

# ESG at CDW

At CDW, we **make amazing happen**. With our continued evolution and growth, we advanced our brand in 2023 to better reflect the full scope and scale of who we've become. Our refreshed brand aligns with our culture and values and represents the value we deliver to our customers. In short, CDW works with its partners to help customers do more with technology.

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.

## 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**



### 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.

# Identifying Our Priority ESG Topics

Also in 2023, we conducted a stakeholder priorities 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 priority ESG topics where CDW is well positioned to make the greatest impact and sustainably add value for our stakeholders. For the purposes of the assessment, a topic was considered priority to CDW based on the following criteria:

- It significantly impacts our business strategically, operationally, reputationally and/or financially.
- It significantly contributes to CDW, and our value chain's impact on the environment, economy and/or people.
- It is critical to our stakeholders as they expect us to act on the issue as part of our operations.

The assessment process, which included six discrete activities ranging from initial information-gathering to extensive stakeholder engagement, involved the following stakeholder groups:

- Coworkers
- Customers
- Communities
- Investors
- Partners
- Regulators

## PRIORITIES ASSESSMENT PROCESS

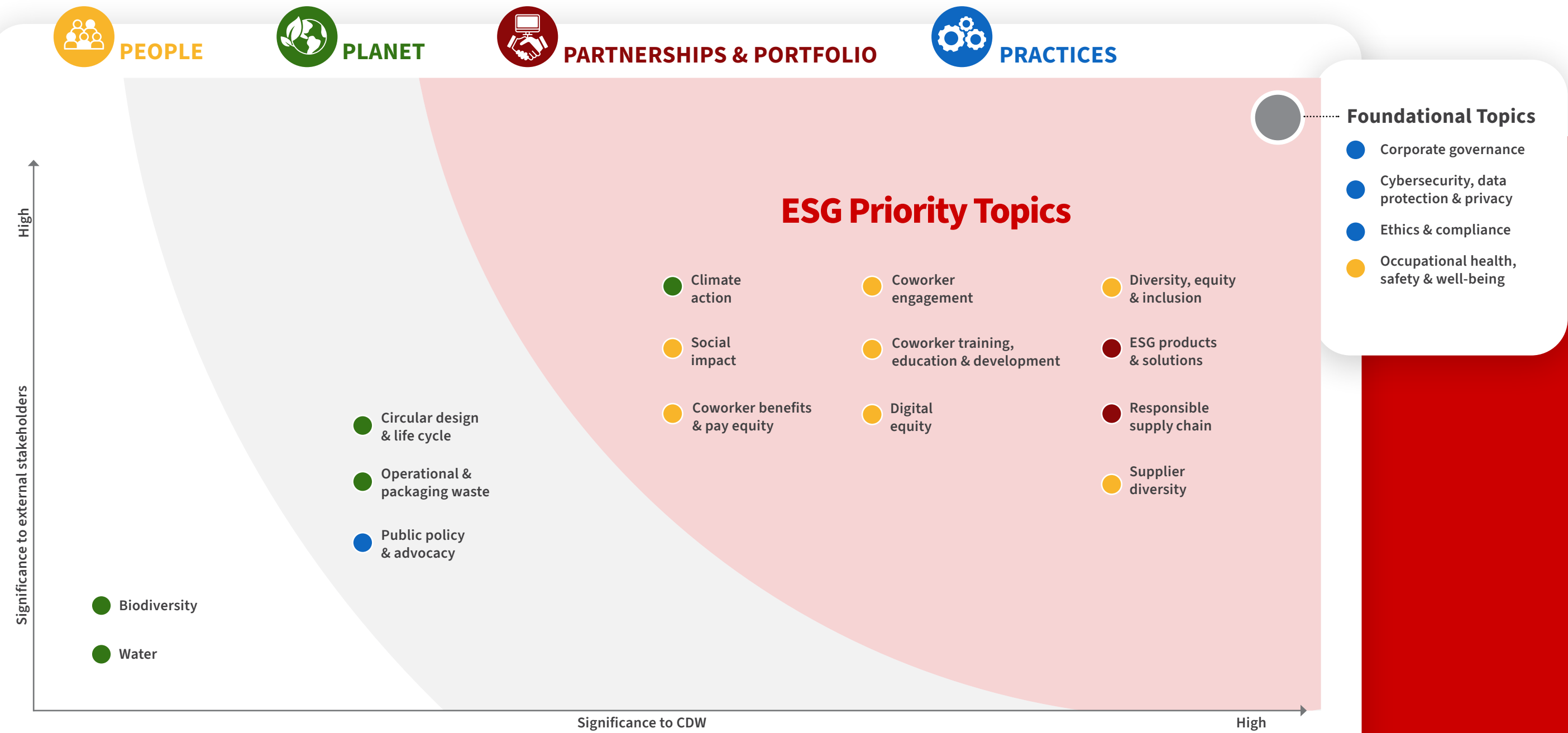


Topics for consideration were developed and refined by referencing leading ESG standards and frameworks such as the Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD) and Global Reporting Initiative (GRI), peer benchmarking, internal and external stakeholder engagement and publicly available information.

We identified four “foundational topics,” which we defined as topics that are assumed priorities and organizational imperatives that form the foundation for our other ESG priorities. From there, we followed our assessment process to identify our ESG priorities.

The comprehensive assessment confirmed that the ESG topics we have been focused on in recent years continue to be relevant. Several topics – most notably, Climate Action and ESG Products and Solutions – rose to greater prominence in the updated assessment.

## 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.

## ALIGNING WITH THE UN SUSTAINABLE DEVELOPMENT GOALS

Our ESG journey and priorities are focused on how CDW can make the greatest impact and sustainably add value for our stakeholders.

In early 2023, we made the strategic decision to align our ESG efforts with eight of the UN Sustainable Development Goals (SDGs). We specifically chose the goals for which we believe our people, partnerships and portfolio, and practices enable us to make a meaningful contribution to a better world. Relevant UN SDGs goals are featured on the introductory page of each section in this report.



# Furthering Accountability and Oversight Through ESG Governance

We made significant progress in 2023 in integrating ESG into the business strategy and daily activities of more groups and functions within our organization. We are further integrating ESG and climate into our risk management framework, and we are providing more tools and training for our customer- and partner-facing coworkers to have meaningful conversations across our value chain. To drive collaboration and accountability, we have refined our ESG governance structure to drive more awareness, collaboration and accountability across CDW.

Accountability starts at the top, with our Board of Directors, with whom we have increased the cadence of ESG-related updates on progress and initiatives.

- The Board receives quarterly updates – regarding timely news about the US Securities and Exchange Commission (SEC) and key trends relevant to CDW.
- Board members also receive a quarterly ESG snapshot, featuring CDW’s impact and/or progress in a particular area of ESG.
- CDW’s Vice President & Deputy General Counsel and the Director, Head of Global ESG conduct an annual ESG program/strategy review with the Nominating and Corporate Governance Committee.

## ESG GOVERNANCE STRUCTURE OVERVIEW

**Board of Directors**  
Oversight of ESG activities

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**Executive Leadership**  
Leadership and direction for the ESG strategy

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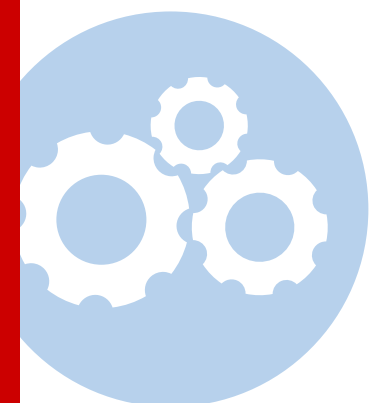
**Global ESG Team**  
Enabler for ESG integration into our business

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**Business Leaders and Enterprise Risk Management**  
Cross-functional leadership of major initiatives

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**ESG Working Groups**  
Subject matter expertise and implementation



# ESG GOVERNANCE STRUCTURE

## BOARD OF DIRECTORS

### Nominating and Corporate Governance Committee

The Nominating and Corporate Governance Committee of our Board of Directors provides oversight of CDW's ESG programs and policies. The Committee reviews the Company's environmental, social and governance programs and policies with management annually and receives quarterly ESG program updates or as important matters arise.

## EXECUTIVE LEADERSHIP

### CEO

The CEO provides executive leadership and direction on priority ESG topics and provides the North Star to CDW and its key stakeholders. The CEO drives accountability to help ensure that our ESG programs deliver value for the company and our key stakeholders.

### ESG Steering Committee

The ESG Steering Committee draws from CDW's Executive Leadership, covering the breadth of the business globally. The Committee provides leadership oversight of the ESG strategy, giving direction on ESG goals, risks and opportunities, programs, policies and disclosures on priority ESG topics, including climate.

## GLOBAL ESG TEAM

The Senior Vice President, General Counsel and Corporate Secretary serves as the Executive Sponsor for the Global ESG Team. Members of the Global ESG Team serve as connectors throughout the business to continue to grow the ESG culture at CDW and implement a strategy that:

- Focuses the company's efforts on its priority ESG topics
- Manages ESG risk
- Keeps the company aligned with ESG regulatory and disclosure requirements
- Implements ESG programs that deliver value to our key internal and external stakeholders

## BUSINESS LEADERS AND ENTERPRISE RISK MANAGEMENT

Business leaders are responsible for being engaged in the ESG process and providing strategic direction for integrating ESG activities that will benefit their business units and their stakeholders. Through the Integrated Risk and Resilience Committee, our Enterprise Risk Management (ERM) team stays informed of ESG risks and risk management processes, including those related to climate.

## ESG WORKING GROUPS

ESG Working Groups consist of cross-functional subject matter experts who are responsible for driving ongoing implementation of key ESG initiatives.

### ESG Solutions Group

consists of leaders on our Product and Partner Management (PPM) team who work to integrate ESG into our PPM relationships and practices.

**Climate Action Committee** is a cross-functional, global group of CDW leaders who will oversee identification, development and implementation of decarbonization activities that contribute to CDW's climate goal and report progress against key performance indicators.

## ENGAGING WITH OUR STAKEHOLDERS ON ESG

As the ESG program at CDW has continued to mature, there is a strong and growing network of coworkers across the organization committed to integrating ESG into our business. Key topics such as climate action, asset disposition/electronics recycling, supply chain responsibility, annual ESG reporting and further exploration of opportunities for ESG products and solutions are being addressed through engagements across functions and regions at CDW.

Externally, we continue to focus on engaging with the investment community, ESG ratings organizations, customers, vendor partners, distribution partners and communities. Specific to 2023, we significantly increased engagement with our partners and customers to help them achieve their ESG goals.

## SUMMARY OF CDW'S ESG ENGAGEMENT WITH STAKEHOLDERS

Stakeholder groups	Primary topics of discussion	How we engage
<b>Investment community</b>	Governance and ethics; ESG frameworks (SASB and TCFD); climate action; ESG products and solutions and third-party environmentally certified products; diversity, equity and inclusion; economic performance; supply chain responsibility	Conference calls; ESG-related reports and other disclosures; investor meetings
<b>ESG ratings organizations</b>	Board and leadership team diversity; disclosures (quality, timeliness and completeness); ESG frameworks alignment (SASB and TCFD); governance & ethics; sustainable operations and climate action; pay & equal remuneration; supply chain responsibility	Direct outreach to analysts; ESG-related reports and other disclosures; ESG disclosure online reporting portals
<b>Coworkers (current and potential)</b>	Community engagement/social impact; coworker benefits; coworker engagement and workplace culture; coworker training, education and alignment; development of talent; diversity, equity and inclusion; economic performance; governance & ethics; occupational health & safety; pay & equal remuneration; social media	Business Resource Groups; The CDW Way Code; CDW careers website; community engagement/volunteer projects; Coworker Success outreach and dashboards; e-mail and digital signage communications; industry organizations such as Tech for Good and Women in Tech; intranet postings; recruiting materials; town hall meetings; training sessions
<b>Customers</b>	ESG products and solutions and third-party environmentally certified products; business diversity; climate action; data privacy & information security; digital equity; governance & ethics; supply chain responsibility	1-on-1 meetings; participation in supply chain sustainability assessments; industry organizations and conferences
<b>Partners</b>	Board and leadership diversity; business diversity; climate action; community engagement and social impact; data privacy & information security; digital equity; economic performance; governance & ethics; supply chain responsibility	1-on-1 meetings; community engagement projects; industry organizations such as Tech for Good and Women in Tech; Partner Code of Conduct; Partner Summit; Partner sustainability and ESG councils
<b>Communities</b>	Business diversity; coworker benefits; community engagement/social impact; digital equity; economic performance; governance & ethics	Community engagement projects; coworker volunteerism; nonprofit Board service; philanthropy