

# Executive Summary

## *Statement from President and Chief Executive Officer David Jukes*

2021 was yet another year full of challenges and uncertainty, but it still proved to be a positive one due to our resilient focus on executing our plans and overcoming obstacles. Despite supply, transportation and logistics challenges due to the ongoing pandemic and other disruptions, I am pleased to see how we remained steadfast in our work on our Environmental, Social and Governance (ESG) targets. This year, we continue to work on achieving a more sustainable future through an ESG journey led by our commitment to work **Today. Tomorrow. Together.**

2021 offered us an opportunity to realize a new kind of normal, as our 9,450 employees looked beyond adversity and toward possibility, and each demonstrated our purpose to help keep communities healthy, fed, clean and safe. Our teams worked tirelessly to ensure products continued to be delivered to customers. We proved to be a reliable supply source of the many products that touch people's daily lives. Through our global footprint and extensive capabilities, we kept disruptions to a minimum and were able to maintain operations through a challenging period.

This time not only brought challenges to our business, employees, suppliers and customers, but it also introduced a new set of learnings. We continued to take steps designed to ensure the wellbeing of our people, suppliers and customers, while minimizing disruptions and providing for the safe and reliable supply of our chemicals and ingredients by offering hybrid working arrangements where practicable and leveraging technology, significantly reducing business travel compared to previous years and reducing emissions as a result.

2021 was a particularly significant year in our ESG journey. I am proud to announce that we successfully accomplished our global sustainability goals set through 2021. Established in 2017, these goals were our first generation of global goals and marked a significant step in our sustainability journey. I'm delighted to see our business continue to embed these goals into who we are and what we do, enabling us to make great progress throughout the business.

As further detailed in this report, we are proud to share the following notable highlights from 2021:

- Reduced our global Scope 1 and 2 carbon intensity by 39 percent as compared to a 2016 baseline, exceeding our reduction target of 15 percent;
- Recorded a Total Case Incident Rate of 0.40, surpassing our target of 0.68;
- Reduced hazardous waste intensity by 45 percent (as compared to 2016 baseline), exceeding our target by more than twofold;
- Reduced significant releases by 36 percent (as compared to 2016 baseline), significantly exceeding our target of 15 percent;
- Mapped out the Scope 3 emissions for our entire supply chain for the first time;
- Engaged EcoVadis to assist with driving environmental and social improvements in our supply chain and introduced our Global Supplier Code of Conduct;
- 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 Foundations' Corporate Equality Index (CEI);
- Increased on-site generation of renewable electricity as part of our efforts to reduce operational emissions; and
- Increased the number of Employee Resource Networks (ERNs) intended to empower our employees.

## Global ESG Goals to 2025



### Climate Action

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



### Serious About Safety

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



### 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 Sourcing

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



### Sustainable Solutions

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



### 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.

In 2021, we launched a new set of goals to 2025. These goals demonstrate our continued efforts to build a better tomorrow for future generations. I am truly proud of the ambitious goals we have set for our company, and believe that our business is well positioned to deliver on these transformative goals, make a tangible positive impact on the world around us and lead the way in the commodity and specialty chemical and ingredient distribution space. I'm excited to see how we take full advantage of the momentum created from the successful completion of our 2021 goals as we work on our 2025 goals.



Thank you,

David Jukes  
President and Chief Executive Officer

# Growing Together

## 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 ESG plans, goals and operational strategies. The inclusion of any such statements is not an indication that these contents are necessarily material to investors or required to be disclosed in Univar Solutions' filings with the U.S. Securities and Exchange Commission (SEC). Forward-looking statements are subject to risks and uncertainties that could cause actual results to differ materially from the expectations expressed, including the risks and uncertainties described in our filings with the SEC, including specifically the Risk Factors described in our annual report on Form 10-K. 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 Univar Solutions

## Company Information

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. Over 95 years later and after many different incarnations of our business, Univar Solutions closed its initial public offering in 2015. In 2019, we acquired Nexeo Solutions, Inc., a leading global chemicals and plastics distributor, expanding and strengthening our presence in North America.

Today, Univar Solutions is a leading global commodity and specialty chemical and ingredient distributor and provider of value-added services to customers across a wide range of industries. Our company purchases chemicals and ingredients from thousands of producers worldwide to warehouse, repackage, blend, dilute, transport and sell those materials safely to more than 100,000 customer locations across approximately 115 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, comprised of approximately 600 facilities, serviced by over 3,700 tractors, tankers and trailers; and approximately 2,500 railcars, 120 rail and barge terminals and 15 deep sea terminals, focused on 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.

Chemical and ingredient producers rely on us to safely warehouse, repackage, transport and sell their products. These services expand their market access, enhance their geographic reach, lower their cost to serve and ultimately grow their businesses. Customers who purchase products and services from our company benefit from a lower total cost of ownership, as they can simplify their sourcing process by outsourcing functions such as "just-in-time delivery," product availability and selection, packaging, mixing and blending. Customers also rely on us for the safe and secure delivery and off-loading of chemicals, compliant with increasingly stringent local and federal regulations. Finally, our deep market knowledge and technical expertise provides formulation and recipe development services for customers and suppliers that helps them meet the latest market trends and adhere to regulatory requirements across a global network of Solution Centers.





## Company Purpose, Vision, Mission and Core Values

Our overarching purpose is to help keep communities healthy, fed, clean and safe. We accomplish this purpose through our vision to redefine distribution and be the most valued chemical and ingredient distributor on the planet.

With a simple mission to ‘Streamline. Innovate. Grow.’, we are well positioned to advance resource efficiency and develop innovative solutions to help deliver long-term, sustainable growth.

As a purpose-based company, our values include:

### We Are Serious About Safety

We must always remain vigilant and proactive to prevent safety hazards, and we will always place safety before profit.

### Where People Matter

This means we will care about others and their contributions, and we will ensure diversity and inclusion. Of course, we will do this while growing ourselves to grow our business.

### Valuable to Others

We will demonstrate this value by solving problems with our customers and suppliers, and by improving the communities where we live and work.

### We Do What We Say

This includes making commitments that we can keep, trusting others to do the same, and holding ourselves accountable while being bold, direct, and transparent.

### Together We Win

We will play to win and get results while working to common goals and using common processes to continuously improve.



# 2021 Year in Review

## Achievements to Date – Closing out the Goals to 2021

Since our first sustainability report in 2008, we have continued to progress against each of our goals and make meaningful improvements on a range of sustainability issues. Notable achievements since then include establishing a first set of ESG goals in 2017, becoming a signatory of the world's largest corporate sustainability initiative through the United Nations Global Compact (UNGC) in 2018 and adopting 'Advancing a Circular Economy' as an ESG goal in 2019.

In 2017, we launched our global sustainability goals to 2021, designed to be specific and measurable and to cover the most material aspects of sustainability to our business and stakeholders, covered further in the 'Leading our business today' section of the report. Over the last five years, we have held ourselves accountable and achieved sustainability milestones for which we are proud.

Through our teams' hard work, we believe that we are well positioned to be the leader in ESG practices within the industry. Detailed below is a summary of our ESG progress (based on a 2016 baseline):

## Progress on ESG Goals to 2021

Focus Area	2016 Baseline	Target % Reduction	2021 Goal	2021 Performance	2021 % Change from Baseline	Status
<b>Environmental Goals</b>						
Energy (MWh per \$M Sales <sup>1,2</sup> )	82.04	15%	<69.73	55.52	-32%	Achieved
Greenhouse Gas Emissions (tCO <sub>2</sub> e per \$M Sales <sup>1</sup> )	21.31	15%	<18.11	13.01	-39%	Achieved
Hazardous Waste (MT per \$M Sales <sup>1</sup> )	1.43	15%	<1.22	0.79	-45%	Achieved
Significant Releases >200 lbs.	97	15%	82	62	-36%	Achieved
Sustainable Supply Chain	Not included in new supplier assessments	n/a	Environment and social aspects in supplier assessments	Global adoption (new suppliers)	n/a	Achieved
<b>Social Goals</b>						
Safety (TCIR)	0.68	Maintain	0.68	0.40	-41%	Achieved
Equality, Diversity and Inclusion	1 Employee Resource Network (ERN)	n/a	6 ERNs	8 ERNs	n/a	Achieved

1. Historic figures reported in this report may differ from those in previous reporting. This is due to purposeful restatements, details of which are provided in the Behind the Report section. 2. Reductions in emissions related to scope 2 emissions were based on location-based emission for baseline and switched to market-based for 2019 onwards as data became available.



## Major Awards and Recognitions

We continually assess and align our sustainability performance in the context of our ESG goals. Our positive performance against these goals is reflected in the list of awards and recognitions below.

- Recognized by Chemours as a recipient of their second annual **Responsible Supplier Award**.
- Ranked by **Sustainalytics** as having a low ESG risk rating in the top 10 percent of our industry.
- Named by *Newsweek* as a member of their **America's Most Responsible Companies 2022 List**.
- Recognized as a Best Place to Work for LGBTQ+ Equality by the HRC Foundation, after achieving a score of 100 of the HRC Foundation's CEI.
- Received the **2021 ASCM Award of Excellence** from the Association for Supply Chain Management.
- Served on the **Executive Committee of The Conference Board's Global Diversity, Equity and Inclusion Innovators Council**.
- Signed onto 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.

## Univar Solutions Named on Newsweek Magazine's America's Most Responsible Companies 2022 List

In December 2021, we were named as one of Newsweek Magazine's America's Most Responsible Companies 2022. This prestigious award was conferred to 500 companies across 14 industries for delivering on their ESG commitments. This achievement recognizes our robust sustainability efforts and commitments, including our ESG goals to 2025 and beyond.



Award recipients were selected based on publicly available key performance indicators derived from CSR Reports, Sustainability Reports, Corporate Citizenship Reports as well as an independent survey. KPIs focused on company performance across environmental, social and corporate governance topics, while the independent survey asked US citizens about their perception of company activities related to corporate social responsibility. For more information, visit our **news page**.

# ESG Goals to 2025 and Beyond

To drive ESG performance into the future, we have set ambitious goal to drive positive change within and beyond our operations. Our ESG goals to 2025 and beyond are a collection of eight ESG objectives underpinned by clear and measurable targets.

Through these goals – and together with employees, customers, suppliers and other stakeholders – we will strive to deliver meaningful change for a more sustainable world **Today. Tomorrow. Together.**



## Environment

Our 2025 Goals	Target for 2025	Our contribution to the United Nations Sustainable Development Goals (UN SDGs)	Progress made in 2021
 <p><b>Climate Action:</b> Implement the technology, processes and culture to support our journey toward a net-zero carbon future.</p>	<ul style="list-style-type: none"> <li>• 20 percent absolute reduction in Scopes 1 and 2 CO<sub>2</sub>e by 2025 against baseline.<sup>1</sup></li> <li>• 40 percent absolute reduction in Scopes 1 and 2 CO<sub>2</sub>e by 2030 against baseline.<sup>1</sup></li> </ul>	 	<p>Absolute emissions down 15 percent in 2021 from our baseline, a reduction of around 20,000 tCO<sub>2</sub>e.<sup>2,3</sup></p>
 <p><b>Resource Use:</b> Drive sustainable resource use through embedding the principles of circularity and operational excellence.</p>	<ul style="list-style-type: none"> <li>• Reduce 15 percent of hazardous waste by 2025 against baseline.<sup>1</sup></li> <li>• Triple reuse, recovery and recycling rate of non-hazardous waste by 2025 in comparison to the baseline.<sup>1</sup></li> <li>• Introduce sustainable water use at all sites identified to have current or predicted high water risk.</li> <li>• Reduce water waste 15 percent by 2025 against baseline.<sup>1</sup></li> </ul>	  	<ul style="list-style-type: none"> <li>• Absolute hazardous waste down 27 percent from our baseline.<sup>2</sup></li> <li>• Increased recycling rates of non-hazardous waste by over 31 percent from our baseline.<sup>2</sup></li> <li>• Identified all locations in predicted high water risk areas.</li> <li>• Reduced wastewater by 23 percent from our baseline.</li> </ul>

## Environment

Our 2025 Goals	Target for 2025	Our contribution to the UN SDGS	Progress made in 2021
 <p><b>Release Prevention:</b> Support the responsible handling of materials across our operations and supply chain.</p>	<ul style="list-style-type: none"> <li>Reduce 40 percent significant chemical releases by 2025 against the baseline.<sup>1</sup></li> </ul>	 	<ul style="list-style-type: none"> <li>Reduced significant releases from baseline of 83, down to 62 in 2021.</li> </ul>
 <p><b>Sustainable Sourcing:</b> Drive improved sustainability performance and minimum standards across our diverse supplier base.</p>	<ul style="list-style-type: none"> <li>100 percent of new and active suppliers acknowledge our Global Supplier Code of Conduct by 2023.</li> <li>Assess 80 percent of suppliers (by spend) on their sustainability performance, with minimum standards for those assessed being met by 2025.</li> </ul>	 	<ul style="list-style-type: none"> <li>Developed and implemented new Global Supplier Code of Conduct for all new suppliers globally.</li> <li>Engaged EcoVadis to provide the global tool for launching our supply chain assessments.</li> </ul>
 <p><b>Sustainable Solutions:</b> Leverage our portfolio of sustainable products, services, practices and technologies to support our customers' sustainability journeys.</p>	<ul style="list-style-type: none"> <li>Develop and communicate product-level sustainability characteristics for our product ranges globally.</li> <li>Communicate the key sustainability impacts for non-product-related services to customers.</li> <li>Without compromising safety, offer circular packaging solutions for all suitable packed products.</li> </ul>		<ul style="list-style-type: none"> <li>Developed our global sustainable solutions framework.</li> <li>Identification of the tools to communicate sustainability in our services.</li> <li>Continued to expand the options of circular packaging available.</li> </ul>



Social

Our 2025 Goals	Target for 2025	Our contribution to the UN SDGS	Progress made in 2021
 <p><b>Serious About Safety:</b> Keep our employees, vendors and customers safe at work through our safety-focused culture and practices.</p>	<ul style="list-style-type: none"> <li>Reduce TCIR rate 20 percent by 2025 from baseline.<sup>1</sup></li> <li>Achieve regional alignment on our global behavior-based safety program at 100 percent operations by 2025.</li> </ul>	 	<ul style="list-style-type: none"> <li>Reduced our safety incident rate to 0.40 from our 2019/20 baseline of 0.47.</li> <li>Developed behavior-based safety program.</li> </ul>
 <p><b>Diversity, Equity and Inclusion:</b> Increase diverse representation at leadership levels and create the opportunities and culture to enable employees to bring their authentic selves to work.</p>	<ul style="list-style-type: none"> <li>Maintain a score of 100 on the HRC Foundation's CEI.</li> <li>Maintain a score of at least 78 on the company's internal Employee Engagement Diversity &amp; Inclusion Index.</li> <li>Increase female representation globally at the people-leader level and above by 2.8 percent from 32.2 to 35.0 percent by 2025.</li> <li>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.</li> </ul>	  	<ul style="list-style-type: none"> <li>Maintained a score of 100 on the CEI.</li> <li>Achieved a score of 79 on our internal Diversity &amp; Inclusion Index among white collar employees.</li> <li>Increased percentage of global female people-leaders from baseline of 32.2 percent up to 33 percent.<sup>2</sup></li> <li>Increased USA ethnic people-leaders from baseline of 18.7 percent up to 19.3 percent.<sup>2</sup></li> </ul>
 <p><b>Community Engagement:</b> 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.</p>	<ul style="list-style-type: none"> <li>Charitable contributions through the Univar Solutions Foundation or other similar means.</li> <li>Employee volunteer hour contributions.</li> <li>Company matching gift contributions.</li> </ul>	  	<ul style="list-style-type: none"> <li>Aligned our community engagement efforts into three areas: volunteering, donations and advocacy.</li> <li>Commenced our COMMUNITY BONDS program.</li> </ul>

1. Baseline for goals to 2025 and 2030 is calculated from the average of 2019 and 2020 performance. 2. Historic figures reported in this report may differ from those in previous reporting. This is due to purposeful restatements, details of which are provided in the Behind the Report section. 3. Reductions in emissions related to Scope 2 emissions were based on Market based emission for baseline and current year.