



**Sustainability Accounting Standards Board (“SASB”)
Disclosure
2022**

Reporting Overview

CDW's 2022 SASB Disclosure ("Disclosure") is being provided for CDW Corporation (together, with its subsidiaries, unless the context otherwise indicates, "CDW" or the "Company", "our", 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 2022 ESG Report provides additional context with respect to our management approach of ESG priority issues and our ESG governance structure and activities. For more information about our practices and reporting, please see our [website](#).

Sustainability Accounting Standards Board:

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 [2022 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.

Acquisitions:

All acquisitions completed in 2021, three in total, are included and accounted for in our 2022 responses unless otherwise noted. On December 1, 2021, we completed our acquisition of Sirius Computer Solutions, Inc. ("Sirius"), a leading provider of secure, mission-critical technology-based solutions and one of the largest IT solutions integrators in the United States. In addition to Sirius, we also acquired Focal Point Data Risk LLC ("Focal Point") on July 30, 2021, and Amplified IT LLC ("Amplified IT") on March 15, 2021. For more information about our acquisitions, please see our [Annual Report 10-K Filing](#).

Disclosure Progression:

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

¹ Please see Note 1: Basis of Presentation for details on the alignment of our material topics with the SASB accounting metrics.

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Materials & Material Efficiency

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

We provide over 100,000 products and services from more than 1,000 partners, with many products having an environmental and/or social sustainability certification by third parties. Historically the top three certifications by revenue (in order) are ENERGY STAR Certified, TCO Certified, and Electronic Product Environmental Assessment Tool (EPEAT) Compliant.

The sale of these certified products supports environmental efforts such as energy conservation, value-chain emissions reduction, development of a circular economy, supply transparency and many more. In 2022, CDW made it easier for our sales teams and our customers to identify and select from our broad range of environmentally certified products and cloud-based solutions that deliver added energy efficiency. CDW e-commerce sites enable customers to search for and buy third party-certified products. We are also training our sales teams and utilizing new customer relationship management (CRM) tools to enhance our ability to help customers identify and deploy such products.

We are currently exploring key performance indicators related to products and solutions that advance the ESG goals of our customers.

Please see our [ESG Report](#) Pg. 19, 'Materials and Material Efficiency' for more information.

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

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

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.

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. CDW brings in qualified personnel to package and label in accordance with the relevant regulations. Further, CDW prohibits all standalone lithium cells and batteries from being transported via aircraft.

Please see our [ESG Report](#) Pg. 46, 'Occupational Health & Safety' for more information.

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

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 in the US and UK, we have successfully refined our packaging processes to address environmental considerations where possible, while still meeting and exceeding customer expectations.

Our solutions include:

- Reusing our vendor partners' packaging when possible.
- Redesigning the carton packing process and taking dimensional fit into consideration, which enables us to use the least amount of packaging possible.
- Using 100% recyclable envelop shippers.
- Pick-pack shipping containers, which 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.

Energy Management & Climate Action

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

	2022	2021	2020
(1) Total energy consumed	226,618 GJ	205,953 GJ	205,656 GJ
(2) Percentage grid electricity	75%	68%	Not reported
(3) Percentage renewable	4%	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 513,240 square foot distribution center in North Las Vegas, Nevada, and a combined office and a 442,400 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 gas used in our buildings.

Of electricity consumed, 79 percent³ was determined using information obtained directly from third-party electric providers. The remaining 21 percent was estimated using the square footage 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 2018.

Of natural gas consumed, 43 percent of natural gas usage was determined using information obtained directly from third-party providers and the remaining 57 percent was estimated. We estimated natural gas consumption using the square feet and building type (data center, office, or warehouse/distribution center) from the (CBECS) Table C24. Natural gas consumption and expenditure intensities, 2018.

Our estimates leverage square footage for determining electricity and natural gas consumption.

We recalculated our 2021 and 2020 energy consumption and percentage grid electricity (2021 only) to account for two retrospective adjustments:

- **2021 acquisitions:** The three businesses acquired in 2021 were not included in the 2021 or 2020 amounts disclosed in our 2021 SASB Disclosure. In the aggregate they exceeded our threshold for recalculation; therefore, we recalculated 2021 and 2020 to include 2021 acquisitions. This increased energy consumption for both years.

- **CBECS factors:** 2021 and 2020 utilized CBECS factors from its 2012 survey. This year, the CBECS 2018 survey data was released. The timing of this survey reasonably applied to 2021 and 2020 (as 2018 is more recent and inherently more accurate). The impact exceeded our threshold for recalculation; therefore, we recalculated 2021 and 2020 to utilize the CBECS 2018 factors referenced in the above disclosure. This decreased energy consumption for both years.

Please see our [ESG Report](#) Pg. 17, 'Energy Efficiency' for more information. Additionally, please see the [2022 TCFD Report](#) for Scope 1, 2, and 3 emissions and further climate-related disclosures.

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

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 program and Environmental Management System (EMS) define the structure, practices, and procedures for our commitment to protecting the environment. 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.

- 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 our UK locations

Please see our [ESG Report](#) Pg. 17 'Energy Efficiency' for more information.

³ 79 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), 79 GJ are known and the remaining 21 GJ were estimated. The same methodology applies to the 43 percent of natural gas.

Data Privacy & Data Information Security

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

At CDW, we understand that privacy is an important part of the trust placed in us. CDW has a privacy program through which we regularly assess our compliance with various privacy laws and regulations, conduct Privacy Impact Assessments, and provide training and education on privacy to our coworkers. Our Global Data Privacy Policy, by which all coworkers must abide, ensures that we follow privacy principles. Please see our [CDW Privacy Notice](#) and [CDW Cookie Notice](#).

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

Our use of information for secondary purposes is outlined in our CDW Privacy notice and CDW Cookie notices 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

In 2022, there were no material losses as a result of legal proceedings associated with user privacy. Material legal proceedings are disclosed in our [Quarterly Reports on Form 10-Q](#) and our [Annual Reports](#) on Form 10-K on page 21.

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

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

There were no significant data breach incidents warranting disclosure reported in 2022. 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

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 risks, including cybersecurity, is conducted primarily through 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.

Diversity, Equity & Inclusion

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

	2022	2021	2020
(1) Percentage of coworkers that are foreign nationals (%) ⁴	2%	2%	1%
(2) Percentage of coworkers that are located offshore			
Percentage (%) located in US	77.8%	78.6%	77.3%
Percentage (%) located in UK	11.1%	7.9%	14.1%
Percentage (%) located in CAN	7.3%	13.0%	8.3%
Percentage (%) located in Other	3.8%	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 approximately 2% are considered foreign nationals, in aggregate (i.e., as a percentage of total CDW)⁵. We do not consider existing or future recruiting and hiring of foreign nationals and/or offshore coworkers as posing a significant business risk.

⁴ Sirius data not included in 2021 or 2020 data

⁵ 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 Canada population is composed of coworkers with open work permits. The UK population is composed of coworkers with CDW and self-sponsored visas

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

Gender Representation⁶

	2022			2021		
	Not Specified	Female	Male	Not Specified	Female	Male
Executive Committee ⁷		47%	53%		50%	50%
Global Coworkers ⁸	> 1%	32%	68%	>1%	32%	68%

Racial Group Representation⁶ (US Only)

	2022			2021		
	Not Specified	Professionals of Color	White	Not Specified	Professionals of Color	White
Executive Committee ⁷		40%	60%		42%	58%
U.S. Coworkers ⁸	> 1%	30%	70%	>1%	28%	72%

Please see our [ESG Report](#) Pg. 24 'Diversity, Equity and Inclusion (DEI) at CDW at a Glance' for more information as well as our [2021 Consolidated EEO-1 Data](#). We will publish our 2022 Consolidated EEO-1 Data once filed (estimated filing in Q3 2023).

⁶ Global Coworker Population of 15,100 as of December 31, 2022, and 13,900 as of December 31, 2021

⁷ The 2022 Executive Committee is comprised of CDW's 15 top leaders as of December 31, 2022. The 2021 Executive Committee was comprised of CDW's 12 top leaders as of April 21, 2022.

⁸ Figures add up to more than 100% due to rounding

Coworker Engagement & Workplace Culture

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

We have engaged with WTW 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 hold ourselves to the highest possible engagement standards, WTW's Global High-Performance Norm. We not only utilize this as a benchmark, but we are also included, among other global companies, in WTW's Global High-Performance Norm. WTW's Global High-Performance Norm contains data from companies that have consistently higher-than-average performance in both the employee experience and financials.

High Performance Coworker Experience Model and Sustainable Engagement

Companies with highly engaged coworkers outperform their peers by almost 150% in earnings per share⁹. We partnered with WTW in the development of its High-Performance Coworker Experience (HPX) Model, which is based on 40 years of research and connects our survey results to sustainable engagement and other business performance indicators. We first measured sustainable engagement in 2018. The 2021 and 2022 surveys utilized the same methodology with a refreshed set of questions aligned to each area of the model. See the 2022 ESG report for more details on CDW's methodology for measuring coworker engagement.

Survey Participation

In 2022, we facilitated four surveys. One survey was issued to legacy CDW coworkers (excludes Sirius coworkers) in November 2022 aligned to the HPX Model. The other three surveys were issued to Sirius coworkers throughout the year. The surveys issued to Sirius coworkers included a selection of questions from the HPX Model and other questions designed to be responsive to Sirius coworker questions and needs as they acclimated to CDW. The following information is reflective of responses in the survey issued to legacy CDW coworkers only.

The comprehensive November 2022 survey was sent to all full- and part-time CDW coworkers hired at least 1 month prior to the survey launch date and excluded Sirius coworkers (see above). Participation is not required. Total participation for the November 2022 survey was 79%.

The November 2022 survey reflected that more than 90% of respondents believe the following:

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

⁹ Source: <https://www.forbes.com/sites/causeintegration/2017/05/04/employee-engagement-vs-employee-experience/?sh=428261d27883>

Please see our [ESG Report](#) Pg. 41, 'Coworker Engagement and Workplace Culture' for more information.

Ethics & Compliance

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

In 2022, there were no material losses as a result of legal proceedings associated with anticompetitive behavior regulations. 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 [competitive practices?], 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

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

Please see our [Crisis Management & Business Continuity program overview](#) for more information. The program overview is reviewed periodically. Our operations supporting public cloud-based services follow the same program and have distinct shared responsibility models with the public cloud provider. Teams at CDW constantly look for better ways to serve their customers.

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

The total area of CDW's distribution centers is more than 1 million square feet. 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.

Note 1: Basis of Presentation

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

Material Topic	SASB Topic	SASB Code	Accounting Metric	Category
Energy Management & Climate Action	Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative
		TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis
Materials & Materials Efficiency	Product Sourcing, Packaging & Marketing	CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative
		CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis
		CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis
Data Privacy & Information Security	Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis
		TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative
		TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative
		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	Quantitative
	Data Security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Discussion and Analysis
		TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis
Diversity Equity, & Inclusion	Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative
		TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative
TC-SI-330a.2:		Employee engagement as a percentage	Quantitative	
Coworker Engagement & Workplace Culture				
Ethics & Compliance	Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Discussion and Analysis
Corporate Governance	Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	(1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative
		TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Quantitative
	Activity Metrics	MR-000.A	Number of: (1) retail locations and (2) distribution centers	Quantitative
		MR-000.B	Total area of: (1) retail space and (2) distribution center	Quantitative

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. The below table reflects omissions and modifications for 2022 information. Please see prior reports for 2021 and/or 2020 omissions and modifications. Omission of acquisition information (as applicable) is clarified in each disclosure.

SASB Topic	SASB CODE	Accounting Metric	Reason for Omission or Modification
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.
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	SASB categorization was not utilized (management, technical staff, and all other employees). We believe that the information provided better reflects CDW's internal classification of coworkers.
Managing Systemic Risks from Technological 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 nonrelevant 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.
	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
	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) Number of licenses or subscriptions, (2) percentage cloud-based	Not applicable to CDW's business model
	TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	Not applicable to CDW's business model
	TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	Not applicable to CDW's business model

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.