

CDW's 2023 ESG Milestones and Highlights



PEOPLE

Earned a **top score** on Disability:IN's Disability Equality Index and named to their list of "Best Places to Work for Disability Inclusion"

Aligned our Business Resource Groups (BRGs) ecosystem globally, resulting in a **15% increase** in coworker participation in North America compared with 2022

Introduced our **Better Together** global hybrid work model, creating opportunities to elevate our connections, culture and growth

Increased global volunteer efforts; approximately **1,100** coworkers volunteered **8,300+** hours, an increase of more than 430 participants and 4,000 service hours compared with 2022



PLANET

Announced our **near-term, enterprise-wide emissions reduction targets** to reduce impact in our operations and value chain – in line with the Science Based Targets initiative (SBTi)

Outperformed our waste diversion goal of **90%+ for the fifth year in a row** at our two US distribution centers

Created our **Climate Action Committee** to oversee projects and implement best practices in support of our GHG emissions reduction targets

Consolidated two locations in Arizona into one new **LEED Gold-certified building**, providing a state-of-the-art workplace environment



PARTNERSHIPS & PORTFOLIO

Received strong reviews from ESG ratings organizations such as EcoVadis, which increased CDW to a **Gold rating**, placing us in the top 3% of all assessed companies

Expanded our portfolio of **environmentally certified products** and significantly increased ESG collaboration with our vendor partners, distribution partners and customers

Increased our multibillion-dollar spend with certified, small, diverse vendor partners as a member of the **Billion Dollar Roundtable**

Implemented our **Partner Data Exchange (PDX)** initiative to establish modern data integration standards and definitions to better collect and validate product, pricing, supply chain and customer data



PRACTICES

Increased **engagement with our Board** on ESG-related progress and initiatives through quarterly governance updates, regular ESG snapshots and an annual ESG strategy review

Updated **The CDW Way Code** and launched an interactive digital version for all coworkers

Rolled out **anti-bribery and anti-corruption training**

Introduced a new **Integrated Global Information Security Operating Model**