



Sustainability Accounting Standards Board (“SASB”) Disclosure

2023

Reporting Overview

CDW's 2023 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 consists 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 2023 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 the ESG section of our website, www.cdw.com/esg.

Sustainability Accounting Standards Board:

SASB was founded as an independent nonprofit organization in 2011 to help businesses and investors develop a common language about the financial impacts of sustainability. SASB set standards to guide the disclosure of financially material sustainability information by companies. In August 2022, the International Sustainability Standards Board (ISSB) assumed responsibility of the SASB standards and has committed to maintain, enhance and evolve them. Entities using the SASB standards as part of their implementation of ISSB Standards should consider the relevant ISSB application guidance. 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 short-, medium- or 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 priority topics (see the [2023 ESG Report](#) for priority 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.

Disclosure Progression:

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

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

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Materials & Materials 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 a portfolio of products having an environmental and/or social sustainability certification by third parties. Historically, the top three certifications by revenue 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 and value-chain emissions reduction. CDW is well positioned to help customers address environmental and social factors when selecting, deploying, utilizing and disposing of technology products. In 2023, CDW continued to make it easier for customers to understand CDW's sustainability offerings, search for and order environmentally certified products, and access insights through the launch of a dedicated Sustainable Solutions section of our website. For more information, visit our [Sustainability Solutions and Products website](#).

We continue to work with our value chain to ensure a consistent approach to partner data integration of environmentally certified products as we aim to amplify awareness and transparency to enable measured impact. In 2023, we implemented the Partner Data Exchange (PDX) initiative to establish modern data integration standards focused on driving consistency and clarity of our partner data collection process and attributes.

Please see page 49 of our [ESG report](#), "ESG Products and Solutions," to learn more about CDW's approach to elevating collective impact through our Partnerships & Portfolio.

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

Lithium Batteries

To enable compliance on all shipments, CDW has built a strong lithium battery transport program. CDW limits our onsite inventory to only small² lithium cells and batteries, including those packed with and contained in equipment. CDW prohibits all standalone lithium cells and batteries from being transported via aircraft. Further, CDW has coworkers who are trained and certified on hazardous materials handling to package and label lithium batteries in accordance with the relevant regulations. CDW regularly trains distribution center coworkers in the handling of hazardous waste. This includes training in 2023.

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.

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

CDW is committed to reducing the environmental impact of packaging by supporting strategies of responsible consumption through materials efficiency, reducing waste to landfill, and keeping materials in circulation through recycling, reuse and redeployment. While we have a wide variety of recycling and reuse programs across our office and warehouse facilities, our largest impact is in two areas: reducing distribution center waste from packaging and other materials, and managing electronic waste.

Our three distribution centers focus on reducing waste to landfill from packaging material, cardboard, paper, and wood and plastic pallets, while still meeting and exceeding customer expectations. We continue to explore a spectrum of environmentally conscious packaging solutions, from renewable materials to innovative designs, to determine the most impactful sustainability benefits. Expanded engagement with our vendor partners in recent years has enabled us to increase the recyclability of product packaging. We are also striving to use more biodegradable materials and alternative or reusable signage to reduce our waste to landfill.

Additionally, to reduce the environmental impact of packaging, we:

- Reuse our vendor partners' packaging when possible.
- Expanded engagement with our vendor partners to continuously increase the recyclability of product packaging.
- Use 100% recyclable envelope shippers.
- Use pick-pack shipping containers, which are made from the maximum allowable amount of post-consumer recycled material and are 100% recyclable.
- Have committed in the UK to reduce our plastic-based pack-fill by 80% by 2030, accelerating the adoption of more sustainable secondary packaging in early 2024, including higher recycled content and 100% recyclable guarantees.
- Collaborate with our UK vendor and distributor partners to support 0% non-recyclable packaging-to-landfill objective by 2040.

In 2023, our US distribution centers achieved greater than 92% waste diversion from landfill, outperforming our goal of 90%.

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.

	2023	2022 ³	2021 ⁴
(1) Total energy consumed	303,328 GJ	226,699 GJ	205,953 GJ
(2) Percentage grid electricity	58%	75%	68%
(3) Percentage renewable	10%	4%	Not reported

Total energy consumed includes the electricity and natural gas used by our office buildings, data centers, warehouses and distribution centers, as well as the fuel used in our backup power generators and 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 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, 72 percent⁵ was determined using information obtained directly from third-party electric providers. The remaining 28 percent was estimated using the square footage and building type (data center, office or warehouse/distribution center) electricity consumption conversion factors from the Commercial Buildings Energy Consumption Survey (CBECS) Tables C21 and 14, “Electricity consumption and conditional energy intensity by building size, 2018,” and “Electricity consumption and expenditure intensities, 2018,” respectively.

Of natural gas consumed, 31 percent of natural gas usage was determined using information obtained directly from third-party providers and the remaining 69 percent was estimated. We estimated natural gas consumption using square footage and building type (data center, office or warehouse/distribution center) electricity consumption conversion factors from the CBECS Table C31, “Natural gas consumption and conditional energy intensity by building size, 2018.”

Additionally, for our 16 LEED-certified facilities, where usage data were unavailable, assumptions were further improved by incorporating estimated efficiency of 25.5 percent reduced energy (i.e., natural gas and electricity) consumption as compared to non-LEED facilities.

Please see page 45 of our [ESG report](#), “Energy Efficiency,” for more information. Additionally, please see page 19 of the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#).

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 wellbeing 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 that turns 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 UK and environmentally friendly water heaters in the US
- Solar panel usage at two of our UK locations; as a result, in 2023, we were able to achieve 100% renewable energy sourcing for two UK locations

Please see page 45 of our [ESG report](#), “Energy Efficiency,” for more information.

³ In the process of implementing a carbon accounting software platform, and as part of our regular review process of Scope 1, 2 & 3 data, we improved our calculation methodology in 2023. As a result of these changes reaching our 5% threshold, we have recalculated our 2022 baseline emissions to reflect our methodology calculation changes retrospectively using the best available information and estimates.

⁴ The 2021 energy consumption and percentage grid electricity were recalculated in 2022 to account for two retrospective adjustments as in aggregate they exceeded our threshold for recalculation. These adjustments included 2021 acquisitions and CBECS emission factor updates shifting from 2012 to 2018 factors.

⁵ 72 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), 72 GJ are known and the remaining 28 GJ were estimated. The same methodology applies to the 31 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 Notice, which are 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 2023, there were no material losses as a result of legal proceedings associated with user privacy. Material legal proceedings are disclosed in our [Form 10-Q Quarterly Reports](#) and on page 21 of our [Annual Report 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.

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 that 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 material data breach incidents warranting disclosure reported in 2023. We actively monitor our data security risks and vulnerabilities (see TC-SI-230a.2) and we have a formalized and established crisis management plan in place in the event of a breach. 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.

We have a dedicated team of information security professionals that leads our enterprise-wide cybersecurity strategy, risk management, cyber defense, software security, security monitoring and other related functions. This team is overseen by our Chief Information Security Officer (“CISO”), who reports to our Chief Technology Officer (“CTO”). The CISO has extensive background in that role at an enterprise level and has over 20 years of experience in the field of cybersecurity. Additionally, the processes overseen by our global information security team are integrated with our enterprise risk management program, including routine reporting on cyber risk through the different levels of the enterprise risk management governance structure and alignment on risk management frameworks and processes.

Our information security management program is ISO 27001 certified, and we undergo routine audits by an independent, certified accreditation body to maintain this certification. Our program is designed to guide our practices, which are based on relevant industry frameworks and laws. This program consists of policies, practices and procedures designed to manage material risks from cybersecurity threats, including training requirements, threat monitoring and detection, and threat containment and risk assessments. Additionally, we leverage third-party firms to conduct routine external and internal penetration testing to emulate the common tactics and techniques of cyber threat actors and have processes to address identified vulnerabilities, although it may take time to mitigate or manage such vulnerabilities.

We also have policies and procedures to oversee and identify the cybersecurity risks associated with our use of third-party service providers for both internal use and external use. These policies and procedures include onboarding risk assessments prior to engagement and, as appropriate based on identified risk, may include cybersecurity-related contractual terms and periodic risk assessments throughout the lifecycle of the

third-party relationship. Lastly, we maintain cybersecurity insurance coverage that we believe is appropriate for the size and complexity of our business to cover certain costs related to cybersecurity incidents. We refine our cybersecurity program by staying informed on security threats, leveraging third-party cybersecurity firms and investing in enhancements to our preventive and defensive capabilities.

In addition to our policies and procedures to manage and identify cybersecurity risks, we have an incident response plan designed to analyze, contain, remediate and communicate cybersecurity matters to help ensure a timely and robust response to actual or attempted incidents. As of the date of this report, we are not aware of any risks from cybersecurity threats that have materially affected or are reasonably likely to materially affect the Company, including our business strategy, results of operations or financial condition. However, we cannot provide assurance that these threats will not result in such an impact in the future. For more information regarding risks relating to information technology and cybersecurity, see page 10 of our [Annual Report Form on 10-K](#), “Item 1A. Risk Factors.”

The Audit Committee is primarily responsible for overseeing our enterprise risk management process, including cybersecurity risks, on behalf of the Board of Directors. The CTO and CISO regularly provide reporting on cybersecurity matters to both senior management and the Audit Committee and at least annually to the Board of Directors. This reporting includes updates on our information security strategy, key cyber risks and threats, and our progress toward protecting the Company from such risks and threats, assessments of our cybersecurity program and emerging trends. Depending on the criticality of a cybersecurity incident, certain matters are required to be reported promptly to the Board of Directors, as appropriate, in accordance with our incident response plan.

Diversity, Equity & Inclusion

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

	2023	2022	2021 ⁶
(1) Percentage of coworkers that are foreign nationals (%) ⁷	2%	2%	2%
(2) Percentage of coworkers that are located offshore			
Percentage (%) located in US	77.3%	77.8%	78.6%
Percentage (%) located in UK	10.4%	11.1%	7.9%
Percentage (%) located in CAN	7.3%	7.3%	13.0%
Percentage (%) located in Other	5%	3.8%	0.5%

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 that occur 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)⁷. We do not consider existing or future recruiting and hiring of foreign nationals and/or offshore coworkers as posing a significant business risk.

⁶ Sirius data not included in 2021.

⁷ 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.

⁸ Global coworker population of 15,100 as of December 31, 2023; 15,100 as of December 31, 2022; and 13,900 as of December 31, 2021.

⁹ The 2023 Executive Committee is composed of CDW’s 14 top leaders as of December 31, 2023. The 2022 Executive Committee was composed of CDW’s 15 top leaders as of April 7, 2022. The 2021 Executive Committee was composed of CDW’s 12 top leaders as of April 21, 2022.

¹⁰ Figures add up to more than 100% due to rounding.

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

Racial Group Representation⁸ (US Only)

	2023			2022			2021		
	Not Specified	Professionals of Color	White	Not Specified	Professionals of Color	White	Not Specified	Professionals of Color	White
Executive Committee ⁹		43%	57%		40%	60%		42%	58%
US Coworkers ¹⁰	< 1%	30%	70%	< 1%	30%	70%	< 1%	28%	72%

Gender Representation⁸

	2023			2022			2021		
	Not Specified	Female	Male	Not Specified	Female	Male	Not Specified	Female	Male
Executive Committee ⁹		43%	57%		47%	53%		50%	50%
Global Coworkers ¹⁰	< 1%	33%	67%	< 1%	32%	68%	< 1%	32%	68%

Please see page 21 of our [ESG report](#), “Diversity, Equity and Inclusion (DEI) Impact at a Glance,” for more information, as well as our [2023, 2022 & 2021 Consolidated EEO-1 Data](#).

Coworker Engagement & Workplace Culture

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

We have engaged with Willis Tower Watson (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 coworkers' 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

Recent WTW research shows that organizations with high-performing employee experiences achieved nearly three times the revenue growth, eleven times the profit margin, and twice the return on equity compared to global averages¹¹. 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. Surveys developed between 2021 and 2023 utilized the same methodology, with a refreshed set of questions aligned to each

area of the model.

Survey Participation

At CDW, we leverage our Listening Strategy to nurture our distinctive culture. In October 2023, we facilitated one global survey to all CDW coworkers aligned to the HPX Model.

The comprehensive October 2023 survey was sent to all full- and part-time CDW coworkers worldwide hired at least one month prior to the survey launch date. Participation is not required. Total participation for the October 2023 survey was 89%.

The October 2023 survey reflected that more than 90% of respondents believe the following:

- Coworkers are treated with dignity and respect regardless of personal identity.
- Coworkers believe their direct leader cares about them.
- Coworkers have enough flexibility in their job to do what is necessary to provide good service to customers.
- I know how my work contributes to CDW's goals and objectives.
- Coworkers are encouraged to come up with innovative solutions.
- Teams at CDW constantly look for better ways to serve their customers.

¹¹ Source: <https://www.forbes.com/sites/johnbremen/2024/03/28/why-boards-and-c-suites-care-about-employee-experience/?sh=16c0d3da4a1d>

Ethics & Compliance

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

In 2023, there were no material losses as a result of legal proceedings associated with anticompetitive behavior regulations. Material legal proceedings are disclosed in our [Form 10-Q Quarterly Reports](#) and our [Annual Report on Form 10-K](#). We have an internal policy regarding fair competition (Antitrust), which 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 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, we view them as a service; we monitor outages for customers as a service (i.e., downtime associated with a given product owned by a third party). Second, we monitor 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. 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 US and one distribution center in the UK. 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		TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	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
Coworker Engagement & Workplace Culture		TC-SI-330a.2	Employee engagement as a percentage	Quantitative
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), CDW is disclosing its rationale for each omission or modification below. The below table reflects CDW's omissions and modifications for 2023 information. Please see prior reports for previous 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 a priority topic for CDW
	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.
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	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.
	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Data necessary for metric were not available as data required for this metric are 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 are not discernable or tracked separately.
Managing Systemic Risks from Technological Disruptions	TC-SI-220a.2	Number of users whose information is used for secondary purposes	Data necessary for metric were not available, as the data are 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
Data Privacy & Freedom of Expression	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
Activity Metric			

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 (SEC). 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.