



Social Impact: Coworkers

At CDW, everything we do is guided by our purpose, culture and values. Empowering communities is core to our company culture.

Our commitment to making a lasting difference is underpinned by our foundational beliefs that everyone should have equitable opportunities and be able to experience the unlimited possibilities that technology unlocks. As a leader in the technology sector, we believe it's our responsibility to do what we can to make this a reality by:

- Providing access to technology
- Supporting education initiatives
- Building a workforce reflective of our world

With a steadfast focus on digital equity, we continue to drive meaningful progress across the strategic imperatives of our global Social Impact program by doing the following:

- Engaging our coworkers by encouraging and supporting them to broaden their awareness and give their time and resources to the causes that matter most to them.
- Empowering our communities by building new and expanding existing nonprofit partnerships throughout the world that align with our purpose and values.
- Elevating our impact by scaling social impact efforts globally and providing the best experience for our customers, partners and stakeholders.

GLOBAL SOCIAL IMPACT STRATEGY OVERVIEW

We lead with our values in everything we do.



We seek to create sustainable and equitable change in the world by:



We will continue to advance digital equity by:



To learn more about CDW's digital equity efforts and the collective impact of our social impact partnerships, read the [Social Impact: Partnerships](#) section of this report.



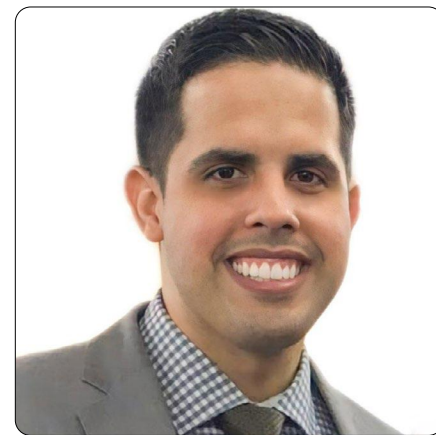
ENGAGING OUR COWORKERS

We engage and empower our coworkers to support the causes that matter most to them. Eligible coworkers receive eight hours of paid time off each year for volunteer work. In 2023, 1,100 coworkers around the world contributed 8,329 hours of volunteer time – an increase of more than 430 participants and 4,000 service hours over 2022.

In addition, through the company’s Matching Charitable Gifts Program, CDW will double the impact of coworkers’ charitable donations to eligible nonprofits (up to \$2,000 per coworker, per calendar year). In 2023, our coworkers supported 1,263 nonprofits around the world, and CDW contributed \$531,666 in matching gifts contributions through our donor-advised fund.

Coworker Reflections on Social Impact Participation

Our Matching Charitable Gifts Program is designed to amplify the impact of coworkers, and each donation is accompanied by a personal story. We encourage coworkers to share their experiences via multiple channels to increase global awareness, inclusion and pride in Social Impact participation.



MIRA USA: For the past 13 years, Ronald Padilla (Senior Coworker Success Business Partner) has supported MIRA USA, a nonprofit that promotes the social integration of immigrants in the United States. “Knowing that my efforts directly

contribute to positive change fills me with immense pride,” said Ronald.



Special Olympics Chicago: For over three years, Jack DiRenzo (CoreTrust Senior Account Manager) has led CDW’s fundraising and volunteer efforts for the Polar Plunge, which benefits Special Olympics Chicago. “I have learned more about teamwork, empathy, positivity and kindness

working alongside the athletes of Special Olympics Chicago than I think I could have anywhere else,” said Jack.

2023 GLOBAL MATCHING GIFTS PROGRAM

1,263
nonprofits supported

1,316
coworkers participating

2,714
unique donation submissions

\$667,976
donated by CDW coworkers



SERVING OUR COMMUNITIES

Throughout our global footprint, colleagues come together to positively impact their local communities. Here's a snapshot of some of the ways CDW colleagues maximized their impact in 2023.

2023 GLOBAL VOLUNTEER PROGRAM

8,329 hours volunteered	1,100 coworkers volunteered
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Meals on Wheels Toronto: Coworkers in Canada helped Meals on Wheels deliver nutritious meals to community members facing food insecurity.



BRIDGE Cleanup Day: Our BRIDGE Business Resource Group led a Cleanup Day initiative, and was joined by coworkers at several CDW offices across the US.



Global Finance Week of Service: Finance coworkers volunteered for several nonprofit organizations in multiple countries as part of CDW's annual Global Finance Week of Service.



Bernie’s Book Bank: The configuration team from our Vernon Hills Distribution Center organized a back-to-school book drive and regularly volunteers at Bernie’s Book Bank in support of the nonprofit’s mission to create pathways to success through book ownership.



Three Square Food Bank: Western Distribution Center coworkers packed meals at the Las Vegas food bank multiple times throughout the year to help children affected by food insecurity.



Volunteering with The Sick Children’s Trust

In 2023, CDW UK coworkers collaborated to support The Sick Children’s Trust, a charity that provides families with a seriously ill child in the hospital a warm and comfortable place to stay. CDW teams spent hundreds of hours volunteering at the various houses across the UK, including cooking comforting meals for families staying there.

“I felt privileged being able to support those brave families who are going through harrowing moments as their child is in intensive care,” said Carmen Van der Aa, IT Project Coordinator, CDW UK. “Cooking a simple meal doesn’t take much, but it can mean offering a bit of breathing space to parents in need of comfort and support.”

81% of global colleagues believe CDW provides them with opportunities to make a positive impact in their community, according to a randomized pulse survey conducted in January 2023.



Social Impact: Partnerships

We are committed to building new and expanding existing nonprofit partnerships throughout the world that align with our purpose and values. Consistent with our belief in the transformative power of technology, we have focused our social impact commitments on digital equity.

We know that we cannot do this work in isolation. Through collective-impact, long-term thinking and leading with our values, we will continue to address digital equity by:

- **Providing access:** We help ensure people have access to the technology they need, including computers, software and internet connectivity.
- **Supporting education:** We power initiatives that excite learners about science, technology, engineering and mathematics (STEM), as well as computer science and digital literacy.
- **Building our workforce:** We're committed to diversity and inclusion and are actively creating a technology industry that reflects the world we live in.

CDW Social Impact



In 2023, CDW distributed over \$1.6 million through the company's donor-advised fund, which includes matching gifts and over \$1.1 million invested in 70 nonprofit partners.



PROMOTING DIGITAL EQUITY

- **All Star Code workshop:** CDW has supported All Star Code, a nonprofit committed to closing the racial opportunity gap in tech, since 2021 through funding its core programming, serving as a host site partner of the Summer Intensive Program and providing laptops, hotspots, headphones and software so students bear no financial burden. In summer 2023, CDW coworkers volunteered during All Star Code's partner programming workshops to virtually connect with students across the US; Chicago-area participants were invited to the CDW Adams office for a day of learning and professional development.
- **Per Scholas tour:** Coworkers across the US support Per Scholas, a nonprofit that strives to advance economic equity through rigorous training for tech careers and connect skilled talent to leading businesses. In 2023, a cohort of Per Scholas students toured our Vernon Hills distribution center, attended workshops hosted by our recruitment team and engineers, and heard from CDW coworkers who are Per Scholas alumni.
- **Compudopt:** To advance Compudopt's mission to bridge the digital divide and reduce e-waste through the refurbishment and distribution of gently used, donated computers, CDW has provided technology, volunteer time and support through our grant program. Most recently, CDW hosted a coworker computer drive with donations directed to Compudopt and engaged volunteers at several Compudopt locations to assist with the handling and deployment of tech donations.

At CDW, we are committed to addressing digital equity. Our digital inclusion efforts focus on providing access, supporting education and building the workforce of the future.





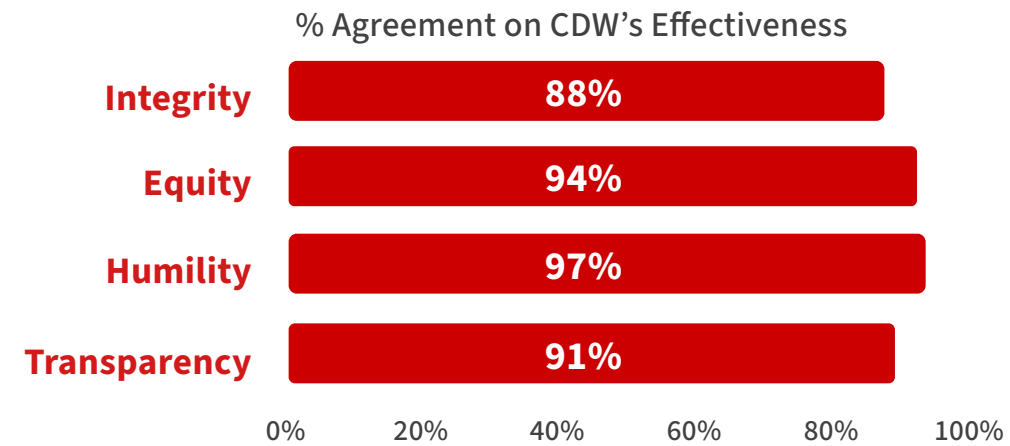
Partnership Effectiveness Survey Gathers Nonprofits' Input

The Social Impact team distributed its second annual Partnership Effectiveness Survey to CDW's nonprofit partners. The survey measures the success of CDW's efforts to empower our communities. Nonprofit partner perceptions exceeded the target of 80% agreement for:

- **Integrity:** I can rely on CDW's Social Impact team to follow through on commitments.
- **Equity:** The way we work together supports the best outcomes for our communities.
- **Humility:** There is mutual trust and respect between our organization and CDW.
- **Transparency:** We transparently share information with each other.

In addition, 77% of respondents confirmed that CDW is their corporate partner of choice.

Nonprofit Partner Survey Results





SCALING OUR GLOBAL EFFORTS

We are working to scale Social Impact efforts globally and provide the best experience possible for our customers, partners and stakeholders.

- **American Red Cross:** CDW continues to partner with the American Red Cross as a member of the national Disaster Responder program through a pledged contribution to Disaster Relief, helping serve people affected by more than 65,000 disasters each year.
- **Big Brothers Big Sisters Toronto:** CDW Canada partnered with Lenovo to donate essential technology hardware to Big Brothers Big Sisters Toronto to support their mission to mentor youth. This donation helped them address the increasing requirement to offer virtual engagement models to better serve their participants.
- **Chennai Flood Relief:** CDW coworkers in India participated in relief activities related to the Chennai floods in December 2023.
- **The Prince's Trust:** A Gold patron of The Prince's Trust, CDW UK contributed to the charity in support of vulnerable young people. The funds help provide young people with the confidence-building support, training and employment opportunities they deserve.



LAUNCHING PROJECT ELEVATE

In 2023, CDW conducted a listening tour and discovery phase for Project Elevate, an initiative designed to surface innovative ways to address **digital equity** while aligning the work to our business strategy and brand campaign. Project Elevate, which is expected to launch in 2024, will seek to address critical needs, create business value and leverage CDW's corporate assets and expertise.

The work will prioritize:

- **Digital equity impact:** Bridging the gap between those who have affordable access, technological skills and support to effectively engage in society and those who do not.
- **Values alignment:** Enhancing CDW's partner-oriented and highly engaged culture by bringing our values to life.
- **Integrated impact:** Leveraging CDW's unique business model and expertise to work collaboratively with coworkers, partners and the community to achieve impact at scale.

