



Task Force on Climate-related Financial Disclosures (TCFD) Report

2024

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Reporting Overview

This Task Force on Climate-related Financial Disclosures (“TCFD”) report encompasses CDW Corporation and its subsidiaries (“CDW” or the “Company”, “our,” or “we”), unless otherwise indicated. The disclosures are aligned with the publicly available TCFD reporting guidance and recommendations. This report includes data for the year ended December 31, 2024, while our governance, strategy, and risk management activities are ongoing and continually evolve as we address emerging opportunities and risks within our operating environment.

CDW is committed to understanding and managing our direct and value chain climate-related impacts. We are pleased to share our most recent report aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework. In this report, we outline how CDW is addressing and progressing against the four thematic pillars of the TCFD recommendations: Governance, Strategy, Risk Management, and Metrics and Targets.

Task Force on Climate-related Financial Disclosures

This report aligns with the TCFD framework, which is monitored by the International Financial Reporting Standards (IFRS). The framework establishes guidance on voluntary, consistent, comparable, and reliable climate-related disclosures aimed at delivering decision-useful information to stakeholders. In recent years the TCFD framework has been incorporated and leveraged by numerous reporting requirements and forthcoming standards.

Advancing Our Disclosures

As the sustainability landscape evolves with emerging thinking and greater standardization, CDW continues to refine and mature its disclosures. In this report, we are pleased to share the progress we have made on our near-term Company-wide emissions reduction targets, which have been approved by the Science Based Targets initiative (SBTi).

Governance

Disclose the organization’s governance around climate-related risks and opportunities.

TCFD Recommendation:

- a. *Describe the board’s oversight of climate-related risks and opportunities.*
- b. *Describe management’s role in assessing and managing climate-related risks and opportunities.*

Board of Directors: Nominating and Corporate Governance Committee

Our Board of Directors has delegated oversight of CDW’s Business Resilience programs and policies to its Nominating and Corporate Governance Committee (N&CG Committee), which is comprised of all the independent members of our Board. The N&CG Committee receives a Business Resilience update at each regularly scheduled meeting. Annually, the Global Business Resilience Team reviews the Company’s overarching Business Resilience strategy, progress against this strategy, trends, and risks with the N&CG Committee. At the other three regularly scheduled N&CG Committee meetings, the N&CG Committee receives a written Business Resilience update on specific areas of progress. Given that climate resilience is viewed as a key Business Resilience topic for sustaining company value, progress on CDW’s climate strategy and climate risk is incorporated into updates provided to the N&CG Committee.

Executive Leadership: CEO & Business Resilience Steering Committee

Our CEO provides executive leadership and direction on priority Business Resilience topics. She drives accountability to help ensure that our Business Resilience programs deliver value to the Company and its key stakeholders, while ensuring business and climate resilience topics receive the attention necessary to meet our associated goals.

Our Business Resilience Steering Committee draws from CDW’s Executive Leadership and covers the breadth of the business globally. It provides management oversight of the Business Resilience strategy, providing direction on initiatives, risks and opportunities, programs, policies, and disclosures on priority Business Resilience topics, including climate. The Committee meets quarterly, or as important matters arise.

Annually, the Business Resilience Steering Committee meeting includes our Executive Committee so that the Global Business Resilience Team can update the full executive team on Business Resilience strategic program progress.

Global Business Resilience Team

The Chief Legal Officer, EVP, Risk and Compliance, and Corporate Secretary serves as the Executive Sponsor for the global Business Resilience program and receives a climate-related update from the Global Business Resilience Team at least monthly.

Members of the Global Business Resilience Team serve as connectors throughout the business, fostering growth of the Business Resilience culture at CDW and accelerating the implementation of a strategy that:

- Focuses the Company’s efforts on its priority Business Resilience topics, including climate.
- Manages Business Resilience risk, including climate-related risks and opportunities.
- Keeps the Company aligned with Business Resilience regulatory and disclosure requirements.
- Implements Business Resilience programs that deliver value.

The Global Business Resilience Team spearheads the Company’s climate initiatives. This includes focusing on compliance with global climate regulations, collaborating with partners on sustainability, leading a global Climate Committee focused on decarbonization activities, collaborating with internal partners such as Enterprise Risk Management (ERM) to prioritize and report on climate risk, and ensuring CDW continues to meet and exceed the expectations of stakeholders. The Global Business Resilience Team also drives action and delegates responsibility to manage day-to-day activities to teams at local and regional levels.

Enterprise Risk Management

Our ERM team institutionalizes an active risk management approach at CDW by establishing and reinforcing clear risk ownership, measuring to ensure alignment with risk tolerance, and integrating into our governance structure. The ERM team works cross-functionally to facilitate enterprise risk response and reporting and ensure continuing dialogue on risk through the following groups:

- **Risk Champions Community:** Comprised of global leaders from all key business functions who meet individually with ERM bi-annually, collaborating to raise awareness of threats-to-success, coordinating to drive action/ownership, and integrating risk management into day-to-day operations. A member of the Global Business Resilience Team participates in this Community and reports on Business Resilience risks, including climate risks.
- **Integrated Risk and Resilience Teams:** Comprised of risk leaders across the global business who are tasked with protecting CDW from different types of risk spanning operations, financial status, strategy, and reputation. The Teams meet bi-monthly to monitor risk and facilitate enterprise-wide risk response and reporting. Members of the Global Business Resilience Team participate on the Integrated Risk and Resilience Teams and report on Business Resilience risks, including climate risks.

Climate Committee

The Climate Committee is a global, cross-functional group of CDW senior and team leaders led by the Global Business Resilience Team. The Committee oversees identification, development, and implementation of decarbonization activities that contribute to CDW's Company-wide climate targets and reports progress against our metrics. The Climate Committee along with the Global Business Resilience Team manage and report against climate-related risks and opportunities related to decarbonization. In 2024, the Climate Committee had two sub-groups:

- **Sustainable Operations:** Focused on optimizing operational efficiencies for facilities and supply chain and reviewing and implementing our renewable energy strategy.
- **Sustainable Solutions:** Focused on collaboration with partners to drive sales of eco-friendly products and services to customers.

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

TCFD Recommendation:

- a. *Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.*
- b. *Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.*
- c. *Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.*

CDW provides integrated technology solutions to over 250,000 business, government, education, and healthcare customers throughout the U.S., UK, and Canada. We have capabilities to provide integrated technology solutions in more than 150 countries for customers with primary locations in the U.S., UK, and Canada. We are positioned in the middle of the IT ecosystem where we procure products from original equipment manufacturers, software publishers, cloud providers, and wholesale distributors and provide added value to our customers by helping them navigate through complex options and implement the best

solution for their business. As an integrated technology solutions provider, we do not manufacture goods, and we have no manufacturing facilities.

Business Resilience Strategy

CDW's Business Resilience strategy is driven by our purpose is to make technology work so people can do great things and by our desire to shape a more resilient future for our customers, coworkers, communities, and company.

We view business resilience as a strategic imperative – anchored in disciplined risk management, responsible innovation, and capturing business opportunities. Our strategy drives value by fostering customer resilience, investing in our coworkers, uplifting the communities we serve, and ensuring operational excellence. This approach prioritizes transparency, agility, and compliance in a rapidly evolving global environment.

As the Business Resilience landscape evolves, we have continued to refine our Business Resilience strategy to more closely align with stakeholder expectations, commercial business opportunities, and the regulatory environment. Our Business Resilience strategic focus is informed by the outcomes of our Business Resilience priority assessment. This approach identified Business Resilience topics where CDW is well positioned to make the greatest impact and sustainably add value for our stakeholders. Certain climate-related topics rising in prominence included Climate Resilience, Products and Solutions built for resilience, and

Responsible Supply Chain. For information on our climate-related strategic progress, see the Metrics and Targets section of this report.

Climate-related Risks and Opportunities

As part of our climate resilience strategy, we conducted a climate risk assessment and scenario analysis to assess CDW's potential impacts from climate under contrasting future scenarios. In line with TCFD, we considered physical risks, transition risks, and opportunities related to climate.

- **Physical Risks:** Risks related to the physical impacts of climate.
- **Transition Risks:** Risks related to the transition to a low carbon economy.
- **Climate-Related Opportunities:** Opportunities that arise through efforts to mitigate and adapt to climate risk.

CDW's business depends on the timely supply of products and services to meet our customers' needs. We recognize that interruptions at partner manufacturing sites, distribution centers, data centers, managed services sites, or third-party provider locations due to the physical risks of climate, such as increased natural disasters, could occur. In 2024, we did not experience climate-related material disruptions to our supply chain and/or service delivery. We also recognize that CDW could face policy, technology, market, and reputational risks as the global economy transitions to a low-carbon future.

In summary, the assessment results confirmed there are no material physical or transition risks and demonstrated that our Business Resilience strategy and actions are enabling the capture of climate-related opportunities. Through our risk management process, we continue to assess effects that climate risk may have on our business, ensuring our assumptions remain valid.

Scenario Analysis

In line with the TCFD recommendations to choose diverging scenarios with at least one representing a low warming (1.5 degree) future, we chose two contrasting scenarios to stress test our physical and transition risks – one low warming scenario and one high warming scenario. The analysis assessed CDW’s potential impacts and exposure to physical and transition climate risks across these two scenarios to understand the breadth of potential impacts to CDW. Potential impacts and exposure were combined to inform total risk levels, ranging from low to high.

Scenarios

CDW identified the below climate scenarios as most relevant to our industry and outlook, using each to inform our understanding of how climate risk, climate policy, and technology trends could evolve under different pathways. Scenarios are not projections or forecasts; instead, they offer plausible descriptions of a possible future state of the world, which CDW has leveraged to understand how our climate-related risks and opportunities may manifest and potentially impact operations in the future.

SCENARIO	DEGREES OF WARMING
Highest warming scenario from the International Panel on Climate Change’s (IPCC) Shared Socioeconomic Pathways (SSPs).	3.6-6.5°C warming above pre-industrial levels by 2100
SSP5-8.5 – A high-reference scenario with no additional climate policy. CO2 emissions roughly double from current levels by 2050.	
Low warming scenario from the International Energy Agency’s (IEA) World Energy Outlook, Net Zero by 2050 (NZE).	Maintain 1.5°C warming above pre-industrial levels
NZE 2050 – A pathway for the global energy sector to achieve net zero by 2050. It does not rely on emissions reductions from outside the energy sector to achieve its goals. Universal access to electricity and clean cooking achieved by 2030.	

Time Horizons

Following TCFD recommendations, we assessed risks and opportunities along short-, medium-, and long-term time horizons, defined as follows:

TIME HORIZONS	
Short-term	Before 2025
Medium-term	2025 to 2030
Long-term	2031 to 2050

Our short-term horizon aligns with the business’ existing ERM framework. The medium-term horizon to 2030 is in line with CDW’s SBTi-aligned emissions reduction targets, while the long-term horizon to 2050 ensures we are considering the impacts of climate that are likely to arise or increase further into the future, such as chronic physical risks.

Risk and Opportunity Levels

We assessed risks by considering both of the following:

- Potential impacts, or what the impacts could be to CDW in the event a risk was to manifest.
- Exposure, or how likely it is that these impacts would occur, given the controls CDW has in place.

Each risk was scored on a five-point scale for impact and exposure across each scenario and time horizon. Impact and exposure scores were multiplied together to produce total risk scores, which were divided into four levels: Low, Medium-Low, Medium-High, and High. To receive a risk score of Med-High or High, both potential impact and exposure needed to meet or exceed a score of 3.

We assessed opportunities by considering both of the following:

- Potential benefits, financial and non-financial, that could arise if CDW were to realize an opportunity.
- Feasibility of realizing each opportunity within the chosen scenario and time frame.

Each opportunity was scored on a three-point scale for benefits and feasibility across each scenario and time horizon. Benefit and feasibility scores were multiplied together to get total opportunity scores, which were divided into four levels: Low, Medium-Low, Medium-High, and High. To receive an opportunity score of Medium-High or High, both potential benefits and feasibility needed to meet or exceed a score of 2.

Review by Geography

We emphasized a Company-level approach within our climate risk and opportunities assessment, while at the same time reviewing differences in risk and opportunity levels for our geographical business units to inform regional management and planning. Due to the scale and scope of our U.S. operations, which account for a majority of our net sales, the Company-level approach reflects a heavy weighting on the U.S. We note in the tables that follow where there are differences in risk level for our geographical business units outside of the U.S., namely Canada and UK & International (UK&I). We also considered both our direct operations and our major value chain operations, including our suppliers, partners, and customers.

Physical Risk

Physical risk refers to the physical impacts of climate via particular events (acute) or longer-term shifts (chronic) in climate behavior. CDW’s scenario analysis comprised both chronic and acute physical risks. Acute physical risks assessed included hurricanes and storms, flooding, and wildfire, while the chronic physical risks assessed included water scarcity and sea level rise.

We determined that across our global operations, we are largely resilient to physical risks, as we are not a direct manufacturer, leverage our diverse vendor partner and distribution relationships, and operate business continuity plans that adapt to potential disruptions. Our size and global scale allow us to maintain strong standing with our partners and customers even in the face of climate risk.

The table on the next page details select physical risks, potential risk impacts, time horizons, and our business response to minimize these risks. The risk levels in the table are based on our Company-level analysis. Unless otherwise stated under “Risk Level,” the same risk levels apply to both our Canada and UK&I businesses. None of the risks in the table that follows pose a material risk to CDW.

PHYSICAL RISK						
RISK TYPE ¹	RISK DESCRIPTION	POTENTIAL RISK IMPACTS	BUSINESS RESPONSE TO MINIMIZE RISK	RISK LEVEL		TIME HORIZON
				LOW WARMING SCENARIO	HIGH WARMING SCENARIO	
Acute	Increased frequency and intensity of hurricanes/storms, flooding, and wildfires.	<p>Disruption to partner operations, such as manufacturing interruptions or delays, which in turn could disrupt our supply chain.</p> <p>Delayed shipments of product due to damage to publicly used infrastructure.</p> <p>Increased cost and/or reduced availability of insurance if insurers begin pulling out of, or charging more for coverage in, high risk regions.</p>	<p>While CDW’s direct facilities face low exposure to acute climate risks, CDW has a business continuity program in place and a global security operations center to minimize disruptions impacting our facilities.</p> <p>CDW continues to leverage its strong relationships with a broad portfolio of supplier and distribution partners, collaborating to manage supply chain disruptions. Our diversified operations and ability to inventory a broad product mix further enable flexibility in our operations and offerings. In addition, our partners are prominent global corporations equipped with the resources necessary to effectively manage and minimize the potential impacts of climate-related challenges in the future.</p> <p>CDW monitors potential changes to insurance availability and cost and has in-house internal expertise to manage risks related to insurance</p>	Low	Low	Long
Chronic	Increased water scarcity and rise in sea level as a result of increased global temperatures.	<p>Disruption in partner manufacturing operations could lead to a shortage of hardware components, increasing product costs and disrupting our supply chain.</p> <p>Increase in cost and/or downtime at data centers in cases where water is needed for cooling.</p> <p>Delayed shipment of product due to disruptions at transportation ports from coastal flooding.</p>	<p>CDW continues to leverage its strong relationships with a broad portfolio of supplier and distribution partners, collaborating to manage supply chain disruptions. Our diversified operations and ability to inventory a broad product mix further enable flexibility in our operations and offerings. In addition, our partners are prominent global corporations equipped with the resources necessary to effectively manage and minimize the potential impacts of climate-related challenges in the future.</p> <p>CDW primarily utilizes leased office space and data centers, allowing for flexibility to shift locations in the case of chronic climate issues in certain locations.</p>	Low	Medium-Low	Long

¹ These are standard risk types as defined and categorized by the TCFD recommendations.

Transition Risk

Transition risk refers to the shift to a lower carbon economy and is driven by policy changes, disruptive technologies, and shifts in customer behavior impacting business and profitability.

We determined that across our global operations, we are largely resilient to transition risks. We recognize that we are part of a global economy and regulatory landscape shifting to low-carbon solutions and have already taken actions to reduce our exposure to transition risks, such as:

- Being transparent on, and recognized for, our Business Resilience (including climate) progress.
- Closely monitoring new climate-related regulations.
- Leveraging our broad portfolio of vendor partner and distribution relationships.
- Engaging with our partners and customers to ensure we are meeting their expectations.
- Developing a roadmap for our decarbonization work to meet our climate targets.

Our scenario analysis also indicated that transitioning to a low-carbon economy may present opportunities for us.

The table on the next page details select transition risks, potential risk impacts, time horizons, and our business response to minimizing these risks. The risk levels in the table are based on our Company-level analysis. Unless otherwise stated under “Risk Level,” the same risk levels apply to both our Canada and UK&I businesses. None of the risks in the table on the next page pose a material risk to CDW.

TRANSITION RISK						
RISK TYPE ²	RISK DESCRIPTION	POTENTIAL RISK IMPACTS	BUSINESS RESPONSE TO MINIMIZE RISK	RISK LEVEL		TIME HORIZON
				LOW WARMING SCENARIO	HIGH WARMING SCENARIO	
Policy & Legal	The direct and indirect risks associated with additional climate-related policies.	<p>Heightened reporting obligations could increase operating costs from compliance efforts.</p> <p>Noncompliance could result in fines or litigation, as well as loss of customer or partner trust or confidence, which could negatively impact our business.</p> <p>Carbon pricing could increase operating costs if our value chain is impacted by future carbon pricing mechanisms.</p>	<p>The Global Business Resilience Team monitors and proactively responds to climate-related legislation. As part of our approach, CDW has:</p> <ul style="list-style-type: none"> • Voluntarily reported under various standards and frameworks, such as CDP, TCFD, and SASB, for several years. • Regularly monitored disclosure and climate-related regulations and have commenced/plan to commence initiatives to ensure compliance. Global regulations include the California Corporate Data Accountability Act, the California Climate-Related Financial Risk Act, the European Union Corporate Sustainability Reporting Directive, the UK Companies (Strategic Report) (Climate-related Financial Disclosure) Regulations 2022, UK's Procurement Policy Note 06/21 Carbon Reduction Plan reporting, Streamlined Energy and Carbon Reporting (SECR), and Energy Savings Opportunity Scheme (ESOS), and Singapore's mandatory packaging reporting. • Conducted gap assessments of relevant global climate-related regulations to align with current and future requirements. • Continued to focus on transforming our internal data collection and audit processes to adequately capture climate-related information. <p>To further align with regulations and reduce the risk of future carbon pricing, we have adopted near-term Company-wide emissions reduction targets, which have been approved by SBTi.</p>	Medium-High	Medium-Low	Short
				<p>Risk level is higher in the Low Warming scenario due to the increased operating costs from significant policy enhancements and carbon pricing.</p> <p>For UK&I, risk level is higher in both scenarios due to the greater presence of current geography-specific international climate regulations.</p>		

² These are standard risk types as defined and categorized by the TCFD recommendations.

TRANSITION RISK						
RISK TYPE ²	RISK DESCRIPTION	POTENTIAL RISK IMPACTS	BUSINESS RESPONSE TO MINIMIZE RISK	RISK LEVEL		TIME HORIZON
				LOW WARMING SCENARIO	HIGH WARMING SCENARIO	
Technology	The risk that technological improvements or innovations that support the transition to a lower-carbon economy will displace or disrupt old systems.	<p>Decarbonization of facilities could lead to increased capital being allocated to support decarbonization programs.</p> <p>Inability of our sales coworkers to keep up with shifts to low-carbon technology could lead to decreased revenues.</p> <p>Increased shipping costs as logistics and distribution partners invest in transitioning fleets to low-carbon logistics and technology solutions.</p> <p>Shipping partners may delay transition to low-carbon logistics solutions, given the current nascency of these solutions, leading to more disorderly and potentially costly changes for CDW or the inability of CDW to meet its climate targets.</p>	<p>CDW primarily leases offices and data centers and does not have any heavy manufacturing facilities, leading to fewer decarbonization risks related to facilities.</p> <p>CDW has added dedicated resources to promote our sustainability-focused offerings and seller enablement on these offerings. The technology market is fast-paced, and our sellers are adept at consistently keeping up with developments, including those related to low-carbon technology solutions.</p> <p>CDW's strong logistics and distribution relationships support our ability to maintain flexibility in our operations, and we work closely with carriers to ensure continuity of our shipments.</p> <p>As part of our SBTi-approved targets, we have adopted a target that suppliers representing 80% of purchased goods and services emissions will have science-based targets by 2028. We are developing a climate-specific supplier engagement strategy, which will increase our engagement with our supply chain, including logistics.</p>	Low	Low	Medium
				<p>Risk level is not significantly different in the two scenarios mainly due to the flexibility of our facilities and distribution operations and strong training programs.</p> <p>For UK&I, risk level is slightly higher due to its high volume of international shipping and the UK's more advanced country-wide decarbonization environment.</p>		

² These are standard risk types as defined and categorized by the TCFD recommendations.

TRANSITION RISK						
RISK TYPE ²	RISK DESCRIPTION	POTENTIAL RISK IMPACTS	BUSINESS RESPONSE TO MINIMIZE RISK	RISK LEVEL		TIME HORIZON
				LOW WARMING SCENARIO	HIGH WARMING SCENARIO	
Market	The risk that supply and demand for certain products and services could change as climate is increasingly considered as part of customer decision-making.	<p>If customer preferences shift toward low-carbon products faster than anticipated, and CDW and its partners are unable to innovate and provide the desired products, CDW could experience reductions in revenue.</p> <p>Increased cost or shortage of critical raw materials could disrupt our supply chain and delay CDW's low-carbon transition plan.</p>	<p>CDW regularly engages with our partners and customers to understand and adapt to shifting expectations. Given the competitive nature of our industry, climate resilience is influential in securing new customers and maintaining existing relationships. Climate is increasingly a factor in Requests for Proposals and commercial agreements. The Global Business Resilience Team regularly engages with our commercial teams, partners, and customers to understand market dynamics and identify ways in which we can support our customers in the transition to a low-carbon economy. Our partners also have a strong history of innovation to meet customers' needs.</p> <p>CDW's portfolio of Solutions and Products for resilience offers a range of low-carbon solutions. CDW also offers services to support customers in managing their own climate risks. For example, we offer advisory services for designing data centers with climate in mind. For more information about how we are expanding our low-carbon products and services, see the Opportunities section in the report.</p> <p>CDW will continue to leverage its strong relationships with a broad portfolio of supplier and distribution partners to collaborate on managing supply chain disruptions, as well as monitor and respond to our customers' needs for low-carbon solutions. Our diversified operations and ability to inventory a broad product mix further enable flexibility in our operations and offerings.</p>	Low	Low	Medium

² These are standard risk types as defined and categorized by the TCFD recommendations.

TRANSITION RISK						
RISK TYPE ²	RISK DESCRIPTION	POTENTIAL RISK IMPACTS	BUSINESS RESPONSE TO MINIMIZE RISK	RISK LEVEL		TIME HORIZON
				LOW WARMING SCENARIO	HIGH WARMING SCENARIO	
Reputation	The risk of negative stakeholder perceptions of an organization's contributions to the transition to a lower carbon economy.	<p>Failure to meet our climate targets could impact our ability to meet stakeholder expectations of our climate performance and could erode trust and confidence, which may impact our revenues, investor ratings, access to capital, and ability to attract and retain coworkers.</p> <p>Negative stakeholder feedback if CDW cannot meet customers' needs due to, for example, climate-related supply chain disruptions.</p>	<p>We have adopted near-term, company-wide emissions reduction targets in line with climate science through SBTi. We have a focus both on reducing emissions from our direct operations as well as embedding environmental considerations into our customer and partner relationships. Many of our partners are large global organizations that have already set climate targets. As part of our SBTi-approved targets, we are developing a climate-specific supplier engagement strategy, which will increase our engagement with our supply chain, including logistics.</p> <p>CDW customers are increasingly factoring Business Resilience performance, including on climate, into their purchasing decisions and supply chain responsibility programs. CDW is transparent regarding its Business Resilience progress, and for several years, CDW has communicated this progress through voluntary disclosure frameworks such as SASB, CDP, and EcoVadis. CDW's Business Resilience progress and transparency has led to several Business Resilience recognitions, including those related to climate. In 2024, CDW achieved a Gold rating from EcoVadis, ranking in the top 5% of companies scored, and the UK&I business achieved a Silver rating. CDW was also recently recognized by Newsweek as one of America's Greenest Companies 2024, by USA Today as one of America's Climate Leaders 2024, and by Sustainalytics for having a Top-Rated Business Resilience risk management program for the industry and regionally.</p> <p>CDW continues to leverage its strong relationships with a broad portfolio of supplier and distribution partners to collaborate on managing supply chain disruption and engaging on sustainability climate-related risks. Our diversified operations and ability to inventory a broad product mix further enable flexibility in our operations and offerings.</p>	Medium-Low	Medium-Low	Medium
				<p>Risk level is not significantly different in the two scenarios due to firm stakeholder views on climate in either scenario and due to CDW's emissions reduction targets, Business Resilience performance, and a broad portfolio of supplier and distribution partnerships.</p> <p>For UK&I, risk level is slightly higher in both scenarios due to greater stakeholder expectations regarding climate.</p>		

² These are standard risk types as defined and categorized by the TCFD recommendations.

Climate-related Opportunities

As part of our climate scenario analysis exercise, we also assessed potential climate-related opportunities. We found that participating in the low-carbon economy not only reduces risk and builds resilience but can also amplify CDW’s ability to realize benefits. By focusing on expanding our offering of low-carbon products and services and increasing our use of renewable energy, in particular, CDW may benefit through reduced operating costs, expanded revenue streams, and enhanced partner and customer relationships.

The table on the next page details select climate-related opportunities, potential opportunity benefits, time horizons, and our business response to realize these opportunities. The opportunity levels in the table are based on our Company-level analysis. Unless otherwise stated under “Opportunity Level,” the same risk levels apply to both our Canada and UK&I businesses.

OPPORTUNITIES						
OPPORTUNITY TYPE	OPPORTUNITY DESCRIPTION	POTENTIAL OPPORTUNITY BENEFITS	OPPORTUNITY REALIZATION	OPPORTUNITY LEVEL		TIME HORIZON
				LOW WARMING SCENARIO	HIGH WARMING SCENARIO	
Products & Services	The opportunity to improve competitive positioning and capitalize on shifting market preferences by expanding or developing new low-emission or climate adaptation products and services. This includes low-carbon logistics solutions, circular economy solutions, and sustainability or disaster recovery consulting services.	<p>Expanding or creating additional revenue streams by offering products and services that contribute to the low carbon transition, in response to customers seeking to procure sustainable products and services to meet their Business Resilience priorities.</p> <p>Customer/partner retention and attraction by providing value-add solutions and products for resilience. These offerings can build trust and stronger relationships with current customers and partners, as well as attract new customers.</p> <p>Coworker engagement, retention, and attraction by providing coworkers with the opportunity to meaningfully impact our climate resilience strategy.</p>	<p>CDW has a long history of listening to our customers and turning that listening into action. As our customers develop their own climate risk strategies and seek support to realize their goals, they look to service providers like CDW with deep technical capabilities who can offer support across technologies and consumption models. We continue to invest in next-generation solutions and services that will help our customers adapt to this dynamic environment and meet their evolving end-user needs.</p> <p>Our goal is to offer customers a full stack of solutions that help address their Business Resilience priorities, including supporting them to reduce their climate risk from their use of IT products and services. We offer an extensive portfolio of environmentally certified products (e.g., Energy Star, EPEAT³ and TCO⁴ Certified) and a broad range of cloud-based solutions that improve energy-efficiency. We also offer IT Asset Disposition (ITAD) services, which provide our customers with a strategic approach to recover value and responsibly dispose of retired devices. Our ITAD program enables secure device wiping, removal and recycling services, and keeps useful materials in circulation, with environmental benefits of not sending waste to landfill.</p> <p>We regularly engage with our logistics and vendor partners to collaborate on our joint sustainability efforts, including climate risk, and are increasing our engagement with top suppliers as we develop our climate-specific supplier engagement strategy to encourage more sustainable product offerings over time.</p> <p>To keep our customers abreast of our sustainability efforts, we recently added dedicated resources to promote our solutions and product offerings for resilience. We also enhanced our digital capabilities with a dedicated webpage showcasing CDW's full solutions stack of offerings for resilience, and we increased search functionality to make it easy for customers to transition to energy-efficient technology, manage e-waste, or use local and remote technology services.</p>	Medium-High	Low	Medium and Long
				Opportunity level is higher in the Low Warming scenario mainly due to increased ease of implementation, as innovation of low-carbon products and services is higher in this scenario.		

³ EPEAT: Electronic Product Environmental Assessment Tool.

⁴ TCO: Swedish acronym for Tjänstemännens Centralorganisation (TCO). English translation: The Confederation of Professional Employees.

OPPORTUNITIES						
OPPORTUNITY TYPE	OPPORTUNITY DESCRIPTION	POTENTIAL OPPORTUNITY BENEFITS	OPPORTUNITY REALIZATION	OPPORTUNITY LEVEL		TIME HORIZON
				LOW WARMING SCENARIO	HIGH WARMING SCENARIO	
Energy Source	Opportunities to save on annual energy costs or reduce exposure to volatile energy prices by switching to clean energy sources.	<p>Reduced operational costs due to the projected lower cost of renewable energy compared with fossil fuels</p> <p>Reduced exposure to pricing volatility of fossil fuels, which is increasing due to various geopolitical and climate-related factors.</p> <p>Reduced exposure to carbon pricing, given the lower carbon emissions associated with clean energy, both directly and from suppliers or transportation partners.</p> <p>Reputational benefits from positively contributing to the global net-zero transition, improving relationships with both customers and partners.</p>	<p>Many of our top partners have climate strategies in place and already procure renewable energy, which in turn reduces our exposure to pricing volatility and carbon pricing.</p> <p>CDW has evaluated its renewable electricity options at our U.S. facilities and developed a renewable energy procurement strategy. Procurement of renewable energy at CDW facilities is a key reduction strategy for achieving our commitment to reducing Scope 1 and Scope 2 emissions in line with climate science with SBTi. Beginning with our 2024 inventory, we procured green-e Renewable Energy Certificates (RECs) for our U.S. load. In the UK, 100% of electricity continued to be derived from renewable sources. These aggregated contributions enabled CDW to meet its Scope 1 and Scope 2 emissions reduction target in the reporting year (2024).</p>	Medium-Low	Low	Medium and Long
				<p>Opportunity level is higher in the Low Warming scenario due to the increased availability and lower pricing of clean energy solutions and increased government incentives for clean energy in that scenario.</p> <p>For Canada, opportunity level is low in both scenarios as Canada's ability to benefit from lower clean energy prices is modest as Canada is facility-light.</p> <p>For UK&I, opportunity level is low in both scenarios because currently in the UK 100% of electricity is derived from renewable sources.</p>		

Building Resilience

We have assessed our climate-related risks and opportunities and recognize the critical importance of building future resilience. We have earned approval for our science-based target and have developed a climate resilience strategy that includes internal coordination to reduce operational emissions and active engagement with our partners and customers to reduce theirs. We have identified multi-faceted risk management strategies to mitigate climate-related risks while capitalizing on emerging opportunities, building CDW’s overall resilience. Our commitment to innovation and collaboration ensures that our efforts not only enhance resilience within our own operations but also contribute to broader societal resilience in the face of climate-related disruptions, fostering a future where the Company and our stakeholders are better equipped to thrive amid the uncertainties of climate risk.

Risk Management

Disclose how the organization identifies, assesses, and manages climate-related risks.

TCFD Recommendation:

- a. *Describe the organization's processes for identifying and assessing climate-related risks.*
- b. *Describe the organization's processes for managing climate-related risks.*
- c. *Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.*

Our climate risk management process is a continuum of identifying, evaluating, managing, monitoring, and refreshing our climate risks and opportunities and aligns with our ERM framework.

Identify Climate-related Risks and Opportunities

The Global Business Resilience Team is tasked with identifying and responding to risks and opportunities within the Business Resilience continuum, including climate risks and opportunities, and reporting them externally through the TCFD framework and internally through the ERM framework, including through the ERM Risk Champions Community and the Integrated Risk and Resilience Teams.

To identify specific climate-related risks and opportunities, the Global Business Resilience Team collaborated with our third-party climate advisors to support our 2023 climate risk assessment and scenario analysis. The ERM team was involved throughout the climate risk assessment and scenario analysis, facilitating alignment with ERM definitions and processes and documenting climate as a risk category in CDW's overall risk management model.

With the assistance of our third-party climate advisors, we formulated a comprehensive list of potential climate risks and opportunities that might impact the business, in line with climate science from the IPCC and TCFD recommendations. We then narrowed the list using sector-specific analysis through such means as industry-specific reports and peer benchmarking. Using the narrowed list, we completed interviews with leaders from key business units to refine the list to those potential risks and opportunities with the greatest application to our business for further evaluation and assessment of impacts. These conversations ensured we focused on the most relevant physical and transition risks and opportunities to evaluate in the scenario analysis. In addition, we believe that the interviews increased stakeholder climate acumen and awareness, as training was included with the interviews, and inspired ideas to further integrate climate processes and controls into the business. Once we had compiled the list of the most

relevant physical and transition risks and opportunities for CDW, we reported to the ERM team and the Integrated Risk and Resilience working group on progress, provided climate risk and scenario analysis education, and received feedback prior to continuing the process.

Evaluate The Risks and Opportunities

Once the CDW-specific climate-related risks and opportunities were identified, we performed scenario analysis as described above. Workshops were conducted with business unit leaders to inform the impact and exposure analysis for risks and the potential benefits and feasibility analysis for opportunities. This assessment led to each risk and opportunity being assigned a level ranging from Low to High. The results of this scenario analysis were then reviewed with the Integrated Risk and Resilience Teams and other business unit leaders.

Manage The Risks and Opportunities

As a result of our 2023 climate risk assessment and scenario analysis, we continue to develop a deeper understanding of the impacts climate-related risks will have on our business and our stakeholders. We believe effective climate risk management strategies will be important to our long-term sustainability and business strategies. The Global Business Resilience Team, the Climate Committee, and global business leaders play pivotal roles in supporting the management of climate-related risks. We have current controls in place for the climate risks and opportunities as detailed above, and the Global Business Resilience Team has discussed potential additional action items with respect to higher climate risks and opportunities with our third-party climate advisors and the Integrated Risk and Resilience Steering Committee as part of the report-out on scenario analysis results. The Global Business Resilience Team works with the Climate Committee and applicable global business leaders to align on potential action items with respect to higher climate risks and opportunities and manage and report on performance against action items. The Global Business Resilience Team also reviews climate risks and opportunities in our Business Resilience program with the N&CG Committee and the Business Resilience Steering Committee.

Integrate The Risks and Opportunities

Now that we have completed our inaugural risk assessment and scenario analysis, and we have transitioned decarbonization activities from goal planning to action through the Climate Committee, we are discussing any additional metrics that we need to track regarding climate risks and opportunities. The Global Business Resilience Team will regularly refresh our risk assessment, continue to assess emerging climate-related risks and opportunities, and integrate climate-risk management responsibility into roles within our business. As we did throughout our risk assessment and scenario analysis process, we will continue to report on climate risks and opportunities through the N&CG Committee and the Business Resilience Steering Committee and through the ERM Integrated Risk and Resilience Teams and the Risk Champions Community.

Metrics and Targets⁵

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

TCFD Recommendation:

- a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.
- b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.
- c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Metrics

CDW monitors and reports on a range of climate-related metrics and targets through our [annual CDP disclosure](#) and [business resilience report](#). These metrics and targets support our ongoing management of priority climate-related risks and opportunities.

ENVIRONMENTAL	2022 (baseline)	2023	2024
Scope 1 Emissions (MT CO ₂ e)	2,833	3,538	2,495
Scope 1 (Stationary Combustion) (MT CO ₂ e)	2,470	2,159	1,927
Scope 1 (Fugitive Emissions) (MT CO ₂ e) ⁶	N/A	1,023	200
Scope 1 (Fleet) (MT CO ₂ e)	364	356	368
Scope 2 Emissions (Location-Based) (MT CO ₂ e)	19,806	19,614	17,804
Scope 2 Emissions (Market-Based) (MT CO ₂ e)	19,560	18,606	10,472
Scope 1 and Scope 2 Emissions (including Scope 2 Market-Based) (MT CO ₂ e) ⁷	22,393	22,144	12,967
Scope 3 Emissions (MT CO ₂ e)	5,630,948	5,565,031	4,864,559
Category 1: Purchased Goods & Services (MT CO ₂ e)	3,638,997	3,830,293	3,471,072
Category 2: Capital Goods (MT CO ₂ e)	11,532	46,328	23,712
Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 (MT CO ₂ e)	5,569	5,950	5,610
Category 4: Upstream Transportation & Distribution (MT CO ₂ e)	26,222	28,692	16,607
Category 5: Waste Generated in Operations (MT CO ₂ e)	446	221	220
Category 6: Business Travel (MT CO ₂ e)	4,367	7,526	8,819
Category 7: Employee Commuting (MT CO ₂ e)	7,122	13,771	11,448
Category 9: Downstream Transportation & Distribution (MT CO ₂ e)	3,841	2,573	2,080
Category 11: Use of Sold Products (MT CO ₂ e)	1,847,550	1,546,767	1,254,030
Category 12: End of Life Treatment of Sold Products (MT CO ₂ e)	85,302	82,909	70,961
Total Scopes 1, 2 & 3 Emissions (MT CO ₂ e) ⁸	5,653,341	5,587,175	4,877,526
Total energy consumed (GJ)	226,699	303,328	216,215
Percentage grid electricity	75%	58%	79%
Percentage renewable energy	4%	10%	27%

TOPIC	TARGET	PROGRESS
GHG Emissions	42% absolute reduction in Scopes 1 & 2 GHG emissions by 2030 from 2022 base year	Met
	80% of suppliers covering Scope 3 Category 1 Purchased Good & Services with science-based targets by 2028	In progress
	25% absolute reduction in Scope 3 GHG emissions from remaining categories by 2030 from 2022 base year	Met

Note: Due to rounding, figures presented may not add up to totals provided.

⁵ Metrics and target data are based on information from fiscal year end December 31, 2024.

⁶ Scope 1 (Fugitive Emissions) were measured for the first time in the 2023 inventory.

⁷ 2024 data, including both market-based and location-based Scope 1 and Scope 2 emissions, subject to third-party limited assurance. Refer to our GHG emissions verification statement.

⁸ The reported emissions were identified and calculated in accordance with applicable standards and guidance from the World Resources Institute's (WRI) and World Business Council for Sustainable Development's (WBCSD's) Greenhouse Gas Protocol for Corporate GHG Accounting and Reporting. CDW uses the operational control approach.

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 business resilience 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 most recently filed periodic reports on Form 10-K and in CDW's subsequent Quarterly Reports on Form 10-Q and in other filings 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 business resilience 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 expectations. In addition, the standards by which certain business resilience goals are measured are evolving and subject to assumptions that could change over time.