



CDW Corporation

Non-GAAP Reconciliations

Fourth Quarter 2025

Non-GAAP Financial Measures - Definitions

Generally, a non-GAAP financial measure is a numerical measure of a company's performance or financial condition that either excludes or includes amounts that are not normally included or excluded in the most directly comparable measure calculated and presented in accordance with accounting principles generally accepted in the United States of America ("GAAP"). Non-GAAP measures used by management may differ from similar measures used by other companies, even when similar terms are used to identify such measures. Our outlook includes non-GAAP financial measures because certain reconciling items are dependent on future events that either cannot be controlled, such as currency impacts or interest rates, or reliably predicted because they are not part of our underlying performance, such as refinancing activities or acquisition and integration expenses. Our non-GAAP financial measures include non-GAAP performance and non-GAAP financial condition measures. For a reconciliation of non-GAAP financial measures to the most comparable GAAP financial measures, refer to the slides herein.

Non-GAAP Performance Measures:

We believe our non-GAAP performance measures provide analysts, investors, and management with useful information regarding the underlying operating performance of our business, as they remove the impact of items that management believes are not reflective of underlying operating performance. Management uses these measures to evaluate period-over-period performance as management believes they provide a more comparable measure of the underlying business.

Non-GAAP operating income and Non-GAAP selling and administrative expenses excludes, among other things, charges related to the amortization of acquisition-related intangible assets, equity-based compensation and the associated payroll taxes, acquisition and integration expenses, transformation initiatives, and workplace optimization. Non-GAAP operating income margin is defined as Non-GAAP operating income as a percentage of Net sales.

Non-GAAP net income and Non-GAAP net income per diluted share excludes, among other things, charges related to acquisition-related intangible asset amortization, equity-based compensation and the associated payroll taxes, acquisition and integration expenses, transformation initiatives, workplace optimization, and their associated income tax effects.

Non-GAAP net income per diluted share on a constant currency basis is defined as Non-GAAP net income per diluted share excluding the impact of foreign currency translation on Non-GAAP net income.

Net sales on a constant currency basis is defined as Net sales excluding the impact of foreign currency translation on Net sales.

Non-GAAP Financial Condition Measures:

We also present non-GAAP financial condition measures as we believe they provide analysts, investors, and management with more information regarding our liquidity and capital resources. Certain non-GAAP financial measures are also used to determine certain components of performance-based compensation.

Free cash flow is defined as Net cash provided by operating activities less capital expenditures. Adjusted free cash flow is defined as Free cash flow adjusted to include certain cash flows from financing activities incurred in the normal course of operations or as capital expenditures.

Return on working capital ("ROWC") is defined as the percentage of Non-GAAP operating income After-tax divided by working capital.

Non-GAAP Operating Income and Non-GAAP Operating Income Margin Reconciliation

(Unaudited)

(\$ in millions)

	Three Months Ended December 31,				Year Ended December 31,			
	2025	Percent of Net sales	2024	Percent of Net sales	2025	Percent of Net sales	2024	Percent of Net sales
Operating income, as reported	\$ 430.7	7.8 %	\$ 408.6	7.9 %	\$ 1,655.6	7.4 %	\$ 1,651.3	7.9 %
Amortization of intangibles ⁽¹⁾	42.2		37.7		169.8		150.9	
Equity-based compensation	12.5		13.9		83.6		64.7	
Transformation initiatives ⁽²⁾	13.8		11.7		57.9		34.8	
Acquisition and integration expenses	1.6		10.1		7.6		12.2	
Workplace optimization ⁽³⁾	0.7		15.9		16.2		25.4	
Other adjustments	0.9		1.3		6.0		7.7	
Non-GAAP operating income	<u>\$ 502.4</u>	<u>9.1 %</u>	<u>\$ 499.2</u>	<u>9.6 %</u>	<u>\$ 1,996.7</u>	<u>8.9 %</u>	<u>\$ 1,947.0</u>	<u>9.3 %</u>

(1) Includes amortization expense for acquisition-related intangible assets, primarily customer relationships, customer contracts, and trade names.

(2) Includes costs related to strategic transformation initiatives focused on optimizing various operations and systems.

(3) Includes costs related to workforce reductions and charges related to the reduction of our real estate lease portfolio.

Non-GAAP Net Income and Non-GAAP Effective Tax Rate Reconciliation

(Unaudited)

(\$ in millions)

	Three Months Ended December 31, 2025				Three Months Ended December 31, 2024			
	Income before income taxes	Income tax expense ⁽¹⁾	Net income	Effective tax rate	Income before income taxes	Income tax expense ⁽¹⁾	Net income	Effective tax rate
GAAP, as reported	\$ 369.1	\$ (89.6)	\$ 279.5	24.3 %	\$ 351.5	\$ (87.3)	\$ 264.2	24.8 %
Amortization of intangibles ⁽²⁾	42.2	(10.9)	31.3		37.7	(9.8)	27.9	
Equity-based compensation	12.5	(1.5)	11.0		13.9	(3.3)	10.6	
Transformation initiatives ⁽³⁾	13.8	(3.5)	10.3		11.7	(3.1)	8.6	
Acquisition and integration expenses	1.6	(0.4)	1.2		10.1	(1.6)	8.5	
Workplace optimization ⁽⁴⁾	0.7	(0.2)	0.5		15.9	(4.1)	11.8	
Other adjustments	2.7	(0.9)	1.8		1.4	(0.3)	1.1	
Non-GAAP	<u>\$ 442.6</u>	<u>\$ (107.0)</u>	<u>\$ 335.6</u>	24.2 %	<u>\$ 442.2</u>	<u>\$ (109.5)</u>	<u>\$ 332.7</u>	24.8 %

(1) Income tax on non-GAAP adjustments includes excess tax benefits associated with equity-based compensation.

(2) Includes amortization expense for acquisition-related intangible assets, primarily customer relationships, customer contracts, and trade names.

(3) Includes costs related to strategic transformation initiatives focused on optimizing various operations and systems.

(4) Includes costs related to workforce reductions and charges related to the reduction of our real estate lease portfolio.

Non-GAAP Net Income and Non-GAAP Effective Tax Rate Reconciliation

(Unaudited)

(\$ in millions)

	Year Ended December 31, 2025				Year Ended December 31, 2024			
	Income before income taxes	Income tax expense ⁽¹⁾	Net income	Effective tax rate	Income before income taxes	Income tax expense ⁽¹⁾	Net income	Effective tax rate
GAAP, as reported	\$ 1,427.4	\$ (360.8)	\$ 1,066.6	25.3 %	\$ 1,435.4	\$ (357.6)	\$ 1,077.8	24.9 %
Amortization of intangibles ⁽²⁾	169.8	(44.1)	125.7		150.9	(39.2)	111.7	
Equity-based compensation	83.6	(19.1)	64.5		64.7	(26.7)	38.0	
Transformation initiatives ⁽³⁾	57.9	(15.0)	42.9		34.8	(9.1)	25.7	
Acquisition and integration expenses	7.6	(2.0)	5.6		12.2	(2.1)	10.1	
Workplace optimization ⁽⁴⁾	16.2	(4.2)	12.0		25.4	(6.6)	18.8	
Other adjustments	7.8	(2.1)	5.7		6.9	(1.8)	5.1	
Non-GAAP	<u>\$ 1,770.3</u>	<u>\$ (447.3)</u>	<u>\$ 1,323.0</u>	25.3 %	<u>\$ 1,730.3</u>	<u>\$ (443.1)</u>	<u>\$ 1,287.2</u>	25.6 %

(1) Income tax on non-GAAP adjustments includes excess tax benefits associated with equity-based compensation.

(2) Includes amortization expense for acquisition-related intangible assets, primarily customer relationships, customer contracts, and trade names.

(3) Includes costs related to strategic transformation initiatives focused on optimizing various operations and systems.

(4) Includes costs related to workforce reductions and charges related to the reduction of our real estate lease portfolio.

Non-GAAP Net Income Per Diluted Share

(Unaudited)

(\$ in millions, except per share amounts)

	Three Months Ended December 31,		Year Ended December 31,	
	2025	2024	2025	2024
Net income, as reported	\$ 279.5	\$ 264.2	\$ 1,066.6	\$ 1,077.8
Weighted-average common shares outstanding - Diluted	130.6	134.4	132.1	135.2
Net income per diluted share	<u>\$ 2.14</u>	<u>\$ 1.97</u>	<u>\$ 8.08</u>	<u>\$ 7.97</u>
Non-GAAP net income	\$ 335.6	\$ 332.7	\$ 1,323.0	\$ 1,287.2
Weighted-average common shares outstanding - Diluted	130.6	134.4	132.1	135.2
Non-GAAP net income per diluted share	<u>\$ 2.57</u>	<u>\$ 2.48</u>	<u>\$ 10.02</u>	<u>\$ 9.52</u>

Net Sales on a Constant Currency Basis

(Unaudited)

(\$ in millions)

	Three Months Ended December 31,				Year Ended December 31,		
	2025	2024	Percent Change ⁽¹⁾	Average Daily Percent Change ⁽¹⁾	2025	2024	Percent Change ⁽¹⁾
Net sales, as reported	\$ 5,511.0	\$ 5,186.0	6.3 %	4.6 %	\$ 22,424.1	\$ 20,998.7	6.8 %
Foreign currency translation⁽²⁾	—	15.4			—	33.4	
Net sales, on a constant currency basis	<u>\$ 5,511.0</u>	<u>\$ 5,201.4</u>	6.0 %	4.3 %	<u>\$ 22,424.1</u>	<u>\$ 21,032.1</u>	6.6 %

(1) There were 63 and 62 selling days for the three months ended December 31, 2025 and 2024, respectively. There were 254 selling days for both the years ended December 31, 2025 and 2024. Average Daily Sales is defined as Net sales divided by the number of selling days.

(2) Represents the effect of translating the prior year results of CDW UK and CDW Canada at the average exchange rates applicable in the current year.

Non-GAAP Net income Per Diluted Share, on a Constant Currency Basis

(Unaudited)

(\$ in millions, except per share amounts)

	Three Months Ended December 31,			Year Ended December 31,		
	2025	2024	Percent Change	2025	2024	Percent Change
Net income, as reported	\$ 279.5	\$ 264.2	5.8 %	\$ 1,066.6	\$ 1,077.8	(1.0)%
Amortization of intangibles	42.2	37.7		169.8	150.9	
Equity-based compensation	12.5	13.9		83.6	64.7	
Transformation initiatives	13.8	11.7		57.9	34.8	
Acquisition and integration expenses	1.6	10.1		7.6	12.2	
Workplace optimization	0.7	15.9		16.2	25.4	
Other adjustments	2.7	1.4		7.8	6.9	
Aggregate adjustment for income taxes	(17.4)	(22.2)		(86.5)	(85.5)	
Non-GAAP net income	335.6	332.7	0.9	1,323.0	1,287.2	2.8
Foreign currency translation ⁽¹⁾	—	0.7		—	1.6	
Non-GAAP net income, on a constant currency basis	<u>\$ 335.6</u>	<u>\$ 333.4</u>	0.7 %	<u>\$ 1,323.0</u>	<u>\$ 1,288.8</u>	2.7 %
Shares used in computing GAAP and Non-GAAP net income per diluted share, on a constant currency basis	130.6	134.4		132.1	135.2	
Non-GAAP net income per diluted share	\$ 2.57	\$ 2.48	3.8 %	\$ 10.02	\$ 9.52	5.2 %
Non-GAAP net income per diluted share, on a constant currency basis	\$ 2.57	\$ 2.48	3.6 %	\$ 10.02	\$ 9.53	5.1 %



(1) Represents the effect of translating the prior year results of CDW UK and CDW Canada at the average exchange rates applicable in the current year.

Non-GAAP Selling and Administrative Expenses

(Unaudited)

(\$ in millions)

	Three Months Ended December 31,			Year Ended December 31,		
	2025	2024	Percent Change	2025	2024	Percent Change
Selling and administrative expenses, as reported	\$ 823.7	\$ 746.7	10.3 %	\$ 3,217.8	\$ 2,951.1	9.0 %
Amortization of intangibles ⁽¹⁾	(42.2)	(37.7)		(169.8)	(150.9)	
Equity-based compensation	(12.5)	(13.9)		(83.6)	(64.7)	
Transformation initiatives ⁽²⁾	(13.8)	(11.7)		(57.9)	(34.8)	
Acquisition and integration expenses	(1.6)	(10.1)		(7.6)	(12.2)	
Workplace optimization ⁽³⁾	(0.7)	(15.9)		(16.2)	(25.4)	
Other adjustments	(0.9)	(1.3)		(6.0)	(7.7)	
Non-GAAP selling and administrative expenses	<u>\$ 752.0</u>	<u>\$ 656.1</u>	14.6 %	<u>\$ 2,876.7</u>	<u>\$ 2,655.4</u>	8.3 %

(1) Includes amortization expense for acquisition-related intangible assets, primarily customer relationships, customer contracts, and trade names.

(2) Includes costs related to strategic transformation initiatives focused on optimizing various operations and systems.

(3) Includes costs related to workforce reductions and charges related to the reduction of our real estate lease portfolio.

Free Cash Flow and Adjusted Free Cash Flow

(Unaudited)

(\$ in millions)

	Year Ended December 31,	
	2025	2024
Net cash provided by operating activities	\$ 1,205.2	\$ 1,277.3
Capital expenditures	(117.1)	(122.6)
Free Cash Flow	1,088.1	1,154.7
Net change in accounts payable - inventory financing	(2.6)	(75.7)
Adjusted free cash flow ⁽¹⁾	\$ 1,085.5	\$ 1,079.0

(1) Defined as Net cash provided by operating activities less Capital expenditures, adjusted to include cash flows from financing activities that relate to the purchase of inventory.

Non-GAAP Operating Income and Non-GAAP Operating Income Margin Reconciliation 2016 - 2020

(Unaudited)

(\$ in millions)

	2016	2017	2018	2019	2020
Net sales, as reported	\$13,672.7	\$14,832.9	\$16,240.5	\$18,032.4	\$18,467.5
Operating income, as reported	820.0	866.5	987.3	1,133.6	1,179.2
Amortization of intangibles⁽¹⁾	187.2	185.1	182.7	178.5	158.1
Equity-based compensation	39.2	43.7	40.7	48.5	42.5
Acquisition and integration expenses	7.3	2.5	1.2	3.6	4.9
Other adjustments	(5.4)	9.0	4.7	4.2	19.9
Non-GAAP operating income	<u>\$ 1,048.3</u>	<u>\$ 1,106.8</u>	<u>\$ 1,216.6</u>	<u>\$ 1,368.4</u>	<u>\$ 1,404.6</u>
Operating income margin	6.0 %	5.8 %	6.1 %	6.3 %	6.4 %
Non-GAAP operating income margin	7.7 %	7.5 %	7.5 %	7.6 %	7.6 %
Depreciation and amortization in selling and administrative expenses⁽²⁾	\$ 60.3	\$ 68.8	\$ 77.0	\$ 80.1	\$ 90.0

(1) Includes amortization expense for acquisition-related intangible assets, primarily customer relationships, customer contracts, and trade names.

(2) Excludes amortization expense for acquisition-related intangible assets.

Non-GAAP Operating Income and Non-GAAP Operating Income Margin Reconciliation 2021 - 2025

(Unaudited)

(\$ in millions)

	2021	2022	2023	2024	2025
Net sales, as reported	\$20,820.8	\$23,748.7	\$21,376.0	\$20,998.7	\$22,424.1
Operating income, as reported	1,419.0	1,735.2	1,680.9	1,651.3	1,655.6
Amortization of intangibles ⁽¹⁾	94.9	167.9	154.4	150.9	169.8
Equity-based compensation	72.6	91.1	93.7	64.7	83.6
Transformation initiatives ⁽²⁾	—	6.3	27.1	34.8	57.9
Acquisition and integration expenses	54.3	48.3	30.0	12.2	7.6
Workplace optimization ⁽³⁾	—	—	47.7	25.4	16.2
Other adjustments	4.6	1.7	5.3	7.7	6.0
Non-GAAP operating income	<u>\$ 1,645.4</u>	<u>\$ 2,050.5</u>	<u>\$ 2,039.1</u>	<u>\$ 1,947.0</u>	<u>\$ 1,996.7</u>
Operating income margin	6.8 %	7.3 %	7.9 %	7.9 %	7.4 %
Non-GAAP operating income margin	7.9 %	8.6 %	9.5 %	9.3 %	8.9 %
Depreciation and amortization in selling and administrative expenses⁽⁴⁾	\$ 88.6	\$ 114.8	\$ 106.9	\$ 114.0	\$ 116.9

(1) Includes amortization expense for acquisition-related intangible assets, primarily customer relationships, customer contracts, and trade names.

(2) Includes costs related to strategic transformation initiatives focused on optimizing various operations and systems.

(3) Includes costs related to workforce reductions and charges related to the reduction of our real estate lease portfolio.

(4) Excludes amortization expense for acquisition-related intangible assets.

Non-GAAP Net Income Reconciliation 2016 - 2020

(Unaudited)

(\$ in millions)

	2016	2017	2018	2019	2020
Net income, as reported	\$ 425.1	\$ 523.1	\$ 643.0	\$ 736.8	\$ 788.5
Amortization of intangibles ⁽¹⁾	187.2	185.1	182.7	178.5	158.1
Equity-based compensation	39.2	43.7	40.7	48.5	42.5
Net loss on extinguishments of long-term debt	2.1	57.4	—	22.1	27.3
Acquisition and integration expenses	7.3	2.5	1.2	3.6	4.9
Other adjustments	(5.4)	9.0	4.7	4.2	19.9
Aggregate adjustment for income taxes ⁽²⁾	(85.8)	(214.9)	(78.0)	(91.6)	(86.8)
Non-GAAP net income	<u>\$ 569.7</u>	<u>\$ 605.9</u>	<u>\$ 794.3</u>	<u>\$ 902.1</u>	<u>\$ 954.4</u>

(1) Includes amortization expense for acquisition-related intangible assets, primarily customer relationships, customer contracts, and trade names.

(2) Aggregate adjustment for income taxes consists of the following:

	2016	2017	2018	2019	2020
Total Non-GAAP adjustments	\$ 230.4	\$ 297.7	\$ 229.3	\$ 256.9	\$ 252.7
Weighted-average statutory rate	36.0 %	36.0 %	25.0 %	25.0 %	25.0 %
Income taxes	(82.9)	(107.2)	(57.3)	(64.2)	(63.2)
Deferred tax adjustment due to law changes	(1.5)	1.3	0.5	0.3	2.7
Excess tax benefits from equity-based compensation	(1.8)	(36.2)	(19.1)	(24.5)	(26.3)
Impact from Tax Cuts and Jobs Act	—	(75.5)	(1.9)	—	—
Discrete tax benefit related to CDW Canada's acquisition of Scalar	—	—	—	(3.0)	—
Non-deductible adjustments and other	0.4	2.7	(0.2)	(0.2)	—
Total aggregate adjustment for income taxes	<u>\$ (85.8)</u>	<u>\$ (214.9)</u>	<u>\$ (78.0)</u>	<u>\$ (91.6)</u>	<u>\$ (86.8)</u>

Non-GAAP Net Income Reconciliation 2021 - 2025

(Unaudited)

(\$ in millions)

	2021	2022	2023	2024	2025
Net income, as reported	\$ 988.6	\$ 1,114.5	\$ 1,104.3	\$ 1,077.8	\$ 1,066.6
Amortization of intangibles ⁽¹⁾	94.9	167.9	154.4	150.9	169.8
Equity-based compensation	72.6	91.1	93.7	64.7	83.6
Gain on sale of equity method investment	(36.0)	—	—	—	—
Net loss on extinguishments of long-term debt	6.0	1.6	—	—	1.8
Transformation initiatives ⁽²⁾	—	6.3	27.1	34.8	57.9
Acquisition and integration expenses	54.3	48.3	30.0	12.2	7.6
Workplace optimization ⁽³⁾	—	—	47.7	25.4	16.2
Other adjustments	4.6	1.7	5.3	6.9	6.0
Aggregate adjustment for income taxes ⁽⁴⁾	(66.1)	(89.9)	(116.3)	(85.5)	(86.5)
Non-GAAP net income	<u>\$ 1,118.9</u>	<u>\$ 1,341.5</u>	<u>\$ 1,346.2</u>	<u>\$ 1,287.2</u>	<u>\$ 1,323.0</u>

(1) Includes amortization expense for acquisition-related intangible assets, primarily customer relationships, customer contracts, and trade names.

(2) Includes costs related to strategic transformation initiatives focused on optimizing various operations and systems.

(3) Includes costs related to workforce reductions and charges related to the reduction of our real estate lease portfolio.

(4) Aggregate adjustment for income taxes consists of the following:

	2021	2022	2023	2024	2025
Total Non-GAAP adjustments	\$ 196.4	\$ 316.9	\$ 358.2	\$ 294.9	\$ 342.9
Weighted-average statutory rate	25.0 %	26.0 %	26.0 %	26.0 %	26.0 %
Income taxes	(49.1)	(82.4)	(93.1)	(76.7)	(89.2)
Deferred tax adjustment due to law changes	4.8	(1.0)	—	—	—
Excess tax benefits from equity-based compensation	(24.5)	(6.7)	(23.2)	(9.9)	2.7
Discrete tax benefit related to CDW's acquisition of Sirius	3.2	—	—	—	—
Discrete tax benefit related to CDW's acquisition of Mission	—	—	—	1.1	—
Non-deductible adjustments and other	(0.5)	0.2	—	—	—
Total aggregate adjustment for income taxes	<u>\$ (66.1)</u>	<u>\$ (89.9)</u>	<u>\$ (116.3)</u>	<u>\$ (85.5)</u>	<u>\$ (86.5)</u>

Return on Working Capital Calculation 2016 - 2025

(Unaudited)

(\$ in millions)

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<u>Numerator</u>										
Non-GAAP Operating Income	\$1,048.3	\$1,106.8	\$1,216.6	\$1,368.4	\$1,404.6	\$1,645.4	\$2,050.5	\$2,039.1	\$1,947.0	\$1,996.7
Taxes⁽¹⁾	(387.9)	(409.5)	(316.3)	(355.8)	(365.2)	(427.8)	(533.1)	(530.2)	(506.2)	(519.1)
Non-GAAP Operating Income After-Tax	\$ 660.4	\$ 697.3	\$ 900.3	\$1,012.6	\$1,039.4	\$1,217.6	\$1,517.4	\$1,508.9	\$1,440.8	\$1,477.6
<u>Denominator</u>										
Trailing 5-point avg. AR⁽²⁾	\$2,251.7	\$2,535.5	\$2,850.2	\$3,233.7	\$3,527.3	\$3,982.9	\$4,984.6	\$4,928.7	\$5,230.9	\$6,190.9
Trailing 5-point avg. Inventory	422.0	457.5	481.9	582.4	677.2	833.2	943.4	749.1	670.3	631.0
Trailing 5-point avg. AP⁽³⁾	(1,470.8)	(1,726.4)	(1,946.8)	(2,270.0)	(2,412.3)	(2,754.9)	(3,632.9)	(3,309.6)	(3,446.8)	(4,102.2)
Working Capital	\$1,202.9	\$1,266.6	\$1,385.3	\$1,546.1	\$1,792.2	\$2,061.2	\$2,295.1	\$2,368.2	\$2,454.4	\$2,719.7
Return on Working Capital	54.9 %	55.1 %	65.0 %	65.5 %	58.0 %	59.1 %	66.1 %	63.7 %	58.7 %	54.3 %

(1) For 2018 and beyond, the normalized effective tax rate is 26%, and the prior rate for 2016 through 2017 was 37%.

(2) Includes Accounts receivable and Miscellaneous receivables.

(3) Includes Accounts payable-trade, Accounts payable-inventory financing, and cash overdrafts.