



TODAY
TOMORROW
TOGETHER

TM

SUSTAIN
ABILITY



ESG Report

2023



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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 on 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 eighth global report on Univar Solutions Environmental, Social and Governance priorities. Similar to our 2022 ESG Report, the 2023 report has been informed by the Global Reporting Initiative (GRI) Universal Standards in addition to the Sustainability Accounting Standards Board (SASB) for the Chemical Industry, the United Nations Global Compact (UNGC) requirements, the United Nations Sustainable Development Goals (SDGs), and the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). For the first time, however, the report has been significantly reshaped to begin our alignment with the European Union's Corporate Sustainability Reporting Directive (CSRD). While this report is not fully aligned with the upcoming regulation, this marks the journey of transforming our ESG Reporting to an integrated format, highlighting the organizational significance of relevant ESG disclosures. A key change is the restructuring of the report to cover our key updates and progress against our goals up front with CSRD and GRI aligned disclosures by material topics in a series of disclosure tables.

The report development has been based on the principles of accuracy, completeness, balance, context, and verifiability, making this report a timely and comparable means of demonstrating and showcasing progress on our 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

2023 has been a significant year in the almost 100-year history of our business and one we can look back at with pride. Despite challenges in the global markets, we continued to live up to our purpose to help keep communities healthy, fed, clean, and safe, and we've done so by broadening the value we deliver to our customers and making meaningful progress on our ESG goals at the same time. We've done all of this while completing our transaction with Apollo Funds.

Moving into 2024, I believe our business offers greater value than ever to our suppliers and customers, with a unique offering in the chemical and ingredients space. We have built an effective and strong business based on the geographic reach of our operations and the excellence of our greatest asset, our people. While challenges remain in some markets and geographies we serve, I have no doubt that Univar Solutions is well placed to continue growing our sales and market share in existing and new markets. By combining solid growth while further advancing our proactive environmental, social, and governance actions, we are building a better future for our business, our people and the communities in which we live and work.

I recognize the importance of highlighting the progress of our ESG goals, setting out our progress and areas of challenge clearly. Importantly however, I look forward to seeing our business achieve its growth goals in parallel with, and supported through, our focus on sustainable business.

Growing Together

In 2023 we made significant progress in our environmental commitments. We:

- continued our emissions reduction activities bringing global Scopes 1 and 2 emissions down 19.90% from our baseline, closing in on our 2025 target.
- improved our significant release metrics from our baseline of 82, down to our 2023 performance of 76.
- reduced our hazardous waste by 16.51% and increased the rate of general waste recycled to 19.21%.
- reduced water waste by 34.64% from our baseline, surpassing our target.

We continued to deliver on our goals for improving social value:

- Despite our increase in Total Case Incidence Rates (TCIR) to 0.45 from a record low in 2022, we maintained a rate below our baseline of 0.47.
- We have met both of our targeted metrics on diversity within our teams, surpassing our goal to 2025, two years early.

We strengthened performance on our governance priorities:

- At the end of 2023 we achieved our target to communicate to all product suppliers our expectations on ESG topics via issuance of our Global Supplier Code of Conduct.
- We further expanded our assessment of our suppliers to 54.4% of our spend coverage, up from 44.5% in 2022.

Furthermore, I am particularly excited about another development of our ESG journey for 2024. This development is closely tied to our historic recognition that our work on building sustainable business does not sit still. Our teams are focused on driving continual improvement and acting on those topics materially relevant for our business and stakeholders. That's why in 2024, for the first time, we are launching our inaugural Scope 3 emissions reduction goal to reduce our Scope 3 intensity by 15% by 2030. As detailed in this report, this goal for 2030 marks another milestone in our journey to support our value chain in achieving their own goals for a more sustainable future.

By leveraging our strong journey to date with our unique position as a global leader in chemical and ingredient distribution, we are focused on driving forward sustainable practices and reducing emissions across our value chain. This is an important step in acting on what matters and I encourage all colleagues and stakeholders to embrace the challenge and opportunities ahead.

My personal thanks go out to every single person across our business and our broader value chain, without whom none of this would have been possible. As we move into 2024, we do so with a record on ESG to be proud of and with an important road ahead of us in delivering on our goals to 2025 and beyond.



Thank you,

David Jukes
President and
Chief Executive Officer

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. 100 years later, and after many different incarnations of the business, we closed our initial public offering in 2015. In 2019, we acquired Nexeo Solutions, Inc. (“Nexeo”), a leading global chemicals distributor. The acquisition expanded and strengthened our presence in North America and provided the opportunity to create the largest North American sales force in chemical and ingredients distribution. In August 2023, Apollo Funds completed the acquisition of Univar Solutions, which includes a minority investment from a 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 maintain its global presence. Today we are a leading global distributor of commodity and specialty chemicals and ingredients, as well as a provider of value-added services, to customers across a wide range of diverse industries. We purchase chemicals and ingredients from producers worldwide to warehouse, repackage, blend, dilute, transport, and sell those materials safely to nearly 100,000 customer locations across approximately 110 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. We operate an extensive worldwide chemical and ingredient distribution network, including approximately 9,800 employees and 600 facilities. Our business is serviced by approximately 3,800 tractors, tankers, and trailers; around 2,500 rail cars, 130 rail and barge terminals, and 25 deep sea terminals, focused on the timely and safe delivery to a spectrum of customers, large and small. Our purpose is to help keep our communities healthy, fed, clean, and safe.

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.



Sustainable Solutions

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



Serious About Safety

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



Diversity, Equity, & Inclusion

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



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 Sourcing

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

Progress on ESG Goals to 2025 and Beyond

Climate Action

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

Target for 2025	Updates to 2023
<ul style="list-style-type: none"> • 20 percent absolute reduction in Scopes 1 and 2 CO₂e by 2025 against baseline.¹ • 40 percent absolute reduction in Scopes 1 and 2 CO₂e by 2030 against baseline.¹ • 15 percent intensity reduction in Scope 3 by 2030 against baseline.² • Achieve net-zero direct emissions by 2050. 	<ul style="list-style-type: none"> • Scope 1 & 2 emissions reduced 19.90 percent from baseline.³ • Scope 3 emissions intensity baseline set in 2023 at 874 tCO₂e/\$M revenue.

Resource Use

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

Target for 2025	Updates to 2023
<ul style="list-style-type: none"> • Reduce 15 percent of hazardous waste by 2025 against baseline.¹ • Triple reuse, recovery, and recycling rate of non-hazardous waste by 2025 in comparison to the baseline.¹ • Introduce sustainable water use at all sites identified to have current or predicted high water risk. • Reduce water waste 15 percent by 2025 against baseline.¹ 	<ul style="list-style-type: none"> • 16.51 percent reduction of hazardous waste from baseline. • Increased reuse, recovery and recycling rates by 21.97 percent. • Increased sustainability assessment coverage at high-risk water sites. • Reduced water waste 34.64 percent from our baseline.

Release Prevention

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

Target for 2025	Updates to 2023
<ul style="list-style-type: none"> • Reduce significant chemical releases 40 percent by 2025 (against our baseline).¹ 	<ul style="list-style-type: none"> • 76 Significant releases in 2023 down 7.3% from a baseline of 82. • Continued our global roll out 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.

Target for 2025	Updates to 2023
<ul style="list-style-type: none"> Reduce Total Case Incident Rate (TCIR) 20 percent by 2025 from baseline.¹ Achieve regional alignment on our global behavior-based safety program at 100 percent operations by 2025. 	<ul style="list-style-type: none"> Our TCIR increased to 0.45 from an all-time low of 0.33 in 2022. Despite this increase our TCIR is down 4% from the baseline of 0.47.

Diversity, Equity, and Inclusion

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

Target for 2025	Updates to 2023
<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 Diversity, Equity and Inclusion Index ("DEI Index"). Increase female representation globally at the people-leader level and above by 2.8 percent from 32.2 to 35.0 percent by 2025. Increase the ethnic diversity at the people-leader level and above in the US by 2.3 percent from 18.7 to 21 percent by 2025. 	<ul style="list-style-type: none"> Maintained our 100 score on the CEI. Increased our DEI Index score to 80. Increased female people leader representation to 35.4 percent. Increased ethnically diverse US people leader representation 23.1 percent.

Sustainable Sourcing

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

Target for 2025	Updates to 2023
<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 2025.⁵ 	<ul style="list-style-type: none"> At the end of 2023 all targeted suppliers were issued our Supplier Code of Conduct.^{6,7} 54.4 percent of suppliers (by spend) assessed via EcoVadis.⁶

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.

Target for 2025	Updates to 2023
<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 13 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.

Target for 2025	Updates to 2023
<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 expanded across our regions. 608 unique materials with sustainable characteristics now available via our SNP portfolio. Trialing further low emissions deliveries, supporting customer goals.

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 USD 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.

7. Supplier Code of Conduct was not issued to every legal entity of our suppliers but instead considered to have been issued to the entire organization when issued to one entity.

Our Performance on External Ratings

- Named by **Time Magazine**, in partnership with Statista, as one of the Best Companies for Future Leaders among 2,000 companies.
- Certified by the **Human Rights Campaign Foundation’s** Corporate Equality Index as a Best Place to Work for LGBTQ+ Equality.
- Signatory of **CEO Action for Diversity & Inclusion**, the largest CEO-led coalition to advance diversity, equity, and inclusion.
- Named on Newsweek’s list of America’s Most Responsible Companies for Third Year.
- Named on the inaugural list of America’s Climate Leaders for 2023 by Statista.

Platform	2023 Ratings
CDP Climate Change	B
EcoVadis	Gold Medal (76/100)



Disclosure Tables

GENERAL INFORMATION

GENERAL

GRI 2-1

Organizational Overview and Ownership:

On August 1, 2023, Univar Solutions was acquired by Apollo Funds, which includes a minority investment from a wholly owned subsidiary of the Abu Dhabi Investment Authority (“ADIA”).

Univar Solutions is headquartered at 3075 Highland Parkway, Downers Grove, IL, 60515, United States of America with operations in 30 countries globally with key operating units in North America; Latin America; Europe; Middle East, Africa (EMEA) and Asia-Pacific (APAC).

GRI 2-2 ESRS 2 BP-1 GRI 2-3

Coverage of ESG Reporting:

This ESG Report covers all of Univar Solutions business and that of its subsidiaries globally. This reflects the scope of Univar Solutions financial annual reporting.

This ESG report includes all of Univar Solutions entities, including ChemCare, ChemPoint, Chem Central and Infinite Sustainability Solutions.

It makes disclosures on relevant topics, be they material or non-material. All disclosures have the same scope and incorporate information to reflect any acquisitions or divestitures during the reporting period.

General Basis for Preparation of Sustainability Statement:

The ESG Report scope has been developed to reflect the scope of disclosures equivalent to those of Univar Solutions financial reporting.

The statements in this report have been based on assessments that consider the identified impacts, risks and opportunities (IRO) of the business’ direct activities, as well as identified IRO related to the business’ upstream and downstream value chain.

Reporting Dates and Frequency:

This report continues our annual reporting on environmental, social and governance topics and covers the period from January 1, 2023 to December 31, 2023, thereby aligning with our financial reporting.

This Report was published Thursday, June 6, 2024.

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

GENERAL INFORMATION

STRATEGY

ESRS 2 SBM-1
GRI 2-6
GRI 2-28

Suppliers

We source materials from approximately 1,900 producers around the globe and maintain relationships with multiple producers in order to protect against disruption in supply and distribution logistics.

Distribution Channels

We have multiple channels to market, including both warehouse delivery and direct-to-consumer delivery. The principal determinants of the way a customer is served include the size, scale and level of customization of a particular order, the nature of the product and the customer, and the location of the product inventories. Our logistics and supply chain expertise allow us to service a wide range of customers by offering multiple package sizes and assistance with unique handling requirements, safety and quality specifications.

Competition

The chemical and ingredient distribution and service markets are highly competitive. Most of the products that we distribute are made to standard specifications and are either produced by or available from multiple sources. Furthermore, chemical and ingredient distribution itself is a fragmented market in which only a small number of competitors have substantial international operations. Our principal international competitors are Brenntag SE, IMCD N.V., Barentz International N.V. and Azelis Group N.V., each of which have differentiating strengths across regions and not all of whom have the ability to serve all of the end markets in which we operate. Many other chemical and ingredient distributors focus on a more limited geographic region or smaller subset of products, building strong relationships with local producers and customers that may give them a competitive advantage in their local market. Chemical and ingredient producers may also sell their products through a direct sales force, digital marketplace or multiple chemical distributors, limiting their use of third party distributors, particularly with respect to higher margin products, or partner with other chemical and ingredient producers for distribution, each of which could impact our competitive position. We compete on the basis of service, on-time delivery, packaging type, product breadth and availability, product and market knowledge and insights, safety and environmental compliance, global reach, product price, as well as our ability to provide certain additional value-added services through our comprehensive suite of solution-based offerings.

GENERAL INFORMATION

STRATEGY

(CONT.)

Memberships and Industry Associations:

Key industry associations, groups, initiatives, and reporting platforms in which we actively participate include:

- 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)
- Sedex
- Global Food Safety Initiative
- Cosmos Organic
- Fair for Life
- Human Rights Campaign
- Great Place to Work
- CEO Action for Diversity & Inclusion

Univar Solutions has actively worked to implement environmental, social, and ethical practices supporting the UNGC Principles to advance societal goals since 2018. This report serves as our communication on progress to the UNGC. Our key areas of focus include:

- Upholding and respecting human rights.
- Supporting freedom of association and eliminating all forms of forced labor.
- Promoting environmental responsibility, encouraging environmentally friendly technologies, and supporting the precautionary approach.
- Working against corruption in all forms.

GENERAL INFORMATION

MATERIALITY

ESRS 2 SBM-2
GRI 3-1

Interests and Views of Stakeholders:

Ongoing stakeholder engagement allows us to determine our most relevant ESG topics and to adjust our ESG goals accordingly.

For our 2023 report we made a significant change from the materiality procedure followed in previous reporting years as, for the first time, we have conducted a double materiality assessment, based on the European Sustainability Reporting Standards (ESRS). The purpose of such change is to prepare the Company for its upcoming reporting obligations under the European Corporate Sustainability Reporting Directive (CSRD).

Identifying our stakeholder groups and determining the most appropriate levels of engagement between these groups was key to determine the material topics of the Company.

The list and matrix below identify our stakeholder groups and the level of engagement deemed appropriate for our double materiality assessment.

Stakeholders

Customers

Product Suppliers

Indirect Procurement and Service Providers

Employees

Shareholders (Apollo and ADIA) and Board of Directors

Governing bodies

Industry Associations

Communities

Labor Unions

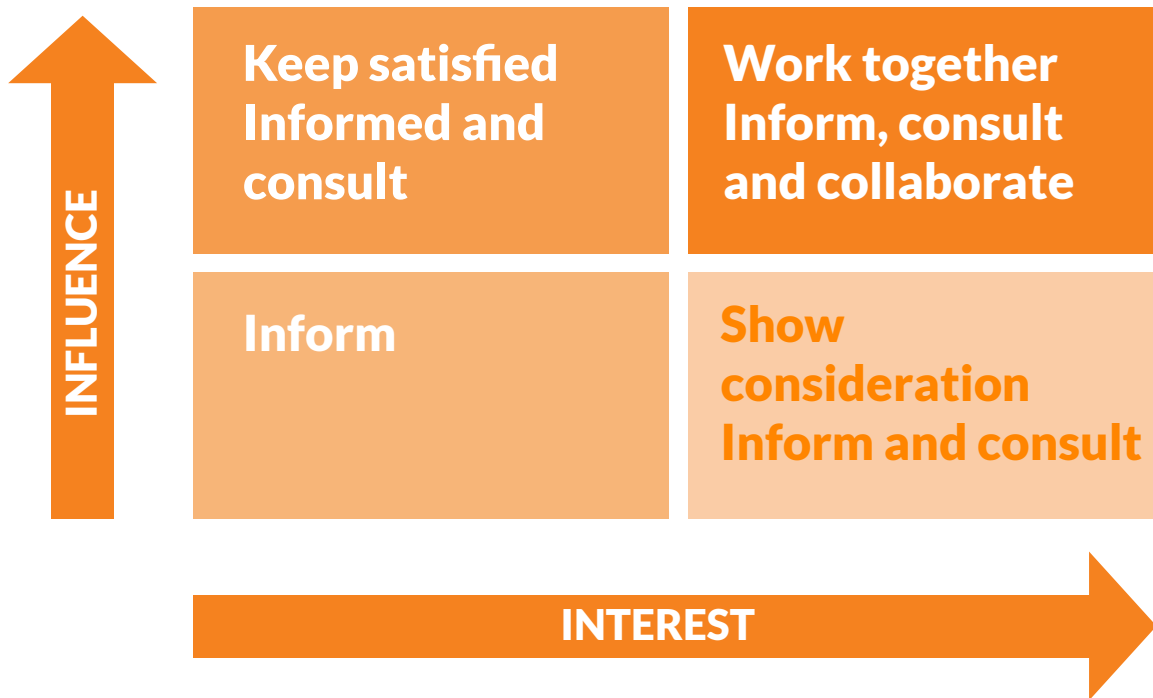
Prospective Employees

NGOs/ Activist groups

Univar Solutions Leadership

GENERAL INFORMATION

MATERIALITY
(CONT.)



These stakeholder groups and their relevance to our business and value chain were determined via an internal value chain mapping process, focused on identifying Univar Solutions key direct and indirect activities upstream and downstream, as well as on assessing our internal activities. Using internal knowledge across the organization from internal experts on ESG, to commercial activities, services and corporate auditing functions, the value chain mapping was considered to be a fair and accurate assessment of the Company's activities.

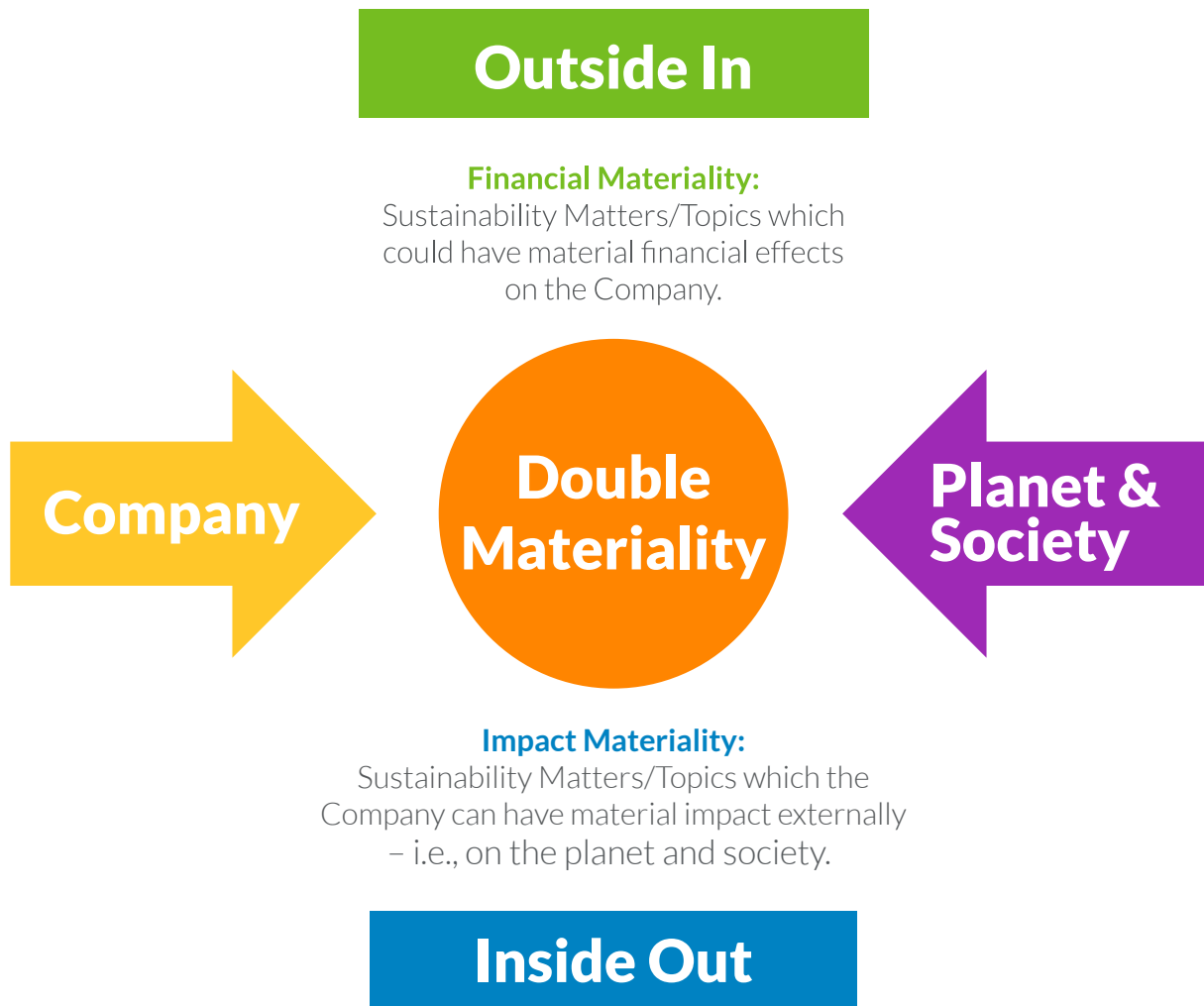
The stakeholder engagement and materiality process allowed the Company to identify the topics relevant to the business from both an outside-in and inside-out perspective (as defined below) and to move from a broad topic universe to a relevant list of topics. From this we have worked to identify the positive and negative impact our business may have in relation to these topics while also assessing the financial risks and opportunities faced by our business from external factors. With the identification of these impacts, risks and opportunities, we have engaged a number of stakeholders further to determine what we believe to be the material topics related to our business activities.

GENERAL INFORMATION

MATERIALITY

(CONT.)

We used the below definitions and approach to make our double materiality assessment as further explained in the following section of this report:



We see the engagement of our internal stakeholders on these topics as being instrumental to help the Company demonstrate shared alignment with the priorities of external stakeholders and to address their needs.

The determination of material topics involved the highest level of leadership at Univar Solutions, members of the Board of Directors and members of the Apollo team, and the outputs of this double materiality assessment have also been reviewed by our Board's ESG Committee.

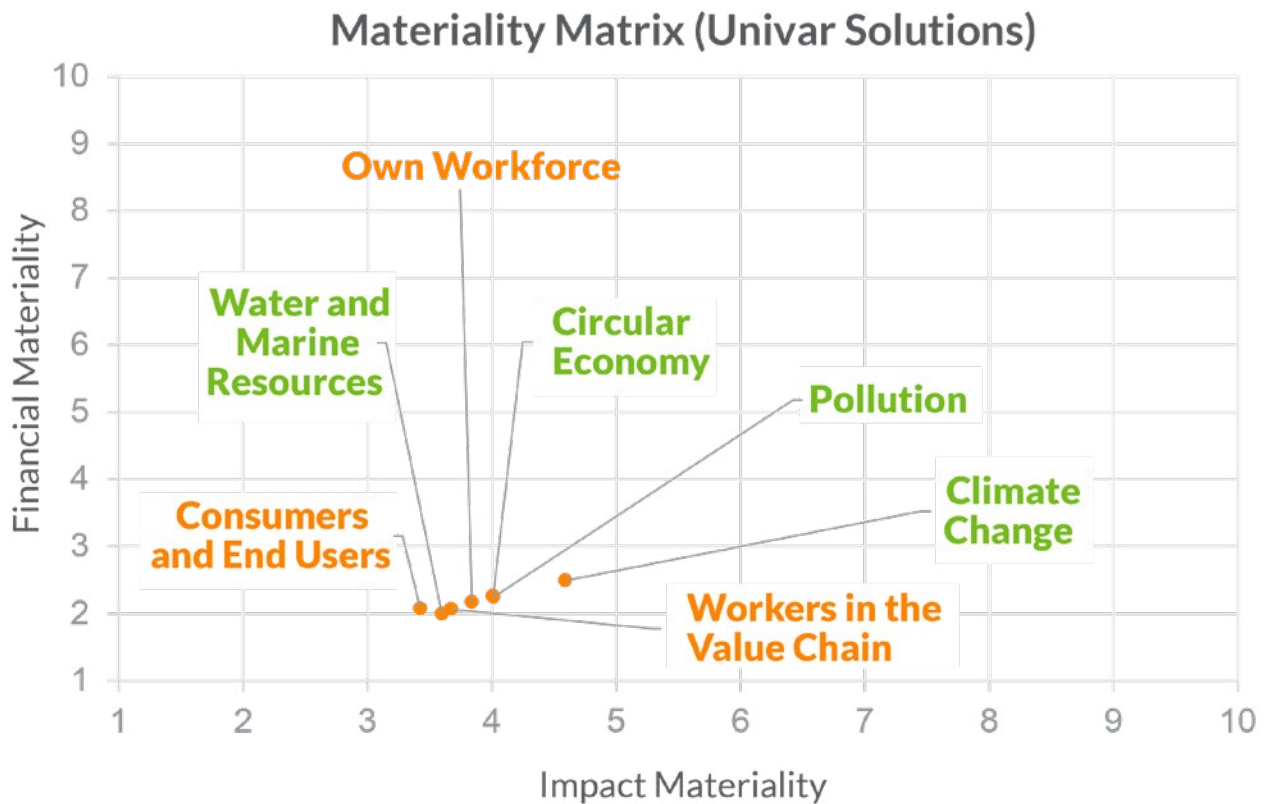
GENERAL INFORMATION

MATERIALITY
ESRS 2 SBM-3 GRI 3-2

List of Material Topics

Category	Topic
Environment	Climate Change
	Pollution Prevention
	Water and Marine Resources
	Circular Economy
Social	Own Workforce (Safety and DEI)
	Workers in the Value Chain
	Consumers and End Users (Product Information)

The results of our double materiality assessment for 2023 are shown below:



GENERAL INFORMATION

MATERIALITY

(CONT.)

Details on each material topic are covered within relevant sections of this report and include:

- Topic description.
- Overview of positive and negative impacts of the topic.
- Overview of the material risks and opportunities associated with the topic.
- Details on where the actual or perceived impacts, risks and opportunities (IROs) apply in the context of the business and value chain.
- The impact of the topic's IROs on the business' strategy.
- Time horizons to which the topic's IROs are expected to apply.

ESRS 2 IRO-1

The design of the double materiality process used in the development of this report is based on the European Sustainability Reporting Standards and their supporting guidance.

The overview of the process used in the development of Univar Solutions 2023 double materiality assessment is shown below. Each of these steps is further described in subsequent sections of this disclosure.



After identifying appropriate stakeholders and proposed engagement means, the first step in our materiality determination process was to establish a long list of ESG topics that may be relevant to our business. This was done by assessing the topics presented in the ESRS documents, the Global Reporting Initiative, the Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals.

The second phase was based on desk-based research relying on two pillars. The first pillar was the value chain mapping exercise, focused on identifying the upstream and downstream activities of Univar Solutions' value chain as well as the direct activities of our business globally. The second pillar included a cross-industry assessment of competitors, customers, suppliers, research organizations and ESG framework organizations as well as an assessment of Univar Solutions' existing documentation such as previous materiality assessments and enterprise risk assessments.

GENERAL INFORMATION

MATERIALITY

(CONT.)

Using the results of our value chain mapping and our desk-based research, we developed a survey in which we asked Univar Solutions largest customer and supplier accounts as well as the Univar Solutions Global Leadership team to prioritize the relevance of topics and to identify the timelines in which they think these would apply. 130 individual responses were collected, helping build the “short-list” of ESG topics. Applicability of time horizons per topic were assessed through the surveying of these stakeholders whereby for each topic’s positive and negative impacts, respondents gave their views on the time horizon most appropriate for the realization of the IRO for the topic. In line with the timelines used in our enterprise risk management system, the following scale was used:

Short-term: Less than 1 year

Medium-term: 1-3 years

Long-term: Greater than 3 years

Subsequent work was carried out to map the likely impacts, risks, and opportunities relevant to our business and to our stakeholders. This “ESG Risk Universe” served as a basis for determining the materiality of topics.

A second and final survey was then issued to Univar Solutions Global Leadership Team, the Executive Committee, representatives from the Board’s ESG Committee and representatives from Apollo, who all have in-depth knowledge of the Company. The ESG Risk Universe was shared prior to completing the survey to help ensure comprehensive understanding of the nature and the application of identified IRO’s. This survey asked respondents to review the impacts, risks and opportunities associated with each of the shortlisted ESG topics and to rate them for their materiality, both financially and on impact, per the above definitions on double materiality.

Impact Materiality

Inside-Out: Univar Solutions’ impact on the Topic

Severity (Scale + Scope + Remediability)

X

Likelihood

Financial Materiality

Outside-In: Topic’s impact on Univar Solutions financially

Severity Rating

X

Likelihood Rating

The financial results for the risks and opportunities related to our identified material topics are estimates only and are not considered to be precise calculations. We consider the figures related to financial impacts of these material topics to be an indicative guideline for the relative significance of the risks and opportunities identified and are not externally assured. Through 2024 and beyond we will refine our quantitative assessments here and publish further information in subsequent disclosures.

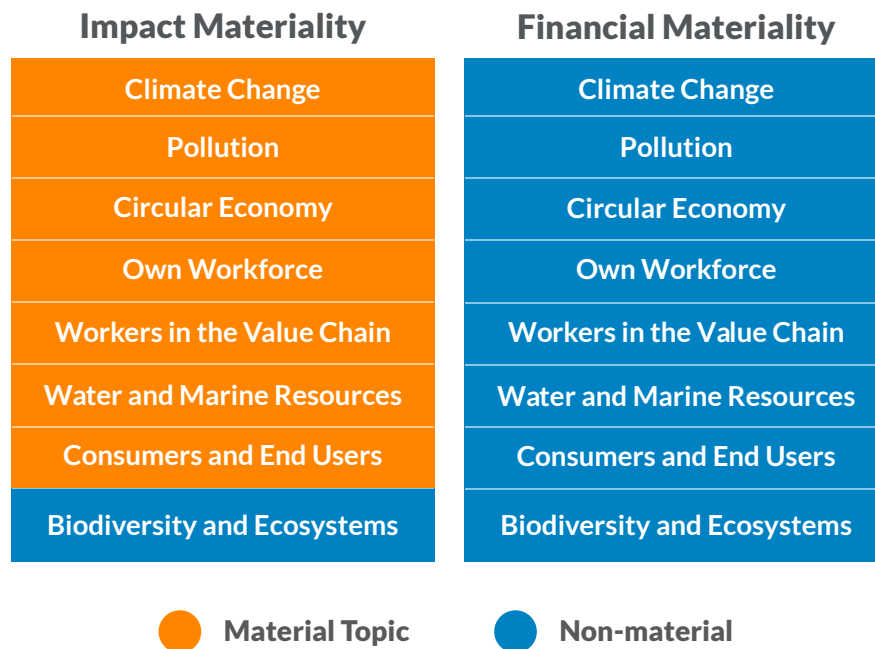
GENERAL INFORMATION

MATERIALITY

(CONT.)

Scoring was applied within the survey to determine a quantitative score of materiality for both financial and impact assessment with materiality thresholds being set and calculated once results from the survey were received. Impact and financial materiality were determined using independent threshold, over which a topic has been considered to be material.

The results of the topic assessments are detailed below:



Per the above charts, no topic was determined to be financially material, having all fallen short of the threshold of eight. Of the eight shortlisted topics, seven passed the threshold for impact materiality, with biodiversity and ecosystems failing to reach the threshold for impact materiality.

The process used in 2023 differs greatly from that used for previous ESG Reports. However, while the updated assessment is the first to use a double materiality approach, the topics determined to be material are largely similar to those identified in the past. The major change is our ability to assign quantitative financial impacts per material topic.

Throughout the remainder of this report all material topics are approached through the lens of the ESRS framework and the structure set out in these Standards. Through this, each section covers the following areas for each topic: Company policy, actions to address the impacts, risks and opportunities associated, the goals set for the topic and metrics relating to these goals. For other relevant, but not-material topics, a similar format is followed.

ENVIRONMENTAL

CLIMATE ACTION

ESRS 2 SBM-3

Climate-Related Risks:

The following is a summary of the significant climate-related risks identified for Univar Solutions, with risk type identified.

Transitional Risk- Policy and Legal Risk

Legislation in the UK, EU, and other sub-national geographies such as California currently, will in the medium term, require GHG emissions, climate mitigation strategies and action disclosures related to our activities and value chain. Further legislation on GHG emissions reporting are in development across multiple countries in which we operate. Failure to meet these rising expectations may subject our Company to significant financial penalties.

Transitional Risk- Technology Risk

Failing to embrace emerging technologies at a sufficient pace (i.e., alternative vehicle fueling and heating systems) will likely lead to increased operational costs in the long term.

Univar Solutions is an organization of moderate-to-long-term assets, many of which come with significant direct investment. When this technology inherently produces carbon emissions we are exposed to long term risk of increased resource costs and carbon pricing. The long life of the assets generates embedded risk.

Transitional Risk- Market Risk

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 footprint. Failing to address this growing market could be a missed growth opportunity. Similarly, the GHG emissions associated with the services we provide are under increased scrutiny of customers and failure to offer low-emissions services may harm our attractiveness as a supplier.

Physical Risk- Chronic Physical Risk

Extreme flooding, storms, hurricane, drought or similar incidents could have an impact on staff commute, transportation, facilities infrastructure, water availability and the wider supply chain, limiting the delivery and the sales of products.

ENVIRONMENTAL

CLIMATE ACTION

(CONT.)

Climate-Related Opportunities:

In addition to the climate-related risks identified, we have undertaken work to further identify the opportunities Univar Solutions may leverage relating to climate.

Opportunity- Resource Efficiency

A focus on carbon and energy waste and water use will drive a reduction in GHG emission, energy use, water use, and waste as well as bring associated operational inefficiencies and cost reductions.

Opportunity- Markets

Maintaining a good track record of legislative compliance not only helps demonstrate to our customers and suppliers that we are a dependable and trusted partner, but also reduces costs associated with non compliance.

Opportunity- Products and Services

Customers with concerns on climate risk and those looking for Scope 3 emissions reduction as part of this are increasingly focused on sustainability of the products and services they source. Our sustainable solutions (such as low carbon products, delivery and services) provide a further differentiator and competitive advantage in the market place. Setting ourselves as a leader in this space may allow development of existing relationships with our customers and may offer growth potential through new customer bases of companies that require products and services with demonstrated reduced climate impact.

Opportunity- Products and Services

Customers, suppliers and investors are increasingly interested in the environmental, social and governance performance of companies in which they have interests. As part of this we are invited to complete or may voluntarily choose to report to non financial reporting frameworks. Although many customers state no absolute requirements to report, it is understood that reporting positively on as many issues as possible is good for external reputation. Not only this but an increasing number of companies are setting pre-requisites to choosing suppliers and investors using sustainability as a factor in risk assessment.

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CLIMATE ACTION

(CONT.)

Integration of Climate Risks and Opportunities in Strategy:

Our goals include GHG emission reduction targets for 2025 and 2030 through to 2050 which we believe are ambitious but achievable timescales for change, and, 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 a global outlook on 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.

The risks and opportunities identified have been developed under a high-level 2°C scenario and while not fully mapped, have supported the beginning of our journey to integrate climate risk into our organizational risk management processes. These risks and opportunities are forward-looking in nature and while not currently supported by comprehensive climate modeling are intended to allow closer assessment of the potential impacts our Company faces moving forward.

As our journey continues, we will work to further refine our climate scenario analysis and intend to continuously improve our reporting in this space with an aim to further integrate climate modeling into related risks and opportunities.

ESRS 2 IRO-1

Process for Determining Climate Risks and Opportunities:

Material risks and opportunities related to climate change were determined through the central materiality assessment process used across Univar Solutions' global double materiality assessment. The specific impacts and risks developed from the process are outlined above and cover both physical and transitional risks. At the time of the publication of this report, Univar Solutions has not developed formal considerations on climate transition events in line with 1.5°C warming and their impacts on our activities. While a full assessment on the timeframes in which such events would have such impact has not been conducted, our initial double materiality assessment indicates that the majority of the impacts associated with our climate risks are forecasted to take effect in the long-term, more than three years from December 31, 2023.

We will continue to expand these physical and transitional climate-related risks on our assessment, specifically giving focus to their potential financial impacts on our activities and value chain in broader climate scenario analysis.

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CLIMATE ACTION

ESRS E1-9

Anticipated financial impacts:

No formal climate scenario-informed financial assessment has been carried out for each risk and opportunity identified at present. However, as part of our double materiality assessment, we have for the first time developed a high-level assessment of total potential financial impact of our material climate-related risks and opportunities.

Financial benefits of positive impacts and leveraged opportunities are estimated to be around \$40M.

Financial risks of negative impacts and realized risk are estimated to be around \$53M.

The financial figures for the risks and opportunities linked to this material topic are estimates only, based on our initial double materiality assessment. Through 2024 we will continue to further develop the assessment of climate scenario-informed potential financial impacts of these risks and opportunities as they relate to our strategy, operations and broader value chain.

ESRS 2 GOV-3 ESRS E1-1

Sustainability Criteria in Performance Incentive Schemes:

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

Alignment of Climate Goals With the Paris Agreement:

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

- 20% absolute reduction in Scopes 1 and 2 CO₂e by 2025 against baseline.¹
- 40% absolute reduction in Scopes 1 and 2 CO₂e by 2030 against baseline.¹
- 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 aligned with the Paris Agreement, for a 1.5°C warmer world.

Our 2030 target for emissions reductions will be to reduce absolute emissions to 87,988 tons CO₂e, meaning that from our original 2016 baseline of 172,047 tCO₂e we would see an absolute reduction of 48.86% 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 Accord are further strengthened in our existing target to reach net-zero emissions by 2050.

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CLIMATE ACTION

(CONT.)

Levers to achieve emissions reduction actions:

In determining the key levers required to address sufficient emissions reduction activities, we have examined the impacts of our activities and assets and the degrees of opportunity we have in order to positively impact emissions reductions, while assessing the financial impacts and opportunities.

Key levers to reduce emissions to meet our goals by 2025 and 2030 include:

- Energy efficiency activities, including investments in more efficient plant equipment such as lighting, heating and cooling systems, compressed air systems and insulation.
- Distributed energy generation, including on-site solar power systems.
- Renewable energy procurement including use of low and zero-emissions market-based instruments for procured electricity.
- Fleet routing optimization such as streamlining service provision to reduce mileage.
- Reducing fleet emissions per mile by using lower emissions tractor units, including exploring expansion of low and zero emissions vehicles.

Through 2023 we have strengthened our emissions reduction and climate mitigation plans and refined our key emissions reduction levers required to achieve our near-term and medium-term goals.

The achievement of these Scopes 1 and 2 emission reduction activities are closely assessed for the impact these 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 impacts are integrated into our business strategy and our 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.

While Scope 3 emissions is not part of our emissions reduction and climate change mitigation activities in 2023, we recognize its importance in our value chain. In addition to tracking our Scope 3 emissions globally since 2021, in early 2024 we have for the first time set a Scope 3 emissions reduction goal.

With this in place we are setting out our scope 3 emissions reduction strategy, helping ensure that the full extent of the impact the Univar Solutions value chain has, is accounted for in our emissions reductions goals and activities.

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CLIMATE ACTION

ESRS E1-2

Policy Coverage Related to Climate Change

Univar Solutions' strategy implementation for climate change and mitigation are focused on tracking our identified impacts, risks and opportunities.

These strategic imperatives are formalized in the processes and governance systems of our Company and our commitments to the principles underpinning this work are set out in our **Global ESG Policy** (hereinafter "Policy"), available on Univar Solutions' **ESG Resources Hub**.

This Policy commits the business 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", specifically referencing our commitments to achieving net-zero emissions by 2050, as the long-term ambition of our climate change mitigation timeline.

While this Policy does not specifically refer to climate change mitigation versus adaptation, nor to energy efficiency or renewable energy deployment, these are all core tenets of our emissions reduction levers.

ESRS E1-3

Action on Climate Change

Our actions to reduce emissions, including actions executing on our key levers are summarized below. These activities are broadly similar to the strategic priorities set out in 2022 but have been updated to reflect the priorities of our latest double materiality assessment and refinement of our key lever assessment.

Infrastructure and Investment

- Continuing our commitment to investing in low-carbon technology across the business, allocating \$3M in 2023.
- Increasing our sourcing of zero-emissions electricity across multiple geographies through market-based tools in addition to installation of on-site solar.
- Increasing fuel and energy source diversity in our plant equipment and fleet.

Processes and Procedures

- Enhancing site emissions reduction opportunity assessments, supported by increased operational ownership.
- Strengthening policies and processes to facilitate accelerated transition to sustainable technologies.
- Further engaging with our supply chain partners in emissions reduction activities and data sharing.

Culture

- Increasing training with Operations teams on emissions reduction activities and opportunities.
- Enhancing learning and ownership of sustainability across our workforce.
- Employee recognition programs focused on advancing our ESG goals.

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CLIMATE ACTION

ESRS E1-4

Targets:

Under our Climate Change goal to implement the technology, processes, and culture to support our journey toward a net-zero carbon future, we have set the following Targets:

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

Additional Information on Targets:

The climate change goals set in 2021 were based on the impacts, risks and opportunities assessed by the Company at that time. Given the forward-looking nature of these goals when set in 2021, they remain relevant and appropriate for the changing risks and opportunities faced.

As provided under Univar Solutions policies, progress against these goals is actively tracked through internal processes and emissions tracking systems.

In addition, in 2023, Univar Solutions has set an inaugural Scope 3 emissions reduction goal. This new goal is to reduce Scope 3 emissions intensity by 15% by 2030 (with a baseline of 2023). The intensity metric used is tCO₂e/\$M revenue. This applies for Univar Solutions globally. An intensity metric will be used to measure progress on the Scope 3 goal to help ensure progress can be tracked irrespective of changes to the growth of Univar Solutions business.

For all our emissions reductions goals (Scopes 1 and 2 absolute combined goals, and our Scope 3 intensity goal), the metrics apply globally and do not exclude any geography or aspect of Univar Solutions business. These goals do not include any emissions reductions from carbon credits or avoided emissions.

While these goals are deemed to be aligned with 1.5°C warming for Scope 1 & 2 emissions internally, the goals are not verified externally for their 1.5 °C alignment, for example by the Science Based Targets initiative (SBTi). This is in part due to the fact that at the time of writing, no sector pathway for Univar Solutions industry exists yet; and after close assessment of likely emissions reduction opportunities for our supply chain, we determined that SBTi aligned Scope 3 emissions reduction targets were not realistic for 2030.

We will continue to monitor the progress and levers available to positively impact Scope 3 emissions through supply chain collaboration and we will monitor Chemical-industry specific publications of the SBTi and other frameworks to help identify if we are able to move our emissions reduction ambitions to be formally aligned with a 1.5°C pathway.

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.

ENVIRONMENTAL

CLIMATE ACTION

ESRS E1-5

Metrics:

MWh	2016	2017	2018	2019	2020	2021	2022	2023	2023 % of Total Energy
Fleet Diesel	313,541	347,650	376,812	319,120	251,704	229,107	224,023	233,848	45.75%
Natural Gas	162,320	174,780	181,330	180,197	174,444	172,189	168,029	154,398	30.21%
Fleet Gasoline	47,280	40,007	35,522	33,728	21,797	19,851	22,254	23,435	4.58%
LPG	19,139	19,334	20,960	18,994	11,143	10,053	10,082	10,016	1.96%
Gas Oil	5,563	5,869	5,163	5,256	5,910	2,922	7,180	4,072	0.80%
Site Diesel	1,525	1,213	1,942	1,157	1,011	4,533	666	583	0.11%
Biogas	0	625	668	676	716	47	37	8	0.00%
Bioethanol	0	0	0	0	0	0	593	610	0.12%
Coal	720	0	0	0	0	0	0	0	0.00%
On-site Renewable Consumption	0	0	0	0	0	0	45	46	0.01%
Electricity	111,081	105,153	103,224	93,972	86,879	82,699	84,137	75,292	14.73%
Renewable Electricity	0	228	229	221	1,742	7,068	9,608	8,059	1.58%
Heating (Network)	0	0	0	0	290	340	335	257	0.05%
Steam	1,161	1,330	1,327	1,310	592	592	670	473	0.09%
Total Energy (MWh)	662,330	696,189	727,177	654,631	556,228	529,401	527,659	511,096	100.00%
Energy Intensity (Total kWh/\$M Revenue)	82.04	84.35	84.24	70.49	67.30	55.52	45.98	50.78	

ENVIRONMENTAL

CLIMATE ACTION

ESRS E1-6

Scope 1 & 2 Emissions:

tCO ₂ e	2016	2017	2018	2019	2020	2021	2022	2023	2023 % of Total Scope 1 & 2
Fleet Diesel	78,857	87,419	93,263	78,013	60,553	54,255	54,023	55,907	47.59%
Natural Gas	29,867	32,188	33,357	33,129	32,075	31,538	30,672	28,244	24.04%
Fleet Gasoline	11,372	9,621	8,305	7,883	4,996	4,557	5,056	5,271	4.49%
LPG	4,107	4,147	4,495	4,074	2,390	2,156	2,163	2,145	1.83%
Gas Oil	1,537	1,619	1,428	1,349	1,517	750	1,226	1,044	0.89%
Site Diesel	384	305	481	283	243	1,074	160	139	0.12%
Biogas	0	0	0	0	0	0	0	0	0.00%
Bioethanol	0	0	0	0	0	0	1	1	0.00%
Coal	232	0	0	0	0	0	0	0	0.00%
Refrigerants	0	0	0	0	341	554	534	70	0.06%
Scope 1 Total	126,356	135,299	141,329	124,731	102,115	94,884	93,835	92,821	79.02%
Electricity Purchased	45,454	44,222	40,832	34,115	31,948	29,028	28,719	24,513	20.87%
Renewable Energy Purchased	0	0	0	0	0	0	0	0	0.00%
On-site Renewable Consumption	0	0	0	0	0	0	0	0	0.00%
Heating (Network)	0	0	0	0	50	58	57	46	0.04%
Steam	237	263	326	231	102	101	115	85	0.07%
Scope 2 Total (Market Based)	45,691	44,485	41,158	34,346	32,100	29,187	28,891	24,644	20.98%
Global Scope 1 & 2 Total	172,047	179,784	182,487	159,077	134,215	124,071	122,726	117,465	100.00%
Emissions Intensity (Total tCO₂e/\$M Revenue)	21.31	21.78	21.14	17.13	16.24	13.01	10.69	11.67	

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(CONT.)

Location-Based Scope 2 Emissions¹:

	2016	2017	2018	2019	2020	2021	2022	2023
Electricity	45,454	44,222	40,832	34,345	32,050	30,108	31,668	24,436
On-site Renewable Consumption	0	0	0	0	0	0	14	8
Heating (Network)	0	0	0	0	50	58	57	46
Steam	237	263	326	231	102	101	115	85
Total Scope 2 Location-Based Emissions	45,691	44,485	41,158	34,576	32,202	30,267	31,854	24,575

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

Scope 3 Emissions:

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

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CLIMATE ACTION

(CONT.)

Progress on Goals:

Scope 1 & 2:

Emission	Baseline	2023	Baseline to 2023
Scopes 1 and 2 Total (tCO ₂ e)	146,646	117,465	-19.90%
Emissions Intensity (tCO ₂ e/\$M)	16.68	11.67	-30.05%

As of the end of 2023, with total Scope 1 & 2 emissions reductions of 19.90 percent, Univar Solutions is close to achieving our goal to reduce Scope 1 & 2 emissions by 20 percent by the end of 2025 from a baseline of the average of 2019/2020.

Scope 3:

2023 is the baseline for our goal to reduce Scope 3 emissions by 15 percent on an intensity of 874 tCO₂e/\$M revenue. As such, progress against our Scope 3 goal will be published for the first time on our 2024 ESG Report.

ESRS E1-7
ESRS E1-8

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 2023. This is in line with our priorities of absolute emissions reduction related to our Scopes 1 and 2 ambitions.

Internal Carbon Pricing:

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

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WATER

ESRS 2 SBM-3
ESRS 2 IRO-1
ESRS E3-5

Topic Description:

Water is a valuable resource for the planet and for Univar Solutions' operations globally. While Univar Solutions is not an intensive consumer of water in its activities, we recognize that we have direct and indirect impacts on water use through our operations and broader value chain.

Overview of Positive Impacts of the Topic:

- Through the proper management and disposal of waste water treatment, Univar Solutions can help reduce the contaminated water discharge and contribute to healthy water body conditions while reducing stress on limited water sources.

Overview of Negative Impacts of the Topic:

- By not managing water usage, waste water treatment and disposal, Univar Solutions will negatively impact contaminated water discharge and overall water usage.
- As water stress increases in many regions we operate, continued extraction may intensify impacts.

Overview of the Material Opportunities Associated With the Topic, Where They Apply and Time Horizon:

- A focus on water protection and use reduction will offer associated operational efficiencies and cost reductions.
- Customers focused on responsible water use may see Univar Solutions as a preferred partner as part of their ESG supplier assessments.

These associated opportunities apply primarily to our operations and how the performance in this area may impact customer choices. Time horizons for these opportunities are perceived to be in the medium (1-3 years) to long (>3 years)-term.

Overview of the Material Risks Associated With the Topic, Where They Apply and Time Horizon:

- Any pollution incidences to water or marine resources may lead to significant fines and reputational damage.
- Univar Solutions may see an increase in remediation costs at retired facilities.
- Unmanaged water use will lead to higher operational costs.
- Limits in access to potable water in high-risk locations may lead to operational limitations.

These associated risks apply primarily to our operations and how the performance in this area may impact customer choices. Time horizons for these opportunities are perceived to be in the medium (1-3 years) to long (>3 years)-term.

ENVIRONMENTAL

WATER

(CONT.)

Anticipated Financial Impacts:

Financial benefits of positive impacts and leveraged opportunities are estimated to be around \$22M.

Financial risk of negative impacts and realized risk are estimated to be around \$28M.

The financial figures for the risks and opportunities linked to this material topic are estimates only, based on our initial double materiality assessment. Further refinement of these figures will be carried out and updated in future disclosures.

ESRS E3-1

Policy Coverage Related to Water and Marine Resources:

Water management is addressed overall by our ESG goals under Resource Use.

Univar Solutions also has an internal Global Water Policy in place, which further addresses the following core principles:

- Comply with all applicable legal requirements and operate in accordance with government and industry codes of practice as appropriate to our activities.
- Understand our operational water risk by mapping our water use footprint in all high-water risk areas as defined by the World Resources Institute (WRI).
- Monitor our water consumption volumes across all operations.
- Operate with water conservation measures that help reduce water waste and consumption. Examples of such measures include:
 - Minimization of water leaks by active detection, repairs, and maintenance.
 - Water usage considered in procurement of new equipment and services.
 - Installation of water reduction technologies (i.e., efficient cleaning equipment, rainwater capture and low consumption hygiene facilities).
 - Employee education on water conservation.
 - Reducing non-business critical water intensive activities in high water-risk locations.
 - Optimize water consuming processes where possible (i.e., line flushing and container cleaning).
- Work with our supplier partners in increasing our sustainable and natural products portfolio with products that support water conservation.

ENVIRONMENTAL

WATER

ESRS E3 SBM 3

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 to be of higher likelihood 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.

ESRS E3-2 GRI 303-2

Action On Water Use and Discharge:

Our focus on responsible water management remains a key priority within our operations. In 2023 we conducted assessments at our sites located in High to Extreme risk rated geographical areas according to the Water Risk Index. The focus of this survey was to evaluate water use activities and essential activities. In 2024 we are aiming to implement actions described in our internal Global Water Policy to demonstrate our commitment to responsible water use.

In order to help reduce the impacts of our business and mitigate the impacts of water risk we are working to achieve the following, across our global operations:

- Comply with all applicable legal requirements (local, regional, national, or wider).
- Understand our operational water risk by mapping our water use footprint in all high-water risk areas, as defined by GWRI (Global Water Risk Index).
- Monitor our water consumption volumes across all operations.
- Operate with water conservation measures that help reduce water waste and consumption.
- Work with our supplier partners in increasing our sustainable and natural products portfolio with 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.

ENVIRONMENTAL

WATER

GRI 303-1

ESRS E3-3

Interactions With Water As a Shared Resource:

At Univar Solutions, our key interaction with water is use of it in our products through blending and dilution, and in cleaning processes for our infrastructure such as line flush. The activities around line flush involve the cleaning of lines during production as we switch products. The water used comes directly from municipal water sources. In 2023 we conducted an assessment at our sites located in high to extreme risk-rated geographical areas according to the Water Risk Index. The focus of this survey was to evaluate water use activities and essential activities. As per our focus on strategy to mitigate operational waste from line flush, we are aiming to reduce our water usage through similar actions in other areas of our business. Our other strategic actions include:

- Minimize water leaks by active detection, repairs, and maintenance.
- Water usage considered in procurement of new equipment and services.
- Installation of water reduction technologies (i.e., efficient cleaning equipment, rainwater capture and low consumption hygiene facilities).
- Employee education on water conservation.
- Reduce non-business critical water intensive activities in high water-risk locations.
- Optimize water consuming processes where possible (i.e., line flushing and container cleaning).
- Work with our supplier partners in increasing our sustainable and natural products portfolio with products that support water conservation.

While the bulk of the actions apply to our business activities globally, we actively encourage our broader value chain, including our customers and suppliers, to adopt similar responsible water use actions.

Management of Water Discharge Related Impacts:

Univar Solutions operations generate small volumes of wastewater managed by permits with local sanitary authorities, or NPDES permits in some cases. Effluent standards are determined by the local municipalities or the governing agencies of discharges directly to surface water.

ENVIRONMENTAL

WATER

(CONT.)

Targets Associated With Water and Marine Resources:

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

- Introduce sustainable water use at all sites identified to have current or predicted high water-risk.
- Reduce water waste 15% by 2025 against baseline¹.

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

GRI 303-3
GRI 303-4
GRI 303-5
ESRS E3-4

Metric

m ³	2016	2017	2018	2019	2020	2021	2022	2023
Total Municipal	830,994	757,166	785,419	790,107	651,924	729,518	777,733	576,434
Total Own Source	46,932	56,858	49,284	50,147	47,984	65,277	29,103	39,324
Total Water Extracted	877,926	814,024	834,703	840,254	699,908	794,795	806,836	615,758
Total Water in Products	280,078	290,676	249,326	245,125	128,968	285,517	340,684	234,704
Total Waste Water	597,848	523,348	585,377	595,129	570,940	509,278	466,152	381,054
Revenue (\$M)	8,073.7	8,253.7	8,632.5	9,286.9	8,265.0	9,535.5	11,475.3	10,065.4
Extraction/\$M	108.74	98.63	96.69	90.48	84.68	83.35	70.31	61.18
Wastewater/\$M	74.05	63.41	67.81	64.08	69.08	53.41	40.62	37.86

ENVIRONMENTAL

WATER

(CONT.)

Progress on goals:

Progress on 2025 goals	Baseline	2023	Baseline to 2023
Waste Water (m ³)	583,035	381,054	-34.64%
Waste Water Intensity (m ³ /\$M)	66.58	37.86	-43.14%

Waste Water:

As of the end of 2023, water waste totals were reduced by 34.64 percent meaning that we are ahead of our goal to achieve waste water reduction of 15 percent by 2025 from a baseline of an average of 2019/2020 data.

ENVIRONMENTAL

RESOURCE USE AND CIRCULAR ECONOMY

ESRS 2 SBM-3

ESRS 2 IRO-1

ESRS E5-6

Topic Description:

The transition to a more circular economy through eliminating consumption where possible, increasing reuse, effective recycling technologies and recovery processes is an important topic for our Company and our value chain. While circular economy is not always possible due to the nature of the use and applications of the products we supply, our Company is committed to implementing such processes when possible to retain the maximum value of all resources for as long as possible.

Overview of Positive Impacts of the Topic:

- Univar Solutions can enable customers to direct suitable waste streams into circular reuse and recycling opportunities through its Services Division (ISS and ChemCare) and value chain partnerships.
- Univar Solutions also has scope to increase visibility of circular feedstocks in the products it sells and which are part of its sustainable portfolio.
- Univar Solutions may also work with suppliers to increase sales of circular products through its sustainable portfolio.

Overview of Negative Impacts of the Topic:

Maintaining a linear approach to resource use and service provision (procure-use-dispose) will drive greater and unsustainable consumption with more waste production and more environmentally and socially harmful waste disposal practices being required.

Overview of the Material Opportunities Associated With the Topic, Where They Apply and Time Horizon:

- Univar Solutions can enable customers to direct suitable waste streams into circular reuse and recycling opportunities through its Services Division (ISS and ChemCare) and value chain partnerships.
- Univar Solutions also has scope to increase visibility of circular feedstocks in the products it sells and which are part of its sustainable portfolio.
- Univar Solutions may also work with suppliers to increase sales of circular products through its sustainable portfolio.

These associated opportunities apply to our operations and how Univar Solutions' product offering and services may help reduce impacts related to waste and circularity across the value chain. Time horizons for these opportunities are perceived to be in the medium (1-3 years) to long (>3 years)-term.

ENVIRONMENTAL

RESOURCE USE AND CIRCULAR ECONOMY

(CONT.)

Anticipated Financial Impacts:

Financial benefits of positive impacts and leveraged opportunities are estimated to be around \$34M, an equal value to the estimated financial risk of negative impacts and realized risk for the same topic.

The financial figures for the risks and opportunities linked to this material topic are estimates only, based on our initial double materiality assessment. Further refinement of these figures will be carried out and updated in future disclosures.

ESRS E5-1

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 covered in this section are specifically addressed in our global **ESG Policy**, which includes commitments to:

- Implement technologies and processes to reduce resource use.
- Drive environmentally and socially responsible sourcing practices in the supply chain.
- Deliver more sustainable solutions to our customer.

Collectively, these commitments cover not only our own operations, but also our broader value chain, recognizing the importance of collaborating with our suppliers and customers on the management of resource use and circularity issues.

ESRS E5-2

Action on Resource Use and Circularity:

Our approach to waste and circularity remains the same as in our 2022 ESG report. We follow the waste management hierarchy of a reduction, elimination and circular mindset rather than linear consumption patterns. Our focus continues to be on increasing circularity within our consumption and also on increasing our sustainable products portfolio with an aim to create a positive impact within the supply chain with circular solutions.

Main waste streams for our operations are generated from change in products during blending and repackaging activities, expired products, and packaging. Our regulatory and ChemCare teams ensure waste is classified and stored in compliance with local regulations and standards. We track all waste related to our products as well as non-product related waste, such as day-to-day trash generated from our operations and offices.

ENVIRONMENTAL

RESOURCE USE AND CIRCULAR ECONOMY

(CONT.)

Efficiency is embedded in our day-to-day operations as we recognize that our planet has finite resources; therefore we make responsible use of the resources needed for our operations.

Across the regions we continually work on improving our production schedules with chemistries that ensure minimal flush is required when switching products in our systems. In cases where flush cannot be minimized, we direct our efforts toward finding secondary uses for such products with our customers. Other efforts to reduce waste include site level sustainability initiatives aimed at resource use which evaluate opportunities to reduce waste generated.

In 2023 we had resource use-related initiatives at 65 of our facilities (either in-progress or being planned). In 2023 we also launched the Environmental Sustainability Champions Network (ENVSCN) with an aim to provide a platform for employees who are passionate about making positive climate impact. Our first campaign in Q1 of 2024 was aimed at reducing waste and increasing recycling at our offices globally through activities and initiatives lead by ENVSCN Champions.

Our ChemCare division works with our supply chain partners, such as customers and suppliers, to provide programs that drive circular solutions for their waste stream. It provides services that support zero-landfill initiatives and operational efficiency. In 2023, our ChemCare division diverted more than 80,000 tons of customer waste from landfills. This was achieved through solutions such as finding reuse opportunities for products, recycling of spent products and other waste streams such as battery waste, oil waste, lighting etc.

ESRS E5-3

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:

- Reduce 15% of hazardous waste by 2025 against baseline.¹
- Triple reuse, recovery, and recycling rate of non-hazardous waste by 2025 in comparison to the baseline.¹

The data measuring progress against these metrics is collected globally, using software designed for measurement of such environmental metrics. Progress on the goals for resource use and circularity supports the global **ESG policy** commitments in this area. Collectively they support the actions taken to reduce the impacts of the business and help to address the identified risks and opportunities associated with this topic.

These goals relate largely to the outflows of resources from Univar Solutions activities. However, the goals set encourage increased circularity of our internal and operational practices, helping support circularity of the services we offer and helping enable waste prevention and reducing primary resource use.

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

ENVIRONMENTAL

RESOURCE USE AND CIRCULAR ECONOMY

ESRS E5-4

ESRS E5-5

Non-hazardous Waste (MT)	2016	2017	2018	2019	2020	2021	2022	2023
Packaging Recycled (not-used in its current form)	1,321	897	657	1,258	1,046	209	117	73
Other Recycled	3,347	3,869	1,996	3,133	3,619	7,740	3,838	4,022
Incineration With Energy Recovery	378	437	421	721	748	595	607	356
Incineration Without Energy Recovery	4,000	68	60	38	557	336	659	296
Landfill	27,494	26,798	17,199	21,586	29,099	32,669	19,693	19,869
Other Disposal (biological treatment etc.)	627	928	6,051	7,405	1,266	973	2,849	99
Other Disposal 2	447	0	749	23	126	499	526	3
Other Disposal 3	3	0	0	0	0	0	0	0
Other Disposal 4	0	0	0	0	0	0	0	0
Total Non-hazardous Waste	37,617	32,997	27,133	34,164	36,461	43,021	28,289	24,718

Hazardous Waste (MT)	2016	2017	2018	2019	2020	2021	2022	2023
Packaging Recycled (not-used in its current form)	975	338	119	222	169	153	165	154
Other Recycled	2,304	1,905	3,573	1,246	439	453	1,063	1,368
Incineration With Energy Recovery	2,043	2,655	2,099	1,934	3,112	1,528	2,008	362
Incineration Without Energy Recovery	579	476	559	21	250	1,613	717	3,345
Landfill	235	1,415	1,628	1,276	1,407	1,100	1,228	2,557
Other Disposal (biological treatment etc.)	5,043	1,503	2,807	4,542	4,384	2,438	2,410	738
Other Disposal 2	313	67	68	1,032	670	259	140	120
Other Disposal 3	76	106	0	0	0	0	0	0
Other Disposal 4	14	0	0	0	0	0	0	0
Total Hazardous Waste	11,582	8,465	10,853	10,273	10,431	7,544	7,731	8,644

ENVIRONMENTAL

RESOURCE USE AND CIRCULAR ECONOMY

(CONT.)

Progress on goals:

Hazardous Waste:

	Baseline	2023	Baseline to 2023 (% Change)
Hazardous Waste (MT)	10,352	8,644	-16.51
Non Haz Waste Intensity (MT/\$M)	1.18	0.86	-27.48

Despite an increase in absolute hazardous waste volumes from 2022, with 16.51 percent absolute reductions at the end of 2023, we are currently exceeding our goals to reduce 15 percent of hazardous waste by 2025 against baseline.¹

Diversion from Landfill (Non Hazardous Waste):

	Baseline (2019/2020 Ave)	2023 Performance	Baseline to 2023 (% Change)
Diverted from Landfill (%)	15.75	19.21	21.97

At the end of 2023, our business globally increased the percentage of non-hazardous waste diverted from landfill (through reuse, recycling or recovery) by 21.97 percent from our baseline with 19.21 percent of all non-hazardous waste being diverted from landfill. This however is significantly short of our goal to increase this total percentage from 15.75% up to 47.25% as we work to achieve our goal to triple reuse, recovery, and recycling rate of non-hazardous waste by 2025 in comparison to the baseline.¹ Through 2024 we will continue working to reduce waste sent to landfill through delivering on existing initiatives, increasing recycling facilities and delivering training across our operations.

ENVIRONMENTAL

POLLUTION PREVENTION

ESRS 2 SBM-3

ESRS 2 IRO-1

ESRS E2-6

Topic Description:

Pollution to water, soil and air is an issue that Univar Solutions is steadfast in working to prevent 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 which may require remediation.

Overview of Positive Impacts of the Topic:

- Through responsible product handling and pollution prevention practices, together with sharing leading practices with associations, Univar Solutions can help reduce pollution incidents in the value chain.
- Through value chain collaboration, Univar Solutions can support the implementation of regulations to reduce the use and presence of Substances of Very High Concern entering the environment.

Overview of Negative Impacts of the Topic:

- Without responsible handling practices, Univar Solutions may negatively impact environmental health including air, water and soil. This will continue to prevent growth within the chemical and ingredients manufacturing and distribution landscape.

Overview of the Material Opportunities Associated With the Topic, Where They Apply and Time Horizon:

- Customers with concerns on environmental pollution increasingly prioritize sustainable suppliers. Our sustainable business practices provide a further differentiator and competitive advantage in the marketplace. Doing so may allow development of existing relationships with similarly responsible businesses and may offer growth potential through new customer bases of companies that require certain sustainable practices or products from their suppliers/customers.

These associated opportunities apply to our operations and services and how the performance in this area may impact customer choices. Time horizons for these opportunities are perceived to be in both the short term (<1 year) and long term (>3 years).

ENVIRONMENTAL

POLLUTION PREVENTION

(CONT.)

Overview of the Material Risks Associated With the Topic, Where They Apply and Time Horizon:

- Any pollution incidents to the environment may lead to significant government fines from regulatory agencies.
- Univar Solutions will see an increase in remediation costs at retired facilities.
- Reputation loss may lead to customer and supplier loss and being deprioritized as a preferred supplier.

These associated risks apply primarily to our operations and how the performance in this area may impact customer choices. Time horizons for these opportunities are perceived to be in both the short term (<1 year) and long term (>3 years).

Anticipated Financial Impacts:

Financial benefits of positive impacts and leveraged opportunities are estimated to be around \$28M.

Financial risk of negative impacts and realized risk are estimated to be around \$47M.

The financial figures for the risks and opportunities linked to this material topic are estimates only, based on our initial double materiality assessment. Further refinement of these figures will be carried out and updated in future disclosures.

ESRS E2-1

Policy Coverage Related to Pollution Prevention:

Univar Solutions uses a global Environmental Health and Safety (**EHS**) policy (and underlying procedures) as well as responsible distribution, and responsible care code practices to manage risks and opportunities related to pollution prevention and control.

While our policy and procedures in this space do not cover the minimization of substances of concern, we continue to monitor regulations in this space and to maintain material handling processes to minimize the risks associated with the distribution of these materials.

ESRS E2-2

ESRS E2-3

Action on Pollution Prevention:

Univar Solutions uses its global EHS policy and underlying procedures to ensure that all operations have equipment and controls in place to address any emissions to air and discharge to surface water. We maintain an internal five-person remediation team to address historical impacts to the environment. The objective of this team is to protect human health and the environment while maintaining compliance with country, state and local regulations. Furthermore, we have contingency plans and crisis response plans to guide the rapid response to any emergency event.

ENVIRONMENTAL

POLLUTION PREVENTION

(CONT.)

We comply with all applicable legal requirements and follow best industry practices with our commitment to Responsible Distribution Code and Responsible Care. Our sites implement engineering controls, where applicable, such as secondary containment, scrubber technology, overfill protection and other air pollution control equipment across all operating facilities.

Our safety program also set forth processes such as pre-delivery inspections, Spot It and Stop It, Stop Work Authority program and behavior-based safety that ensures safe handling of our products. These programs also help ensure the probability that emergency situations are reduced. When required, we work with trained vendors to ensure prompt and appropriate response to keep communities safe. As an organization we carry regional insurance coverage and a global environmental reserve to ensure financial sustainability in case of an incident. Beyond our own operational control boundaries, our Sustainable Natural Products portfolio and Sustainable Solutions such as ChemCare further support mitigation of negative impacts to the environment.

Serious About Safety is one of Univar Solutions core operating principles. Our efforts to prevent accidental releases are centered around our employees being serious about release prevention. These efforts cover all stages of material handling, from receiving goods, to processing on-site and delivering to customers through our global fleet. In addition, we work directly with customers and suppliers to share information on product hazards, handling instructions and reporting of issues to help prevent accidental releases in the wider supply chain. Minimizing the impacts of any release is another crucial aspect of responsible handling. These commitments are addressed in our global EHS policy.

The structure of our pollution prevention program is as follows:

- Regional EHSQ managers and supporting teams to ensure balanced subject matter and expert coverage within our operations teams to provide training, guidance on standard operating procedures (SOP) and day-to-day coaching.
- Top-down commitment from leadership by ensuring ESG goals accountability at all levels of leadership from CEO down to the field.
- Continue to expand our behavior-based program globally alongside our Advanced Certification of Equipment (ACE) program with an emphasis on 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 move from one learning level to a higher one based on their demonstration of knowledge rather than time spent on a specific course. This approach ensures that learners learn at their own pace and focus more on mastery of knowledge.
- Equipment also plays a key role in mitigation of pollution as a result of our day-to-day operations. Our focus here is in two major areas: (i) ensuring we implement engineering controls that eliminate the impact of human errors; for instance, telemetry systems, automation and other technology such as scrubbers that remove contaminants from the atmosphere and (ii) continuing our focus on preventive maintenance to ensure our equipment operates optimally.

ENVIRONMENTAL

POLLUTION PREVENTION

(CONT.)

We actively work with our suppliers and customers to continue to develop and grow our Sustainable and Natural Products (SNP) portfolio. This includes materials that are natural or bio-based, safer substitutes, and circular materials that support phase out of materials or compounds that have negative impact on the environment.

ESRS E2-3

Targets Associated With Pollution Prevention:

Under our pollution prevention goal to support the responsible handling of materials across our operations and supply chain, we have set the following target:

- Reduce significant chemical releases 40% by 2025¹.

The goals and targets set above are voluntary targets we have set as an organization. These topics are all covered via our ESG and EHS policies.

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

ESRS E2-4

Metrics:

We globally report on significant releases of material, including those releases that are contained within Univar Solutions secondary and tertiary containment. The results of Univar Solutions 2023 and historic significant releases are detailed below.

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

Outside of the above, Univar Solutions has not had any significant releases of materials (significant considered to be a release greater than 90 kilograms (200 Pounds) of product.

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

Microplastics:

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

ENVIRONMENTAL

POLLUTION PREVENTION

(CONT.)

Progress on goals:

Significant Releases:

	Baseline	2023	Baseline to 2023 (% Change)
Significant releases (>90Kg)	83	76	-8.43

Our significant releases are down from our baseline figures by 8.43%. While this progress is a move in the right direction, we are currently behind on our target to reduce significant releases by 40% by the end of 2025. Through 2024 we will work to further reduce releases through implementation of our regional pollution prevention program.

ESRS E2-5

Substances of Concern and Very High Concern:

Univar Solutions is not a producer but does distribute substances of concern in a responsible manner. Univar Solutions considers the potential impact on health and the environment to be very low based on our policies and procedures for safe handling. Further, we make our customers aware of the hazards of these substances via a safety data sheet for each product.

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

GRI 307-1

Compliance With Environmental Laws and Regulations:

Univar Solutions was subject to one significant non-conformance, settled in 2023. This was a US Environmental Protection Agency's (EPA) Notice of Violation and Opportunity to Confer: Clean Air Act Sections 112r(1) and 112r(7) dated August 6, 2021. Where the EPA has identified inadvertent deficiencies, Univar Solutions has acted affirmatively to address potential shortcomings and improve its policies and procedures. The total monetary value of the fine was \$800,000 USD.

SOCIAL

OWN WORKFORCE: GENERAL

ESRS 2 SBM-3 ESRS 2 IRO-1

Topic Description:

The well-being, fair treatment and safety of our workforce is of paramount importance at Univar Solutions. Helping ensure our Company operates with fairness and with the well-being of our people in mind allows our people to support the success of our activities and provide the best service to our customers and suppliers. Additionally, in a working environment of handling hazardous materials and operating plant equipment and vehicles, we take the safety of our people seriously and hold safety as our key value. The importance of this topic extends to how we source products from suppliers and how we deliver these to our customers. Our focus on own workforce is subsequently split into three key areas in this section: Safety, Diversity, Equity and Inclusion (DEI) and Working Conditions and Development.

Overview of Positive Impacts of the Topic:

- Univar Solutions leads in safety standards among peers and can continue to increase safety across the business, with customers and other partners in the value chain.
- By being a leader of DEI in the workplace, Univar Solutions can be a role model and help increase diversity representation in the workforce, improve diversity of talent and reduce inequality in broader society.

Overview of Negative Impacts of the Topic:

- If Univar Solutions does not continue to put health and safety as a top priority, it will impact its employees, increasing injuries and negative outcomes for its people and the communities around it.
- If Univar Solutions does not continue to put heightened focus on fair treatment for all, equity-based pay, and diversity, it may limit the potential of its teams.
- If Univar Solutions does not provide trainings and skill development for all equally, it will impact its internal culture and limit the opportunities for its people.

Overview of the Material Opportunities Associated With the Topic, Where They Apply, and Time Horizon:

- Univar Solutions has positioned itself as a leader on working conditions, safety, diversity and inclusion and other worker related issues, helping increase retention, productivity and reduce associated attrition costs.

These associated opportunities apply to Univar Solutions internal workforce. Time horizons for these opportunities are perceived to be primarily in the short term (<1 year).

SOCIAL

OWN WORKFORCE: GENERAL

(CONT.)

Overview of the Material Risks Associated With the Topic, Where They Apply, and Time Horizon:

- If Univar Solutions does not maintain a focus on health and safety, there may be more injuries and releases that will increase employee and company costs, expose the Company to litigation and fines, damage its reputation.
- If Univar Solutions does not create an equal and fair environment for all employees, without fear of violence and harassment in the workplace, Univar Solutions may be subject to discrimination claims, lawsuits, employee churn and negatively impact culture, which will affect both its business activities and the public perception.
- Substandard care for the workforce will result in greater turnover and will drive additional cost for the Company in recruitment and training.

These associated risks apply primarily to our internal workforce. Time horizons for these opportunities are perceived to be primarily in the short term (<1 year).

Anticipated Financial Impacts:

Financial benefits of positive impacts and leveraged opportunities are estimated to be around \$34M.

Financial risk of negative impacts and realized risk are estimated to be around \$40M.

ESRS S1-1

Policy Coverage Related to Own Workforce

Employee safety, diversity, equity and inclusion (DEI), working conditions, and generally all factors affecting our workforce are critically important to Univar Solutions. Our people are our greatest resource and the systems, processes and policies we have in place in this regard have been designed to help reduce negative impacts in these areas, to minimize risks and help leverage the opportunities associated with safe, equitable and fair working practices.

While the following chapters focus on key sub-topics in this space, Univar Solutions has integrated the management of key impacts, risks and opportunities into **policy statements** as a means of outlining our commitments. These policies and commitments are detailed in subsequent sections of this report.

ESRS S1-2

Process for Engaging Own Workers and Worker Representatives:

Univar Solutions is convinced that a critical component of an impactful ESG strategy is the thoughtful participation of internal and external stakeholders. As such, we have identified the key stakeholder groups that our sustainability goals and progress may impact. While remaining conscious of evolving business and stakeholder concerns, we utilize stakeholder engagement efforts to help determine our ESG goals. As the needs of our value chain evolve constantly, we plan to incorporate additional and expanded stakeholder input in our daily work and through the development of future goals.

SOCIAL

OWN WORKFORCE: GENERAL

(CONT.)

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

The points below highlight ways we have engaged with our key stakeholders on ESG issues in recent years and how that engagement 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.

ESRS S1-3

Ensuring that ethics or grievance concerns can be raised anonymously, via various channels and without repercussions, is central to Univar Solutions' compliance and ethics program. The program provides an opportunity to be heard and ensures any issues of conduct are promptly investigated and remediated or corrected. 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 (internal email box managed by Univar Solutions Legal & Compliance department).
- Speak to their manager or any executive team member.
- Talk with their Human Resources contact.
- Reach out to any member of the Legal or Compliance team.
- Submit a concern or question to a dedicated leadership email inbox.

The EthicsPoint hotline is 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 that comes in via the hotline is treated confidentially and investigated internally, and, depending on the case, with the support of external counsels or experts in forensics. To ensure objectivity, a third-party service provider manages the intake through a hotline number. Each EthicsPoint hotline claim is reviewed by the Compliance team, Senior HR Leaders, and Univar Solutions General Counsel to make sure the investigation was conducted thoroughly, and that the outcome is in line with the findings. A summary of the claims made on the EthicsPoint hotline and related investigations is presented to the Audit Committee and the Executive Committee each quarter.

SOCIAL

OWN WORKFORCE: SAFETY

ESRS S1-1

Policy Coverage Related to Safety:

Our safety approach remains unchanged and aligned with our core value of being Serious About Safety. We continue to operate with a goal of zero injury in all aspects of our activities. Safe working conditions and human health remain at the core of our strategy. These commitments are addressed in our global **Environmental, Health, & Safety policy** (EHS policy). In particular, our EHS policy provides the following:

- Comply with all applicable legal requirements and operate in accordance with both government and industry codes of practice and guidance appropriate to our activities.
- Assess and manage the risks associated with our activities to protect our employees, the communities in which we do business and the environment.
- Develop and document supporting procedures, systems, objectives and targets which enable us to responsibly manage our health, safety and environmental risks.
- Provide all employees with information, instruction, and training to ensure that they understand their responsibilities and the contribution they can make toward the realization of health, safety and environmental objectives.

ESRS S1-2 GRI 403-4

Process for Engaging Employees on Safety:

All operating facilities are required to have safety committees that meet at least monthly to discuss occupational health and safety topics, PPE standards, job hazards, worker protection, and contractor safety. These committees have access to an Operations Standards Manual for reference, as well as local EHS resources to assist.

ESRS S1-4 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 one of the core values by which we operate in being Serious About Safety. We prioritize health, safety, security, and the environment in planning for all existing and new operations, and products we handle. All our sites globally have implemented a risk assessment that is used to implement controls and processes to eliminate hazards and minimize risks. Risk assessments are done via processes such as Job Hazard Analysis (JHA). These are required to be done for all new processes or if there are changes to existing processes as part of change management process. Some components of a JHA are identifications of hazards, training competency of the employees involved, engineering controls and PPE requirements. To ensure these standards are followed globally, we are audited internally through our EHS Audit program and through external audits such as Responsible Distribution Code, ISO 14001 and ISO 45001.

SOCIAL

OWN WORKFORCE: SAFETY

(CONT.)

A core aspect to ensuring consistency in our procedures and standards is employee training. We have implemented a rigorous onboarding process that includes identification of required training by roles, field observation, competency-based training and regular refresher training for high-risk tasks. There are communication methods setup globally that communicate to management training hours, observations completed and near-misses. Furthermore, Key Performance Indicators (KPIs) such as injuries and releases are reported to all levels of management with an oversight from our Executive Committee on a monthly basis. These KPI's are used to set improvement targets annually with all employees by having a mandatory safety goal as part of their performance review and individual goals setting.

All incidents are reported via our incident reporting program which is automated through a software reporting system or through our near-miss reporting program called Spot It and Stop It. Spot It and Stop It program is paired with Stop Work Authority, where any employee is able to stop work and submit a Spot It and Stop It report or correct the situation before resuming the activity.

At Univar Solutions employees are rewarded for reporting hazardous conditions and correcting them through our award recognition systems, such as ABCD awards.

If an employee feels uncomfortable in reporting an incident via this reporting program, they are able to call Univar Solutions Ethics hotline, which is monitored by an independent third party. All incidents are required to 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, external reporting and reporting requirements to leadership and external impacted parties. All employees and contractors are trained through onboarding. Regular emergency response drills are held to ensure that workers on site (employees and contractors alike) are equipped to either respond safely or determine if external assistance is required in responding.

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.

We continue to achieve industry leading results in our safety performance year after year and this is done by prioritizing safety before profit by the highest levels of our organization, being fully endorsed by our CEO, Executive Committee and our Board. The Executive Committee reviews monthly safety and environmental performance, including injuries, incidents, releases, and ongoing improvement initiatives. Univar Solutions' commitments around safety are reflected in our annual Code of Conduct training, robust onboarding job-specific training, and in-field coaching from our field leaders in Operations and EHSQ teams. The code handbook defines our minimum expectations, and our field training provides the guidance on how to perform day to day routine and non-routine tasks in the safest way possible.

SOCIAL

OWN WORKFORCE: SAFETY

(CONT.)

In 2023, our North America teams implemented a coaching based field observation training program through qualified individuals. The program combines online training and physical checkpoints. The program is designed to provide training fit for the needs based on the complexity and task risks. The program has four categories: Basic, Intermediate, Advanced and Expert. They range from tasks that require minimal guidance to the most complex tasks at the site. The program also guides our operations employees through good documentation practices and safe operating procedure creation.

Training programs such as this continue to reaffirm our commitment to a safe working place for our employees, supply chain partners and the communities we operate in.

Globally our sites also have Safety Committees with both employees and management representatives to help support our commitment to keep a healthy and safe workplace. At sites that are too small to form such committees, we have employee safety representatives that work with management and EHSQ field teams. At the end of 2023, more than 80% of our sites globally either had a safety committee or an employee safety representative.

Univar Solutions continues to remain actively committed to responsible distribution through partnerships with the Alliance for Chemical Distribution (ACD), Responsible Distribution Canada (RDC), and Responsible Care. Our leaders serve on ACD and RDC national committees and provide feedback to the industry and regulators on potential 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 2023.

Univar Solutions is also a committed partner to the American Chemistry Council's Responsible Care program. We are currently working toward certification to the RC14001 standards for security, process safety, and product safety. We are currently the only chemical distributor in the Responsible Care program.

ESRS S1-5
GRI 403-9
ESRS S1-14

Our global Safety target below applies to all operations and uses a baseline of an average of 2019 and 2020 data. All employees globally are included in the below metrics. These metrics do not include external personnel.

Targets 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 targets:

- Reduce total case incident rate (TCIR) by 20 percent by 2025 (against our baseline).
- Achieve regional alignment on our global behavior-based safety program at 100 percent of operations by 2025.

SOCIAL

OWN WORKFORCE: SAFETY

(CONT.)

Metrics:

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

- All US operational locations have implemented a behavior based safety program.
- Univar Solutions recorded no workplace fatalities in 2023.

Additional Safety Metrics- Department of Transportation (DOT) Statistics:

In 2023 our US-based fleet drove 30,754,574 miles with a DOT recordable incidents rate of 0.59 per one million miles. Compared to our 2022 performance, the DOT recordable incident rate increased by 10% with 80% of recordable incidents non-preventable due to being struck by others.

Progress on goals:

Total Case Incident Rate:

	Baseline	2023	% change baseline to 2023
TCIR	0.47	0.45	-4.25

Per the metrics above, with a 2023 TCIR of 0.45 we are making progress towards, but currently behind on our goal to reduce our TCIR to below 0.38 from a baseline of 0.47. Through 2024 we will work to further reduce our TCIR through our focus on behavioral safety and training.

As of the end of 2023, 59 percent operational locations have behavior based safety programs in place.

SOCIAL

OWN WORKFORCE: EMPLOYMENT, DIVERSITY, EQUITY AND INCLUSION (DEI)

ESRS S1-1
ESRS S1-4
ESRS S1-5
GRI 2-7
GRI 2-8
GRI 406-1
ESRS S1-6
ESRS S1-7
ESRS S1-12
ESRS S1-9

Policy Coverage Related to Diversity, Equity and Inclusion:

Our focus on driving a fair and inclusive workplace is at the very core of our values and continues to be demonstrated in the action we take inside our organization, for our industry, and in our communities. The diversity shaped by our employees' unique backgrounds and experiences undoubtedly plays an integral part in delivering innovation to our industry and reshaping our world. Working to understand, accept and value differences in race, ethnicity, gender identity, and expression, age, religion, disability, sexual orientation, education, personality, skills and experiences is critical to our growth, our competitive advantage and our success as responsible business leaders in our industry.

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.

Action On Diversity, Equity and Inclusion:

At Univar Solutions, we have built a strong foundation of robust governance, employee engagement, and transparency to help ensure we are creating an environment where people feel a sense of belonging and know they are valued for their perspectives. We are relentlessly focused on progress and, while proud of the achievements we have made in a short time, we are keeping up our efforts to improve on a daily basis. We push ourselves to create a better future for our Company, employees, industry and communities.

Despite recent media coverage and increased scrutiny of DEI programming, we remain confident in our approach, continually reviewing initiatives with key leaders across multiple functions to ensure that we are building a culture that is inclusive of every individual and avoids exclusive or preferential treatment to any demographic group.

Through our DEI dedication and actions, we are working to break barriers and create a more equitable and just society. From increasing flexibility and inclusive benefits for employees to representing a diverse society in our product formulations, to supporting diverse-owned indirect supplier partners, we play a role in influencing and increasing the chemical industry's focus on advancing DEI.

SOCIAL

OWN WORKFORCE: EMPLOYMENT, DIVERSITY, EQUITY AND INCLUSION (DEI)

(CONT.)

At Univar Solutions, we hold the following Diversity, Equity and Inclusion tenets:

- We are committed to fostering a safe, collaborative, supportive and respectful environment, one that values diverse perspectives, mitigates unconscious bias and enables a culture where employees can bring their authentic self to work.
- We investigate and eliminate potential inequities from our employment and business practices with actions over words.
- We hold ourselves accountable to realistic and measurable progress in representation, inclusion and belonging through increased transparency and open communication with our employees, customers, suppliers and stakeholders on our progress and setbacks.
- 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.

Our global DEI strategy is built upon a foundation of our vision, mission, core values and company purpose, ensuring a sustainable approach for years to come. We use our global inclusion councils to help hold ourselves accountable for progress and drive decision-making for the unique needs of our diverse employee groups and ensure we are conducting business in ways that advance inclusion for our industry.

Our actions address how we attract, retain, advance and include employees at all levels of the organization with an increased focus on gender equality, racial and cultural inclusiveness, LGBTQ+ equality, neurodiversity, disabilities equity and military veteran inclusion. To ensure comprehensive focus and direct ties into our business strategy, every action we take is aimed at advancing one or more of our critical DEI pillars:

- Creating opportunity and building talent by increasing transparency in our current talent pool through sharing profiles, promoting self-identification in our human resource information system (HRIS), going beyond traditional search methods for hiring and offering increased skill development and visibility for our top talents.
- Developing awareness and advocacy by raising self-understanding, mitigating unconscious bias, and using our voice to advocate for social justice and equality through voluntary education and communication.
- Creating community by leveraging Employee Resource Networks to bring our differences together and build belonging to achieve common goals.
- Partnering with our local communities to advance Science, Technology, Engineering, and Mathematics (STEM) opportunities for underrepresented groups and giving back to organizations that advance equality.
- Helping business win by improving equitable policies like flexible work, advancing knowledge around inclusive language in our marketing materials, mitigating bias from hiring processes, and creating stronger partnerships with customers and suppliers to promote DEI progress for our industry.

SOCIAL

OWN WORKFORCE: EMPLOYMENT, DIVERSITY, EQUITY AND INCLUSION (DEI)

(CONT.)

2023 marked our fourth year advancing a global strategy to increase diverse representation and foster a culture of inclusion through strategies and tactics that support the entire talent lifecycle. Over the course of the year, we continued our focus on driving increased advocacy and allyship, maintaining existing initiatives, and preparing for growing in our maturity model across all regions.

In 2023, we were pleased to be re-recognized as a Best Place to Work for LGBTQ+ Equality by the Human Rights Campaign (HRC) Foundation, after achieving a score of 100 on the HRC Foundation's 2023/2024 Corporate Equality Index (CEI). The HRC Foundation's CEI, which our company has participated in for the past four years, is the US foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. We continue to partner with key organizations such as CEO Action, the largest CEO-led initiative to drive inclusion, and the Conference Board, to help ensure that the actions we are taking make a sustainable impact and keep us accountable for change.

- Expanded our reach of job openings to more than 30 organizations focused on increased opportunities for underrepresented communities.
- Leveraged technology to help mitigate potential bias and increase inclusive language in materials used to attract potential employees.
- New product formulations and marketing campaigns developed in the prior year, which met the needs of and spoke to a diverse customer base resulted in over 80 opportunities with key customers with over \$1.8M in sales.
- Monitoring internal reporting on diverse supplier spending trends against indirect purchasing.
- Continued learning opportunities, candid discussions, internal webinars and external conference accessibility through key partners to increase self-awareness and build skills.
- Hosted sessions with select senior leaders on our approach to Inclusive Leadership behaviors embedded within our Univar Solutions Leadership Framework.
- Launched an affinity group focused on well-being across multiple countries in EMEA.
- Canadian commercial teams partnered with our Canadian Indigenous Employee Resource Network to meet with Indigenous Nations to create stronger partnerships between Univar Solutions and Indigenous peoples throughout the region.
- Produced the first annual Exceptional Women in Chemicals event recognizing International Women's Day through a partnership with and support from four key customers resulting in a global livestreamed panel event to all participating companies.
- Built a new LGBTQ+ Inclusive Benefits Guide featuring medical benefits available to participating employees in the USA and workplace benefits available to all global employees.
- Increased visibility and awareness for the transgender community through a series of internal learning opportunities for Human Resources Business Partners and an online resource center available on-demand to all people managers and employees.
- Hosted 10 virtual learning sessions open to all employees in EMEA around wellbeing topics that impact diverse populations from inclusive language to dimensions of diversity and more.

SOCIAL

OWN WORKFORCE: EMPLOYMENT, DIVERSITY, EQUITY AND INCLUSION (DEI)

(CONT.)

At Univar Solutions we are empowering our people to make the biggest difference. Our Employee Resources Networks (ERNs) serve as the primary initiative to create a culture of inclusion, creating safe spaces for candid conversation and learning across a number of related, and critical topics. These ERNs are led by and managed by employees who take additional time from their daily responsibilities to create improved experiences and culture for all employees to participate in, no matter anyone's level, job title, or employment arrangement. ERNs are governed by our Office of Inclusion team who provide infrastructure, coaching, education and collaboration opportunities across all networks.

In 2023, we had 794 employees and contract workers, participating actively in our eight ERNs, with many active across multiple networks. Each ERN consists of an Executive Sponsor from our Global Leadership team, 1-2 chairs/co-chairs, and an expansive core team of employees from various levels and functions across our business. Working as teams and in collaboration with one another, these ERNs have created a primary channel of engagement for employees to come together, whether they identify with a specific population, or are supportive and active allies in the advancement of diversity, equity and inclusion.

Targets Relating to Employee Diversity, Equity and Inclusion:

Under our goal to increase diverse representation at leadership levels and create opportunities and culture to enable employees to bring their authentic selves to work, we have set the following specific targets:

- Maintain a score of 100 on the Human Rights Campaign (HRC) Foundation's Corporate Equality Index (CEI).
- Maintain a score of at least 78 on the Company's internal Employee Engagement Diversity and Inclusion Index.
- Increase female representation globally at the people-leader level and above by 2.8% from 32.2 to 35% by 2025.
- Increase the ethnic diversity at the people-leader level and above in the US by 2.3% from 18.7 to 21% by 2025.

Metrics:

In 2023 our progress against these goals stood at the following:

- Maintained a score of 100 on the HRC's Corporate Equality Index
- Increased our DEI Index score to 80.
- Increased female people leader representation to 35.4%, exceeding our target.
- Increased ethnically diverse US people leader representation 23.1%, exceeding our target.

SOCIAL

OWN WORKFORCE: EMPLOYMENT, DIVERSITY, EQUITY AND INCLUSION (DEI)

(CONT.)

Employee Diversity Metrics:

Gender:

	Female	Male	Other	Undeclared	Total
North America	2,036	4,238	1	5	6,290
EMEA	978	1,222	7	3	2,210
Latin America	533	656	0	29	1,218
Rest of World	52	37	0	0	89
Global	3,599	6,153	8	47	9,807

Full Time-Part Time:

	Full-Time				Part-Time				Total
	Female	Male	Other	Undeclared	Female	Male	Other	Undeclared	
Global Total	3,464	6,110	8	47	135	43	0	0	9,807

People-Leader Gender (Global, people leaders and above):

	Female	Male	Undeclared	Total
Global Total	628	1,135	4	1,767
% of Global Total	35.54	64.23	0.23	100

People-Leader Gender (Global, people leaders and above):

	Ethnically Diverse	Non-Ethnically Diverse	Not Classified	Total
US Total	221	708	26	955
% of US Total	23.14	74.14	2.72	100

SOCIAL

OWN WORKFORCE: EMPLOYMENT, DIVERSITY, EQUITY AND INCLUSION (DEI)

(CONT.)

Employees with disabilities (US only):

	No Disability	Yes, I have a disability or have a history/record of having a disability	Undeclared	Total
United States	2,333	160	2,873	5,492

Employee Diversity Metrics:

Our data set on employees with disabilities is limited to the United States and within this, data is only partially captured. We will work to continue expanding this data collection.

Gender Pay Disparity:

While we are not currently able to provide global metrics on gender pay gap reporting, we are working internally to expand on work carried out in this area to identify the best methodologies and practices for future reporting.

Additional DEI Related Metrics:

In 2023 we achieved the following major Awards and Recognition:

- Recognized as a **Best Place to Work for LGBTQ+ Equality by the Human Rights Campaign (HRC) Foundation**, after achieving a score of 100 of the HRC Foundation's 2023/2024 Corporate Equality Index (CEI) for both global and CEI Mexico.
- Serving on the Executive Committee of The Conference Board's Global Diversity, Equity and Inclusion Strategist Council.
- Signatories of the **CEO Action for Diversity & Inclusion pledge** to advance diversity and inclusion within the workplace.
- Recognized as a Great Place To Work® in Brazil and Mexico.

SOCIAL

OWN WORKFORCE: WORKING CONDITIONS AND DEVELOPMENT

ESRS S1-8

While we identified the topic of Own Workforce to be material to Univar Solutions, the material impacts, risks and opportunities within this determination were focused on employee safety and diversity, equity and inclusion. While the sub-topics of working conditions and employee development did not meet material relevance, we do still see value in making specific disclosures related to these sub-topics.

Collective Bargaining Agreements (CBAs):

The below disclosures apply primarily to our business within the European Union and are not representative of our business globally.

Our EMEA workforce spans across countries that have CBAs, and those that do not. We comply with local employment legislation and representation requirements in our respective jurisdictions. However, our own internal HR policies are built in a way that enable us to live up to one of our core values - Where People Matter- and to have market-competitive terms and conditions of employment for our workforce.

On the 31st December 2023, 43% of EMEA workforce (954 employees) was covered by collective agreements as follows:

- Belgium (110)
- Italy (137)
- Spain (102)
- Finland (12)
- Netherlands (26 - Zwijndrecht site)
- Sweden (144)
- France (321)
- Norway (31)
- Portugal (12)
- Germany (59)

On the same date, 12% of our employees in the US and 22% in Canada were represented by a CBA.

As outlined above, our working conditions are built in a way that enables us to live up to one of our core values - Where People Matter- and to have market competitive terms and conditions of employment for our workforce.

When defining “non-employees” as “contractors”, each country has its own framework as it pertains to contractors, which we comply with and observe.

41% 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).

SOCIAL

OWN WORKFORCE: WORKING CONDITIONS AND DEVELOPMENT

GRI 407-1

GRI 408-1

GRI 409-1

ESRS S1-10

ESRS S1-11

Operation With Significant Labor Rights Risks:

As a result of our robust policies and actions to manage the impacts, risks and opportunities related to our own workforce, we do not see any of our operations having significant labor risks such as child labor or forced labor .

Univar Solutions applies strong due diligence on its suppliers:

- Each supplier is screened through our E2Open screening tool.
- Each supplier is required to sign off on our Supplier Code of Conduct or prove it has in place an equivalent set of standards on ESG topics.
- Increased risks are determined based on materials being supplied and supplier geography.

Adequate Wages:

Employees are paid fair wages across our business. We annually benchmark our pay with market practices country by country and align with these benchmarks in all countries, whether they have a CBA in place or not.

We also use external vendors to benchmark our pay to companies in similar sectors to ours for comparative purposes and to help us remain competitive.

Social Protections:

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

Training and Skills Development Metrics:

Our global training and development team is fundamental to ensuring our employees' personal and professional development is strengthened. In 2023, our employees undertook an average of 15.86 hours of training each.

In addition to training, our employees were also required to set forth development plans with their line managers. For the 2023 cycle, 96% of the eligible population received development forms to create their plans.

SOCIAL

OWN WORKFORCE: WORKING CONDITIONS AND DEVELOPMENT

ESRS S1-15

ESRS S1-16

ESRS S1-17

Work-Life Balance Metrics:

All of our employees are entitled to family-related leave through country HR policy and/or collective bargaining agreements.

Gender Pay Gap Analysis:

As part of our Total Rewards philosophy we firmly believe in the principle of similar pay for similar work. We are committed to ensuring that all employees, regardless of gender, race, or background, receive fair compensation based on their skills, experience and contributions. We conducted an analysis in 2022 in the USA and have very minimal gaps. We were able to explain the gaps through further analysis of scope of responsibility, skills proficiency, user experience, etc. Where we still had some unexplained gaps, we made wage adjustments. We have started preparations in 2023 for setting up pay gap analysis methods and tools in EMEA. This year we will dive deeper into the pay analysis for our employee base in EMEA, starting in the UK and France. This will help us identify any potential areas of attention and focus for the coming years. In the meantime, Univar Solutions continues to promote Diversity, Equity & Inclusion, recognizing that pay equity is essential for attracting and retaining diverse talent.

Incidents and Complaints in 2023:

Our whistleblowing reporting channels collectively received 118 reports in 2023. Of the 118 reports received, 43 were found to be substantiated. Depending on the outcome of the case and the severity and repetition of the incident, additional training, policy review, warning, monitoring, coaching, change in reporting structure, suspension, and termination are all measures used to remediate and correct the situation.

SOCIAL

SUSTAINABLE SOURCING (WORKER IN THE VALUE CHAIN)

ESRS 2 SBM-3

ESRS 2 IRO-1

Topic Description:

Our global value chains depend on the production and movement of materials across the world through a variety of processing technologies and feedstocks from oil and gas derivatives, bio-based feedstocks and mineral compounds. This production and movement of material through our supply chain are dependent on the people throughout it. From oil field workers to refinery operatives, farmers and miners, and drivers and factory workers, the safety, well-being and ethical treatment of people through the supply chain is relevant to our business activities.

Overview of Positive Impacts of the Topic:

By increasing supplier engagement and expectations on working conditions in the supply chain (i.e., safety, fair working time, no forced labor, equal pay, work-life balance), Univar Solutions can help reduce unethical behavior in the supply chain. (e.g., Supplier Code of Conduct expectations)

Overview of Negative Impacts of the Topic:

If Univar Solutions does not increase their supplier and customer engagement and expectations on working conditions, i.e., safety, equal pay, fair working time, no forced labor and work-life balance, then Univar Solutions, may be unknowingly contributing to poor or illegal labor conditions, which can be harmful to individuals and communities affected.

Overview of the Material Opportunities Associated With the Topic, Where They Apply, and Time Horizon:

- If Univar Solutions does not require their suppliers and customers to adhere to fair working conditions, health and safety and workers rights, Univar Solutions can experience reputation damage, and subject to fines under new supply chain legislation.
- If Univar Solutions does not require their suppliers and customers to create an equal and fair environment for all employees, without fear of violence and harassment in the workplace, Univar Solutions could have reputation damage in the market place for their association with such customers or suppliers.

These associated risks apply to our upstream supply chain. Time horizons for these opportunities are perceived to be in the short (<1 year) to medium (1-3 years) term.

SOCIAL

SUSTAINABLE SOURCING (WORKER IN THE VALUE CHAIN)

ESRS S2-1

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

We remain committed to engaging our supply chain on key ESG topics, helping support an evolutionary journey toward a more sustainable future for our wider value chain. Not only are such efforts the right thing to do, but they are also fundamental to our goal to net-zero pathways. Our commitments to sustainable sourcing and workers in the value chain are covered in our **Sustainable Sourcing Policy**. Univar Solutions is committed 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 and ethics and sustainable sourcing performance.
- Collaborating with suppliers to identify supplier diversity spend in our supply chain.
- Supporting suppliers to progress their sustainability journey by bringing sustainable solutions to market via our Sustainable Product Framework.
- Pursuing increased sourcing and supply of sustainable alternatives and supporting accounting systems (e.g., Sustainable Palm Oil or Organic Products).
- Sourcing of renewable electricity for use in our operations.
- Driving continual improvement to help minimize negative environmental and social impacts of our value chain on biodiversity and deforestation.

ESRS S2-4

Action on Sustainable Sourcing and Workers in the Value Chain:

Our approach to ESG on supply chain engagement is designed for the greatest possible positive impact, and we are evolving our holistic outlook on more sustainable supply chains while remaining committed to collaboration and continuous improvement.

Supplier Code of Conduct Rollout:

Our global Supplier Code of Conduct states Univar Solutions' fundamental expectations from its suppliers. While our goal in this area is focused on product suppliers, the expectations in this document apply to all our vendors and service providers. In 2023, we continued to issue this document to all new product suppliers and began the rollout of the global Supplier Code of Conduct to existing product suppliers across North America.

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.

By the end of 2023, all of our newly added product suppliers and existing product suppliers were issued the Supplier Code of Conduct.

The Supplier Code of Conduct was not issued to every legal entity of our suppliers but instead considered to have been issued to the entire organization when issued to one entity.

SOCIAL

SUSTAINABLE SOURCING (WORKER IN THE VALUE CHAIN)

(CONT.)

Supplier ESG Assessments:

Consistent, independent assessment of our suppliers is vital to advance supply chain sustainability. Using the EcoVadis supplier assessment tool, we have rapidly scaled up our assessment of our suppliers. Our progress on sustainable sourcing is measured in part by the percentage of our spend on products which is sourced from a supplier that has undergone a sustainability assessment. In 2023, we increased the proportion of spend covered by such assessments to 54.4%.

Responsible Supply Chain Training:

Above and beyond our Global Code of Conduct training, which is mandatory for all employees, we successfully rolled out supplementary ethics, human rights and sustainable sourcing training to employees who are most likely to encounter these issues in their professional roles.

ESRS S2-5

GRI 414-1

GRI 411-1

Targets Relating to Sustainable Sourcing and Workers in the Value Chain:

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

- 100% of new and active suppliers issued our global Supplier Code of Conduct by 2023.^{1,2,3}
- Assess 80% of suppliers (by spend) on their sustainability performance with minimum standards for those assessed, being met by 2025.¹

Metrics:

At the end of 2023 we achieved the following:

- Issued our global Supplier Code of Conduct to 100% of product suppliers.
- Assessed 54.4% of our product suppliers via the EcoVadis tool (as a % of total product spend).

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

2. Wording updated since 2021 to support the diversity of suppliers' compliance management systems.

3. Supplier Code of Conduct was not issued to every legal entity of our suppliers but instead considered to have been issued to the entire organization when issued to one entity.

SOCIAL

SUSTAINABLE SOURCING (WORKER IN THE VALUE CHAIN)

(CONT.)

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:

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

	Target	2023	Gap
Issuance of Global Supplier Code of Conduct (%)	100	100	No Gap

At the end of 2023 we issued our Supplier Code of Conduct to all in-scope product suppliers, achieving our goal to 2023.

Suppliers Assessed on Sustainability Performance:

	Target	2023	Gap
Suppliers Assessed on Sustainability Performance (%)	80	54.4	25.6

At the end of 2023, 54.4 percent of our product supplier spend was covered by a sustainability assessment via the EcoVadis platform. While significant progress has been made to date, a gap of 25.6 percent coverage remains to be closed out by the end of 2025.

SOCIAL

PRODUCT INFORMATION AND END USERS

ESRS 2 SBM-3

ESRS 2 IRO-1

Topic Description:

The materials and services Univar Solutions bring to market help drive some of the fundamental services for its communities and help its 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 subsequent users of the materials and services we provide have the relevant safety-related information to maintain safe use of these materials.

Overview of Positive Impacts of the Topic:

Through consistent and compliant communication of product documentation on use, safety and disposal, Univar Solutions helps keep users safe and helps ensure products are used as intended.

Overview of Negative Impacts of the Topic:

Failing expectations on material data sharing and labeling may lead to improper use, handling and disposal of materials creating harm to human health and/or to the environment.

Overview of the Material Opportunities Associated With the Topic, Where They Apply, and Time Horizon:

- Univar Solutions can increase access to quality data and information.
- Univar Solutions can position itself as a leader in safety beyond its own business, supporting the wider value chain to improve safety performance and material handling, becoming a preferred supplier for safety focused customers.

These associated opportunities apply across our value chain from sourcing supplier information to communicating down through our customers. Time horizons for these opportunities are perceived to be in the short (<1 year) to medium (1-3 years) term.

Overview of the Material Risks Associated With the Topic, Where They Apply, and Time Horizon:

- Not ensuring the quality of the material and safety information provided to the customers and suppliers could limit our partnerships, hurt our market reputation and lead to significant litigation.

These associated risks apply across our value chain from sourcing supplier information to communicating down through our customers. Time horizons for these opportunities are perceived to be in the short (<1 year) to medium (1-3 years) term.

SOCIAL

PRODUCT INFORMATION AND END USERS

ESRS S4-1

ESRS S4-2

ESRS S4-3

ESRS S4-4

The safety of the products we handle is critical to our operations. We foster 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 required material hazards and handling information to comply with regulations on material safety.

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

- Comply with all applicable legal requirements and operate in accordance with both government and industry codes of practice and guidance appropriate to our activities.
- Assess and manage the risks associated with our activities to protect our employees, the communities in which we do business and the environment.
- Develop and document supporting procedures, systems, objectives and targets that enable us to responsibly manage our health, safety and environmental risks.
- Provide all employees with information, instruction and training to ensure that they understand their responsibilities and the contribution they can make toward the realization of health, safety and environmental objectives.
- Take the necessary actions to prevent pollution of air, land and water and responsibly manage historical environmental impacts.
- Work with our supply chain partners, communities in which we do business and employees to manage existing and new products to enable their safe storage, distribution, use and recovery or disposal.

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 customers who use our products, we have a formal complaint management system. All complaints are investigated to determine root cause and corrective and preventive actions.

SOCIAL

PRODUCT INFORMATION AND END USERS

(CONT.)

Actions on Product Information and End-Users:

In line with legal requirements and our principles, we supply all customers with Safety Data Sheets (SDS) for products that pose environmental, health or safety hazards. These documents identify specific hazards, handling guidance, and disposal information. Beyond this, our teams of technical experts assist customers with 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 continue to implement across relevant geographies, as it affects many of our customers and suppliers. We have been involved in the REACH process for several years, including working 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 placed 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 so that the products we distribute will be carried through the initial REACH registration and the subsequent authorization processes. Through the diligence and collaboration of our Regulatory, Compliance, and EHS teams, Univar Solutions works to maintain compliance and set the standard for product stewardship across our industry, monitoring impending legislation and working 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.

Assessment of Health and Safety Impacts of Products and Services:

Univar Solutions utilizes a formal workflow process to assess health and safety impacts to its facilities for all new material set-ups.

ESRS S4-5

GRI 416-1

GRI 417-1

GRI 417-2

GRI 417-3

Targets and Metrics Related to Product Information and End Users:

Univar Solutions has no formal targets of metrics associated with the material topic of product information for consumers and end users. Through 2024, we will review the potential to build out targets 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.

Incidents of Non-compliance Concerning Marketing Communications:

We are not aware of any incidents of non-compliance with marketing communications for 2023.

SOCIAL

COMMUNITY ENGAGEMENT (RELEVANT DISCLOSURES NOT UNDER MATERIAL TOPICS)

Policy


Delivering kindness runs deep in our DNA, and the many partnerships we engage in around the world only strengthen the good we do. We are most in our element when we’re delivering on our purpose to keep our local communities healthy, fed, clean and safe. Looking beyond revenue and profits, we aim to measure ourselves against the positive impact we create for our communities.

The results of our double materiality survey did not show the topic of Community Engagement to be material to our business. As such, the ESRS Standards on this topic have not been applied. However, this is still an area of interest for a number of stakeholders and so this section highlights a number of disclosures relevant to our stakeholders, largely informed by the Global Reporting Initiative (GRI).

Action

Action on Community Engagement:

Community Bonds is a fundamental tenet of our community work and is how we inspire our people to join together to “give great” to the communities where we live and work, going beyond our walls to make a lasting, positive impact on the world. The 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 others. Our Volunteer Paid Time Off policy grants every employee across 13 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.

	VOLUNTEERING	DONATIONS	ADVOCACY
	<p>Giving time. We are granting employees a day of service to make an impact in local communities.</p>	<p>Doing good, together. Working hand in hand with customers and suppliers to provide assistance and resources where it’s needed most.</p>	<p>Raising awareness. Using our influence, our passion, and our energy to create equity and drive social and environmental progress.</p>

We believe that our Community Bonds strategy creates very real action, engaging our employees, customers, suppliers, and key partners to come together and make a difference. Putting rigorous governance in place and bringing together our Community Bonds Council, project teams, and Champions across many of our locations, we have built a foundation of doing good that will last for years to come. Our intent is that our visible actions and the impact we are making in our communities builds trust, a sense of belonging, and stronger partnerships both inside and outside our organization.

SOCIAL

COMMUNITY ENGAGEMENT (RELEVANT DISCLOSURES NOT UNDER MATERIAL TOPICS)

Action

We have been proud to expand our formal programs to support employees and teams in their efforts to engage with, and give back to our communities. Teams around the globe have been empowered to gather and go into communities to distribute food, support Science, Technology, Engineering, and Mathematics (STEM) educational programs, beautify communities, raise funds for medical resources and much more. Some of the incredible work and impact from our people as a result of expanding our support include the following examples as well as countless others.

- Throughout the year, many teams continue to provide packing and food distribution services at the Greater Chicago Food Depository in Chicago, IL.
- Multiple teams have created ongoing opportunities for employees to distribute food in Columbus, OH at the Mid-Ohio Food Bank.
- Univar Solutions hosted our fourth annual charity golf outing in The Woodlands, Texas, supporting the Prostate Cancer Foundation of Chicago, with participants raising more than \$140,000 in support of this important mission.
- Our Black | African American Leadership Employee Resource Network (BAALN) organized 100+ volunteers who participated in recognizing Martin Luther King Jr. Day as a Day of Service with volunteers joining local food banks in Phoenix, Ohio, Dorval, Houston, Chicago, Toronto, and Edmonton to pack and distribute food.
- Additionally, this same group from our BAALN hosted a sock drive, collecting more than 5,000 pairs of socks from 15 Univar Solutions North America sites for organizations providing essential services to the homeless in Chicago, IL; Houston, TX; Los Angeles, CA; Morrisville, PA and Phoenix, AZ in the US and Toronto, Ontario, Montreal, Quebec and Edmonton, Alberta in Canada.
- Volunteers in Brazil organized and distributed gifts to children in need around an annual holiday campaign that supports children from the institutions Missão Urbana, in Osasco, and Casa do Menor in Paulínia and Sorocaba.
- Our IT team in Brazil, along with volunteer employees donated 40 laptops to the non-profit institution Missão Urbana as part of an ongoing effort to reuse electronic materials that would otherwise be discarded and at the same time generated development opportunities for underserved communities. The in-kind donation benefits children in computer and robotics classes and young people and women in entrepreneurship and digital marketing training.
- Employees participated by volunteering at the annual Chemical Industry Counsel of Illinois (CICI)/Illinois Chemical Education Foundation (ICEF) Annual Career Conference at the Museum of Science and Industry in Chicago. This two-day event gave us the opportunity to speak to 1,000+ local students from the Chicagoland area where Univar Solutions volunteers from the Commercial teams and Transportation, Operations, and Corporate functions guided students through several experiences, highlighting the range of STEM-related careers and technologies we use in chemical and ingredient distribution.
- Volunteers from our regional office in Bradford, England, UK, worked with the community charity Participate Projects to donate time and energy by building planters to help rejuvenate a local park as part of our commitment to beautifying our local communities.
- Keeping to our annual commitment to support the National MS Society in the US, employees participated in multiple Bike MS rides across the country raising almost \$22,000 for support and research for those living with multiple sclerosis.

SOCIAL

COMMUNITY ENGAGEMENT (RELEVANT DISCLOSURES NOT UNDER MATERIAL TOPICS)

Action

- For the second year in a row, Univar Solutions served as a corporate sponsor for the MetroSquash Annual Cup Tournament in Chicago, IL creating team building and educational support for underserved communities in Chicago.
- Continued to serve as the presenting sponsor for the National You Be The Chemist™ Annual Challenge impacting 900 students across 300 schools.
 - Provided \$24,000 in student scholarships
 - 155,000 students reached through the program and resources
 - 4,500 teachers provided access to the programs and resources
- Ongoing partners with the American Chemistry Council to support their Future of STEM Scholars Initiative by providing a \$40,000 scholarship for a student pursuing a STEM studies at Historically Black Colleges and Universities. Our support of this program contributes to over \$17M in resources raised by the program to help talented students advance in STEM careers and innovate our tomorrow.
- Ongoing funding support for the Brilliant Junior Academy in Kenya, Africa, providing supplies and food to students as part of a multi-year commitment to support the schools expansion and construction projects.

As we look to the future, we continue expanding programs across the globe, offering paid time off for employees in even more locations to volunteer in our communities. At the time of this report, volunteer paid time off programs have been at varying stages of development for The Netherlands, Turkiye, and more countries across EMEA. With the support of our executive team, we continue to expand programs to support our employees' impact on local communities. We remain committed, through strong governance and action, to support those in need with increased charitable contributions and support for disaster relief when needs arise impacting our people, our partners and our communities.

Target

Targets 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 targets:

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

Metric

Metrics:

- Expanded Community Bonds Volunteering Paid Time Off for 13 countries across the globe, covering over 8,206 employees, or 84 percent of our population.
- Recognized by the National Multiple Sclerosis Society with The Complete Package Award for the resources and engagement created to see a world without MS.
- Over \$230,000 USD donated to causes around the globe that improve the health and lives of those in need.

GOVERNANCE

GOVERNANCE (RELEVANT DISCLOSURES NOT UNDER MATERIAL TOPICS)

ESRS 2 GOV-1 GRI 2-9

The business and affairs of our Company are supervised by our Board of Directors (“the Board”).

The following Board Committees are in place:

- The Audit Committee oversees and advises the Board on the management of accounting, auditing, external reporting and internal control risks.
- The Compensation Committee oversees and advises the Board on the management of risks relating to the Company's compensation program and policies.
- The Environmental, Social and Governance Committee (ESG Committee) oversees and advises the Board on the risks associated with the corporate governance of the Company. The ESG Committee is also responsible for overseeing risks arising from the Company's environmental, health, safety, sustainability, and corporate social responsibility policies, objectives, programs and practices., diversity, equity, and inclusion, and other social and public matters of significance to the Company. This Committee also has oversight of the impacts, risks and opportunities identified as part of Univar Solutions double materiality assessments.

ESRS 2 GOV-2

The Company also has a Risk Steering Committee, comprised of various members of executive and senior management, which regularly identifies and monitors top enterprise risks to the Company via the Enterprise Risk Management (ERM) process. This committee oversees corresponding mitigation plan progress necessary to guide the teams through good decision-making.

Separate from the ERM, in late-2023, Univar Solution refreshed its impacts, risks and opportunities assessment. The ESG Committee had the opportunity to engage with ESG leaders within Univar Solutions on the findings of the IRO assessment.

The ESG Committee also has oversight on the development and content within the Company's ESG Report as well as any other ESG related critical concerns.

GOVERNANCE

ETHICS AND TRANSPARENCY (RELEVANT DISCLOSURES NOT UNDER MATERIAL TOPICS)

The results of our double materiality survey did not show the topic of Business Conduct to be material to our business. As such the ESRS Standards on this topic have not been applied. However, this is still an area of interest for a number of stakeholders and so this section highlights a number of disclosures relevant to our stakeholders, largely informed by the Global Reporting Initiative (GRI).

ESRS G1-1

Action on Business Conduct:

We recognize and value the important role of good governance in maintaining organizational culture and contributing to ethical business. Our aim is to operate our business safely and with integrity, thereby earning the trust of our stakeholders. We have set high standards for all company employees, designed to uphold ethical business practices and regulatory compliance. These standards serve as the cornerstone for our organization, enabling us to make informed and sound business decisions.

Our Governance practices are summarized in our **Global Code of Conduct** ("Code Handbook"), which set out Univar Solutions principles and expectations for responsible business. These principles apply to all our employees, to our leadership team, to our Board and we expect our value chain members to adopt these same principles or similar one.

We encourage our employees to raise work-related issues or concerns with their direct supervisor or manager as soon as possible. When necessary, employees have the opportunity to raise an issue with another manager, up to and including our executive officers. We are committed to prioritizing and addressing all employee concerns efficiently and respectfully. If employees are not comfortable raising their concerns with a manager, they are able to contact the Human Resources department or to report their concern to our Ethics Alertline.

The Ethics Alertline is a central repository for claims concerning ethics and compliance. Once a claim is submitted to the hotline, an appropriate investigator is assigned based on the type of claim. Every claim that comes in via the hotline is treated confidentially and taken seriously. To ensure objectivity, a third-party service provider manages the hotline.

Each Ethics Alertline claim is reviewed by the Compliance team and the investigation leader to make sure the investigation was conducted thoroughly and that the outcome was aligned with the findings. A summary of the claims and the related investigations made on the Ethics Alertline is presented to the Executive Committee each quarter.

Protection From Retaliation

Each employee has a duty to report suspected wrongdoing and must be able to do so without fear of retaliation. As expressly sets forth in the Code Handbook and the **Whistleblower Protection Policy**, Univar Solutions does not tolerate retaliation or threats of retaliation for reporting a violation or suspected violation of the law, company policies, or any violation of the Code Handbook when a claim is made. Retaliation can take many forms, from unfair dismissal to bullying or derogatory comments made by managers or peers. All claims of retaliation are investigated thoroughly, and appropriate action is taken based on findings. Univar Solutions considers acts of retaliation to be acts of misconduct, which could result in disciplinary action or dismissal.

GOVERNANCE

ETHICS AND TRANSPARENCY (RELEVANT DISCLOSURES NOT UNDER MATERIAL TOPICS)

ESRS G1-1

Rights to Report to the Government

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

100% of employees and the Univar Solutions Management Team are required to complete the annual Code of Conduct training to help ensure requirements on ethical business are understood and applied. This training includes, but is not limited to, content on bribery and corruption, diversity, equity and inclusion, corporate responsibility, safety and sustainability.

ESRS G1-3

Bribery and Corruption:

Univar Solutions upholds all laws relevant to countering bribery and corruption.

ESRS G1-5

Political Influence and Lobbying:

While Univar Solutions is a member of various trade and industry associations that may engage in political activities, including candidate contributions and lobbying, direct contributions, donations, gifts or loans to, or for the benefit of political parties or committees, candidates for public office or political organizations are prohibited under company's **Political Contributions Policy**. Our Political Contributions Policy clarifies that employees are free to participate in the political process as individual citizens as long as they indicate that their views and actions are their own. It also specifies that employees may not use their position with our company to coerce or pressure other employees to contribute to, support or oppose political candidates, elections or ballot initiatives.

SUSTAINABLE SOLUTIONS

Policy

Univar Solutions is a critical component in the chemicals and ingredients value chain with a commercial strategy intended to sustainably expand the reach of its suppliers by offering sustainable products, formulations and services designed to achieve customer ESG goals. While the Company does not have a policy to cover its overall approach to its targets on sustainable solutions, a number of its policies support this goal including the Company global **ESG Policy** and its **Sustainable Sourcing Policy**.

Action

In order to implement our strategy, we developed training programs for the commercial organization which includes both Product Managers and Sales. As of December 31, 2023, more than 2,600 colleagues at Univar Solutions had completed Commercial Sustainability Training. With a solid foundation, we experienced more engagement from the commercial organization in 2023, with a few highlights below:

- Product Managers have successfully collected sustainability product-level data from over 60% of our global supplier base.
- Sales colleagues have added customer ESG goals into quarterly business reviews, which is increasing customer exposure to the Sustainable & Natural Product portfolio.

Through a combination of supplier engagement, operational excellence and customer focused product development we are helping bring more sustainable products and services to our customers. Our commercial teams offer sustainable products via Univar Solutions **Sustainable & Natural Product (SNP) Framework** to support customers on their ESG journeys, and our Solution Centres offer support to customers seeking to make their end products more sustainable.

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 targets 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 targets on revenue of products under the sustainable and natural product framework (SNP Framework).

SUSTAINABLE SOLUTIONS

Metric

In 2023, we continued our quest to sustainably keep communities healthy, fed, clean and safe. There are six businesses within Univar Solutions directly linked to this specific purpose: Foodology, Homecare & Industrial Cleaning, Pharmaceuticals, Water Treatment, our ChemCare and our Infinite Sustainable Solutions (ISS) businesses. Combined, these “on-purpose” lines of business generated 30% of our revenue in 2023, up from 27% in 2022.

At the end of 2023 our **Sustainable and Natural Product Portfolio** consisted of 946 individual sustainability characteristics aligned with the following key sustainability characteristics. Some products meet multiple characteristics, with 608 unique materials falling within this framework across our regions.

Sustainability Characteristic	Global Count
Bio-based	581
Carbon Footprinting	96
Safer Substitutes	41
Circular	0
Social Impact	99
Environmental	235
Total Number of Characteristics in Portfolio	1,052

BEHIND THE REPORT

ESRS 2 BP-2

GRI 2-4

ESRS 2 GOV-4

Useful Definitions on Disclosures:

Univar Solutions have adopted the ESRS definitions of timeframes including short/medium/long term.

Our Scope 3 emissions data is around 96% based on the emissions related to the products we source. For these emissions, supplier and product specific carbon footprints are difficult to acquire or not available. Therefore, a significant estimations using best available calculations have been made, primarily using the EcoInvent database and CDP supplier emissions intensity, where supplier specific PCF's were not available. 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:

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 2019/20 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.

As in previous years, Univar Solutions followed an operational control boundary in our 2023 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 2023, all Scope 1 emissions used the latest UK government GHG factors to calculate emissions related to our corresponding activities including fugitive emissions from escaped refrigerant gasses. In 2023, only UK refrigerant fugitive emissions were reported. We intend to expand this reporting in future disclosures.

ERM CVS provided limited independent assurance on our 2023 Total Scope 1 and Total Scope 2 (location and market-based) GHG emissions. This Assurance Report can be found in our [ESG Resources Hub](#).

BEHIND THE REPORT

(CONT.)

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 2023 are based on the 2020 International Energy Agency data. 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 2023, 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 been applied. Following this, where available, residual factors were applied for the geographies in which these factors were available. In 2023 we applied the residual grid emissions factors of the 2021 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 2023 location and market-based emissions factors were based on State-level 2022 Environmental Protection Agency's (EPA) eGrid emissions factors. For Canada, 2021 National Inventory Submission province specific grid emissions factors were used. For all other geographies, where no additional depth of market-based emission factor was available, the location-based 2020 IEA factors were applied. This applies to all actual and estimated data on market-based electricity for 2023.

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 2023. The breakdown of these Scope 3 emission disclosures is reported per the GHG Protocol Technical Guidance for Calculating Scope 3 Emissions. While in line with the GHG Protocol guidance, the methods used in determining our Scope 3 emissions include several estimations and extrapolations, such as the use of product-level carbon footprints based on generic emissions factors and the use of Environmentally Extended Input-Output (EEIO) modeling where more accurate supplier data was not available. In the future, we will continue to work with our suppliers and other value chain partners to review and improve the accuracy and methodology applied in our disclosures. Emissions factors for Scope 3 emissions are made up of a combination of sources, including 2023 Defra figures alongside the latest US EPA data. Necessary Scope 3 restatements and updates will continue to be disclosed per the GHG Protocol guidance on restatements.

We utilize informed estimations and extrapolations for the circumstances in which primary data is unavailable for the current reporting period but has been in prior periods. All estimates made through 2023 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

(CONT.)

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 percent 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) Fourth Assessment Report (AR4) over a 100-year period.

Changes and Restatements in Reporting :

In 2023 we made multiple acquisitions of businesses that have been included from date of acquisition in our reporting for the first time. Specifically, in 2023, we acquired ChemSol Group in February, 2023, Kale Kimya in June, 2023 and FloChem Ltd. in September, 2023.

These acquisitions were accounted for in the calculation of 2023 ESG data but did not trigger a recalculation of our 2019/2020 baseline as the emissions associated with these additions 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 fifth 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 2023 reported Total Scope 1 and Scope 2 (location and market-based) GHG emissions. The assurance statement from ERM CVS provides details of audited data from 2020, 2021, 2022, and 2023 can be found on our [ESG Resources Page](#).



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