



TODAY
TOMORROW
TOGETHER™

**SUSTAIN
ABILITY**



2024 ESG Report

 **UnivarSolutions**



Table of Contents

Introduction	3	Social	42
Forward-looking Statements	3	Own Workforce: General	42
About this Report	3	Own Workforce: Safety	45
Executive Summary	4	Own Workforce: Inclusion and Belonging, Working Conditions, and Development	48
Univar Solutions Overview	7	Community Engagement	51
Progress on ESG Goals to 2025 and Beyond	8	Product Information and End Users	54
Performance on External Ratings	11	Sustainable Sourcing	56
Disclosure Tables	12	Sustainable Solutions	60
General	12	Governance	64
Strategy	13	Behind the Report	68
Materiality	14		
Environmental	16		
Climate Action	16		
Water	28		
Resource Use and Circular Economy	33		
Pollution Prevention	37		



Forward-looking Statements

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements include any statements that are not statements of historical fact, including statements regarding our environmental, social, and governance (ESG) plans, goals, and operational strategies. These statements are based on various assumptions and the current expectations of the Company's management and are not predictions of actual performance. Forward-looking statements are subject to risks and uncertainties that could cause actual results to differ materially from the expectations expressed. You should not place undue reliance on forward-looking statements. We undertake no obligation to update any forward-looking statements. In addition, historical, current, and forward-looking ESG-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future.

About this Report

This report marks our ninth global report on Univar Solutions' Environmental, Social, and Governance (ESG) priorities. Similar to our 2023 ESG Report, the 2024 report has been informed by the Global Reporting Initiative (GRI) Universal Standards, the Sustainability Accounting Standards Board (SASB) for the Chemical Industry, and the United Nations Sustainable Development Goals (SDGs).

In light of the changes to the Corporate Sustainability Reporting Directive, and until changes to the European Sustainability Reporting Standards are finalized, references to CSRD and ESRS have been excluded from this report. Regardless, key principles of advancing organizational sustainability, drawn from such reporting frameworks, have been incorporated into this report.

Specifically, this report has embedded the principles of double materiality through an updated global assessment and includes the processes followed and outputs of a comprehensive climate scenario analysis, supporting our efforts to effectively integrate a broader set of impacts, risks, and opportunities into our management practices. The development of this report is grounded in the principles of accuracy, completeness, balance, context, and verifiability. This ensures that the report serves as a timely and comparable tool for demonstrating and showcasing our progress on the ESG journey.

Questions on the content of this report and our broader ESG journey can be sent to sustainability@univarsolutions.com.



Executive Summary

Letter From Our President and Chief Executive Officer, David Jukes

2024 marked a significant milestone for Univar Solutions as we recognized the 100-year anniversary of our company, which was founded on August 8, 1924. From the start, our company has strived to help keep our communities healthy, fed, clean, and safe through a host of products and services. Celebrating our 100-year anniversary was no different as our employees embraced the challenge of taking part in 100 volunteering service projects in 100 days and exceeded expectations with each action focused on benefitting the communities where we live and work all around the world.

We also continued our evolution by becoming a more focused company by shifting our operating model from geographic to divisional segments. With this shift has come more transparency, accountability, and empowerment, which is focused on accelerating growth through better alignment of resources. The business now operates through a division model that includes Chemical Distribution & Services (CD&S) and Ingredient & Specialties (I+S)

As we move through 2025, this realigned approach strengthens our business even further and makes us stand out amongst our competition. We aim to capitalize on new supplier authorizations and market share gains while building on all-time highs of service and customer satisfaction. Our pledge to distribute products while lowering emissions and increasing our Sustainable Natural Products portfolio remains as do our aligned Environment Social Governance (ESG) goals and strategic priorities focused on maintaining our commitment to safety and enhancing the customer experience.

*Growing*Together

As further detailed in this report, I am pleased to share the highlights on our ESG goals progress in 2024:

We continued to make significant progress on our environmental goals

- Reduced our Scope 1 and 2 absolute emissions by 26% compared to our baseline, operating below our 20% deliverable for the end of 2025
- Reduced our total significant releases to 63, down 24% from our baseline
- Reduced hazardous waste by 10% from our baseline
- Increased our non-hazardous waste diversion to 34%, an increase of 117% from our baseline
- Reduced water waste by 36% from our baseline, surpassing our deliverable

Improving on our social goals

- Decreased our TCIR to 0.36, marking our second-best performance on record and below our 2025 deliverable of 0.38

Progress on sustainable sourcing and Sustainable Natural Products (SNPs)

- Achieved our goal to issue all product suppliers with our supplier code of conduct by the end of 2023
- By the end of 2024, 69.1% of our product supplier spend was covered by a sustainability assessment via the EcoVadis platform

I continue to be amazed by the talented and innovative employees who drive our organization forward. Our ESG goal highlights are a prime example of their dedication, and the positive results reflect our values being upheld by our employees as we work to improve our infrastructure and operational efficiency, resulting in emission reductions. The expansion of our Sustainable Natural Products portfolio and increased collaboration within our supply chain also further impacted our Scope 3 emissions, which are all achievements where we can be proud.

As we enter the final year of our current generation of ESG goals, I am excited to see how far we have come and how close we are to hitting such meaningful and ambitious objectives. The end of our 2025 goals, however, are just the start of the next chapter in our journey to better business. Throughout 2025, our teams will continue to review the material impacts of our divisions, as well as the opportunities to better serve our customers and communities in a sustainable way. This work will drive the development of our next-generation ESG goals beyond 2025, and I look forward to sharing more on this through the coming year.



Thank you,

A handwritten signature in black ink, appearing to read 'David Jukes'.

David Jukes
President and
Chief Executive Officer

Global ESG Goals to 2025



Climate Action

Implement the technology, processes, and culture to support our journey toward a net-zero carbon future.



Resource Use

Drive sustainable resource use through embedding the principles of circularity and operational excellence.



Release Prevention

Support the responsible handling of materials across our operations and supply chain.



Serious About Safety

Keep our employees, vendors, and customers safe at work through our safety-focused culture and practices.



Inclusion & Belonging

Increase diverse representation at leadership levels and create the opportunities and culture to enable employees to bring their authentic selves to work.



Sustainable Sourcing

Drive improved sustainability performance and minimum standards across our diverse supplier base.



Community Engagement

Demonstrate our commitment to help keep society healthy, fed, clean, and safe through financial investment and employee involvement in the communities in which we live and work.



Sustainable Solutions

Leverage our portfolio of sustainable products, services, practices, and technologies to support our customers' sustainability journeys.



Univar Solutions Overview

In 1924, George Van Waters and Nat Rogers opened a brokerage business in Seattle, Washington, buying and selling naval supplies, paint, raw materials, and cotton linters. One hundred years later, and after many different incarnations of the business, the company closed its initial public offering in 2015. In 2019, Univar acquired Nexeo Solutions, Inc. ("Nexeo"), a leading global chemicals distributor, and creating Univar Solutions. The acquisition expanded and strengthened the company presence in North America and provided an opportunity to create the largest North American sales force in chemical and ingredients distribution with an innovative digital backbone. In August 2023, funds managed by affiliates of Apollo Global Management, Inc. (the "Apollo Funds") completed the acquisition of Univar Solutions, which includes a minority investment from an indirect wholly-owned subsidiary of the Abu

Dhabi Investment Authority ("ADIA"). Univar Solutions LLC ("The Company" or "Univar Solutions") continues to operate under the Univar Solutions name and brand and maintains its global presence.

Today Univar Solutions is a leading global solutions provider to users of specialty ingredients and chemicals, as well as a provider of value-added services to customers across a wide range of diverse industries. The company purchases chemicals and ingredients from producers worldwide to warehouse, repackage, blend, dilute, transport, and sell those materials safely to nearly 90,000 customer locations across approximately 130 countries. We provide application development and technical advice to customers formulating new products, and have a network of Solution Centers to support customer development activities.

Progress on ESG Goals & Beyond

Climate Action

Implement the technology, processes, and culture to support our journey toward a net-zero carbon future.

Deliverables for 2025	Updates to 2024
<ul style="list-style-type: none"> • 20 percent absolute reduction in Scopes 1 and 2 CO₂e by 2025 against baseline¹ • 40 percent absolute reduction in Scopes 1 and 2 CO₂e by 2030 against baseline¹ • 15 percent intensity reduction in Scope 3 by 2030 against baseline² • Achieve net-zero direct emissions by 2050 	<ul style="list-style-type: none"> • Scope 1 and 2 emissions reduced 26 percent from baseline³ • Scope 3 emissions intensity increased by 0.3 percent from baseline

Resource Use

Drive sustainable resource use through embedding the principles of circularity and operational excellence.

Deliverables for 2025	Updates to 2024
<ul style="list-style-type: none"> • Reduce 15 percent of hazardous waste by 2025 against baseline¹ • Triple reuse, recovery, and recycling rate of non-hazardous waste by 2025 compared to the baseline¹ • Introduce sustainable water use at all sites identified to have current or predicted high water risk • Reduce water waste 15 percent by 2025 against baseline¹ 	<ul style="list-style-type: none"> • 10 percent reduction of hazardous waste from baseline. However, this total is an increase on 2023 figures • Increased reuse, recovery and recycling rates by 117 percent from baseline • Increased sustainability assessment coverage at high-risk water sites • Reduced water waste 36% percent from our baseline

Release Prevention

Promote responsible management of materials throughout our operations and supply chain.

Deliverables for 2025	Updates to 2024
<ul style="list-style-type: none"> Reduce significant chemical releases 40 percent by 2025 (against our baseline)¹ 	<ul style="list-style-type: none"> 63 significant chemical releases in 2024, down 24 percent from a baseline of 83 Continued our global rollout of behavior-based safety training with focus on release prevention

Serious About Safety

Keep our employees, vendors, and customers safe at work through our safety-focused culture and practices.

Deliverables for 2025	Updates to 2024
<ul style="list-style-type: none"> Reduce Total Case Incident Rate (TCIR) 20 percent by 2025 from baseline¹ Achieve regional alignment on our global behavior-based safety program at 100 percent operations by 2025 	<ul style="list-style-type: none"> Our TCIR decreased to 0.36, marking our second best performance on record This marks a 20 percent decrease in our TCIR from 2023, and below our 2025 target of 0.38

Inclusion and Belonging

Increase diverse representation at leadership levels and create the opportunities and culture to enable employees to bring their authentic selves to work.

Deliverables for 2025	Updates to 2024
<ul style="list-style-type: none"> Maintain a score of 100 on the Corporate Equality Index (CEI). Maintain a score of at least 78 on the company's internal Employee Engagement Index 	<ul style="list-style-type: none"> Maintained our 100 score on the CEI Increased our engagement Index score to 80

Sustainable Sourcing

Drive improved sustainability performance and minimum standards across our diverse supplier base.

Deliverables for 2025	Updates to 2024
<ul style="list-style-type: none"> 100 percent of new and active suppliers issued our global Supplier Code of Conduct (SCOC) by 2023^{4,5} Assess 80 percent of our suppliers (measured by spend) on their sustainability performance, with minimum standards for those assessed being met by 2025⁵ 	<ul style="list-style-type: none"> At the end of 2023, all targeted suppliers were issued our Supplier Code of Conduct⁶ 69.1 percent of suppliers (by spend) assessed via EcoVadis⁶

Community Engagement

Demonstrate our commitment to help keep society healthy, fed, clean, and safe through financial investment and employee involvement in the communities in which we live and work.

Deliverables for 2025	Updates to 2024
<ul style="list-style-type: none"> Charitable contributions through the Univar Solutions Foundation or other similar means Employee volunteer hour contributions 	<ul style="list-style-type: none"> Expanded employee volunteerism paid time off programs to 26 countries around the globe Approximately \$230,000 USD in charitable contributions

Sustainable Solutions

Leverage our portfolio of sustainable products, services, practices, and technologies to support our customers' sustainability journeys.

Deliverables for 2025	Updates to 2024
<ul style="list-style-type: none"> Develop and communicate product-level sustainability characteristics for our product ranges globally Communicate the key sustainability impacts for non-product-related services to customers Without compromising safety, offer circular packaging solutions for all suitable packed products 	<ul style="list-style-type: none"> Our product sustainability characteristic framework Sustainable and Natural Products (SNP) portfolio continued to evolve across our regions 1,733 unique materials with sustainable characteristics now available via our SNP

1. Baseline for goals to 2025 and 2030 is calculated from the average of 2019 and 2020 performance.

2. Scope 3 emissions reduction goal of 15% based on an intensity metric of tCO₂e/\$M UDS revenue. Baseline for this goal is 2023.

3. Reductions in emissions related to Scope 2 emissions were based on Market-based emissions for baseline and current year.

4. Wording updated since 2021 to support greater alignment with suppliers' compliance management systems.

5. Objectives under the Sustainable Sourcing goal relates only to product suppliers.

6. Measured by percent total direct product spend.



Our Performance on External Ratings

- Univar Solutions scores 100 for the Human Rights Campaign (HRC) as a Leader in LGBTQ+ Workplace Inclusion
- Univar Solutions Named to the Fortune 2024 World's Most Admired Company List
- Named by Time Magazine, in partnership with Statista, as one of the Best Companies for Future Leaders among 4,000 companies for 2025
- Recognized on the Forbes America's Top Private Companies 2024 list



EcoVadis Gold Medal 80/100



Disclosure Tables

General Information

GRI 2-1

Organizational Overview and Ownership

The scope of this report encompasses all consolidated subsidiaries rolling up into Univar Solutions LLC, headquartered in Downers Grove, IL, USA, including all its global subsidiaries. Having built a rich history since its establishment in 1924 under George Van Waters and Nat Rogers, Univar Solutions is well-positioned to offer tailored solutions and value-added services to a wide range of markets, industries, and applications. In August 2023, Apollo Funds completed the acquisition of Univar Solutions, which includes a minority investment from Abu Dhabi Investment Authority (“ADIA”). Univar Solutions LLC (the “Company” or “Univar Solutions”) continues to operate under the Univar Solutions name and brand and maintain its global presence.

Effective October 2024, Univar Solutions implemented an operating segment reorganization whereby the Company operates under two global business segments, the largest of which include Chemical Distribution & Services (“CD&S”) and Ingredients + Specialties (“I+S”). Univar Solutions is headquartered at 3075 Highland Parkway, Downers Grove, IL, 60515, United States of America, and operates outside the USA in 34 countries globally with businesses organized across four primary geographic regions: Univar Solutions USA (“USA”), Univar Solutions Europe and the Middle East and Africa (“EMEA”), Univar Solutions Canada (“Canada”), and Univar Solutions Latin America (“LATAM”), which includes developing businesses in Latin America and the Asia-Pacific region.

GRI 2-2, GRI 2-3

Coverage of ESG Reporting

Univar Solutions as a private company does not publicly disclose audited financial statements for the 2024 financial year. However, this ESG Report encompasses all entities within Univar Solutions LLC, including the I+S and CD&S global business segments, covering their respective material topics and relevant disclosures.

Reporting Dates and Frequency

This report represents the material topics, disclosures, and data sets applicable to the period from January 1st, 2024 through December 31st, 2024, aligned with our financial accounting period, and was published on the June 9th, 2025.

For questions on this report and disclosures contact sustainability@univarsolutions.com

Strategy

GRI 2-6, GRI 2-28

Our extensive distribution network spans the globe, serving nearly 90,000 customer locations across approximately 125 countries. We operate an extensive worldwide chemical and ingredient distribution network with around 9,430 employees and 600 facilities. Our business is serviced by around 3,900 tractors, tankers, and trailers, 3,000 rail cars, 155 rail and barge terminals, and 15 deep-sea terminals, ensuring timely and safe delivery to a wide array of customers. Our mission is to help keep our communities healthy, fed, clean, and safe.

Suppliers

We procure materials from approximately 1,900 producers globally, fostering strong relationships with multiple suppliers to mitigate any potential disruptions in supply and distribution logistics.

Distribution Channels

We offer a variety of channels to market, including warehouse delivery and direct-to-consumer options. The way we serve our customers depends on several factors: the size, scale, and customization level of the order, the nature of the product and customer, and the location of our product inventories. Our logistics and supply chain expertise enables us to cater to a diverse customer base by providing various package sizes and support for unique handling requirements, safety, and quality standards.

Memberships and Industry Associations

Our active participation and contribution to industry associations and key memberships are core to remaining aware of and positively impacting key issues facing our industries and geographies. Below are some of the key memberships and industry associations in which we actively participate:

- Responsible Distribution
- Responsible Care®
- Alliance for Chemical Distribution (ACD)
- Responsible Distribution Canada (RDC)
- European Association of Chemical Distributors (FECC)
- American Chemistry Council (ACC) Affiliate Member
- International Chemical Trade Association (ICTA)
- CDP
- EcoVadis
- Roundtable on Sustainable Palm Oil (RSPO)
- International Sustainability & Carbon Certification (ISCC PLUS)
- Sedex
- Global Food Safety Initiative
- Cosmos Organic
- Fair for Life
- Human Rights Campaign
- Great Place to Work

Strategy

Since 2018, Univar Solutions has been actively implementing environmental, social, and ethical practices in alignment with the UNGC Principles to advance societal goals. This report serves as our communication on progress to the UNGC. Our key areas of focus include:

- Upholding and respecting human rights across our business
- Supporting freedom of association and eliminating all forms of forced labor
- Promoting environmental responsibility, encouraging environmentally friendly technologies, and supporting the precautionary approach
- Combating corruption in all its forms

Materiality

At Univar Solutions, understanding the impacts of our organization alongside the needs and impacts of our stakeholders is formative to our ESG agenda. Since starting our ESG journey we have worked to ensure that our focus is directed to the most material issues for our business and stakeholders. Since 2023, we have evolved our approach here to determine these priority issues through a process of double materiality.

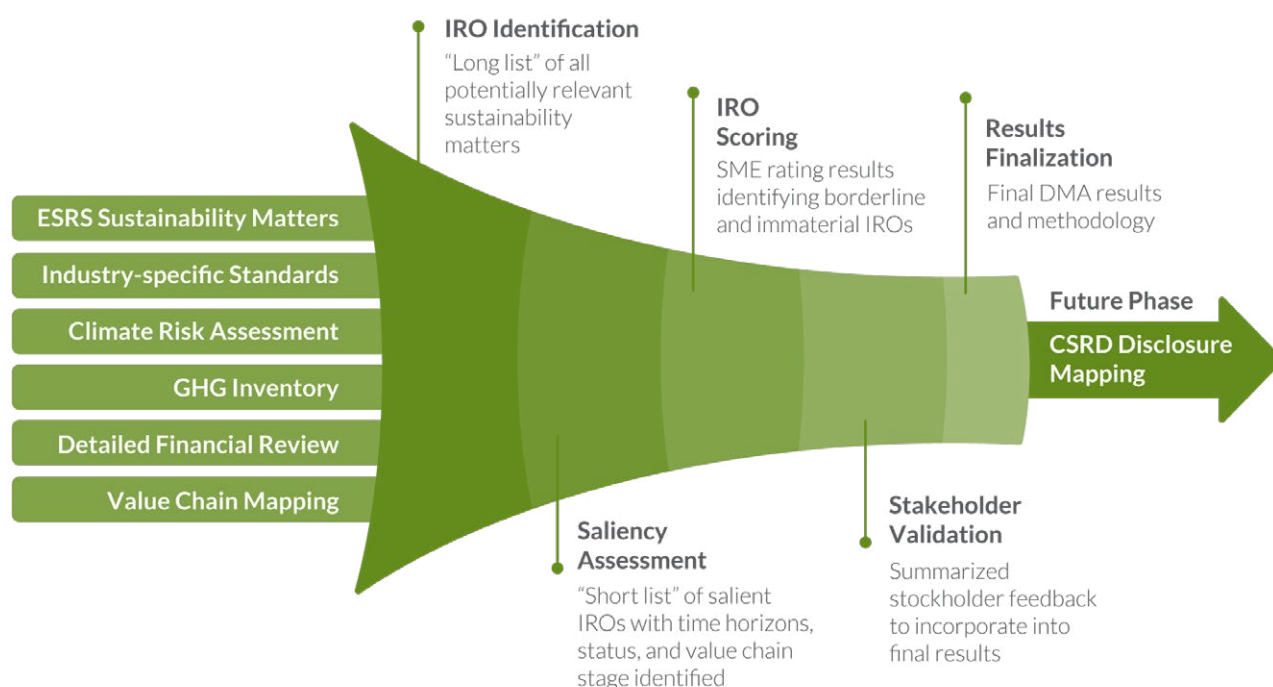
In 2024, we have built on the progress made to date and, in collaborating with WAP Sustainability Consulting, have refreshed our double materiality assessment to produce a holistic double materiality assessment, refining our areas of focus and diving deeper into the specific impacts, risks, and opportunities that determine topic materiality.

The infographic below summarizes our approach and outlook on the scope of double materiality, which are covered in more depth throughout the report:



Materiality

The Double Materiality Assessment identifies and evaluates all possible ESG-related impacts, risks, and opportunities (IROs) relevant to Univar Solutions. The process, developed and executed in partnership with WAP, broadly follows the flow set out below:



The culmination of our work, in partnership with WAP, on assessing our impacts risks and opportunities was subsequently processed through a tool to standardize the materiality of key topics and sub-topics, the high-level results of which are highlighted below:

- Climate change
- Pollution
- Water and marine resources
- Biodiversity and ecosystems
- Circular economy
- Own workforce
- Workers in the value chain
- Affected communities
- Business conduct

The remainder of this report, reflecting the approach of our global ESG strategy, covers our actions, policy, goals, and metrics for these material topics. Each material topic is also paired with a high-level overview of the impacts, risks, and opportunities relevant to the topic. As we move into 2025, we will use our latest double materiality assessment to help inform our strategy development for our next-generation goals.



Environmental

Climate Change

Process for Determining Climate Risks and Opportunities

Building meaningful strategy on climate mitigation and adaptation is more than bringing down total emissions. Developing an understanding of the physical and transition risks applying to each organization and how this weighs on carbon abatement efforts is key to delivering impactful change while reducing risk exposure. In support of this, and in an evolution of our climate risk assessments to date, Univar Solutions has partnered with Risience to conduct a climate risk scenario analysis to understand its resiliency and quantify the company's exposure to climate-related risks. This analysis considered five emission pathways, which define the reductions in emissions required to stay within global temperature rise limits. These pathways, or climate change scenarios, provide a broad spectrum of outcomes for analysis. Each pathway includes inherent socioeconomic narratives with assumptions about policy changes, market assumptions, energy outlooks, and technology advancements. The pathways are detailed in the table below.

Emission Pathway	No Policy	Current Policy	Stated Policy	Paris Agreement	Paris Ambitions
Temperature rise (by 2100)	>4°C	3°C	2.5°C	2°C	1.5°C
Global CO ₂ emissions	200% by 2100	-50% by 2100	-75% by 2100	Net-zero by 2070	Net-zero by 2050

Physical Risks – To assess physical risks, key facilities and their revenue exposure impacts were evaluated across near-term (5 years), mid-term (10 years), and long-term (2040) horizons. Facility disruption exposure was tied to impacts from coastal floods, drought/water stress, flash floods, freezes, heatwaves, riverine floods, temperate windstorms, and tropical windstorms. Our assessment quantified the total financial impact for each individual location, for each hazard, across multiple emission pathways and time horizons up to 2050. These results will be used to assess our current near- to mid-term risks based on our Climate Action goals, future strategy, and capital planning.

Climate Change

Transitional Risks – Transitional risks assessed the impacts of transitioning to a low-carbon economy, modeled across the five emission pathways mentioned in the table above. The impacts were measured in Earnings Value (EV) risk, depending on the emission pathway. The risk was evaluated based on potential changes in the frequency and magnitude of hazardous climate events. This assessment will be a key tool for us in evaluating our current goals and strategy on decarbonization, as well as in setting future climate goals and making investment decisions to reduce emissions from our private fleet and facilities.

Through 2025, the results of this climate scenario analysis will support us in maintaining our plans to achieve our goals to 2025, but will also be core to our strategy development more broadly past 2025. We will continue to keep our stakeholders informed as our work in this space develops.

The impacts, risks and opportunities highlighted below are the full list of those identified and are not all considered to be material. In addition to the high-level disclosures below, we pair each of these IRO items with a risk type, specific examples of applicability, location of impact in the value chain, time horizon, and magnitude of impact. These collective data sets and the materiality assessment applied to them help inform our strategy on prioritizing actions in this space.

Climate-related Impacts

Positive Impact	Negative Impact
None identified	<ul style="list-style-type: none"> • Effect of Univar Solutions' Scope 1 and 2 GHG Emissions on the climate (actual) • Effect of Univar Solutions' Scope 3 GHG Emissions on the climate (actual) • Effects to the environment from an inability to execute on ESG goals (potential)

Climate-related Risks

- | | |
|---|---|
| <ul style="list-style-type: none"> • Carbon tax on imported energy • Carbon tax on operations • Volatility of energy prices • Climate disclosure reporting legislation • Customer and investor pressure to reduce emissions • Increased hostility to sustainability/ESG • Damage to company reputation from failure to execute ESG goals • Damage to brand due to failure to meet sustainability expectations | <ul style="list-style-type: none"> • Customer loss due to required supply chain sustainability disclosures • Failure to embrace emerging environmental technologies • Increased risk of service disruption from physical effects of climate change • Increased risk of service disruption from chronic physical effects of climate change • Increased risk of service disruption from acute physical effects of climate change |
|---|---|

Climate Change

Climate-related Opportunities

- Operational savings from energy usage efficiency at facilities
- Tax credits for renewable energy
- Incentives for energy efficiency upgrades
- Green financing opportunities for building projects through low embodied carbon
- Increased brand reputation from achieving ESG goals, sustainability leadership
- Fleet route optimization; expansion of low- and zero-emission vehicles
- Embracing emerging environmental technologies

Integration of Climate Risks and Opportunities in Strategy

Our assessment and integration of climate impacts, risks, and opportunities in our strategy remains unchanged. Our goals include GHG emissions reduction deliverables for 2025 and 2030 through to 2050, which we consider to be ambitious but achievable timescales for change, and are therefore in line with our strategy and goal setting.

As we designed our goals and conducted our double materiality assessment, we considered multiple components of our activities, including legal and reporting implications, operational and supply chain considerations, and commercial drivers. This applies globally and with considerations for our supply chain. We also identified risks and opportunities from these areas, such as supply chain and operational disruptions from adverse weather, changes to the working environment, capital assets adaptations (e.g., heating and cooling in offices and sites), and legislation changes.

The integration of sustainability into our Company strategy, and subsequently the prioritization of climate action into our sustainability actions, positions us well to manage and mitigate the risks our Company faces and to exploit opportunities appropriately. Thanks to the work carried out in evolving our climate scenario analysis, we now have greater clarity on the risks and opportunities we face as a business and will continue to leverage this knowledge to tailor our strategy accordingly, minimizing risk and maximizing additional value from our work in this space.

Sustainability Criteria in Performance Incentive Schemes

Emissions reduction criteria are integrated into the design of performance-related incentives for selected management.

Climate Change

Alignment of Climate Goals with the Paris Agreement

Univar Solutions' climate action commitment dates back to 2016 and was reinforced in 2021 when we set our current emissions reduction goals to 2025, 2030 and 2050 respectively, as follows:

- 20% absolute reduction in Scopes 1 and 2 CO₂e by 2025 against baseline¹
- 40% absolute reduction in Scopes 1 and 2 CO₂e by 2030 against baseline¹
- Achieve net-zero direct emissions by 2050

While the baseline set by Univar Solutions is an average of year 2019 and 2020, our medium- and long-term goals are broadly aligned with the Paris climate agreement, aligned with limiting global warming to 1.5 degrees celcius.

Our 2030 deliverable on Scope 1 and 2 emissions reduction is the equivalent to reducing absolute emissions to below 87,988 tons CO₂e from our 2019 actual emissions of 159,077 tons CO₂e, representing a 44.7% absolute reduction in this timeframe, exceeding the 43% reduction identified by the Intergovernmental Panel on Climate Change in their 2018 report.

The alignment of Univar Solutions global goal with the Paris agreement is further strengthened in our existing commitments to reach net-zero emissions by 2050.

Levers and Actions to Achieve Emissions Reduction Actions

To address emissions reduction in line with our 2025 and 2030 deliverables, we have identified the impacts of our activities by measuring and tracking emissions at the site level across all geographical regions in which we operate. These data insights enable us to effectively target our actions.

Key levers to reduce emissions in line with our 2025 and 2030 deliverables include:

- Reducing fleet emissions by enhancing fuel efficiency in Internal Combustion Engine (ICE) vehicles, expanding the use of low- and zero-emission vehicles, diversifying fuel sources, and increasing the use of bio-diesel and renewable diesel
- Energy efficiency initiatives, including investments in advanced equipment such as heating and cooling systems, compressed air infrastructure, lighting, sensors/timers, automation, and insulation
- Enhancing operational processes to ensure equipment operates at peak efficiency. Examples include reviewing operating temperatures and air system pressures, improving start-up and power-down procedures, and meeting maintenance requirements
- Increase in renewable energy and using market tools to promote renewable energy generation via REC's and on-site Power Purchase Agreements (PPA's)
- Fleet routing and mode optimization to reduce miles traveled

Climate Change

In 2024, we continued to deliver on our emissions reduction strategy to 2030 and furthered our progress on implementing the key climate mitigation levers centered around our greatest areas of impact and opportunity for improvement.

The achievement of these Scope 1 and 2 emissions reduction activities continues to be closely assessed for the impact they will have on our business, including the capital investments required, operational leases, and the return on investment we anticipate due to these climate change mitigation activities. These financial risks and opportunities are integrated into our business strategy and financial planning. The investments and expected returns are reviewed periodically by the Company's senior management and the ESG Committee of the Board of Directors.

Beyond our Scope 1 and 2 emissions, we are also committed to reducing Scope 3 emissions through our value chain collaboration efforts. The activities supporting our Scope 3 emissions reduction plans have been developed as part of setting out our inaugural Scope 3 emissions reduction goal in early 2024. Further details on our approach to reducing these emissions and examples of our activities are detailed in the Sustainable Solutions section of this report.

Policy Coverage Related to Climate Change

Univar Solutions' approach to climate change and mitigation centers on monitoring our identified impacts, risks, and opportunities. These strategic imperatives are integrated into our Company's processes and governance systems. Our commitments are outlined in our [Global ESG Policy](#), available on the Univar Solutions [ESG Resources Hub](#).

This Policy commits us globally to "assess and manage risks and opportunities associated with our activities to minimize harm and create value for our environment and society, in line with the precautionary principle and our actions to achieve our global sustainability goals." It specifically highlights our commitment to achieving net-zero emissions by 2050, which is the long-term goal of our climate change mitigation timeline.

Although the Policy does not explicitly differentiate between climate change mitigation and adaptation, nor does it specifically address energy efficiency or renewable energy deployment, these elements are fundamental to our emissions reduction strategies.

Action on Climate Change

We remain dedicated to reducing our overall energy consumption and GHG emissions footprint. Our strategy remains consistent yet adaptable to technological advancements in renewable energy. Below, we highlight our actions on key levers such as infrastructure, processes, and culture.

Climate Change

Infrastructure and Investment

- Dedicated low-carbon technology investment in 2024 and embedding sustainability impacts as part of our capex processes
- Continued investment in renewable technology such as solar and use of market-based tools such as RECs
- Diversification of fleet fuel sources such as biodiesel, renewable diesel, renewable natural gas, and renewable electricity
- Network optimization to operate as efficiently as possible with our site locations

Processes and Procedures

- Implementing targeted site-level sustainability initiatives to reduce emissions and enhance efficiency
- Reviewing and implementing policies and processes to align with our GHG reduction deliverables
- Continued engagement with our supply chain partners in emissions reduction activities and data transparency
- Implementation of emissions reduction checks as part of capital expenditure procedures

Culture

- Trainings tailored to employee roles and their impact on climate action
- Strengthening sustainability ownership across our workforce by setting targeted initiatives within teams such as operations, transportation, and product management

Deliverables

To support our journey toward a net-zero carbon future, we have established the following deliverables under our Climate Change goal, focusing on implementing the necessary technology, processes, and culture:

- 20% absolute reduction in Scopes 1 and 2 CO₂e by 2025 against baseline¹
- 40% absolute reduction in Scopes 1 and 2 CO₂e by 2030 against baseline¹
- 15% reduction in Scope 3 emissions intensity by 2030 (tCO₂e/M\$ revenue)²
- Net-zero emissions by 2050

1. Baseline for goals on Scope 1 and 2 emissions reduction are calculated from the average of 2019 and 2020 performance.

2. Baseline for Scope 3 emissions reduction goal is calendar year 2023.

Climate Change

Additional Information on Targets

The climate change goals set in 2021 were based on the impacts, risks, and opportunities assessed at that time. These forward-looking goals remain relevant and appropriate for the evolving risks and opportunities we face. Progress is actively tracked through internal processes and emissions tracking systems.

In 2024, Univar Solutions set its first Scope 3 emissions reduction goal, aiming to reduce Scope 3 emissions intensity by 15% by 2030, using 2023 as the baseline. This intensity metric, tCO₂e/\$M revenue, applies globally and ensures progress can be tracked regardless of business growth.

Our emissions reduction goals for Scopes 1 and 2, and 3, apply globally and are inclusive of all geographies and entities of our business. These goals do not include reductions from carbon credits or avoided emissions. While our Scope 1 and 2 goals are internally aligned with a 1.5°C warming target, they are not externally verified by the Science Based Targets initiative (SBTi) due to the lack of a sector pathway for our industry and the current requirements of SBTi-aligned Scope 3 targets under the general standards.

We will continue to monitor progress and collaborate with our supply chain to positively impact Scope 3 emissions. We will also monitor industry-specific publications from SBTi and other frameworks to potentially align our emissions reduction ambitions with a 1.5°C pathway.

Climate Change

Energy Consumption Metrics

MWh	2019	2020	2021	2022	2023	2024	2024 % of Total Energy
Fleet Diesel	319,120	251,704	229,107	224,023	233,848	244,076	48
Fleet Renewable Diesel	0	0	0	0	0	13,456	3
Natural Gas	180,197	174,444	172,189	168,029	154,398	129,253	26
Fleet Gasoline	33,728	21,797	19,851	22,254	23,435	23,337	5
LPG	18,994	11,143	10,053	10,082	10,016	8,312	2
Gas Oil	5,256	5,910	2,922	7,180	4,072	1,057	0
Site Diesel	1,157	1,011	4,533	666	583	564	0
Biogas	676	716	47	37	8	0	0
Bioethanol	0	0	0	593	610	932	0
On-site Renewable Consumption	0	0	0	45	46	2,100	0
Electricity Purchased	93,972	86,879	82,699	84,137	75,292	60,342	12
Renewable Electricity Purchased	221	1,742	7,068	9,608	8,059	17,476	3
Heating (Network)	0	290	340	335	257	241	0
Steam	1,310	592	592	670	473	3,150	1
Total Energy (MWh)	654,631	556,228	529,401	527,659	511,096	504,296	100
Energy Intensity (Total MWh/\$M Revenue)	70.49	67.30	55.52	45.98	50.78	50.94	

Climate Change

Scope 1 and 2 Emissions

tCO ₂ e	2019	2020	2021	2022	2023	2024	2024 % of Total Scope 1 and 2
Fleet Diesel	78,013	60,553	54,255	54,023	55,907	58,370	54
Fleet Renewable Diesel	0	0	0	0	0	88	0
Natural Gas	33,129	32,075	31,538	30,672	28,244	23,640	22
Fleet Gasoline	7,883	4,996	4,557	5,056	5,271	5,192	5
LPG	4,074	2,390	2,156	2,163	2,145	1,780	2
Gas Oil	1,349	1,517	750	1,226	1,044	279	0
Site Diesel	283	243	1,074	160	139	135	0
Biogas	0	0	0	0	0	0	0
Bioethanol	0	0	0	1	1	1	0
Refrigerants	0	341	554	534	70	70	0
Scope 1 Total	124,731	102,115	94,884	93,835	92,821	89,555	83
On-site Renewable Consumption	0	0	0	0	0	0	0
Electricity Purchased	34,115	31,948	29,028	28,719	24,513	18,103	17
Renewable Electricity Purchased	0	0	0	0	0	0	0
Heating (Network)	0	50	58	57	46	43	0
Steam	231	102	101	115	85	566	0
Scope 2 Total (Market Based)	34,346	32,100	29,187	28,891	24,644	18,712	17
Global Scope 1 and 2 Total	159,077	134,215	124,071	122,726	117,465	108,267	100
Emissions Intensity (Total tCO₂e/\$M Revenue)	17.13	16.24	13.01	10.69	11.67	10.94	

Climate Change

Location-based Scope 2 Emissions¹

	2019	2020	2021	2022	2023	2024
On-site Renewable Consumption	0	0	0	14	8	236
Electricity Purchased	34,345	32,050	30,108	31,668	24,436	21,955
Heating (Network)	0	50	58	57	46	43
Steam	231	102	101	115	85	566
Total Scope 2 Location-based Emissions	34,576	32,202	30,267	31,854	24,575	22,800

1. Location-based emissions have been calculated based on country-level grid averages and do not account for emissions reduction achieved through market tools such as zero-emissions electricity tariffs or Renewable Energy Certificates.

Biogenic Emissions

	2019	2020	2021	2022	2023	2024
Biogenic Emissions (tCO ₂ e)	3,206	3,118	3,627	2,838	2,731	8,785

Climate Change

Scope 3 Emissions

Value Chain Scope 3 Category	2021	2022	2023	2024
1) Purchased Goods and Services (w/ LCA)	9,881,535	8,794,033	8,529,737	8,449,205
2) Capital Goods	Not Relevant	Not Relevant	Not Relevant	Not Relevant
3) Fuel- and Energy-related Activities	30,096	30,199	28,983	29,125
4) Upstream Transportation and Distribution ¹	179,826	251,259	222,966	185,753
5) Waste Generated in Operations	23,148	15,631	15,607	12,325
6) Business Travel	5,872	12,516	3,617	4,262
7) Employee Commuting	Not Relevant	Not Relevant	Not Relevant	Not Relevant
8) Upstream Leased Assets	Not Relevant	Not Relevant	Not Relevant	Not Relevant
9) Downstream Transportation and Distribution	Not Relevant	Not Relevant	Not Relevant	Not Relevant
10) Processing of Sold Products	Not Relevant	Not Relevant	Not Relevant	Not Relevant
11) Use of Sold Products	Not Relevant	Not Relevant	Not Relevant	Not Relevant
12) End-of-life Treatment of Sold Products	Not Relevant	Not Relevant	Not Relevant	Not Relevant
13) Downstream Leased Assets	Not Relevant	Not Relevant	Not Relevant	Not Relevant
14) Franchises	Not Relevant	Not Relevant	Not Relevant	Not Relevant
15) Investment	Not Relevant	Not Relevant	Not Relevant	Not Relevant
Total (tCO₂e)	10,120,477	9,103,638	8,800,910	8,680,670
Total Scope 3 Emission Intensity (tCO₂e/\$M)	1061	793	874	877

1. Scope 3 Category 4 GHG emissions presented in the data table excludes inbound logistics, this omission is further explained in the 'Behind the Report' section of this report

Climate Change

Progress on Goals

Scope 1, 2 and 3

Emission	Baseline	2024	Baseline to 2024
Scopes 1 and 2 Total (tCO ₂ e)	146,646	108,267	-26%
Scope 1 and 2 Emissions intensity (tCO ₂ e/\$M)	16.7	10.9	-34%
Scope 3 Total (tCO ₂ e)	8,800,910	8,680,670	-1.4%
Scope 3 Emissions Intensity	874	877	0.3%

As of the end of 2024, with total Scope 1 and 2 emissions reductions of 26%, Univar Solutions is ahead of its goal to reduce Scope 1 and 2 emissions by 20% by the end of 2025 from a baseline of the 2019/2020 average.

Scope 3

2023 served as the baseline for our goal to reduce Scope 3 emissions by 15% on an intensity of tCO₂e/\$M Net Sales. In our first reporting against this goal we have seen a move in the wrong direction with an emissions intensity increase of 0.3%. While this is not the beginning we wanted to see in the face of the proactive efforts we have been working towards in collaboration with our supply chain, we recognize the negative impact of pricing pressures on this financial intensity metric. This increase in our intensity metric is contrasted by our absolute reduction in Scope 3 emissions of 1.4% from 2023 to 2024. Moreover, when this absolute emissions reduction is considered against our increased volumes in the same period, we have seen an encouraging reduction in emissions per metric ton of material. Through 2025 and beyond, we will continue to evolve and implement our strategy on value chain engagement on key sources of Scope 3 emissions to progress against our 2030 deliverable.

GHG Removals

Univar Solutions has not purchased or procured any GHG removals or directly funded any GHG mitigation projects for the purpose of generating carbon credits in 2024. This is in line with our priorities of absolute emissions reduction related to our scope 1 and 2 ambitions.

Internal Carbon Pricing

At present, no internal carbon pricing has been set for the Company.

Water

Topic Description

Water is a vital resource for our planet and our global operations. Although Univar Solutions does not heavily consume water in our activities, we acknowledge our direct and indirect impacts on water usage through our operations and broader value chain.

The impacts, risks, and opportunities highlighted below are the full list of those identified and are not all considered to be material. In addition to the high-level disclosures below, internally we pair each of these IRO items with a risk type, specific examples of applicability, location of impact in the value chain, time horizon, and magnitude of impact. These collective data sets and the materiality assessment applied to them help inform our strategy on prioritizing, actions in this space.

Water-related Impacts

Positive Impact	Negative Impact
None identified	<ul style="list-style-type: none"> • Effects on the environment from inefficient waste water management at facilities (potential) • Contribution to water scarcity (potential)

Water-related Risks

- Increased operational costs from inefficient water management (potential)
- Changes in precipitation patterns impacting water availability (potential)
- Increased costs due to decrease in water quality or source switching (potential)

Water-related Opportunities

- Operational savings from water usage efficiency at facilities
- Increased water usage efficiency at facilities

Water

Policy Coverage Related to Water and Marine Resources

Water management is a key component of our ESG goals under Resource Use at Univar Solutions. We have established a Global Water Policy that focuses on the following core principles:

- **Compliance:** Adhering to all applicable legal requirements and operating in line with government and industry codes of practice relevant to our activities.
- **Risk Assessment:** Understanding our operational water risk by mapping our water use footprint in high-risk areas as defined by the World Resources Institute (WRI).
- **Monitoring:** Tracking our water consumption volumes across all operations.
- **Conservation Measures:** Implementing water conservation strategies to reduce waste and consumption. These measures include:
 - Actively detecting, repairing, and maintaining to minimize water leaks
 - Considering water usage in the procurement of new equipment and services
 - Installing water reduction technologies such as efficient cleaning equipment, rainwater capture systems, and low-consumption hygiene facilities
 - Educating employees on water conservation practices
 - Reducing non-essential water-intensive activities in high-risk locations
 - Optimizing water-consuming processes such as line flushing and container cleaning
- **Supply-chain Collaboration:** Partnering with suppliers to expand our sustainable and natural products portfolio, focusing on products that support water conservation.

Univar Solutions' materiality assessment included water use and extractions for all sites globally. Particular focus was given to locations considered to be at material water risk in the future or considered more likely to be at material water risk in the future.

While a number of Univar Solutions locations are adjoining or close to environmentally sensitive areas, the business activities of Univar Solutions did not have any demonstrable negative impact on the land or water of any of these environmentally sensitive areas.

Water

GRI 303-1, GRI 303-2

Interactions with Water as a Shared Resource

At Univar Solutions, we primarily use water for product blending, dilution, and cleaning processes such as line flushing. Line flushing, which uses municipal water sources, is essential for maintaining the safety and quality of our products. In 2024, we updated our water risk mapping using the World Resources Institute's Aqueduct Water Risk Atlas to better understand our water footprint. This activity was led by our Environmental Champions Network, a group of employees passionate about making a positive impact on sustainability. The survey results show that 35% of our locations, representing 33% of total water withdrawals, are in high, or extremely-high water risk areas. Water risk is measured based on the ratio of total water demand to available renewable surface and groundwater supplies.

Based on our primary activities, our strategy to mitigate operational waste and enhance water efficiency remains consistent. Our strategic actions include:

- Actively detecting, repairing, and maintaining to minimize water leaks
- Considering water usage in the procurement of new equipment and services
- Installing water reduction technologies such as efficient cleaning equipment, rainwater capture systems, and low-consumption hygiene facilities
- Educating employees on water conservation practices
- Reducing non-essential, water-intensive activities in high water-risk locations
- Optimizing water-consuming processes such as line flushing and container cleaning
- Collaborating with supplier partners to expand our portfolio of sustainable and natural products that support water conservation

Although our business is not a large, direct consumer of water, as a global leader in chemical and ingredient distribution, we recognize that we have a responsibility to help ensure availability and sustainable management of water and sanitation.

Water

Actions on Water Use and Discharge

In 2024, we implemented and continued actions to reduce our business's environmental impact and mitigate water risk. Here are some examples of these actions:

- Installed a rainwater harvesting system in Tule, Mexico, meeting 86% of the facility's water demand
- Installed rainwater harvesting at our Tuzla site, Turkey location
- Established a water treatment facility in Cali, Colombia
- Reused rinse water where feasible in similar dilution blends
- Made preventative maintenance improvements to our water infrastructure
- Improved transfer line designs to reduce line length and minimize line flushings
- Invested in reverse osmosis systems
- Enhanced container cleaning processes
- Addressed multiple underground water leaks within our infrastructure
- Improved water use data visibility among our operations teams

Management of Water-discharge-related Impacts

Univar Solutions' operations generate small volumes of wastewater, which are managed by permits with local sanitary authorities or, in some geographies, National Pollutant Discharge Elimination System (NPDES) permits. Stormwater and wastewater discharges from Univar Solutions' facilities are controlled by permits with local sanitary sewer authorities, NPDES permits for discharges to water bodies, and other similar mechanisms to control the impacts of water discharges. Effluent discharge standards are determined by the receiving authority. For discharges of stormwater from containment areas, the water is inspected and/or tested before being released from containment.

Deliverables Associated with Water and Marine Resources

To promote sustainable resource use by embedding the principles of circularity and operational excellence, we have set the following deliverables:

- Implement sustainable water use practices at all sites identified as having current or predicted high-water risk
- Achieve a 15% reduction in water waste by 2025 baseline¹

1. Per our 2021 ESG goals to 2025, our deliverable is to ensure water waste reduction of 15% by 2025. This is an absolute figure with a baseline taken on an average of actual results from years 2019 and 2020.

Water

GRI 303-3, GRI 303-4, GRI 303-5

Metrics

	2019	2020	2021	2022	2023	2024
Total Municipal	790,107	651,924	729,518	777,733	576,434	617,568
Total Own Source	50,147	47,984	65,277	29,103	39,324	31,875
Total Water Extracted	840,254	699,908	794,795	806,836	615,758	649,443
Total Water in Products	245,125	128,968	285,517	340,684	234,704	273,569
Total Waste Water	595,129	570,940	509,278	466,152	381,054	375,874
Extraction/\$M	90.48	84.68	83.35	70.31	61.18	65.60
Wastewater/\$M	64.08	69.08	53.41	40.62	37.86	37.97

Progress on goals

Progress on 2025 goals	Baseline	2023	2024	% change baseline to 2024
Waste Water (m ³)	583,035	381,054	375,874	-35.53
Waste Water Intensity (m ³ /\$M)	66.58	37.86	37.97	-42.98

Waste Water

As of the end of 2024, with wastewater reductions of 36%, Univar Solutions is currently exceeding our water waste reduction goal of 15% by 2025 from a baseline of an average of 2019/2020 data.

Resource Use and Circular Economy

Topic Description

The move to a more circular economy through eliminating consumption, increasing reuse, effective recycling technologies and recovery processes is an important topic for our business and our value chain. While this is not always possible due to the nature of the use and applications of the products we supply, our business is committed to implementing such processes when possible to retain the maximum value of all resources for as long as possible. This is particularly important given the resource intensity of the product we distribute.

Resource Use and Circular-economy-related Risks

- Extended Producer Responsibility Legislation

Policy Coverage Related to Resource Use and Circularity

The material topic of resource use and circularity is included in our global **ESG Policy**. The impacts, risks, and opportunities in this area are specifically addressed through our commitments to:

- Implement technologies and processes that reduce resource use
- Drive environmentally and socially responsible sourcing practices within our supply chain
- Deliver more sustainable solutions to our customers focused on reduction, reuse, and recycling

These commitments extend beyond our own operations to encompass our entire value chain, highlighting the importance of collaborating with suppliers and customers to manage resource use and circularity issues effectively.

Action on Resource Use and Circularity

Our waste and circularity strategy remains aligned with our key levers that we have been progressing since 2021. We follow the waste management hierarchy, emphasizing reduction, elimination, and a circular approach over linear consumption patterns. We continue to focus on increasing circularity in our consumption and expanding our sustainable products portfolio to positively impact the supply chain with circular solutions.

The primary waste streams from our operations include product changes during blending and repackaging, expired products, and packaging materials. Our regulatory and ChemCare teams ensure that all waste is classified and stored according to local regulations and standards. We meticulously track waste related to our products, as well as non-product waste, such as everyday trash generated from our operations and offices.

Resource Use and Circular Economy

In 2024, our resource-use-related initiatives aimed at reducing and recycling waste included:

- Line-flush reuse initiatives in the US to find secondary uses for products typically discarded as waste
- Actively engaging with waste disposal vendors to divert waste from landfills
- Continuing to offer reconditioned and recycled packaging solutions
- Participating in various circular programs with packaging vendors, such as container return and pallet recycling
- Running an Environmental Champions Network campaign/competition focused on education and waste-reduction initiatives at our key office locations globally
- Maintaining a strong focus on our Release Prevention program and investing in improvements to our product transfer infrastructure

Targets Associated with Resource Use and Circular Economy

Under our goal to drive sustainable resource use by embedding the principles of circularity and operational excellence, we have set the following targets:

- Achieve a 15% reduction in hazardous waste by 2025, based on our baseline¹
- Triple the reuse, recovery, and recycling rate of non-hazardous waste by 2025, compared to the baseline

While these goals primarily address the outflows of resources from Univar Solutions' activities, they also promote increased circularity within our internal and operational practices. This comprehensive approach supports the circularity of the services we offer, enabling waste prevention and reducing the use of primary resources.

1. Deliverables are absolute with a baseline taken on an average of actual results from years 2019 and 2020.

Resource Use and Circular Economy

Non-hazardous	2019	2020	2021	2022	2023	2024
Recycled ¹	4,391	4,665	7,949	3,955	4,095	5,098
Incineration ²	759	1,305	931	1,266	652	794
Landfill	21,586	29,099	32,669	19,693	19,869	10,732
Other Disposal (biological treatment, etc.)	7,405	1,266	973	2,849	99	602
Other Disposal ²	23	126	499	526	3	2
Total Non-hazardous Waste	34,164	36,461	43,021	28,289	24,718	17,228

Hazardous	2019	2020	2021	2022	2023	2024
Recycled ¹	1,468	608	606	1,228	1,552	1,288
Incineration ²	1,955	3,362	3,141	2,725	3,707	2,940
Landfill	1,276	1,407	1,100	1,228	2,557	4,481
Other Disposal (biological treatment, etc.)	5,574	5,054	2,697	2,550	858	566
Other Disposal ²	1,032	670	259	140	120	23
Total Hazardous Waste	10,273	10,431	7,544	7,731	8,644	9,298

1. We have reclassified waste categories to match our cloud reporting platform classifications and combined "Packaging Recycled" and "Other Recycled" as one category.

2. "Incineration Without Energy Recovery" and "Incineration with Energy Recovery" have been combined into one category to match our Cloud reporting platform classifications.

Resource Use and Circular Economy

Progress on Goals

Hazardous Waste

	Baseline	2024	% change baseline to 2024
Hazardous Waste (MT)	10,352	9,298	-10.2
Hazardous Waste Intensity (MT/\$M)	1.18	0.94	-20.3

Despite an increase in absolute hazardous waste volumes from 2023, we had 10% absolute reductions at the end of 2024 compared to our baseline. We are confident that with our current actions in place, we are on track to meet our 15 percent of hazardous waste by 2025 against baseline.

	Baseline (2019/2020 Ave)	2024 Performance	% change baseline to 2024
Diverted from Landfill (%)	15.75	34.20	117.1

At the end of 2024, our business globally increased the % of non-hazardous waste diverted from landfill (through reuse, recycling, or recovery) by 117.1% from our baseline with 34.20% of all non-hazardous waste being diverted from landfill. This performance put us within reach of our target of 47.25%.

Pollution Prevention

Topic Description

Pollution to water, soil, and air is an issue that Univar Solutions is steadfast in working to prevent. However, the impact of this topic is a reality across the globe. While chemistry provides significant social value, contributes to good healthcare, clean water and food production, improper handling has the potential to have long-term impacts and economic damage.

Pollution-related Impacts

Positive Impact	Negative Impact
None identified	<ul style="list-style-type: none"> • Pollution from accidental chemical releases

Pollution-related Risks

- Legal scrutiny and fines due to improper handling of substances of concern

Policy Coverage Related to Pollution Prevention

Univar Solutions employs a global **EHS policy**, responsible distribution, and Responsible Care code practices to manage risks and opportunities related to pollution prevention and control. Our pollution prevention efforts encompass all stages of material handling, from receiving goods to on-site processing and delivery to customers. Additionally, we collaborate directly with customers and suppliers to share information on product hazards, handling instructions, and issue reporting to help prevent accidental releases in the wider supply chain. Minimizing the impacts of any accidental release is another crucial aspect of responsible handling. These commitments are outlined in our global Environmental, Health & Safety Policy. Furthermore, Univar Solutions is committed to rehabilitating impacted sites in a manner designed to protect human health and the environment. Our Reserve Policy ensures that Univar Solutions consistently recognizes environmental liabilities across our portfolio.

Action on Pollution Prevention

Univar Solutions leverages its global EHS policy and the standards outlined in our Operating Standards Manual to ensure that all operations implement engineering and safety process controls. Additionally, we comply with all applicable legal requirements and adhere to best industry practices through our commitment to the Responsible Distribution Code and Responsible Care. Our sites implement engineering controls, where applicable, including secondary containment, scrubber technology, overfill protection, and other air pollution control equipment across all operating facilities. Our dedicated field Environment, Health, Safety, and Quality (EHSQ) teams proactively focus on coaching and training our operations teams to ensure compliance with our established industry best standards.

Pollution Prevention

As an organization, we carry regional insurance coverage and a global environmental reserve to ensure financial sustainability in case of an incident. Univar Solutions' Reserve Policy ensures consistent recognition of environmental liabilities across our portfolio. The policy establishes clear roles and responsibilities, with the Director of Remediation monitoring progress and leading quarterly project meetings with Remediation Managers and external consultants. This ensures obligations are assessed from site identification to long-term closure, integrating our ESG goals. Beyond our operational boundaries, our Sustainable Natural Products portfolio and Sustainable Solutions, such as ChemCare, further support environmental impact mitigation.

Serious About Safety is one of Univar Solutions' core operating principles. Our safety program includes processes such as pre-delivery inspections, the Spot It and Stop It employee program, Stop Work Authority, and a behavior-based safety coaching and observation program to ensure the safe handling of our products. These programs help reduce the probability of emergency situations, and when required, we work with trained vendors to ensure a prompt and appropriate response to keep communities safe. Minimizing the impacts of any release is another crucial aspect of responsible handling, addressed in our global EHS policy.

The structure of our pollution prevention program is as follows:

- **Leadership Commitment:** Ensure ESG goals accountability at all levels of leadership, from the CEO down to the field.
- **In-field Support:** Regional EHSQ managers and supporting teams: Ensure balanced subject matter expert coverage within our operations teams to provide training, guidance on standard operating procedures (SOP), and day-to-day coaching.
- **Engineering Controls and Preventative Maintenance:** Focus on two major areas: (i) implementing engineering controls that eliminate the impact of human errors, such as telemetry systems, automation, and scrubbers that remove contaminants from the atmosphere, and (ii) maintaining a continued focus on preventative maintenance to ensure our equipment operates optimally.
- **Behavior-based Coaching:** Continue to expand our behavior-based program globally alongside our Achievement of Competency & Excellence (ACE) program, emphasizing focused observation and coaching moments to reinforce release prevention culture at the ground level with team members conducting chemical transfers and movements daily. Our ACE program is a competency-based learning approach where learners progress based on their demonstration of knowledge rather than time spent on a specific course, ensuring mastery of knowledge at their own pace.

Pollution Prevention

We collaborate closely with our suppliers and customers to expand our Sustainable and Natural Products (SNP) portfolio. This portfolio includes natural or bio-based materials, safer alternatives, and circular materials that help phase out compounds with negative environmental impacts.

Deliverables Associated with Pollution Prevention

- Reduce significant chemical releases 40% by 2025¹

Chemical releases are one of our primary sources of pollution, and this goal emphasizes the responsible handling of materials throughout our operations and supply chain. The goals and deliverables outlined above are voluntary commitments we have established as an organization. These topics are comprehensively addressed in our ESG and EHS policies.

1. The baseline for this goal is an average of results from the years 2019 and 2020.

Pollution Prevention

Metrics

We report globally on significant material releases, including those contained within Univar Solutions' secondary and tertiary containment. The results of Univar Solutions' 2024 and historical significant releases are detailed below:

	2019	2020	2021	2022	2023	2024
Significant Releases	105	61	62	80	76	63

Outside of the above, Univar Solutions has not had any material releases of materials (material considered to be a release greater than 90 kg (200 lbs) of product that led to any pollution event.

Univar Solutions controls fugitive emissions from facility storage tanks and process equipment through air permits and air pollution control equipment. Air emissions typically consist of low levels of solvent-based vapor pressure during storage and transfer activities. All water leaving the facility is managed under appropriate permits and regulatory guidelines.

Microplastics

Univar Solutions has a minimal impact on microplastics as a core part of its activities.

Pollution Prevention

Progress on goals

Significant Releases

	Baseline	2024	Baseline to 2024 (% Change)
Significant releases (>90 kg)	83	63	-24.1

Our significant releases are down from our baseline by 24.1%. This progress is a move in the right direction, as we continue to strive for a zero-release culture and our 2025 target of 50.

Substances of Concern and Very High Concern

Univar Solutions is not a producer, but it responsibly distributes substances of concern. We consider the potential impact on health and the environment to be very low due to our stringent policies and procedures for safe handling. Additionally, we inform our customers about the hazards of these substances through safety data sheets for each product.

The volumes of substances of concern and substances of very high concern (SVHC) distributed by Univar Solutions are not disclosed.

GRI 307-1

Compliance with Environmental Laws and Regulations

Univar Solutions has not incurred any material fines for noncompliance with environmental laws, or received sanctions for any noncompliance.



Social

Own Workforce - General

Topic Description

At Univar Solutions, people are at the heart of everything we do. We prioritize the wellbeing, fair treatment, and safety of our workforce, recognizing that our employees are our greatest asset. By fostering a fair and supportive work environment, we empower our team to drive the success of our business and deliver exceptional service to our customers and suppliers. Given the nature of our work, which involves handling hazardous materials and operating plant equipment and vehicles, safety is our core value. We are committed to ensuring the safety of our employees, from sourcing materials to delivering products to our customers.

Our focus on our workforce is divided into three key areas: Safety, Inclusion & Belonging, and Working Conditions and Development. These pillars guide our efforts to create a safe, inclusive, and growth-oriented workplace for all our employees.

Social-topic-related Impacts

Positive Impact	Negative Impact
Increased job satisfaction and wellbeing	<ul style="list-style-type: none"> Employee exposure to hazardous substances Workplace injuries Insufficient employee health & safety training

Social-topics-related Risks

- Legal scrutiny and litigation stemming from equal treatment and opportunity
- Legal compliance with employee personal data privacy laws
- Breaches of employee data

Social-topics-related Opportunities

- Improved talent attraction and retention from high quality working conditions
- Increased workforce productivity and innovation due to high quality working conditions
- Enhanced brand reputation and customer loyalty through equal treatment and opportunity
- Improved quality of workforce from investment in STEM Talent & Workforce development

Own Workforce - General

Policy Coverage Related to Own Workforce

At Univar Solutions, we prioritize employee safety, inclusion, belonging, and working conditions as critical factors affecting our workforce. Our people are our greatest asset, and we have implemented systems, processes, and policies designed to mitigate negative impacts, minimize risks, and capitalize on opportunities associated with safe, equitable, and fair working practices.

This section highlights key sub-topics in these areas, demonstrating how Univar Solutions has integrated the management of key impacts, risks, and opportunities into our policy statements. These policies and commitments are detailed in the subsequent sections of this report.

Process for Engaging Own Workers and Worker Representatives

Univar Solutions believes that a critical component of an impactful ESG strategy is the thoughtful participation of both internal and external stakeholders. We have identified key stakeholder groups that our sustainability goals and progress may impact. By staying attuned to evolving business and stakeholder concerns, we use stakeholder engagement efforts to help determine our ESG goals. As the needs of our value chain constantly evolve, we plan to incorporate additional and expanded stakeholder input into our daily work and the development of future goals.

For our workforce, we invest time and resources in conducting annual engagement surveys to gain feedback from our employees. We use the survey results to create action plans at all levels of the organization to address employee concerns and help shape our focus for the upcoming year.

The points below highlight how we have engaged with our key stakeholders on ESG issues in recent years, and how that engagement has helped structure our ESG agenda:

- Company-wide annual safety, environmental, and ethics and compliance training
- Regular safety and environmental awareness events
- Community engagement and charitable giving
- Global employee feedback surveys
- Regular ESG communications
- Priorities reflective of our employees' interests and passions

Own Workforce - General

Ensuring that ethics or grievance concerns can be raised anonymously, through various channels, and without repercussions is central to Univar Solutions' compliance and ethics program. This program provides an opportunity for employees to be heard and ensures that any issues of conduct are promptly investigated and addressed. Employees can report grievances or ethics concerns using the following tools:

- EthicsPoint hotline – either by phone or via a web portal
- Email the Compliance mailbox (an internal email managed by Univar Solutions' Legal & Compliance department)
- Speak to their manager or any executive team member
- Talk with their Human Resources contact or any Human Resources Leaders
- Reach out to any member of the Legal or Compliance team

The EthicsPoint hotline serves as our central repository for employee claims concerning ethics and compliance. Once a claim is submitted to the hotline, an appropriate investigator is assigned based on the type of claim raised. Every claim received via the hotline is treated confidentially and investigated internally, with support from external counsel or experts as required. To ensure objectivity, a third-party service provider manages the intake through the hotline number. Each EthicsPoint hotline claim is reviewed by the Compliance team, Senior HR Leaders, and Univar Solutions' General Counsel to ensure the investigation is thorough and the outcome aligns with the findings. A summary of the claims made on the EthicsPoint hotline and related investigations is presented to members of the Executive Committee each quarter.

Own Workforce - Safety

Policy Coverage on Health & Safety

Our unwavering commitment to safety is deeply embedded in our core value of being Serious About Safety. We consistently aim for zero injuries across all our operations. Safe working conditions and human health are central to our strategy. These commitments are articulated in our global **Environmental, Health & Safety (EHS) policy**, which includes the following:

- Compliance with all applicable legal requirements and adherence to both government and industry codes of practice relevant to our activities
- Risk assessment and management to protect our employees, the communities in which we operate, and the environment
- Development and documentation of supporting procedures, systems, objectives, and targets to responsibly manage health, safety, and environmental risks
- Provision of information, instruction, and training to all employees to ensure they understand their responsibilities and can contribute to achieving our health, safety, and environmental objectives

This policy applies to the Company and all Company employees and contractors.

GRI 403-4

Process for Engaging Employees on Safety

Employees at all Univar Solutions' facilities participate in the development of job work instructions that define all steps to be completed in the set-up, execution, and breakdown of operational tasks. Employees and managers/supervisors are all engaged in our Achievement of Competency & Excellence (ACE) training program. Additionally, facilities have a safety committee or a safety representative that meet monthly to discuss relevant topics to improve safety performance.

GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-5, GRI 403-7, GRI 403-8

Action on Safety and Risk Mitigation

Safety is a core value that guides our operations under the principle of being Serious About Safety. We prioritize health, safety, security, and the environment in planning for all existing and new operations, as well as the products we handle. Our global operations have an Occupational Health & Safety Management system that is intended to meet regional legal requirements and industry best practices. The minimum requirements to which our operations must uphold themselves are described in our global **Environmental, Health & Safety (EHS) policy**.

Risk Assessments and Mitigation: All our global sites have implemented risk assessments to establish controls and processes that eliminate hazards and minimize risks. These assessments are conducted through processes such as Job Hazard Analysis (JHA), which are mandatory for all new processes or changes to existing processes as part of our change management protocol. Key components of a JHA include employee & management participation, hazard identification, training competency, engineering controls, and PPE requirements. The analysis ensures that this covers both routine and non-routine tasks. The risk assessments are then used as a basis to develop work instructions which incorporate the use of engineering controls, processes, and PPE to mitigate risks present to the worker and surrounding environment. To ensure these standards are implemented worldwide, we conduct internal audits through our EHS Audit program and undergo external audits such as the Responsible Distribution Code, ISO 14001, and ISO 45001. Additionally, all new products introduced to a facility undergo a product approval process. This process includes comprehensive safety and regulatory compliance checks before the facility handles the product.

Own Workforce - Safety

Training: A core aspect of ensuring consistency in our procedures and standards is employee training. We have implemented a rigorous onboarding process that includes identifying required training by roles, field observation, and competency-based programs such as our ACE program. Additionally, we provide regular refresher training for high-risk and non-routine tasks.

In 2024, our North America teams continued its implementation of our ACE program with a focus on high-to-low-risk tasks. In 2023, our key focus was on bulk transfer operations, which present the highest risks of injury and environmental impact. Our ongoing implementation efforts include tasks involving blending and repackaging.

KPIs and Management

Oversight: Globally, we have established communication methods to inform management about training hours, completed observations, and near misses. Furthermore, Key Performance Indicators (KPIs) such as injuries and releases are reported to all levels of management, with oversight from our Executive Committee monthly. These KPIs are used to set annual improvement targets, with all employees required to include a mandatory safety goal as part of their performance review and individual goal setting.

Incident Management & Reporting: All incidents must be reported by employees, regardless of the magnitude of injury or impact on the environment or property. These incidents are tracked and analyzed using a software reporting system. At Univar Solutions, we focus on leading indicators, such as near misses, to prevent incidents from occurring. One of our major successes has been empowering employees to report all unsafe acts and conditions through our “Spot it and Stop it” program. In 2024, there were 7,800 reported “Spot it and Stop it” cases, through which unsafe acts and conditions were mitigated.

If an employee feels uncomfortable reporting an incident via this program, they can call the Univar Solutions Ethics Hotline, which is monitored by an independent third party. All incidents must be reported and fully investigated. All regions where Univar Solutions operates have established policies that include notification requirements, crisis communication procedures, reporting responsibilities of personnel, and external requirements of leadership and impacted parties.

Emergency Response & Training: All employees and contractors are trained during onboarding and at regular intervals on notification and response procedures in case of an incident or emergency. Regular tabletop and live exercises are held at our sites globally to train employees for emergency situations. In cases where incidents are beyond the capability of our employees to respond, we work with qualified external contractors.

Safety Committees and Employee Representatives: Globally, our sites have Safety Committees comprising both employees and management representatives to support our commitment in maintaining a healthy and safe workplace. At sites too small to form such committees, we have employee safety representatives who work with management and EHSQ field teams. By the end of 2024, more than 97% of our sites globally had either a Safety Committee or an employee safety representative.

Industry Associations: Univar Solutions remains actively committed to responsible distribution through partnerships with the Alliance of Chemical Distributors (ACD), Responsible Distribution Canada (RDC), and Responsible Care. Our leaders serve on ACD and RDC national committees, providing feedback to the industry and regulators on ways to ensure safe and responsible chemical handling and distribution. We continue to be certified through the Responsible Distribution Code Compliance program and completed numerous site verifications in 2024. Univar Solutions is also a committed partner of the American Chemistry Council's Responsible Care program. We are currently working towards certification to the RC14001 standards for security, process safety, and product safety. At present, we are the only chemical distributor in the Responsible Care program.

Own Workforce - Safety

All workers performing work at Univar Solutions facilities or handling Univar Solutions products during deliveries to our customers are covered under our Occupational Health and Safety management systems.

GRI 403-9

Global Safety Deliverables

Our global safety deliverables apply to all operations and use a baseline average of 2019 and 2020 data. All employees globally are included in these metrics, which do not account for external personnel such as contractors.

Deliverables Associated with Safety: Under our safety goal to keep our employees, vendors, and customers safe at work through our safety-focused culture and practices, we have set the following deliverables:

- Reduce the total case incident rate (TCIR) by 20 percent by 2025 (against our baseline)

Metrics:

	2019	2020	2021	2022	2023	2024
Reportable Incidents	62	37	36	33	45	35
TCIR	0.58	0.36	0.40	0.33	0.45	0.36

- All North America operational locations have implemented a behavior-based safety program
- Univar Solutions recorded no workplace fatalities in 2024

Additional Safety Metrics - Department of Transportation (DOT) Statistics

In 2024, our US-based fleet drove 33,425,245 miles, achieving a DOT recordable incident rate of 0.48 per one million miles. This marks a 19% decrease compared to our 2023 performance. Notably, 78% of the recordable incidents were non-preventable, as they were caused by being struck by others.

Progress on Goals

Total Case Incident Rate:

	Baseline	2024	% change baseline to 2024
TCIR	0.47	0.36	-23%

According to the metrics above, with a 2024 TCIR of 0.36, we are performing better than our goal of 0.38, matching our second-best year on record.

Own Workforce - Driving Inclusion & Belonging, Working Conditions, and Development

Policy Coverage and Action Related to Inclusion & Belonging

Our focus on driving a fair and inclusive workplace is at the very core of our values and continues to be demonstrated through the actions we take within our organization, for our industry, and in our communities.

All employees of Univar Solutions have the right to work in an environment free from discrimination, harassment, and acts or threats of violence. We are committed to a safe working environment and embrace a culture of mutual respect and appreciation for the differences of others, as set out in our Position on Human Rights and Forced Labor Statement.

At Univar Solutions, we have built a strong foundation of robust governance, employee engagement, and transparency to ensure we are creating an environment where people feel a sense of belonging and know they are valued for their expertise, qualifications, and perspectives.

At Univar Solutions, we hold the following Inclusion & Belonging tenets:

- We are committed to fostering a safe, fair, collaborative, and respectful environment—one that values a range of perspectives, avoids preferential treatment, and enables a culture where employees can bring their authentic selves to work
- We investigate and eliminate potential inequities from our employment and business practices with actions over words
- We approach one another with kindness, acceptance, and empathy in consideration of where we are on our personal journeys, always assuming positive intent as we learn and grow together
- We are proud of the employee resource networks that we have created for our global employees.

Our global Inclusion & Belonging strategy is built upon a foundation of our vision, mission, core values, and company purpose, ensuring a sustainable approach for years to come. We leverage our global HR leadership teams, as well as commercial and functional leader representatives, to hold ourselves accountable for progress and drive decision-making for the unique needs of our employees around the world. This ensures that we conduct business in ways that advance equality and inclusion for our industry.

Working Conditions and Development

Collective Bargaining Agreements (CBA's)

The following disclosures apply primarily to our business within the European Union and are not representative of our global operations.

Our EMEA workforce spans countries with and without collective bargaining agreements (CBAs). We comply with local employment legislation and representation requirements in each jurisdiction. However, our internal HR policies are designed to uphold one of our core values—Where People Matter—and to ensure market-competitive terms and conditions of employment for our workforce.

Own Workforce - Driving Inclusion & Belonging, Working Conditions, and Development

As of March 2025, 44% of EMEA work force (936 employees) were covered by collective agreements as follows:

- Belgium (99)
- Germany (66)
- Norway (32)
- Portugal (10)
- Finland (11)
- Italy (126)
- Spain (98)
- Switzerland (30)
- France (314)
- Netherlands (24)
- Sweden (126)

On the same date, 12% of our employees were represented by a CBA in the US, and 23% in Canada.

44% of EMEA workforce, specifically our employees in Belgium, Denmark, Germany, Finland, France, Italy, Netherlands, Norway and Sweden, have Works Councils in place.

Univar Solutions has also a European Works Council (EWC).

GRI 407-1, GRI 408-1, GRI 409-1

Operation with Significant Labor Rights Risks

Due to our robust policies and proactive measures to manage the impacts, risks, and opportunities related to our workforce, we do not identify any of our operations as having significant labor risks, such as child labor or forced labor.

Univar Solutions applies stringent due diligence to its suppliers:

- Each supplier is screened through our E2Open screening tool
- Each supplier is required to sign our Supplier Code of Conduct or demonstrate an equivalent set of standards on ESG topics
- Increased risks are assessed based on the materials supplied and the supplier's geographic location

Adequate Wages

We ensure our employees receive competitive wages by regularly benchmarking our pay against market practices in each country. This alignment is maintained regardless of the presence of a collective bargaining agreement (CBA). Additionally, we engage external vendors to compare our pay with companies in similar sectors, ensuring we remain competitive.

Own Workforce - Driving Inclusion & Belonging, Working Conditions, and Development

Social Protections

In the countries where we operate, we comply with the local employment legislation and social protection regulations.

GRI 404-1, GRI 404-3

Training and Skills Development Metrics

Our global training and development teams play a crucial role in enhancing our employees' personal and professional growth. In 2024, our employees completed an average of 11.75 hours of training each.

In addition to training, our employees are required to create development plans with their line managers as part of our Growth and Performance for Success (GPS) program. GPS is our performance management process, grounded in a growth mindset and informed by employee feedback and research. With GPS, we move away from annual retrospective practices to ongoing, forward-looking conversations focused on growth and development. This approach drives high levels of performance, helping us achieve success as individuals, teams, and as a business.

For the 2024 cycle, 95% of the eligible population received development forms to create their plans.

Work-Life Balance Metrics

All of our employees are entitled to family-related leave through country-specific HR policies and/or collective bargaining agreements. Additionally, we offer flexible work practices through our Global Agile Work Policy.

Incidents and Complaints in 2024

Our whistleblowing reporting channels collectively received 128 reports globally. Of these, 26 were substantiated. Depending on the case outcome, severity, and repetition of the incident, we use various measures to remediate and correct the situation. These measures include additional training, policy review, warnings, monitoring, coaching, changes in reporting structure, suspension, and termination.

Community Engagement

Policy

Kindness is at the core of our values, and our global partnerships amplify the positive impact we strive to make. We thrive when fulfilling our mission to keep local communities healthy, fed, clean, and safe. Beyond focusing on revenue and profits, we measure our success by the positive contributions we make to our communities.

Community-topic-related Impacts

Positive Impact	Negative Impact
<ul style="list-style-type: none"> Community engagement through volunteering Sponsorships and support of health-related causes to raise awareness 	No negative impacts identified

Social-topics-related Risks

- None identified

Social-topics-related Opportunities

- None identified

Action

Community Bonds is our approach to making meaningful contributions to society and inspiring our people to come together to “give great” to the communities where we live and work. By going beyond our walls, we aim to make a lasting, positive impact on the world. This approach inspires and empowers employees to strengthen our communities by supporting health and wellness, promoting safety and belonging, advancing STEM (Science, Technology, Engineering, and Mathematics) education, protecting the environment, and advocating for equality.

Our Volunteer Paid Time Off policy grants every employee across 16 countries up to 8 hours of paid time off to volunteer with a certified or registered non-profit, not-for-profit, or non-governmental organization that operates under non-profit status. Providing this benefit to employees not only encourages us all to align with our core values, but it also allows each individual to contribute to their community in ways that connect to their own purpose.

We believe our Community Bonds strategy drives meaningful action, engaging our employees, customers, suppliers, and key partners to come together and make a difference. By implementing rigorous governance and bringing together our Community Bonds Council, project teams, and Champions across various locations, we have established a lasting foundation for doing good. We are confident that the actions we take and the impacts we make in our communities build trust, foster a sense of belonging, and create stronger partnerships both within and outside our organization. This, in turn, results in greater value for our business and our industry.

Community Engagement

In 2024, we celebrated 100 years of operations and contributions to our industry. The best way we could imagine celebrating our success was by sharing it with our communities through a global effort to complete 100 service projects around the globe in the 100 days leading up to our anniversary. Thanks to the more than 1,700 employees (along with friends and family) that make Univar Solutions a great place, we more than doubled our goal and completed 210 service projects worldwide in the 100-day period. From annual contributions to events like the National MS Society's Bike MS campaign in the USA, our ongoing support of the Chemical Education Foundation and the You Be the Chemist challenges, to team volunteering at local food banks, blood drives, and beach and park clean-ups, our people showed up for our communities and demonstrated the values that drive us daily.

Here are just some of the incredible examples of the impacts our teams are having on our communities, our industry, and our planet:

- Throughout the year, teams continued to volunteer at local food banks such as the Greater Chicago Food Depository in Chicago, IL, Northern Illinois Food Bank in Geneva, IL, the Mid-Ohio Food Bank in Columbus, OH, the Montgomery County Food Bank in Conroe, TX, the Surrey Food Bank in the UK, and the Banco de Alimentos de Madrid in Spain, among many others around the globe
- Teams in Brazil collected and donated items to multiple organizations such as Rio Grande do Sul to support families affected by local flooding, and facilitated donations to a non-profit in Osasco that provides underprivileged youth with socio-cultural and intellectual development services
- Beyond donating items, one of our teams volunteered with careervillage.org to offer professional development and career coaching to over 20 students from around the globe
- Providing basic needs and donations was clearly a passion of our people around the globe, but teams in Colombia recognized the need to inspire joy and organized a celebration with entertainment and gifts for youth suffering from various forms of cancer through the Divine Providence Foundation, which provides transit services for the youth
- Giving back is also represented in how we empower those in our communities. Teams in Brazil continue to demonstrate care for the people in our communities by providing educational services and demonstrations in our laboratory Solution Centers that educate women with children on creative ways to earn additional money to support their families by creating products like soaps and air fresheners from simple ingredients
- Teams in Bradford, UK created advocacy around literacy by collecting books and establishing free-exchange 'libraries' in local parks and on school grounds
- In addition to serving as the Presenting Sponsor of the Chemical Education's annual You Be the Chemist Challenge in Houston, TX, our laboratory staff at our Houston Solutions Center invited 20 challenge finalists to tour our labs and conduct hands-on experiments while educating the students on career potential through a focus on STEM education
- Advocating for those with apparent and unapparent disabilities, over 30 employees from our Ability Employee Resource Network and others from the Dublin, OH site partnered with the Special Olympics to assist in the annual bowling event, which is one of several events aimed at providing opportunities and showcasing athletic talent among those with disabilities
- In Quebec, Canada, 25 operational employees volunteered during a Dek Hockey Tournament to raise funds to support opportunities for young females to attend an international tournament in Switzerland, demonstrating our focus on creating equitable opportunities for women and girls

Community Engagement

Over the course of the year, more than 270 service projects were completed and accounted for, with likely many more unreported. While some employees utilized their company-provided paid time off for volunteering, many of our employees sought out volunteering on their own time, joyfully contributing to our communities regardless of the additional time commitment. Our people are motivated not by the recognition received from these many examples, but by the positive impact they have the opportunity to contribute to our communities. As we look to the future, despite economic headwinds, we remain committed to supporting employee volunteering, advocating for those who need it the most, and making charitable contributions to causes that align with our purpose to help keep society healthy, fed, clean, and safe.

Deliverables Associated with Community Engagement

Under our goal to help keep our communities healthy, fed, clean, and safe through financial investment and employee involvement in the communities in which we live and work, we have set the following deliverables:

- Charitable contributions through the Univar Solutions Foundation or other similar means
- Employee volunteer hour contributions

Metrics

- Expanded Community Bonds Volunteering Paid Time Off for 16 countries across the globe, covering over 9,081 employees, or 97% of our population
- Supported the completion of over 270 service projects for non-profit, not-for-profit, and non-governmental organizations
- Contributed over \$237,000 USD to causes around the globe that improve the health and lives of those in need

Product Information and End Users

Topic Description

The materials and services we bring to market help drive some of the fundamental services for our communities and help our customers continue to innovate and grow. However, many of these materials have hazard classifications attached to them and may pose environmental or health hazards if not handled, transported, stored or used safely. With safety at the core of what we do, Univar Solutions has an important role to play in understanding relevant material information and helping to ensure that subsequent users of the materials and services we provide have the relevant safety-related information necessary in order to maintain safe use of these materials.

Materiality Impacts

- No impacts, risks, or opportunities were found to be material on this topic. However, we believe this topic remains highly relevant to our customers and the communities in which we operate. Therefore, we have implemented policies and procedures to ensure that product information is effectively communicated to our customers.

Product Information and End Users

The safety of the products we handle is paramount to our operations. We promote the safe use of chemicals throughout our value chain and communicate the hazards and risks of chemical products in alignment with the principles of Responsible Care and Responsible Distribution. Across all regions, we provide the necessary material hazards and handling information to comply with material safety regulations.

These principles are emphasized in our global EHS Policy, where we commit to:

- Complying with all applicable legal requirements and operating in accordance with both government and industry codes of practice and guidance relevant to our activities
- Assessing and managing the risks associated with our activities to protect our employees, the communities in which we do business, and the environment
- Developing and documenting supporting procedures, systems, objectives, and targets that enable us to responsibly manage our health, safety, and environmental risks
- Providing all employees with information, instruction, and training to ensure they understand their responsibilities and the contributions they can make towards achieving health, safety, and environmental objectives
- Taking necessary actions to prevent pollution of air, land, and water and responsibly managing historical environmental impacts
- Collaborating with our supply chain partners, the communities in which we do business, and our employees to manage existing and new products to ensure their safe storage, distribution, use, and recovery or disposal

Product Information and End Users

Processes to Communicate and Remediate Negative Impacts and Channels for Consumers and End Users to Raise Concerns

Univar Solutions does not sell materials directly to consumers or end users. For our customers, we have a formal complaint management system in place. Every complaint is thoroughly investigated to identify the root cause and implement corrective and preventive actions.

Actions on Product Information and End Users

In line with legal requirements and our principles, we provide all customers with Safety Data Sheets (SDS) for products that pose environmental, health, or safety hazards. These documents outline specific hazards, handling guidance, and disposal information. Additionally, our teams of technical experts assist customers in learning how to use hazardous materials safely. REACH, the European Union's regulation for the Registration, Evaluation, Authorization, and Restriction of Chemicals, is a crucial piece of legislation that we implement across relevant geographies, as it affects many of our customers and suppliers. We have been involved in the REACH process for several years, collaborating with the European Association of Chemical Distributors (FECC) and other European trade bodies to develop more practical and effective legislation. Through our proactive involvement in this regulation, we are uniquely positioned to help monitor, advise, and manage REACH compliance for our customers. In EMEA and beyond, we continuously work with our suppliers to jointly deliver REACH-compliant products. We collaborate with our supply chain to ensure that the products we distribute are carried through the initial REACH registration and subsequent authorization processes. Through the diligence and collaboration of our Regulatory, Compliance, and EHSQ teams, Univar Solutions strives to maintain compliance and set the standard for product stewardship across our industry. We monitor impending legislation and work with partners to prepare for the impacts of changing regulatory environments. We will continue to closely monitor and provide input on sustainable chemicals strategy and legislation, such as the European Union's Green Deal and Industrial clean deal.

Assessment of Health and Safety Impacts of Products and Services

Univar Solutions utilizes a formal new product introduction process to assess health and safety impacts at its facilities for all new materials. We consider the potential impact on health and the environment to be very low, thanks to our stringent policies and procedures for safe handling. Additionally, our customers are informed of the hazards of these substances through a Safety Data Sheet (SDS), which accompanies every product we distribute. The SDS provides all relevant health and safety information for proper handling and exposure.

GRI416-1, GRI 417-1, GRI 417-2, GRI 417-3 Deliverables and Metrics Related to Product Information and End Users

Univar Solutions currently has no formal deliverables or metrics associated with the material topic of product information for consumers and end users. Throughout 2024, we will review the potential to develop deliverables and metrics on this topic, as appropriate for our identified material impacts, risks, and opportunities.

Incidents Associated with Product Labeling

Univar Solutions has had no material incidents of non-compliance with product labeling.

Sustainable Sourcing

Topic Description

Our global value chains rely on the production and movement of materials worldwide, utilizing diverse processing technologies and feedstocks, including oil and gas derivatives, bio-based sources, renewable sources, and mineral compounds. This intricate supply chain is sustained by the dedicated efforts of individuals at every stage. From oil field workers and refinery operators to farmers, miners, drivers, and factory workers, the safety, wellbeing, and ethical treatment of all personnel within our supply chain are paramount to our business.

Sustainable-sourcing-related Impacts

Positive Impact	Negative Impact
None identified	<ul style="list-style-type: none"> Habitat destruction from extraction of raw materials Effect of Univar Solutions' Scope 3 GHG Emissions on the climate

Policy Coverage Related to Sustainable Sourcing and Workers in the Value Chain

We remain committed to engaging our supply chain on key ESG topics, supporting an evolutionary journey toward a more sustainable future for our wider value chain. These efforts are not only the right thing to do, but are also fundamental to our goal of achieving net-zero pathways. Our commitments to sustainable sourcing and workers in the value chain are outlined in our **Sustainable Sourcing Policy**. Univar Solutions is dedicated to the following in relation to sustainable sourcing:

- Upholding all legal requirements relating to supply chain due diligence in the geographies in which we operate
- Communicating our expectations on ethical, environmental, and social issues via Univar Solutions' **Global Supplier Code of Conduct**
- Conducting risk assessments on suppliers regarding their Environmental, Labor & Human Rights, Ethics, and Sustainable Sourcing performance
- Collaborating with suppliers to identify supplier diversity spend in our supply chain
- Supporting suppliers in progressing their sustainability journey by bringing sustainable solutions to market via our Sustainable & Natural Product (SNP) Framework
- Pursuing increased sourcing and supply of sustainable alternatives via new supplier authorizations and supporting accounting systems (e.g., Sustainable palm oil or organic products)
- Sourcing renewable electricity for use in our operations
- Driving continual improvement to help minimize negative environmental and social impacts of our value chain on biological resources and deforestation

Sustainable Sourcing

Action on Sustainable Sourcing and Workers in the Value Chain

Our approach to ESG in supply chain engagement aims to maximize positive impact. We are continuously evolving our comprehensive strategy for more sustainable supply chains, while remaining dedicated to collaboration and ongoing improvement.

Supplier Code of Conduct Implementation

Our global Supplier Code of Conduct states Univar Solutions' fundamental expectations from its suppliers. We understand that a collaborative and educational approach is required to build a path to cooperation and common progress, and we have seen a positive stakeholder response to our rollout efforts.

We recognize this issuance of our expectations as the first step in standardizing our expectations of sustainable and responsible practices up through our value chain. From this important starting point, we are focused on monitoring performance and driving more sustainable practices through our supplier base, as expanded on below.

Supplier ESG Assessments

We are committed to fostering improved supply chain practices and monitoring risks in our supply chain through the use of supplier assessments, EcoVadis IQ tools to support our strategy in this space. The assessments allow for independent evaluation of our suppliers, vital to advancing supply chain sustainability. Our progress on sustainable sourcing is measured in part by the % of our spend on products, which is sourced from a supplier that has undergone a sustainability assessment. In 2024, we increased the proportion of spend covered by such assessments to 69.1%. Through 2025, we are continuing to constructively engage our suppliers through our global sustainable sourcing and solutions programs, pairing supply chain due diligence with proactive partnering with suppliers to bring more sustainable solutions to the market.

Together for Sustainability (TfS)

In April 2024, Univar Solutions became a member of Together for Sustainability (TfS), a consortium leading sustainability efforts in the chemical and ingredient sector. TfS is committed to driving sustainable impact and standardization throughout the value chain. TfS is member-run, with a small administrative team in Brussels led by a General Manager, a Steering Committee (SteerCo) led by a President, a General Assembly consisting of Chief Procurement Officers (CPOs) from each member company, TfS Coordinators, and Workstreams that focus on strategy and partnerships, TfS Assessments, TfS Audits, education, and Scope 3 GHG emissions. We are excited to be one of 54 TfS members (at time of writing) dedicated to implementing sustainability practices and processes in the chemical sector, standardizing visibility, and increasing collaboration on product-level sustainability throughout the supply chain.

Sustainable Sourcing

EcoScope

EcoScope is our global supplier collaboration program and a fundamental aspect of our Scope 3 emissions reduction plans. In October 2024, we launched EcoScope to our global supplier base. The **EcoScope video**, available on our website for easy access and replay, fully details our new Scope 3 emissions reduction deliverable and provides early communication regarding our EcoScope initiative. For example, Univar Solutions seeks confirmation from our suppliers or requests new information when we do not already have data on their Scope 1, 2, and 3 GHG emissions, reduction deliverables and dates, and project plans in progress. This helps us better understand how Univar Solutions can be part of the solution. Similar to TfS, EcoScope drives broader supply chain sustainability and expands our sustainable sourcing efforts. In 2024, through both of these programs, we have accelerated the strategic work needed to embed supplier sustainability ambitions and actions, as well as the sustainability of materials into our processes. By building out our databases and plans to support supplier and product-level sustainability, we are attaching value to sustainable practices upstream and helping deliver that value to customers through our growing network of partners aligned with our objectives in this space.

Value Chain Sustainability Training

Above and beyond our Global Code of Conduct training and our global sustainability training resources, both of which are mandatory for all employees, we continue to train key commercial teams on supplementary ethics, human rights and sustainable sourcing topics. These ongoing programs are helping ensure our teams are equipped to identify risks, support improved practices, and work with customers and suppliers to maximize value of sustainable supply chain practices. Training is the driving force integrating sustainability into our Product Management and Sales teams and continues to be a central part of our strategy.

GRI 308-1, GRI 414-1, GRI 411-1

Deliverables Relating to Sustainable Sourcing

Under our goal to Drive sustainable practices through the supply chain, expanding the means through which we can have a positive impact, we have set the following deliverables:

- 100% of new and active suppliers issued our global Supplier Code of Conduct by 2023¹
- Assess 80% of suppliers (by spend) on their sustainability performance, with minimum standards for those assessed being met by 2025¹

1. Goal progress measured by percent of total direct product spend. Active supplier indicates supplier transaction in last 12 months.

Sustainable Sourcing

Additional Information

No significant negative or positive impacts in relation to workers in the supply chain were identified to have occurred as a result of Univar Solutions sourcing activities. Similarly, there were no recorded incidents of violations of indigenous peoples' rights as part of our direct or indirect activities in sourcing.

Our supply chain risk assessments, the issuance of our Supplier Code of Conduct, and our assessment of suppliers via EcoVadis did not show any significant risk to labor or workers' rights risks tied to any specific supplier.

Progress on Goals

Deliverable: New and Active Suppliers Issued Our Global Supplier Code of Conduct

Our deliverable to issue our supplier code of conduct to all product suppliers by the end of 2023 was achieved at that time.

Suppliers Assessed on Sustainability Performance:

	Deliverable	2024	Gap
Suppliers Assessed on Sustainability Performance (% by spend)	80	69.1	10.9

At the end of 2024, 69.1 percent of our product supplier spend was covered by a sustainability assessment via the EcoVadis platform. While significant progress has been made to date, further progress of 10.9 percent coverage remains to be closed out by the end of 2025.



Sustainable Solutions

Policy

We are a critical component in the chemical and ingredients value chain with a commercial strategy intended to sustainably expand the reach of our suppliers by offering sustainable products, formulations, and services designed to achieve customer ESG goals. While we do not have a Policy to cover our overall approach to our deliverables on sustainable solutions, a number of our policies support this goal, including our global **ESG Policy** and our **Sustainable Sourcing Policy**.

Action

In 2024, we continued to evolve and further develop our Sustainable & Natural Products (SNP) portfolio. This resulted in the expansion of our training programs for product management and our sales organization. Below is a summary of our actions in 2024:

- Conducted multiple product management and sales town halls to train our product management and sales employees on onboarding requirements to ensure compliance with Univar Solutions' Global Supplier Code of Conduct, the SNP, Product Carbon Footprint (PCFs), Tfs, EcoVadis Assessments, and ISCC PLUS certification
- Launched our supplier collaboration program, EcoScope, which focuses on reducing Univar Solutions' Scope 3 emissions. This requires data and collaboration to reduce GHG (Greenhouse Gas) emissions throughout the supply chain
- Added notable suppliers to our SNP program, including AGT Foods, Buchler, Calumet, Dow, Essecos, Interstate Commodities Corp, Imerys, Jingkun Chemistry, Martin Marietta Materials, Meurens Natural, Morton Salt, Novonesis, SE Tylose, Seqens, Silva, Syensqo, United Salt, and Vanderbilt Minerals

Sustainable Solutions

Our Sustainable & Natural Product (SNP) Portfolio

The SNP was created to enable productive dialogue on sustainable products and ultimately increase the number of sustainable products we can offer customers to meet new demand. In 2024, we added ISCC PLUS accreditation to our North American sustainability toolkit, allowing Univar Solutions to offer ISCC PLUS products to more of our customers.

Univar Solutions utilizes the Sustainable & Natural Product (SNP) Framework to identify sustainability characteristics at the product level. One of the six categories is Social Impact Accreditation, which is defined as products supplied with a specific socially focused claim, verification, approval, listing, certification, attestation, or accreditation from an independent party. The certification or accreditation may indicate that the producer, supplier, or product meets certain standards, enabling social impact to be realized in a material's production. By the end of 2024, we had assessed 84% of our North American, 39% of our EMEA, and 100% of our LATAM and APAC suppliers' products for sustainability characteristics. This is where we work with our supplier partners to market and sell their sustainable products. We market these products to our customers, many of whom are seeking specific sustainability characteristics to make their finished products more sustainable.

Together for Sustainability

In April 2024, we joined Together for Sustainability (TfS), a member-driven initiative raising CSR standards throughout the chemical industry. TfS members are chemical companies committed to making sustainability improvements within their own—and their suppliers'—operations. Univar Solutions joined TfS to work with like-minded companies to build the global standard for environmental, social, and governance performance of chemical supply chains. We established KPIs for 2025 for EcoVadis assessments and TfS audits. We also participate in annual Chief Procurement Officers (CPOs) and monthly Coordinator meetings where best practices are shared, increasing our sustainability efficiency and effectiveness, as evidenced by our gold rating from EcoVadis.

Engaging our Value Chain

The Commercial Sustainability Team and the Product Marketing Management team work with Univar Solutions' global supplier base to identify, evaluate, and document sustainability characteristics at the product level. As a business-to-business distributor, we work upstream in the supply chain that may make products for consumers. As such, it is important to have a consistent and transparent framework to communicate sustainability at the product level. Evaluation of sustainability at the product level identifies and enables risk mitigation planning for products that may be subject to regulatory and/or negative market sentiment in the future.

Sustainable Solutions

Target

Our global goal under Sustainable Solutions is to leverage our portfolio of sustainable products, services, practices and technologies to help support our customers' sustainability journeys.

Specifically, we have set the deliverable to:

- Develop and communicate global product-level sustainability characteristics for Univar Solutions' product ranges
- Communicate key sustainability impacts for non-product-related services to customers
- Without compromising safety, offer circular packaging solutions for all suitable packed products

Beyond this, we have internal deliverables on revenue of products under the sustainable and natural product framework.

Metrics

The Sustainable & Natural Product (SNP) Framework continued to grow in 2024, from 946 at the beginning of January to 1,733 at the end of December, for a net gain of 787.

Further breakdown by characteristics is shown in the table below:

Characteristic	# of Products, January 1 st , 2024	# of Products, December 31 st , 2024	Increase through 2024
Bio-based and/or Natural	528	1,072	544
Carbon Footprinting	74	8	(66)
Safer Substitute	28	17	(11)
Circular Materials	0	7	7
Social Impact Accreditation	91	92	1
Environmental Accreditation	225	537	312
Total Characteristics (some products have multiple characteristics)	946	1,733	787

Sustainable Solutions

Changes to SNP Reporting from 2023 Reporting

The figures reported above for the end of 2023 differ from those reported in our previous ESG Report. The primary reason for this change is our decision to move from country data integrity to regional integrity in North America and LATAM. In early 2024, we redefined our SNP characteristics in line with industry standards. Changes made to our characteristics, and subsequently to SNP material counts, were based on the following:

- **Carbon Footprinting:** This category previously included products that have a Product Carbon Footprint (PCF) available from the manufacturer. This standard was changed so that only products with a demonstrated PCF reduction are included in the SNP. As a result, of the 74 “Carbon Footprinting” products in the SNP on January 1st, 66 were later removed from the SNP and categorized in a separate “Carbon Footprinting – Informational Only” category outside of SNP. These products still have relevant documentation available on UnivarSolutions.com but are excluded from SNP Metrics. We added one new product to this category in 2024.
- **Safer Substitute:** The Safer Substitute characteristic was reevaluated. As a result, 17 of the products marked as “Safer Substitute” on January 1st were removed from this category in 2024 and 7 were added.
- **Natural or Bio-based:** This category was changed to “Bio-based and/or Natural.” The threshold for this characteristic was changed from 50% to 25% in line with industry standards.
- All characteristics were updated to increase clarity for our supplier partners in regards to which products qualify for SNP and what supporting documentation may be used.



Governance

Governance

GRI 2-9

Governance-topics-related Impacts

Positive Impact	Negative Impact
None identified	Internal distrust and reduced morale from weak whistleblower protections

Social-topics-related Risks

- Impact of geo-political turmoil
- Trade restrictions limiting business operations
- Reputational damage from supplier practices

Social-topic-related Opportunities

- Strong supplier partnerships

The business and affairs of our Company are supervised by our Board of Directors ("The Board").

Governance

The following Board Committees are in place:

- **The Audit Committee** oversees and monitors the Company's accounting, financial, and external reporting policies and practices, financial statements, independent public accountants, and operational practices and policies relating to internal controls
- **The Compensation Committee** establishes and oversees compensation for executive, managerial, and other personnel of the Company
- **The Environmental, Social, and Governance Committee (ESG Committee)** establishes and oversees the strategies and activities (and their effectiveness) related to the Company's environment and sustainability, programs, and initiatives. This includes, without limitation, overseeing and providing guidance on the Company's environmental and sustainability objectives, programs, and practices such as those related to environmental stewardship and corporate citizenship. The ESG Committee also oversees the Company's enterprise risk management processes and programs and has oversight of the impacts, risks, and opportunities identified as part of Univar Solutions' double materiality assessments.
- **The Executive Committee** exercises the powers and duties of the Board between Board meetings and while the Board is not in session, and implements the policy decisions of the Board

Univar Solutions has a Risk Steering Committee, comprised of various members of executive management, which regularly identifies and monitors top enterprise risks to the Company via the Enterprise Risk Management (ERM) process. This committee oversees the progress of any corresponding mitigation plans and provides guidance as needed. The ESG Committee also has oversight over the Company's ESG Report as well as any other critical ESG-related concerns.

Working together with key members of Univar Solutions' senior leadership team and the global sustainability lead, this Committee meets quarterly. The Committee reviews the progress of the business against both internal and external goals and priorities across environmental, social, and governance topics. The group also reviews the strategic priorities and actions being taken to progress ESG goals and offers guidance and support in ensuring our actions are robust and aligned with best practice.

Governance

Action on Business Conduct:

Responsible Business Conduct is of paramount importance at Univar Solutions. Our goal is to conduct our operations safely and with integrity, earning the trust of our stakeholders. These standards and expectations are set out in our **Code Handbook**.

The Code Handbook emphasizes our commitment to the highest standards of business conduct. It outlines our policies and expectations on various topics, including:

- Health & Safety
- Conflicts of interest
- Compliance with laws
- Human rights
- Use of assets and business conduct
- Sustainability
- Fair competition

These standards apply to all Univar Solutions' employees along with those of its subsidiaries, third-party representatives, vendors, consultants, and Board members, who are extensions of our organization and their behavior directly impacts us. Therefore, we work with partners who share our commitment to ethics and compliance. We expect all partners and employees to act consistently with our Code Handbook.

We encourage our employees to promptly raise work-related issues or concerns with their direct supervisor or manager. If necessary, employees can escalate the issue to another manager, up to and including our executive officers. We are dedicated to addressing all employee concerns efficiently and respectfully. If employees are uncomfortable raising their concerns with a manager, they can contact the Human Resources department or report their concern to our Ethics alertline.

The Ethics alertline is a global reporting service for suspected ethics and compliance issues or violations. Once a claim is submitted to the alertline, an appropriate investigator is assigned based on the type of claim. Every claim received via the alertline is treated confidentially and taken seriously. To ensure objectivity, a third-party service provider manages the alertline.

Each Ethics alertline claim is reviewed by the Legal and Compliance department and the investigation leader to ensure the investigation was conducted thoroughly and that the outcome aligns with the findings.

Governance

Protection From Retaliation

Each employee has a duty to report suspected wrongdoing without fear of retaliation. As outlined in the **Code Handbook** and **Whistleblower Protection Policy**, Univar Solutions does not tolerate retaliation for good faith reporting of violations of laws, company policies, or the Code Handbook. Retaliation can include unfair dismissal, bullying, or derogatory comments. All claims of retaliation are thoroughly investigated, and appropriate action is taken based on the findings. Acts of retaliation are considered misconduct and may result in disciplinary action or dismissal.

Rights to Report to the Government

Univar Solutions encourages stakeholders to use its open-door policy or Ethics alertline to report concerns. However, these channels do not prevent employees from reporting suspected hazards or legal violations to the government or appropriate regulators. Univar Solutions strictly prohibits retaliation against any employee who makes a good faith external report.

All employees, including management, are required to complete training on the Code Handbook annually. This training helps ensure that ethical business requirements are understood and applied. It covers topics such as bribery and corruption, diversity, equity and inclusion, corporate responsibility, safety, and sustainability.

Bribery and Corruption

Univar Solutions is committed to upholding all laws relevant to countering bribery and corruption. These expectations are outlined in our **Code Handbook** and Anti-bribery & Anti-corruption Policy.

GRI 415-1

Political Influence and Lobbying

Univar Solutions is a member of various trade and industry associations that may engage in political activities, such as candidate contributions and lobbying. However, our **Political Contributions Policy** prohibits the Company from engaging in lobbying activities or making contributions, donations, gifts, or loans to political parties, committees, candidates for public office, or political organizations. According to the policy, employees are free to participate in the political process as individual citizens, provided they clearly state that their views and actions are their own and not those of the Company. Additionally, employees are prohibited from using their position within the Company to coerce or pressure other employees to contribute to, support, or oppose political candidates, elections, or ballot initiatives.

Behind the Report

GRI 2-4

Useful Definitions on Disclosures

Around 97% of our Scope 3 emissions data is based on the emissions related to the products we source. For these emissions, approximately 3% are calculated using supplier and product specific carbon footprints. Therefore, a significant amount of estimations using best available emissions factors have been made for the remaining data, using the EcolInvent database, publicly available ESG data for some suppliers, and Environmentally Extended Input-Output (EEIO) NAICS-6 factors. We will continue to work to improve the accuracy of this data in time through implementation of our scope 3 emissions reduction strategy and supplier collaboration on this topic.

Emissions Methodology

Baseline

We base our global emissions calculations and reporting on the GHG Protocol Corporate Accounting and Reporting Standards. The baseline for our goals to 2025 and beyond is based on the 2019/2020 average baseline, chosen to moderate the impact of COVID-19 on our performance, helping ensure that our forward-looking goals remain ambitious, yet based on the new reality of the post-pandemic world. The exception to this is our inaugural Scope 3 emissions reduction goal to 2030, for which we have set 2023 as the baseline.

All emissions are stated in metric tons of CO₂ equivalent (tCO₂e) and represent the collective emissions of CO₂, CH₄, and N₂O. The only exception to data completeness is the disclosure of a portion of refrigerant gases where data collection is not currently practicable.

Scopes 1 and 2 Emissions

As in previous years, Univar Solutions followed an operational control boundary in our 2024 Scopes 1 and 2 data collection, covering all emissions considered under the operational control of the Company. This control boundary excludes third-party warehouses, haulage, and all other sources outside our operational management. In 2024, all Scope 1 emissions used the latest UK government (DEFRA) GHG factors to calculate emissions related to our corresponding activities, including fugitive emissions from escaped refrigerant gasses. In 2024, only UK refrigerant fugitive emissions were reported. We intend to expand this reporting in future disclosures.

Progress against our ESG goals to 2025 and beyond is based on market-based emissions, though we will continue to disclose location-based emissions for all Scope 2 electricity use. Location-based Scope 2 electricity grid factors for the countries in which we operated in 2024 are based on the 2022 International Energy Agency data, unless otherwise stated below. For the third year, we included market-based emissions for all reporting years, alongside updated location-based reporting. Our 2019/2020 baseline also reflects market-based emissions. For 2024 market-based emissions factors for grid electricity consumption, Univar Solutions applied the hierarchy of emission sources per the GHG Protocol guidance. In all cases where Univar Solutions has sourced renewable energy, these factors have been applied. In further instances where we have access to supplier specific emissions factors at the site-level, these have

Behind the Report

been applied. Following this, where available, residual factors were applied for the geographies in which these factors were available. In Latin America, both location and market-based emissions are based on International Energy Agency data where renewable energy is not sourced in 2024. In 2024, we applied the residual grid emissions factors of the 2022 Association of Issuing Bodies (AIB) for all countries in Continental Europe where specific supplier or contractual emissions factors could not be sourced. For the United States, our 2024 location and market-based emissions factors were based on state-level 2023 Environmental Protection Agency's (EPA) eGrid emissions factors. For Canada, our 2024 location and market-based emissions factors were based on 2021 National Inventory Submission province-specific grid emissions factors. For all other geographies, where no additional depth of market-based emission factor was available, the location-based 2022 IEA factors were applied. This applies to all actual and estimated data on market-based electricity for 2024.

Scope 3 Emissions

In 2021, we undertook a mapping process for all 15 categories of Scope 3 emissions for the first time. Based on our business model, Scope 3 categories 1, 3, 4, 5, and 6 were deemed relevant to our operations and calculated. We continue to report the Scope 3 emissions for these categories in 2024. The breakdown of these Scope 3 emission disclosures is reported per the GHG Protocol Corporate Value Chain Standard for Calculating Scope 3 Emissions, with the exception of Scope 3 Category 4: Upstream Transportation and Distribution GHG emissions, where we omitted inbound logistics due to lack of consistent data. While in line with the GHG Protocol guidance, the methods used in determining our Scope 3 emissions include

several estimations and extrapolations. Emissions factors for Scope 3 are made up of a combination of sources. In 2024, for Category 3, we used DEFRA, IEA, the latest US EPA data and World's Bank Open Database for Electric Power Transmissions and Distribution losses. For Categories 4 and 5, we used EPA 2024 factors. Category 6 was calculated using DEFRA 2024, EEIO by NAICS-6, and EPA 2024 factors, with the omission of data for our APAC region that we estimated to be <1% of emissions. Necessary Scope 3 restatements and updates will continue to be disclosed per the GHG Protocol guidance on restatements.

Estimations

We utilize informed estimations and extrapolations for the circumstances in which primary data is unavailable for the current reporting period, but has been available in prior periods. All estimates made through 2024 were made in accordance with our internal emissions calculation process to help ensure consistency and comparability between reporting periods. We have made further improvements to our processes in this area since 2022, including the introduction of a web-based platform to improve standardization and transparency in our emissions reporting, and review and will continue to work to improve data quality moving forward.

Behind the Report

Across all scopes and regions, estimates are applied to calculate data at several sites where primary data was unavailable. Estimate calculations are conducted on a site headcount basis and are primarily applied to office locations with fewer variable emissions sources. In a limited number of instances, we have calculated estimations using comparable primary data, prior year data, or proxy data where it was determined to be a more accurate method. Estimations total less than 2% of our total energy consumption. Due to our office operations' typically lower resource use intensity, this percentage most likely has a relatively small footprint overall. We calculated and applied estimates on a per-employee basis for these locations' energy, waste, and water metrics.

In alignment with previous years, the Global Warming Potentials (GWPs) used in the calculation of CO₂e are based on the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) over a 100-year period. Some calculations are based on the (AR5) GWPs, such as those from DEFRA 2024 and EPA.

Changes and Restatements in Reporting

In 2024, we made one acquisition of a business that has subsequently been included in our reporting for the first time through our acquisition of Valley Solvent Company, Inc. in March of 2024.

This acquisition was accounted for in the calculation of 2024 ESG data but did not trigger a recalculation of our 2019/2020 baseline or subsequent years' data, since the emissions associated with this addition did not reach our 5 percent significance threshold, per the GHG Protocol recommendation.

No significant changes in data from previous reports to this report have been made.

Statement on Due Diligence

For the sixth consecutive year, we engaged with ERM Certification and Verification Services (ERM CVS) as an independent third party to undertake limited independent assurance in line with ISAE 3000 for our 2024 reported Scopes 1 and 2 GHG emissions. For the first time in 2024, we also had ERM CVS conduct limited assurance on our reported Scope 3 Emissions, specifically Categories 1, 3, 4, 5, and 6. The assurance statement from ERM CVS provides details of audited data from 2019, 2020, 2021, 2022, 2023 and 2024, and can be found on our [ESG Resources page](#).



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