

DIRECTOR & OFFICER STOCK OWNERSHIP POLICY

POLICY/STANDARD

Univar Solutions Inc. (the “Company”) believes it is in the best interests of the Company and its shareholders to align the financial interests of our Directors and Executive Officers¹ with those of shareholders. The Board of Directors has adopted the following equity ownership requirements to further assure that the compensation for directors and officers coincides with the performance of the Company and its share value:

Effective July 28, 2020, the Board of Directors has established the following Equity Ownership Requirements:

Director Equity Ownership

Company Non-Employee Directors are to hold an amount of equity in the Company equal to five times the Director’s annual cash retainer amount, including leadership stipends. Directors must reach such equity ownership level within five years of joining the Board of Directors. The value of the equity for purposes of compliance with this policy is determined based on a 200-day trailing average of the stock price.

Management Equity Ownership

The Company’s Executive Officers are to own equity in the Company as follows:

Position	Multiple of Base Pay	Time to Attain
Chief Executive Officer	6X	5 Years from appointment
Chief Financial Officer	4X	5 Years from appointment
Other Executive Officers	2X	5 Years from becoming an Executive Officer

¹ As defined pursuant to Rule 3b-7 under the Securities Exchange Act of 1934.

Executive Officers subject to this Policy are required to achieve applicable ownership requirements within 5 years of becoming subject to such requirement. The value of the equity for purposes of compliance with this policy is determined based on a 200-day trailing average of the stock price.

The following may be used in determining the ownership level of the director or executive:

- Shares of Univar Solutions common stock owned outright or beneficially
- Restricted Shares or Restricted Stock Units even while unvested
- Performance-Based Restricted Stock Units that have been earned
- Deferred Share Units even while unvested

If, after five years, the ownership requirements are not met, in addition to other disciplinary steps, the participant shall be prohibited from selling Company shares. Executives who have not yet met their ownership requirement are, however, permitted to sell shares to satisfy their tax obligation at the time of a vesting event.

The Board of Directors shall have the discretion to adjust ownership requirements in the event of a material reduction in the value of the Company's shares.