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.

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-lead initiatives to provide veterans groups, underprivileged communities and other organizations with access to our own refurbished equipment.

CDW AT A GLANCE*

<table>
<thead>
<tr>
<th>Headquarters</th>
<th>LINCOLNSHIRE, IL, USA</th>
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<tbody>
<tr>
<td>Coworkers</td>
<td>~13,900</td>
</tr>
<tr>
<td>Annual Net Sales</td>
<td>~$21 Billion</td>
</tr>
<tr>
<td>100,000 Products and Services</td>
<td>from 1,000+ Brands</td>
</tr>
<tr>
<td>250,000 Customers</td>
<td></td>
</tr>
<tr>
<td>Operations in 11 Countries serving 150+ Countries</td>
<td></td>
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<tr>
<td>Distribution Centers **</td>
<td></td>
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*As of December 31, 2021  **2 in the US; 1 in the UK

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.

ELEVATING OUR ROLE IN SUSTAINABLE AND SocialLY RESPONSIBLE TECHNOLOGY

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.

PARTNERING RESPONSIBLY

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

ELEVATING OUR ROLE IN SUSTAINABLE AND SocialLY RESPONSIBLE TECHNOLOGY

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ENIRONMENTAL

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

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

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 Net Zero emissions targets.
- In 2021, we were able to achieve 100% renewable energy sourcing for electricity for CDW-owned buildings in the UK.

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

- Proactively identifying and mitigating security management systems
- Addressing supply chain ISO 28000 certification
- Environmental responsibility and social impact
- Collaborations to address shared interests in diversity, equity and inclusion, and social impact overall

**Collaborations**

- **Partnership Summits**
- **Annual**
  - **New**
  - **Capital Management Planning**
  - **Tech-enabled strategy**
  - **CDW UK operations**
  - **6 BRGs and an Environment Committee**
  - **Business Resource Groups**
  - **America participate in at least 1 of 8**
  - **More than**

**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**

- **Age**
  - **63 years average**
  - **60-69 years**
  - **70+ years**

- **Gender**
  - **40% women**
  - **60% men**

- **Race/Ethnicity**
  - **30% white**
  - **50% men**

- **Tenure**
  - **6 years average**
  - **<5 years**
  - **5-10 years**

- **Independence**
  - **90% independent**
  - **non-independent**

**Executive Committee Diversity**

- **Gender Diversity** (As of 4/7/2022)
  - **Male**
  - **Female**

- **Racial Diversity** (As of 4/7/2022)
  - **White**
  - **Professionals of color**

**Coworker Diversity**

- **Gender Diversity - Global**
  - **Male**
  - **Female**

- **Racial Diversity - US**
  - **White**
  - **Professionals of color**

**2021 Safety Performance at-a-Glance**

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

**Sustained 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

**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.

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