

About this Disclosure

CDW's 2021 SASB Disclosure ("Disclosure") is being provided for CDW Corporation (together, with its subsidiaries, unless the context otherwise indicates, "CDW" or the "Company" or "we"). This Disclosure is comprised of two Sustainability Accounting Standards Board (SASB) Standards:

1. SASB Standard for Software and IT Services industry (those beginning with "TC-SI")
2. Select metrics within the SASB Standard for Multiline and Specialty Retailers & Distributors (those beginning with "CG-MR").

Our 2021 ESG Report provides additional context with respect to our management approach of ESG priority issues and our ESG governance structure and activities.

Sustainability Accounting Standards Board

("SASB") SASB is an independent non-profit organization that sets standards to guide the disclosure of financially material sustainability information by companies.

The SASB reporting standards are sector specific, covering ESG reporting criteria for 77 different industries. Each SASB standard defines a minimum set of ESG-related topics that are reasonably likely to affect a company's long-term performance based on the industry it operates within. For CDW, the most relevant industry group is Software and IT Services.

Certain accounting metrics within the SASB Standard for Software and IT Services were deemed to be not material or not relevant based on CDW's business model and material topics (see the 2021 ESG Report for material topics)¹. Further, the SASB Standard for Multiline and Specialty Retailers & Distributors was used to report against material topics not addressed by the SASB Standard for Software and IT Services.

Sirius Computer Solutions acquisition

On December 1, 2021, we completed our acquisition of Sirius Computer Solutions, Inc. ("Sirius"). Certain accounting metrics below are exclusive of Sirius information as we continue to integrate the Sirius business. The inclusion or exclusion of Sirius is clearly marked for each disclosure.

Disclosure progression

As the sustainability landscape evolves, with new information and greater standardization, CDW will continue to refine and expand its disclosures. We look forward to feedback from stakeholders. We encourage our stakeholders to provide feedback on this Disclosure by emailing cdwesg@cdw.com.

¹ See Note 2

SASB Disclosure

The following Disclosure is organized by CDW’s material topics. Please see page 51 of our 2021 ESG Report for occupational health & safety disclosures.

Certain accounting metrics below are exclusive of Sirius information as we continue to integrate the Sirius business. Each disclosure includes an acknowledgement of inclusion or exclusion of Sirius. All but three disclosures are exclusive of Sirius. Each disclosure also includes external reference to separate documents (i.e., 10-K, 2021 ESG Report). Clarifications have been added to each accounting metric (as applicable) to explain modifications or omissions (see [Note 2](#)).

Environmental management

CG-MR-410a.1: Revenue from products third-party certified to environmental and/or social sustainability standards

Modifications or omissions	<ul style="list-style-type: none"> • Excludes Sirius • Excludes United Kingdom revenue due to data availability
External reference(s)	<ul style="list-style-type: none"> • ESG Report Page 18, <i>Elevating Our Role in Sustainable and Socially Responsible Technology</i>

Accounting Metric	2021 (dollars in millions)	2020 (dollars in millions)
Total sales from social/environmental certified products	\$5,038	\$4,366

We sell over 35,000 distinct products with environmental and/or social sustainability certifications by third parties in our North American businesses (United States and Canada). North American revenues from products with third-party certifications related to environmental and/or social sustainability standards are shown in total sales dollars (\$USD). The top three certifications by revenue (in order) are ENERGY STAR Certified, TCO Certified, and Electronic Product Environmental Assessment Tool (EPEAT) Compliant. Revenue from sales related to environmental and/or social sustainability certified products is currently not available for sales in the United Kingdom.

In addition to revenue related to environmentally and/or social sustainability certified products, CDW provides products and services serving a collective social and/or environmental purpose. We help address customer needs around data privacy and security (social), collaboration tools (social and environmental), and cloud computing (environmental). We have an extensive presence serving the Education and Healthcare sectors. See the 2021 ESG report for more details.

Materials & materials efficiency

CG-MR-410a.2: Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products

Modifications or omissions	<ul style="list-style-type: none">• Excludes Sirius
External reference(s)	<ul style="list-style-type: none">• ESG Report Page 53, <i>Occupational Health & Safety</i>

All new products are assigned unique identifier numbers to identify items and track inventory. New products are set up through the unique identifier creation process and are classified in accordance with applicable dangerous goods regulations for tracking purposes.

The CDW Dangerous Goods shipping program conforms to industry best practices and the following regulatory standards:

- US Department of Transportation’s (DOT) Hazardous Materials Regulations (49 CFR Parts 100 – 180) – *US only*;
- USPS Publication 52, Hazardous, Restricted and Perishable Mail Regulations – *US only*;
- ICAO Technical Instructions (as referenced in the IATA Dangerous Goods Regulations);
- The European Agreement concerning the International Carriage of Dangerous Goods by Road (ADR) – *UK only*
- UN38.3 Test Summary Report/Lithium ion cells or batteries test summary in accordance with Sub-Section 38.3 of UN Manual of tests and criteria

Lithium Batteries

To enable compliance on all shipments, CDW has built a strong lithium battery transport program. CDW limits our on-site inventory to only small² lithium cells and batteries, including those packed with and contained in equipment. Products that contain large format lithium-ion batteries, such as medical carts or server battery backup units, are not stored and shipped from CDW distribution centers. Further, CDW prohibits all standalone lithium cells and batteries from being transported via aircraft.

CG-MR-410a.3: Discussion of strategies to reduce the environmental impact of packaging

Modifications or omissions	<ul style="list-style-type: none">• Excludes Sirius
External reference(s)	<ul style="list-style-type: none">• ESG Report Page 25, <i>Materials and Materials Efficiency</i>

Doing our part to sustain a healthy planet is critical to the well-being of our coworkers, customers, communities and business.

At our Distribution Centers, we have successfully refined our packaging processes to address environmental considerations where possible, while still meeting and exceeding customer expectations. Our solutions include:

- Using and reusing our vendor partners’ packaging when possible, minimizing the need for additional packaging materials when fulfilling customer orders
- Redesigning our cartonization process to utilize algorithms that consider dimensional fit (a more accurate method than volume fit), which enables us to use the least amount of packaging possible
- Using envelope shippers that are 100% recyclable and provide warehouse and shipping space efficiencies for small items
- Pick-pack shipping containers are made from the maximum allowable amount of post-consumer recycled material and are 100% recyclable

We continue to work with our vendor partners and logistics suppliers to evaluate opportunities for smarter packaging solutions that maximize both product protection and material efficiencies.

² To qualify as small, each lithium-ion battery must not exceed 100 Watt-hours and each lithium metal battery must not exceed 2.0 grams of lithium.

Energy management & climate action

TC-SI-130a.1: 1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable

Modifications or omissions	<ul style="list-style-type: none"> Excludes Sirius and two other smaller 2021 acquisitions Percentage renewable is not disclosed
External reference(s)	<ul style="list-style-type: none"> ESG Report Page 23, <i>Energy Management and Climate Action</i> 2021 CDP Climate Change questionnaire response

Accounting Metric	2021	2020
Total energy consumed	Approximately 185,822 gigajoules	Approximately 187,115 gigajoules
Percentage grid electricity	66%	Not reported
Percentage renewable	Not reported	Not reported

Total energy consumed includes the electric and natural gas used by our office buildings, data centers, warehouses, and distribution centers as well as the fuel used in our UK sales vehicle fleet.

We own two properties: a 513,000 square foot distribution center in North Las Vegas, Nevada, and a combined office and a 442,000 square foot distribution center in Vernon Hills, Illinois. In addition, we conduct sales, distribution, service, and administrative activities in various locations primarily in the US, UK and Canada. Utility payments are paid for by the lessor for many of our non-owned locations; therefore, estimates were required to determine total energy consumed via electricity and natural used in our buildings.

Of electricity consumed, 65³ percent was determined using information obtained directly from third-party electric providers. The remaining 35 percent was estimated using the square feet and building type (data center, office, or warehouse/distribution center) from the Commercial Buildings Energy Consumption Survey (CBECS) Table C14, Electricity consumption and expenditure intensities 2012.

Of natural gas consumed, 36 percent of natural gas usage was determined using information obtained directly from third-party providers and the remainder was estimated. We estimated natural gas consumption using the square feet and building type (warehouse and storage or office) from the (CBECS) C24. Natural gas consumption and expenditure intensities, 2012.

Where we rely on estimated energy consumption, we did not adjust 2021 and 2020 figures for the impacts of COVID-19. Our estimates leverage square feet for determining electricity and natural gas consumption, without factoring the impact of a majority of our coworkers working remotely.

Please see our 2021 CDP Climate Change questionnaire response for further information. Our 2021 Scope 1 and 2 emissions are currently being calculated and will be included in our CDP response later this year. We are now in the process of evaluating and calculating our Scope 3 emissions and plan to provide additional insights into CDW's full climate-related impacts in future reporting.

TC-SI-130a.3: Discussion of the integration of environmental considerations into strategic planning for data center needs

Modifications or omissions	<ul style="list-style-type: none"> Excludes Sirius
External reference(s)	<ul style="list-style-type: none"> None

Doing our part to sustain a healthy planet is critical to the well-being of our coworkers, customers, communities, and business. Our efforts are inspired and led by coworkers around the globe as we strive to deliver on our commitments to environmental responsibility while also supporting our culture of coworker engagement. Our environmental policy and Environmental Management System (EMS) define the structure, practices, and procedures for our commitment to protecting the environment.

³ 65 percent of electricity consumed represents the percentage of the population that is known. For example, if total energy consumed (includes estimated and known) from electricity was 100 gigajoules (GJ), 65 GJ are known and the remaining 35 GJ were estimated. The same methodology applies to the 36 percent of natural gas.

As part of our commitment to continuous improvement, we regularly evaluate the efficiency of our use of natural resources. As our business continues to grow, we are committed to regular evaluation of our energy needs and continuous improvement in the energy efficiency of our operations. This enables us to deliver quantifiable environmental benefits while providing significant cost savings to the organization.

Our various locations have installed best-in-class energy systems and solutions, including:

- Energy-efficient lighting solutions, including indoor and outdoor LED lighting
- Motion sensor lighting and conveyor systems that turn off in response to inactivity
- "Smart" HVAC systems that adjust according to business hours and seasonal temperatures
- Water consumption solutions, including rainwater harvesting efforts in the U.K. and environmentally friendly water heaters in the U.S.
- Solar panel usage at two of our UK locations; as a result, in 2021, we were able to achieve 100% renewable energy sourcing for CDW-owned buildings in the UK

See the 2021 ESG report section "Energy Management and Climate Action" for more information.

Coworker engagement & workplace culture

TC-SI-330a.2: Employee engagement as a percentage

Modifications or omissions	<ul style="list-style-type: none"> • Excludes Sirius • Employee engagement is not disclosed
External reference(s)	<ul style="list-style-type: none"> • ESG Report Page 47, <i>Coworker Engagement & Workplace Culture</i>

We have engaged with Willis Towers Watson to facilitate coworker surveys since 2006. From 2006 to 2018, we facilitated surveys every two years to measure coworker engagement and other meaningful key metrics. In 2020, we transitioned to a continuous listening approach, performing multiple pulse surveys as well as virtual focus groups within a given year to enable a high degree of responsiveness to coworker’s immediate needs. In 2021, we shifted our benchmark method to include global parameters and analyses to hold ourselves to the highest possible engagement standards.

High Performance Coworker Experience Model and Sustainable Engagement

We partnered with Willis Towers Watson in the development of its High Performance Coworker Experience (HPX) Model, which connects our survey results to sustainable engagement and other business performance indicators. We first utilized sustainable engagement in 2018, and in 2021 we utilized the same methodology. See the 2021 ESG report for more details on CDW’s methodology for measuring coworker engagement.

Our overall sustainable engagement category score was above the Global High Performance Norm level, with the below question scores in the 2021 survey reflecting more than 90% of coworkers believe the following:

1. Coworkers recommend CDW as a good place to work.
2. I have enough flexibility in my job to do what is necessary to provide good service to my customers.
3. Coworkers believe their direct leader cares about them.
4. Teams at CDW constantly look for better ways to serve their customers.

Survey Participation

Sustainable engagement is determined using multiple inputs throughout the year (e.g., focus groups, surveys). In September 2021, we initiated a comprehensive survey aligned with our High Performance Coworker Experience Model. The September survey was sent to all full- and part-time CDW coworkers hired at least 1 month prior to the survey launch date. Participation is not required. Total participation for the 2021 survey was 80%.

Diversity, equity & inclusion

TC-SI-330a.1: Percentage of employees that are (1) foreign nationals and (2) located offshore

Modifications or omissions	<ul style="list-style-type: none"> Excludes Sirius
External reference(s)	<ul style="list-style-type: none"> ESG Report Page 28, <i>Building Diversity, Equity and Inclusion into Every Relationship</i> None

Accounting Metric	2021	2020
Percentage of coworkers that are foreign nationals	2%	1%
Percentage of coworkers that are located offshore		
<i>Percentage (%) located in US</i>	78.6%	77.3%
<i>Percentage (%) located in CAN</i>	13.0%	8.3%
<i>Percentage (%) located in UK</i>	7.9%	14.1%
<i>Percentage (%) located in Other</i>	0.5%	0.3%

We provide integrated IT solutions in more than 150 countries for customers with primary locations in the US, UK, and Canada. Our coworkers generally serve customers with primary locations in their respective country (i.e., US customers are primarily served by US coworkers). Some coworkers in the UK are dedicated resources for US customer service calls falling outside of normal US business hours.

Among our total coworker population in the US, Canada, and the UK, approximately 2% are considered foreign nationals, in aggregate (i.e., as a percentage of total CDW)⁴. We do not consider existing or future recruiting and hiring of foreign nationals and/or offshore coworkers as posing a significant business risk.

TC-SI-330a.3: Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees

Modifications or omissions	<ul style="list-style-type: none"> Includes Sirius SASB categorization (i.e., management, technical staff, and all other employees) was not utilized
External reference(s)	<ul style="list-style-type: none"> ESG Report Page 28, <i>Building Diversity, Equity and Inclusion into Every Relationship</i>

Gender Representation (Global)⁵

Coworker Category	Female	Male
Executive Committee ⁶	50%	50%
Global Coworker Population	32%	68%

Racial Group Representation (US only)⁵

Coworker Category	Not specified	Professionals of color	White
Executive Committee ⁶		42%	58%
U.S. Coworker Population	Less than 1% ⁷	28%	72%

Please see the *Building Diversity, Equity and Inclusion into Every Relationship* section of our 2021 ESG Report.

⁴ SASB defines a foreign national as “anyone requiring an employment visa for work in the country in which he or she is employed.” We acknowledge this may be interpreted differently depending on the associated jurisdiction. The US population is composed of coworkers with CDW sponsored work visas. The Canadian population is composed of coworkers with open work permits. The UK population is composed of coworkers with CDW and self-sponsored visas

⁵ Executive Committee information as of April 7, 2022. Global and U.S. Coworkers Population of 13,900 as of December 31, 2021

⁶ Comprised of CDW’s 12 top leaders

⁷ Figures add up to more than 100% due to rounding

Ethics & compliance

TC-SI-520a.1: Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations

Modifications or omissions	<ul style="list-style-type: none">• Includes Sirius
External reference(s)	<ul style="list-style-type: none">• 2021 10-K• The CDW Way Code

Material legal proceedings are disclosed in our Quarterly Reports on Form 10-Q and our Annual Reports on Form 10-K. We have an internal policy regarding anticompetition, which explains the purpose of competition laws and guides coworkers on compliance with such laws. We proactively monitor changes in competition laws and maintain up-to-date policies and procedures for compliance with these laws. Our ethics and compliance program is built around our efforts to guard and protect that trust, while ensuring that we adhere to [The CDW Way Code](#) and follow all legal and regulatory requirements.

Corporate governance

TC-SI-550a.1: Number of (1) performance issues and (2) service disruptions; (3) total customer downtime

Modifications or omissions	<ul style="list-style-type: none">• Excludes Sirius• Information omitted due to data availability
External reference(s)	<ul style="list-style-type: none">• None

Performance issues and disruptions (outages) are viewed through two distinct lenses. First, as a service, as we monitor outages for customers as a service (i.e., downtime associated with a given product owned by a third-party). Second, are outages we are directly accountable for and that are associated with products, software or services we provide.

In both instances, we actively monitor for outages and have dedicated customer support available for manually reported disruptions not already identified by our proactive monitoring. While all outages are important, we have a formalized process in place to prioritize and address issues based on priority. We actively monitor our responsiveness and overall process to enable efficient and effective solutions for future outages.

TC-SI-550a.2: Description of business continuity risks related to disruptions of operations

Modifications or omissions	<ul style="list-style-type: none">• Excludes Sirius
External reference(s)	<ul style="list-style-type: none">• Crisis Management and Business Continuity Program Overview

Please find our Crisis Management & Business Continuity program overview online at this link. *The program overview is updated regularly.* Our operations supporting public cloud-based services follow the same program and have distinct shared responsibility models with the public cloud provider.

MR-000.A: Number of: (1) retail locations and (2) distribution centers and MR-000.B: Total area of: (1) retail locations and (2) distribution centers

Modifications or omissions	<ul style="list-style-type: none">• Includes Sirius
External reference(s)	<ul style="list-style-type: none">• None

The total area of CDW's distribution centers is 98,100 square meters. CDW operates two distribution centers in the United States and one distribution center in the United Kingdom. CDW does not own or operate physical retail stores or locations.

Data privacy & information security

TC-SI-220a.1: Description of policies and practices relating to behavioral advertising and user privacy

Modifications or omissions	<ul style="list-style-type: none">• Includes Sirius
External reference(s)	<ul style="list-style-type: none">• CDW Privacy Notice• CDW Cookie Notice• Sirius Privacy Notice

At CDW, we understand that privacy is an important part of the trust placed in us. CDW has a privacy program that regularly assesses our compliance with various privacy laws and regulations, conducts Privacy Impact Assessments, and provides training and education on privacy to our coworkers. Our Global Data Privacy Policy, which all coworkers must abide by, ensures that we follow privacy principles. Please find our Privacy and Cookie notices at the above links.

TC-SI-220a.2: Number of users whose information is used for secondary purposes

Modifications or omissions	<ul style="list-style-type: none">• Data omitted due to confidentiality.
External reference(s)	<ul style="list-style-type: none">• CDW Privacy Notice• CDW Cookie Notice• Sirius Privacy Notice

Our use of information for secondary purposes is outlined in our privacy notice and cookie notice disclosed in TC-SI-220a.1 above. We do not track the number of users whose information is used for secondary purposes on an aggregated basis.

TC-SI-220a.3: Total amount of monetary losses as a result of legal proceedings associated with user privacy

Modifications or omissions	<ul style="list-style-type: none">• Includes Sirius
External reference(s)	<ul style="list-style-type: none">• 2021 10-K

Material legal proceedings are disclosed in our Quarterly Reports on Form 10-Q and our Annual Reports on Form 10-K.

TC-SI-220a.4: (1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure

Modifications or omissions	<ul style="list-style-type: none">• Omitted due to confidentiality• Includes Sirius
External reference(s)	<ul style="list-style-type: none">• None

From time to time, the Company may receive requests from law enforcement and other governmental agencies to provide customer information for matters over which these authorities have jurisdiction. The Company is legally required to provide this information when it receives valid legal process from such authorities. We also may share information with third-parties to comply with lawful requests pursuant to valid legal process in civil proceedings. Due to the nature of our business, our access to customer information is generally limited. However, a small number of these requests result in customer information being shared with law enforcement. If a question exists about the legitimacy or scope of a request, we challenge it.

We do not find our business model lends itself to a material volume of requests due to the limited nature of the information we possess.

TC-SI-230a.1: (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected

Modifications or omissions	<ul style="list-style-type: none">• Includes Sirius
External reference(s)	<ul style="list-style-type: none">• 2021 10-K

There were no significant data breach incidents warranting disclosure reported in 2021. We actively monitor our data security risks and vulnerabilities (see TC-SI-230a.2 below) and we have a formalized and established crisis management plan in place in the event a breach were to occur.

There are no current law enforcement agency investigations delaying the disclosure of a data breach.

TC-SI-230a.2: Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards

Modifications or omissions	<ul style="list-style-type: none">• Includes Sirius
External reference(s)	<ul style="list-style-type: none">• 2021 10-K

CDW recognizes that with the speed at which technology evolves and advances, it is imperative to have formalized and established programs and processes that assess and re-evaluate risks at an appropriate frequency to CDW internally and to CDW's external stakeholders. This assessment and evaluation help determine that the measures we have implemented continue to be appropriate, or if changes are needed to adapt to the evolving landscape. CDW proactively manages its data security risks through a combination of its information security, IT risk management and governance programs, and the supporting processes and procedures of those programs to achieve this goal.

CDW's risk and information security management programs are designed using well-known industry accepted frameworks such as ISACA's COBIT 5 and NIST's Cybersecurity Framework (CSF). Furthermore, CDW's information security management program is ISO 27001 certified and CDW undergoes regular audits by an independent, certified third party accreditation body to maintain that certification.

We manage data security risks by:

- Conducting various risk assessment and risk management activities throughout the year.
- Scanning CDW information systems to identify and patch security vulnerabilities.
- Maintaining security policies, practices and controls in place that are designed to prevent security breaches.
- Coordinating independent third parties to perform security assessments and audits, including penetration testing, to help us better understand the effectiveness of our controls.
- Staying informed about security threats by leveraging reputable outside sources and threat intelligence.
- Continuing to make investments to enhance our preventive and defensive capabilities in line with globally-recognized information security standards and implementing prevention and mitigation measures, where possible.
- Promoting a strong culture of security awareness amongst our coworkers through required training and communication.
- Maintaining cybersecurity insurance as a part of our overall insurance portfolio.
- Reviewing cybersecurity matters with the Audit Committee and the Board. The Board's oversight of enterprise risk and cybersecurity is conducted primarily by the Audit Committee. Cybersecurity continues to be an area of focus at CDW and also with the Audit Committee. Our Chief Technology Officer and Chief Information Security Officer provide updates on cybersecurity matters to our Audit Committee multiple times a year and to the full Board at least annually. This includes our Information Security strategy, key security risks we are watching and progress against supporting key security initiatives. In early 2022, our Chief Technology Officer, Chief Information Security Officer, General Counsel and a third party conducted a tabletop exercise with the Chairman of our Board and the Chair of the Audit Committee.

Notes

Note 1: Basis of Presentation

The summary table below defines the criteria for each metric included in the CDW SASB Disclosure.

CDW MATERIAL TOPIC	SASB TOPIC	METRIC	CATEGORY	CRITERIA
Materials & Materials Efficiency	Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	<u>SASB Standards:</u> CG-MR-410a.1
		Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and analysis	<u>SASB Standards:</u> CG-MR-410a.2
		Discussion of strategies to reduce the environmental impact of packaging	Discussion and analysis	<u>SASB Standards:</u> CG-MR-410a.3
Energy Management	Environmental Footprint of Hardware Infrastructure	1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	<u>SASB Standards:</u> TC-SI-130a.1
		Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and analysis	<u>SASB Standards:</u> TC-SI-130a.3
Coworker engagement & workplace culture	Recruiting & Managing a Global, Diverse & Skilled Workforce	Employee engagement as a percentage	Quantitative	<u>SASB Standards:</u> TC-SI-330a.2:
Diversity & Equal Opportunity	Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	<u>SASB Standards:</u> TC-SI-330a.1
		TC-SI-330a.3: Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative	<u>SASB Standards:</u> TC-SI-330a.3
Governance and Ethics	Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	<u>SASB Standards:</u> TC-SI-520a.1
Economic Performance	Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Discussion and analysis	<u>SASB Standards:</u> TC-SI-550a.1
		Description of business continuity risks related to disruptions of operations	Activity Metric	<u>SASB Standards:</u> TC-SI-550a.2
	Activity Metric	Number of: (1) retail locations and (2) distribution centers	Activity Metric	<u>SASB Standards:</u> MR-000.A
		Total area of: (1) retail space and (2) distribution center	Activity Metric	<u>SASB Standards:</u> MR-000.B
Customer privacy and data security	Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and analysis	<u>SASB Standards:</u> TC-SI-220a.1

		Number of users whose information is used for secondary purposes	Quantitative	<u>SASB Standards:</u> TC-SI-220a.2
		Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	<u>SASB Standards:</u> TC-SI-220a.3
		(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative	<u>SASB Standards:</u> TC-SI-220a.4
	Data Security	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and analysis	<u>SASB Standards:</u> TC-SI-230a.1
		Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and analysis	<u>SASB Standards:</u> TC-SI-230a.2:

Note 2: Omissions and Modifications

CDW is omitting responses to certain SASB Accounting Metrics. In accordance with SASB Standards Application Guidance (Section 2.2 Omissions and Modifications), it is disclosing its rationale for each omission or modification below. Omission of Sirius information is clarified in each disclosure.

Topic / Code	Accounting Metric	Reason for Omission
Environmental Footprint of Hardware Infrastructure TC-SI-130a.1	1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Percentage of energy consumed that is renewable energy was not disclosed due to confidentiality.
Environmental Footprint of Hardware Infrastructure TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Not material to CDW
Recruiting & Managing a Global, Diverse & Skilled Workforce TC-SI-330a.2	Employee engagement as a percentage	Employee engagement was not disclosed due to confidentiality. Certain questions utilized in the engagement score were disclosed as well as CDW's relative performance compared to a global peer set (Willis Towers Watson Global High Performance Norm).
Recruiting & Managing a Global, Diverse & Skilled Workforce TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Data omitted due to confidentiality. The representation for CDW's Executive Committee and Global/U.S. coworker population was disclosed.
Managing Systemic Risks from Technology Disruptions TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Data necessary for metric was not available as data required for this metric is not tracked separately from non-relevant data. CDW monitors customer outages as a service as well as outages CDW is accountable for regarding our own products and services. The outages CDW is accountable for is not discernable or tracked separately.
Data Privacy & Freedom of Expression TC-SI-220a.2	Number of users whose information is used for secondary purposes	Data necessary for metric was not available as it is currently tracked in a disaggregated and non-uniform manner.
Data Privacy & Freedom of Expression TC-SI-220a.4	TC-SI-220a.4: (1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Data omitted due to confidentiality
Data Privacy & Freedom of Expression TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Not applicable to CDW's business model
Activity metric TC-SI-000.A	(1)Data processing capacity, (2) percentage outsourced	Not applicable to CDW's business model
Activity metric TC-SI-000.B	(1)Data processing capacity, (2) percentage outsourced	Not applicable to CDW's business model
Activity metric TC-SI-000.C	(1)Amount of data storage, (2) percentage outsourced	Not applicable to CDW's business model