



 **Univar**Solutions

2024

Executive Summary



**TODAY
TOMORROW
TOGETHER**™

**SUSTAIN
ABILITY**



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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, which appears 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



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