.](#)

In Chile

Wesco encouraged employees to cycle to work by providing safety gear and parking spots to support bicycle commuting.

Energy

Identifying new energy-efficient practices is at the core of our business strategy. As a leading provider of products and services focused on energy efficiency, we are in a unique position to reduce both our energy consumption and that of our customers. A majority of the energy we use is for lighting, heating and cooling our nearly 800 branches, warehouses and sales offices in more than 50 countries around the world. Adding to our energy consumption is a fleet of approximately 1,170 trucks and 1,505 cars for our distribution and sales activities. We will continue to implement plans to improve our energy efficiency to achieve our 2030 goals.

Wesco's primary energy sources for operations are vehicle fuel, natural gas and electricity. Intensity includes all types of energy consumed within the organization. In 2022, our emissions reporting will cover actual data from 76% of our global locations. We continue to work to collect accurate data to understand and report our emissions and develop a reduction strategy.



Facilities

Approximately 93% of our facility portfolio is leased, which reduces our control over facility energy consumption and adds complexity to meeting our energy reduction goal. Where possible, we engage with the owners and agents of the buildings we lease to improve energy efficiency. Our greatest opportunity to make an impact is during lease negotiations. We now include energy-efficiency requirements in new building leases. For the buildings we own, we implement various initiatives to improve our energy efficiency.

As a leading provider of solar solutions, we are committed to implementing this renewable energy source at the facilities we own, when feasible.

In 2022 Our Facilities:

- Completed 21 lighting retrofit projects
- Continued development of plans to purchase green power through utility green tariffs

Overall Energy Use

Absolute (Millions of BTUs)

2021*	1,197,207
2022	1,126,053
% YOY	-5.9%

Intensity (Millions of BTUs per sft)

2021*	57,464
2022	50,624
% YOY	-11.9%

* 2021 data includes actual and estimated energy consumption of GHG emissions from Anixter operations.

Year over year (YOY) our data collection methods have improved. In 2022, we collected 76% of the utility data associated with our owned and leased facilities in the U.S., Canada and U.K. As noted on page 11, we have updated our climate target and baseline.

Facility Energy Use:

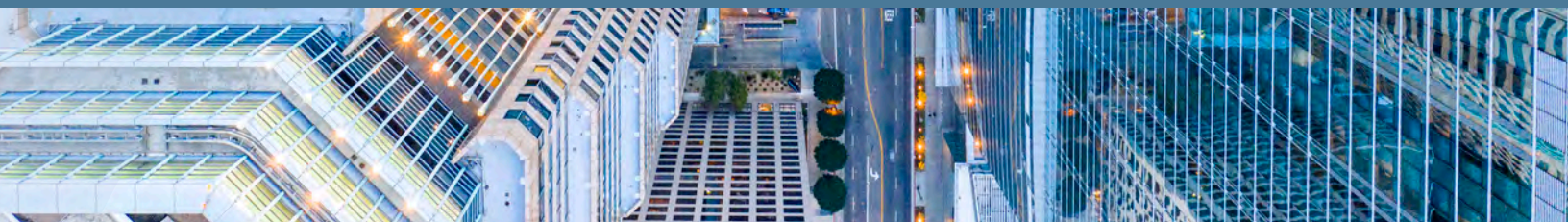
Absolute (Millions of BTUs)

2021*	849,900
2022	738,231
% YOY	-13.1%

Intensity (Millions of BTUs per sft)

2021*	40,974
2022	33,189
% YOY	-19.0%

Primarily, our facilities are not manufacturing sites and only a small amount of our total emissions include GHG emissions from refrigerant leakage, propane-fueled forklifts and diesel backup generators. These emissions were evaluated at less than 3% of our total facility emissions.



Transportation Fleet

A secondary source of GHG emissions is from our truck and car fleet. Our Fleet Efficiency Policy includes the use of fuel-efficient vehicles, determining efficient routes and idling restrictions. The policy also provides our teams guidance on driving practices that can reduce fossil fuel use and GHG emissions within their truck and car fleets. When purchasing new vehicles, we require an evaluation of the most fuel-efficient and alternative fuel, such as biodiesel and low-carbon diesel. Branches are also encouraged to retire the least-efficient vehicles first and take steps to improve the efficiency of the remaining vehicles. Future action is planned to upfit existing equipment with regenerative braking systems.

At the end of 2022, 164 of our distribution centers and branches were using industry-leading route planning software to meet customer delivery dates and eliminate wasteful mileage. For employees who drive either a company truck or car, we provide training on ways to increase vehicle fuel efficiency. This includes accelerating gradually, maintaining proper tire pressure, conducting timely preventative maintenance and using the most efficient routes. Our idling policy requires an engine to be turned off unless it is essential for work.

Exceptions are for engine warmup and during periods of extreme cold weather. Employees who violate the policy are subject to disciplinary action.

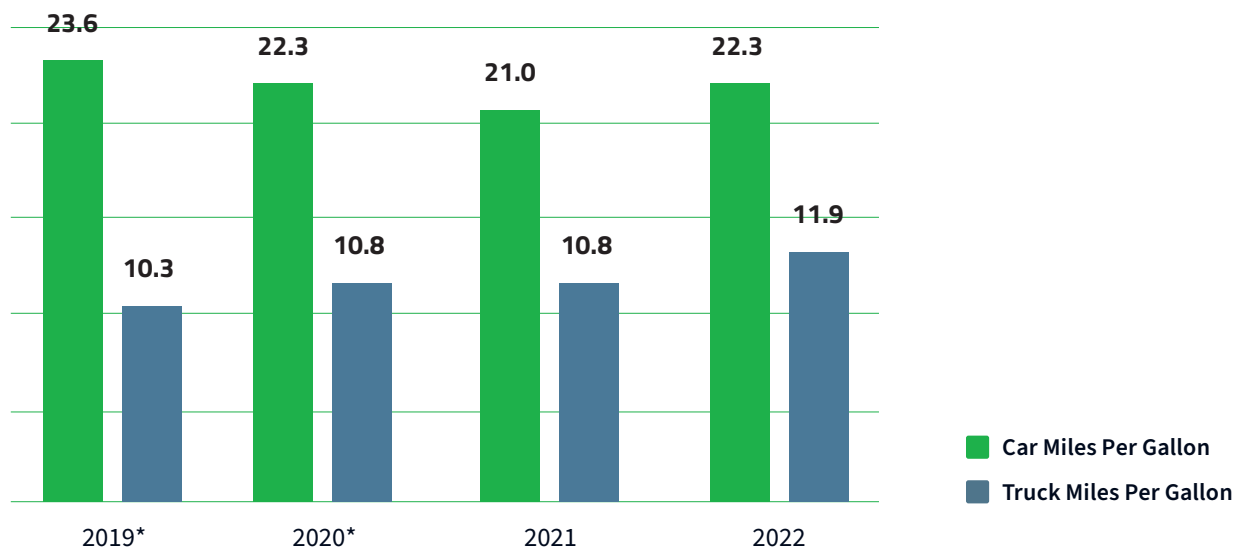
Anti-idling technology is part of base vehicle specifications for our full fleet. We anticipate continued GHG reductions since this increased visibility will allow us to implement targeted training at locations where idling performance is poorest.

To reduce energy use and emissions in our car fleet, we are continuing a three-year transitioning plan to move from employee-owned to company-leased vehicles. Employees in the U.S. and Canada who log more than 7,500 miles in business travel annually use a leased vehicle rather than their personal cars. Leased vehicles give us more control over our fuel use. We continue to explore more efficient vehicles, including electric and alternative fuel cars, for this program.

In 2022, we continued our pilot testing of electric vehicles. We introduced six trucks into our fleet vehicles, and we will analyze results for potential use in our deliveries.



Fleet Fuel Efficiency



* 2019 and 2020 Truck MPG results are a reflection of combined Wesco and Anixter fleet data. 2019 and 2020 car MPG results are a reflection of Wesco fleet data. There were no vehicles associated with the car fleet for the legacy Anixter organization.

Total GHG Emissions Results

Metric Tons of CO₂e/1000 sq ft

Metric Tons of Carbon Dioxide Equivalents

	Total Intensity	Facility Intensity	Total Scope 1 & 2 Emissions
2021	4.0	2.9	84,253
2022	3.6	2.4	80,571

Total emissions include both facility and transportation emissions. Emissions are direct (Scope 1) and Indirect (Scope 2) and include carbon dioxide, nitrogen oxides (NO_x) and methane. Data includes both actual and estimated emissions for our U.S., Canada and U.K. operations. Total emissions do not include offset purchases. This data reflects our updated goal and 2021 baseline as described on page 11.

GHG Emissions by Source

Metric Tons of Carbon Dioxide Equivalents	Electricity	Building Fuels	Leased Fleet*
2021	31,051	28,846	23,824
2022	29,158	24,892	26,520

*Leased fleet data includes combined emission for all car and truck fleet.
 Emissions are direct (Scope 1) and indirect (Scope 2) and do not include offset purchases.
 This data reflects our updated goal and 2021 baseline as described on page 11.

Implementing Renewable Energy Sources



Water

As a distributor and services provider, we are not a major consumer of water. Our facilities primarily use water for sanitation, cleaning and irrigation purposes. We track water usage in our locations and use the data to identify unusual consumption patterns that could indicate undetected leaks or excessive usage that requires intervention.

For example, our large distribution centers use sensors to detect water leakage and monitor average or excessive water use in bathroom water heaters and ice makers. We also utilize a third-party system to alert us on abnormally high water usage to help ensure we are managing consumption responsibly.

We are expanding how we report our water usage. In 2022, we responded to the CDP water security questionnaire and plan to respond annually.

Waste

We transport millions of products around the world each year, resulting in a solid waste stream comprising primarily non-hazardous packaging-related material. Our locations stored a minimal amount of hazardous waste with no spills in 2022.

Our top three waste streams are cardboard, wood pallets/ reels and plastic. We also have a minor waste stream produced by printer toner cartridges. We continually work to find opportunities to reduce each of these waste streams by applying Lean principles. Within our waste stream, we also work to identify opportunities to reuse and recycle.

Following are a few of those efforts:

- **Cardboard:** When making customer deliveries, we take back cardboard when possible and reuse boxes for deliveries. Cardboard that cannot be used is recycled.
- **Pallets/wood:** We reuse, recycle, sell, or return good pallets to our suppliers.
- **Wood reels:** Where possible, we work with recycling and refurbishing partners so pallets and reels can be repaired or made into a new product. We also reuse our proprietary INSTA-REEL® reusable wood reels that are returned to us by customers.

- **Plastic:** At our larger facilities, we recycle shrink wrap.
- **Batteries:** In our locations we recycled 25 tons of batteries.

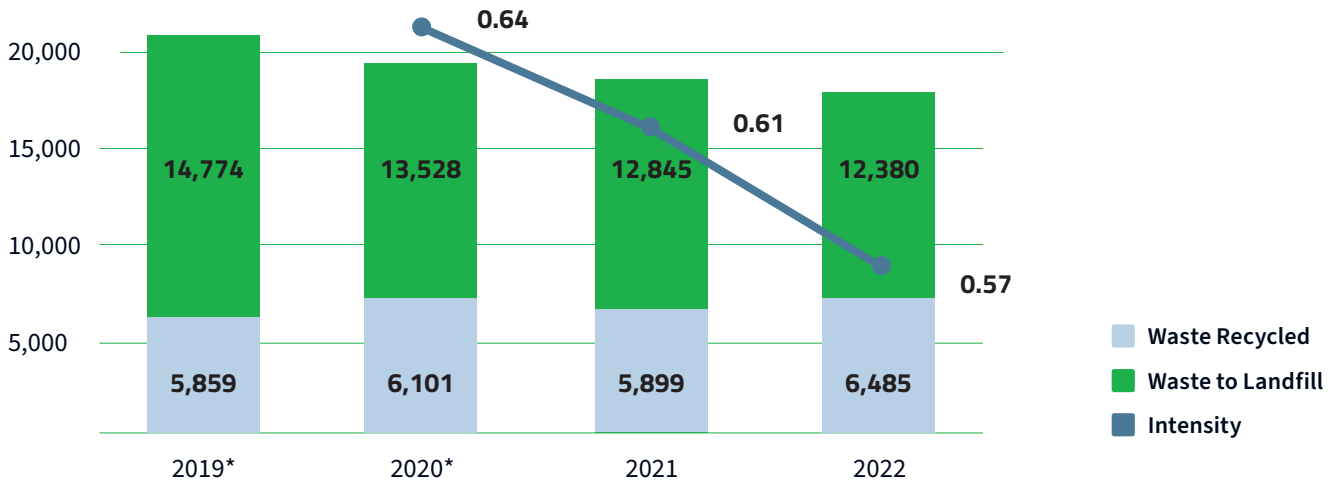
In 2022, we developed regional relationships with recycling vendors that recycle non-traditional waste streams, specifically metal and wood.

Our locations have access to lighting and electronic waste recycling services offered by third-party vendors. This waste includes lamps, batteries, ballasts, electronics and computer equipment. We continuously seek out local companies that can recycle our mainstream recyclables.





Waste Generated



Landfill and recycling waste are reported in metric tons. Intensity is a calculation based on square footage for the geography reported and waste to landfill tonnage. *Combined data from previous report used.

Reducing Waste is a Global Effort

Teams from across the globe have been making changes to encourage waste reduction. For example:

In Chile

Employees recycled paper nationwide with the proceeds from the effort going to a foundation to help children in need of baby bottles.

In Australia

Offices in Melbourne, Brisbane and Sydney have installed bins for recycling of e-waste, allowing for safe and easy disposal of electronics.

In Singapore

Offices recycled eight tons of paper, wood, metal and plastic in 2022. Recycling bins for plastic and cans were added at Singapore locations.

In the U.K.

We recycled 237.5 tons of paper, cardboard, steel, plastic, wood and other mixed recyclables.

Products, Innovation and Supply Chain

Sustainability is Central to Our Business Model

Sustainability Approach

We are a strategic partner for our customers and suppliers supporting their growth, reducing their operating costs and minimizing their environmental impacts through our products and services. We help our customers make progress in lighting efficiency, energy management, renewable energy and green procurement. We continue to invest in emerging technologies and expand our capabilities to remain an innovative leader and a forward-thinking resource to our customers.

Products

We offer a wide range of sustainable products from the world's leading manufacturers and help our customers determine the best solution to meet their sustainability goals. Key categories include:

- Energy-efficient products: Advances in lighting, motors, drives, transformers and our other mechanical products make it affordable and cost-effective to install energy-efficient products.
- Energy-management solutions: Our smart building solutions give better visibility and control of energy consumption and energy storage. These range from simple and cost-effective lighting and HVAC controls to advanced building automation and AI-driven monitoring equipment.
- Renewable energy products: We offer turnkey renewable energy solutions that include solar, Electric Vehicle (EV) charging, energy storage solutions and micro-turbine wind.
- Sustainable Maintenance, Repair and Operating (MRO) products: We have a broad range of sustainable MRO products to support green procurement goals.

- Workplace safety products: We offer a full range of products and equipment designed to help keep people safe in the workplace.

Wesco Value Add and Transformation Services

Through Wesco's extensive value add and transformational services, we provide customers a single access point to the products and services that can help them achieve their sustainability and organizational goals while reducing risk and increasing profitability. Through our consultative process we identify a customer's desired future state, then coordinate various Wesco teams and programs (for example, Wesco Lighting Solutions) to develop, implement and manage a comprehensive solution to achieve the desired goals. At times, we bring in third-party providers for products or services that are not part of our own offerings but add value to the overall solution.

Because our customers can access our entire product and solutions portfolio through a single interface, they enjoy a more efficient and streamlined relationship with us. That relationship can be for a single project, such as a lighting retrofit, or a portfolio of solutions that we implement on a local, regional or global level.

UN Sustainable Development Goals

Wesco invests in emerging technologies to expand our capabilities and remain an innovative leader and a forward-thinking resource to our customers.





Wesco Transformation Services covers two main categories of solutions:

- Asset health, which includes energy services for the entire building envelope; renewable energy investments; automation managed solutions; and security and critical infrastructure services
- Supply chain health, where customers outsource all or part of their procurement function to Wesco

The sustainability benefits that our customers can gain through Wesco Transformation Services include reduced environmental impact, more efficient operations and a streamlined supply chain.

Wesco Energy Solutions

Wesco Energy Solutions team is focused on energy conservation solutions assisting customers to realize both cost savings and ESG goal realization. End-to-end service offering includes audit, design, procurement, project management, installation, rebate and post-installation warranty support.

Our advanced portfolio of energy-efficient services and solutions include:

- LED lighting
- Smart building controls
- Internet of things (IoT)
- Indoor air quality
- Electric vehicle charging
- Solar photovoltaic
- Peak demand charge mitigation
- Water conservation
- Compressed air optimization
- HVAC coatings

For each project, we leverage our technology and supplier relationships while considering price, performance, cost of maintenance, warranty and manufacturer reliability and stability. Wesco Energy Solutions serves as a single point of contact throughout the retrofit process, allowing our customers to easily implement a complex array of energy-efficient solutions. Following a preliminary assessment, we conduct an audit of the facility being considered for an energy efficiency upgrade. Our detailed analysis of the audit's findings results in energy- and cost-efficient configurations. In addition to project costs, we provide substantial information that enables our customers to make the best decision for their situation. This includes:

- A detailed financial analysis, including a cost savings breakout and payback period
- Energy reduction in kilowatt-hours saved, the equivalent greenhouse gas emissions eliminated, and the emissions-reduction equivalent in terms of trees planted and cars removed from the road
- A line-by-line energy analysis of each proposed fixture
- Available rebates
- Financing options

Once a project is approved, we can provide turnkey, project life-cycle management services. We can select and manage the subcontractor, assist with grant proposals, coordinate securing rebates, handle the recycling of the old fixtures and more.

Wesco 2022 Energy Solutions Projects Summary

Projects completed: 4,683
Area of Energy Efficiency Audits: 76 Million sq. ft.
Rebates Back to Customers: \$4M
Potential Customer Energy Savings: 133 Million kWh
Potential CO2 Emissions Avoided: 94,156,960 kgCO2e
Estimated Client Energy and Maintenance Savings: \$32M

Wesco Renewables

Our programs, services and solutions are designed for the dynamic and flourishing renewable market. Whether the focus is residential, commercial, or utility-scale solar and storage, Wesco Renewables offers supply chain solutions and design supported by a leading product portfolio and expertise that is current with evolving market demands. Our solutions are scalable and adaptable to respond quickly and meet the needs of the industries we serve.

Selling and installing solar systems can be a complex process, but not with the right partner. Our team of dedicated renewables in-house expertise includes sales, project management, inventory specialists and financial services teams. Additionally, our technical team offers engineering and design services customized to end user needs. In order to expand our customer and market reach, the newly created Solar Center of Excellence was launched in 2022 to provide added technical and sales support on a national scale. Staying current in this ever-changing industry allows Wesco to provide our customers with the support to deliver unparalleled service to the market.

In addition to our in-house expertise, we partner with the world's industry-leading providers of renewable products and solutions, including manufacturers of photovoltaic modules, inverters, racking, the balance of systems, energy storage and EV charging solutions. Our strong partnerships combined with our expansive distribution network ensure our customers have the right products when needed in order to quickly scale to meet the demands of the marketplace. Whatever the geographic scope, the Wesco Renewables Team can help customers expand their reach by leveraging a global footprint allowing service for projects locally, regionally, nationally and globally.

To complement our dedicated resources and product offerings, our unique supply chain value proposition includes everything from vendor-managed inventory to financing solutions. Our team understands today's complex supply chain and provides guidance throughout the project life cycle including business development, preconstruction and logistics, construction and installation and support and operations maintenance. Wesco branches offer materials management services including staging, on-site storage, scalable kitting, cable management, code compliance and safety solutions just to name a few.

This combination of in-house expertise, product offerings and supply-chain solutions allows our renewables customers to remain focused on selling and installing solar systems. The result is increased profitability and reduced operating costs for our customers, more solar energy on the grid and solutions to keep our communities running smoothly and the world working smarter. In 2022, we worked with our customers to install solar products with more than 248 million kilowatt-hours of renewable energy generating potential. This was a 12% increase in watts sold, a notable achievement attained despite a challenged supply chain environment/market.

The amount of greenhouse gas emissions avoided is equal to the emissions from:

- **60,742** tons of waste recycled instead of landfilled
- **6,653,318** incandescent lamps switched to LEDs

The emissions avoided are equivalent to the carbon sequestration of 2,902,645 million seedlings over 10 years and nearly 209,340 acres (84,717 hectares) of forest in one year.

*Equivalencies based on the EPA Greenhouse Gas Equivalencies Calculator



Government Partner Network

Federal, state and local governments actively seek to award business to small and disadvantaged companies, particularly those owned by women, minorities, veterans and persons with disabilities. Unfortunately, many of these companies do not have the resources needed to identify and pursue these opportunities on their own.

Through our Government Partner Network (GPN), our personnel work with Wesco small and disadvantaged business customers (defined as businesses at least 51% owned by one or more individuals who are socially and/or economically disadvantaged) to help them secure government business. We help to identify potential opportunities to fit their product and service offerings.

For those opportunities that stretch beyond the capabilities of a network member, we work with the customer directly or facilitate other business arrangements with appropriate Wesco customers and suppliers. This leverages their respective strengths to compete more effectively for the business, which would not be possible without the connections provided through GPN.

A core component of the program is the annual GPN Summit, where we convene GPN partner members including customers, vendors, suppliers and Wesco specialists for educational workshops on government procurement practices, networking opportunities, and charity fundraising to benefit a selected cause.

Our Wesco government team annually hosts a networking event for the Government Partner Network (GPN) members and key Wesco suppliers. The event allows members to connect with Wesco suppliers to discuss and explore government opportunities. In 2022, we were excited to hold the GPN Summit in-person, the first in-person summit since 2020 due to COVID-19. The event was attended by 165 members. At the event, donations were made to Pat Tillman Foundation, an organization that identifies remarkable military service members, veterans and spouses and empowers them with academic scholarships, lifelong leadership development opportunities and a diverse, global community of high-performing mentors and peers. Additionally, GPN members conducted a community service project in partnership with Clean the World to distribute 500 veteran hygiene kits to heroes in need.

Designed For The Dynamic and Flourishing Renewable Market





Supply Chain

Our supply chain mission statement prioritizes safety, sustainability and supplier diversity. It is a business imperative that Wesco remains a supplier of choice for our customers. Our Executive Vice President of Global Supply Chain and Operations provides quarterly updates to our Board of Directors on the mission-critical safety, health and sustainability of our supply chain.

We purchase products from a diverse group of suppliers who are located predominantly in North America and manufacture products around the world.

Wesco's product portfolio spans the following categories:

- Communications and Networking
- Power Generation
- Electrical and Lighting
- Security
- MRO and Safety
- Automation
- Renewable Energy

Supplier Sustainability

Our Supplier Code of Conduct and contractual terms set our expectations for human rights, health and safety, environmental responsibility and business ethics and integrity. We expect our suppliers to adhere to our standards in their operations. Our Business Integrity Line is available for employees, suppliers and outside parties to report any unethical conduct in our supply chain.

To help us evaluate supplier performance against our expectations and better understand the sustainability and risks in our supply chain, we conduct a supplier sustainability survey biennially. The survey questions cover conflict minerals, environmental performance, human rights and employee and supplier diversity.

Supplier Diversity

At Wesco, we are dedicated to building a diverse and inclusive culture and are choosing business partners who share our values. Headed by our Directors of Global Sustainability, Supplier Diversity Sales and Sourcing, we are committed to growing our Supplier Diversity Network in size and spend and expanding our Diversity Alliance Network.

Diverse Supplier*

Minority-, Women-, Aboriginal-, People with Disabilities-, LGBTQ+, Veteran- and Service-Disabled Veteran-Owned businesses.

2022 Diversity Size: 1,016 of total suppliers

2022 Diversity Spend: \$136 Million

2022 Diversity Alliance Network Spend: \$248 Million

2022 Diversity Alliance Network: 4% increase in 2022 vs. 2021

*All self and third-party certified minority, women, veteran, disabled, disadvantaged, 8(a), HUBZone, LGBTQ+, Alaskan native and small-business enterprises validated through third-party organizations

We have defined our mission, goals and strategy surrounding supplier diversity. In 2022, we created a cross-functional internal Supplier Diversity Council to help forward our efforts. Together, we will:

- Increase our portfolio of vetted, third-party diverse suppliers across the enterprise.
- Drive growth and inclusion by fostering long-term partnership with our customers through a robust and diverse supply chain, while delivering our comprehensive and proven technology solutions.
- Support small and diverse businesses throughout our supply chain operations.

In 2022, we aligned with a series of professional organizations to continue our learning and expand access to diverse suppliers:

- National Minority Supplier Diversity Council (NMSDC) Membership
- National Gay and Lesbian Chamber of Commerce (NGLCC) Membership
- Canadian Council for Aboriginal Business (CCAB) Membership

As our supplier diversity efforts mature, we are establishing new efforts internally and externally.

Within Wesco, we have initiated a Supplier Diversity All Star award for employees supporting our goals and have partnered with business resource groups supporting internal diversity goals. In 2022, we expanded communications, including a dedicated section on our website and a highlight of our goals on social media channels.

Supplier Diversity Network

Wesco has developed a strong set of diverse suppliers. Beyond supporting Wesco, we partner with these suppliers to create growth opportunities. We make connections between our suppliers and customer requests for diverse suppliers spend.

Our team hosted two Supplier Diversity Summits in 2022, a day of programming and networking to connect our diverse suppliers and resellers to our organizations. In 2022, we invited key customers to join sharing their insights and experience with supplier diversity. We hosted attendees across the two events.

We have continued our strategic partnership with a recognized third party to implement a supply chain management tool that identifies, connects us with and onboards diverse suppliers. This tool provides clear sight into our network of diverse suppliers to actively track metrics in meeting our growth goals.



Diversity Alliance Network

At Wesco, we work to increase business opportunities for our customers who are small, diverse companies. The Wesco Diversity Alliance program is a network of trusted and vetted third-party certified companies. Our internal specialists provide one-on-one assistance to help member companies secure public and private spending designated for small and disadvantaged businesses, including access to available government work. In 2022, our Diversity Alliance Program supported sales totaling approximately \$248 million.

Electronic Data Interchange

In 2022, we engaged with approximately 1,550 supplier partners and approximately 2,750 customers through electronic data interchange (EDI). Using EDI with our suppliers and customers allows us to streamline the manual documents in the order-to-cash and procure-to-pay business cycles. In 2022, this translated to nearly \$5 billion in invoices. We will continue leveraging automation in all areas of our supply chain, including electronic procurement with customers and suppliers as well as consolidating our legacy Wesco and Anixter platforms in 2023 and beyond.

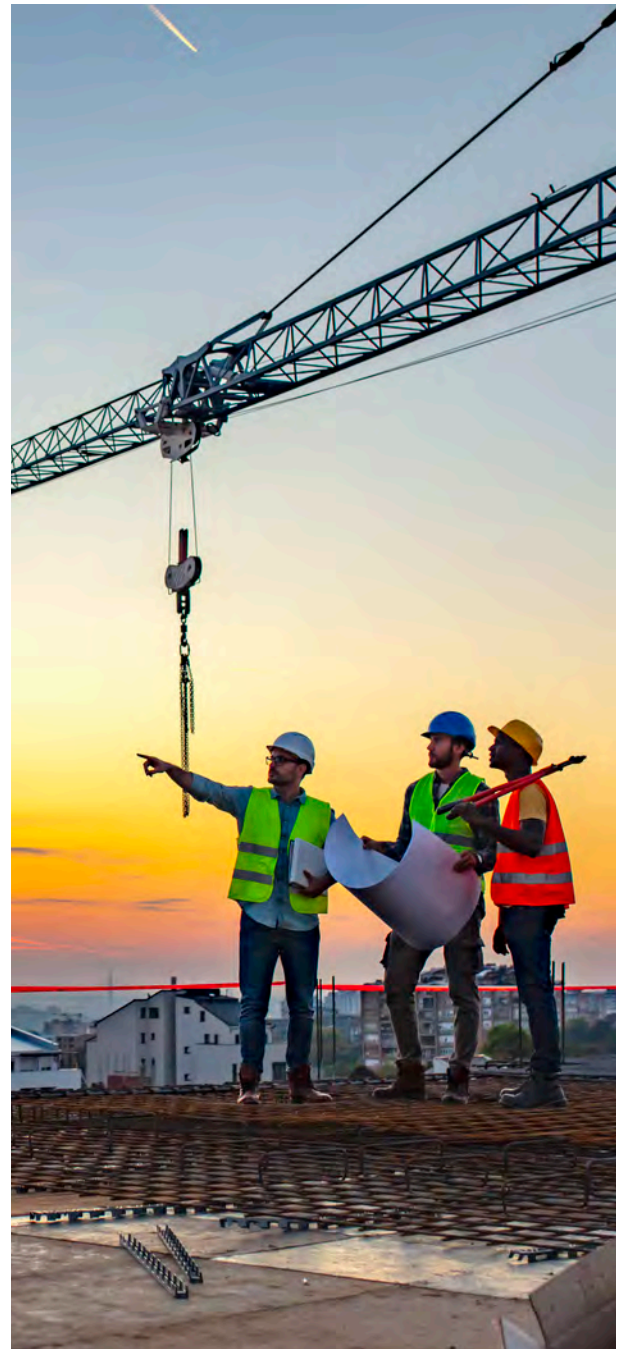
Lean Quality Management System

The Wesco Lean Quality Management System (LQMS) provides global support to all business divisions and segments through a variety of services by the global quality team. A commitment to continuously improving our processes and maintaining the best quality practices underlines our focus on being the key player in the market as well as meeting or exceeding our customers' expectations. The following is a list of tools and offerings that support our LQMS:

- Global quality manual
- Quality procedures
- Standard operating procedures
- New business and on-site customer audit support
- Global on-site training and support for LQMS functions
- Continuous employee education in LQMS best practices

- Certification or compliance to ISO 9001:2015 and other such standards
- Electronic notification and mandatory staff training on policy and procedure changes

There are 334 global locations currently under the Wesco LQMS umbrella.



Maintaining Quality Practices



Governance

Our Reputation as a Fair, Honest and Ethical Company

Board of Directors*



John J. Engel
Chairman, President,
and Chief Executive Officer
Wesco International



Anne M. Cooney
Former President, Process
Industries & Drives Division
Siemens Industry, Inc.



Matthew J. Espe
Operating Partner
Advent International



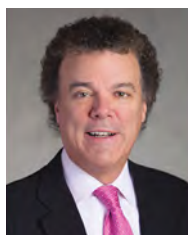
Bobby J. Griffin
Former President
International
Operations Ryder
System, Inc.



Sundaram Nagarajan
President and Chief
Executive Officer of
Nordson Corporation



Steven A. Raymund
Former Chairman and
Chief Executive Officer
Tech Data Corporation



James L. Singleton
Chairman and
Chief Executive Officer
Cürex Group Holdings, LLC



Easwaran Sundaram
Operating Executive
Tailwind Capital



Laura K. Thompson
Former Executive Vice
President and Chief
Financial Officer
The Goodyear Tire &
Rubber Company

Board Demographic Highlights

Diverse directors in terms
of gender, race or ethnicity:

56%

Female directors:

22%

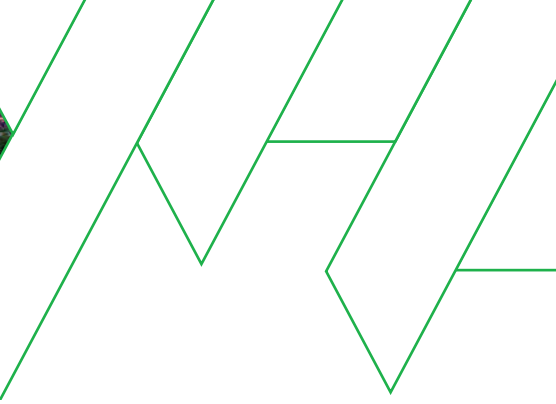
Directors with diversity
in terms of race:

33%

Audit, Compensation and
Nominating & Governance
Committee Independence:

100%

*As of December 31, 2022



ESG Oversight

The Board is committed to supporting the company's efforts to conduct its business in a principled, transparent and accountable manner. The Board believes that its effective oversight of ESG matters is central to its risk oversight function. The Nominating and Governance Committee is responsible for oversight of significant ESG matters, and the Audit and Compensation Committees are delegated responsibility for oversight of specific ESG topics. However, the Board receives regular updates from each of the Committees and retains ultimate oversight responsibility for ESG matters.

Ethics and Compliance

We maintain our reputation as a fair, honest and ethical company, committed to operating in a socially responsible manner through our Ethics and Compliance Program. We promote an ethical culture across the organization and ensure that Wesco directors, officers, employees and third parties working on behalf of Wesco act and conduct business with the highest degree of honesty and integrity, comply with applicable laws and adhere to company policies and procedures. Annually, employees must acknowledge that they have received, read and will comply with the Code of Business Conduct, updated from our previous Code of Business Ethics and Conduct.

As we continue to grow and develop our business, we are committed to our core organizational focus on ethics. It is the responsibility of our Vice President and Chief Ethics and Compliance Officer, with support from our internal Executive Ethics Committee and legal department, to enforce our compliance program and drive its various components.

In 2022, Wesco completed a significant refresh and enhancement of its written ethics and compliance standards. These standards, which went into effect in February 2023, include:

- A refreshed Code of Business Conduct to replace the legacy Wesco and Anixter Codes.
- A Business Conduct and Duty to Report Policy.
- A new Antiretaliation Policy to replace the legacy Anti-Retaliation (Whistleblower) Policy.
- An updated version of Wesco's Global Anti-Bribery and Corruption Policy.

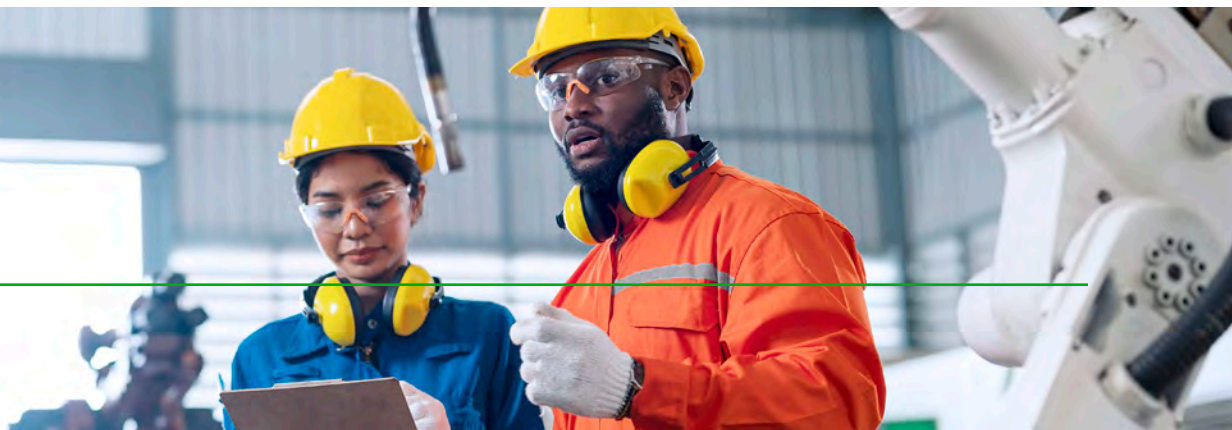
The following list provides an overview of our key ethics and compliance policies. Additional information on policy purpose, scope, procedures, guidelines, responsibilities and resources can be found in the linked policies and on Wesco.com. Ethics and compliance issues that may be out of the scope of our normal operations and not covered by a specific policy or program are addressed on an individual basis. When appropriate, we create a new policy, training program, or other proactive measure to address the issue.



Policy

Overview

Code of Business Conduct	Designed to assist our employees and officers in complying with the laws and ethical principles that govern our business conduct, the Code of Business Conduct demonstrates our commitment to our ethics and values in everything we do.
Code of Principles for Senior Financial Executives	In addition to the Code of Business Conduct, our CEO, CFO and Chief Accounting Officer abide by heightened ethical standards with regard to handling company finances.
Global Anti-Bribery and Corruption Policy	Wesco complies with all applicable laws and regulations in our regions of operation and maintains a zero-tolerance approach to bribery and other forms of corruption. This policy outlines Wesco's expectations including oversight, third-party due diligence, discipline, training and communication, reporting and investigations, risk assessments and periodic policy review.
Human Rights Policy	Wesco is committed to ensuring that our employees are treated with dignity and respect by providing our employees with a safe, clean and healthy workplace. Wesco does not tolerate harassment or discrimination and works to ensure equal opportunity for our employees. More information on this policy can be found in the Social section of this report.
Internal Audit Program	Our internal audit department performs periodic assessments of location branch, distribution center, and enterprise-level processes and controls and is directly involved with the Chief Compliance Officer in reviewing reported or suspected unethical behavior. It also assists the Chief Compliance Officer in the conduct of special investigations to help enforce the Code of Business Conduct. In 2022, 116 operational audits were conducted with satisfactory results. Management implemented Internal Audit's recommendations, as appropriate.
Antiretaliation (Whistleblower) Policy	The Business Conduct and Duty to Report Policy describes how employees can report legal or ethical concerns, the measures we take to address such reports and our commitment to protect those who report issues or concerns from retaliation. Additionally, this policy, along with the Antiretaliation Policy, provides protection against retaliation. In support of these policies, we offer an anonymous reporting channel, the Business Integrity Line, for employees and outside parties to report issues of concern regarding workplace activities or business practices in their local language. All calls or emails to the hotline are anonymous and can be placed 24 hours a day, seven days a week. Each issue is received and assessed to ensure it is assigned to the appropriate person for investigation.



Policy

Overview

Anti-Fraud Program

Fraud in any form is not tolerated at Wesco. We fully investigate any suspected acts of fraud, misappropriation, or other similar irregularity regardless of a person's position, title, length of service, or relationship with the company. Anti-fraud guidelines are included in both our Code of Business Conduct and Supplier Code of Conduct.

Data Privacy

See the Data Privacy and Cyber Security Section of this report for more information surrounding Wesco's approach to Data Privacy and Security.

Diverse Business Contracting Compliance Policy

We support the growth and development of qualified minority, women and disadvantaged business enterprises (MWDBEs). Our Diverse Business Contracting Compliance Policy helps ensure that we are complying with applicable laws and regulations concerning MWDBE participation on government-funded projects. In particular, we are committed to the legitimate participation of properly certified MWDBEs that can and will perform a commercially useful function on the public projects in which they participate.

Supplier Code of Conduct

We hold our suppliers to our high ethical standards. Our Supplier Code of Conduct sets forth our global expectations in a variety of areas, including human rights and business ethics and integrity.

We Are Committed to Our Core Organizational Focus on Ethics



Data Privacy and Cybersecurity

Cybersecurity and data protection is an enterprise-wide priority and is reflected in engagements with our customers and suppliers. Our comprehensive approach to securing our data and business systems from attack, compromise, or loss includes a combination of leading technologies, policies and procedures and a 7X24 cybersecurity operations team monitoring our environment for signs of attack and responding in real time.

We conduct mandatory information security awareness training for our employees at least annually and enhanced training for specialized personnel. We have instituted regular attack or malicious activity simulations for employees to enhance awareness and responsiveness to such possible threats and we also employ third parties to perform penetration and vulnerability tests.

Our security policies are evaluated and updated annually to address changes in the regulatory and threat landscapes and evolve best practices. We identify potential cybersecurity risks using internal measures and external resources. Identified risks are captured and prioritized on our risk register. Results are regularly reported back to a cross-functional, executive cybersecurity risk committee which then validates risks.

While we focus heavily on prevention and detection, response and recovery plans, service agreements and partner engagements are in place should there be a need for us to respond to an attack. We have adopted a security incident response plan that provides controls and procedures for timely and accurate reporting of material cybersecurity incidents. We also maintain cyber liability insurance coverage.

To more effectively prevent, detect and respond to information security threats, we have a dedicated Chief Information Security Officer whose team is responsible for leading enterprise-wide information security strategy, policy, standards, architecture and processes. As part of its oversight of cybersecurity risk, the Audit Committee of our Board of Directors meets at least quarterly with our Chief Information Security Officer, Chief Information and Digital Officer and other senior leaders to receive updates on cybersecurity risks and threats, the status of initiatives to strengthen our information security systems and management's assessments of our security program. In 2022, Wesco achieved ISO 27001:2013 for its Information Security Management System.

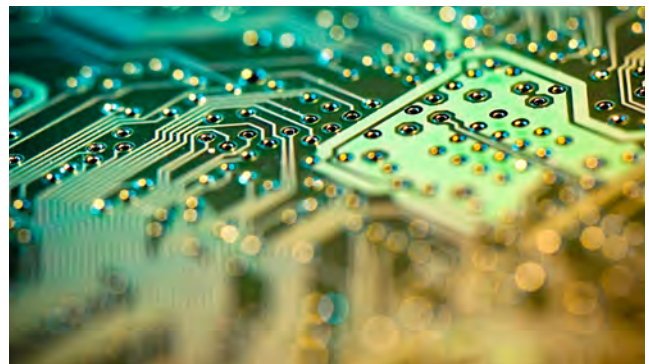
The ISO 27001:2013 standard is a widely accepted set of information security management controls governed and developed by the International Organization for Standardization (ISO). The implementation of a multi-layer and multi-provider portfolio of technologies is designed to deliver overlapping coverage against today's modern attack vectors with a strong defensive and offensive security posture. Wesco's BitSight Security Rating is at the top of our industry. BitSight Security Ratings are the market's most widely used rating solution. A higher rating indicates better cybersecurity performance. In 2022, our BitSight score increased by 50 points compared to 2021.

Our Data Privacy and Cybersecurity program includes the following components:

- Policies
- First-class security technology
- Partner engagements
- Risk assessments of intelligence feeds and vulnerabilities
- Prevention and detection exercises
- Response and recovery plans
- Mandatory employee training and education
- Cyber liability insurance coverage

With these security measures in place, we did not experience any material data breaches in 2022.

In 2023, we will finalize our planned three-year infrastructure and security integration between Wesco and Anixter, making significant progress in Zero Trust configuration and data loss prevention implementation.



About This Report

Unless otherwise stated, this report covers activities, data and initiatives from our fiscal year 2022.

ESG Disclosure and Framework Alignment

The topics covered in this report include those that we have determined to be material for our business and stakeholders as noted on page 12. Wesco aligns with several ESG frameworks and disclosures in support of our commitment to transparency and our fulfillment of stakeholder needs and expectations. We leverage the following frameworks and standards to provide robust ESG information disclosure:

- **Global Reporting Initiative (GRI):** GRI offers a list of global standards and guidelines around sustainability reporting.
- **Sustainability Accounting Standards Board (SASB):** SASB provides a comprehensive set of industry-specific disclosure topics and guidelines.
- **Task Force on Climate-Related Financial Disclosures (TCFD):** TCFD provides disclosure recommendations on thematic ESG topics such as governance, strategy, risk management, metrics and targets to provide stakeholders with fuller information surrounding climate risks.
- **CDP:** Formerly the Carbon Disclosure Project, CDP is an international organization that helps companies and cities measure and disclose important environmental impact information through an annual questionnaire and rating system.
- **United Nations Global Compact (UNGC):** UNGC is an initiative that aims to help businesses align their strategies and work toward the U.N.'s Sustainable Development Goals.
- **United Nations Sustainable Development Goals (U.N. SDGs):** U.N. SDGs provide a shared set of 17 toward peace and prosperity for people and planet goals and creates a call to action by all countries in a global partnership.

We also regularly engage with our investors, employees, customers, regulators, ratings agencies and others on ESG and business issues.

Additional information about Wesco can be found in our public financial filings—including our annual report and proxy filings—as well as on the Security and Exchange Commission's website at www.sec.gov or on the Investors page of our website at Wesco.com

Wesco plans to continue to report annually as we monitor, measure, and deepen our ESG initiatives and disclosures.

United Nations Sustainability Goals

Wesco endorses to the United Nations Sustainable Development Goals (SDGs), which are a call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity. We have prioritized the following five goals:



More information about our SDG aligned initiatives is included throughout this report.

Assurance

We did not seek third-party assurance for this report; however, we will consider doing so for future reporting. The information and data contained in this report was vetted by internal subject matter experts on the various ESG topics included in this report.

Contact Us

We appreciate and welcome feedback on our ESG initiatives and reporting and invite you to contact us directly via email at Sustainability@Wesco.com.



2022 Awards, Recognitions and Certifications

Corporate Industry Leadership:

American Opportunity Index: Best Employers #12 of 250

Bloomberg: Gender Equality Index includes 418 companies across 50 industries headquartered in 45 countries and regions.

Barron's: 100 Most Sustainable U.S. Companies #51

Broadband Communities: Fiber-to-the-Home Top 100

CIO of the Year Awards, Rising Star Finalist: (M. Ioffe)

CSO/Foundry: CSO50 Awards (Secure Application Access project)

Diversity First Top 25 Digital Leader: (A. Khurana)

Drucker Institute/*Wall Street Journal*: Top 250 Best Managed Companies: #173

Electrical Wholesaling: Top 150 Ranking #1

Fortune 500: #200 of 500

Fortune's World's Most Admired Companies: #2 in Diversified Wholesalers

Industrial Distribution: Big 50 List #9

Investor's Business Daily: 100 Best ESG Companies for 2022: #76

Latino Leaders Magazine: Best Companies for Latinos to Work

Modern Distribution Management: Top Electrical, Data & Security Distributor #1

National Association of Corporate Directors: NACD Director of the Year - J. Singleton

SSIP Safecontractor Accreditation

tED Magazine: 30 Under 35 (E. Munk)

The Equity Honors: H. Porwal (National Minority Supplier Development Council)

Top Distributors Used by the SDM 100

Supply Chain Excellence:

Capital Finance International: Most Sustainable Supply Chain Strategy - U.S.

Inbound Logistics: 75 Green Supply Chain Partners

Institute for Supply Management Supply Chain Trailblazer Award, Innovation category

Supply & Demand Chain Executive: Top Supply Chain Projects Award

Supply & Demand Chain Executive: Women in Supply Chain (E. Mitchell)

Customer Value:

BTR Diamond Technology Review winner (MaxWrap®)

Cabling Installation & Maintenance Innovators Award (UTG)

ElectriCITY Magazine: 2022 Gold Medal

PECO Leaders Award: Wesco Energy Solutions

Transform Award: Silver - Best Visual ID in Engineering and Manufacturing; Highly Commended - Best Corporate Rebrand following an M&A

Supplier Partnership:

CommScope Distributor of the Year (CALA, US and Global)

"Customer Driven" honor for JCI North America

Duquesne Light Customer Service Excellence Award

Milestone Distributor of the Year

Rockwell 2022 Distributor Innovation Award (EESCO)

Global Reporting Initiative (GRI)

Content Index

Disclosure	Description	Response
2-1	Organizational details	<p>Name of the organization: Wesco International, Inc. Location of headquarters: Pittsburgh, Pennsylvania, USA Ownership and legal form: Wesco International is a publicly traded (NYSE: WCC) Fortune 500 holding company Location of Operations: Branch Locator</p>
2-2	Entities included in the organization's sustainability reporting	See About Wesco on page 5 and About This Report on page 62
2-3	Reporting period, frequency and contact point	<p>Reporting period: 2022 Frequency: Annual Contact: Sustainability@Wesco.com</p>
2-4	Restatements of information	<p>Wesco has updated its climate goal including a new 2021 baseline, as noted on page 11. Energy and GHG data also reference this updated baseline.</p> <p>Wesco has updated its Lost Time Recordable Rate and Lost Time Recordable Incidents for 2021, as noted on page 30.</p>
2-5	External assurance	We did not seek third-party assurance for this report. The information and data contained in this report have been vetted by internal audit personnel with subject matter expertise on the topics on which we have reported. Below are the material topics for our reporting. Additional information about impacts and boundaries can be found in the respective sections.

Disclosure	Description	Response
2-6	Activities, value chain and other business relationships	<p>See Wesco Business Segments on page 7 See Supply Chain on page 53 Automation Electrical Maintenance Repair and Operations, Broadband Communications, Electronics, Renewables, Data Communications, Lighting, Safety, Security, Wire, Cable and Conduit Sustainable Products and Services:</p> <ul style="list-style-type: none"> • Energy efficient products • Energy management products • Renewable energy products • Sustainable MRO products • Workplace safety products <p>Significant changes to previous reporting period - No</p>
2-7	Employees	See People on page 13
2-8	Workers who are not employees	See People on page 13
2-9	Governance structure and composition	<p>See Governance on page 57 2023 Proxy Statement Directors and Officers Board Committees</p>
2-10	Nomination and selection of the highest governance body	Nominating and Governance Committee
2-11	Chair of the highest governance body	See 2023 Proxy Statement on page 5
2-12	Role of the highest governance body in overseeing the management of impacts	<p>See Corporate Governance on page 57 See Enterprise Risk Management on page 31 The process of consultation is delegated from the Board of Directors to senior management, which annually reviews the results with the board. The Board of Directors conducts an annual strategy review, which includes updating the organization's purpose, value, mission, and goals related to economic, environmental, and social topics. As delegated to them by the board, management is responsible for identifying and managing economic risks and opportunities that affect the enterprise. The board delegates the management of these risks to senior management. As delegated to them by the board, management is responsible for reviewing the effectiveness of the risk management process, which includes reviewing risks related to economic and environmental processes. Our ESG management teams report to the board annually on the status of our ESG programs and sustainability goals progress.</p>

Disclosure	Description	Response
2-13	Delegation of responsibility for managing impacts	The Board of Directors has delegated authority to members of senior management for economic, environmental, and social topics. Our Executive Vice President of Global Supply Chain and Operations and our Executive Vice President of Human Resources report to our Chairman and CEO.
2-14	Role of the highest governance body in sustainability reporting	The chairman of the board reviews the sustainability report.
2-15	Conflicts of interest	Code of Business Conduct
2-16	Communication of critical concerns	Contact Our Board
2-17	Collective knowledge of the highest governance body	Corporate Governance Guidelines
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Guidelines
2-19	Remuneration policies	See 2023 Proxy Statement on page 26-28; 33-36
2-20	Process to determine remuneration	See 2023 Proxy Statement on page 33-47
2-21	Annual total compensation ratio	See 2023 Proxy Statement on page 62
2-22	Statement on sustainable development strategy	See CEO Letter on page 3-4
2-23	Policy commitments	We evaluate environmental impact in our decision-making processes and have embraced the Precautionary Principle. Wesco Guidelines, Charters and Policies
2-24	Embedding policy commitments	See Policy Reference within Ethics and Compliance on page 58
2-25	Processes to remediate negative impacts	See Governance on page 57 See Code of Business Conduct

Disclosure	Description	Response
2-26	Mechanisms for seeking advice and raising concerns	See Ethics and Compliance on page 58
2-27	Compliance with laws and regulations	See 2022 Annual Report, Item 3
2-28	Membership of associations	<p>We are members of several industry groups to share our knowledge and expertise and learn from our peers and ensure that we are present and participating in the communities in which we live. We are members of the following organizations:</p> <ul style="list-style-type: none"> • Allegheny Conference on Community Development • Electric Utility Industry Sustainable Supply Chain Alliance • Institute of Supply Management • National Association of Electrical Distributors • National Association of Manufacturers • National Association of Whosaler-Distributors • Responsible Business Alliance • United Nations Global Compact
2-29	Approach to stakeholder engagement	<p>See Reporting and Materiality on page 11-12 See 2023 Proxy on page 21</p> <p>Employees Customers Suppliers Stockholders Communities</p>
2-30	Collective bargaining agreements	2% of our employees were covered by a collective bargaining agreement in 2022
3-1	Process to determine material topics	<p>See Reporting and Materiality on page 11-12 For this report, we relied on the following inputs:</p> <ul style="list-style-type: none"> • Customer surveys of our sustainability progress • Employee surveys and other feedback mechanisms • Feedback from customers, employees, suppliers, nongovernmental organizations and other stakeholders on prior sustainability reports • Topics evaluated by external ranking organizations, such as CDP and EcoVadis • Insight from our senior leaders • Our enterprise risk management process • Applicable government regulations • Priorities of industry associations in which we participate
3-2	List of material topics	See Reporting and Materiality on page 11-12 Supply Chain, Energy Waste, Emissions, Health and Safety

Material Topics

GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Not applicable. We work with approximately 50,000 suppliers located around the world that provide products to our roughly 800 branches.
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	See Energy on page 43
302-3	Energy intensity	See Energy on page 43
302-4	Reduction of energy consumption	See Energy on page 43-46
302-5	Reductions in energy requirements of products and services	<p>See Sustainable Products and Services on page 49-51</p> <p>Energy-efficient products: Advances in lighting, motors, drives, transformers, and other mechanical products that we sell make it affordable and cost-effective to install energy efficient products.</p> <p>Energy-management solutions: Our smart building solutions give better visibility and control of energy consumption. These range from simple and cost-effective lighting and HVAC controls to advanced building automation and monitoring equipment.</p> <p>Renewable energy products: We offer turnkey renewable energy solutions that include solar and micro-turbine wind.</p> <p>Sustainable MRO products: We have a broad range of sustainable maintenance, repair, and operating products to support green procurement goals.</p> <p>Workplace safety products: Through our Conney Safety and Hazmasters divisions, we offer a full range of products and equipment designed to help keep people safe in the workplace.</p>
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) Greenhouse Gas (GHG) emissions	See Emissions on page 76
305-2	Energy indirect (Scope 2) GHG emissions	See Emissions on page 76
305-4	GHG emissions intensity	See Emissions on page 45
305-5	Reduction of GHG emissions	See Emissions on page 11. Wesco has updated its climate goal including a new 2021 baseline, as noted on page 11. Energy and GHG data also reference this updated baseline.

Material Topics

GRI 306: Effluents and Waste 2016		
306-2	Waste by type and disposal method	See Waste on page 48
306-3	Significant spills	We had zero significant spills in 2022.
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	See Health and Safety on page 29
403-2	Hazard identification, risk assessment, and incident investigation	See Health and Safety on page 31
403-3	Worker participation, consultation, and communication on occupational health and safety	See Health and Safety on page 33
403-5	Worker training on occupational health and safety	See Health and Safety on page 33
403-6	Promotion of worker health	See Health and Safety on page 37
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See Health and Safety on page 39
403-8	Workers covered by an occupational health and safety management system	See Health and Safety on page 29 The Occupational Health and Safety System covers all employees, contractors and others working on behalf of Wesco
403-9	Work-related injuries	See Health and Safety on page 30
403-10	Work-related ill health	See Health and Safety on page 33

Sustainability Accounting Standards Board (SASB) Content Index

Code	Accounting Metric	Category/Unit of Measure	2023 Data
Energy Management in Retail and Distribution			
CG-MR130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Quantitative: Gigajoules (GJ), Percentage (%)	(1) 750,912.10 GJ (2) 36% (3) 0%, Wesco has several solar installations, totaling less than 1%
Data Security			
CG-MR230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	See Data Privacy and Cybersecurity on page 61
CG-MR230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative: Number, Percentage (%)	(1) 0 (2) 0% (3) 0
Labor Practices			
CG-MR310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Quantitative: Reporting Currency, Percentage (%)	Wesco does not disclose this information
CG-MR310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative: Rate	(1) 16.7% (2) 4.3%
CG-MR310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative: Reporting Currency	Legal proceedings are reported in our 2022 Annual Report, Item 3
Workforce Diversity and Inclusion			
CG-MR330a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative: Percentage (%)	(1) (2) See 2022 Employee Demographic Data on page 25-28
Workforce Diversity and Inclusion			
CG-MR330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative: Reporting currency	Legal proceedings are reported in our 2022 Annual Report, Item 3

Code	Accounting Metric	Category/Unit of Measure	2023 Data
Product Sourcing, Packaging and Marketing			
G-MR 410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative: Reporting Currency	Wesco does not disclose this information
CG-MR 410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	<p>The Chemical Safety program establishes procedures to ensure chemical hazards are properly evaluated and communicated such that facility personnel can work with minimal or no risk to health.</p> <p>Management and Supervisory Responsibilities Management provides overall support and resources for the program. Supervisors must ensure employees are properly trained and the program is implemented at the facility.</p> <p>Employees HSE Responsibilities Employees must follow the outlined procedures for chemical management and inform management of any changes or concerns. Chemical Inventory A chemical inventory is available for hazardous materials handled on-site. Chemical hazard information may be grouped to aid in effective communication of hazard and control information.</p> <p>Chemical Hazard Evaluation The use of individual chemical hazards should be evaluated for routine functions to assess potential exposures. Tasks which are unusual or non-routine are to be evaluated by a supervisor prior to work being performed to ensure proper controls are provided.</p> <p>Labeling Systems All chemical containers are to be labeled in accordance with the Global Harmonization System (GHS) and are marked as to what they contain and the respective hazards.</p> <p>Safety Data Sheets Data sheets for each chemical used onsite are obtained from the manufacturer or distributor and made available to all employees.</p> <p>Training Employees are trained upon initial assignment and on a periodic basis thereafter regarding the chemicals used in the workplace.</p>

Code	Accounting Metric	Category/Unit of Measure	2023 Data
Product Sourcing, Packaging and Marketing Continued			
CG-MR 410a.3	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	<p>Wesco reduces waste by capitalizing on opportunities to reduce, reuse and recycle.</p> <p>Wesco uses packaging products that have anywhere from 10-80% recycled content built into the base material. Many of these materials are also biodegradable.</p> <p>At Wesco, most of all items such as corrugated, polybags, tapes, etc. are recyclable. We source sustainable materials such as dunnage, reels and boxes from paper/paperboard and wood. Many locations have cardboard balers and compactors to reduce the impacts in a landfill waste environment.</p> <p>With the training of employees on recycling, we encourage using the minimal packaging necessary to protect and safeguard our products so as not to over tax the landfills.</p> <p>Shipment Consolidation successfully used third-party transportation partners to collect, consolidate and ship products from the U.S. to Wesco and customer locations around the world. By leveraging multimodal transportation to consolidate supplier shipments, Wesco reduces operating expenses, increases material visibility and lowers carbon emissions.</p>
Activity Metrics			
CG-MR 000.A	Number of: (1) retail locations and (2) distribution centers	Quantitative: Number	(1) 0 (2) 759
CG-MR 000.	Total area of: (1) retail space and (2) distribution centers	Quantitative: Square meters (m ²)	(1) 0 (2) 2,264,633

Task Force on Climate-Related Financial Disclosure (TCFD) Framework

Recommendation	Governance
Describe the board's oversight of climate-related risks and opportunities.	<p>As part of our alignment with the TCFD, our Board of Directors oversees the integration of ESG principles throughout our enterprise. This includes oversight of enterprise risk. The Board of Directors receives a report on material ESG topics, including climate-related topics, at least on an annual basis and monitors risks that have been delegated to its three standing committees. As discussed previously on page 58 of this report, the Nominating and Governance Committee provides oversight on ESG strategy and risks. This oversight includes reviewing climate-related strategies, risks and opportunities and progress against emissions reduction targets. The Committee meets at least twice a year and reports out to the full board at each regular meeting.</p>
Describe management's role in assessing and managing climate-related risks and opportunities.	<p>The CEO reviews Wesco's climate and sustainability programs, goals and progress on at least an annual basis. Wesco's climate change strategy is managed by Wesco's sustainability team, which reports to Wesco's Executive Vice President - Supply Chain & Operations who is a direct report to the CEO and serves as the liaison with executive officers regarding sustainability initiatives. The management team is responsible for annual reports to the Board of Directors on the status of Wesco's ESG programs and progress against sustainability goals, including climate-related considerations.</p> <p>The Director - Global Sustainability and Environmental Compliance, in collaboration with relevant business units, provides the daily management of climate change initiatives against Wesco's stated goals. Wesco uses software platforms to manage and track energy and fuel consumption, which aids in our compilation of data and provides valuable insight into how we manage our climate impact.</p> <p>In 2022, multiple members of management from across our organization – the Vice President of global real estate, the Senior Vice President and Treasurer, business development team and the global environmental management & sustainability team – were involved in the completion of Wesco's inaugural climate risk assessment. They assisted in identifying climate-related risks and opportunities for the organization and provided information around risk management and mitigation plans.</p> <p>Wesco has a management team that oversees the Enterprise Risk Management (ERM) process and is led by the Senior Vice President, Treasurer and the Head of Internal Audit. It includes at least 15 members representing business units and functional groups throughout the organization. Various team members rotate every two years to ensure a variety of risks and perspectives are considered in the process. Further, management provides an annual in-depth review of the ERM process and top risks to the Board.</p> <p>More information on Wesco's climate initiatives and structure can be found on pages 9-12.</p>

Recommendation

Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.

Strategy

Wesco performed a climate risk assessment to identify substantive climate-related risks and opportunities. All substantive risks, including climate-related risks, are generally outlined in the Risk Factors section of the Form 10-K.

Physical climate-related risks include:

- Disruptions to our own operations of global supply chain due to the impact of severe weather or natural disasters, including those occurring as a result of climate change, such as tropical storms, severe winter weather, flooding, drought or wildfires.
- The impact of long-term, climate-driven events such as rising sea levels and shifting precipitation patterns, may have an effect on land usage and energy costs.

Due to the global nature of our organization, these events could have an impact on our IT operations, distribution centers, our supply chain and transportation partners, Wesco employees and the power grids our facilities depend on. This could result in temporary or prolonged interruptions to our operations, increase our operations costs and capital expenditures and reduce revenue. These impacts could become more severe in the long-term as the frequency and intensity of natural disasters and other severe weather events increases due to climate change.

We also monitor the cost of compliance with evolving global laws and regulations relating to climate change and its impacts. The focus on climate issues by regulatory bodies globally could pose a risk if those regulatory bodies do not agree on the scope of requirements and the standard of how to report climate-related risks, or if complying with new regulations creates additional financial obligations. For example, a regulatory price on carbon could increase operating expenditures and manufacturing costs in the supply chain.

Wesco has also identified climate-related opportunities that include expanding its offerings of energy efficiency products and renewable energy products. As attention and interest grow for climate mitigation solutions, Wesco is well positioned to grow our business in these energy efficiency and renewable energy technologies and projects.

The movement toward energy efficient facilities and operations is another opportunity that can decrease our operating costs and increase our reputation as customers may see Wesco as an energy efficient partner.

Risks were analyzed along short, medium and long-term time horizons, generally assessed as 0-1 years, 1-5 years and 5+ years, respectively. Material risks were identified through a forward-looking climate scenario analysis. The results of the climate risk assessment, including estimated likelihood of occurrence and impact of each risk is integrated into management plans to mitigate climate-related risks. Many climate-related risks were assessed as emerging to Wesco and are more likely to have long-term impacts rather than an immediate impact on the company.

Recommendation

Strategy Continued

Describe the impact of climate related risks and opportunities on the organization's businesses, strategy and financial planning.

Wesco considers the effects of climate change on our business and it is our objective to develop a realistic transition plan based on product and service sustainability, supply chain management and environmental management.

Wesco has worked with its suppliers to identify low-carbon and energy-efficient products and services and to articulate the energy efficiency and carbon reduction potential of its goods and services to its global customers. We offer energy conservation measures (ECMs) which are products and services with the potential to be part of the low-carbon transition. For example, we support the adoption of green technology through our commercial solar implementation service, allowing our customers to rely on a stable source of renewable energy. These products are well positioned to become an even more important part of our business in the future.

We also assist our customers with emergency preparedness and response, including to climate-related natural disasters. We work with our customers to enhance their resiliency and ability to respond to catastrophic events by building up replenishment resources and preparing contingency plans. Wesco constantly adapts, learning from past events and implementing changes to its emergency management protocol.

Wesco has conducted sustainability surveys among its top suppliers and this information has helped inform Wesco's supplier engagement strategy. We maintain a diverse global supply chain, allowing us to source from alternate vendors in instances of supply chain disruptions and are actively working to increase supply chain resiliency.

Wesco is also evaluating the energy efficiency of its own facilities and identifying efficiency measures and sharing best practices to then pass these improvements on to customers. Where feasible, Wesco retrofits facilities with energy efficient technology and has explored the potential for site-specific renewable energy and further expansion of our electric vehicle fleet. Wesco works to address climate change through measuring, disclosing and mitigating its greenhouse gas emissions. These efforts allow us to identify and implement energy and resource efficiency opportunities and strategies.

Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

In 2022, Wesco conducted a quantitative and qualitative climate risk assessment to drive our management strategy of climate-related risks. Due to our large global footprint and the high degree of business criticality of many of our facilities, we considered multiple scenarios from the IPCC and IEA to fully map potential impacts to our business.

We used the following scenarios from the Intergovernmental Panel on Climate Change:

- Representative concentration pathway ("RCP") 8.5, which is a worst-case scenario in which emissions rise through the 21st century, with a worldwide average global temperature increase of 4 ° C in 2100
- RCP 4.5, which is an intermediate scenario where emissions peak in 2040, with an average global temperature increase of 2 ° C.
- RCP 2.6, considered a stringent mitigation scenario under which global warming is limited to under 2°C by the end of the century.

To complement RCP2.6, Wesco's transition risks were analyzed under the IEA Sustainable Development Scenario (SDS). This scenario is compatible with an under 2°C goal, with advanced economies reaching net zero emissions by 2050 through adoption of stringent policies to increase efficiency and adopt renewable energy sources.

Although Wesco's facilities are likely to face adverse physical climate events, we assessed our operations to have a high level of resiliency to current and future climate-related impacts. Climate risk is integrated into our enterprise-wide risk management strategy, allowing us to fare well through historic climate-related events and providing a range of adaptation measures against future events. As an organization, Wesco is in various ways resilient to the effects of climate change, weather hazards and the socio-economic implications of a transition to a low-carbon economy. A vital part of Wesco's climate management strategy is our emissions reduction goal. By 2030, we plan to reduce our absolute Scope 1 and 2 GHG emissions by 30% from a 2021 baseline. Further details around our targets and current progress can be found on page 11 of this report.

Recommendation

Risk Management

Describe the organization's processes for identifying and assessing climate-related risks.

Wesco integrated the results and assumptions of the climate risk assessment into the company's enterprise risk management (ERM) process. This process helped management take an asset-level approach to assessing climate risk throughout our value chain. Multiple subject matter experts from across the company were involved, ensuring a thorough, enterprise-wide identification and assessment of risks.

Every two years, the management team conducting the ERM review performs a comprehensive review of potential risks with an update in the intervening year. During this process, potential risks are evaluated and rated on velocity, severity and probability to be placed on a heat map. Mitigation availability is also considered in the evaluation. Department heads are responsible for the identification and escalation of potential risks within their department on an ongoing basis.

Wesco annually reviews environmental programs, policies and data, including energy consumption and greenhouse gas emissions, to identify opportunities to improve efficiency and reduce emissions. At the asset level, Wesco works with branch management to identify improvement opportunities at facilities and the performance of delivery vehicles, which includes smart fleet technology.

When a supply chain risk arises, Wesco creates an automated survey which is sent out to the supplier base to understand the relevant risk of each supplier. Based on responses, Wesco assigns a relative risk to each supplier.

Describe the organization's processes for managing climate-related risks.

Wesco has already adopted a number of climate-related mitigation and adaptation measures to protect its personnel, assets and operations as part the company's overall strategic risk management planning. The company maintains a high degree of adaptive capacity against potential climate impacts.

Wesco considers potential disruptions due to weather in our operational strategy and has mitigation plans in place for our facilities including:

- Designing the configuration of facilities to reduce the consequences of disasters and complying with all site-specific infrastructure requirements
- Maintaining insurance for our facilities against catastrophic risks, such as wildfire, tropical storms or other natural disasters
- Maintaining site-specific emergency response plans for our personnel and business sites in order to ensure business continuity and employee safety. These are audited regularly by the Wesco environmental health and safety team.
- Procedures for remote work during severe weather events or other disruptions

Wesco has a field-tested emergency action plan that is designed to provide guidance to employees and management to ensure the safety of Wesco employees during a natural disaster and in response to the aftermath. This is coupled with a business continuity plan that seeks to reduce disruptions to business activities. Wesco is in the process of adopting more systematic contingency planning for each facility, which are in varying stages of development and execution.

Further, Wesco assesses the risks of the supply base. Our supplier relations teams have regular communications with suppliers to understand their current threat level. For higher risk suppliers, this may entail more frequent communications. In addition, Wesco works with its suppliers on a regular basis to identify new products and services that can improve its customers' energy efficiency and help them reduce greenhouse gas emissions. We also maintain a diverse supply network to improve resiliency.

Recommendation

Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.

Risk Management Continued

Wesco's ERM process works with business leaders of key business units to outline a strategic plan of how to minimize identified risks. Our climate-specific risk assessment took an asset-level approach to risk assessment reviewing our sites for loss prevention, including climate-related severe weather impacts, to allow for further identification of potential prevention and mitigation actions.

Contingency planning considers risks impacting the availability of materials globally. A few exceptions exist for unique inventory. Locations identified as at high risk due to the potential for natural disasters or location along transportation routes take specialized steps and have higher levels of insurance coverage in case of incident.

Recommendation

Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process.

Metrics and Targets

We disclose waste and energy metrics on pages 43-48 of this report. We are actively working to reduce our environmental and climate impact.

In addition, Wesco offers a wide range of energy efficient products and services, as discussed on pages 49-51. We see these product and service offerings as an essential element of our business strategy to meet the increasing needs and emphasis on a sustainable economy.

Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.

Scope 1: 51,412.28 metric tons CO2e

Scope 2 (location based): 29,258.34 metric tons CO2e

Scope 3: Waste generated in operations: 8,173.16 tons CO2e

Wesco uses the EPA's WARM model to estimate lifecycle GHG emissions associated with landfilled waste. Wesco uses this calculation in part to continue to drive progress in its waste diversion rate, identifying new waste streams and third-party partners to reuse and recycle potential waste streams from Wesco operations (especially cardboard, wood pallets, plastic wrap and packaging materials).

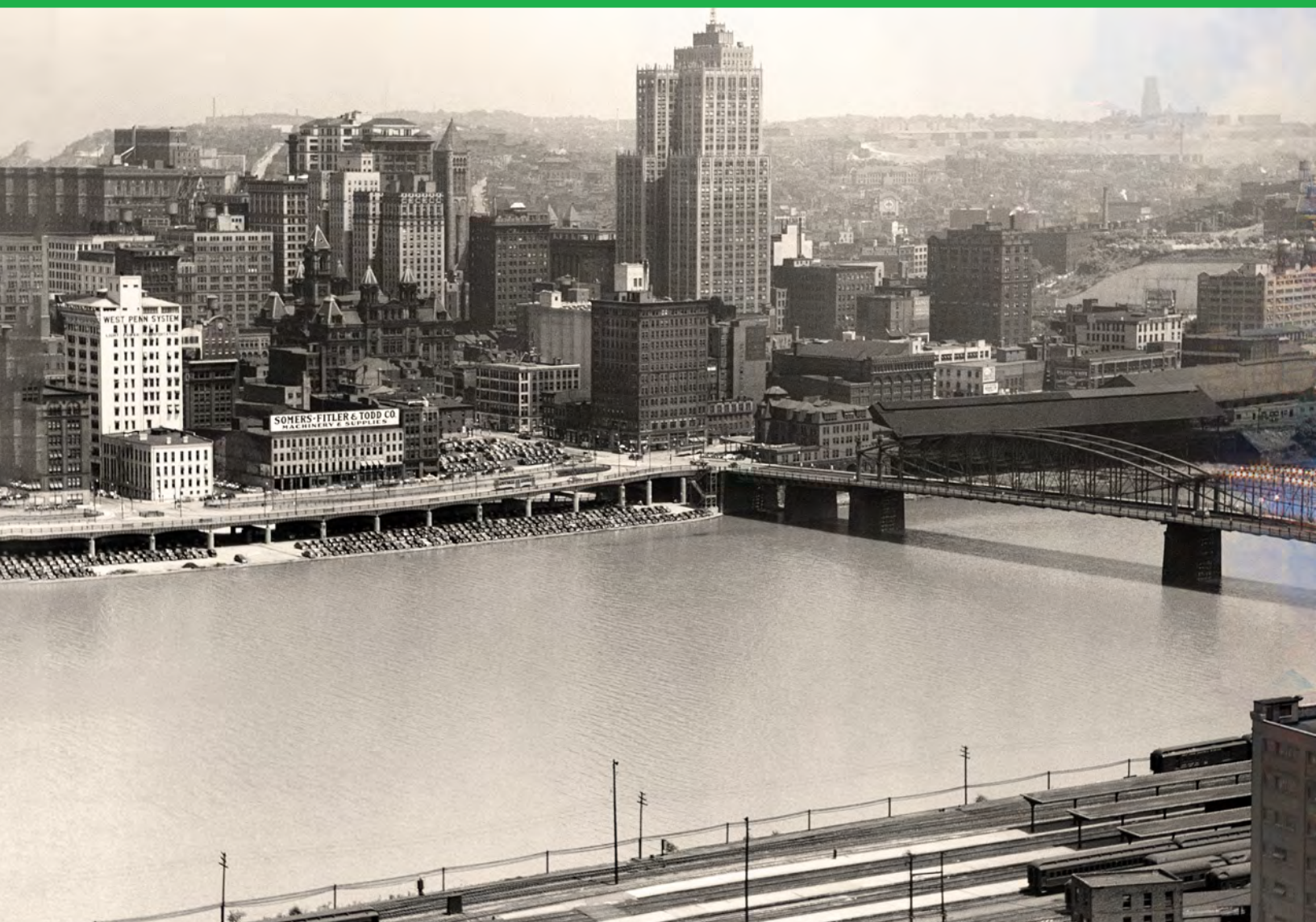
Business travel: 5,045.19 tons CO2e

Wesco's third-party travel partner calculates the annual GHG impact of Wesco's air, rail and rental car use.

Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Wesco has a 30% absolute reduction target for Scopes 1 and 2 GHG emissions from a 2021 baseline with a target year of 2030. Further, we have additional environmental goals discussed on page 11 of this report.

Ingenuity delivered.



The cover image depicts the city of Pittsburgh 100 years ago (back cover) vs. today (front cover). Wesco has been in business since 1922 marking 2022 as our centennial year.

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