

Recommended Disclosures	Disclosure Summary	Reference
Governance		
a. Describe the board's oversight of climate-related risks and opportunities.	<p>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.</p> <p>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.</p> <p>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.</p>	2024 ESG Report , pg. 65
b. Describe management's role in assessing and managing climate-related risks and opportunities.	The President and CEO is actively involved in the development of the company's ESG priorities and initiatives, including reviewing and approving disclosures related to the company's global sustainability efforts. The executive lead of the company's ESG initiatives is the company's General Council (GC). On a quarterly basis, the GC provides key updates on our ESG strategy, including performance updates and climate-related metrics, to the Board's ESG Committee for review and discussion. As part of building a culture of sustainability recognition and success sharing, all our employees are incentivized to advance our efforts on sustainability, including through employee sustainability recognition programs. Emissions reduction criteria are integrated into the design of performance-related incentives for selected management.	2024 ESG Report , pg. 18, 65
Strategy		
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>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.</p> <p>Climate-related Risks:</p> <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 	2024 ESG Report , pg. 17-18

	<ul style="list-style-type: none"> • Damage to company reputation from failure to execute ESG goals • Damage to brand due to failure to meet sustainability expectations • 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 <p>Climate-related Opportunities:</p> <ul style="list-style-type: none"> • 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 	
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<p>Product and services</p> <p>We have identified that there are opportunities for expanding markets for increasingly climate conscious customers and we are reflecting this in our long-term strategic goals on sustainable solutions. Internal and external stakeholders expect organizations to minimize their environmental impacts. Consumers not only want to buy from responsible companies but also want to buy products with lower ecological, environmental and carbon 'footprints'. Failing to address this growing market could be a missed growth opportunity. Our goals to 2025 for sustainable solutions are as follows:</p> <ul style="list-style-type: none"> • Leverage our portfolio of sustainable products, services, practices and technologies to support our customers' sustainability journeys • Develop and communicate product-level sustainability characteristics for Univar Solutions' 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 <p>Supply chain and/or value chain</p> <p>As part of our strategy setting, we worked on identifying parts of our supply chain that are likely to be a significant portion of our contribution to the environment. Working with suppliers and customers, therefore will be a part of our efforts toward our goals to 2025. Our goals to 2025 for sustainable sourcing are as follows:</p> <ul style="list-style-type: none"> • Issue our Supplier Code of Conduct to 100 percent of new and active suppliers by the end of 2023 • Assess 80 percent of suppliers (by direct product spend) on their sustainability performance with minimum standards for those assessed being met by 2025 <p>These standards involve our environmental, resource use and emissions reduction expectations.</p>	2024 ESG Report, pg. 20-21

	<p>Operations</p> <p>Climate change risk has influenced our strategy and our goals to 2025 and 2030. The risks and opportunities identified were factors considered when we set our emissions reduction goals. 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.</p> <p>The examples of actions within our infrastructure are listed below:</p> <ul style="list-style-type: none"> • 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 solar charging. • Network optimization to operate as efficiently as possible with our site locations <p>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.</p>	
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>Our assessment and integration of climate impacts, risks and opportunities in our strategy remains unchanged compared to prior year. Our goals include GHG emission reduction deliverables for 2025 and 2030 through to 2050 which we maintain as ambitious but achievable timescales for change, and, therefore, in line with our strategy and goal setting.</p> <p>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.</p> <p>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.</p>	2024 ESG Report, pg. 16-21
Risk Management		
a. Describe the organization's processes for identifying and assessing climate-related risks.	<p>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 Risilience 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</p>	2024 ESG Report, pg. 16-21

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.

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 nearterm (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.

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.

b. Describe the organization's processes for managing climate-related risks.

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 travelled

[2024 ESG Report](#),
pg. 19-21

<p>c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>We incorporate ESG initiatives into our business values and priorities of safety, sustainability and value creation. We continually strive to improve our industry leading safety record, reduce our environmental impact and increase transparency.</p> <p>The Board maintains oversight of the Company's enterprise risk management processes and programs and the Company's top enterprise risks. The Board also exercises its risk oversight responsibility through its committees, which oversee the management of risks that are within their respective areas of focus. The Compensation Committee establishes and oversees compensation for executive, managerial, and other personnel of the Company. 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 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</p> <p>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.</p> <p>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.</p>	<p>2024 ESG Report, pg. 65</p>
<p>Metrics and Targets</p>		
<p>a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>As part of Univar Solution's annual CDP and ESG reporting, we track metrics such as:</p> <ul style="list-style-type: none"> • Scope 1,2 and 3 GHG emissions • GHG emissions intensity (metric tons CO₂e per USD value-added) • Energy use and energy intensity • Waste • Water 	<p>2024 ESG Report, pg. 23-27, 32, 35-36</p>
<p>b. Disclose</p>	<p>Our complete inventory of scope 1, 2 and 3 emissions are disclosed in our 2022 ESG</p>	<p>2024 ESG</p>

Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Report.	Report , pg. 16-27
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>20% absolute reduction in Scopes 1 and 2 CO₂e by 2025 (against baseline)¹</p> <p>40% absolute reduction in Scopes 1 and 2 CO₂e by 2030 (against baseline)¹</p> <p>Achieve net-zero direct emissions by 2050.</p> <p>1. Baseline for goals to 2025 and 2030 are calculated from the average of 2019 and 2020 performance.</p>	2024 ESG Report , pg. 16-27