



WE MAKE **TECHNOLOGY** WORK SO **PEOPLE** CAN
DO GREAT THINGS

**2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE
EXECUTIVE SUMMARY**



MESSAGE FROM CHRISTINE A. LEAHY

Every day, CDW coworkers are inspired by our purpose to **make technology work so people can do great things**.

Within our One CDW culture, we work together to deliver strong performance across all areas of the company – how we engage and develop our coworkers, deliver for our customers, work with our partners, care for our planet, support our communities and drive results for our investors.

CDW is raising the bar on our environmental, social and governance (ESG) program and we are proud to share details of the notable progress we made in 2022. We have strengthened the leadership and governance of our ESG program, named a global head of ESG and designated risk and ESG business leaders across the business. We also created a Climate Task Force to drive climate awareness within CDW and lead the development of our global climate strategy.

Our commitment to sustainable and socially responsible technology implementation remains a priority and we have advanced these efforts by enabling online searchable access for customers to an expanded portfolio of environmentally certified products and cloud-based solutions that improve energy efficiency. Our environmental efforts also include continuing to focus on waste reduction at our facilities and expanding our participation in leading electronics recycling programs that benefit our customers, partners and communities.

We are very proud of the outstanding efforts of our coworkers in the areas of workplace culture and coworker engagement, diversity, equity and inclusion, business diversity, digital equity and other forms of social impact. We are also pleased to highlight in this report that we have made the strategic decision to align our ESG priorities with eight of the UN Sustainable Development Goals.

Every coworker and many of our value chain partners help us advance our ESG initiatives. As we continue our ESG journey, we are committed to building on our achievements and delivering value to all our stakeholders. I am excited about the future of CDW and the growing impact of our ESG initiatives.

If you have any questions about this report, please let us know at cdwesg@cdw.com.



Christine A. Leahy

Chair, President and Chief Executive Officer



I am excited about the future of CDW and the growing impact of our ESG initiatives.

CDW'S 2022 ESG MILESTONES AND HIGHLIGHTS



ENVIRONMENTAL

Created a cross-functional, geographically diverse **Climate Task Force**

Derived **98%** of our overall electricity usage from renewable sources and **100%** renewable energy sourcing for single-tenant buildings in the UK

Enhanced customer access to an expanded portfolio of environmentally certified products (**Energy Star, EPEAT and TCO Certified**)

Outperformed our waste diversion goal of **+90%** at our two US distribution centers for the fourth year in a row

Expanded our **IT Asset Disposition (ITAD) program**, which facilitates the recovery and recycling of devices that are no longer being used



SOCIAL

Welcomed our first group of **Legacy Excellence Program** fellows in May 2022 – **16** students from **4** premier HBCUs

880+ volunteer hours completed by coworkers in the US and Canada during Empower Month in October, benefiting over **540** nonprofit organizations

Extended our Coworker Experience to engage **~2,600** new coworkers who joined CDW from the Sirius Computer Solutions, Inc. (Sirius)

\$3.6 billion in diverse spend in 2022, working with approximately **1,400** minority-owned, woman-owned, veteran-owned and small, disadvantaged businesses

Won approximately **20** prestigious third-party awards for our commitment to ESG, coworker engagement and workplace culture, diversity, equity and inclusion, and business diversity

Over **3,700** coworkers participated in a Business Resource Group in the US and Canada in 2022, a **14%** increase over the previous year; we also have six UK BRGs and the UNITE BRG in Canada



GOVERNANCE

Made strategic decision to align our ESG efforts with **8 UN SDGs**

Received unconditional **ISO 28000/20243** recertification of our overall secure supply chain management program

Reintroduced and enhanced our information security function under one robust, enterprise-wide organization known as **CDW Global Information Security**

RECOGNITIONS

The following awards recognize our commitment to a proactive ESG agenda and our dedication to making a positive impact for all our stakeholders and the world we share with them.

OVERALL ESG RECOGNITION

2022 NASDAQ 100 ESG,
RANKED #11
By RepTrak

SILVER RATING
By EcoVadis

AMERICA'S MOST
JUST COMPANIES
By JUST Capital

WORKPLACE AWARDS

WORLD'S BEST EMPLOYERS 2022
By Forbes

2022 BEST PLACES TO WORK
By Glassdoor

BEST PLACES TO WORK FOR 2023
By Built In

BEST PLACES TO WORK IN IT 2023
By InsiderPro/ComputerWorld

DIVERSITY, EQUITY AND INCLUSION AWARDS

2022 BEST PLACES TO WORK FOR LGBTQ+
EQUALITY, 100% CORPORATE EQUALITY INDEX
By Human Rights Campaign

BEST COMPANIES FOR WOMEN 2022
By Fairygodboss

BEST TECHNOLOGY COMPANIES FOR
WOMEN 2022
By Fairygodboss

2022 BEST PLACE TO WORK FOR DISABILITY
INCLUSION
By Disability Equality Index

BEST FOR VETS 2022 EMPLOYER (GOLD
DESIGNATION)
By Military Times

2023 MILITARY FRIENDLY COMPANIES (SILVER
DESIGNATION)
By Military Friendly

BEST OF THE BEST TOP VETERAN-FRIENDLY
COMPANIES 2022
By U.S. Veterans Magazine

BUSINESS DIVERSITY RECOGNITION

BILLION DOLLAR ROUNDTABLE

BEST OF THE BEST SUPPLIER
DIVERSITY PROGRAM 2022
DIVERSEability Magazine

BEST OF THE BEST SUPPLIER
DIVERSITY PROGRAM 2022
By Professional Woman's Magazine

BEST SUPPLIER DIVERSITY
PROGRAM 2022
By Black EOE Journal

BEST OF THE BEST SUPPLIER
DIVERSITY PROGRAM 2022
By HISPANIC Network Magazine

AMERICA'S TOP CORPORATIONS FOR
WOMEN'S BUSINESS ENTERPRISES
*By The Women's Business Enterprise
National Council*

ESG AT CDW

ESG PILLARS AND MATERIAL TOPICS

In late 2022, we initiated an ESG materiality assessment refresh that will be completed in 2023 and will guide our strategic focus for the coming years. So far, we have noticed a high degree of consistency with our previous assessment, plus a few areas of growing importance such as the focus on sustainable and socially responsible products and solutions.

MAPPING OUR PRIORITIES AND CAPABILITIES TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

As a global organization striving to be part of the solution in addressing common purposes and opportunities for action, in early 2023 we made the strategic decision to align our ESG efforts with eight of the UN Sustainable Development Goals. We specifically chose eight goals for which we believe our people, portfolio, partnerships and practices enable us to make a meaningful contribution to a better world.



ENVIRONMENTAL

Protecting the World We Share

- Environmental Management
- Climate Action
- Energy Efficiency
- Materials & Materials Efficiency



SOCIAL

Making a Difference for All Our Stakeholders

- Diversity, Equity & Inclusion
- Business Diversity
- Social Impact
- Coworker Engagement & Workplace Culture
- Occupational Health & Safety
- Coworker Training, Education & Development
- Pay & Equal Remuneration
- Coworker Benefits
- Supply Chain Responsibility



GOVERNANCE

Inspiring Trust and Confidence in All Our Stakeholders

- Corporate Governance
- Ethics & Compliance
- Data Privacy & Information Security



KEY IMPACT STORIES

Read more about how we're having an impact in our full 2022 ESG Report.



ITAD PROGRAM REDUCES ELECTRONIC WASTE

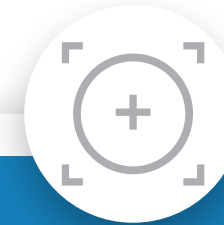
In response to greater demand from both partners and customers, CDW has ramped up its electronics recycling efforts, including its signature IT Asset Disposition (ITAD) program. ITAD enables proper device wiping, removal and recycling services for devices that are no longer being used. We expect to further scale the effort in 2023 by building more recycling and takeback programs into our existing key partner relationships, which would enable us to provide service throughout the life cycle of products – from purchase, warranty and initial deployment to maintenance, proper disposition and the purchase of new devices.



BUILDING DIGITAL EQUITY IN OUR COMMUNITIES AND SCHOOLS

We believe that in our connected world, every person should be able to experience the unlimited possibilities that technology unlocks. In alignment with our company's belief in the transformative power of technology, we have focused our Social Impact commitments on addressing digital equity in our communities and schools. We know that we cannot do this work alone and continue to address digital equity by:

- **Providing Access:** We help ensure people have access to the technology they need, including computers, software and internet connectivity.
- **Supporting Education:** We power initiatives that excite learners about science, technology, engineering and mathematics (STEM), as well as computer science and digital literacy.
- **Building Our Workforce:** We're committed to diversity, equity and inclusion (DEI) and are actively creating a technology industry that reflects the world we live in.



CONTINUING TO REINFORCE THE CDW WAY CODE

We understand the level of trust that our coworkers, stockholders, customers, partners, communities and other stakeholders place in us, and we accept our responsibility for maintaining that trust. 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. The CDW Way Code, which applies to every coworker and Board member, defines our standards for corporate behavior and provides direction and insight on the ethical and legal issues coworkers may face. In 2022, we rolled out updated training for our coworkers on the Code, including the introduction of our "Your Voice Has Power" platform to broaden awareness of the Code and Ethics Helpline.

ESG STRATEGY

SUSTAINING A SUCCESSFUL BUSINESS

Our ESG journey is focused where CDW can make the greatest impact and sustainably add value for our stakeholders. 2022 was a year of significant progress on our ESG strategy and priorities, as we maintained and extended our efforts to address critical areas such as access to environmentally certified products, climate action, waste reduction, coworker engagement, recruiting of tech talent, diversity, equity and inclusion, social impact, business diversity, governance and ethics and global information security. We also significantly expanded our efforts to engage in ESG discussions with our key stakeholders: investors, coworkers, customers, partners and communities.

Specific strategic milestones during the year included:

- Added a global head of ESG to our team and designated risk and ESG business leaders
- Began refining our ESG governance structure to drive greater accountability and ongoing engagement with leaders and subject matter experts
- Engaged leaders and teams throughout the enterprise in an ESG strategy development process
- Created a cross-functional, geographically diverse Climate Task Force to drive climate awareness within CDW and lead the development of the company's global climate strategy
- Made the strategic decision to align our ESG efforts with eight of the UN Sustainable Development Goals
- Initiated an ESG materiality assessment refresh that will be completed in 2023 and will guide our strategic focus in the coming years

ESG GOVERNANCE AT CDW

Board of Directors

Oversight of ESG activities

ESG Steering Committee

Executive-level committee that provides oversight of strategy

ESG Core Team

ESG coordination across the business

Risk and ESG Business Leaders

Cross-functional leadership of major initiatives

ESG Work Groups

Subject matter expertise and implementation

ENVIRONMENTAL

Protecting the World We Share

CDW is committed to being a good steward of the environment and the earth's natural resources. We strive to continuously improve our own environmental performance while growing our business and supporting our partners and customers. Given CDW's role in the technology sector as a leading multi-brand technology solutions provider, our greatest opportunities to impact the environment lie in collaborating with our supply chain and working with our partners and customers to help them achieve their environmental goals. This includes continuing to expand our offering of sustainable and socially responsible technology products and solutions.

2022 HIGHLIGHTS

In 2022, we made significant progress on our environmental priorities, including sustainable and socially responsible technology, climate action, energy efficiency and waste reduction.

- Created our Climate Task Force and worked with outside experts to begin developing our long-term, enterprise-wide climate strategy and action plans
- At our two US distribution centers, outperformed our waste diversion goal of 90%+ for the fourth year in a row; and recycled thousands of tons of packaging material, cardboard and paper
- Enabled online searchable access for customers to an expanded portfolio of environmentally certified products (Energy Star, EPEAT and TCO Certified) and a broad range of cloud-based solutions that improve energy efficiency
- Expanded our IT Asset Disposition (ITAD) program, which facilitates the recovery and recycling of devices that are no longer being used – to benefit the environment and protect the security of users' data
- Maintained our environmental management system and energy certifications in the US, Canada and UK
- Continued our relationships with US transportation partners that predominantly have climate goals

ONGOING PRIORITIES

- Building out our climate strategy and prioritizing next steps to address our carbon footprint
- Increasing collaborations with our technology partners and customers to make it easier to identify and purchase environmentally certified products
- Continuing to expand and enhance our electronic waste recycling programs and partnerships

Our US distribution centers both achieved greater than 92% waste diversion from landfill in 2022, the fourth year in a row that the two distribution centers outperformed their waste diversion goal of +90%.

SOCIAL

Making a Difference for All Our Stakeholders

At CDW, our coworkers are our superpower as we continue to reinforce our One CDW culture, where every coworker has a voice and CDW listens. Our commitments to diversity, equity and inclusion, business diversity, digital equity for our communities and other forms of social impact strengthen us. And we are very proud to have so many partners and customers join us on this journey.

2022 HIGHLIGHTS

Diversity, Equity and Inclusion & Social Impact

- Increased coworker membership in the nine Business Resource Groups in North America by 14%, with over 3,700 coworkers in the US and Canada participating in at least one BRG
- Launched the CDW Legacy Excellence Program™ (LEP), a partnership with the Thurgood Marshall College Fund and four Historically Black Colleges and Universities (HBCUs), and the inaugural group of fellows joined CDW in May 2022
- Advanced our commitment to digital equity through 87 social impact partnerships with nonprofit organizations around the world focused on addressing digital equity
- Celebrated Empower Month in October to accelerate volunteerism and philanthropic efforts, as coworkers completed more than 880 volunteer hours and contributed more than 1,100 monetary donations, benefiting over 540 nonprofit organization
- Achieved \$3.6 billion in diverse spend, working with approximately 1,400 minority-owned, woman-owned, veteran-owned and small, disadvantaged businesses.

Coworker Experience

- Launched additional engagement programs to drive greater collaboration and connectedness for hybrid and in-person working arrangements
- Expanded our efforts to make CDW a premier destination for tech talent
- Made routine tasks easier for coworkers, through simplified processes and digital tools, to understand and access their benefits, team collaborations, and learning and development opportunities
- Expanded our coworker listening program to gauge the level of engagement and satisfaction and identify areas for continuous improvement
- Continued to expand and enhance a wide range of training, education and development programs for all coworkers, current and future leaders, sales professionals, and engineers and other technical talent

In 2022, our coworkers supported over 1,400 nonprofit organizations and CDW contributed more than \$1 million in matching gifts contributions through our donor-advised fund.



GOVERNANCE

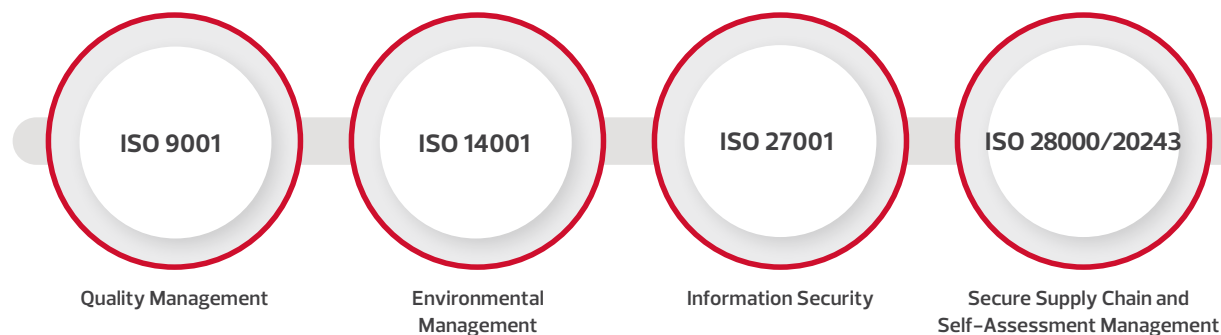
Inspiring Trust and Confidence in All Our Stakeholders

At CDW, we understand that integrity, trust and good corporate governance matter to all our stakeholders. By ensuring smart governance and ethics and compliance practices, we continue to earn the trust and confidence of our stakeholders, which enables us to sustain our success and create long-term shareholder value.

2022 HIGHLIGHTS

- Introduced updated training for our coworkers on the Code of Conduct, including the “Your Voice Has Power” platform to broaden awareness of the Code and Ethics Helpline
- Reintroduced and enhanced our information security function under one robust, enterprise-wide organization known as CDW Global Information Security, and welcomed a new Global Chief Information Security Officer
- Maintained adherence to International Organization for Standardization (ISO) criteria, and have earned ISO certifications for quality management (ISO 9001), environmental management (ISO 14001), information security (ISO 27001), and secure supply chain and self-assessment management (ISO 28000/20243)

CDW'S SECURE SUPPLY CHAIN PROGRAM



CDW participates in third-party ISO audits that enable us to evaluate and demonstrate that we have effective, secure processes and vendor partner relationships in place. In early 2022, we received unconditional ISO recertification of our overall secure supply chain management program.

STAKEHOLDER-FRIENDLY ESG DISCLOSURES

CDW is committed to a high degree of transparency about our ESG performance. To provide our stakeholders with multiple ways to access our ESG information, we are pleased to offer summary-level and detailed disclosure documents. In addition to this executive summary, we invite you to access our other documents:

- Comprehensive 2022 ESG report
- ESG website, which includes downloadable, topic-specific PDFs on our Environmental Performance, Social Impact, Governance and Ethics, and Diversity, Equity and Inclusion
- Sustainability Accounting Standards Board disclosures
- Task Force on Climate-related Financial Disclosures report
- Greenhouse Gas Inventory
- EEO-1 report
- SEC filings on our Investor Relations website

Thank you for your interest in CDW and our ESG efforts.
For more information visit www.cdw.com/ESG or contact us at cdwesg@cdw.com.

FORWARD-LOOKING STATEMENTS

Statements in this report that are not statements of historical fact are forward-looking statements within the meaning of the federal securities laws, including without limitation statements regarding CDW's ESG initiatives, growth strategy and plans for stakeholder value creation. These statements involve risks and uncertainties that may cause actual results or events to differ materially from those described in such statements. Important factors that could cause actual results or events to differ materially from CDW's expectations, or cautionary statements, are disclosed under the sections entitled "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" included in CDW's Annual Report on Form 10-K for the year ended December 31, 2022 (the "Form 10-K") and in CDW's subsequent Quarterly Reports on Form 10-Q filed with the Securities and Exchange Commission. CDW undertakes no obligation to publicly update or revise any forward-looking statement as a result of new information, future events or otherwise, except as required by law.



WE MAKE **TECHNOLOGY** WORK SO **PEOPLE** CAN
DO GREAT THINGS

**2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE
EXECUTIVE SUMMARY**

WE MAKE **TECHNOLOGY** WORK SO **PEOPLE** CAN
DO GREAT THINGS

**2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE
EXECUTIVE SUMMARY**



CONTACT US

For more information about our ESG efforts,
visit www.cdw.com/ESG or contact us at cdwesg@cdw.com.