



**Make
amazing
happen.**



Message from Christine A. Leahy

Every day, our CDW coworkers live our purpose to **make technology work so people can do great things**. As we continue to expand our breadth of capabilities and expertise, I am proud our culture remains rooted in this purpose as we strive to **make amazing happen** for our customers, partners and each other.

In 2023, we continued to make progress in several key areas of our environmental, social and governance (ESG) program. This included enhancing our overall ESG governance structure, establishing our Climate Action Committee to drive our global climate strategy, conducting a stakeholder assessment to define and elevate our ESG priorities and setting enterprise-wide carbon emission reduction targets in line with climate science.

We also heightened collaboration across our enterprise and external network to provide additional support to partners and customers pursuing their own ESG priorities and goals. To support this effort, we developed resources for our sellers to facilitate customer discussions that are oriented toward ESG solutions. We also enhanced our digital platforms in both North America and Europe to enable customers to easily search for and buy third-party ESG-certified products.

And importantly, we stayed committed to coworker success, training and development, social impact, and diversity, equity and inclusion. Fostering a sense of belonging is critical to our coworker-centric culture and allows us to be better together, which is why diversity, equity and inclusion remains a core muscle of our global organization.

We understand the value of continuity and staying true to our purpose, yet we also understand the imperative of change. We have been focused on making the necessary enhancements to enable coworker, customer and partner success and drive stronger performance that benefits all stakeholders. These critical changes position CDW to deliver greater impact as we “accelerate out of the curve” in the year ahead.

I am incredibly proud of our coworkers and excited about our future path as we look to build on our achievements and continually enhance the value we deliver to all CDW stakeholders. Let’s **make amazing happen!**

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



Christine A. Leahy
Chair and Chief Executive Officer



Make amazing happen.



CDW's 2023 ESG Milestones and Highlights



PEOPLE

Earned a **top score** on Disability:IN's Disability Equality Index and named to their list of "Best Places to Work for Disability Inclusion"

Aligned our Business Resource Groups (BRGs) ecosystem globally, resulting in a **15% increase** in coworker participation in North America compared with 2022

Introduced our **Better Together** global hybrid work model, creating opportunities to elevate our connections, culture and growth

Increased global volunteer efforts; approximately **1,100** coworkers volunteered **8,300+** hours, an increase of more than 430 participants and 4,000 service hours compared with 2022



PLANET

Announced our **near-term, enterprise-wide emissions reduction targets** to reduce impact in our operations and value chain – in line with the Science Based Targets initiative (SBTi)

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

Created our **Climate Action Committee** to oversee projects and implement best practices in support of our GHG emissions reduction targets

Consolidated two locations in Arizona into one new **LEED Gold-certified building**, providing a state-of-the-art workplace environment



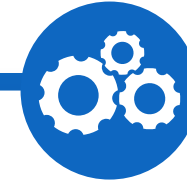
PARTNERSHIPS & PORTFOLIO

Received strong reviews from ESG ratings organizations such as EcoVadis, which increased CDW to a **Gold rating**, placing us in the top 3% of all assessed companies

Expanded our portfolio of **environmentally certified products** and significantly increased ESG collaboration with our vendor partners, distribution partners and customers

Increased our multibillion-dollar spend with certified, small, diverse vendor partners as a member of the **Billion Dollar Roundtable**

Implemented our **Partner Data Exchange (PDX)** initiative to establish modern data integration standards and definitions to better collect and validate product, pricing, supply chain and customer data



PRACTICES

Increased **engagement with our Board** on ESG-related progress and initiatives through quarterly governance updates, regular ESG snapshots and an annual ESG strategy review

Updated **The CDW Way Code** and launched an interactive digital version for all coworkers

Rolled out **anti-bribery and anti-corruption training**

Introduced a new **Integrated Global Information Security Operating Model**

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 AWARDS AND RATINGS

Gold Rating
By *EcoVadis*

2024 America's Greenest Companies
By *Newsweek*

2024 Top-Rated ESG Companies
By *Sustainalytics*

WORKPLACE AWARDS

2023 World's Best Employers
By *Time*

2023 World's Best Employers
By *Forbes*

2023 Best Technology Companies
By *Fairygodboss*

2023 Top 100 Employer of Choice
The American Opportunity Index

2024 Best Places to Work in IT
By *Computerworld*

2024 America's Best Large Employers
By *Forbes*

2024 America's Greatest Workplaces for Women
By *Newsweek*

DIVERSITY, EQUITY AND INCLUSION AWARDS

2023 Best Employers for Diversity
By *Forbes*

2023 Best Employers for New Graduates
By *Forbes*

2023 Best Place to Work for Disability Inclusion
By *Disability Equality Index*

2023 Best for Vets: Employers
By *Military Times*

2024 Military Friendly Companies (Silver designation)
By *Military Friendly*

BUSINESS DIVERSITY AWARDS

Billion Dollar Roundtable Member

2023 Top Global Champion Platinum Award
By *WEConnect International*

2023 Top Corporations for Women-Owned Businesses
By *Women's Business Enterprise National Council*

2023 Best Corporations for Veteran's Business Enterprises
By *National Veteran-Owned Business Association*

ESG at CDW

At CDW, our ESG work is guided by the principles of The CDW Way and our values of trust, connection and commitment. We focus our ESG efforts on the topics, challenges and opportunities where CDW is positioned to sustainably add value for our stakeholders.

As the ESG landscape evolves, we have continued to refine our ESG strategy to more closely align with stakeholder expectations, commercial business opportunities and the regulatory environment.

In 2023, we conducted a stakeholder assessment to update our ESG priority topics, which have or can potentially have a direct impact on CDW or its stakeholders. Our approach was to identify ESG topics where CDW is well positioned to make the greatest impact and sustainably add value for our stakeholders. The results of that work are shown on the next page. In addition, we have organized our topics and initiatives under the four pillars of **PEOPLE**, **PLANET**, **PARTNERSHIPS & PORTFOLIO**, and **PRACTICES**.



PEOPLE

We use our reach, scale and capabilities to create opportunities for people and communities.



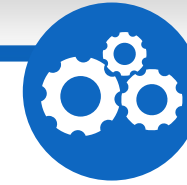
PLANET

We strive to be sustainable and efficient in our operational practices and seek to positively impact the environmental performance of our value chain.



PARTNERSHIPS & PORTFOLIO

We help others advance their own ESG efforts by providing products that address environmental and societal needs, and collaborate to amplify the collective impact of the technology sector.



PRACTICES

With every interaction, we strive to inspire trust and confidence in CDW among all our stakeholders.

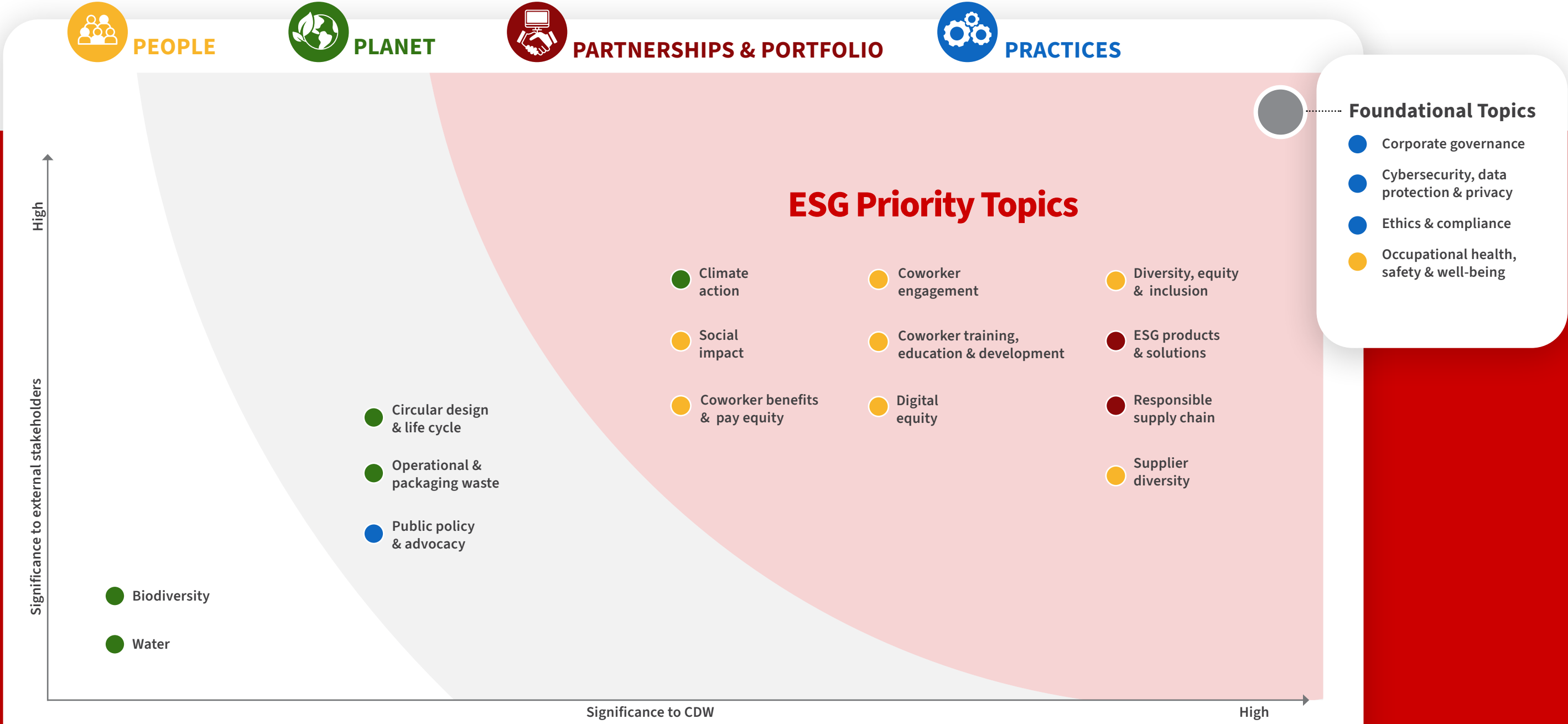
ESG VISION

To connect people, ideas and solutions that drive the long-term success of our business and stakeholders

ESG PURPOSE

To empower our business and stakeholders to do great things and amplify our sustainable impact

CDW's ESG Priorities Matrix



Topics in each category are in alphabetical order. The stakeholder priority assessment was used to determine our ESG priority topics, which are based on criteria from the GRI and SASB that define priority/material as topics that represent the organization's most significant impacts on the economy, environment and people, including impacts on their human rights. To provide clarity that the commonly used term "materiality" is different than the one used for filings with the US Securities and Exchange Commission (SEC), we communicate these topics as "ESG priority" topics.



People

Empowering Our Coworkers to Make a Difference

At CDW, our coworkers embrace and advance our One CDW culture every day. Consistent with our purpose and values, we prioritize providing healthy and safe work environments where colleagues can achieve their personal and professional best. We actively listen and engage our coworkers to foster inclusion, wellbeing and growth. Our global social impact strategy empowers our coworkers to support the causes that matter most to them.



2023 HIGHLIGHTS

Coworker Engagement

- Introduced our Coworker Success (CWS) model, equipping our workforce with the tools and support necessary to create exceptional outcomes for our coworkers.
- Reinforced our One CDW culture with the introduction of our Better Together global hybrid work model, creating opportunities to elevate our connections, culture and growth.

Social Impact: Coworkers

- Supported our coworkers’ nonprofit interests by providing \$531,666 in matching gifts contributions to 1,263 nonprofits around the world through our donor-advised fund.
- Supported The Sick Children’s Trust in the UK through hundreds of hours of volunteering at the various houses across the UK, cooking comforting meals for families staying there.
- Launched The Giving Back Initiative in Canada to give back to our communities and supported 20 charities during the year – to celebrate our 20 years in the Canadian market.

Diversity, Equity and Inclusion

- Continued to build and refine our ecosystem of Business Resource Groups, which encourage connection and foster allyship and belonging, in addition to providing professional development opportunities. Last year, 4,050 coworkers in North America participated in at least one BRG.
- Earned a top score on Disability:IN’s Disability Equality Index and named to the “Best Places to Work for Disability Inclusion” list.
- Honored by Alabama A&M University, one of the partner schools for our Legacy Excellence Program™, at its 2023 annual scholarship gala, and received a Fiscal Year 2022 Diversity Partner Award from the university.

In 2023, we recorded that 1,100 coworkers around the world contributed 8,300+ hours of volunteer time – an increase of more than 430 participants and 4,000 service hours over 2022.



2023 HIGHLIGHTS

Climate Action

- Announced our greenhouse gas (GHG) emissions reduction targets and subsequently submitted the targets for validation, and we are currently awaiting approval from the Science Based Targets initiative (SBTi).
- Established our ongoing Climate Action Committee of cross-functional global leaders charged with continuing to refine and advance our climate decarbonization strategy.
- Established a 2040 target for our UK operations to work with only those logistics suppliers whose fleet consists of >90% zero emission vehicles.
- Began a climate risk assessment to identify and assess climate-related physical and transition risks and conducted climate risk scenarios as defined by the Task Force on Climate-related Financial Disclosures (TCFD).

Sustainable Operations

- Achieved greater than 92% waste diversion from landfill by our US distribution centers, outperforming their waste diversion goal of >90% for a fifth year in a row.
- Consolidated two locations in Arizona into one new LEED Gold building, one of our 16 LEED certified sites in North America.

CDW's Science-Based Targets for GHG Emissions Reductions

In 2023, we announced our three-part GHG emissions reduction targets:

- **Reduce impact in our own operations:** CDW commits to reduce absolute scope 1 and scope 2 (operational) GHG emissions by 42% by 2030 from a 2022 base year.
- **Engage our supply chain:** CDW commits that suppliers representing 80% of purchased goods and services emissions will have science-based targets by 2028.
- **Collaborate to reduce impact in our value chain:** CDW commits to reduce total scope 3 GHG emissions from remaining categories by 25% by 2030 from a 2022 base year.

Planet

Driving Progress in Environmental Sustainability

CDW's approach to environmental issues is to be sustainable and efficient in our operational practices and seek to positively impact the environmental performance of our value chain. Our environmental policies, procedures and facilities management guide our day-to-day operations. In 2023, we significantly elevated our efforts to do our part to address the broader issue of climate change by implementing our greenhouse gas (GHG) emissions reduction targets. We furthered our collaboration with partners and bolstered sales enablement efforts for ESG solutions, empowering our customers to advance climate action deliberately and strategically.



2023 HIGHLIGHTS

ESG Products and Solutions

- Significantly increased ESG-related engagement with our customers and top technology partners, including our Partner Advisory Board members, to meet increasing demand for environmentally certified and socially responsible products.
- Launched a dedicated Sustainable Solutions section of our website to showcase CDW’s sustainability offerings and enable customers to search for and order ESG products and solutions.

Business Diversity

- Became a corporate member of Minority Supplier Development UK, the UK’s leading supplier diversity organization, and in Canada met with numerous diverse-owned suppliers to help increase their access to CDW.
- Continued to grow our business diversity impact through the Billion Dollar Roundtable (BDR), our fifth straight year of spending more than \$1 billion with diverse suppliers. We were also honored to host BDR’s annual summit for 2023 in Chicago.
- Achieved \$3.2 billion in diverse spend, working with a network of approximately 1,500 minority-owned, woman-owned, veteran-owned and small, disadvantaged businesses.

Responsible Supply Chain

- Expanded our IT Asset Disposition (ITAD) services to help customers manage the end of product lifecycles and safely, securely and cost-effectively dispose of their old equipment. Our program includes device wiping, removal, evaluation and recycling, and customers can earn residual credit on their CDW account for any devices of value.

Social Impact: Partnerships

- Continued to focus our Social Impact efforts on addressing digital equity by working with our technology partners to leverage the transformative power of technology.

Partnerships & Portfolio

Amplifying Our Collective Impact

At CDW, we believe in the power of partnerships, access and technology to create lasting and transformative impact. Our expertise in and commitment to providing tailored, responsible solutions for shared sustainability goals are paramount. We solve challenges and uphold relationships with integrity, humility and transparency, offering a superior experience that solidifies our position as the preferred choice for our customers, partners, and stakeholders.

The Partner Code of Conduct sets the standards of behavior for partners while conducting business with CDW and our coworkers, agents, subcontractors and customers. The Partner Code addresses four critical areas of conduct: Integrity and Ethics; Human Rights, Labor Laws and Fair Labor Practices; Environment; and Professional Conduct.



Practices

Inspiring Trust and Confidence in All Our Stakeholders

At CDW, we know 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.

2023 HIGHLIGHTS

ESG Governance

- Further formalized our ESG governance structure by defining roles and accountabilities for our Board of Directors, Executive Leadership, Global ESG Team, Business Leaders and Enterprise Risk Management, and ESG Working Groups.
- Mobilized and trained more of our coworkers across the enterprise to address ESG-related issues and help our customers and partners address their ESG goals.

Corporate Governance, and Ethics and Compliance

- Enhanced The CDW Way Code, which applies to all coworkers and Board members, and introduced a new digital format that improves the organization, readability and utility of the Code.
- Continued to invest in International Organization for Standardization (ISO) certifications, including third-party ISO audits, for Quality, Environment, Services, Information Security, Counterfeit Avoidance and Secure Supply Chain.
- Updated our Partner Code of Conduct to incorporate additional environmental, labor and human rights provisions.
- Rolled out new anti-bribery and anti-corruption training, which all coworkers across the globe are required to complete.

Data Privacy and Information Security

- Introduced a new Integrated Global Information Security Operating Model, aimed at strengthening our ability to effectively address the evolving external threat landscape.
- Facilitated closer alignment and regular touchpoints among our US, UK and Canadian information security leaders to promote the sharing of global best practices and actionable intelligence findings.

ESG GOVERNANCE STRUCTURE OVERVIEW

Board of Directors

Oversight of ESG activities

Executive Leadership

Leadership and direction for the ESG strategy

Global ESG Team

Enabler for ESG integration into our business

Business Leaders and Enterprise Risk Management

Cross-functional leadership of major initiatives

ESG Working Groups

Subject matter expertise and implementation

Stakeholder-Friendly ESG Disclosures and Forward-Looking Statements

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 2023 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 (SASB) disclosures
- Task Force on Climate-related Financial Disclosures (TCFD) disclosures
- 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 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, 2023 (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.

Information included in, and any issues identified as material or any derivatives of the word material for purposes of, this report may not be considered material for SEC reporting purposes. Within the context of this report, the term "material" (or any derivatives of the word material, including "materiality") is distinct from, and should not be confused with, such term as defined for SEC reporting purposes. Website references and hyperlinks throughout this report are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this report, nor does it constitute a part of this report.

While CDW is actively working to achieve its environmental, social, and governance ("ESG") goals, these goals are forward-looking statements that reflect expectations as of the date of this statement, not historical facts or guarantees of future performance, achievement, or results. There is no guarantee that CDW will meet either its goals or increasing stakeholder ESG expectations. In addition, the standards by which certain ESG goals are measured are evolving and subject to assumptions that could change over time.



2023 ESG Executive Summary

CONTACT US

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