

# 2021 ESG PERFORMANCE SUMMARY

At CDW, we continue to build upon our long history of providing value to stakeholders, rewarding careers to our coworkers and support to the communities where we work and live. In 2021, we continued to build on our environmental, social and governance (ESG) disclosures with our latest ESG Report, our Sustainability Accounting Standards Board (SASB) disclosure and Task Force on Climate-Related Financial Disclosures (TCFD) report.

## WE MAKE TECHNOLOGY WORK SO PEOPLE CAN DO GREAT THINGS

This spirit also drives our commitment to making progress in every area of our ESG journey. We operate our business in a responsible manner and are dedicated to making a positive impact for all our stakeholders and the world we share with them.



### CDW AT A GLANCE\*

Headquarters LINCOLNSHIRE, IL, USA



Coworkers ~13,900



Annual Net Sales ~\$21 Billion



100,000+ Products and Services from 1,000+ Brands



250,000+ Customers



Operations in 11 Countries serving 150+ Countries



Distribution Centers 3\*\*



\*As of December 31, 2021 \*\*2 in the US, 1 in the UK

## ENVIRONMENTAL Protecting the World We Share



### COMMITMENT TO REDUCING WASTE TO LANDFILL

Over the last six years, our US distribution centers have recycled:

2,966 TONS  
OF PACKAGING MATERIAL

9,794 TONS  
OF CARDBOARD

636 TONS  
OF PAPER

THOUSANDS  
OF WOOD AND PLASTIC PALLETS

For the third year in a row, CDW's US distribution centers outperformed their waste diversion goal of 90%+.

## ELEVATING OUR ROLE IN SUSTAINABLE AND SOCIALLY RESPONSIBLE TECHNOLOGY

E



### CLEAN TECH & CLOUD COMPUTING

Expansive portfolio of environmentally certified products – **\$5.04 billion** in revenue for FY 2021 – and a broad range of cloud-based solutions providing energy-efficient options for our customers; pilot program in UK to enable customers to search for and purchase products that meet certain environmental criteria

### SUPPORTING A CIRCULAR ECONOMY

Complimentary enrollment for customers in **Print Releaf** to support reforestation; **IT Asset Disposition** (ITAD) program for proper device wiping and recycling and a buyback rebate for any devices of value; **grassroots, coworker-led initiatives** to provide veterans groups, underprivileged communities and other organizations with access to our own refurbished equipment

S



### COLLABORATION TOOLS

Creating **flexible, scalable and efficient work and learning solutions** for our customers

### SOCIAL GOOD SECTORS

Providing products and services to sectors such as Education, Healthcare and Government to promote **digital equity**; membership in **Technology for Good**; more than **80** social impact partnerships

G



### SECURITY SOLUTIONS

Providing our customers with a **comprehensive security strategy** with a portfolio of services that identify and assess IT network security risks, increase their understanding of and visibility into risks, and prepare their organization for an evolving threat landscape

### PARTNERING RESPONSIBLY

Collaborating with our partners to **uphold standards** of business ethics, integrity, environmental, health and safety compliance, respect for human rights

### ENVIRONMENTAL MILESTONES

- We have an expansive portfolio of environmentally certified products – **\$5.04 billion** in revenue for FY 2021. See table at left for more information.
- All CDW distribution centers (2 in the US and 1 in the UK) and 2 of our UK offices hold **ISO 14001** environmental management certifications.
- Our largest office locations globally, as well as our UK distribution center, have energy certifications – LEED, BOMA and BREEAM / REGO.
- Approximately **98%** of our US shipments are delivered by carriers enrolled in US EPA SmartWay Transport Partnership.
- More than **75%** of our US shipments are handled by carriers with Carbon Neutral or Net Zero emissions goals.
- In 2021, we were able to achieve **100%** renewable energy sourcing for electricity for CDW-owned buildings in the UK.

More than **75%** of our US shipments are handled by carriers with Carbon Neutral or Net Zero emissions goals.

# SOCIAL

Making a Difference for All Our Stakeholders

## ENGAGING WITH OUR PARTNERS ON ESG

- New **Partner Code of Conduct** as a complement to The CDW Way Code for coworkers
- Annual **Partner Summit** highlights digital equity, diversity, equity and inclusion, and social impact overall
- **Collaborations** to address shared interests in environmental responsibility and social impact
- **ISO 28000 certification** addresses supply chain security management systems

## SUSTAINABLE ENGAGEMENT WITH COWORKERS

- **More than 35%** of coworkers in North America participate in at least 1 of 8 **Business Resource Groups (BRGs)**
- **6 BRGs** and an **Environment Committee** created in 2021 in CDW UK operations
- **Tech-enabled** strategy that is integrated into our overall human capital management planning

## DEI TRAINING AND ENGAGEMENT

- Lunch-and-Learn Sessions
- Talent Talk Sessions
- Online Learning Modules
- "Belonging. IT Matters" Video Series
- Leading Diverse Teams Training
- Global Ecosystem of Business Resource Groups

## 2021 SAFETY PERFORMANCE AT-A-GLANCE\*

- Total Recordable (TRIR): **0.14**
- Lost Work Day (DWFVII): **0.14**
- Days Away Restricted Time (DART): **0.14**
- Experience Modification Rate (EMR): **0.41**

\*Rates are calculated per 200,000 hours worked. All data excludes Sirius Computer Solutions, Inc., which CDW acquired effective December 1, 2021.

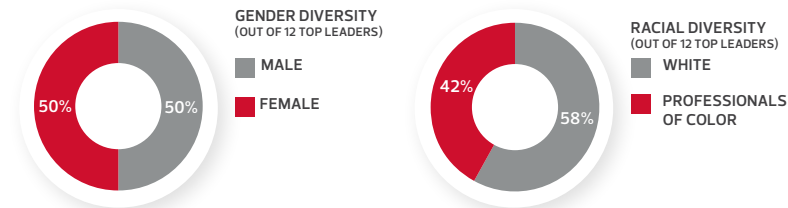
Our 2021 survey reflected that **more than 90%** of coworkers believe the following:

- CDW is a good place to work.
- I have enough flexibility in my job to do what is necessary to provide good service to my customers.
- My direct leader cares about me.
- Teams at CDW constantly look for better ways to serve our customers.

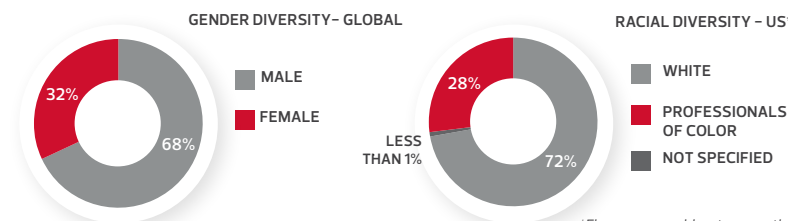
# BUILDING DIVERSITY, EQUITY AND INCLUSION INTO EVERY RELATIONSHIP

For our **COWORKERS**, we strive to attract diverse talent, create opportunities for advancement and professional growth and provide a sense of inclusion and belonging where everyone can be his, her or their authentic self.

## EXECUTIVE COMMITTEE DIVERSITY (As of 4/7/2022)



## COWORKER DIVERSITY (As of 12/31/2021)



\*Figures may add up to more than 100% due to rounding. All data excludes Sirius Computer Solutions, Inc., which CDW acquired effective December 1, 2021.



In our **SUPPLY CHAIN**, we are committed to continuing to have an industry-leading business diversity program.

## OUR DIVERSE SPEND

**\$3.4 BILLION**  
Total CDW spend with small and diverse businesses in 2021

**\$20+ BILLION**  
Total CDW spend with small and diverse businesses since 2007

## AWARD-WINNING BUSINESS DIVERSITY



In our **COMMUNITIES**, we have galvanized our social impact commitments around digital equity to help close the digital divide that impacts underserved communities and populations.

**More than 80 social impact partnerships** focused on achieving digital equity by helping to close the digital divide

**\$2.1 million** social impact charitable donations

## UNDERSTANDING AND MANAGING INFORMATION SECURITY RISK

Our global IT Governance, Risk and Compliance organization focuses on four critical areas:

### RISK MANAGEMENT:

Proactively identifying and mitigating risks to an appropriate level to strengthen resiliency across our organization.

### COMPLIANCE:

Defining and adhering to a set of rules and best practices that are aligned to the evolving regulatory landscape.

### CYBERSECURITY:

Protecting and defending our data, as well as the data entrusted to us, from cyber threats.

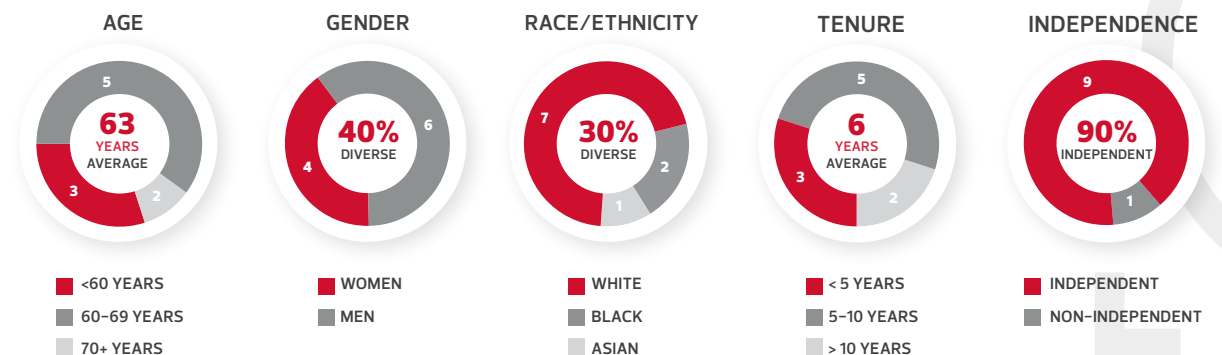
### GOVERNANCE:

Ensuring our global processes, policies and efforts maintain an appropriate balance between security requirements and business needs.

## CORPORATE GOVERNANCE

- Annual election of directors
- 12-year Board term limit to promote Board refreshment
- Independent Chairman
- **100%** independent Audit, Compensation and Nominating and Governance Committees

## BOARD DIVERSITY (As of 4/7/2022)



# GOVERNANCE

Inspiring Trust and Confidence in All Our Stakeholders