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GENERAL DISCLOSURES

At the beginning of 2023, the European Commission's Corporate Sustainability Reporting Directive (CSRD) came into force. Its aim is to harmonize financial and sustainability reporting. To this end, the European Sustainability Reporting Standards (ESRS) for the first time set out uniform and binding requirements to ensure that corporate reporting of Environmental, Social and Governance (ESG) sustainability information is of a higher quality, as well as more reliable, detailed and comparable. As a large corporation of public interest, Symrise Aktiengesellschaft (Symrise AG) – as the ultimate parent company of the Symrise Group (hereinafter also referred to as "Symrise," "Symrise Group" or "Group") – should actually already be affected by the CSRD as of fiscal year 2025. However, the CSRD was not transposed into German law in the past fiscal year and is therefore not directly applicable.

In view of this, and similarly to 2024, Symrise has decided not to apply a globally recognized framework for the Non-Financial Group Report (also referred to below as Sustainability Statements) to reflect the current legal situation. This means that the determination of materiality and thus the assessment of actual and potential negative and positive impacts, risks and opportunities (over short-, medium- and long-term time horizons), as well as the description of policies and actions, have been carried out in reference to the ESRS.

The topics covered in this Non-Financial Group Report are divided into categories on the basis of the ESRS: general along with topical disclosures concerning environmental, social and governance topics. Each category addresses one sustainability topic and is subdivided into topics and subtopics. These are collectively referred to as "sustainability matters."

On the basis of the ESRS, Symrise is publishing information on the material risks and opportunities arising from corporate policy, social and environmental issues, as well as on the material impacts of its activities on people and the environment (impacts, risks and opportunities, IROs). The Non-Financial Group Report has not been broken down to the level of sub-subtopics. The disclosures do not contradict the ESRS in any respect.

In principle, this means that Symrise bases the description of its policies, actions and targets on the structure and content of the minimum disclosure requirements set out under ESRS 2 MDR, and supplements that information with disclosures required by the topical standards. However, this does not apply to the reported metrics and parameters. For more information, please refer to the specific explanations under the individual topics. Should there be any additional deviations from the requirements of the topical ESRS, these are also explained within the respective topic. Material sustainability topics were determined in reference to the concept of double materiality as required by ESRS 1. With regard to the sustainability matters contained in this Non-Financial Group Report, Symrise complies with the applicable law and addresses the minimum aspects required by the CSR Directive Implementation Act in conjunction with a further-reaching relevance concept. Symrise includes individual pieces of information by means of references. Both the mapping tables and the references are provided for information purposes only and do not form part of the Non-Financial Group Report.

Basis for the preparation of the Non-Financial Group Report

The reporting period for the Non-Financial Group Report is the 2025 fiscal year. This report has been prepared in accordance with Sections 315b to 315c of the German Commercial Code (HGB). In addition, Symrise fulfills the requirements of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (referred to below as the "EU Taxonomy Regulation").

In the Non-Financial Group Report, Symrise presents its material sustainability topics, which are characterized by a high relevance for its business activities, and their impact on the following matters: environmental matters, employee matters, social matters, observance of human rights and anti-corruption and anti-bribery. Topics covered include ENVIRONMENTAL INFORMATION, SOCIAL INFORMATION and GOVERNANCE INFORMATION, along with their respective subtopics.

Topics reported on in accordance with the CSR Directive Implementation Act (CSR-RUG)

Matters according to CSR-RUG	Assignment of material topics
Environmental matters	• Climate change • Pollution • Water resources • Biodiversity and ecosystem services • Circularity • Reporting in accordance with Article 8 of the EU Taxonomy Regulation
Employee matters	• Own workforce
Social matters	• Workers in the value chain • Affected communities
Observance of human rights	• Own workforce • Workers in the value chain • Reporting in accordance with Article 8 of the EU Taxonomy Regulation - Minimum safeguards • Business conduct
Anti-corruption and anti-bribery	• Business conduct

The scope of consolidation is generally the same as that used for the consolidated financial statements and the Group management report. Symrise exercises operational control over all fully consolidated subsidiaries and its joint ventures. It has no operational control over associated companies. The list of shareholdings can be found in the consolidated financial statements under note 40. The scope of consolidation includes 111 companies with around 400 sites and branches that pursue different business purposes.

In some cases, policies and actions that apply to the entire Group may not yet have been fully rolled out to all subsidiaries. This applies, among other things, to portfolio changes announced and/or implemented in the past fiscal year.

The corporate structure undergoes constant change. However, fully integrating recently acquired subsidiaries into the environmental monitoring system, value chain analysis and sustainability-related risk management is an extensive process. Furthermore, Symrise renewed its data collection methods for environmental metrics in the past fiscal year. Until now, consumption-related data on energy and water use as well as waste volumes focused exclusively on production sites, some of which had been integrated into the relevant data collection processes with a delay. In 2025, these sites as well as locations without production activities (e. g., pure sales offices or warehouses) are now also included, at least on the basis of estimates. Any material deviations from the scope of consolidation are explicitly described in the relevant chapters.

The Sustainability Statements consider both the upstream and downstream value chains when determining material topics and describing related impacts, risks and opportunities. This approach also applies to key stakeholders and users of the statements. Given that Symrise is involved in diverse value chains with numerous stages, a comprehensive analysis of every stage cannot be fully ensured.[31]

In accordance with the legal disclosure requirements under Section 289c of the German Commercial Code (HGB), Symrise declares that there are no material sustainability-related risks arising from its own business activities or from business relationships, products and services that are very likely to have severe negative impacts on non-financial aspects. Symrise understands a sustainability-related risk with a negative financial impact to be a risk as defined in Annex 2 of the ESRS.

Symrise generally makes use of the option to omit certain information relating to intellectual property, know-how, the results of innovations or matters under negotiation. This includes detailed information on raw material and production volumes. Symrise has not, however, made use of the option to omit unfavorable information (Section 289e of the German Commercial Code (HGB)). The Group does not use the simplifications according to Delegated Regulation (EU) 2026/73 as of 4 July 2025 amending Delegated Regulation (EU) 2021/2178, as it was not published in the Official Journal as of the end of the reporting period.

As a general rule, Symrise applies the definitions of short-term (less than one year), medium-term (more than one and less than five years) and long-term (more than five years) time horizons set out in ESRS 1.77, since these match both the financial accounting practices and the internal control horizons. When it comes to analyzing environmental risks and opportunities, however, Symrise adopts a different long-term horizon, taking a 10- to 25-year view to analyze the long-term risk and opportunity potential for Symrise over the next decade or quarter century. This is in line with the Paris Agreement and allows Symrise to make business decisions on a more granular level for a shorter period of time within the long-term horizon.

When preparing the Sustainability Statements, the Executive Board draws on scenarios and assumptions that influence the degree of accuracy. This applies in particular to information regarding the value chain and the calculation of greenhouse gas emissions, as well as related income and expenses. These estimates, scenarios and assumptions are based on historical information and planning data, as well as information on economic conditions in the industries or regions in which Symrise or its customers operate. If these conditions change, this could also affect the scenarios and assumptions adopted, which is why they are reviewed when necessary. When considering forward-looking information, including the appropriateness of underlying assumptions, there is a substantial unavoidable risk that future events will differ materially from the forward-looking information. Where reported metrics or parameters include significant information or data from the value chains, their basis and impact, as well as any planned actions, are explained.

Since there is still some uncertainty about how the wording and terms used in connection with sustainability-related information is to be interpreted – particularly, but not exclusively, with regard to the calculation of greenhouse gas emissions – Symrise's key interpretations are presented below.[32]

[31] Further details are provided in the chapters "Stakeholder engagement" and "Double materiality assessment and determination of disclosure requirements."
[32] In view of the extent of the uncertainties about how to interpret the reporting requirements under Article 8 of the EU Taxonomy Regulation, these are not set out in the table; please refer instead to the explanations in the section of the same name.

Metric	Section	Basis for preparation	Level of accuracy	Planned actions to improve accuracy
Scope 3 GHG emissions	Scopes 1,2,3 and Total GHG emissions	The largest contribution to Scope 3 emissions originates from category 3.1 (purchased goods and services). These account for 69 % of Symrise's total greenhouse gas emissions. Emissions for this category are predominantly calculated using procurement volumes combined with emission factors (EFs) sourced from recognized third-party databases, resulting in a current reliance on proxy data. While the Group has initiated the collection of primary emission factors directly from suppliers, coverage remains limited.	The overall level of accuracy for Scope 3 emissions is assessed as limited. This is due to the reliance on proxy data and secondary sources for emission factors, as well as the use of spend-based methods and estimates for certain categories.	Symrise endeavors to use primary data wherever possible. However, since the availability of such data is currently limited, this affects the accuracy of the information provided. Symrise plans to enhance accuracy by increasing supplier engagement to obtain more primary emission factors and by strengthening data collection processes to reduce reliance on proxies and spend-based estimates.
Biogenic emissions of CO_2 from the combustion or biodegradation of biomass (Scope 1, 2 and 3 GHG emissions)	Scopes 1,2,3 and Total GHG emissions	Biogenic CO_2 emissions were calculated in accordance with the GHG Protocol, with a distinction being made between biogenic non-CO_2 emissions (CH4, N2O) and biogenic CO_2 emissions, which must be reported separately. For Scope 1 and Scope 2 emissions, only those activities that are directly linked to the combustion of biomass-based energy sources were used to calculate biogenic CO_2 emissions. These are: combustion of biomass (e. g., wood, plant residues), use of biofuels and use of fuels that contain a biogenic component.	The overall level of accuracy is assessed as limited. This is due to the reliance on proxy data and lack of data availability.	Symrise endeavors to use primary data wherever possible. However, since the availability of such data is currently limited, this affects the accuracy of the information provided. Additionally, not all databases provide information regarding biogenic CO_2. In these cases, biogenic emissions are only included in the total reported CO_2eq and are not reported separately.
Circular material inflow rate	Resource Inflows	The percentage of secondary raw materials derived from natural side streams is calculated as the ratio between the total weight of raw materials derived from natural side streams and the total weight of the procurement volume excluding packaging. Symrise determines the total weight of products and materials by aggregating procurement and production data from ERP systems and supplier invoices. The estimate involves converting all material quantities into kilograms or metric tons and adding them up across categories such as raw materials, packaging and auxiliary materials. Assumptions underlying the calculation include that procurement documentation is complete, quantity conversions are correct and that all materials entering the production process are factored in without significant losses or undocumented uses. Raw materials from natural side streams are identified by experts on the basis of a positive list and may therefore potentially be incomplete.	The overall level of accuracy is assessed as moderate.	Efforts are being made to improve accuracy to the greatest extent possible by further developing the data collection process to ensure that supplier information is reviewed more systematically and that more reliable measurement methods are integrated into the reporting process.
Waste management	Waste Management	Where primary data on waste treatment is unavailable, which was the case for 2.5 % of the waste generated, Symrise estimated the disposal method based on the regional disposal mix using publicly available sources (Eurostat, World Bank, UNEP). It was assumed that missing disposal pathways follow a production volume-based pattern across regions. Since publicly available statistics do not fully correspond to the prescribed waste treatment categories, certain assumptions were made, including setting the category "preparation for reuse" to zero.	The overall level of accuracy is assessed as limited. This is due to the use of proxy data.	To improve data quality, Symrise is making every effort to enhance location-based reporting by setting clearer guidelines, adding more detailed system instructions and supporting locations with the provision of complete waste treatment data.

Symrise is advancing its approach to improve the accuracy of value chain-related metrics by leveraging initiatives such as the CDP Supply Chain Program Engagement Campaign and implementing targeted actions. These actions aim to strengthen transparency and resilience across the supply chain.

- **Upstream value chain analysis**: Symrise is aligning its upstream value chain to identify potential risks and opportunities, taking into account purchasing volumes by supplier, product and division. In the medium term, Symrise plans to deepen its cooperation with key suppliers and producers of intermediate products to
  - develop integrated planning approaches,
  - implement adaptation and mitigation measures, and
  - safeguard the long-term viability of supplier sites, particularly for single-source suppliers.
- **Raw materials portfolio management**: Continuous evaluation of the raw materials portfolio includes
  - exploring adaptation and substitution options,
  - expanding partnerships with raw material producers, and
  - providing financial support for climate resilience initiatives, such as drought-resistant crops and efficient farming practices.

These actions will be implemented progressively and decentrally by the two business segments under the leadership of the Global Sustainability organization. This coordinated effort underscores Symrise's commitment to enhancing the accuracy and reliability of value chain-related metrics.

The following table explains the key metrics and parameters with significant measurement uncertainty:

Metric	Source of measurement uncertainty	Assumptions, approximations and judgments applied
Scope 3 GHG emissions	The main sources of measurement uncertainty arise from the reliance on proxy data and secondary emission factors sourced from external databases for Scope 3 calculations, particularly category 3.1 (purchased goods and services). Limited availability of primary data from suppliers contributes to this uncertainty, as does the use of spend-based methods and estimates for other Scope 3 categories. Variability in emission factors across databases and assumptions in mapping procurement data to emission factors further increase uncertainty.	Key assumptions include the use of average emission factors from recognized databases where supplier-specific data is unavailable and the application of spend-based approaches for categories lacking detailed activity data. Approximations are made when mapping procurement categories to emission factors, and judgments are applied in selecting the most relevant databases and methodologies to ensure consistency and alignment with recognized standards.
Determination of greenhouse gas emissions related to Forest, Land and Agriculture (FLAG)	Since there is still some uncertainty about how the wording and terms used in connection with sustainability-related information is to be interpreted – particularly with regard to the calculation of FLAG emissions – the "Determination of greenhouse gas emissions related to Forest, Land and Agriculture (FLAG)" section presents Symrise's key interpretations.	FLAG emissions refer to Forest, Land and Agriculture (FLAG)-related greenhouse gas emissions and are accounted for within Scope 3.1 (purchased goods and services) in line with the GHG Protocol's FLAG guidance. On the basis of a decision tree, emissions are classified as either FLAG or NON-FLAG, with priority given to emission factors from recognized databases. Where available, direct FLAG shares from ERM and the World Food LCA Database (WFLDB) are applied, while inherently NON-FLAG activities (such as services, chemical raw materials and highly processed products) are excluded. Where databases do not provide an explicit FLAG breakdown (e.g., Agribalyse and EcoInvent), the FLAG share is estimated conservatively. The share of biogenic emissions and the share of emissions from land-use change in total emissions are used and supplemented by the best available approximations in a limited number of exceptional cases.

The Non-Financial Group Report was prepared by the Executive Board on February 18, 2026, as a separate section of the Group management report and then submitted to the Audit Committee of the Supervisory Board to be reviewed and approved. PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft (PwC) was commissioned to perform a voluntary limited assurance engagement on the Non-Financial Group Report for the period from January 1, 2025, to December 31, 2025. This engagement did not cover information that was not part of the audit scope 2024, information relating to the 2023 fiscal year, prior fiscal years and base years or any changes to such information, as well as the information contained in the "Pollution" section and further disclosures outside of this Non-Financial Group Report.[33]

Governance

The role of the administrative, management and supervisory bodies

Symrise is a German stock corporation with a dual management structure consisting of an Executive Board and a Supervisory Board.

As of the reporting date (December 31, 2025), the Executive Board was composed of five persons: Dr. Jean-Yves Parisot (CEO), Dr. Stephanie Coßmann (President Human Resources, Legal & Sustainability), Michael Friede (President Scent & Care), Olaf Klinger (CFO and President IT) and Walter Ribeiro (President Taste, Nutrition & Health). All members of the Executive Board are appointed by the Supervisory Board.

When appointing Executive Board members, the Supervisory Board takes professional knowledge and personal aptitude into consideration. All members of the Executive Board have gained extensive professional experience abroad. In addition to the professional knowledge and management and leadership experience required for the task, the members of the Executive Board need to cover a broad range of expertise and experience as well as educational and professional backgrounds. Currently, all members of the Executive Board meet these criteria. These targets are taken into account when selecting candidates for positions to be filled on the Executive Board. With this concept for the Executive Board's composition, the Supervisory Board aims to incorporate as many different perspectives in the management of the company as possible and ensure the highest possible individual suitability of the individual members through a balanced and diverse composition. Furthermore, sustainability objectives are directly integrated into individual performance targets and executive remuneration, ensuring ongoing skill development and commitment to sustainability matters.

In addition, the Supervisory Board also takes account of aspects such as age, gender, education and professional background. With a view to other aspects of the composition of the Executive Board, the Supervisory Board strives for diversity. While not making any specific selection decisions based on age, the Supervisory Board aims to have different age groups appropriately represented on the Executive Board, taking account of the experience necessary for Executive Board membership. The company's international work should be appropriately reflected in the composition of the Executive Board. The aim is therefore for the Executive Board to include members of different nationalities or with an international background (e. g., extensive professional experience abroad or management of foreign business operations). As of the reporting date, two incumbent members of the Executive Board are citizens of a country other than Germany.

On August 12, 2021, the Second Act on Equal Participation of Women and Men in Executive Positions in the Private and Public Sectors (FüPoG II) went into force. Under this act, the executive board of a listed company subject to the German Codetermination Act (MitbestG), if it has three or more members, must be composed of at least one woman and at least one man. A transitional period until August 1, 2022, applied to the implementation of this legal requirement. Executive board mandates already in existence at this time can be continued until their scheduled end. As a result of this legal requirement, the Supervisory Board is no longer obliged to set further targets and implementation deadlines for the Executive Board's composition.

Even before FüPoG II came into force, Symrise AG was already pursuing the aim of having at least one woman on the Executive Board in the long term. Against this background, the Supervisory Board had already decided on a target of at least one woman for the proportion of women on the Executive Board. This target has been met since February 1, 2023. The Executive Board consists of five members, including one woman, which means that 20% of the Executive Board members are women.

[33] For further information on the scope of the limited assurance engagement, please refer to the "ASSURANCE REPORT OF THE INDEPENDENT GERMAN PUBLIC AUDITOR ON A LIMITED ASSURANCE ENGAGEMENT IN RELATION TO THE NON-FINANCIAL GROUP REPORT INCLUDED IN THE GROUP MANAGEMENT REPORT."

Specific expertise is leveraged through roles such as the Human Rights Officer, with this role now being consolidated with the CSO position, the Global Sustainability Leadership Team, the Sustainability Center of Expertise and the Responsible Sourcing Steering Committee (RSSC), which defines strategies and procedures for due diligence obligations.

Pursuant to Section 8 (1) of the company's articles of incorporation in conjunction with Section 96 (1) of the German Stock Corporation Act and Section 7 (1) sentence 1 number 1 of the German Codetermination Act 1976 (MitbestG), the Supervisory Board consists of twelve members. Six members are elected by the Annual General Meeting and six by the company's employees in accordance with the provisions of the German Codetermination Act. In compliance with the German Codetermination Act, the Symrise AG Supervisory Board has an equal number of shareholder and employee representatives, i. e., six representatives from each group.

At present, the following shareholder representatives have been elected to the Supervisory Board for the period until the end of the Annual General Meeting that rules on the approval of actions for fiscal year 2027: Ms. Ursula Buck, Managing Director of BC BuckConsult, Possenhofen; Mr. Bernd Hirsch, professional Supervisory Board member, Gütersloh; Mr. Michael König, Chief Executive Officer of Nobian Industrial Chemicals B.V., Iserlohn; Professor Andrea Pfeifer, CEO of AC Immune S. A., St. Légier, Switzerland; Mr. Peter Vanacker, CEO of LyondellBasell Industries N.V., Houston/Texas, USA; and Mr. Jan Zijderveld, professional Supervisory Board member, London, England.

The following five employee representatives have been elected to the Supervisory Board from among the German staff in compliance with the legally prescribed election process for the period until the end of the Annual General Meeting that rules on the approval of actions for the 2025 fiscal year: Ms. Jeannette Chiarlitti, IGBCE regional manager for the South Lower Saxony region, Salzgitter; Mr. Harald Feist, Chairperson of the Works Council and of the General Works Council of Symrise AG, Holzminden; Mr. André Kirchhoff, independent member of the Works Council of Symrise AG, Bevern; Dr. Jakob Ley, Senior Director Research Biobased Ingredients, Research & Technology, Food & Beverage, Taste, Nutrition & Health of Symrise AG, Holzminden; and Ms. Andrea Püttcher, Vice Chairwoman of the Works Council and Vice Chairwoman of the General Works Council of Symrise AG, Bevern. With the decision of the Local Court of Hildesheim of June 13, 2023, Mr. Malte Lückert, Specialist Secretary in the Executive Office and acting Head of Human Resources, Rodenberg, was appointed a member of the Supervisory Board in accordance with Section 104 of the German Stock Corporation Act.

Further information on cooperation between the Executive and Supervisory Boards as well as on corporate governance at Symrise can be found in the Report of the Supervisory Board and the Corporate Governance Statement. https://www.symrise.com/corporate-governance-statement

When nominating candidates for election to the Supervisory Board, particular attention is paid to the knowledge, skills and professional experience required for the duties to be performed, as well as to the principle of diversity among the Supervisory Board's members. This is to ensure that the members of the Supervisory Board have the knowledge, skills and professional experience required to perform their duties properly.

In accordance with the recommendation of the German Corporate Governance Code 2022, the Supervisory Board has prepared a competence profile for the entire Board. This profile was used for the Board's current composition and will be applied in future election proposals to the Annual General Meeting to ensure the competence profile of the entire Board. This competence profile for members of the Supervisory Board of Symrise

Supervisory Board
Chairman: Michael König

↓↑

CEO	Chief Financial Officer & President IT	President Scent & Care	President HR, Legal & Sustainability	President Taste, Nutrition & Health
Dr. Jean-Yves Parisot	Olaf Klinger	Michael Friede	Dr. Stephanie Coßmann	Walter Ribeiro

consists of different parameters. Each of these parameters on its own is significant in the competence profile of the entire Board. However, only if all parameters interlock and complement each other is it possible to ensure that the Board as a whole has the competence profile required to support Symrise's business success. Skills are required in the areas of accounting, auditing, risk management, information technology, issues regarding the remuneration of the Executive Board and compliance. Furthermore, expertise in the fragrance and flavor industry is required. This comprises the production of flavors, food ingredients, fragrances and cosmetic ingredients. The required competencies also include experience in the chemical, consumer goods and food industries. Here, the focus is on knowledge of the respective markets, products and customer or supplier relationships. Expertise in production, research and development as well as regarding sustainability issues that are important for the company (ESG – Environmental, Social, Governance) are of great importance to ensure appropriate sustainability oversight.

Other important parameters of the competence profile of the Symrise Supervisory Board are sufficient availability of time, a lack of conflicts of interest, the ability to work in a team, and management and development experience regarding large organizations. This competence profile of the Symrise Supervisory Board is currently being fulfilled by the entire Board.

The competence profile of the Supervisory Board described above, the individual fields of expertise of each member of the Supervisory Board and the status of implementation are shown in detail in the following qualification matrix:

Supervisory Board qualification matrix

Shareholder representatives

Role					Competences													Diversity criteria		
					Industry	Functional									ESG					
	Independency	Initial election	End of term (AGM)	Overboarding[1]	Experience in Taste, Nutrition & Health, Scent & Care	Human resources	General management	Production & raw materials	Financial expert	Quality / regulatory / risk management	International experience	Innovation / research & development	Executive position	IT & IT security expertise	Environmental	Social welfare / workplace safety / healthcare	Governance	Year of birth	Nationality	Gender[2]
Ursula Buck	Yes	2016	2028	No	√		√			√	√	√	√	√	√		√	1961	German	F
Jan Zijderveld	Yes	2023	2029	No	√		√				√		√				√	1964	Dutch	M
Bernd Hirsch	Yes	2018	2026	No	√		√		√		√		√	√				1970	German	M
Michael König (Chairman)	Yes	2020	2029	No			√		√		√		√				√	1963	German	M
Prof. Andrea Pfeifer	Yes	2011	2029	No		√	√			√	√	√	√					1957	Swiss + German	F
Peter Vanacker	Yes	2020	2029	No			√	√			√		√		√		√	1966	Belgian + German	M

Matrix in accordance with section C.1 of the German Corporate Governance Code 2022
[1] In accordance with section C.4 & C.5 of the German Corporate Governance Code 2022
[2] F = Female, M = Male

Supervisory Board qualification matrix

Employee representatives

Role					Competences													Diversity criteria		
					Industry	Functional									ESG					
	Independency	Initial election	End of term (AGM)	Overboarding[1]	Experience in Taste, Nutrition & Health, Scent & Care	Human resources	General management	Production & raw materials	Financial expert	Quality / regulatory / risk management	International experience	Innovation / research & development	Executive position	IT & IT security expertise	Environmental	Social welfare / workplace safety / healthcare	Governance	Year of birth	Nationality	Gender[2]
Jeannette Chiarlitti	No	2016	2026	No		√		√								√	√	1982	German	F
Harald Feist (Vice Chairman)	No	2013	2026	No	√	√		√		√					√	√	√	1962	German	M
André Kirchhoff	Yes	2016	2026	No	√	√		√								√	√	1965	German	M
Dr. Jakob Ley	No	2021	2026	No	√			√		√		√			√	√	√	1967	German	M
Andrea Püttcher	No	2018	2026	No	√	√		√								√	√	1977	German	F
Malte Lückert	Yes	2023	2026	No	√	√		√								√	√	1988	German	M

Matrix in accordance with section C.1 of the German Corporate Governance Code 2022
[1] In accordance with section C.4 & C.5 of the German Corporate Governance Code 2022
[2] F = Female, M = Male

In addition to the competence profile outlined, the Supervisory Board must also consider diversity. Taking account of the specific company situation, diversity is defined by factors including internationality, age, gender and educational and professional background. The Supervisory Board of a listed company to which, among other things, the Codetermination Act (MitbestG) applies must be composed of at least 30 % women and at least 30 % men. The Supervisory Board of Symrise AG complies with this legal requirement. The current Supervisory Board at Symrise AG includes four women: Ms. Buck, Ms. Chiarlitti, Prof. Pfeifer and Ms. Püttcher. As a result of this legal requirement, the Supervisory Board is no longer obligated to set further targets and implementation deadlines for its composition.

Furthermore, the Supervisory Board strives to ensure that the share of Supervisory Board members that fulfill the internationality criterion does not fall below one-third. For Symrise AG, this means that nationality is not the only focus. Rather, the decisive factor is for at least one-third of Supervisory Board members to have substantial experience in globally active groups in Germany and abroad. This target is also currently being met.

In terms of shareholder representatives, the Supervisory Board should include what it considers to be an appropriate number of independent members, considering the ownership structure. More than half of the shareholder representatives should be independent of the company and the Executive Board. A Supervisory Board member is independent of the company and its Executive Board if he or she has no personal or business relationship with the company or its Executive Board that could give rise to a material and not merely temporary conflict of interest.

Bernd Hirsch, who joined the Supervisory Board as a shareholder representative on May 16, 2018, is the first member to have previously been a member of the Executive Board. There was a period of two years, four months and 15 calendar days between the end of Mr. Hirsch's activity on the Executive Board

and his election to the Supervisory Board. This satisfied the conditions of Section 100 (2) (4) of the German Stock Corporation Act (AktG) (the cooling-off period). Neutral and independent consulting and monitoring of the Executive Board continue to be ensured without restriction. With Mr. Hirsch and Mr. König, at least two independent members of the Supervisory Board and Auditing Committee also have expertise in the fields of auditing (Mr. Hirsch) and accounting (Mr. König).

Responsibility for and oversight of sustainability-related impacts, risks and opportunities – Symrise Sustainability organization

Responsibly dealing with risks of all kinds has the utmost importance for the success of a company. For this reason, a comprehensive risk management system is a mandatory element of suitable corporate governance, with sustainability forming an integral part of corporate governance at Symrise.

The Executive Board develops the company's strategic direction, including with regard to sustainability topics, approves it with the Supervisory Board and is responsible for its implementation. The Executive Board provides the Supervisory Board with regular, prompt and comprehensive reports on all relevant issues of corporate planning and strategic development, on company performance, on the status of the Group, including a risk profile, and on risk management. The Executive Board's reporting also covers the compliance management system – that is, the measures designed to ensure adherence to legal regulations and internal corporate guidelines – and the risk management system.

Sustainability, in all of its many facets, is a major part of the company's business model, strategy and purpose. This mindset has been ingrained in the Group for years: through committees, structures and dedicated employees. The Executive Board holds direct responsibility for the sustainability agenda, with the Chief Sustainability Officer (CSO) reporting directly to Dr. Stephanie Coßmann, who is President Human Resources, Legal & Sustainability. The CSO is responsible for developing and implementing the sustainability agenda and, jointly with the Executive Board, defines the ambitions and related targets, which apply throughout the Group. Effective January 1, 2025, Symrise appointed Dr. Isabella Tonaco as the new, dedicated and externally hired Chief Sustainability Officer. Dr. Tonaco is leading the transformation journey in Sustainability and laying the foundation for a future-fit organization and delivery. Both the progress toward achieving sustainability targets and the management of material impacts, risks and opportunities are monitored through regular reports on the progress of all sustainability activities.

The Executive Board is responsible for human rights. The Chief Sustainability Officer (CSO) reports directly to the Executive Board on the human rights status of the company and its supply chains. In line with the new target operating model of the Global Sustainability organization, responsibility for monitoring human rights standards lies with the Human Rights Officer, a role which will be consolidated with the CSO position in the future. This integration ensures streamlined oversight and reinforces accountable governance of human rights matters.

A new organizational structure and Sustainability Leadership Team (hereinafter also referred to as the Global Sustainability-Leadership-Team) has been developed in-house to mirror the value chain that Symrise operates in and improve the sustainability performance of the Group. As a result, the previous Corporate Sustainability department, which was directly accountable to the CSO and coordinated global sustainability management, has been fully integrated into the new organization. Together with the divisions involved, the organization develops guidelines and procedural instructions (e. g., guidelines on human rights or sustainable sourcing) based on the global principles defined by the Executive Board and assesses compliance with legal requirements and obligations set by Symrise.

As part of the reorganization of the Sustainability function in the context of the ONE Symrise strategy, a strategic realignment of sustainability-related activities has also taken place. This means that the existing sustainability agenda – encompassing the areas of environmental protection and global reach (footprint); sustainable research and development (innovation); sustainable raw materials procurement (sourcing); and social responsibility (care) – will serve as a reference for the last time in this fiscal year. The new Global Sustainability department is divided into several areas of responsibility along the value chain and comprises the following groups:

- The **Project Management Office** shall ensure that projects align with Symrise's ESG strategy through standardized governance and performance monitoring. It provides project management support, including charter definition, risk reviews, KPI tracking and training on methodologies and tools. By enforcing Global Sustainability processes, processes are standardized, expanded and continuous improvement is promoted.

- The **Centers of Expertise** provide strategic sustainability expertise by developing policies and actions and translating them into actionable plans through methodologies. They deliver competent evaluations and analyses to guide decision-making and represent the organization in expert forums and stakeholder dialogues to ensure alignment with industry standards and expectations. They are divided into three separate groups, one for the climate, one for regenerative and circular business models and one for social impact. The responsibility for operational implementation then lies with the individual departments of the supply chain that are positioned to deliver a positive operational impact.

- **Reporting Governance** is responsible for transparent sustainability reporting in compliance with legal requirements and ensures this by aligning external disclosures and ratings, implementing data assurance and ESG audit processes and maintaining robust governance processes. It also develops structured policies and policy frameworks to meet regulatory requirements and stakeholder expectations.

- **Sustainability Integration** is responsible for integrating sustainability and ethical business practices across Human Resources, Operations and Procurement, including the development of policies that strengthen supplier relationships and promote fair payment terms. The team thus supports and advises on the operational implementation of the policies developed by the "**Centers of Expertise**" in the individual business units and functions.

- **Sustainable Product Attributes** defines and implements a commercial portfolio and innovation strategy that integrates sustainability across products and markets. It establishes sustainable product attributes, manages validation processes and performs customer portfolio analyses.

- **Advocacy & Industry Positioning** focuses on shaping a fact-based, substantiated narrative that positions Symrise as a thought leader among influential stakeholders. Its primary objective is to secure industry-wide acceptance and recognition of Symrise's sustainability approach, reinforcing credibility with peers, suppliers and customers.

- **Sustainable Account Management** for Taste, Nutrition & Health (TN&H) as well as Scent & Care (S&C) focuses on building strategic, sustainability-led customer partnerships that enable business growth while driving socio-economic and environmental value across the supply chain. Through close collaboration between Sales and Sustainability, these teams position Symrise as a preferred partner for key customers, enabling the co-creation of value-adding projects and solutions that advance customers' sustainability agendas. By fostering deep customer intimacy around the matter, the teams also contribute to shaping Symrise's sustainability priorities and programs, ensuring they are aligned with current and emerging customer expectations.

- In addition, there is a group that drives sustainability initiatives. This group works on the new two-pillar strategy, topics of the future and the resulting requirements for sustainability foresight, innovations and programs such as Bridging the Gap (BTG).

The Responsible Sourcing Steering Committee (RSSC) is a decision-making body made up of representatives of the segments and Global Sustainability and is evolving into a clear interface between Global Sustainability and Global Procurement. It is developing and embedding the strategy for observing due diligence requirements and implementing processes. Operational implementation and the monitoring and tracking of defined measures with suppliers is carried out in the purchasing divisions. The aim of the RSSC is to establish a coherent, sustainable and continually evolving management system for responsible sourcing in order to make Symrise's supply chains more resilient by complying with environmental and human rights standards.

Employees at Symrise are urged to reevaluate their work processes in terms of efficiency, safety and resource conservation and to develop ways to improve them. A global network of more than 200 Sustainability Ambassadors carries out targeted initiatives on energy and waste management, climate, water and environmental protection, as well as occupational health

and safety at the company's business locations. In addition, managers are responsible for integrating sustainability into their teams. Sustainability is also a factor in the individual targets of all bonus-entitled employees, including the members of the Executive Board.[34] This enables Symrise to vigorously apply its sustainability strategy in all divisions. To complement the work performed by individual teams at the various business locations, Symrise has structured the Group in a way that further advances sustainability. Symrise also launched a monthly forum to share updates on sustainability topics.

In recent years, Symrise has collected, analyzed and evaluated key sustainability matters for the Group. These were bundled into the four pillars of FISC: environmental protection and global reach (footprint); sustainable research and development (innovation); sustainable raw materials procurement (sourcing); and social responsibility (care). With the complete operationalization of the Global Sustainability organization in fiscal year 2026, these will evolve into new ESG targets that are closely aligned with the updated double materiality assessment topics. Thanks to these topics being closely intertwined with the business model – which relies heavily on the circular economy in many areas, such as in the case of natural side streams – Symrise is able to combine economic success with sustainable corporate governance. The "Sustainability Project Management Office" will manage a series of programs and projects relating to the key aspect of the transition.

A survey, assessment and classification of potential opportunities and risks in relation to sustainability take place on a Group-wide basis twice a year – performed by the officers assigned to each risk class. The Risk Management staff function in the Corporate Center coordinates this Group-wide risk identification. ESG-related risk management is integrated into the established Group-wide risk management system, with sustainability-related risks evaluated. These surveys are consolidated at the Group level and integrated into the risk report, which is the subject of the Auditing Committee's deliberations twice a year and presented to the Supervisory Board in detail once a year. The risk management system at Symrise, as well as its security mechanisms, internal guidelines and monitoring instruments, is audited by the internal Group auditors without prior notice. Risks identified in this manner are immediately reported to the Executive Board. In the 2025 reporting year, the internal audit plan did not call for a routine audit of the risk management system.

The Supervisory Board acts as a counterbalance and oversees the Executive Board's management activities. This oversight function is not only retrospective but also relates to providing advice to the Executive Board going forward. Executive Board management activities may not be transferred to the Supervisory Board, which oversees and advises the Executive Board in the management of the company and regularly discusses business development, planning, strategy and the Group's risk profile, including sustainability-related risks and opportunities, with the Executive Board. The risk management system and the compliance management system serve to fulfil the organizational and supervisory duties of the Executive Board and the Supervisory Board.

For the sustainability matter of "business conduct", please also refer to the "Management and oversight" chapter in the Group management report, and for further details, to the corporate governance statement. The latter has been made available on the Symrise AG website at: https://www.symrise.com/corporate-governance-statement

Experts	Team representing the value chain
Reporting Governance	Sustainability Integration
PMO	Sustainable Product Attributes
Climate CoE	Advocacy & Industry Positioning Sustainability
Social Impact CoE	Sustainable Account Management TN&H
Regenerative & Circular Business Models CoE	Sustainable Account Management S&C

[34] For further details, please refer to the chapter "Integration of sustainability-related performance in incentive schemes."

Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

Symrise's administrative, management and supervisory bodies are informed about material impacts, risks and opportunities through a structured process. In general, sustainability-related risks and opportunities are assessed through the Group-wide risk management system.

The results of Symrise's double materiality assessment and relevance concept, which identify material sustainability matters, are validated by various, mostly internal expert groups and approved by the Executive Board and Supervisory Board. These results are reviewed on an annual basis.

The Auditing Committee discusses the internal control system (ICS) and compliance and risk management in detail at an annual system meeting to monitor their adequacy and effectiveness; The project to establish and implement an internal control system for reporting in reference to the European Sustainability Reporting Standards (ESRS) and for all sustainability-related processes is still under development.

The Executive Board develops the company's strategic direction, including with regard to sustainability topics, approves it with the Supervisory Board and is responsible for its implementation. The Executive Board regularly provides comprehensive reports to the Supervisory Board on corporate planning, strategic development, company performance, the Group's status, including its risk profile, and risk management. Risk assessments are integrated into the Executive Board's decision-making processes from the outset. Strategic opportunities are regularly discussed by the Executive Board and systematically analyzed along with company risks through the established risk management system.

The Supervisory Board oversees and advises the Executive Board on the management of the company, regularly discussing business development, planning, strategy and risks. Symrise's risk management system and compliance management system support the organizational and supervisory duties of both the Executive Board and the Supervisory Board. The Chief Sustainability Officer (CSO) reports directly to the Executive Board on the progress of all sustainability-related activities.

The identified material sustainability topics include:

- Environmental matters
  - Climate change
  - Pollution
  - Water resources
  - Biodiversity and ecosystem services
  - Circularity[35]
- Employee matters: Own workforce
- Social matters and observance of human rights:
  - Own workforce
  - Workers in the value chain
  - Affected communities
  - Business conduct
- Anti-corruption and anti-bribery: Business conduct

The Executive Board is responsible for sustainability at the executive level, and topics identified as material are either incorporated directly into the corporate strategy or are firmly anchored elsewhere within the company.

[35] Symrise has combined the sub-topics "Resource inflows, including resource use," "Resource outflows related to products and services" and "Waste" under the heading "Circularity" in accordance with the requirements of the German Commercial Code (HGB).

Integration of sustainability-related performance in incentive schemes

In accordance with Section 87 (1) of the German Stock Corporation Act, the Supervisory Board decides on the remuneration system for the Executive Board and sets the remuneration of the individual Executive Board members. The Supervisory Board aligns remuneration to the sustainable and long-term development of the company. This means that the terms of incentive schemes are approved and updated at the Supervisory Board level. It has the authority to approve the annual bonus, known as the Short-Term-Incentive (STi), and the long-term, multi-year variable remuneration, known as the Long-Term Incentive Plan (LTIP), for Executive Board members, including setting performance criteria, target amounts and payout terms. It also oversees the overall structure and implementation of these compensation mechanisms.

The remuneration of the Executive Board members of Symrise AG consists of non-performance-related and performance-related components. Non-performance related remuneration includes a fixed salary and additional benefits. Performance-based remuneration components comprise one-year variable remuneration, i. e., the STi, and multi-year variable remuneration, i. e., the LTIP. The STi takes the form of a target bonus with three financial performance criteria as well as strategic and ESG (Environment, Social, Governance) targets. The LTIP is a four-year performance share plan that incorporates both financial performance criteria and ESG targets. Each remuneration component is subject to a ceiling. In certain cases, variable remuneration components can be withheld or reclaimed (malus/clawback).

The annual bonus (STi) and long-term, multi-year variable remuneration (LTIP) for 2025 is based on the specifications of the 2022 Executive Board remuneration system. An individual target amount for 100 % target achievement is contractually agreed with each member of the Executive Board. The STi is based on financial performance criteria (80 %) and non-financial performance criteria (20 %), which are integrated to embed the sustainability strategy within the Executive Board's remuneration system, aligning the interests of the Executive Board and shareholders as well as the company's sustainable and long-term development. These targets are revised annually and are therefore subject to constant change from year to year.

Among the non-financial performance criteria, the Supervisory Board may include ESG targets or strategic targets. As Michael Friede only joined the Executive Board in December 2025, his STi will be paid out pro rata based on actual Group performance. For Dr. Jean-Yves Parisot, Walter Ribeiro, Dr. Stephanie Coßmann and Olaf Klinger, the relevant sustainability targets for the STi are:

- Safety/MAQ key figure (occupational accidents (>1 working day) x 1 million/working hours) below 1.5 (weighting 10 % for all members)
- Responsible Sourcing Assessment: Conducting supplier risk assessments based on SEDEX/SMETA-4-Pillar criteria, prioritizing human rights for vulnerable groups in agricultural supply chains and documenting all evaluations (weighting 10 % for Dr. Jean-Yves Parisot)
- Circularity: Identification of natural streams that can be valorized (weighting 10 % for Walter Ribeiro)
- Business: Achieving efficiencies worth EUR 40 million in 2025 (weighting 10 % for Olaf Klinger)
- Diversity: Implementation of measures and initiatives to increase diversity, equity and inclusion (weighting 10 % for Dr. Stephanie Coßmann)
- Strategy: Successful onboarding (weighting 10 % for Michael Friede)

The LTIP for 2025 to 2028 also incorporates 20 % ESG targets, with the multi-year variable remuneration tied to an increase in the eco-efficiency of greenhouse gas emissions (Scope 1 and Scope 2) in relation to value creation (total value added). This is part of the Low Carbon Transition Plan (LCTP), with a target increase of 6.6 % per year.

Further information on the remuneration system is available in the 2025 Remuneration Report.

By taking relevant ESG targets into account, the sustainability strategy is embedded in the remuneration system of the Executive Board. Overall, approximately 5 % (2024: 11 %) of the total target remuneration for the Executive Board is linked to climate-related considerations. Implementation as a performance share plan incentivizes not only relative Total Shareholder Return (TSR) development but also the absolute share price performance with the intention of further aligning the interests of the Executive Board and shareholders. In addition, Symrise plans to introduce a mandatory shareholding requirement for the Executive Board in 2026. This will be put to a vote as an amendment to the 2022 Executive Board remuneration system at the Annual General Meeting in May 2026.

Statement on due diligence

Core elements of due diligence	Sections in the Non-Financial Group Report
Embedding due diligence in governance, strategy and business model	• Sustainability-related strategy, business model and value chain • Material impacts, risks and opportunities and their interaction with strategy and business model • Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies • Integration of sustainability-related performance in incentive schemes
Engaging with affected stakeholders in all key steps of the due diligence process	• Stakeholder engagement • Description of the processes to identify and assess material impacts, risks and opportunities • Analysis of the types of affected value chain workers • Specific examples of Bridging the Gap (BTG) programs • Management of relationships with suppliers
Identifying and assessing negative impacts on people and the environment	• Description of the processes to identify and assess material impacts, risks and opportunities • Risk management and internal controls over sustainability reporting
Actions to counteract these negative impacts on people and the environment	• See explanations in the topic-specific chapters of this Non-Financial Group Report: • Actions and resources related to climate change • Actions and resources related to pollution • Actions and targets related to water resources • Sustainable sourcing of strategic biological resources • Actions and resources related to circularity • Actions on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions • Actions on training and skills development • Actions on diversity, equality and inclusion as well as female leadership • Creating a safer workplace at Symrise • Key actions for workers in the value chain • Key actions in relation to affected communities • Compliance training
Tracking the effectiveness of these efforts and communicating	• See explanations in the topic-specific chapters of this Non-Financial Group Report: • Energy consumption and mix • Water withdrawal, wastewater disposal and water consumption at our own operations • Strategic outlook • Waste management • Circular material inflow rate • Actions on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions • Monitoring the effectiveness of the actions for workers in the value chain • Reporting channels for affected communities • Symrise Code of Conduct

Risk management and internal controls over sustainability reporting[36]

The ICS in the Symrise Group covers both centralized and decentralized areas of the company. It is geared to ISO 31000 and based on the COSO II Framework. The Executive Board discusses the adequacy and efficacy of the ICS with the Supervisory Board or with the Auditing Committee of the Supervisory Board, as appropriate. In 2024, Symrise started a project to establish and design an internal control system in respect of reporting in reference to the European Sustainability Reporting Standards (ESRS). The purpose and objective of the outlined control system are to ensure consistent and high-quality reporting. On the basis of the overarching environment, social and governance topics, work began to directly incorporate the associated control activities for selected material sustainability matters into the relevant data collection processes, the calculation of the KPIs and the IT systems. Continuous efforts are being made to successively improve the control system.

Risk management at Symrise is based on the principles of generally recognized standards (ISO 31000) and extends across all Group companies and business units. In the Group risk report, potential risks are identified and classified according to their effect on profit (net method) as well as the likelihood of their occurrence. The result of this calculation is defined as the net risk score (NRS). As part of this process, the committees and bodies outlined above critically assess whether appropriate measures are in place to manage and monitor the identified risks. This approach is also being pursued for reporting-related risks, which is why control activities are to be directly incorporated into data collection, KPI calculation and IT systems.

Specific risks

A potential risk in relation to sustainability reporting lies in the possible misinterpretation of legal requirements, which could lead to compliance violations. Where there is uncertainty regarding interpretation, officially available guidance, such as that provided by EFRAG, HAUFE or IDW, is consulted. Another risk arises from insufficient availability or inaccuracy of data, which may impair reporting. To address this risk, Symrise has conducted an assessment of data availability, initiated measures to close identified gaps and assigned relevant responsibilities. Additionally, there is a possibility that operating system issues could jeopardize processes and data reliability. Regular system checks help mitigate this risk. The controls associated with reporting are currently still being established.

The Risk Management staff function in the Corporate Center coordinates risk identification across the Group. Risk reports are prepared at the level of the segments and corporate functions and are then combined at Group level to create a current overview of the risk situation. This Group risk report is submitted and presented to the Executive Board and the Auditing Committee of the Supervisory Board of Symrise AG twice a year, most recently in October 2025. The Chairman of the Auditing Committee then reports to the full Supervisory Board. In 2026, the processes for assessing risks in relation to sustainability reporting will be further systematized and documented, and the project to implement a non-financial internal control system will be continued.

Sustainability-related strategy, business model and value chain

For more detailed information on the sustainability-related strategy, business model and value chain, please refer to the chapter "BASIC INFORMATION ON THE SYMRISE GROUP" in the Group management report. The most important non-financial performance indicators can be found in the economic report in the "Value-oriented management" chapter and in the outlook in the "Future company development" chapter. The table below provides an overview of references to sections of the Group management report:

[36] For further information on the Group's risk management and the internal control system (ICS), please refer to the Group management report's sections "Management of opportunities and risks" and "ESSENTIAL FEATURES OF THE INTERNAL CONTROL AND RISK MANAGEMENT SYSTEM."

Description	Reference to sections of the Group management report
Description of significant groups of products and (or) services offered	Business activities and products
Description of significant markets and (or) customer groups served	Market structure
Number of employees (head count), at end of period	Structure of the workforce
Undertaking is active in chemicals production	Corporate structure: Scent & Care
Description of sustainability-related goals in terms of significant groups of products and services, customer categories, geographical areas and relationships with stakeholders	Targets
Disclosure of assessment of current significant products and (or) services, as well as significant markets and customer groups, in relation to sustainability-related targets	Market structure
Disclosure of elements of strategy that relate to or impact sustainability matters	Strategy
Description of business model and value chain	Value chain of Symrise

Market position, business model and value chain

The Symrise Group is a global supplier of fragrances and flavors, cosmetic active ingredients and raw materials as well as functional ingredients. It creates 35,000 products from mostly natural, globally sourced raw materials, with value chains in two segments (Taste, Nutrition & Health (TN&H) and Scent & Care (S&C)), emphasizing sustainable ingredients and innovative solutions for health and care. If a raw material is banned, Global Formula and Ingredient Management proactively replaces it in all relevant formulas. As of the reporting date, there are no banned products in the Food & Beverage division. Based on the mass balance approach used with regard to prohibited raw materials, Symrise assumes that no other products containing banned materials exist.

Symrise operates globally across diverse markets, including flavors and fragrances, aroma chemicals and active cosmetic ingredients, collectively serving the broader taste, scent and care industries. Symrise develops innovative products for more than 6,000 international customers. The products enable customers in the downstream stage of the value chain to set themselves apart from competitors with tailor-made end products in the rapidly changing consumer goods market.

Symrise develops its products not only in Germany but also in the regions where they are sold. The different market requirements that Symrise must address also present the company with challenges. For example, key sustainability topics and consumer preferences differ from region to region. The two segments therefore set different priorities for each region in order to offer tailored product solutions.

The Aroma Molecules division is active in chemicals production. In the Menthol business unit, Symrise manufactures nature-identical menthol, which is primarily used in manufacturing oral care products, chewing gum and shower gels. Fragrance Ingredients manufactures aroma chemicals (intermediate products for perfume oils) of especially high quality. This includes terpene-based products intended for use in both Symrise's own formulations and the global fragrance and flavor industry. However, NACE Code 20.2, "Manufacture of pesticides and other agrochemical products," is not relevant for Symrise. Furthermore, Symrise is neither active in the fossil fuel or controversial weapons sectors, nor in the cultivation and production of tobacco.

The ONE Symrise strategy is based on the three strategic pillars of growth, efficiency and portfolio, with sustainability serving as one of the three transformational drivers alongside digitalization and people & values.Symrise takes account of sustainability matters at all levels of the strategy so that it can grow the long-term value and minimize risks. Sustainability is therefore an integral part of the business model and a clear competitive advantage.

Symrise's commitment to sustainability also reduces risks, particularly those arising from complex global supply chains, such as raw material availability due to climate change or suppliers disregarding environmental and social standards. The strategic integration of sustainability into the company's core and supporting processes is managed by the Chief Sustainability Officer and Global Sustainability, a global Corporate function that defines common goals and ensures the development and implementation of sustainability-relevant issues and objectives across the extended value chain, while considering key stakeholder interests.

The operating activities of the two segments extend across research and development, purchasing, production, and the sale of products and solutions. Many materials are natural in origin, including spices, vegetables, fruits and flowers, as well as other plant materials, for example, vanilla and rose petals. It is essential for both Symrise and its customers and investors that the company deliver a strong economic performance, as this forms the basis for its future success. Effective management of environmental and social impacts along the supply chain is the key to delivering new products for customers and ensuring ethical business practices. At Symrise, responsible use of raw materials is ensured, for example, through circular economy processes. This means that valuable products are also developed from side streams of raw material processing. Transparency and control over production processes make it possible to implement improvements for the environment and society.

Symrise sources its raw materials on a global scale. The present divisional structure of the purchasing organization is to be made more centralized in the future, thus leveraging synergies to optimize purchasing processes and ensure a stable supply chain. In accordance with the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetzes (LkSG)), Symrise continuously monitors sustainability-related risks and opportunities in the supply chain and takes appropriate action when necessary.

Symrise pursues strategic backward integration to ensure responsible sourcing. In addition, the company is helping to forge closer ties with farmers and affected communities. This promotes the availability of high-quality raw materials, improves local living conditions and strengthens environmental and social standards.

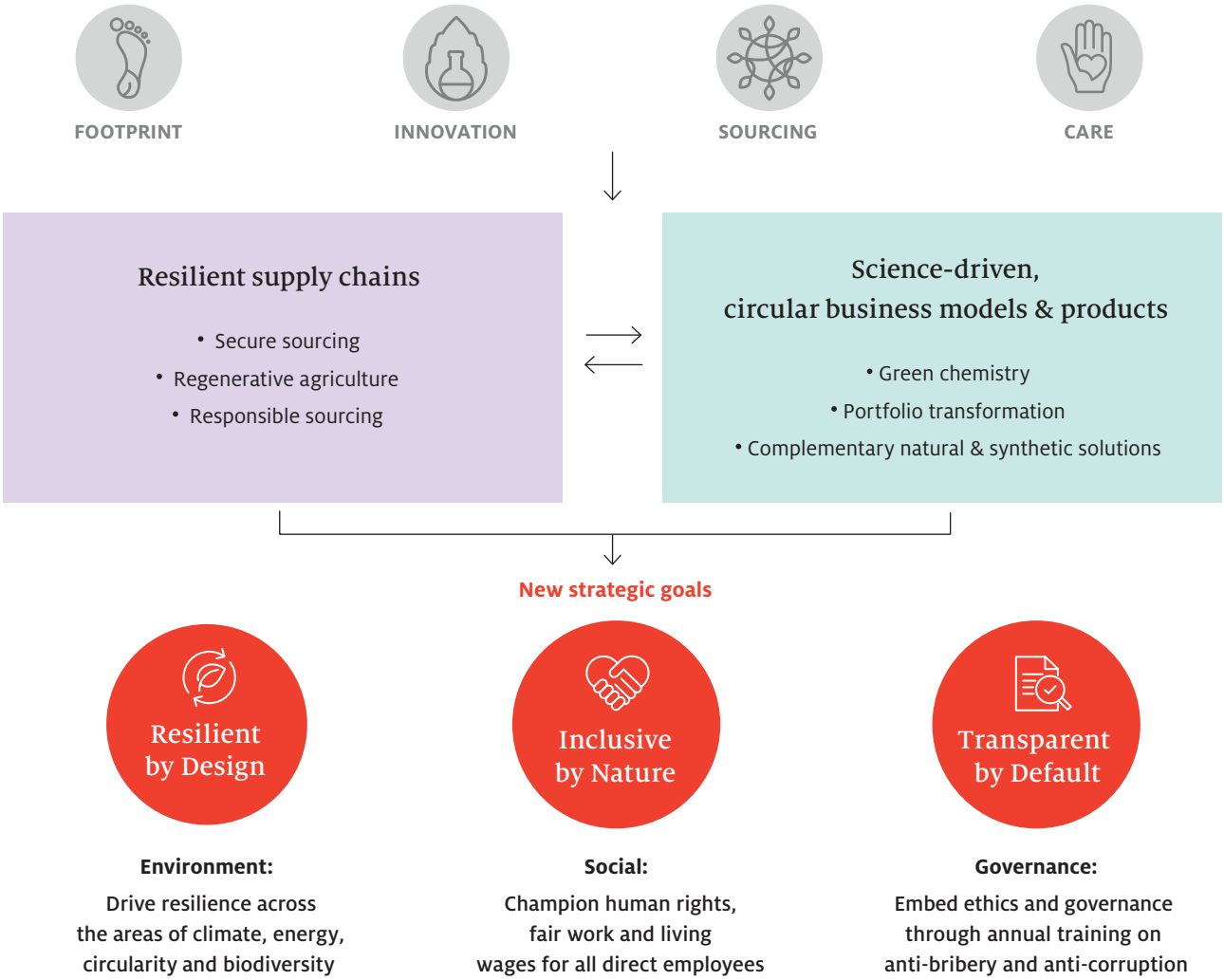
Sustainability strategy: Building resilient supply chains and science-driven, circular business models and products

In parallel with the double materiality assessment, Global Sustainability conducted a review of the sustainability organization's strategic orientation. The underlying method is known as the Lead-Manage-Monitor Framework, which categorizes sustainability topics into those requiring oversight to protect core fundamentals, those necessitating strategic management to ensure progress and parity and those offering opportunities for Symrise to utilize its unique expertise to lead and influence the sector.

As part of the reorganization of the Sustainability function in the context of the ONE Symrise strategy, a strategic realignment of sustainability-related activities has also taken place. This means that the existing sustainability agenda – encompassing the areas of environmental protection and global reach (footprint); sustainable research and development (innovation); sustainable raw materials procurement (sourcing); and social responsibility (care) – will serve as a reference for the last time in this fiscal year.

Symrise's revised sustainability aspirations serve to minimize risks that might jeopardize the Group's growth. In particular, this relates to risks that could arise from the complex global supply chain. These include the risks that key raw materials are no longer available as a result of climate change or natural disasters or that suppliers potentially disregard environmental and social standards or human rights due diligence obligations, thus exposing Symrise to reputational risks. Symrise is responding to these risks through sustainable supplier management.

Therefore, the sustainability strategy will focus on end-to-end integration across the value chain, driven by two pillars: building resilient supply chains through secure sourcing, regenerative agriculture and responsible practices, and advancing science-driven, circular business models and products with green chemistry, portfolio transformation and complementary natural and synthetic solutions. These efforts will be supported by robust programs in traceability, governance and assurance to ensure transparency and accountability.



The Supervisory Board has approved new strategic goals:

"Resilient by Design": Symrise will aim to drive resilience across the areas of climate, energy, circularity and biodiversity with the clear ambition of net-zero GHG emissions for Scope 1, 2 and 3 by 2040, based on a new 2025 base year. To achieve this new long-term commitment, it will be necessary to validate the existing ambitions and also define updated or new targets that take into account feasibility studies and practical boundaries in order to achieve measurable milestones in the sense of the following ambitions:

- Whenever possible, sourcing 100 % of the company's energy from renewable sources by 2030 to replace carbon offsetting via RECs with PPAs
- Focusing on innovation so that 90% of new products deliver a measurable sustainable benefit by 2030
- Establishing a material transition roadmap for renewable and sustainable feedstock by 2028
- Developing initial measures for forest, water, pollution and waste management by 2027
- Preparing a traceability roadmap in the course of 2026

"Inclusive by Nature": Symrise will advocate for human rights, fair working conditions and diversity, equity and inclusion (DEI); it is committed to paying living wages to all direct employees by 2030, extending to contingent workers and strategic suppliers by 2035. Achieving this long-term commitment requires setting well-defined targets that reflect realistic parameters, ensuring measurable milestones aligned with the following ambitions:

- Increasing the proportion of women at the first management level to 40% and at the second level to 50% by 2030
- Evaluating the riskiest and most relevant supply chains (based on 2025's analysis) with a clear prioritization by 2030
- Driving more than 50 community engagements as part of supply chain due diligence by 2030
- Implementing a new the Bridging the Gap (BTG) roadmap by 2028

"Transparent by Default": Symrise is embedding ethics and governance, coupled with the obligation of ensuring that 100 % of non-production employees receive annual anti-bribery and anti-corruption training as a way of strengthening a culture of integrity. To strengthen both operational excellence and employee involvement as part of the strategic commitments, precise targets will be established, providing a clear path toward measurable milestones through the following ambitions:

- Increasing customer satisfaction through measured quality performance with a commitment to reduce non-quality costs by EUR 2.5 million annually under the ONE Symrise initiative
- Extending the employee engagement survey to cover the entire workforce by 2028

For each of these goals, the central priority of the next fiscal year will be to define detailed targets. For Symrise, this means setting precise non-financial control variables for the strategic direction, thereby shaping a clear roadmap toward the following milestones for each pillar:

Stakeholder engagement

The stakeholders of Symrise include all groups that are directly or indirectly affected by the company's activities or that can influence them. These include shareholders and investors who place a particular emphasis on transparency, stable returns and long-term strategies. Employees are also among the most important stakeholders, since their motivation, loyalty and expertise contribute significantly to the company's success. Customers expect Symrise to deliver reliable products, innovations and clear added value. Suppliers and business partners, in turn, value predictable cooperation and fair business practices. Regulatory authorities and political decision-makers are also key stakeholders, since they set up and monitor the legal framework. The public and the media shape the company's image, while social groups such as NGOs and associations formulate expectations regarding sustainability, social responsibility and compliance.

Symrise identifies and prioritizes its stakeholders on the basis of AA1000 Stakeholder Engagement Standard. This framework helps determine the most important groups based on their influence, interest and potential impact on the company's strategy and performance. Stakeholder engagement is a central element of Symrise's sustainability strategy. The company actively seeks dialogue in order to understand expectations and concerns and to take them into account in the further development of its strategy and business model. For example, the company asks users of the website specifically about how they became aware of Symrise, which helps better understand and optimize the stakeholder journey. In addition, Symrise conducted a website benchmark survey asking stakeholders about their experiences on the website and what they expect. This benchmark survey was carried out by an external company. Other examples include the ExBo & You Connect Tour with town hall meetings and on-site workshops, the ONE Symrise Hub, the Transformers onboarding sessions and ensuing pulse interactions, the monthly ONE Symrise Leaders calls and the open Q&A page used to capture and answer questions. Other examples include investor relations roadshows, events such as Capital Markets Day, the works meeting and the annual general meeting of Symrise AG.

Stakeholders have a wide range of expectations when it comes to corporate communications. Transparency is key, especially when it comes to topics such as sustainability and corporate strategy. A continuous, dialogue-oriented exchange with all stakeholder groups is essential for building trust and maintaining long-term relationships. Communication must be tailored to specific target groups: Each group needs relevant messages that are conveyed via the appropriate channels. Consistency and credibility are just as important as the ability to respond quickly and appropriately to concerns or crises.

Customers are reached through target group-specific marketing, service communication and product campaigns. Suppliers and customers benefit from partner portals such as SEDEX and regular dialogue workshops. Political players are addressed through public affairs, position papers and strategic dialogue. The media are involved through proactive press relations, background discussions and transparent crisis communication. NGOs and social groups are addressed through sustainability reports, dialogue forums and joint projects.

Symrise systematically takes the views of its stakeholders into account in its corporate orientation and communication strategy. A key example of this is the review of the double materiality assessment, which, as in previous years, was supplemented by targeted stakeholder surveys. As part of this process, the most pressing expectations and concerns were identified and then aligned with the company's strategic priorities. The results were directly incorporated into the development of sustainability goals, risk management processes and communication planning. Top management is regularly informed by the Chief Sustainability Officer (CSO) on sustainability topics, which also includes the views of stakeholders.

Participation in external ESG ratings such as the Carbon Disclosure Project (CDP) or EcoVadis for transparent and traceable assessment and communication also underscores Symrise's desire to take all stakeholder concerns into account. In addition, Symrise is involved in strategic partnerships – for example, with the German Society for International Cooperation (GIZ), the Rainforest Alliance and the Union for Ethical Biotrade (UEBT) – particularly on issues such as biodiversity and sustainable procurement. Further dialogue with stakeholders takes place through participation in a range of initiatives, including the World Climate Change Conference (COP 30) and Bridging the Gap (BTG) activities.

In the future, the company plans to further strengthen stakeholder engagement – for example, by expanding digital interaction channels, increasing transparency in feedback processes and regularly updating the materiality assessment. This will allow the company to remain flexible and respond specifically to changing stakeholder expectations and requirements.

The following table provides an overview of Symrise's various stakeholders and the corresponding communication formats:

Stakeholder group	Interests and views of stakeholders and purpose of engagement	Communication measures	Strategic influence and adaptation
Investors and shareholders	• Transparency in financial reports • Stable returns • Long-term growth strategy • Risk management	• Quarterly and annual reports • Investor Relations website and publication of ratings (Sustainalytics, EcoVadis, SEDEX, etc.) • Capital Markets Days • Webcasts and analyst calls	Strengthens focus on long-term value creation, ESG integration, transparent governance; adaptation: expand investor relations, sustainability reports
Employees	• Job security • Career and training opportunities • Fair compensation and recognition • Work-life balance • Collective ownership and participation • Access to information and resources	• Townhall meetings • Virtual targeted calls • Intranet, internal newsletters, digital channels and platforms, and internal magazine • Feedback loops: pulse polls, metrics tracking, Q&As • Training programs • Cross-regional communities and networks	Drives operational excellence, innovation, customer experience and talent development, promotes and co-creates cultural change and organizational transformation, ensures compliance and ethical standards; adaptation: invest in training, flexible working models and internal communication, reinforce wide empowerment through internal networks, continuous dialogue, digital enablement and systematic feedback integration
Customers	• High-quality products • Secure supply chain • Innovation and sustainability • Reliable service, customization and technical support • Transparent communication • Cost-effectiveness and performance in use • Speed, agility and partnership	• Marketing campaigns • Industry events and conferences (innovation days, tradeshows, etc.) • Social media engagement • Newsletters and product info • Dedicated customer websites and portals • Articles and business reviews • Webinars, online training courses	Drives innovation, digitalization, customer centricity, co-creation and operational and supply chain excellence; adaptation: develop new products, digital services and omnichannel strategy. Strengthen technical support and co-creation, enhance supply chain transparency, expand regulatory and sustainability services, personalize customer experience
Suppliers and business partners	• Long-term partnerships • Fair contract terms • Planning reliability • Sustainability requirements	• Supplier Days • Regular status meetings • Sustainability workshops • Supplier portals and ratings	Raises requirements for sustainability and compliance; adaptation: supply chain transparency, partnership programs, audits
Regulators and policy-makers	• Compliance with legal requirements • Transparency and information • Contribution to economic development	• Participation in industry associations • Dialogue with local and regional politics • Regular reporting • Dialogue events • Position papers	Ensures regulatory compliance, minimizes risks; adaptation: compliance management, lobbying, reporting processes
Public and media	• Corporate and business information • Sustainability and social responsibility • Crisis communication	• Press releases • Interviews and media talks • Social media communication • CSR reports	Influences reputation and brand value; adaptation: proactive communication, CSR initiatives, crisis management
NGOs and associations	• Generate sustainable value for society • Human rights • Environmental protection and climate change mitigation • Compliance	• CSR and sustainability reports • Dialogue events • Partnerships and initiatives • Transparent communication	Strengthens sustainability strategy and social responsibility; adaptation: cooperations, ESG targets, investments in environmental and social projects

Double materiality assessment and determination of disclosure requirements

Description of the processes to identify and assess material impacts, risks and opportunities

Since this Non-Financial Group Report has been prepared in reference to the European Sustainability Reporting Standards (ESRS), the principle of double materiality does not lead to an immediate obligation for Symrise to report on each sustainability matter identified as material in ESRS-1 AR 16. In line with the requirements of the German Commercial Code (HGB), the topics identified have been summarized into the matters outlined in the chapter "Disclosure requirements covered by the Sustainability Statements." This involved an overall assessment that took into account the relevance of the individual topics and any actions already taken.

Material impacts, risks and opportunities (IROs) are assessed on the basis of double materiality, considering both impact materiality and financial materiality. These assessments serve as the foundation for the sustainability information Symrise discloses, which is prepared in reference to the ESRS rather than in full accordance with them. A sustainability matter is therefore material if it meets the criteria for impact materiality, for financial materiality or for both:

Impact materiality: The undertaking's business activities have or are likely to have significant positive or negative impacts on people or the environment, whether in the short, medium or long term. This extends to impacts of the undertaking's own operations as well as those of its upstream and downstream value chain – including products, services and business relationships. In this context, business relationships refer not only to direct contractual relationships, but also to the entire value chain.

Financial materiality: A sustainability matter has or is likely to have a material financial impact on the undertaking. This is the case if there are risks or opportunities that have or are likely to have a significant short-, medium- or long-term impact on the undertaking's development, financial position, financial performance, cash flows, access to financial resources or capital costs.

The Double Materiality Assessment (DMA) in reference to ESRS 1 that Symrise conducted for the 2025 reporting year builds on the existing materiality assessment for the 2024 fiscal year.

It is considered a refinement, since it builds upon the prior year's results. Impacts from changes in strategy and business model are taken into account, with an emphasis on those areas that are specific to the business model.

The purpose of this refinement, which is part of the mandatory annual review, is to verify whether the material subtopics in 2024 continue to reflect the strategic direction of the Symrise Group and whether any of the topics carry material risks or opportunities for Symrise – both in relation to the overarching ONE Symrise initiative and the restructuring of the sustainability organization.

This process only involved internal stakeholders and also contained a peer group benchmark in regard to the material topics. Symrise did not directly engage with affected stakeholders or involve them in the evaluation process. Their perspectives were considered indirectly, with internal participants incorporating insights from prior stakeholder interactions into the severity assessment. Plans are underway for a comprehensive revision of the DMA, including a broad-based, direct stakeholder consultation last conducted in fiscal year 2022, which is likewise expected to be revisited as part of ongoing strategic considerations. Implementation will be closely tied to the availability of a reliable regulatory framework across Europe and nationally.

The basis for the refinement was an analysis of the existing IRO inventory from 2024's DMA in relation to Symrise's business model. It is based on international frameworks and what they require in terms of content – including the ESRS, the Global Reporting Initiative (GRI), the UN Sustainable Development Goals (SDGs) and the EU taxonomy. The IROs identified then underwent a materiality assessment through online surveys of internal sustainability experts and qualitative interviews with selected employees, through which Symrise's ESG impacts as well as their relevance to its business were evaluated.

In parallel with the DMA, the Global Sustainability Leadership Team, with external support, a review of the sustainability organization's strategic orientation. The underlying method is known as the Lead-Manage-Monitor Framework, which categorizes sustainability topics into those requiring oversight to protect core fundamentals, those necessitating strategic management to ensure progress and parity and those offering opportunities for Symrise to utilize its unique expertise to lead and influence the sector. With this clear guidance on resource allocation and strategic emphasis across all sustainability initiatives, it addresses the long-term direction at an overarching level but also influenced the double materiality assessment, which is performed at a highly detailed level separately for each impact, risk and opportunity. The results of the materiality assessment were discussed and validated by the Chief Sustainability Officer (CSO) together with the Global Sustainability Leadership Team and subsequently approved by the Executive Board.

Given that Symrise is undergoing a global transformation under the ONE Symrise initiative, which includes strategic projects currently in implementation, this slightly changed the process of identifying IROs in comparison with the prior reporting period. A major milestone was the first global Sustainability Week, which took place in Rennes, France, in May and brought together a variety of employees engaged in sustainability topics. Two dedicated sessions started the refinement of the double materiality assessment, focusing on identifying interlinked impacts, risks and opportunities (IROs) across the climate, nature, social and governance dimensions, which ultimately led to adjustments to the content of the inventory.

Determination/preparation of the IRO inventory and evaluation

For the refinement of the DMA, Symrise first reviewed the inventory from 2024's DMA of potentially relevant sustainability topics and their associated impacts, opportunities and risks, taking into account the company's activities and dependencies worldwide. As a first step, this involved consolidating the sustainability matters that Symrise had already identified in previous materiality assessments, mainly considering the (sub-)subtopics covered in the topical ESRS, into a comprehensive list. As part of the materiality assessment process, Symrise identified both direct and indirect impacts, risks and opportunities linked to its business. Direct impacts stem from the company's own operations, such as emissions, energy use and working conditions, which are at least partially monitored through audits, environmental metrics and employee surveys. Indirect impacts arise from business relationships, particularly in the supply chain, including impacts related to human rights, environmental harm and corruption. These are identified through risk analyses, industry benchmarks, external databases (e. g., EcoVadis, SEDEX) and stakeholder dialogue. The assessment covers the entire value chain and follows international standards such as the UNGP on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

In the second step, Symrise's internal sustainability employees identified and described actual and potential impacts, risks and opportunities (IROs) for each of these topics. During this process, Symrise identified both positive and negative impacts associated with its business activities or business relationships along the entire value chain. The company also identified sustainability-related risks and opportunities, including those arising from dependencies on natural, human and social resources. The identification was conducted on a gross basis and drew on the company's own analyses, such as the results of the human rights risk analysis, internal expertise on industry-typical IROs, product-specific environmental declarations and Symrise's risk inventory. In addition, Symrise conducted research on IROs that are typical for the industry, based on the following main criteria:

- Examination of Symrise's business activities and direct and indirect business relationships worldwide and along the entire value chain. This also took into account specific activities, business relationships and regional aspects whose potential or actual impacts are known to Symrise because they were identified in the course of the due diligence process.
- Consideration of affected stakeholders and users of sustainability information by Symrise experts who are in contact with them
- Check for completeness by matching the IROs with Symrise's risk management
- Examination of possible dependencies by deducing opportunities and risks from positive and negative impacts and grouping them into topical clusters

This resulted in an inventory of potentially relevant IROs, which were individually evaluated by sustainability experts from various areas of the company – using a bottom-up approach and referencing ESRS requirements and the IG 1: Materiality Assessment Implementation Guidance of the European Financial Reporting Advisory Group (EFRAG) – to determine material sustainability matters.

Due to the Lead-Manage-Monitor Framework influencing the double materiality assessment, the entire process was driven by the review of whether a given impact, risk or opportunity is directly linked to the production and distribution of fragrances, flavorings, cosmetic base materials and active ingredients, functional ingredients or solutions for use in food production that are based on natural raw materials.

The assessment process is based on defined assessment criteria to ensure objectivity and consistency. Evaluations refer to these assessment criteria and are based on a clear rationale, with alignment between reasoning and scoring. Wherever possible, assessments are evidence-based, drawing on published data or scientific research. Internal expertise and organizational knowledge are an essential part, including references to relevant policies, initiatives or operational data. To prioritize and determine which sustainability matters are material, each IRO is evaluated separately against materiality thresholds. Therefore, Symrise defined assessment parameters and criteria in advance. All IROs relate to a specific time horizon: short-term, medium-term or long-term. Based on these dimensions, Symrise assessed when a specific IRO element is likely to materialize to the full extent. Each IRO element, regardless of the type, was rated on a spectrum of 0 to 5, with qualitative definitions of the individual values. The cut-off for being considered material was set at greater than or equal to 3.5 (2024: 3). The threshold was raised compared to the previous year to enable a clearer distinction in the mid-range between relevant but non-material IROs and relevant and material IROs. All assumptions made for the gross assessment of the impacts, risks and opportunities are based on internal environmental, social and business data and analyses, as well as on the findings of well-founded external studies.

To determine impact materiality, the severity of each impact was assessed based on defined criteria – for positive impacts based on the scale and scope, and for negative impacts additionally based on their irremediable character. The severity score reflects the average of the individual parameters. Where actual impacts were concerned, the assessment was based on severity; for potential impacts, likelihood was also taken into account. To calculate the final impact score, Symrise this year applied the average of severity and likelihood, representing a methodological change from the prior year, where severity and likelihood were multiplied. This adjustment reflects Symrise's decision to give both factors equal weight, addressing that materiality was previously driven too strongly by likelihood. To meet the ESRS requirements, particularly ESRS 1, section 3.4 on impact materiality (§54), a more differentiated approach was applied for negative human rights impacts, giving greater weight to severity than to likelihood. The new approach ensures a more balanced assessment logic. The four factors of scale, scope and irremediable character, as well as likelihood, were assessed for each impact, taking into account various stakeholder perspectives. From this, the mean value was derived.

The consolidated bottom-up assessment was subsequently reviewed by the CSO from a corporate strategy point of view, focusing not on individual divisions but rather on Symrise as a whole and strategic priorities for specific parts of the business. Where appropriate, the scope was adjusted and the severity and likelihood of impacts were reassessed. In terms of the overall number of impacts, the top-down adjustment had only a minor impact on the overall result of the impact materiality. Since different criteria and time horizons have to be considered in the evaluation, the double materiality assessment was conducted in parallel with the established risk management processes and ultimately included based on the results.

Severity ⌀ Likelihood = Impact score

Severity refers to the maximum possible impact of an incident or event occurring or potentially occurring due to a specific cause.

Scale

What is the level of seriousness of the negative impacts – or the level of benefit of the positive impacts – for people and the environment?

5 absolute	2 low
4 high	1 minimal
3 medium	0 none

Scope

How widespread are the negative or positive impacts? This can refer to geographical perimeter or the number of people affected.

5 global	2 concentrated
4 widespread	1 limited
3 medium	0 none

Irremediable character

To what extent can the negative impacts be remediated or reversed? This can refer to the prior state of the people affected.

5 non-remediable/ irreversible	2 remediable with effort (time & cost)
4 very difficult to remediate/long-term	1 relatively easy to remediate/short-term
3 difficult to remediate/mid-term	0 very easy to remediate

Exception: Irremediable character does not apply to positive impacts.

⌀

The likelihood describes, in percent, how likely it is that the impact will occur.

5 (100 %) actual impact	2 (40–59 %) low
4 (80–99 %) very high	1 (0–39 %) very low
3 (60–79 %) high	0 (0 %) unlikely

Exception: Likelihood does not apply to actual impacts.

The impact score is calculated by the ***average of severity*** (mean of scale, scope, irremediable character) and ***likelihood***.

It is calculated for each ***impact***.

For human rights issues, we use the following calculation:

$$\text{Impact score} = \frac{3}{4}\ \text{severity} + \frac{1}{4}\ \text{likelihood}$$

To compare:
Non-human rights issue

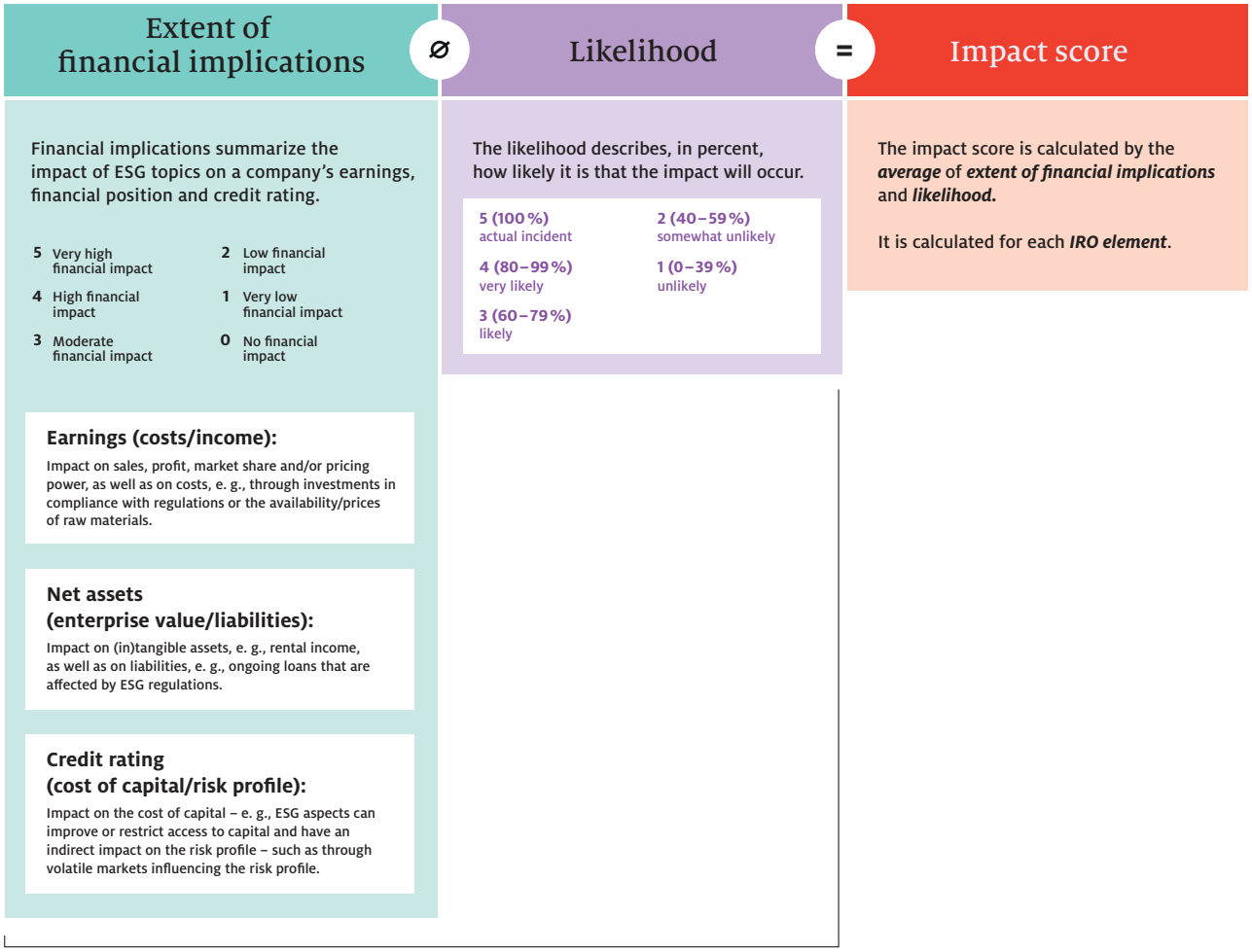
$$\text{Impact score} = \frac{1}{2}\ \text{severity} + \frac{1}{2}\ \text{likelihood}$$

Symrise experts evaluate these four parameters for each impact element.

Symrise systematically assesses risks through its ERM framework, which includes sustainability-related risks. The risk matrix evaluates financial, operational, reputational and compliance dimensions, allowing sustainability risks to be compared and weighted against other business risks.[37] Impacts identified through the double materiality assessment have been incorporated into the risk inventory and subjected to the same review and approval processes as other risks. The aim of this integration is to capture sustainability-related risks with potential financial implications and disclose them under the corresponding risk categories.

A risk or opportunity is considered financially material if it has or might have a significant impact on the undertaking's development, financial position, financial performance, cash flows, access to financial resources or capital costs. Financial materiality was assessed using an average of the financial impact score and likelihood. The evaluation considered the net financial effect on Group EBIT and the risk profile. In line with the risk management methodology, impacts on EBIT are categorized from "very low" (up to EUR 20 million) to "very high" (more than EUR 80 million), while likelihood ranges from "very low" (0–20%) to "very high" (81–100%).[38]

[37] The risk matrix is described in detail in the section "Approach to evaluating risks."
[38] For further information, see the chapter "Approach to evaluating risks."



Symrise experts evaluate these two parameters for each risk and opportunity element.

The assessment of risks and opportunities took into account the extent of the financial effects and their likelihood on a net basis. Financial effects included impacts on the operating result (EBIT) and the risk profile. In line with the methodology for assessing potential impacts, opportunities and risks were assessed by the average of the financial impact score and the likelihood.

Risk Management and other relevant internal stakeholders at Symrise evaluated the parameters for each risk and opportunity element. In doing so, they followed the established opportunity and risk management logic. The scale used for financial effects in the materiality assessment is the same as that used for the EBIT impact. A very low risk (I) thus corresponds to a very low financial impact (1). The same logic applies to the other risk scales II to V and 2 to 5.[39]

Since different criteria and time horizons have to be considered in the evaluation, the double materiality assessment, which was carried out in reference to the ESRS, was conducted in parallel to the established risk management processes, and ultimately included based on the results. The results of the materiality assessment were validated by expert groups at Symrise (such as the Global Sustainability Leadership Team) and approved by the Executive Board and Supervisory Board. They will be reviewed on an annual basis.

Derivation of material sustainability matters

The materiality threshold serves as a link between the evaluated IROs and Symrise's material sustainability matters. If an impact, risk or opportunity has received a score that is above or equal to the set threshold, the associated subtopic becomes material for Symrise based on this gross score.

In addition, assumptions play a key role in shaping the assessment. These include, for example, critical supplier regions for raw materials or patterns of energy and water consumption at production facilities. Such assumptions provide context for evaluating potential impacts and risks across the value chain. Finally, all assessments focus on the actual impact rather than perceived importance, ensuring that decisions are grounded in measurable effects.

A sustainability topic is deemed material if it meets the criteria for impact materiality, for financial materiality or for both, with a relevance concept also being applied. Symrise considers the links between its impacts and dependencies and the risks and opportunities arising from them during the double materiality assessment. This process identifies both positive and negative impacts across the entire value chain. For example, positive impacts include the efficient use of side streams, while negative impacts may involve greenhouse gas emissions from production sites. Symrise also evaluates sustainability-related risks and opportunities stemming from dependencies on natural resources such as water, human resources like skilled labor, and social factors such as community relations.

To enable an integrated view of the interdependencies between impacts and the related risks and opportunities, the impacts identified in the double materiality assessment have been incorporated into the risk inventory and integrated into the established risk management process since this fiscal year. They are subject to the same review and approval procedures.

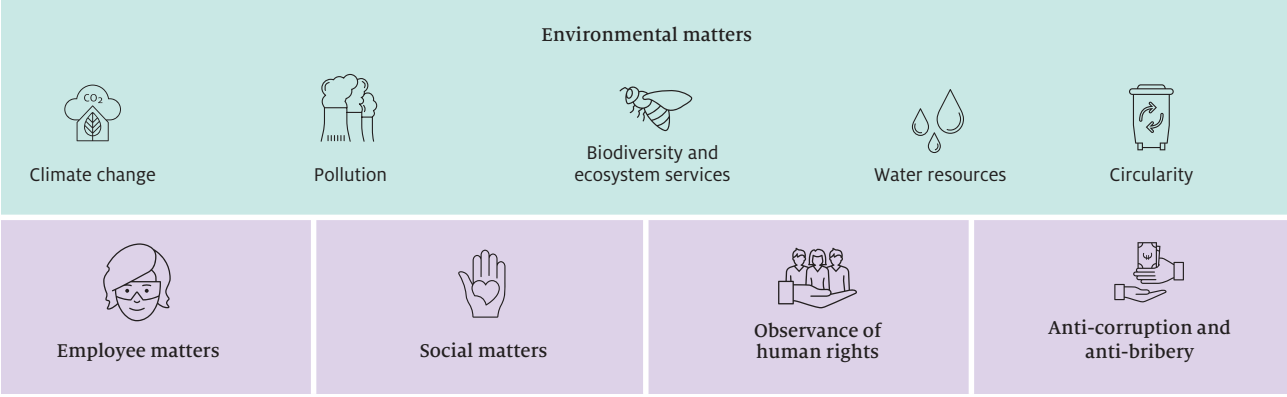
Disclosure requirements covered by the Sustainability Statements

From Symrise's point of view, sustainability-related topics cannot be considered in isolation, but interact strongly with each other. The level of detail and the information to be published depend on whether the topic is identified as relevant and reportable.

To determine the materiality of information to be disclosed, Symrise first used a quantitative threshold, followed by a qualitative review, with the latter guiding the final decision to avoid relying solely on quantitative thresholds. This approach focused on evaluating the individual topical disclosure requirements under the ESRS with regard to:

[39] For further details, please refer to chapter "Opportunity and Risk Report."

Material sustainability matters



- their significance compared with other disclosure requirements in order to avoid information overload,
- their actual usefulness as a basis for decision-making for users of the Sustainability Statements, and
- their appropriateness in the context of the business model and the value chain.

The summarized sustainability topics have been identified as relevant, taking account of the minimum matters set out in the German Commercial Code (HGB), and are listed in the table "Topics reported on in accordance with the CSR Directive Implementation Act (CSR-RUG)." Symrise has combined the subtopics "Resource inflows, including resource use," "Resource outflows related to products and services" and "Waste" under the heading "Circularity" in accordance with the requirements of the German Commercial Code (HGB).

Based on this comprehensive evaluation, "Consumers and end-users" was not identified as a material sustainability matter for Symrise. Consequently, the disclosure requirements in the corresponding topical ESRS S4 for this topic have been omitted. This conclusion is based on the specific nature of Symrise's business model: Within the Symrise Group, activities involving direct business with actual end-consumer products occur only to a very limited extent. The Symrise Group is a global supplier of fragrances and flavors, cosmetic active ingredients and raw materials as well as functional ingredients. These are incorporated by customers – such as manufacturers of food, beverages, cosmetics and pharmaceuticals – into their own finished consumer goods. As a result, Symrise's direct influence on consumer-facing aspects, such as product labeling, marketing or end-user safety, is significantly reduced compared to companies that produce and sell final products themselves. Therefore, sustainability impacts and responsibilities related to consumers and end-users are largely managed by the customers, while Symrise prioritizes upstream value chain topics such as responsible sourcing, environmental stewardship and innovation in ingredients over the downstream value chain.

List of datapoints that derive from other EU legislation

For the list of datapoints that derive from other EU legislation, please refer to the section "Further information and reporting standards," which is not part of the Non-Financial Group Report.[40]

Material impacts, risks and opportunities and their interaction with strategy and business model

The double materiality assessment has resulted in the material IROs as outlined in the table below. The overview illustrates where these IROs are located in the company's operations and value chain, connecting them to the overarching strategy and business model. While the fundamental aspects of Symrise's business model remain unaffected by the impacts, risks and opportunities identified in the materiality assessment, the corporate strategy is largely influenced by them. A more detailed explanation of how the identified material topics, opportunities and risks interact with the corporate strategy and business model is available within the subtopics of the Sustainability Statements.

[40] The list of datapoints that derive from other EU legislation is not covered by the limited assurance engagement.

All topics identified as material are either directly incorporated into the corporate strategy or are firmly anchored elsewhere, such as in HR Management. Further information on this can be found in the "Strategy" chapter. The integrated corporate strategy is based on certified quality, environmental and energy management systems in accordance with ISO standards. One of the key activities planned for 2026 is to certify additional production sites according to ISO 14001. Symrise generally makes use of the option to omit information whose disclosure can be phased in over time in accordance with ESRS 1. This applies in particular to all disclosure requirements relating to "social dialogue". Anticipated financial effects will not be reported until the mandatory reporting requirement takes effect.

The Executive Board is responsible for sustainability at the executive level, while the CSO oversees the (further) development of sustainability within the context of the integrated corporate strategy and reports directly to the Executive Board. A reciprocal relationship exists between the Group's strategy and business model and the identified IROs. On the one hand, the identified material IROs affect the Group's strategic direction and, on the other hand, strategic decisions affect the IROs. In response to the identified IROs, the Group adapts its business model and strategy to remain resilient and to capitalize on opportunities. This is shown by the overarching ONE Symrise initiative, the restructuring of the sustainability organization and the review of the overall sustainability strategy, which took place in 2025. The main aspects of this strategy include reducing the carbon footprint and enhancing efficiency in sourcing. To achieve this, Symrise is improving its energy efficiency, switching to renewable electricity and engaging actively with suppliers.

The identified IROs that concern the Group's own workforce underscore the importance of fostering an inclusive, respectful and safe workplace, which in turn guides strategic decision-making. The identification of these IROs has increased awareness of the importance of considering potential impacts on the workforce in relation to the Group's strategy, business model and decision-making. It has also emphasized the importance of staying connected with the workforce. Accordingly, Symrise launched various local ONE Symrise engagement initiatives – such as Coffee talk in Holzminden and the ExBo & You Connect tour 2025 – to gather insights and foster a sense of belonging. In addition, the identification of IROs has resulted in the Group increasing its focus on responsible and ethical business conduct. Specifically, it is actively collaborating with partners across the value chain to identify and mitigate business conduct risks such as corruption and bribery.[41] The results of the risk reporting process are incorporated into the updated double materiality assessment, among other things.

Given the highly complex nature of assessing the resilience of its strategy and business model, Symrise started out by conducting an extensive analysis of the impacts of climate change in the 2024 fiscal year. In 2025, a comprehensive evaluation of the strategy and business model was initiated to determine whether, from a resilience perspective, all material impacts and risks were being addressed and all identified opportunities were being exploited. Two main strategic pillars have been identified around Resilience & Circularity. In 2026, the goal is to define specific roadmaps of relevant topic areas via collaboration and an inclusive stakeholder engagement process. This is consistent with the fact that a significant portion of the measures is still in the conceptualization and planning phase and will therefore be implemented in the medium term. Furthermore, the implementation of the measures requires cooperation with service providers, suppliers and customers. Symrise therefore has only limited influence on the extent to which these measures can actually be realized.

[41] The individual risks are outlined in "Opportunities and risks in detail" section under the respective "Environment (safety, health, ecology and quality)," "Human resources" and "Compliance, law and regulatory framework" risk categories.

Topic	Category	Material impacts, risks and opportunities	Positive/ negative	Time horizon	Value chain stage	Policies*
Climate change	!	Due to climate change-induced physical risks such as extreme weather events, droughts and shifting precipitation patterns, agricultural output is limited. This reduction in supply creates upward pressure on prices for agricultural products, potentially impacting supply chain costs.		🕒🕒	↑	Environmental Policy Responsible Sourcing Policy
	!	There is a risk that increasing frequency and severity of extreme weather events may lead to operational disruptions, property damage and lost production time at manufacturing sites, thereby causing revenue loss.		🕒🕒🕒	OO	
	!	Decreasing profitability and reduced operational stability may occur as a consequence of rapid price increases due to volatility of global energy markets.		🕒	OO	
	!	Energy and process efficiency measures could entail considerable adaptation costs, increasing operating costs and investment need.		🕒🕒	OO	
	!	Climate change impacts and regulatory changes could raise raw material costs and limit supply, affecting production profitability.		🕒🕒	↑	
	●	Sourcing of raw materials with a high embedded carbon content significantly contributes to the company's Scope 3 CO_2 emissions, impacting its overall carbon footprint and transformation capability (e. g., Scope 3.1).		🕒	↑	
	●	Greenhouse gas emissions from employee commuting and business travel, especially by car and air, contribute to the company's Scope 3 carbon footprint.		🕒	OO	
	●	Symrise factories contribute to climate change through direct CO_2 emissions from production processes and energy use.		🕒	OO	
	●	Transporting raw materials and products generates CO_2 emissions, contributing to the company's carbon footprint and climate impact.		🕒	↑	
	●	Greenhouse gas (GHG) emissions from energy consumption directly contribute to the company's carbon footprint.		🕒	OO	

Positive impact	Negative impact	Actual impact ●	Potential impact ○	Risk !	Opportunity ✓
<1 year 🕒	1–5 years 🕒🕒	>5 years 🕒🕒🕒	Own operations OO	Upstream ↑	Downstream ↓

Topic	Category	Material impacts, risks and opportunities	Positive/ negative	Time horizon	Value chain stage	Policies*
Pollution	●	As part of its business operations, Symrise acknowledges that certain environmental impacts are unavoidable. These include potential pollution of air, water and soil resulting from production processes and related activities.		🕒	OO	Environmental Policy Substance of Very High Concern (SVHC) Policy
	○	Hazardous, non-biodegradable or otherwise harmful substances used in Symrise ingredients may be released after product use, potentially impacting water quality and aquatic ecosystems.		🕒	↓	
Water resources	!	Water demand of own operations can exceed local water availability and lead to public water restrictions, thus impacting business continuity.		🕒🕒	OO	Symrise Water Policy
	!	Local water stress and reduced water availability can lead to temporary or permanent shutdowns of production sites.		🕒	OO	
	!	Local water scarcity and limited water availability in cultivation areas can reduce biomass productivity, limit raw material availability and increase raw material costs.		🕒🕒	↑	
	✓	Promotion of water-saving practices and technologies in cultivation areas can improve water availability and increase biomass productivity and supply chain resilience.		🕒🕒🕒	↑	
Biodiversity and ecosystems	✓	Regenerative cultivation practices can mitigate environmental impacts and, in turn, improve ecosystem condition, maintain biomass productivity and increase supply chain resilience.		🕒🕒🕒	↑	Environmental Policy Policy on Nagoya Protocol and Acces & Benefit Sharing Symrise CITES Policy
	!	Drivers of biodiversity loss impact ecosystem condition and productivity and can lead to raw material shortages, price increases and/or supply chain disruptions.		🕒🕒	↑	
	○	Unsustainable land-use practices in the supply chain can harm the state, function and productivity of managed ecosystems and thus weaken supply chain resilience.		🕒🕒🕒	↑	
	●	Indirect impacts on biodiversity loss due to the contribution to climate change		🕒🕒🕒	OO	
	○	Symrise's upstream value chain – particularly the sourcing and processing of natural raw materials – can potentially affect ecosystem services and the communities that rely on them, for example, through pollution or habitat disruption.		🕒🕒🕒	↑	
Circularity	○	Upcycling/valorization of side streams can reduce demand for virgin/primary resources, improve resource efficiency and avoid environmental impacts.		🕒🕒	↑	Environmental Policy Prevention of Food Loss Policy
	●	Resource-intensive production processes contribute to accelerated resource depletion.		🕒🕒	OO	
	●	Despite Symrise's active commitment to circular economy strategies, the company's industrial production processes inevitably result in waste generation.		🕒🕒🕒	OO	

Positive impact	Negative impact	Actual impact ●	Potential impact ○	Risk !	Opportunity ✓
<1 year 🕒	1–5 years 🕒🕒	>5 years 🕒🕒🕒	Own operations OO	Upstream ↑	Downstream ↓

Topic	Category	Material impacts, risks and opportunities	Positive/ negative	Time horizon	Value chain stage	Policies*
Own workforce	●	Enhancing lifelong learning, professional growth and continued employability of employees worldwide through effective and differentiated training and skills development/upskilling		🕒🕒	OO	Symrise Human Rights Policy (also referred to as the Symrise Human Rights Policy) Our Occupational Health and Safety Policy (also referred to as the Symrise Health & Safety Policy) Diversity Statement Symrise Code of Conduct Global Responsible Recruitment Policy
	●	Diversity measures and corporate visibility of marginalized population groups (e. g., in the dimensions of gender, age and experience, cultural background, sexual orientation and identity, physical and mental ability) lead to a more diverse and inclusive workplace and more integration worldwide.		🕒🕒	OO	
	●	Ensuring adequate wages for employees will positively impact productivity, well-being and employee satisfaction, talent attraction and retention.		🕒🕒	OO	
	●	Ensuring social protection (medical care, death insurance, retirement, etc.) will positively impact productivity, well-being and employee satisfaction, talent attraction and retention. (phase-in)[1]		🕒🕒	OO	
	●	Not paying equal wages for equal work (gender pay gap) and a lack of female representation in leadership due to gender-based stereotypes fosters social inequality.		🕒🕒	OO	
	●	Workplace accidents resulting in physical injury reduce the affected employees' ability to live a fulfilling life, making it critical for Symrise to implement protective measures and engage everyone to be safe.		🕒	OO	
	○	Symrise's workplace conditions, such as exposure to hazardous substances, use of heavy machinery, vehicle movements or poor ergonomics, may contribute to chronic diseases, occupational illness and injuries.		🕒🕒	OO	

[1] No further details on this actual impact will be disclosed at this time due to the application of the ESRS phase-in rules.

Positive impact	Negative impact	Actual impact ●	Potential impact ○	Risk !	Opportunity ✓
<1 year 🕒	1–5 years 🕒🕒	>5 years 🕒🕒🕒	Own operations OO	Upstream ↑	Downstream ↓

Topic	Category	Material impacts, risks and opportunities	Positive/ negative	Time horizon	Value chain stage	Policies*
Workers in the value chain	●	Measures to promote diversity and the visibility of marginalized groups in the operations of our supply chain business partners contribute to greater diversity, inclusion and global integration in the workplace.		◷◷	↑↓	Symrise Human Rights Policy Responsible Sourcing Policy
	●	Violence, harassment (including inhumane treatment) and discrimination in the workplace could negatively impact the living and working conditions of workers in the operations of the supply chain business partners. However, the company had no substantiated knowledge of any such incidents during the reporting period.		◷	↑↓	
	○	Limited or no access to decent, affordable housing for workers in the supply chain can lead to health problems due to poor living conditions, financial stress and potential poor health outcomes and endanger personal safety for employees worldwide.		◷	↑	
	○	The potential occurrence of child labor within Symrise's value chains poses a material risk. When child labor occurs, children are deprived of their right to education and a normal childhood, and there is an increased risk of poverty, inequality and physical, emotional and economic exploitation.		◷	↑↓	
	○	Insufficient wages that do not cover living expenses can lead to poverty, few opportunities for social participation, limited access to humane and affordable living space as well as health issues due to the necessity to take on secondary employment.		◷	↑↓	
	●	A low percentage of workers covered by collective bargaining agreements and violations of workers' rights to freedom of association and collective bargaining lead to inequalities in working conditions and wages, especially in countries/sectors where labor rights are not protected by law or are restricted. However, the company had no substantiated knowledge of any such incidents during the reporting period.		◷	↑↓	
	○	Poor health and safety practices in the workplace can lead to physical and/or psychological (chronic) impairments and, in the worst case, to fatalities.		◷◷	↑↓	
Affected communities	○	Actively engaging with local communities in a visible and meaningful way – for example, through volunteering programs and other outreach efforts such as BTG – can proactively foster positive change and strengthen community well-being by supporting local initiatives and addressing shared needs.		◷◷	**OO** ↑↓	Symrise Human Rights Policy Symrise Forest Policy Symrise Water Policy Land Policy Responsible Sourcing Policy
	●	Failure to uphold the Symrise Group's Supplier Code of Conduct undermines the fundamental human rights of communities at supplier sites, particularly their rights to freedom of expression and freedom of assembly.		◷	↑	
	●	Local communities and biodiversity in areas where Symrise operates are adversely affected by industrial activities. These impacts include noise pollution, unpleasant odors, land scarcity, soil contamination, water scarcity, increased traffic and broader social disturbances. Such environmental and social pressures disrupt ecosystems, threaten wildlife and compromise the health, safety and quality of life of nearby communities, ultimately jeopardizing the company's social license to operate.		◷◷	**OO** ↑↓	
	●	Poor working conditions and low wages in the upstream value chain lead to labor shortages, reducing the availability of key raw materials and increasing costs. This not only disrupts supply chains but also deepens economic vulnerability for smallholder farmers and local communities who depend on these livelihoods.		◷◷	↑	
	○	Overexploitation of local freshwater resources in cultivation areas can reduce freshwater availability for the local population.		◷◷	↑	

Positive impact
<1 year ◷

Negative impact
1–5 years ◷◷

Actual impact ●
>5 years ◷◷◷

Potential impact ○
Own operations **OO**

Risk **!**
Upstream ↑

Opportunity ✓
Downstream ↓

Topic	Risk/ impact	Material impacts, risks and opportunities	Positive/ negative	Time horizon	Value chain stage	Policies*
Business conduct	○	Clear communication of human and environmental rights, values and beliefs (e. g., Symrise Supplier Code of Conduct) can avoid negative environmental and social behavior and can strengthen the individual sense of responsibility of own employees and workers in the value chain.		◷◷	OO ↑↓	Symrise Code of Conduct Symrise Anti-Bribery & Anti-Corruption Policy Responsible Sourcing Policy
	○	A strong organizational culture can significantly enhance employee well-being and job satisfaction by cultivating a meaningful sense of belonging and shared purpose.		◷◷	OO	
	○	Clear selection criteria for business partners and suppliers as well as corresponding performance evaluations and external audits could positively impact social and environmental issues (e. g., by requiring them to sign a Code of Conduct or commit to programs to reduce CO_2).		◷◷	↑↓	
	○	By protecting whistleblowers, Symrise can help ensure that misconduct – such as corruption, unsafe working conditions or environmental violations – is brought to light and appropriately addressed, thereby safeguarding both people and the planet.		◷	↑	

* This report presents the policies in effect as of the balance sheet date. These policies are reviewed and updated periodically, though not on a fixed schedule. The latest versions are available on the Symrise corporate website at the following link: https://www.symrise.com/sustainability/reports-policies-standards-audits/#our-sustainability-policies.

Positive impact	Negative impact	Actual impact ●	Potential impact ○	Risk !	Opportunity ✓
<1 year ◷	1–5 years ◷◷	>5 years ◷◷◷	Own operations OO	Upstream ↑	Downstream ↓

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ENVIRONMENTAL INFORMATION

The corporate structure undergoes constant change. Fully integrating acquired shareholdings into the environmental monitoring system, with a major focus on Symrise's production sites, into the analysis of value chains and into sustainability-related risk management is a very extensive process. Should Group companies or production sites have been excluded for any other reasons than the above, that fact is explained in the relevant chapters and, where applicable, indicated in the respective metrics.

Climate change

Climate change-related material impacts, risks and opportunities and their interaction with strategy and business model

Like other manufacturing companies, Symrise causes direct and indirect greenhouse gas (GHG) emissions that contribute to global warming. This has many adverse impacts on nature, the economy and society. Symrise aims to make a significant contribution to climate change mitigation in its industry and has therefore set itself specific reduction targets all along the value chain. The company is working simultaneously on several levers to achieve this: It is reducing its greenhouse gas emissions by improving energy and process efficiency, as well as using renewable energies and lessening the environmental impact along the supply chain.

The relevant climate-related impacts, risks and opportunities for Symrise were determined and evaluated in the course of the double materiality assessment. To further expand on the key topics relevant to climate change, this was supplemented by a strategic analysis of climate-related opportunities and risks. Symrise's reporting on its climate transition plan and the associated key strategies, actions and ambitions is based on the structure of ESRS E1. The metrics have also been determined in reference to ESRS E1-5 to E1-8. Information on climate-related aspects of incentive schemes can be found in the section "Integration of sustainability-related performance in incentive schemes."

Symrise is subject to both acute and chronic physical climate risks, as well as transition risks, arising from the ongoing progression of climate change. These risks have the potential to impact operations and assets across global sites. Physical climate risks include:

- Chronic factors:
  - Extreme temperatures
  - Heat stress
  - Water scarcity
- Acute events:
  - Forest fires
  - Droughts
  - Flooding
  - Tropical cyclones
  - Heavy precipitation

Transition risks relate to:

- Evolving mechanisms for carbon pricing
- Stricter environmental regulations
- Climate change mitigation commitments
- Reputational aspects
- Requirements for technological innovation
- Changes in market dynamics

Symrise actively monitors these developments to ensure resilience and alignment with its sustainability commitments. Based on this, Symrise has identified the following material impacts, risks and opportunities (IROs) in the area of climate and energy:

Subtopics	Material impacts, risks and opportunities
Climate change adaptation	Due to climate change-induced physical risks such as extreme weather events, droughts and shifting precipitation patterns, agricultural output is limited. This reduction in supply creates upward pressure on prices for agricultural products, potentially impacting supply chain costs.
	There is a risk that increasing frequency and severity of extreme weather events may lead to operational disruptions, property damage and lost production time at manufacturing sites, thereby causing revenue loss.
Climate change mitigation	Sourcing of raw materials with a high embedded carbon content significantly contributes to the company's Scope 3 CO_2 emissions, impacting its overall carbon footprint and transformation capability (e. g., Scope 3.1).
	Greenhouse gas emissions from employee commuting and business travel, especially by car and air, contribute to the company's Scope 3 carbon footprint.
	Symrise factories contribute to climate change through direct CO_2 emissions from production processes and energy use.
	Transporting raw materials and products generates CO_2 emissions, contributing to the company's carbon footprint and climate impact.
Energy	Greenhouse gas (GHG) emissions from energy consumption directly contribute to the company's carbon footprint.
	Decreasing profitability and reduced operational stability may occur as a consequence of rapid price increases due to volatility of global energy markets.
	Energy and process efficiency measures could entail considerable adaptation costs, increasing operating costs and investment need.
	Climate change impacts and regulatory changes could raise raw material costs and limit supply, affecting production profitability.

Strategic analysis of climate-related opportunities and risks in the context of production sites and along the value chain

In this chapter, Symrise is reporting in reference to ESRS 2 IRO-1, focusing primarily on strategies, actions and targets for climate change adaptation. Due to the complexity of this topic, Symrise began with a comprehensive analysis in fiscal year 2024, which was further refined in 2025. Additional detailed analyses are planned. For this reason, many ESRS requirements are not yet being reported. While an initial climate risk analysis has already been performed, the detailed resilience analysis has only been partially completed to date.[42] This is consistent with the fact that a significant portion of the measures is still in the conceptualization and planning phase and will therefore be implemented in the medium term. Furthermore, the implementation of the outlined measures requires cooperation with service providers, suppliers and customers. Symrise therefore has only limited influence on the extent to which these measures can actually be realized.

Classification of material opportunities and risks

Depending on the location, climate change presents both acute and chronic physical and transition-related risks and opportunities for Symrise. Analyses cover these gross risks and opportunities across short- (<1 year), medium- (<5 years) and long-term (<10/25 years) horizons.

Within the scenario analysis, combined worst-case projections – namely the High (RCP8.5/SSP5-8.5) and Low (RCP2.6/SSP1-2.6) scenarios – are of particular importance for Symrise, considering both physical and transition risks.

The key components of these climate scenarios are shown in the following diagram:

Symrise uses worst-case scenarios across various time horizons to determine the maximum potential future impact for each site. The aim is to identify risks at an early stage and take preventive actions to protect existing sites and local investments and to take advantage of opportunities. These actions ultimately lead to a net risk assessment.

In fiscal year 2025, Symrise started conducting a follow-up resilience analysis. From Symrise's perspective, assessing climate-related risks and opportunities is as important for existing and leased sites as it is for new investments at these sites and for planning new production facilities (greenfield projects), research and development centers or warehouse locations. The results of these analyses are incorporated into the overall economic assessment and thus ultimately into the decision-making and approval processes of the Executive Board and the Supervisory Board.

[42] For further information, please refer to the section on resilience analysis in the chapter "Material impacts, risks and opportunities and their interaction with strategy and business model."

Process	Physical risks	Transition risks
Scenario analysis	High (RCP8.5/SSP5-8.5)	Low (RCP2.6/SSP1-2.6)
Global average temperature increase until 2100	3.3–5.7° Celcius	1.3–2.4° Celcius
Intensity of mitigation measures	Very low	Very high
Description	Tripling of today's greenhouse gas emissions by 2075	Achievement of net-zero 2050 targets (Paris Agreement)

Symrise has established market analysis processes to support acquisition planning (M&A projects) and ensure that climate-related risks and opportunities are assessed and acted upon accordingly. These analyses form an integral part of the due diligence process for M&A activities and require approval by the Executive Board and Supervisory Board. Given the business models of its two segments – Taste, Nutrition & Health and Scent & Care – Symrise is highly dependent on global raw material sources in the upstream value chain. Many of these raw materials originate from agriculture and forestry and are directly or indirectly impacted by climate change.

To mitigate these risks, Symrise therefore regularly reviews its raw material sources and, except in the case of a few exclusive suppliers for certain raw materials, strives to implement a two-supplier strategy wherever the market situation allows. This approach is an integral part of the procurement organization's risk management. For example, Symrise has compiled a list of eight strategically important plants to be analyzed in depth, taking into account climatic developments as well as the need to adapt crop cultivation, particularly through regenerative agricultural practices and training for farmers.

In response to climate change, Symrise has expanded its existing raw material sourcing analysis to include the future availability of raw materials in various countries of origin under different climate scenarios. At the same time, a climate impact analysis for existing production sites, covering short-, medium- and long-term time horizons, is a key part of the company's strategic planning. Both analyses are aimed at identifying risks at an early stage and proactively developing adaptation and mitigation strategies to secure Symrise's business model. The insights gained enable the company to plan and implement actions to adapt its production sites and sourcing strategies to the impacts of climate change while actively reducing GHG emissions.

As a B2B supplier for the consumer goods and food industry, Symrise is also exposed to climate-related risks in the downstream value chain, particularly in the context of distribution (supply chain from production to the B2B customer). In addition, the company faces risks due to transport and product requirements on the part of customers. In connection with climate change, there is a particular focus on greenhouse gas emissions (primarily the carbon footprint) and customer expectations regarding low-emission, natural products.

Symrise's vanilla business in Madagascar, covering both upstream and downstream risk evaluation, is a good example of risk management and adaptation: Diversification across six geographical sourcing areas reduces the risk of supply disruptions due to crop failures caused by flooding, potential landslides or tropical cyclones. Managing a larger supply chain with more certified farmers than needed is also a way to prevent productivity slowdowns due to climate-related incidents throughout the year. In the are of logistics - whether upstream or downstream - alternative sea and air transport options are available to compensate for road damage caused by extreme weather events.

Strategic anchoring in decision-making processes in the context of investment processes and M&A activities

At Symrise, economic considerations always include an analysis of climate-related opportunities and risks. The analysis, along with other financial aspects, is a component of Symrise's decision-making processes and plays a key role in the future success of the company. This is also reflected in investment decisions.

Detailed requirements for mandatory climate risk and opportunity analysis, including thresholds and due diligence rules, are described in the chapter "Enhancement of internal policies and systems in the context of investment processes and M&A activities."

Strategic embedding of collaborative value chains in the context of climate change

Analyzing climate-related opportunities and risks in upstream and downstream collaborative value chains is crucial to securing and further developing Symrise's business model. Since 2024, Symrise has supplemented its Responsible Sourcing Strategy with a continuous raw materials portfolio analysis for the upstream value chain. This analysis identifies risks to cultivation and sourcing regions for raw materials from agriculture and forestry across various climate scenarios, thereby continuously influencing the global sourcing strategy. In view of Symrise's broad portfolio, the coverage of the analysis will be increased over time, with at least half of the strategic cultivation areas for natural raw materials to be analyzed in the medium term.

Symrise's Bridging the Gap (BTG) programs are a good example of how certain crops in specific regions can be proactively adapted to climate change. These programs are carried out in close cooperation with farmers, customers and the German Society for International Cooperation (GIZ). For example, the "BTG Philippines – Coconut (2025–2028)" program focuses on regenerative and climate-resilient agricultural practices, including the rejuvenation of coconut plantations with new varieties that are more productive and better able to withstand typhoons. These practices help strengthen climate resilience while improving the livelihoods of around 500 coconut farmers. The "BTG India – Mint (2024–2028)" program reaches 10,000 mint farmers in 230 villages in a region experiencing high water stress. It focuses on sustainable farming methods (integrated nutrient management, organic fertilizers, biopesticides, etc.), climate-resilient tools (drone spraying techniques) and water-saving technologies (solar pumps and drip irrigation).[43]

Given the size and diversity of the raw materials portfolio, this is an ongoing process that has not yet been completed. Its results are continuously incorporated into the global sourcing policies. Symrise also regularly analyzes the potential impact of climate change on direct suppliers based on its production sites. For each product category and division, the ten to twenty most important suppliers, ranked by purchasing volume, are evaluated in order to strategically optimize the upstream supply chain and avoid climate-related disruptions. In addition, Symrise conducts ongoing evaluations of major global logistics hubs for goods distribution. This includes reviewing the ten most heavily used airports (based on air freight volume in kilograms) and the most important seaports (based on container throughput). The results are incorporated into the long-term planning for Symrise's logistics network. Finally, the company analyzes the ten to twenty most important customers per division – based on sales in euros and the location of their production facilities – to identify potential climate-related impacts in the downstream value chain. These insights help Symrise adjust its strategic planning in cases where production facilities need to be relocated due to climate-related changes, which could indirectly affect Symrise.

[43] For further information, please refer to the section "Affected communities."

Realization of identified potential opportunities and actions for managing risks in the context of production sites and along the value chain

Building on the analysis of climate-related opportunities and risks, Symrise examined sites that could be affected particularly strongly by climate change. In a project launched in fiscal year 2025, these sites will be prioritized over the medium term according to the urgency of adaptation measures and the need to reduce climate-amplifying effects, including greenhouse gas emissions. The prioritization is based on internal criteria such as potential sales losses due to climate-related damage and potential future risks due to higher greenhouse gas taxation. These criteria are currently under development, where initial actions have already been initiated and implemented.

On this basis, the company will define further specific actions to manage the forecast risks. Decisions on climate-related investments for the adaptation of individual sites are made on a case-by-case basis. They will be prioritized at least equally with – or even ahead of – other investment projects. The development of a corresponding concept is ongoing.

Enhancement of internal policies and systems in the context of investment processes and M&A activities

In fiscal year 2025, Symrise expanded its investment policy to require mandatory climate risk and opportunity analysis as part of capital decision-making. This analysis must be completed before planning and constructing new production sites and for projects at existing Symrise locations with a total investment of EUR 10 million or more. If the analysis points to significant potential damage, the investment proposal must include an economic rationale and a damage mitigation plan with cost estimates. All approvals must be documented and processed in the investment system.

When it comes to M&A activities, the due diligence process must include an assessment of climate-related risks and opportunities for all key production sites of potential acquisition targets. If any material risks are identified, an action plan and strategic rationale are required to explain why the acquisition would remain profitable despite these risks.

Holistic consideration of the value chain to manage risks in the context of climate change

Continual analysis of the raw materials portfolio provides the basis for a detailed action plan that combines adaptation measures – such as drought-resistant crops and seeds, efficient cultivation methods and water-saving irrigation methods such as drip irrigation – with substitution strategies, including sourcing from alternative growing regions or replacing raw materials in product formulations. Actions are prioritized step by step and gradually extended to other regions and partnerships. Implementation takes place on a decentralized basis in both business segments.

In the upstream value chain, Symrise is pursuing a strategic medium- and long-term approach. Based on climate impact analyses for the production sites of key suppliers (ranked by purchasing volume per product and division), Symrise is intensifying its collaboration with key suppliers and manufacturers of intermediate products in order to jointly plan and invest in necessary adaptation and mitigation measures. This includes protecting supplier sites – especially the sites of critical single-source suppliers – and, where necessary, implementing joint business continuity plans (BCPs) and building up strategic stocks of goods that are at risk from climate change.

In the area of logistics, Symrise – through its logistics management companies Symotion GmbH, Holzminden and Diana Trans SAS, Saint Nolff – aims to develop medium- and long-term BCPs with logistics service providers so that alternative delivery routes can be used in the event of extreme weather events, thereby ensuring that raw materials are reliably supplied and that delivery contracts with customers are fulfilled. To help reduce greenhouse gas emissions, Symrise plans to switch its logistics fleets to lower-emission drive systems (Scope 1) and to favor logistics providers with lower transport emissions in the tendering process (Scope 3), as long as this is economically feasible. Although Symrise has only limited influence on its customers' adaptation measures, the company strives to develop integrated BCPs with key customers to enable effective responses to short-term climate-related extreme events. Alternatively, customer production sites can serve as emergency options and will be documented accordingly.

Should certain sites be identified as "stranded assets" – in other words, assets that suffer permanent value losses or even a total loss of value due to a rise in sea levels, chronic water scarcity or other climate risks – this may have a significant impact on Symrise's business activities.

Milestones on the way to implementing the adaptation and mitigation strategy in the context of climate change

Objectives for existing production sites

Considering political and economic framework conditions, Symrise aims to safeguard existing production sites against significant climate risks up to 2050, providing this is economically viable. The order in which planned adaptation measures are implemented is determined by internal priorities and decided on a case-by-case basis. Climate-related adaptation measures will be prioritized at least equally with – or even ahead of – other investment projects.

In addition, greenhouse gas emissions are to be reduced in line with the Low Carbon Transition Plan (LCTP). To this end, targeted investments will be made in relevant technologies. Symrise will also place increased emphasis on modernization and expansion investments in this context.[44]

Consideration of climate-related risk and opportunity analyses in investment decisions and M&A activities as a preventive measure

As a preventive measure, Symrise considers climate-related risks and opportunities in all investment and M&A decisions in order to avoid vulnerabilities and stranded assets.[45]

Creation of resilient value chains to secure the business model

Symrise seeks to secure its business model by establishing climate-resilient value chains. Together, these activities enhance sourcing, logistics continuity and the fulfillment of customer orders in the face of climate-related stresses, thereby supporting Symrise's long-term resilience targets. [46]

Transition plan for climate change mitigation[47]

Symrise is an advocate for climate change mitigation and aligns its actions with the resolutions of the UN Climate Change Conferences. Consequently, its ambitions reflect a strong commitment to reducing greenhouse gas emissions.

The Group has several climate-related ambitions. One of these is the Footprint Ambition (as part of the previous Footprint, Innovation, Sourcing and Care (FISC)-strategy), which is based on the Low Carbon Transition Plan (LCTP). It focuses on short-term and long-term science-based emission reduction targets, which were validated by the Science Based Targets initiative (SBTi) for the first time in 2017 and then again in 2025. The Group's long-term targets are aligned with a 1.5-degree pathway, which is necessary to meet the goals of the Paris Agreement. They are as follows:

- With its near-term targets, the Symrise Group commits to reduce absolute Scope 1 and 2 GHG emissions by 90% by 2030 from a 2022 base year.
- Symrise also remains committed to reducing Scope 3 GHG emissions by 30% by 2030 compared to the 2022 base year.
- In the long term, Symrise is aiming to achieve a net-zero balance for Scope 1, 2 and 3 emissions by 2045; this includes reducing Scope 3 emissions by 90% compared to 2022.

Symrise strives for continuous improvement and therefore regularly reviews its climate change mitigation programs in order to advance its climate strategy. New insights may necessitate adjustments to existing, validated SBTi climate targets.[48]

To operationalize its climate ambitions, Symrise has launched its Low Carbon Transition Plan (LCTP), which aims to identify and consolidate specific actions to achieve these ambitions. The first pilot projects launched in 2022 at its Holzminden site resulted in a roadmap for the implementation of near-term and long-term CO_2 reduction measures. Initial energy efficiency measures were already implemented in 2024 and 2025, with the development of further impactful measures currently under review.

[44] Further details on these measures and the LCTP are provided in the following chapter "Transition plan for climate change mitigation."
[45] The requirements laid down by the policy in 2025, including mandatory climate risk and opportunity analyses, thresholds, rationales, action plans and due diligence obligations, are described in the previous chapter, "Enhancement of internal policies and systems in the context of investment processes and M&A activities."
[46] Risk identification in growing and sourcing regions is described under "Strategic embedding of collaborative value chains in the context of climate change." Resilience measures along the value chain are presented under "Holistic consideration of the value chain to manage risks in the context of climate change."
[47] This limited assurance engagement did not cover information relating to the 2023 fiscal year, prior fiscal years and base years or any changes to such information.
[48] For a detailed target description, please refer to the "Targets related to climate change mitigation and adaptation" section.

At the beginning of 2025, workshops were held worldwide with local plant managers and engineers to explore technological options for emission reduction pathways. These workshops laid the foundation for concrete action plans to reduce greenhouse gas emissions in the coming years. The roadmap definition was supported by the Low Carbon Sustainability Transition Guideline, which catalogs various technologies for converting energy systems to renewable sources.

The key decarbonization levers identified in the LCTP for Symrise's own operations are detailed in the "Actions and resources in relation to climate change" section. In a nutshell, key decarbonization levers are:

- Energy monitoring improvements
- Energy efficiency measures, especially linked to heat consumption and heat recovery
- On-site energy production, both for electricity and heat generation
- Process optimization to reduce waste and wastewater generation
- Logistics optimization to reduce transportation of raw material and products or use of lower-emission transportation options
- Purchasing of 100% renewable electricity

Data foundation and digitalization

Data reliability is key to meeting customer expectations for data accuracy and ensure reliable delivery, while embedding environmental metrics at the core of Symrise's decision-making process.

As part of its strategy, Symrise began developing a tool called Houston in 2024. The tool serves as the main platform for generating the figures on the Corporate Carbon Footprint (CCF) presented in this report, and it is also used to calculate the Product Carbon Footprint (PCF). The Houston tool has been developed in a partnership with the digital company CO_2AI. The results' conformity and quality are then validated and documented by in-house and external experts, with transparency to be ensured through additional external audits by third parties. One important aspect is that the processes are based on ISO standards and are guided by the recommendations of the Partnership for Carbon Transparency (PACT) and Together for Sustainability (TfS), among others.

Moreover, Symrise significantly improved its internal environmental data collection in 2025 by introducing a new, Group-wide digital platform. The platform is used to collect CO_2-related primary data such as energy consumption, refrigerants usage, waste production and valorization, among other environmental data. Sales offices, warehouses and laboratories with production activities are also included, mostly by way of estimations instead of the collection of primary data.

Scope 3 emissions and upstream value chain strategy

One approach to reducing Symrise's carbon footprint in the upstream value chain is to transform its products and portfolio. By driving innovation in its products, processes and composition, the company aims to enhance efficiency and lower emissions. Key initiatives include:

- Transitioning to alternative protein sources by replacing animal-based raw materials with plant-based products or upcycled proteins derived from biomass, such as yeast from the ethanol and brewery industries
- Sourcing energy-intensive raw materials from suppliers committed to renewable energy, ensuring that production aligns with sustainable practices
- Substituting petroleum-based products with nature-based alternatives sourced from renewable resources

To accelerate this physical transition, Symrise plans to define decarbonization roadmaps for its 25 most emission-intensive raw materials during 2026. To further advance Scope 3 emission reduction, Symrise is implementing measures focused on waste reduction, resource efficiency and lower emissions throughout the value chain. These initiatives include:

- **Reducing waste generation** by returning raw material packaging to suppliers for reuse and minimizing product losses during processing
- **Increasing waste valorization** through improved sorting of recyclable materials such as plastics and cardboard, and by generating energy from organic waste streams
- **Optimizing transportation practices** by shortening the distance between raw material production sites and Symrise manufacturing facilities
- **Adopting lower-emission transportation methods** for the supply of raw materials

Supply chain engagement

To enable such a transformation, engaging with suppliers is essential. For several years, Symrise has actively encouraged its suppliers to reduce the emissions associated with the raw materials they provide. More than 400 suppliers have been encouraged to participate in the CDP Supply Chain Program and thus urged to set climate targets and define decarbonization plans that are aligned with the 1.5-degree scenario. Their annual progress is tracked through entity-specific Carbon Disclosure Project (CDP) reports. These efforts allow Symrise to increasingly manufacture products with a significantly lower carbon footprint. In addition, suppliers are increasingly seeking dialogue with their own suppliers.

Investment framework and internal carbon price

The implementation of the LCTP requires significant investments (OpEx and CapEx) and a new process for the management of sustainability investment requests within the Symrise Group. That is why Symrise has been gradually introducing its Symrise Carbon Control Price (SCCP) since 2025. This internal carbon price helps prioritize investments in low-carbon technologies.[49] Furthermore, two new investment classifications have been introduced to monitor the investments related to climate change :

- Low Carbon Transition Plan (LCTP): Investments that aim to reduce Symrise's GHG emissions (both at product level and corporate level)
- Climate change adaptation measures (CCAM): Investments that aim to protect Symrise production sites against significant climate change risks in a long-term perspective

Capital expenditures for climate change mitigation include energy monitoring, energy efficiency measures and renewable energy installations. In 2025, Symrise allocated approximately EUR 10.7 million to efficiency and sustainability measures within the meaning of the Taxonomy Regulation.[50]

Locked-in GHG emissions and transition risks

Symrise's potential locked-in greenhouse gas (GHG) emissions primarily arise from energy-intensive production processes within its own operations (Scope 1 and 2) for which innovative replacement technologies are not yet mature. Locked-in emissions create transition risks by potentially impacting market position and requiring changes to operating procedures, which may lead to increased operating or production expenses. Key sources of locked-in emissions include:

- **Steam supply constraints:** Certain sites, such as a pet food facility in China, rely on steam purchased from external industrial natural gas producers that do not plan to transition to alternative energy sources. In this case, Symrise is unable to generate heat on its own due to limited space.
- **New production sites dependent on fossil-based energy:** Four greenfield plants commissioned in recent years remain dependent on fossil-based energy, driven by local infrastructure limitations and regulatory conditions.
- **High temperature process requirements:** In some regions, sustainable energy solutions are not yet available or reasonably affordable to meet the high-temperature demands of Symrise's industrial processes, posing a challenge to full decarbonization.

[49] Further information is available in the section "Internal carbon pricing."
[50] For details on CapEx in the sense of Article 8 of EU Taxonomy regulation, please refer to the section "Performance indicators" in the corresponding chapter.

Symrise intends to mitigate these limitations in the coming years through innovative technologies such as high-temperature heat pumps, as well as through the use of green hydrogen and renewable energy. The company acknowledges that these locked-in GHG emissions pose a significant challenge to achieving its long-term decarbonization targets.

Governance, integration and communication

The LCTP is embedded in Symrise's corporate strategy, which is based on the three strategic pillars of growth, efficiency and portfolio, with sustainability serving as one of the three transformational drivers alongside digitalization and people & values. It has been formally approved by Symrise's Executive Board. Chief Sustainability Officer (CSO) oversees implementation, tracking key performance indicators and delivering at least quarterly progress reports to the Board. Progress on the LCTP is communicated internally via newsletters or monthly sustainability conference calls. Since 2025, this has provided cross-functional visibility and allowed successful local emission-reduction initiatives to be scaled up at all locations worldwide.

Challenges and outlook

Symrise's progress in implementing its LCTP remains challenging due to the complexity of decarbonizing energy-intensive operations and global supply chains. For this reason, recent projects have focused on regenerative farming and low-carbon product innovations. These are areas that are often ripe for investment but require careful prioritization to balance cost and impact.

Despite these challenges, Symrise continues to advance toward its net-zero ambition by integrating these actions into its operational roadmap and financial planning, demonstrating a sustained commitment to accelerate implementation over the coming years. In collaboration with Deutsche Bank, Honduras, Suriname, Bayer AG, Siemens AG and the Coalition for Rainforest Nations, Symrise is helping shape a new asset class for rainforest protection, announced by Deutsche Bank at COP30 in Belém, Brazil, on November 7, 2025.[51]

Policies related to climate change

Symrise manages material climate change-related impacts, risks and opportunities through its Environmental Policy. This includes aspects such as:

- Water use (potential impacts on the availability of water resources)
- Wastewater (potential impacts on ground and surface water)
- Waste management (hazardous and non-hazardous waste)
- Energy and electricity consumption
- GHG emissions (CO_2 and other greenhouse gases)
- Consumption of fossil fuels (natural gas, heating oil, steam)
- Noise emissions and exhaust air
- Biodiversity (potential impact on protected areas)

The Environmental Policy addresses climate change mitigation and adaptation through:

- Reduction of greenhouse gas emissions (CO_2 and other GHGs) by implementing energy efficiency measures and monitoring electricity, natural gas and fuel oil consumption
- Continuous improvement programs based on ISO 14001 and ISO 50001 standards
- Site-specific environmental programs to reduce emissions and environmental impacts

Climate-related considerations are embedded into operational procedures, audits and training to accelerate that climate-related impacts, risks and opportunities are systematically managed. This approach applies organization-wide, covering all consolidated production sites of Symrise and extending across own operations, the upstream and downstream value chain. Accountability for policy implementation resides at the executive level, specifically with the Chief Sustainability Officer (CSO).[52]

For the Environmental Policy relating to climate change and energy, the Climate CoE provides guidance while the new Global Operations organization is responsible for implementation. Accountability for environmental management lies with the new Global Operations organization. To ensure local compliance and effective execution, each site is required to nominate a senior manager responsible for environmental management.

[51] More information can be found in the section "GHG removals and GHG mitigation projects financed through carbon credits."
[52] For further details on governance with regard to sustainability issues, please refer to the chapter "Responsibility for and oversight of sustainability-related impacts, risks and opportunities – Symrise Sustainability organization."

Symrise explicitly considers the interests of key stakeholders when defining its Environmental Policy and related site-specific programs. The Environmental Policy states that environmental management at each site is implemented in consideration of local legal requirements as well as stakeholder expectations in the communities where Symrise operates.

Environmental impacts are routinely monitored and analyzed to ensure continuous improvement. The Environmental Policy applies to all global production sites. Because legal requirements can vary greatly from locality to locality, sites must always meet the highest requirements. Symrise is guided by international standards, such as ISO 14001 and ISO 50001. Independent auditing firms such as DQS or Intertek ensure compliance through audits and certifications. The Environmental Policy is communicated internally through training courses and published externally on the Symrise website.

Complementing this policy, the Responsible Sourcing Policy, which simultaneously serves as the Supplier Code of Conduct (Symrise Supplier Code of Conduct (SCoC)) puts a special emphasis on climate change mitigation, energy efficiency, renewable energies and other material sustainability matters such as the protection of biodiversity, circularity, responsible waste management and compliance with ethical standards by suppliers. Symrise urges its suppliers to save energy and to minimize their greenhouse gas emissions and the environmental impacts of their operations.[53]

Actions and resources related to climate change

Symrise pursues two central strategies to deal with climate change: adaptation and mitigation.

- **Adaptation:** This involves minimizing or preventing the negative impacts of current or future climate change on the company, its stakeholders, natural resources and assets.
- **Mitigation:** This involves actively reducing or avoiding greenhouse gas emissions in order to curb climate change.

Scope 1 and 2 climate change mitigation actions

The mitigation measures for Scope 1 and 2 cover Symrise's own operational activities. Symrise carries out a wide range of activities across multiple countries, each with very different conditions regarding energy supply. Key differences include the CO_2 emissions of electricity purchased from the grid, the availability of alternative energy sources and the maturity of technology providers. Consequently, several local strategies must be defined to implement the most suitable and relevant measures.

The table below provides an overview of some preliminary actions based on internal estimates that Symrise has already implemented in its own operations to reduce its Scope 1 and Scope 2 emissions.

Transition plan levers	Country and plant	Action	Year	Estimated GHG emission reduction (in tCO_2eq/year)
Energy efficiency	Antrain, France	Heat recovery	2025	88
Energy efficiency	Holzminden, Germany	Steam pipe insulation	2025	200
Energy efficiency	Social Circle, USA	RTO improvement	2025	900
On-site renewable energy production	3 production plants, China	Solar photovoltaics	2025	1,100

[53] For further details on the Responsible Sourcing Policy, please refer to the section "Management of relationships with suppliers."

While enhanced energy monitoring represents an important step toward greater transparency and operational efficiency, these initiatives cannot be directly classified as CO_2 reduction measures. Several major sites, including facilities in China, the United States and France, have implemented advanced metering systems to provide more granular insights into energy consumption patterns.

Moreover, the company has accounted for its electricity consumption as renewable electricity worldwide by purchasing Energy Attribute Certificates (EACs). In line with its RE100 membership, when available, Symrise only buys EACs from the market where energy consumption takes place, sourced from wind, solar, hydro or biomass power plants that are less than 15 years old. In 2025, Symrise reached its RE100 target to procure 100% renewable electricity. For countries where market conditions prevented the purchase of certificates (including Russia, Taiwan, South Korea and Iran), but where consumption exceeded 100 MWh, certificates were purchased in neighboring countries.

As a further milestone, Symrise signed a three-year power purchase agreement (PPA) for an annual delivery of up to 7.2 GWh of electricity to the Holzminden site starting in January 2025, with the electricity coming from wind and solar energy in western Germany (Eifel, Saarland). In 2025, certificates of origin for 5.7 GWh were delivered to Symrise under the PPA. Symrise continues to explore further PPA possibilities in the EU, US and Singapore.

Symrise has identified heat consumption – impacting both Scope 1 and Scope 2 emissions through the purchase of steam – as the most complex energy source to decarbonize. To achieve its 2030 targets for Scope 1 and 2, the Group is developing a comprehensive roadmap that integrates energy efficiency initiatives with far-reaching decarbonization measures. Key projects under review for final approval by the Executive Board include use of wood biomass boilers in Europe, heat recovery in the United States and biomethane from municipal landfills in Latin America that are expected to save about 19,000 tCO_2eq annually. In addition, further reduction potential exists through plans to produce biogas from process waste in North America, although this project's specific contribution to reducing emissions currently depends on the final project parameters.

In addition, Symrise plans to further electrify its vehicle fleet in Holzminden to reduce its Scope 1 emissions. However, developments in 2025 have shown that this initiative cannot be considered a significant driver of decarbonization. Additional measures planned for the future include the use of high-temperature heat pumps and electric boilers to generate steam in Holzminden, replacing steam previously produced using fossil fuels. Although local feasibility studies on this are still ongoing, some small-scale pilot projects are already underway.

Climate-change mitigation actions Scope 3

Symrise has been calling on its suppliers to reduce the emissions associated with the raw materials they provide, focusing particularly on strategic suppliers classified as risk-prone with regard to climate change mitigation or water and forest conservation. Progress in these areas is recorded transparently in the annual CDP Supply Chain Program reports. In 2025, Symrise was again awarded an "A" rating by CDP for its comprehensive supplier integration in 2024. This result confirms Symrise's commitment to playing a leading role in establishing sustainable supply chains and should help strengthen customer relationships through transparent and climate-friendly sourcing.

In 2025, the Group strengthened its strategy to reduce its Scope 3 emissions through regenerative agriculture.[54]

Adaptation measures

Symrise strives to integrate sustainability principles into the design and construction of its facilities. In developing its latest greenfield sites, the company adhered to the standards of the internationally recognized LEED (Leadership in Energy and Environmental Design) certification. This framework promotes energy efficiency, water conservation, responsible material use and superior indoor environmental quality, ensuring buildings meet rigorous sustainability criteria. Reflecting this commitment, Symrise's recent pet food manufacturing facilities have achieved LEED certification: Silver in Brazil and China, and Gold in Mexico.

[54] For further information, please refer to "GHG removals and GHG mitigation projects financed through carbon credits".

Targets related to climate change mitigation and adaptation[55]

Tracking the effectiveness of climate-related actions and policies

Symrise aligns its climate change mitigation activities with the resolutions of the UN Climate Change Conferences and pursues both short- and long-term targets for reducing greenhouse gas emissions. Different ambitions with different time horizons exist:

- The Footprint Ambition (which is part of the previous Footprint, Innovation, Sourcing and Care (FISC)-strategy) uses 2022 as the base year and 2030 and 2045 as the target years. This ambition is underpinned by targets that are in line with the Paris Agreement and were validated by the Science Based Targets initiative (SBTi) in 2025. The LCTP has been created on the basis of these ambitions.
- In addition, there is a new long-term Resilient By Design Ambition (as part of the ESG strategy), with the base year 2025 and the target year 2040. There are no externally validated targets for this ambition yet.

The effectiveness of the climate-related Environmental Policy and of the LCTP is regularly reviewed on the basis of the Footprint Ambition, which is supplemented by additional climate change mitigation ambitions. When defining its targets and ambitions, Symrise uses methodologies aligned with SBTi criteria and recommendations, applying scenario analysis to assess climate-related risks and opportunities. To this end, the company uses analysis software and integrates external climate data, including IPCC CMIP6 models, to forecast potential impacts on operations, raw material procurement and logistics. This approach enables Symrise to evaluate different time horizons and climate scenarios, identify innovation opportunities and prepare for potential supply disruptions or cost increases. Risks and mitigation strategies are assessed based on both quantitative and qualitative criteria.

The progress made through the emission reduction measures is reported annually in the Carbon Disclosure Project (CDP) report. During the 2025 campaign, Symrise received an A-rating. Symrise also takes future developments into account when setting its reduction targets, such as potential changes in sales volumes, rising demand for more sustainable products and expectations of stricter regulatory requirements.

This approach also enables comprehensive assessment of physical and transition risks, informing strategic decisions and decarbonization investments such as solar capacity expansion. The explained targets cover all major greenhouse gases, including CO_2, CH_4, N_2O, SF_6, NF_3, PFCs and HFCs.

Update of science-based targets

In the context of updating the science-based pathways and the Footprint Ambition, the original SBTi target of reducing Scope 1 and Scope 2 emissions by 80 % by 2028 compared to the base year 2020 was replaced by the approved new SBTi targets in 2025. With these validated targets, Symrise underscores its commitment to reducing greenhouse gas emissions.

The emissions for the 2022 base year were verified by a third party in accordance with the AA1000 Assurance Standard (AA1000AS), ensuring data quality and representativeness. This assurance process was intended to confirm that these performance indicators are not materially misstated and that data collection and consolidation processes enable independent verification. They were expressly not part of the limited assurance engagement performed by PricewaterhouseCoopers GmbH (PwC) on the Non-Financial Group Report.

Footprint Ambition: SBTi targets for climate change mitigation (target years 2030 and 2045, base year 2022)

With its near-term target, the Symrise Group commits to reducing absolute Scope 1 and 2 GHG emissions by 90% by 2030 from a 2022 base year. Symrise also remains committed to reducing Scope 3 GHG emissions by 30% by 2030 compared to the 2022 base year.[56]

However, absolute Scope 1 and Scope 2 emissions increased by 9% in 2025 compared to 2024. This is mainly due to the inclusion of additional locations in the scope of data collection and better data availability.[57] The same applies to Scope 3 GHG emissions, which rose by 40.6 % from 2,230,370 tCO_2eq (adjusted)[58] to 3,136,713 tCO_2eq in 2025. This is due to more comprehensive data and methodological improvements.[59]

[55] This limited assurance engagement did not cover information relating to the 2023 fiscal year, prior fiscal years and base years or any changes to such information.
[56] In the context of setting SBTi targets, Scope 3 covers categories 3.1 to 3.7 as well as 3.9 and 3.10.
[57] A detailed description of developments in this area can be found in the section "Direct emissions from company-owned sources and indirect emissions from purchased energy (Scope 1 and 2)."
[58] Not subject to the limited assurance engagement are disclosures that were not published in the 2024 financial year, as well as adjusted prior-year figures or any related changes.
[59] For further explanations, please refer to the section "Gross Scopes 1, 2, 3 and Total GHG emissions."

The latest analyses, based on higher-quality data and updated methodologies, show that Symrise is not currently fully on track to meet its near-term SBTi commitments. The new insights gained from improved data sources and updated methodologies also mean that the underlying base year of 2022 is no longer fully representative of the Symrise Group. This will be taken into account in the design and prioritization of future actions. The ambition of achieving the existing near-term SBTi targets for 2030 remains unchanged. Symrise therefore plans to present a revised action plan for reducing greenhouse gas emissions (Low Carbon Transition Plan (LCTP)) in 2026. Symrise is implementing measures such as photovoltaic systems, heat pumps and electric boilers to decarbonize its own operations. As a result, the focus should be on an actual reduction rather than on using renewable energy certificates (RECs) to offset greenhouse gas emissions as contained in the SBTi targets.

In the long term, Symrise is aiming to achieve a net-zero balance for Scope 1, 2 and 3 emissions by 2045; this includes reducing Scope 3 emissions by 90% compared to 2022. [60] For Scope 3, the company focuses on sourcing lower-emission raw materials and engaging suppliers of high-impact materials to reduce their emissions, alongside improvements in logistics, energy-related activities, waste management and product processing.[61]

For its short- and long-term goals, Symrise plans to implement climate change mitigation actions to address the residual emissions remaining after the 90% reduction. This involves exploring opportunities to eliminate greenhouse gases in Symrise's own operations and in its value chain.

Symrise has also defined near- and long-term SBTi targets in the area of Forest, Land and Agriculture (FLAG)). To address land-related emissions, Symrise aims to achieve a reduction of 30.3% by 2030 and 72% by 2045 compared to the base year 2022. In the past fiscal year, however, FLAG emissions also increased by approximately 96% from 277,076 tCO_2eq in the base year 2022 to 543,229 tCO_2eq in 2025. This change is mainly driven by methodological enhancements and greater data availability and does not reflect a proportional increase in activity levels.[62]

Footprint Ambition: Further climate change mitigation ambitions

Symrise has been a member of the RE100 initiative since 2018; in the reporting year, it achieved the target of meeting all its electricity requirements from renewable sources. For countries where market conditions prevented the purchase of certificates (including Russia, Taiwan, South Korea and Iran), but where consumption exceeded 100 MWh, certificates were purchased in neighboring countries. By electricity supply from renewable sources, Symrise means the reduction of market-based Scope 2 emissions through green Energy Attribute Certificates (EACs). Under this approach, the remaining share of non-renewable energy is reduced to zero, which complements the company's efforts to expand renewable energies locally.

The current tranches of Symrise's multi-year variable remuneration (Long-Term Incentive Plan (LTIP)) are tied to increasing the eco-efficiency of greenhouse gas emissions (Scope 1 and Scope 2) in relation to total value added by 6.6 % per year until 2025 as part of the action plan to reduce greenhouse gas emissions. Symrise has not been able to achieve this target.[63]

Footprint-Ambition: Targets for climate change adaptation

Symrise has not set specific targets for climate change adaptation. However, efficient water use can be seen as a driver of climate change adaptation. Symrise aims to reduce its water consumption at sites in water-stressed areas by 15% by 2025 compared to 2018. In this way, Symrise measures the effectiveness of its water-related Environmental Policy and the Symrise Water Policy.[64]

Target revisions and performance against climate targets

Symrise applies the operational control approach for greenhouse gas inventory accounting and plans to consider doing so for new targets as well. Symrise acknowledges that full comparability with the 2022 baseline values is impeded by organizational changes and methodological improvements since the base year. Portfolio changes, new production sites, the inclusion of sites without production activities and enhanced data collection processes have expanded the scope of the GHG

[60] In the context of setting SBTi targets, Scope 3 covers categories 3.1 to 3.7 as well as 3.9 and 3.10.
[61] For more information on actions in the reporting year, please refer to the "Actions and resources in relation to climate change" section.
[62] The development of emissions is described in detail in the section "Gross Scopes 1, 2, 3 and Total GHG emissions."
[63] For further details on eco-efficiency, see the chapter "Eco-efficiency ratio of GHG emissions."
[64] For further information on water use, please refer to the section "Water withdrawal, wastewater disposal and water consumption at our own operations.".

inventory beyond what was originally included in the 2022 baseline. These changes have resulted in higher reported emissions compared to initial assumptions, creating a gap between baseline coverage and current inventory boundaries. Hence, the baseline values must be updated to reflect the new circumstances.

To meet this ambition, Symrise is implementing a forward-looking approach to ensure continous alignment and transparency. The company is adjusting its baseline emissions figures to better reflect its expanded organizational boundaries and improved data accuracy. Future targets will incorporate these adjustments and continue to follow the operational control principle. Additionally, internal control and digital systems have to be strengthened to better reflect changes in the scope of consolidation by prompt integration into Symrise's GHG accounting and target-setting processes. This approach is intended to ensure that progress toward net-zero ambitions remains credible and aligned with regulatory requirements.

"Resilient by Design" Ambition: The new climate ambition
The existing SBTi targets are currently under review. The new insights described above may necessitate further adjustments to the existing SBTi climate targets validated in 2025. This would then entail a change in the base year from 2022 to 2025 to continue to comply with scientific requirements.

Symrise is currently updating its sustainability strategy and will from 2026 onwards focus on the end-to-end integration of environmental, social and governance topics across the value chain. In line with the new environmental ambition "Resilient by Design", Symrise will aim to drive resilience across the areas of climate, energy, circularity and biodiversity with the clear ambition of net-zero GHG emissions for Scope 1, 2 and 3 by 2040, based on a new 2025 base year.[65] Due to the shorter time horizon, this new future-oriented ambition is more ambitious than the existing SBTi targets so as to encourage early action. New reduction targets based on this newly defined ambition are to be added from 2026 onward.

[65] For further information, please refer to the section “Sustainability strategy: Building resilient supply chains and science-driven, circular business models and products.”

The table below summarizes the ambitions described and the related performance to date:

Track record 2025	Remarks	Ambitions 2025	Remarks
The eco-efficiency of greenhouse gas emissions (Scope 1 and 2) in relation to value added decreased by 7.9 %.	The deterioration in eco-efficiency is primarily due to the inclusion of additional production sites.	As part of its Low Carbon Transition Plan, Symrise aims to increase the eco-efficiency of GHG emissions (Scope 1 and 2) in relation to total value added by 6.6% per year.	As of the new base year 2025, Symrise is pursuing the "Resilient by Design"-Ambition of achieving net-zero emissions (Scope 1 to 3) by 2040.
Absolute Scope 3 emissions rose by 40.6 % compared to the previous year.	The increase in emissions is mainly attributable to higher purchasing volumes. In addition, methodological refinements resulted in changes in the reported figures.	Symrise is committed to reducing Scope 3 GHG emissions by 30% by 2030 compared to 2022.	Symrise continuously reviews its climate change mitigation programs and existing SBTi targets in order to refine its climate strategy. The goal of achieving the near-term SBTi targets for 2030 remains unchanged.
Symrise meets all its electricity requirements from renewable sources.	Symrise reports its global electricity consumption as renewable by purchasing EACs.	Symrise aims to meet all its electricity requirements from renewable sources.	Symrise aims to replace the use of compensation certificates with power purchase agreements.

Energy consumption and mix

A reliable energy supply for production and throughout the supply chain is essential for Symrise, but it also contributes to greenhouse gas emissions. Symrise records and analyzes energy consumption across its own operations, with the level of detail varying depending on the activity at each site. In production facilities and larger laboratories, consumption data for the different energy sources are collected monthly using Symrise's central data collection system. This can be either primary data or estimates. This includes stationary combustion, purchased energy, fugitive emissions from refrigerants, and mobile combustion. In this context, fleet vehicle data is the only data derived from a spend-based approach. For offices, warehouses and smaller laboratories, consumption values are estimated based on floor space when no suitable data can be collected.

In 2025, total energy consumption increased by 2.1% (2024: 10.7%) in absolute terms compared to the previous year. This increase is mainly due to two factors:

- Additional sites were included in the data collection scope, including all warehouses, offices and laboratories, as well as additional production facilities. This increase in scope represents 84% of the overall increase:
  - Symrise S.a.r.L., Antananarivo, Madagascar: Benavony,
  - DrinkStar GmbH, Rosenheim,
  - Symrise C.A., Caracas, Venezuela: La Victoria,
  - Lautier SAS, Saint-Cézaire-sur-Siagne,
  - Giraffe Foods Inc., Toronto, Canada: Mississauga,
  - Probi USA Inc., Redmond, USA: Lafayette and Redmond,
  - OOO "Symrise Rogovo", Rogovo, Russia,
  - SFA NEROLI SAS, Saint-Cézaire-sur-Siagne,
  - Vizag Care Ingredients Private Limited, Visakhapatnam, India.
- Better data availability for 2025 compared to 2024, especially on mobile combustion.

Due to local conditions, the newly acquired site in India has to use coal for energy generation. At the same time, more electricity was generated through photovoltaics overall. This led to a 77 % increase in the amount of renewable energy generated in-house. The following sites, among others, contributed to this:

- Symrise Granada S.A.U., Granada, Spain,
- Jiangxi Ovo Biotechnology Co., Ltd., Jiangxi, China: YingTan,
- SPF (Chuzhou) Pet Food Co., Ltd, Chuzhou, China.

The reported energy consumption within the Symrise organization takes into account green electricity contracts, energy attribute certificates and other contracts for the purchase of renewable energy, whose share is to be further increased in the future. The share of electricity generated by nuclear power was not deducted from the gray electricity mix or reported separately:

Energy consumption and mix	2024[1]	2025
Fuel consumption from coal and coal products (MWh)	0	5,379
Fuel consumption from crude oil and petroleum products (MWh)	141,780	160,069
Fuel consumption from natural gas (MWh)	1,275,973	1,214,356
Fuel consumption from other fossil sources (MWh)	0	0
Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources (MWh)	0	238,974
Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	1,417,754	1,618,778
Share of fossil sources in total energy consumption (%)	69 %	78 %
Consumption from nuclear sources (MWh)	0	0
Share of consumption from nuclear sources in total energy consumption (%)[2]	0	0
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	127,964	78,097
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	492,220	381,879
Consumption of self-generated non-fuel renewable energy (MWh)	2,960	5,228
Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	623,144	465,204
Share of renewable sources in total energy consumption (%)	31 %	22 %
Total energy consumption (MWh) (calculated as the sum of lines 6 to 11)	2,040,898	2,083,982

[1] The production site of Symrise K.K., Tokyo, Japan, had not reported its electricity and gas consumption as of the reporting date. AlthoughDiana Food Chile SpA, Buin, Chile had reported energy data, this was not taken into account in the calculation of emissions.
[2] Not taking into account the share of nuclear energy in the gray electricity mix.

Energy consumption with high climate impact sectors

For high climate impact sectors, the consumption of natural gas, oil and oil-based products is considered reportable. An additional breakdown is not provided as it does not differ from the energy mix of the Group.

Energy intensity (Scope 1 and 2) per net revenue	Net sales (kEUR)	Ratio 2024	Ratio 2025	Change from previous year
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/EUR)	4,929,283	0.41	0.42	1.4 %

Symrise uses net sales according to IFRS 15 to calculate energy intensity and GHG intensity.[66]

Gross Scopes 1,2,3 and Total GHG emissions[67]

In 2025, total greenhouse gas (GHG) emissions (Scope 1, 2 and 3) increased by 35.4 % in absolute terms compared to the previous year (2024 adjusted to 2023: 18 %). This increase is due to both major methodological refinements and wider data coverage compared to previous years. Absolute Scope 3 emissions rose by 40.6 % compared to the previous year (2024 adjusted to 2023: 21 %).

[66] Please refer to the "Results of operations" section in the Group Management Report.
[67] This limited assurance engagement did not cover information relating to the 2023 fiscal year, prior fiscal years and base years or any changes to such information. Also not covered by the limited assurance engagement are disclosures that were not published in the 2024 fiscal year, as well as adjusted prior-year figures and related changes.

Summary of significant accounting policies for GHG emissions and determination of emission factors

To improve the calculation and measurement of its GHG emissions, Symrise uses using recognized methods and emission factors based on international standards such as the Greenhouse Gas Protocol (GHG Protocol), ISO 14067, EU Product Environmental Footprint Category Rules (PEFCRs) for pet food and meat ingredients, and Together for Sustainability (TfS) guidance for synthetics. Emissions are divided into three categories:

- Scope 1: Direct emissions from company-owned sources
- Scope 2: Indirect emissions from externally purchased energy
- Scope 3: Other indirect emissions along the entire value chain

Direct emissions from company-owned sources and indirect emissions from purchased energy (Scope 1 and 2)

For Scope 1 and 2, Symrise uses a calculation-based method that records activity data such as energy consumption and multiplies it by specific emission factors. The emission factors for Scope 1 and 2 data are reviewed on an ad hoc basis and adjusted if necessary. Symrise strives to always use the most up-to-date emission factor. Coolants and emissions resulting from related processes have been included in Scope 1 emissions by way of estimation, since no Group-wide primary data collection is available. Based on the available data, Symrise is of the opinion that uncertainties in these assumptions have only a minor impact on the emissions to be reported.

Inclusion of energy certificates for Scope 2 GHG emissions

Since 2025, Symrise has been party to a three-year power purchase agreement (PPA) covering up to 24% of its electricity requirements in Germany. In the reporting year, 16% of its electricity requirements were covered by the PPA. With regard to market-based Scope 2 GHG emissions, Symrise has accounted for its electricity consumption as renewable electricity worldwide by purchasing energy attribute certificates. In line with its RE100 membership, when available, Symrise only buys Energy Attribute Certificates (EACs) from the market where energy consumption takes place, sourced from wind, solar, hydro or biomass power plants that are less than 15 years old. Biogenic CO_2 emissions from the combustion or biodegradation of biomass are not included in Scope 2 GHG emissions.

Biogenic CO_2 emissions

Biogenic CO_2 emissions were calculated in accordance with the GHG Protocol, with a distinction being made between biogenic non-CO_2 emissions (CH4, N2O) and biogenic CO_2 emissions, which must be reported separately. For Scope 1 and Scope 2 emissions, only those activities that are directly linked to the combustion of biomass-based energy sources were used to calculate biogenic CO_2 emissions. These are: combustion of biomass (e. g., wood, plant residues), use of biofuels and use of fuels that contain a biogenic component. The difference in biogenic CO_2 emissions between 2024 and 2025 is explained by the expanded reporting scope for biogenic CO_2 emissions and the more granular activity-oriented and -specific emission factors in 2025.

In 2025, biogenic Scope 1 and Scope 2 emissions amounted to 34,237 tCO_2eq (2024: 15,829 tCO_2eq[68]). Using this methodology and including the wider scope described in "Energy consumption and -mix", absolute Scope 1 and 2 emissions rose by 9 % under the location-based approach. Compared to Symrise's total emissions, Scope 1 and 2 emissions represent 14 % under the location-based approach and 10 % under the market-based approach.

Greenhouse gas emissions from purchased goods and services (Scope 3.1)

Scope 3 emissions account for 90 % of Symrise's total emissions (Scope 1, 2 and 3) using the market-based approach. The largest contribution to Scope 3 emissions originates from category 3.1 (purchased goods and services). These account for 69 % of Symrise's total greenhouse gas emissions.

Emissions for this category are predominantly calculated using procurement volumes combined with emission factors (EFs) sourced from recognized third-party databases, resulting in a current reliance on proxy data. While the Group has initiated the collection of primary emission factors directly from suppliers, coverage remains limited. Symrise uses over 1,500 emission factors for this category, with around 10 % of emissions coming from primary sources. For the remaining emission factors sourced from third parties, Symrise uses external verification as a means of quality assurance. In the past fiscal year, over 300 emission factors were externally verified, of which around 120 were recalculated. Emission factors from this verification, which account for around 20% of Symrise's raw material-related emissions, are currently being used.

[68] The limited assurance engagement did not cover information that was not published in fiscal year 2024 or any changes thereto.

As part of its circularity strategy, Symrise processes natural side stream raw materials.[69] From an economic perspective, some of these natural side streams are waste stream from another industry. Symrise's activities in the pet food sector follow the PEFCRs for animal feed and meat ingredients. In accordance with the GHG Protocol, an emission factor of zero is applied for this waste stream, since Symrise assumes that the total CO_2 emissions for the primary use have already been recorded.

When considering by-products, suitable emission factors from third-party databases or mass balance allocation methods are sometimes unavailable. If, after reasonable efforts, no appropriate emission factors can be identified using these approaches, environmental impacts are allocated based on economic value as a last resort. For example, for by-products sourced from suppliers such as slaughterhouses or meat processors, emissions are allocated using the main stream market value, the side stream market value, and the total market value, in line with the PEFCRs for pet food and meat ingredients.

Purchased services are estimated using a spend-based method. They represent only 3 % of Symrise's total emissions.

The increase in Scope 3 emissions is mainly attributable to higher purchasing volumes that were recorded and included in the reporting. Moreover, methodological refinements – including the use of category-based emission factors for various areas of the raw material portfolio – contributed to changes in the reported figures.

Determination of greenhouse gas emissions related to Forest, Land and Agriculture (FLAG)

Since there is still some uncertainty about how the wording and terms used in connection with sustainability-related information is to be interpreted – particularly with regard to the calculation of FLAG emissions – Symrise's key interpretations are presented below.

FLAG emissions refer to Forest, Land and Agriculture–related greenhouse gas emissions and are accounted for within Scope 3.1 (purchased goods and services) in line with GHG Protocol FLAG Guidance. On the basis of a decision tree, emissions are classified as either FLAG or NON-FLAG, with priority given to emission factors from recognized databases. Where available, direct FLAG shares from ERM and the World Food LCA Database (WFLDB) are applied, while inherently NON-FLAG activities (such as services, chemical raw materials and highly processed products) are excluded. Where databases do not provide an explicit FLAG breakdown (e.g., Agribalyse and EcoInvent), the FLAG share is estimated conservatively. The share of biogenic emissions and the share of emissions from land-use change in total emissions are used and supplemented by the best available approximations in a limited number of exceptional cases.

FLAG emissions increased from 277,076 tCO_2eq in 2022 to 543,229 tCO_2eq in 2025, representing an increase of approximately 96 %. This change is mainly driven by methodological enhancements and greater data availability and does not reflect a proportional increase in activity levels. The systematic application of the FLAG methodology has made it possible to expand the identification of forest-, land- and agriculture-related emission factors, incorporate more detailed FLAG breakdowns from specialized databases and improve the treatment of biogenic as well as land use and land-use change (LULUC) emissions. In addition, shifts in sourcing patterns toward more agricultural goods led to an increase in FLAG-relevant emissions. This will, over time, result in a more comprehensive and therefore more accurate representation of the impacts associated with forest, land and agriculture.

[69] For information on the circular material use rate, please refer to the section "Circularity."

Greenhouse gas emissions related to upstream and downstream transportation

Upstream transportation (category 3.4) includes emissions from the transportation of raw materials and packaging to Symrise plants and the transportation of goods between Symrise plants (both inbound logistics) as well as purchased transportation services (outbound logistics). This category represents around 10 % of Symrise's emissions.

Following the GHG Protocol's recommendation, CO_2eq emissions are estimated using a distance-based method, which involves determining the weight, distance and mode of each shipment, then applying the appropriate weight-distance emission factor for the vehicle used. Because of insufficient collection of primary activity data for transportation, a robust calculation model based on granular rules has been developed. As an example, if the distance and transportation mode are unknown, calculations use typical routes based on the origin and destination regions. Only trucks and ships can be allocated using this calculation model. As a result, emissions associated with potential air freight transport (inbound) may be missing. While this calculation model has already increased the robustness of the results, a dedicated logistics taskforce has been implemented to ensure better exhaustiveness of all collected activity data.

Downstream transportation (category 3.9) covers transportation of out-bound logistics when not purchased by Symrise. As this data is not available to Symrise, it has been estimated using the average transport emission factor determined in 3.4 multiplied by the total weight of products sold. This methodology could lead to a possible overestimation of the emissions. Downstream transportation represents around 3 % of Symrise's emissions.

Greenhouse gas emissions from fuel- and energy-related activities not included in Scope 1 and 2 from waste generation and other categories

Fuel- and energy-related activities (category 3.3, not included in Scope 1 or Scope 2) and waste generated in operations (category 3.5) account for 2.3 % and 2.9 % of Symrise's total emissions, respectively. The calculation methodology is the same as the one used for Scope 1 and 2, with primary data collected at sites and multiplied with specific emission factors. Possible uncertainty arises from the main assumption that the emission factor is not yet based on the exact waste treatment procedure for specific sites and locations. In addition, an emission factor of 0 is applied for composting.

Regarding other Scope 3 categories, reporting was previously based on thresholds: Scope 3 categories representing less than 2% of total emissions were excluded, while categories exceeding the threshold were included in the 2024 reporting year. This approach has been changed to increase the level of information. To improve comparability, the emission figures (except for category 3.11 "Use of sold products") for the corresponding categories have been supplemented. In total, these other non-material categories account for 2.3 % of Symrise's total emissions. As a result, the reported market-based Scope 3 GHG emissions rose from 2,128,589 tCO_2eq to 2,230,370 tCO_2eq. The same applies to market-based total emissions (2024 reported: 2,426,813 tCO_2eq; 2024 adjusted: 2,528,594 tCO_2eq).[70]. Emissions reported in these categories this year vary significantly compared to previous year, due to the implementation of a much more granular analysis and appropriation of more specific emissions factors.

The remaining emission categories are estimated using different approaches:

- In category 3.2 "Capital goods," a much more granular analysis of emission factors was conducted, which, together with the lower investment volume in 2025, explains the decline in emissions in this category.
- Emissions from category 3.6 "Business travel" decreased slightly between 2024 and 2025 but remained roughly the same overall. This decrease is due to a more precise calculation methodology based on business travel reports from the Havas and Concur platforms.
- Category 3.7 "Commuting workers", on the other hand, saw an increase in emissions because of an improved methodology based on carbon footprint analyses and cross-site questionnaires at various Symrise locations.

[70] Adjusted prior-year figures and all related changes were not audited as part of the limited assurance engagement.

- Regarding category 3.10 "Processing of sold products", an in-depth analysis in accordance with the GHG Protocol enabled a better assessment of the processing impacts of all products sold. With the updated methodology, emissions decreased between 2024 and 2025, primarily due to a more accurate representation of processing steps and the actual dosage of ingredients in customers' final formulations, while overall emissions remain limited. In this context, Symrise assumes that its products constitute only a small single-digit percentage of the final consumer product.
- Category 3.11 "Use of sold products" was deemed not significant in the prior year and therefore not reported; this category was included as a precaution in the reporting year, although the associated emissions are small relative to Symrise's overall carbon footprint. In this context, Symrise assumes that its products constitute only a small single-digit percentage of the final consumer product.
- Similarly, in category 3.12 "Treatment of end-of-life products", methodological improvements led to a decrease in emissions between 2024 and 2025, mainly through a more accurate representation of disposal and recycling pathways and the actual dosage of ingredients in customers' final formulations.
- Finally, category 3.15 “Investments” showed a slight increase, due to a more precise methodology based on the number of employees in the companies in which the Group holds a stake, reported in full-time equivalents (FTEs).

The following Scope 3 categories were not included for the reasons stated below and are listed as “NA”:

- 3.8 "Upstream leased assets": Symrise has operational control over all leased land and buildings, thus they are reported under Scope 1 and 2.
- 3.13 "Downstream leased assets": Symrise acts as a lessor only to a very limited extent.
- 3.14 "Franchises": Since Symrise does not operate any franchises, the company is not affected by this category.

As a result, compared to 2024, Scope 3 GHG emissions increased from 2,230,370 tCO_2eq[71] to 3,136,713 tCO_2eq in 2025. Market-based total emissions (Scope 1, 2 and 3) increased by 38.5 % in absolute terms compared to the adjusted previous year. The table below shows Symrise’s Scope 1 and Scope 2 as well as its significant Scope 3 emissions.

				Retrospective		Milestones and target years *[1]			
	2022*[1]	2024 (reported)	2024 (adjusted)*[11]	2025	Change from adjusted prior year (%) *[11]	2025	2030	2045	Annual % target/ base year
Scope 1 GHG emissions									
Gross Scope 1 GHG emissions (tCO_2eq)	316,091	298,224*[7,8]	298,224*[7,8]	312,142	4.7 %	209,410	31,609	31,609	3.9 %
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	NA	NA	NA	19 %	NA	NA	NA	NA	NA
Scope 2 GHG emissions									
Gross location-based Scope 2 GHG emissions (tCO_2eq)	153,945	153,194*[7,9]	153,194*[7,9]	181,044	18.2 %	101,988	15,394	15,394	3.9 %
Gross market-based Scope 2 GHG emissions (tCO_2eq)	25,602	0*[7,9]	0*[7,9]	54,477	NA	16,962	2,560	2,560	3.9 %

[71] Adjusted prior-year figures and all related changes were not audited as part of the limited assurance engagement.

				Retrospective		Milestones and target years *1			
	2022*1	2024 (reported)	2024 (adjusted)*11	2025	Change from adjusted prior year (%) *11	2025	2030	2045	Annual % target/ base year
Significant Scope 3 GHG emissions									
Total Gross indirect (Scope 3) GHG emissions (tCO_2eq)	1,874,938	2,128,589	2,230,370	3,136,713	40.6 %	1,242,147	1,312,457	187,494	3.9 %
1 Purchased goods and services	1,416,475	1,719,472 *3,4,10	1,719,472 *3,4,10	2,413,826	40.4 %	1,257,121	991,532	141,647	3.9 %
[Sub-category:] Forest, Land and Agriculture (FLAG)	277,076	NA*1	NA*1	543,229	NA	245,600	193,122	77,581	3.1 %
2 Capital goods	122,733	105,738*5	105,738*5	35,228	-66.7 %	108,925	85,913	12,273	3.9 %
3 Fuel and energy-related activities (not included in Scope1 or Scope 2)	81,946	97,871*6	97,871*6	81,817	-16.4 %	72,727	57,362	8,195	3.9 %
4 Upstream transportation and distribution	55,068	59,662	59,662	353,368	492.3 %	48,873	38,547	5,507	3.9 %
5 Waste generated in operations	18,560	NA	8,948	101,347	1,032.6 %	16,472	12,992	1,856	3.9 %
6 Business travel	4,572	NA	5,794	5,425	-6.4 %	4,058	3,201		4.3 %
7 Employee commuting	13,986	NA	17,122	20,714	21.0 %	12,412	9,790	1,399	3.9 %
8 Upstream leased assets	NA	NA	41,633	NA	NA	NA	NA	NA	NA
9 Downstream transportation	90,654	71,080	71,080	105,275	48.1 %	80,455	63,458	9,065	3.9 %
10 Processing of sold products	70,945	74,766*2	74,766*2	2,694	-96.4 %	62,963	49,661	7,094	3.9 %
11 Use of sold products	NA	NA	NA	1,412	NA	NA	NA	NA	NA
12 End-of-life treatment of sold products	NA	NA	16,135	2,124	-86.8 %	NA	NA	NA	NA
13 Downstream leased assets	NA	NA	100	NA	NA	NA	NA	NA	NA
14 Franchises	NA	NA	137	NA	NA	NA	NA	NA	NA
15 Investments	NA	NA	11,911	13,483	13.2 %	NA	NA	NA	NA
Total GHG emissions									
Total GHG emissions (location-based) (tCO_2eq)	153,945	2,426,813	2,681,788	3,629,899	35.4 %		1,359,460		-2.3 %
Total GHG emissions (market-based) (tCO_2eq)	25,602	NA	2,528,594	3,503,332	38.5 %		1,346,626		-33.3 %

*1 This limited assurance engagement did not cover information relating to the 2023 fiscal year, prior fiscal years and base years or any changes to such information.
*2 Reported in addition, based on CSRD significance analysis (>2 %)
*3 Increased by 172,822 tons of CO_2eq compared to 2023 because emissions from auxiliary and operating materials, packaging materials and services were not reported in previous years.
*4 The calculation logic applied to determine raw material emissions used an expenditure-based approach, drawing on officially available databases such as OpenLCA, EcoInvent, Agribalyse and Carboncloud.
*5 Capital goods have been calculated for the first time on the basis of investments in property, plant and equipment and intangible assets in accordance with the GHG Protocol. Figures for previous years have been estimated as accurately as possible.
*6 Energy- and fuel-related activities were estimated as accurately as possible in previous years. The calculation for FY 2024 was set in relation to the changes in Scope 1 and 2 emissions between 2023 and 2024.
*7 Figures for smaller sites (IsoNova Technologies LLC, Springfield, USA: Dahlongea, Hanceville,Texarkana) are based in part on estimates, assumptions and projections. Each of these sites' electricity consumption is <= 0.6 %.
*8 Process emissions and fugitive emissions under Scope 1 are not reported in full. From FY 2025 onward, these emissions will be fully captured and reported worldwide.
*9 For FY 2024, the company offset 268,583 MWh of purchased electricity worldwide through I-RECs and 151,799 MWh (43,298 tons of CO_2eq) of purchased steam through climate mitigation projects.
*10 Only 94% of the purchasing volume in EUR has been taken into account in Scope 3 category 1.
*11 Emissions in categories 3.5, 3.6, 3.7, 3.8, 3.12, 3.13, 3.14 and 3.15 were not reported in 2024 due to the materiality assessment and have now been added. Adjusted prior-year figures and all related changes were not audited as part of the limited assurance engagement.

GHG intensity based on net revenue

Symrise uses net sales according to IFRS 15 to calculate energy intensity and GHG intensity. Please refer to the section "Results of operations" in the Group management report.

GHG intensity per net revenue	Net sales (kEUR)	Ratio 2024 (reported)	Ratio 2024 (adjusted)[1]	Ratio 2025	Change from adjusted prior year[1]
Total GHG emissions (location-based) per net revenue (tCO_2eq/monetary unit)	4,929,283	0.49	0.54	0.74	19.9 %
Total GHG emissions (market-based) per net revenue (tCO_2eq/monetary unit)	4,929,283	NA	0.51	0.71	20.5 %

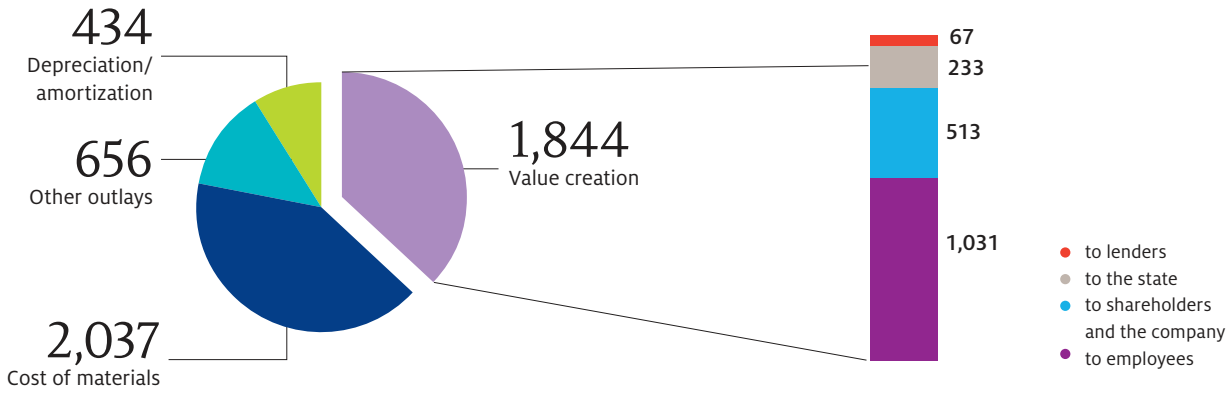
[1] Total emissions for 2024 have been adjusted due to additional categories being reported; the location-based GHG intensity reported for 2024 was 0.49, with no market-based GHG intensity published. The figures and all derived changes were not audited as part of the limited assurance engagement.

Eco-efficiency ratio of GHG missions[72]

As a reflection of how efficiently Symrise generates economic value while managing its carbon footprint, Symrise has committed, as part of the Low Carbon Transition Plan, to increasing the eco-efficiency of greenhouse gas emissions (Scope 1 and Scope 2) in relation to total value added by 6.6 % per year until 2025. A lower ratio signals improved eco-efficiency, meaning more value per unit of emissions is created. This metric demonstrates progress in decoupling growth from emissions and underlines the company's commitment to sustainable performance.

Value creation describes a company's economic value added that is generated by its operations. It is calculated when preparing the production account by adding other income to revenue and then deducting the cost of materials, depreciation and amortization and other outlays. The result represents the value contribution created, which is allocated to the stakeholder groups – shareholders, employees, government, creditors and the company's remaining interest – in the statement of distribution. Value creation is also a component of certain non-financial metrics. In 2025, Symrise generated adjusted value added of EUR 1,844 million.[73]

Value creation (EUR million)*



*The production account is based on sales (2025: EUR 4,929 million) plus other income (2025: EUR 41 million). The performance indicators are adjusted for one-time effects. Further details of the individual indicators are contained in the chapter "Alternative performance indicators." Value creation is based on unaudited, voluntary data that is not part of the management report. This data was reviewed critically by our auditor.

[72] The limited assurance engagement did not cover information that was not published in fiscal year 2024 or any changes thereto.
[73] The performance indicator is adjusted for one-time effects. Further details of the individual indicators are contained in the chapter "Alternative performance indicators".

While total Scope 1 and Scope 2 emissions increased by 9.3 % (2024: increase of 3.7 %), the eco-efficiency of greenhouse gas emissions (Scope 1 and 2) relative to value added declined by 7.9 % (2024: improvement of 9.4 %). The decline in eco-efficiency is primarily due to two factors: the inclusion of additional production sites in the calculation, with the result that the increase in greenhouse gas emissions could not be offset by a simultaneous increase of 1.3 % in value added.[74]

Eco-efficiency	2024	2025	Change from previous year
Gross Scope 1 GHG emissions (tCO_2eq)	298,224	312,142	4.7 %
Gross location-based Scope 2 GHG emissions (tCO_2eq)	153,194	181,044	18.2 %
Total GHG emissions (tCO_2eq)	**451,418**	**493,186**	9.3 %
Value creation (EUR million)	1,820	1,844	1.3 %
Eco-efficiency ratio (tCO_2e per EUR million value added)	248.0	267.5	7.9 %

GHG removals and GHG mitigation projects financed through carbon credits

Symrise is actively investing in greenhouse gas (GHG) removal projects within its upstream value chain. The primary focus is on nature-based solutions, including reforestation initiatives in Madagascar and regenerative agriculture practices such as banana cultivation in Ecuador. These projects aim to sequester carbon dioxide (CO_2) from the atmosphere by storing it in biomass and soils, while also improving soil health and nutrient cycling. Indirect benefits include potential reductions in nitrous oxide (N_2O) emissions and, in some cases, methane (CH_4) emissions through improved land management. The company is currently designing a comprehensive program to expand the number and scope of removal projects.

During the reporting period, Symrise did not purchase any carbon credits and has not converted removal activities into carbon credits for sale on voluntary markets. Likewise, no carbon credits outside the value chain were acquired, verified, or cancelled, and none are planned for future cancellation. All removal activities are intended to contribute directly to Symrise's climate change mitigation objectives rather than being monetized.

The removal activities qualify as nature-based solutions and involve long-term carbon storage in biomass and soils. Risks of non-permanence, such as land-use changes or natural disturbances, are managed through project design and monitoring protocols. Methodologies and frameworks for calculating removals and storage are being developed for each project.

In the scope of the Bridging the Gap (BTG) project in Madagascar, Symrise continued its reforestation program which started in 2018. Between 2018 and 2021, more than 380,000 tree seedlings were distributed for planting activities. Only farmers working on secondary forest fields were included in the project. Based on a targeted survival rate of 46%, sequestration potential of more than 30,000 tCO_2eq – or around 2,000 tCO_2eq per year – was projected for the period from 2018 to 2031.

Symrise made significant progress in 2025, planting more than 200,000 trees in the course of the reporting year. With an average survival rate of 68 %, this resulted in approximately 140,000 surviving trees and a total sequestration of more than 3,500 tCO_2eq. This projection includes the sequestration effects, the trees planted in 2025, as well as the forecast ongoing annual sequestration of the trees planted between 2018 and 2021. The Group continues its efforts to pursue the reforestation program in order to achieve the predicted target.

In Ecuador, Symrise launched the Banana Pilot Farm project in 2023 to address the urgent need for more sustainable agricultural practices in Ecuadorian banana plantations, particularly to reduce GHG emissions. The initiative focuses on implementing innovative strategies to minimize environmental impact while maintaining crop health and productivity. Key components of the project include replacing synthetic nitrogen, planting cover crops between rows and reducing contaminants. The project was started with two farms located in the south of Ecuador (Santa Rosa, Balao), representing a total surface of 2 hectares. To evaluate the results, Symrise is using its in-house tool SymFarm. Using the real data from the farms, Symrise calculates carbon, pesticide and water footprints with information checked against recognized databases.

[74] Additional information on financial performance can be found in the section "General statement on the course of business and on the Group's net assets, financial position and results of operations" in the Group management report.

Results for 2025 as the first full year indicate an increase in soil carbon content and a decrease in the carbon footprint of both farms. In 2026, the covered surface will be extended and the methodology further improved to achieve impactful results.

Symrise's approach to carbon removals complements its broader decarbonization strategy and supports the neutralization of residual emissions in line with its net-zero commitment. These efforts are aligned with ESRS disclosure requirements and reinforce the company's commitment to nature-based climate solutions. Furthermore, Symrise is committing to advancing nature-based solutions as a core element of its climate strategy. The ambition is to actively contribute to the development of innovative mechanisms for GHG removals and mitigation through carbon credits. In collaboration with Deutsche Bank, Honduras, Suriname, Bayer AG, Siemens AG, and the Coalition for Rainforest Nations, Symrise is helping shape a new asset class for rainforest protection, announced by Deutsche Bank at COP30 in Belém, Brazil, on November 7, 2025.

This ambition supports projects that protect natural resources, promote renewable value chains and align with the Kunming-Montreal Global Biodiversity Framework (GBF) and UN Sustainable Development Goals (SDGs) 6, 14 and 15. Importantly, robust social safeguards shall be implemented to honor the rights and roles of indigenous, tribal, and forest-dependent peoples. By investing in such high- integrity biodiversity credits and nature-related financing, Symrise aims to deliver measurable climate benefits, foster ecosystem restoration, and strengthen resilience against climate change.

Internal carbon pricing

Symrise has introduced an internal carbon pricing mechanism, the Symrise Carbon Control Price (SCCP), to drive emission reduction across its operations. The SCCP started in 2025 and is designed as a shadow price for CO_2eq, meaning it does not involve actual cash transfers but integrates the cost of carbon into investment and operational decision-making. This approach ensures that climate considerations are embedded in strategic planning and resource allocation. Operational implementation of the various planning steps is still ongoing. Symrise is confident that the roll-out will be finalized early 2026.

The SCCP has started to apply for investment requests related to mitigation measures on Scope 1 and Scope 2 emissions, as well as energy-related emissions in Scope 3 (category 3: fuel- and energy-related activities). The starting price for 2025 was set at EUR 60.0 per metric ton of CO_2eq. It is expected to rise to EUR 140 by 2035, with a review planned for 2027. By applying a uniform carbon price worldwide, Symrise aims to influence decisions on capital expenditure and energy procurement, promoting low-carbon investments.

This internal carbon price is based on international standards and science-based recommendations, including guidance from the CDP, the UN Global Compact, the SBTi and the High-Level Commission on Carbon Prices.

Pollution[75]

Consultations about pollution

Symrise conducts consultations regarding pollution through various channels. Employees, neighbors, public environmental agencies and the media have quarterly access to Symrise's financial and ESG reports. Symrise employees can also attend town hall meetings and company meetings held in different forums throughout the year.

Specifically concerning pollution, all related environmental incidents – including complaints from neighbors – are investigated, and necessary measures are implemented. The top management team is kept informed about the status of these complaints and the actions taken. In addition, actions are being taken to engage employees in this topic, including housekeeping, operational inspections and audits, as well as participation of employees in the site's emergency teams, involving critical analysis and emergency drills.

[75] The entire "Pollution" section is not covered by the limited assurance engagement.

Materiality of pollution

Material impacts, risks and opportunities are presented in the table below:

Subtopics	Material impacts, risks and opportunities
Pollution of air, water and soil	As part of its business operations, Symrise acknowledges that certain environmental impacts are unavoidable. These include potential pollution of air, water and soil resulting from production processes and related activities.
Substances of concern (SoCs) and substances of very high concern (SVHCs)	Hazardous, non-biodegradable or otherwise harmful substances used in Symrise ingredients may be released after product use, potentially impacting water quality and aquatic ecosystems.

Policies related to pollution

Symrise has established an Environmental Policy that formalizes the company's commitment to proactively managing environmental issues across its operations. In accordance with this policy, a structured process has been implemented to identify, assess and manage environmental risks and opportunities. This process specifically addresses critical environmental aspects, such as pollution, spill prevention and the handling of hazardous materials. At production sites, environmental aspects analyses are conducted to systematically evaluate potential environmental impacts and ensure that appropriate mitigation measures are implemented and maintained.

Symrise's Environmental Policy reflects a commitment to controlling, avoiding, reducing and eliminating pollution. It aims to promote the EU Action Plan Towards Zero Pollution for Air, Water and Soil, the UN Sustainable Development Goal (SDG) no. 6 (Clean Water and Sanitation) and the objectives of the EU Water Framework Directive. The company is committed to preventing and reducing the potential environmental impact of wastewater, air and soil emissions, including accidental spills, and using hazardous and non-hazardous substances efficiently and safely in all its operations.[76]

Accountability for pollution

Accountability for policy implementation resides at the executive level, specifically with the Chief Sustainability Officer (CSO).[77] Symrise outlines measures designed to mitigate negative impacts on air, water and soil:

- **Air pollution:** Emissions are managed through the application of the best available technologies, including gas scrubbers, particulate filters and regenerative thermal oxidizers (RTOs).
- **Water pollution:** Wastewater generated at production sites is treated on-site where necessary and discharged in accordance with all applicable local regulations.
- **Soil pollution:** Preventive measures include the installation of waterproof flooring, spill containment systems (such as containment boxes and basins), strategically positioned emergency containment kits for the removal of environmentally hazardous substances and established emergency response procedures. Internal fire response teams are trained to effectively manage environmental incidents.

Avoidance of incidents and emergency situations

Symrise implements measures designed to prevent, reduce and mitigate environmental impacts, including pollution, spills and other environmental hazards. The company conducts regular analyses, assessments, monitoring and reporting on relevant environmental impacts.

To minimize environmental risks and impacts, Symrise establishes and continually optimizes management and operational procedures. The sites also carry out periodic internal and external inspections and audits, define and implement corrective actions for the continuous improvement of the environmental management system and provide ongoing training to employees. An integrated Environment, Health and Safety (EHS) monitoring system is in place to track performance, ensure regulatory compliance and determine necessary corrective actions for the relevant environmental aspects.

[76] For general information on the Environmental Policy, please refer to the section "Policies related to climate change."
[77] For further details on governance with regard to sustainability issues, please refer to the chapter "Responsibility for and oversight of sustainability-related impacts, risks and opportunities – Symrise Sustainability organization."

Compliance with management guidelines and country-specific legislation is regularly reviewed by internal IMS- and corporate audit teams, while external audits verify continuous progress and sustained improvement. The external verifications are part of ISO 14001, ,SEDEX/SMETA 4- Pillar, FSSC 2200 and customer audits, depending of the site.

Actions and resources related to pollution

Symrise actively implements pollution-mitigation measures and allocates appropriate resources to ensure their effectiveness. Technological measures to prevent pollution of air, water and soil include:

- Regenerative thermal oxidizers (RTOs)
- Scrubbers for particulate matter reduction
- Filtration units and activated-carbon exhaust systems
- On-site wastewater treatment facilities
- Impermeable flooring to prevent soil contamination

Operational controls: All production activities take place on impermeable surfaces to reduce environmental risks. Spill-prevention and containment systems are in place to minimize the likelihood and impact of accidental releases of environmentally hazardous substances. Internal emergency teams are trained to combat emergencies such as fires, leaks and spills, thus preventing environmental contamination.

Organizational resources: Each site has dedicated EHS personnel responsible for environmental monitoring, emergency preparedness and incident response. These teams are fully trained and equipped to manage environmental incidents effectively. In line with the Environmental Policy and CSRD requirements, the company has implemented concrete measures and allocated dedicated resources to mitigate pollution across air, water and soil.

- **Air pollution:** We employ advanced emission-control technologies, including regenerative thermal oxidizers (RTOs), scrubbers, filtration systems and activated-carbon exhaust units, to significantly reduce air pollutants.
- **Water pollution:** Various production sites operate on-site wastewater treatment facilities. Effluents must be managed in full compliance with applicable environmental regulations, ensuring controlled and responsible discharge.
- **Soil pollution:** Potentially environmentally hazardous operational activities are carried out on impermeable surfaces to prevent soil contamination. Additional protective measures include spill-containment systems, emergency containment kits and trained internal response teams.

Mitigation hierarchy

The mitigation hierarchy is part of the pollution management sequence: avoidance, reduction and mitigation. Symrise strives to follow requirements regarding the use of best available techniques (BAT).

For all pollutants in general, the current methodology involves monitoring by means of field samples analyzed in the laboratory, following the frequency requirements established by local regulations at each site. Based on the results obtained, reported values are extrapolated to represent the entire reporting period. Each site maintains its own monitoring matrix, tailored to its specific regulatory context. If, for example, a representative wastewater analysis is performed once a month, Symrise extrapolates the measured data based on the total wastewater volume to determine the total amount of substances discharged during the observation period.

During the reporting year, Symrise introduced an improved data collection system, which records all environmentally relevant data on a monthly basis and documents it together with the corresponding evidence. Extensive training has been provided to the responsible EHS staff, and a standardized calculation template has been developed to support the necessary estimations and extrapolations. Additionally, a RACI matrix has been established to define responsibilities for data collection, upload, verification and approval across all Symrise sites.

Targets related to pollution

Symrise is renewing its sustainability strategy and will from 2026 onwards focus on the integration of environmental, social and governance topics across the value chain. Therefore, it will be necessary to validate the existing ambitions and also define updated or new targets.[78]

[78] For further information, please refer to the section "Sustainability strategy: Building resilient supply chains and science-driven, circular business models and products."

Pollution of air, water and soil

Data collection in relation to the pollution of air, water and soil is limited to those operations that exceed the thresholds specified in Annex II of the E-PRTR Regulation.

Symrise AG monitors and reports priority emissions of pollutants listed under Annex II of the E-PRTR Regulation using site-level data from environmental monitoring systems, discharge permits and laboratory analyses. The methodology involves identifying relevant pollutants that can be emitted to air, water and soil and quantifying them through direct measurements or periodic sampling as well as continuous emission monitoring systems (CEMS). Sites follow a local monitoring matrix based on their production program and local regulations applicable to the site in question. Estimations and assumptions include completeness of monitoring data, representativeness of sampling periods and use of standard conversion factors for pollutants.

Substances of concern (SoCs) and substances of very high concern (SVHCs)

Since Symrise determines materiality, assesses actual and potential negative and positive impacts, risks and opportunities (over short-, medium- and long-term time horizons) and describes its policies and actions in reference to the ESRS, the following section will now focus on the use of hazardous materials (including SoCs and SVHCs) as part of the Environmental Policy and internal actions following the Substance of Very High Concern (SVHC) Policy. Recognizing that the revised ESRS standards, published by EFRAG at the end of November 2025 and not yet applicable, will include a transitional provision for the disclosure of metrics related to emitted SoCs – which Symrise intends to utilize in the future – the metrics required under the currently applicable ESRS will not be published for 2025. Symrise therefore discloses only the names of SVHCs still in use, without providing corresponding quantities.

Symrise has established a Substances of Very High Concern (SVHC) Policy to ensure compliance with EU REACH by managing SVHCs through strict identification, notification and substitution processes. The policy applies to all products containing SVHCs above regulatory thresholds. Senior management ensures implementation. It is in line with REACH standards (Articles 31, 33, Annex XIV) and considers customer safety and transparency. Updated safety data sheets and direct notifications are provided to affected stakeholders, with automatic distribution of revisions to recent customers.

Symrise maintains a documented management system designed to ensure a comprehensive understanding and effective management of chemical risks. Whenever feasible, this system encompasses the elimination of risks through substitution, whereby hazardous chemicals are replaced with non-hazardous or less hazardous alternatives, provided that operational processes and quality requirements permit such modifications.

Prior to the introduction of any new hazardous substance, the procurement department must seek approval from plant management and obtain the safety data sheet (SDS) issued by the manufacturer. The SDS is reviewed by the relevant internal teams, including safety, R&D, warehouse management and occupational health professionals. They are consulted to identify less harmful alternatives, assess required quantities and storage suitability and determine the appropriate safety measures, handling procedures and waste management pathways.

Symrise has identified around 50 materials that are either classified as SVHCs or contain SVHCs as a component. These materials can include raw materials, intermediate products or semi-finished goods, which in turn are incorporated into the formulations of the final products. The following SVHCs are currently used by Symrise:

- LILIAL
- FURAN
- N-METHYL-2-PYRROLIDON
- 2-METHOXYANILINE
- CHROMIUM TRIOXIDE
- COBALT(II)-ACETATE
- GLUTARALDEHYDE
- BORIC ACID
- MELAMIN
- BULK BORIC ACID, 500#
- KARANAL
- METHYL-N-PYRROLIDONE (460 LB.)
- DIOXAN 1,4-
- TRIS(NONYLPHENYL) PHOSPHITE (TNPP)
- EMULSIFIER ARKOPAL N 100
- DIMETHYLSULFAT
- BORAX
- TERGITOL NP 4
- NEO HELIOPAN® MBC
- CELOSOLVE
- TRITON X-100
- FINDET 9Q/21.5
- BUTYLPARABEN
- ISOBUTYLPARABEN
- CYASORB 5411
- NEO HELIOPAN MBC Z. REKRIST.
- IGEPAL CO-660
- DOW CORNING 245 FLUID

Water resources

Water is the source of all life, and permanent access to high-quality freshwater for drinking and sanitation purposes is a fundamental human right. From Symrise's perspective, the availability of high-quality freshwater resources is a critical factor along the entire value chain and therefore essential to the company's success and performance. Relevant water-related impacts, risks and opportunities were identified and assessed as part of the double materiality assessment and subsequent risk assessment procedures. This resulted in water resources being classified as a material sustainability matter.

Subtopics	Material impacts, risks and opportunities
Water	Water demand of own operations can exceed local water availability and lead to public water restrictions, thus impacting business continuity.
	Local water stress and reduced water availability can lead to temporary or permanent shutdowns of production sites.
	Local water scarcity and limited water availability in cultivation areas can reduce biomass productivity, limit raw material availability and increase raw material costs.
	Promotion of water-saving practices and technologies in cultivation areas can improve water availability and increase biomass productivity and supply chain resilience.

Water-related impacts and dependencies

There are various levels at which the company depends on high-quality freshwater and the ecosystem functions and services associated with it: from the cultivation of raw materials to production processes and the use of the products Symrise manufactures.

- **Direct dependence:** At the company's production sites, water is used for production and cooling processes, to clean equipment and as an input to manufacture certain products. In addition, a reliable water supply is essential for the sanitary infrastructure at Symrise sites.

- **Indirect dependence:** Water also plays a crucial role across the value chain, particularly in the cultivation of raw materials and in the use of final products containing ingredients from Symrise.

This means that the company's business activities can have both direct and indirect impacts on water resources and aquatic ecosystems.

Direct impacts: At Symrise's own operations, water withdrawals can negatively affect the quantity of freshwater resources and their availability for local communities or aquatic ecosystems, while wastewater discharges and wastewater pollutants can have negative impacts on the quality of local freshwater resources and aquatic ecosystems.

Indirect impacts: In the upstream value chain, water withdrawals used for crop-irrigation or manufacturing processes of our suppliers can have negative impacts on the quantity and availability of local freshwater resources for human or ecological needs. In the downstream value chain, Symrise ingredients can negatively impact water quality after product use, depending on their environmental properties.

Risks and opportunities

The risks and opportunities associated with water-related dependencies and impacts are systematically identified, analyzed, assessed and reviewed as part of the company's materiality and risk assessments.

Risks related to water are considered not only at Symrise's own production sites, but also along the value chain. Among the factors examined are water dependence in the cultivation of raw materials, the properties of ingredients and products and their potential impact on aquatic ecosystems or the health of consumers who use the products.

Symrise considers physical and systemic risks as well as transition risks in its risk analysis, assessment and mitigation processes, using the TNFD framework and the requirements contained therein as guidance. In recognition of the complexity and interdependency of ecosystems and environmental impacts, the company analyzes these risks not in isolation but holistically and in systemic contexts.

Operational risk and opportunity matrix for water in reference to the TNFD

Category	Type of risk	Description	Scope	Risk management strategies
Physical	Acute	Water stress in water-scarce catchment areas may temporarily restrict raw material cultivation and production.	Upstream, Operations	Introduction of water-saving technologies at production sites; diversification of raw material sources and sourcing regions
	Chronic	Deteriorating water quality due to the discharge of substances harmful to water or reduced water availability due to climate change	Upstream, Operations	Implementation of modern wastewater pretreatment processes; process optimization to improve water efficiency; maximization of biodegradability and minimization of aquatic toxicity of products
Transition	Political and legal	Stricter legal or voluntary requirements and regulations for water management and product development	Upstream, Operations	Maintenance and continuous improvement of an integrated environmental management system; investment in R&D to develop less water-intensive products; holistic assessment of environmental impacts for product development
	Technological	Clear trend toward green technologies and clean tech is changing production costs and processes.	Operations	Introduction of water-saving technologies and new water treatment technologies at production sites
	Market and reputation	Criticism of high water consumption in water-scarce regions, demand for sustainable raw materials and products	Upstream, Production, Downstream	External communication on water conservation and water-saving measures and targets
Systemic	Interdependencies	Interdependencies between climate, water cycle and ecosystems can lead to friction and disruptions at all stages of the value chain.	Upstream, Operations	Partnerships to promote regenerative, climate-resilient and water-efficient cultivation practices, increase in water efficiency and reduction of dependence on critical water resources at production sites

Symrise has a systematic process in place for analyzing, assessing and managing water-related risks, which is informed by the direct and indirect impacts and dependencies of the company. The toolbox for identifying and assessing water-related risks and opportunities includes, among other things:

- Environmental monitoring and reporting systems for the company's own operations
- Traceability systems for raw materials
- Sustainability scorecards for raw material and products
- Supplier assessment platforms and audits

- Geographic information systems and water risk assessment tools and software, such as WWF Water Risk Filter or WRI Aqueduct

Water-related environmental impacts and risks associated with Symrise's own operations are regularly analyzed and assessed across various geographic areas and timeframes by the Global Sustainability department in collaboration with regional and local Environment, Health and Safety (EHS) experts. Risk types considered include acute physical risks (e. g., drought, spills and pollution incidents, floods) and chronic physical risks (e. g., water stress, sea level rise). On this basis, Symrise identifies improvement areas for better water stewardship and business continuity. To anticipate water-related trends, Symrise uses scenario analysis with special consideration of physical risks at short- (less than 5 years), medium- (2030) and long-term (2050) scales.

Water-related risks at raw material cultivation level are analyzed and assessed by the Centers of Expertise within the Global Sustainability organization in collaboration with further internal stakeholders. Depending on data availability and granularity, these raw material-specific risk assessments are usually conducted at national or basin levels in order to identify current and future water trends, with a special emphasis on physical risks (such as water scarcity) and their effects on raw material availability.

With regard to Symrise products, the company analyzes, assesses and manages the potential risks to aquatic ecosystems and human health using a variety of water-relevant indicators, such as human or environmental toxicity in accordance with legal requirements in the areas of hazardous substance and chemicals legislation, as well as product safety and consumer protection standards.

To improve the quality and completeness of our risk assessments, Symrise relies not only on internal expertise but also on cooperation with relevant stakeholders. This includes, in particular, direct exchanges with suppliers when collecting data or assessing water-related risks of the supply chains. Exchanges with local authorities as well as dialogue with non-governmental organizations, customers and industry associations are also part of this process.

Policies related to water resources

Symrise is aware just how crucial water is to achieving the UN Sustainable Development Goals (SDGs) and – in addition to the general Environmental Policy (please also refer to the section "Policies related to climate change") – has established the Symrise Water Policy to manage water-related impacts, risks and opportunities at its own operations and along the value chain.

As a member of the World Business Council on Sustainable Development (WBCSD), Symrise therefore aligns its water management with the CEO Water Mandate, which serves as an important guide for the sustainable use of freshwater resources at its sites and along its value chains. The Symrise Water Policy aims at continuously improving water management practices at own operations and along the value chain. For own operations, it requires EHS to establish and implement plans to

- continuously monitor and minimize water withdrawal and consumption,
- improve water efficiency with a special emphasis on operations located in water-stressed areas,
- ensure adequate wastewater treatment in order to prevent or abate water pollution,
- ensure legal compliance with environmental laws and regulations, and
- preserve water quality and aquatic ecosystems in line with local ecological conditions and with special consideration of water-stressed areas.

With regard to Symrise's value chain, the policy requires suppliers to increase transparency on and continuously improve water-related raw material and product properties, including aspects such as water footprint or material-specific environmental aspects, such as human or environmental toxicity or biodegradability. Accountability for policy implementation resides at the executive level, specifically with the Chief Sustainability Officer (CSO).[79]

Actions and targets related to water resources

Environmental management at the production sites

According to our policies, local Environment, Health and Safety (EHS) teams are responsible for developing and implementing site-specific water management plans and measures in line with operational requirements, applicable water regulations and the company's sustainability ambitions and targets. These plans have to take into account local and regional water risks and opportunities and draw on location-specific water risk assessments and scenario analyses.

In the reporting period, Symrise allocated relevant resources and implemented various measures to improve water efficiency at selected own operations. These measures include:

- process improvements to increase water reuse and reduce water consumption
- Technical improvements to substitute water used for cooling purposes to reduce groundwater extraction
- Installation of equipment to increase water recycling and reduce wastewater generation

In 2025, Symrise reviewed, updated and expanded the scope of its operational water risk assessment by including non-production sites of the company into the risk assessment procedure. The results of the assessment are part of the new ambitions defined for the year 2026 onwards.

Symrise classifies physical risks in the catchment area according to the WWF Water Risk Filter methodology. The company regularly assesses the level of water stress in the basins where it operates. Based on our analyses, a total of seven production sites are located in water catchment areas with very high water stress. Among them were two sites in Egypt, one site each in Chile and India, as well as three sites in Spain. In addition, Symrise's calculation of water use, wastewater discharge and water consumption in areas with water stress also includes two further sites in Mexico that have been subject to de facto physical water stress in recent years but are not located in a water catchment area with very high or extreme water stress according to the assessment approach.

The sites in question are required to define special water-saving targets and programs and initiate effective implementation measures to increase water efficiency in line with the company's global environmental objectives. Symrise measures the effectiveness of the water-related Environmental Policy as well as the specific Symrise Water Policy and management practices based on its ambition to reduce water consumption at manufacturing sites located in areas with very high or extreme water stress by 15% by 2025 compared to the base year 2018.[80]

[79] For further details on governance with regard to sustainability issues, please refer to the chapter "Responsibility for and oversight of sustainability-related impacts, risks and opportunities – Symrise Sustainability organization."
[80] This limited assurance engagement did not cover information relating to the 2023 fiscal year, prior fiscal years and base years or any changes to such information.

The table below summarizes the ambitions described and the related performance to date:

Track record 2025	Remarks	Ambitions 2025	Remarks
In 2025, water consumption at sites in areas of water stress amounted to 84,341 cubic meters.	In 2025, water consumption at sites in areas of water stress decreased by 4.0 %.	Symrise aims to reduce water consumption at sites in areas of water stress by 15 % by 2025 compared to 2018.	Despite capacity expansions, water withdrawals decreased by 14.7 % since 2018. However, this was overcompensated by a 17.0 % reduction in the amount of wastewater discharged, which meant that Symrise failed to achieve its 15 % target.
The eco-efficiency of chemical oxygen demand in wastewater improved by 8.7 % in 2025 compared to the prior year.	The reason for this is the absolute decrease of 7.5 % in chemical oxygen demand despite a 1.3 % increase in value added.	Symrise aims to improve the eco-efficiency of chemical oxygen demand in relation to total value added by 4 % per year or by a total of 60 % by 2025 compared to the 2010 base year.	However, the long-term part of the commitment has not been met: Compared with the base year, only a 38.1 % improvement was achieved.

Symrise is currently updating its sustainability strategy and will from 2026 onwards focus on the end-to-end integration of environmental, social and governance topics across the value chain. Therefore, it will be necessary to validate the existing ambitions and also define updated or new targets[81]

Water management along the supply chain

As part of its supply chain due diligence, Symrise has established teams and resources to improve assessments of its suppliers' environmental sustainability performance, including water aspects, with a particular focus on physical and operational risks. Moreover, key suppliers have been included in the CDP Supply Chain Program for years in order to encourage continuous improvement of water-stewardship practices and thus foster protection of freshwater resources and aquatic ecosystems while reducing the water footprint of our raw materials portfolio.

To continuously improve the ecological efficiency of water use at Symrise, the company strives to optimize its production processes with regard to water consumption, increase water efficiency and promote the reuse of water at production sites. Symrise also collects and uses rainwater to reduce the withdrawal of valuable freshwater. This is the case with water used to irrigate green spaces, for example.

Protection of water quality

The quality of the wastewater discharged by Symrise is continuously monitored. In this way, the company verifies whether the environmental management system is effective and whether all water-related legal requirements are being met in order to protect aquatic ecosystems and water resources.[82]

Holistic life cycle assessment

Symrise systematically assesses its raw materials and products in terms of their ecological footprint – for example, by quantifying greenhouse gases, land use and material properties such as toxicity and biodegradability. In addition, the company is working to improve transparency with regard to the water footprint of raw materials and products. In 2025, Symrise started to integrate water into its Houston project, which aims at further improving data availability and methods for calculating the environmental footprint of products. In this way, the company aims to enable product developers and customers to better visualize the ecological impact of certain raw materials or products in different sustainability dimensions at the same time, so that the sustainability of alternative product formulations can be holistically evaluated.

Promoting climate-smart cultivation methods

Within the scope of targeted supply chain intervention programs (Bridging the Gap (BTG)), Symrise has provided resources to work with customers and suppliers, backed by the support and expertise of scientists and civil society organizations, on testing and implementing climate-smart, water-efficient and regenerative farming practices. One example of this is an ongoing mint cultivation project in India that Symrise is conducting in collaboration with a key customer. Among other sustainability objectives, the project aims at increasing water efficiency

[81] For further information, please refer to the section "Sustainability strategy: Building resilient supply chains and science-driven, circular business models and products."
[82] For further information on wastewater management, please refer to the chapter "Pollution."

in the cultivation areas by 40% by 2028 compared to a 2024 baseline. This includes farmer training courses on the usage of portable and automatic drip irrigation systems for water use efficiency in order to minimize non-sustainable groundwater withdrawals and make the cultivation of mint more environmentally sustainable for the benefit of local smallholders.[83]

Water withdrawal, wastewater disposal and water consumption at our own operations

The reported metrics include both measured data and figures based on estimates and assumptions. All production sites included in the global environmental monitoring process are considered under water withdrawals. This also applies to additional offices and warehouses that were included in the scope of environmental reporting in 2025. For the sake of continuity in reporting on the global water target (reducing water consumption at all sites in areas of water stress by 15 % by 2025), the scope has been left unchanged in this regard. Although an analysis was conducted, it was not incorporated into the calculation of metrics relating to water-stressed areas. This means that offices and warehouses at the relevant sites that were added to the global environmental monitoring process during the reporting period are not included in the calculation of this KPI, but are included in the data on water withdrawal, wastewater disposal and total water consumption.

Accordingly, the Symrise Group's total water withdrawal in the reporting period amounted to around 6.8 million cubic meters, a reduction of 1.9 % from the previous year. Around 52.5 % of this water was withdrawn directly at the production sites and around 47.5 % was obtained from external sources, for the most part from the local water supply system.

Water withdrawal by source (1,000 m³)		2024[1]	2025
Direct withdrawals at sites	Surface water	583	504
	Groundwater	3,376	3,061
	Other local sources	4	0
External water supply	Municipal water supply	2,889	3,148
	Other external sources	66	76
Total		**6,918**	**6,789**

[1] The production sites of the following companies had not submitted any water data by the reporting date in 2024: Symrise Pty. Ltd., Dee Why, Australia; Symrise K.K., Tokyo, Japan; SPF UK Ltd, Doncaster, United Kingdom; SPF North America Inc., South Washington, USA: Hodges and Guymon; IsoNova Technologies LLC, Springfield, USA: Lillington; Diana Food Canada Inc., Champlain (Québec), Canada: Champlain; Jiangxi Ovo Biotechnology Co., Ltd., Jiangxi, China: YingTan; and Jiangsu Wing Biotechnology Co., Ltd., Jiangsu, China: Changzhou.

Wastewater generated by Symrise sites totaled around 6.0 million cubic meters in the reporting year. Around 93 % of all wastewater is discharged into the local sewage system. Where necessary, wastewater is pretreated using physical, chemical or biological methods in order to meet or exceed local regulatory standards, particularly if it is discharged directly into the receiving water.

Wastewater volume by disposal method (1,000 m³)	2024[1]	2025
Local sewage system	4,728	5,567
Specially treated wastewater[2]	201	177
Direct discharge (after pretreatment)	258	217
Other wastewater disposal methods	218	10
Total	**5,405**	**5,971**

[1] The production sites of the following companies had not submitted any water data by the reporting date in 2024: Symrise Pty. Ltd., Dee Why, Australia; SSymrise K.K., Tokyo, Japan; SPF UK Ltd, Doncaster, United Kingdom; SPF North America Inc., South Washington, USA: Hodgess and Guymon; IsoNova Technologies LLC, Springfield, USA: Lillington; Diana Food Canada Inc., Champlain (Québec), Canada: Champlain; Jiangxi Ovo Biotechnology Co., Ltd., Jiangxi, China: YingTan andJiangsu Wing Biotechnology Co., Ltd., Jiangsu, China: Changzhou.

[2] The category "specially treated wastewater" includes all wastewater that, for technical or regulatory reasons, requires separate treatment in special wastewater treatment facilities and cannot be treated by a local wastewater treatment plant.

[83] For further information on Symrise's social commitment in its value chains, please refer to the chapter "Affected communities."

Total water consumption, which comprises water consumption in connection with products, cooling and production processes and which is calculated as the difference between water withdrawal and wastewater volumes, came to around 0.8 million cubic meters in the reporting year (2024: 1.5 million cubic meters), due to a significant reduction in water withdrawal compared to the previous year coupled with a significant increase in water recirculation. Apart from efficiency measures, annual water consumption is also influenced by the irregular disposal of collected wastewater at some sites, which can lead to occasional "disposal peaks" over the course of the year. These can cause substantial short-term deviations in year-on-year comparisons, but should even out over the longer term.

Water withdrawal, wastewater generation and water consumption in areas with water stress[84]

Overall, Symrise withdrew 678,004 cubic meters of water at production sites in areas of water stress in the reporting year, which corresponds to around 10.0 % of the total water withdrawn by the Group. The total wastewater volume of all production sites located in areas of water stress amounted to 593,663 cubic meters in the reporting year, equivalent to around 8.7 % of the global wastewater volume. This means that 84,341 cubic meters of water were consumed in areas of water stress in 2025, accounting for around 10.3 % of Symrise's total water consumption. Compared to the previous year (87,849 cubic meters), water consumption at production sites in areas of water stress decreased by approximately 4.0 % in 2025 (84,341 cubic meters). However, it should be noted that the calculation of water consumption is influenced by both precipitation and the water content of processed organic raw materials. Despite some increases in production capacity (e. g., Symrise Granada S.A.U., Granada, Spain), water withdrawals at all sites in water-stressed areas decreased by 14.7 % compared to the base year 2018. However, this effect was more than offset by the simultaneous reduction in the amount of wastewater discharged, which fell by a total of 17.0 %. Water consumption at production sites affected by water stress has increased by 6.7 % overall compared to 2018, which means that Symrise has not met its target of reducing water consumption at production sites in water-stressed areas by 15% by 2025 relative to the base year 2018.

Chemical oxygen demand (COD) in wastewater

COD serves as a key indicator for monitoring organic matter in wastewater, and its reduction reflects the company's strategic approach to minimizing the environmental impact of water discharges. This ambition contributes to the broader goal of enhancing eco-efficiency and promoting responsible water management. COD is not measured across the entire Group, but only at selected sites due to local conditions. Site-specific pollutant levels, including COD, are determined by using existing data from mandatory local wastewater quality assessments.

Symrise tracks the effectiveness of its water pollution mitigation efforts using a COD intensity metric, which measures the amount of COD in wastewater relative to value creation. In addition to COD, which is already monitored, this historical record of analytical data provides a technical basis for identifying and establishing potential new pollution-reduction targets. The current ambition is based on Symrise's unique business characteristics and historical analysis data. Over the past 15 years, the scope of consolidation has evolved to the point where there is a growing disconnect between COD and value creation.

Methodologies and significant assumptions used to calculate COD

The methodology involves regular site-level wastewater sampling and laboratory analysis to determine local COD concentrations, which are then extrapolated based on the volume of wastewater generated during the reporting period in which the COD is measured. The approach assumes consistent sampling procedures and stable wastewater generation patterns at these sites. Limitations include potential variability in wastewater composition and production conditions, which may affect data comparability. Data sources include internal wastewater monitoring systems and production records. Data collection is managed by site-level EHS staff and consolidated centrally for performance tracking.

[84] This limited assurance engagement did not cover information relating to the 2023 fiscal year, prior fiscal years and base years or any changes to such information.

COD is recorded monthly through a newly implemented digital platform that collects and consolidates site-level wastewater data. In the 2025 reporting year, the COD in wastewater amounted to 6,796 metric tons (2024: 7,348 metric tons), representing a decrease from the previous year. The continuing fluctuations are primarily attributable to the COD calculation method, which is currently being standardized across all sites. Due to this standardization, the figures for the previous year are not directly comparable with those for the reporting year.

Site-specific pollutant concentrations, including COD, are determined based on the available data from mandatory local wastewater quality assessments. COD is only reported for sites at which measurement is explicitly required and carried out according to local wastewater discharge permits or regulatory monitoring programs. All reported figures are based on direct laboratory analyses; any necessary extrapolations are made using recognized analytical methods.[85]

Not all sites are included in the reported COD figures, since local regulatory requirements and the sites' relevance to consolidated reporting can vary. Given that wastewater analyses are conducted locally and priority is given to meeting local regulatory requirements, it is understandable that these sites did not provide any data this year. In some jurisdictions, COD is not a mandatory indicator or is replaced by alternative parameters (e. g., Symrise Inc., Teterboro, USA in Bushy Park), where total organic carbon (TOC)[86] has greater relevance and COD is therefore excluded from the scope of reporting. In addition, changes in year-on-year reporting coverage reflect methodological developments: Sites that previously reported estimated or indirectly derived figures (e. g., based on non-COD parameters or conversions at the Bushy Park site) are excluded as long as COD is not measured directly.

This forward-looking approach aims to ensure consistency, accuracy and transparency, as reporting is limited to verified, environmentally relevant COD measurements that are based on regulatory requirements. Symrise aspires to achieve ongoing improvements and thus greater coverage by regularly reviewing applicability at the site level in order to expand direct COD monitoring where this is proportionate and feasible. Internal controls and documentation improve dialogue with the sites to gradually align local monitoring programs with global reporting requirements.

Eco-efficiency of chemical oxygen demand in wastewater[87]

In order to demonstrate how efficiently Symrise generates economic value while controlling its wastewater pollution, Symrise is committed to improving the eco-efficiency of Chemical oxygen demand (COD) in relation to value creation (total value added) by 4 % per year or by a total of 60 % by 2025 compared to the 2010 base year. A lower ratio signals improved eco-efficiency, meaning more value is created with less wastewater pollution. This metric is intended to reflect the company's commitment to sustainable water management practices.[88]

The volume of organic wastewater loads, as determined by COD, has decreased by 7.5 % compared to the previous year (2024: increase of 10.7 %). Similarly, the eco-efficiency of COD in relation to value creation improved by 8.7 % (2024 compared to 2023: improvement of 3.3 %), primarily due to two factors: the absolute decline in COD and a simultaneous increase in value creation of 1.3 %. However, the long-term part of the commitment has not been met: Compared with the base year, only a 38.1 % improvement was achieved.

Eco-efficiency	2024	2025	Change from previous year
Chemical oxygen demand (COD) (t)	7,348	6,796	-7.5 %
Value creation (EUR million)	1,820	1,844	1.3 %
COD eco-efficiency ratio (t per EUR million value added)	4.04	3.69	-8.7 %

[85] Sites without available primary COD data are excluded.
[86] TOC only measures the organic carbon in wastewater, while COD reflects the total oxidizable load.
[87] This limited assurance engagement did not cover information relating to the 2023 fiscal year, prior fiscal years and base years or any changes to such information.
[88] For information on calculating total value added, see the section "Eco-efficiency ratio of GHG emissions."

Biodiversity and ecosystem services

Biodiversity as the basis for inspiration, innovation and value creation

Biodiversity includes the variety of life from the microcosm to the macrocosm. The term encompasses species diversity, genetic diversity within and between species and the diversity of terrestrial and aquatic ecosystems. Biodiversity is the result of a long-term natural evolutionary process and an important foundation of Symrise's business model. A significant share of the company's products and innovations is based on or inspired by the diversity of nature, such as botanical essences, extracts, oils, concentrates, teas, fruits, vegetables, blossoms, spices and much more. As such, biodiversity and ecosystem services are not only key factors determining the availability, quality and affordability of Symrise's raw material sourcing; biodiversity is also a source of inspiration for research and development as well as product innovation. Therefore, biodiversity enables the company to create value for customers by offering natural solutions for applications in nutrition, health, beauty and well-being.

Symrise has identified and assessed actual and potential impacts, risks and opportunities (IROs) in its own operations and along its value chains, including both upstream and downstream areas.. Based on this assessment, the following biodiversity- and ecosystem-related topics were identified as material:

Subtopics	Material impacts, risks and opportunities
Direct impact drivers of biodiversity loss	Regenerative cultivation practices can mitigate environmental impacts and, in turn, improve ecosystem condition, maintain biomass productivity and increase supply chain resilience.
	Drivers of biodiversity loss impact ecosystem condition and productivity and can lead to raw material shortages, price increases and/or supply chain disruptions.
	Unsustainable land-use practices in the supply chain can harm the state, function and productivity of managed ecosystems and thus weaken supply chain resilience.
Impacts and dependencies on ecosystem services	Indirect impacts on biodiversity loss due to the contribution to climate change
	Symrise's upstream value chain – particularly the sourcing and processing of natural raw materials – can potentially affect ecosystem services and the communities that rely on them, for example, through pollution or habitat disruption.

In this chapter, Symrise is reporting on impacts, dependencies and strategic approaches related to biodiversity management in reference to ESRS E4. In the past fiscal year, the company conducted a gap analysis between its existing reporting practices and the requirements of ESRS E4. This included a review of existing metrics and established a foundation for the collection, management and reporting of additional metrics. The company is working to close any existing gaps.

In 2024, Symrise initiated a biodiversity impact analysis for its production sites, which was continued and emphasized in 2025. For the value chain, where impacts and risks related to biodiversity are considered most significant, the analysis has been delayed due to insufficient data on the origin of raw materials. The high number and complex nature of material flows, as well as the context-dependent interactions between raw material extraction and the local natural environment, make a detailed assessment difficult.

Symrise's existing biodiversity management activities extend beyond the IROs covered by the DMA . Symrise directly and indirectly utilizes and depends on biodiversity along all scales of biological organization:

- **Genetic diversity:** genetic resources and derivatives for research and development
- **Species diversity:** wild and domesticated species used as a source to obtain raw materials
- **Ecosystem diversity:** natural or managed ecosystems and landscapes where these raw materials are collected or cultivated

Symrise's raw materials are closely linked to the biomes, ecosystems and cultural landscapes in which they occur: ranging from tropical rainforests to temperate regions. These ecosystems are valuable and inspiring from an ecological or functional point of view and often closely linked to the traditional knowledge of local or indigenous communities, including their cultural practices, traditions and land-use systems. Symrise recognizes the value of the traditional knowledge associated with biodiversity, which has developed over generations, as a cultural treasure worth preserving.

Impacts and dependencies

Symrise's value chains depend not only on biological diversity as a source of raw materials but also on the ecological functions and processes and the resulting ecological services of intact ecosystems. These ecosystem services are defined as the benefits ecosystems provide to people, and Symrise acknowledges the broad scientific consensus that biodiversity and ecosystem services are essential for human well-being and economic prosperity.

In 2025, Symrise conducted a comprehensive analysis of potential biodiversity-related impacts at its own production sites using the Integrated Biodiversity Assessment Tool (IBAT). This analysis enables the identification of protected areas and other key biodiversity areas located within various radii (1, 5, 10 km) around Symrise production sites. To assess whether business activities at these sites result in actual or potential negative impacts on nearby protected areas, Symrise establishes site-specific assessment procedures that are implemented in cooperation with local Environment, Health and Safety (EHS) teams and take into account local environmental conditions as well as specific production processes, relevant environmental aspects and potential impact pathways.

For its value chains, Symrise analyzed and evaluated dependencies and impacts on biodiversity and ecosystem services using the Ecosystem Services Review of the World Resources Institute. The results were critically reviewed and validated in 2024 and 2025 using the ENCORE assessment tool.

Symrise assesses the criticality of its dependence on individual ecosystem services based on the following criteria:

- The degree to which the ecosystem service is essential to supporting or maintaining the company's value chains and/or operational processes
- The extent to which the ecosystem service can be substituted
- The cost-effectiveness of available substitutes

For this purpose, Symrise examined more than 25 ecosystem services in the following categories, taking into account all stages of the value chain:

- Provisioning services
- Regulating services
- Supporting services
- Cultural services

Taking into account the value chain, ecosystem services identified as material are presented in accordance with the applied assessment methodology and structured as follows:

1. Definition and explanation of the ecosystem service category
2. Identification of the material ecosystem service within the respective category
3. Description of interdependency
4. Description of direct and indirect, actual or potential impacts

Provisioning services: Basis of the raw material and product portfolio

Provisioning services encompass material goods such as food, water, building materials, fibers, pharmaceuticals and other renewable resources. Symrise depends on provisioning ecosystem services, since they are essential for its production processes and product portfolio:

Biological raw materials

Dependency: Medicinal and aromatic plants, agricultural products as well as plant- and animal-based by-products from agriculture and forestry constitute an essential value-adding input to the portfolio in all application areas. The quality and availability of these raw materials depends on healthy and productive cultivation systems or sustainable collection practices in the countries of origin.

Impact: Decisions related to product development and sourcing, whether taken by Symrise or influenced by customers and suppliers, can have direct or indirect effects on sustainable cultivation practices and thus on the ecological productivity and resilience of cultivation systems in the countries of origin.

Wild-growing and medicinal plants
Dependency: Wild-collected medicinal and aromatic plants as well as other botanicals sourced from natural ecosystems possess specific aromatic, functional or therapeutic properties that are integrated into Symrise's product portfolio.

Impact: Some of these resources originate from biodiversity-rich, ecologically sensitive regions and may include species that are vulnerable to overexploitation. This requires responsible management at both population and ecosystem level to prevent overexploitation and to maintain viable wild populations. At the same time, these biological resources can contribute to local value creation and the economic valorization of natural ecosystems, potentially creating incentives for their conservation.

Water
Dependency: Freshwater is a critical resource in agricultural production and an essential production factor in Symrise's operational processes, including manufacturing and research facilities. Local ecosystems like wetlands as well as healthy, abundant, ecologically balanced groundwater aquifers in a good chemical state in the catchment area play a crucial role in securing the water supply across all stages of the value chain.

Impact: Excessive water use and consumption, together with insufficient wastewater treatment or polluted runoff from agricultural activities, may adversely affect aquatic ecosystems. Such impacts can impair ecosystem functions, reduce water quality and limit water availability across the value chain, particularly in regions exposed to water stress or hydrological vulnerability.

Genetic resources
Dependency: For its research and development, Symrise relies on genetic diversity and a wide range of genetic resources and biochemical compounds derived from plants, algae, fungi, microorganisms and animal sources.

Impact: Through the application of ethical principles and due diligence processes in biodiversity-based research and innovation programs, Symrise seeks to support the responsible use of genetic resources. These practices are intended to contribute to the conservation of biological and biocultural diversity and to support sustainable development outcomes for local communities in the countries of origin.

Regulating services: The backbone of supply chain resilience
Ecosystems regulate and stabilize climatic conditions, surface water runoff, water quality, pollutant concentration in soil, water and air, as well as populations of potentially harmful organisms. These regulating services support the operational stability and resilience of Symrise's supply chains and operating processes.

Pollination
Dependency: Many biological raw materials used by Symrise – from apples and bananas to vanilla and citrus fruits – depend on natural pollinators such as bees, beetles, butterflies, bats, hummingbirds and other beneficial animals.

Impact: Land-use changes, habitat loss, inappropriate pesticide use and other unsustainable practices may significantly reduce local pollinator populations and impact their productivity.

Water regulation
Dependency: Ecosystems such as wetlands and forests store water, regulate water flow, reduce flood risks and support a reliable supply of water for agricultural and industrial use. This ecosystem service contributes to stable yields and the continuity of production processes.

Impact: Ecosystem destruction or degradation resulting from unsustainable land use or water management practices can weaken the buffering and regulating capacity of ecosystems, particularly in ecologically vulnerable regions or areas subject to acute or chronic water stress.

Erosion control and preservation of soil quality
Dependency: Healthy soils are essential for agriculture and forestry, since they support nutrient cycling, soil structure and long-term productivity.

Impact: Unsustainable agricultural practices may impair soil chemistry, structure, biological activity and ecological functionality over the long term, especially in ecologically vulnerable regions or water-stressed areas.

Pest and disease control
Dependency: In agriculture and forestry, natural predators and other beneficial organisms regulate pest populations, reduce crop losses and lower the need for pesticides.

Impact: Habitat loss caused by land-use change and unsustainable agricultural practices can reduce populations of beneficial organisms and diminish the effectiveness of natural pest and disease control.

Climate regulation
Dependency: Forests and other natural ecosystems contribute to global and regional climate regulation and support stable growth conditions for wild-growing plants and agricultural crops.

Impact: Greenhouse gas emissions, combined with ecosystem degradation across the value chain, reduce ecological buffering functions and increase atmospheric CO_2 concentrations, thereby accelerating climate change.

Cultural services: Inspiration for product development
Cultural ecosystem services comprise the non-material benefits provided by ecosystems, including tourism and recreation, aesthetic values, cultural identity and sources of inspiration. Symrise draws inspiration from the cultural and aesthetic dimensions of biodiversity, as well as from traditional knowledge held by local communities that is associated with biodiversity. Use of this biocultural diversity also contributes to Symrise's brand identity and value.

Inspiration and aesthetics
Dependency: The diversity, uniqueness and aesthetic qualities of different species and ecosystems inform Symrise's product development processes, including the creation of fragrances, flavors and functional ingredients, thereby supporting the creative work of perfumers, flavorists, researchers and product developers.

Impact: By coupling this capacity for inspiration and innovation with efforts to foster and preserve biological and cultural diversity, the company can achieve growth and innovation while generating positive impacts for people and the environment in the regions of origin.

Supporting services: The foundation of ecological integrity
Supporting services are not typically classified as direct "services" to humans, because their benefits are indirect. Rather, they comprise fundamental ecological processes that underpin and enable all other ecosystem services. These processes include photosynthesis, soil formation, nutrient cycling, the creation of habitats and ecological niches for species and organisms, as well as the transfer and development of their genetic diversity, which is essential for adapting to environmental conditions.

Ecological processes occur as a result of the activity of species and organisms and their relationships with each other and with their inanimate environment. These are the fundamental building blocks and connecting elements that interact to create ecosystems in the first place, which are then able to maintain themselves and ultimately ensure favorable living conditions for the biosphere.
Since impacts and dependencies have already been identified through the assessment of other ecosystem services, they are not separately addressed in the context of supporting services.

The biodiversity crisis: A global challenge for the economy, society and Symrise
The global biodiversity crisis has intensified in recent years and represents a significant challenge for ecosystems, societies and the global economy. Scientific reports including the Millennium Ecosystem Assessment (MEA) and the Global Biodiversity Assessment Report, published by the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) have consistently highlighted substantial declines in biodiversity at all levels for years.

One critical aspect, for example, is the loss of genetic diversity, which is essential for the adaptability and resilience of both wild or domesticated species. It is estimated that approximately 75% of agricultural biodiversity has already been lost, increasing the vulnerability of food systems to pests, diseases and environmental change. Without crop diversity and its genetic resources, crop breeding has only limited capacity to fully adapt agricultural systems to the impacts of climate change.

According to IPBES, around one million wild animal and plant species are currently threatened with extinction. This decline is driven not only by climate change, but also by habitat loss, overexploitation of natural resources, the spread of invasive species, increasing pollution and the gradual poisoning of the environment by waste and chemicals that are not found in nature. These main drivers often interact and reinforce one other, resulting in cumulative impacts on ecosystems and entire biomes. The continued degradation of biodiversity and ecosystems poses risks not only to ecological stability, but also to those economic activities that depend on biodiversity, ecosystem services and natural capital.

Companies such as Symrise, whose business model relies on biological resources and ecosystem services, are exposed to these developments and recognize biodiversity loss as a material issue with potential implications for long-term value creation.

Analyzing, evaluating and managing risks and opportunities based on the guidelines of the Task Force on Nature-Related Financial Disclosure (TNFD)

Similar to biodiversity itself, the impacts, risks and opportunities affecting Symrise's divisions that arise from the interaction of operational activities and dependencies are diverse and highly context-specific.

Symrise considers the impacts and risks associated with biodiversity and ecosystem services across all levels of biodiversity (genetic diversity, species diversity, ecosystems and ecosystem services) and across all stages of the value chain. Depending on the context of the assessment, the company uses a variety of tools, methods and procedures. These include, among other things:

- Systems to improve traceability and continuously increase the level of detail and contextual depth of impact and risk analyses
- Geographic information systems and biodiversity risk assessment tools such as the WWF Biodiversity Risk Filter, the Integrated Biodiversity Assessment Tool (IBAT) and Global Forest Watch used by Symrise to identify and assess ecological trends, risks and impacts along the supply chain across different geographic regions and time horizons
- The Red Lists of the International Union for Conservation of Nature (IUCN), used in combination with socio-economic, ecological or geographical data to analyze and assess the impacts of raw material sourcing on wild-growing species in their countries of origin
- Regulatory monitoring systems to anticipate legal and operational requirements and risks related to the sourcing, use and trade of raw materials

Based on these analyses, Symrise identifies additional areas for action and strategic approaches to support nature-positive transformation processes within its corporate ecosystem.

Physical, transition and systemic risks related to biodiversity and ecosystem services that are considered relevant from Symrise's perspective are described below using examples at Group level. This does not imply that the identified material risks or opportunities are equally relevant across all segments and divisions.[89]

Physical risks

- **Acute risks:** Extreme weather events such as droughts, storms or floods can disrupt agricultural production and supply chains. In addition, the loss of beneficial organisms can reduce the long-term productivity and output of cultivation systems and increase their dependence on external inputs (e. g., fertilizers and pesticides), thereby raising raw material costs.
- **Chronic risks:** Long-term trends such as climate change, ecosystem degradation, water scarcity, desertification and loss of genetic diversity may adversely affect the availability, quality and costs of raw materials over time. These developments may also increase the effort and costs associated with regenerative measures to reduce productivity losses or jeopardize the effectiveness of such measures.

[89] Further information on risks and the related opportunities is provided in the "Operational risk and opportunity matrix – biodiversity and ecosystem services in reference to the the TNFD," whose operational content in some cases exceeds the scope of the topics covered in the materiality assessment.

Transition risks

- **Regulatory risks:** International agreements and national regulations, such as the Nagoya Protocol or CITES, increasingly impose requirements related to the traceability and documentation of raw materials and their use. This may increase operational complexity, administrative effort and legal uncertainty across all stages of the value creation process.
- **Technological risks:** The implementation of new monitoring and traceability systems across complex supply chains requires investments in IT, expertise and training to ensure effective operational integration.
- **Market and reputation risks:** Increasing demand for biodiversity-friendly products may pose risks to Symrise if expectations regarding the sustainability of raw materials and products are not met. In addition, actual or alleged involvement of Symrise or its business partners in unsustainable practices or non-compliance with applicable requirements could adversely affect the trust of customers, consumers, investors or employees.

Systemic risks and opportunities

Biodiversity is a critical factor in addressing global sustainability challenges. From Symrise's perspective, biodiversity represents both a systemic business risk and a key driver for the ongoing development, differentiation and evolution of its business model in the context of global environmental change.

The biodiversity crisis highlights the increasing need for a transition toward nature-positive business practices and value chains. In this context, Symrise's sustainability approach aims to balance current business performance with the preservation of long-term value creation potential.

Operational risk and opportunity matrix – biodiversity and ecosystem services in reference to the the TNFD

Risk category	Type of risk	Description	Scope	Opportunity and risk management strategies
Physical	Acute	Extreme weather events such as droughts or flooding could interfere with or disrupt agricultural production and supply chains.	Upstream, Operations	Diversifying growing regions; preparing contingency plans for weather events; working with suppliers to improve agro-ecological resilience
		Loss of pollinators and other beneficial animals could lead to reduced yields, especially for pollination-dependent crops.	Upstream	Promoting regenerative, biodiversity-friendly cultivation methods along the supply chain and partnering with local farmers
	Chronic	Long-term soil degradation could reduce productivity and increase dependency on synthetic inputs.	Upstream	Introducing regenerative practices such as agroforestry; developing criteria and training for suppliers and farmers to improve soil health
		Loss of genetic diversity can limit innovation potential in natural ingredient creation or endanger the ability to adapt agricultural systems to environmental changes.	Upstream, Operations	Promoting biodiversity-based innovations in accordance with the Nagoya Protocol and Biotrade Principles
		Water scarcity in growing regions could jeopardize the productivity of cultivation systems and thus affect production processes and the availability of raw materials.	Upstream, Operations	Investing in water management technologies; supporting projects to restore ecological infrastructure in water catchment areas
Transition	Political and legal	Stricter regulations on the use of genetic or biological resources (Nagoya Protocol, CITES, supply chain due diligence) can increase the administrative burden and legal uncertainty.	Upstream, Operations	Optimizing traceability systems; establishing robust compliance structures and due diligence processes; training relevant stakeholders on operationalization along the value chain
	Technological	Investments in sustainability monitoring technologies and systems could incur high short-term costs.	Upstream, Operations	Optimizing and integrating advanced technologies to increase transparency; expanding partnerships to enhance monitoring solutions
	Market and reputation	Unsustainable practices in the supply chain could damage Symrise's or its business partners' reputation and jeopardize market share.	Upstream, Downstream	Optimizing due diligence systems, including grievance mechanisms; introducing and monitoring biodiversity-friendly purchasing standards; communicating transparently about sustainability practices in the supply chain
Systemic	Interdependency risks and cascading effects	The combination and interaction of loss drivers, including climate change, habitat loss and species extinction, soil erosion, water scarcity and genetic erosion, can accelerate the chronic degradation of ecosystems worldwide. They can also cause a loss of essential ecosystem functions and impair the availability of essential ecosystem services at all stages of the value chain.	Upstream, Operations, Downstream	Nature-aligned portfolio management, including strategic collaborations on bio-innovation and regenerative business practices, combined with expertise and technology expansion in life sciences to co-create sustainable value chains, product concepts and business models

Policies to manage material impacts, risks, dependencies and opportunities

Symrise has signed the Business & Biodiversity Pledge of the Global Partnership for Business & Biodiversity and the Leadership Declaration of the Biodiversity in Good Company Initiative, thus committing itself to sustainable business practices in line with the core objectives of the UN Convention on Biological Diversity years ago. In addition, the company aligns its policies and operations with other international, European and national requirements, as well as voluntary frameworks and strategies, including:

- Kunming-Montreal Global Biodiversity Framework (GBF)
- The UNCTAD Biotrade Principles and the Ethical Biotrade Principles of the Union for Ethical Biotrade (UEBT)

- Requirements for using genetic resources (Nagoya Protocol on Access and Benefit Sharing) or endangered species collected in the wild (Convention on International Trade in Endangered Species – CITES)
- Requirements for developing science-based targets for nature (SBTN) or holistically improving risk assessment and management strategies and procedures based on the Task Force on Nature-Related Financial Disclosure (TNFD).

Symrise manages the topic of biodiversity and ecosystem services in an integrative yet context-specific way. Accountability for policy implementation resides at the executive level, specifically with the Chief Sustainability Officer (CSO).[90]

Symrise's global biodiversity-related policies (e. g., Policy on Nagoya Protocol and Acces & Benefit Sharing, Symrise CITES Policy) cover several stages of the value chain. They aim at:

1. Conservation of biodiversity
2. Sustainable use of the components of biodiversity
3. Equitable sharing of benefits arising from the utilization of genetic resources

Since biodiversity reaches beyond environmental considerations, the policies also take social matters such as the rights of local or indigenous communities into account. Programs, projects and processes are implemented in close coordination with the segments, which receive operational support from the sustainability staff units and interdisciplinary teams of experts as well as function-specific Centers of Excellence.

In 2025, Symrise continued to further integrate biodiversity and ecosystem service aspects in the segments and divisions of Symrise and beyond. The aim is to strengthen and ensure the company's effectiveness and efficiency in addressing complex biodiversity- and nature-related sustainability challenges by involving critical stakeholders from business, science and civil society, for example, through membership and active participation in the World Business Council on Sustainable Development (WBCSD)'s Nature Action Program or the Union for Ethical Biotrade (UEBT) Multistakeholder network.

Strategic outlook

Symrise's overall sustainability approach aims to further strengthen and expand the company's innovative strength, adaptability and competitiveness in the face of increasing sustainability challenges at a global and local scale. That is why the subject area of biodiversity, ecosystem services and natural capital will play an even more influential role in Symrise's business strategy and sustainability agenda in the years to come. Important areas of action and strategic objectives of the company include:

- Biodiversity and nature mainstreaming: By systematically incorporating nature into its understanding of value, Symrise can rethink, redefine and enhance value creation. This provides Symrise with a clear compass and benchmark to guide the company on its transformative journey toward a nature-positive future and to measure its success along the way.
- Increasing natural capital: By investing in the conservation and sustainable use of species and genetic resources, as well as in the regeneration and restoration of ecosystems, ecosystem functions and services, Symrise is strengthening its "natural capital balance sheet" and future-proofing its core business.
- Regenerative agriculture and raw materials: By helping to incorporate ecological principles and regenerative cultivation practices in its strategic supply chains, the company strengthens the resilience of its raw material supply and contributes to sustainable development processes in the countries of origin.
- Innovation and product development: Symrise promotes the sustainable use of genetic and biological resources in research and product development, while at the same time honoring the traditional knowledge of local or indigenous communities associated with these resources. This enables the company to diversify its portfolio, create differentiated products and inspire sustainability-conscious customers and consumers.
- Resource use and circular economy: By incorporating circular economy principles in research, product development and production and by valuing and valorizing by-products and waste streams, Symrise is tapping into new value creation potential, reducing its environmental footprint and improving resource efficiency along the value chain.

[90] For further details on governance with regard to sustainability issues, please refer to the chapter "Responsibility for and oversight of sustainability-related impacts, risks and opportunities – Symrise Sustainability organization."

- Partnerships and capacity building: By working with farmers, business partners, local communities and expert partners from academia and non-governmental organizations, Symrise can strengthen its sourcing and innovation network, broaden its strategic outlook, develop knowledge and skills and share them effectively with all stakeholders throughout the entire business ecosystem.
- Market positioning and more sustainable products: Transparent supply chains and sustainable ingredients, coupled with a clear focus on healthy, inspiring "nature-positive products," build trust in the brand and the company. This enables Symrise to strengthen its competitive position, enter new market segments and expand its market share in both niche and mass markets.

On this basis, Symrise plans to be well positioned to further accelerate the evolution of its business model, unlock additional value creation potential and generate positive socioeconomic and ecological externalities.

Sustainable sourcing of strategic biological resources[91]

Five years ago, Symrise set itself the target of procuring its strategic biological raw materials from sustainable sources by 2025. To this end, in-house sustainability experts developed a set of criteria for selecting strategic raw materials and devised methods for evaluating their sustainability performance. The segments applied the following criteria in selecting their raw materials, suppliers and countries of origin, at least two of which must be met:

- Responsibility: Compared to the world market, Symrise is a relevant procurer of the raw material in question (e. g., vanilla)
- Visibility: Iconic materials that are strongly associated with our industry (e. g., patchouli)
- Criticality & sustainability: Materials linked to significant environmental challenges in the countries of origin (e. g., mint)
- Commercial relevance: High procurement volume or high sales value of the product solutions associated with the raw material (e. g., terpenes)
- Uniqueness & functional relevance: The raw material in question has unique olfactory, flavoristic or functional properties essential for product development and is very difficult or impossible to substitute (e. g., sandalwood)

A strategic biological resource is accepted as being sustainable if the materials in question have been certified or validated in accordance with relevant sustainability standards or if there is documented evidence that their cultivation system meets defined criteria for sustainable cultivation, e. g., in the context of the company's operational supply chain projects and programs in collaboration with customers, suppliers and non-governmental organizations.

The sustainability status of strategic biological raw materials is reviewed annually and updated by the segments' sustainability staff based on their exchange with suppliers and other stakeholders. Afterwards, the Global Sustainability department reviews, evaluates and aggregates the sustainability performance of the individual segments for the purpose of sustainability reporting.

The procurement volume originally reported by Symrise for all strategic biological raw materials in fiscal year 2024 has been subsequently adjusted because a relevant portion of the procurement volume was initially not recorded in full. As a result, the procurement volume relevant to this metric for the 2024 reporting year was corrected from approximately 45,000 metric tons to approximately 67,000 metric tons. This means that approximately 51 % is now attributable to the TN&H segment for fiscal year 2024. The corrected data has led to the share of strategic biological raw materials from sustainable sources being adjusted to 91 %.

In 2025, Symrise's total strategic biological raw material purchases amounted to approximately 60,000 metric tons, which is equivalent to less than 5 % of the total procurement volume (including non-renewable raw materials). Approximately 54 % of these strategic biological raw materials were used in the TN&H segment. This includes only raw materials for the Food & Beverage division (including Flavors) and none of the raw materials for the Pet Food division and Probiotics business unit. Roughly 46 % of the total volume of strategic biological raw materials at Symrise is attributable to the S&C segment. This covers biological raw materials for all divisions, including Fragrance, Cosmetic Ingredients and Aroma Molecules (bio-based).

[91] This limited assurance engagement did not cover information relating to the 2023 fiscal year, prior fiscal years and base years or any changes to such information. The same applies to adjusted prior-year figures and any related changes.

In 2025, Symrise was able to procure 89.6 % of the company's strategic biological resources from sustainable sources. This is a significant improvement compared to the base year (72.0 % in 2020). However, Symrise did not achieve the company target of sourcing 100% of its strategic biological resources from sustainable sources by the end of 2025.

The table below summarizes the ambitions described and the related performance to date:

Track record 2025	Remarks	Ambitions 2025	Remarks
In 2025, Symrise was able to procure 89.6 % of the company's strategic biological resources from sustainable sources.	The sustainability status of strategic biological raw materials is reviewed and updated annually in collaboration with suppliers and other stakeholders.	Five years ago, Symrise set itself the target of procuring its strategic biological raw materials from sustainable sources by 2025.	However, Symrise did not achieve the company target of sourcing 100% of its strategic biological resources from sustainable sources by the end of 2025.

Symrise is currently updating its sustainability strategy and will from 2026 onwards focus on the end-to-end integration of environmental, social and governance topics across the value chain. Therefore, it will be necessary to validate the existing ambitions and also define updated or new targets.[92]

Circularity

In a world with limited resources but growing global populations and increasing demand for consumer goods, circularity represents a paradigm shift necessary for preserving the long-term value of resources.

While the traditional linear production and consumption world is based on the "take-make-dispose" model, the transformation to a circular economy enables efficient resource use and a reduced environmental impact, by fostering materials reuse and recycling as well as waste avoidance. Accountability for policy implementation resides at the executive level, specifically with the Chief Sustainability Officer (CSO).[93]

The outcomes of a consultation process confirm that the topics of resource inflows and waste management are material for Symrise, both to reduce the impact of its industrial activities on the environment, as well as to unlock new opportunities. Symrise has combined the subtopics "Resource inflows, including resource use," "Resource outflows related to products and services" and "Waste" under the heading "Circularity" in accordance with the requirements of the German Commercial Code (HGB).

The company has therefore come to recognize the strategic necessity of implementing circularity principles. This will help Symrise curb the demand for resources and minimize environmental impacts. The following IROs have been identified as material in the course of the double materiality assessment:

Subtopics	Material impacts, risks and opportunities
Circularity	Upcycling/valorization of side streams can reduce demand for virgin/primary resources, improve resource efficiency and avoid environmental impacts.
	Resource-intensive production processes contribute to accelerated resource depletion.
	Despite Symrise's active commitment to circular economy strategies, the company's industrial production processes inevitably result in waste generation.

[92] For further information, please refer to the section "Sustainability strategy: Building resilient supply chains and science-driven, circular business models and products."
[93] For further details on governance with regard to sustainability issues, please refer to the chapter "Responsibility for and oversight of sustainability-related impacts, risks and opportunities – Symrise Sustainability organization."

Policies related to circularity

Symrise is currently enhancing its policies related to sustainability to better reflect the company's material topics, also covering a comprehensive policy on circularity. While the company does not yet have a dedicated policy on the topic of circularity, including resource inflows and outflows, it does include waste management in its Environmental Policy.[94]

Moreover, Symrise established its Prevention of Food Loss Policy, which includes waste, in 2023. The policy embeds sustainability as it emphasizes ecological and social responsibility, efficient production and the application of circularity principles across the value chain, with a particular focus on UN Sustainable Development Goals (SDG) 12 (Responsible Consumption and Production). The policy aligns with recognized external standards and initiatives, including the United Nations Sustainable Development Goals and the 10x20x30 initiative. It incorporates stakeholder interests through collaboration with external research bodies and networks such as Foodvalley NL. Disclosure in annual reports and through established communication channels is intended to ensure accessibility for affected stakeholders.

Actions and resources related to circularity

Symrise is committed to implementing circularity principles to curb resource demand and reduce environmental impacts. The company is taking part in industry coalitions to apply circularity principles to the specific characteristics of its sector – agrifood and chemistry value chains. Circularity-related actions correspond to different areas of intervention: sourcing of raw materials, product portfolio and waste management in the company's operations. Until now, they have been organized locally. With the establishment of the Sustainability Center of Expertise, these actions will be coordinated centrally, allowing them to be implemented in a more structured manner across the entire Group. Initial improvements in management are expected to be seen in 2026.

In the upstream value chain, Symrise collaborates with suppliers to source secondary raw materials. The sourcing of raw materials involves systematically identifying potential for the commercial exploitation of secondary raw materials and using innovative approaches to promote the cascading use of side streams. Industrial synergies are identified and leveraged to purchase natural side streams generated by the juice production industry, the forestry and woodworking industry, the pulp and paper industry as well as the fresh market for fruits, vegetables or spices. Symrise gives a second life to materials that would otherwise be wasted, such as fruits not meeting the standard fresh market requirements.

In 2026, Symrise plans to focus on the materials with the highest emissions as well as challenging supply chains that impact biodiversity and ecosystems in order to develop an appropriate engagement plan along the value chain that drives positive impact.

Across Symrise's own operations, production and development sites apply the 3R principle of "reduce, reuse, recycle." Symrise is continuously working to improve the efficiency of its production processes and reduce waste. The generated waste is screened carefully to identify alternatives to landfill and incineration. The company considers every recovery option, including reuse, reprocessing, composting and land spreading as well as recycling and upcycling. For unavoidable waste that cannot be diverted from disposal, Symrise closely monitors legal developments in the areas of waste management and collaborates with certified disposal companies.

Circularity attributes of the products are increasingly driving our product portfolio design. Symrise allocates resources for the creation of product solutions that are based on natural side streams, fully biodegradable and safely returnable to nature after use. The company is also working on improving the choice of packaging based on the 3R principle at a pilot scale, and intends to allocate resources to systematically implement this approach.

[94] For further information on the Environmental Policy, please refer to the section "Policies related to climate change."

Symrise intensified its collaboration with the "World Business Council on Sustainable Development (WBCSD)" in the context of the "Circular Products & Materials Pathway" in 2025 to speed up the development and optimization of circular assessment procedures and metrics in collaboration with other WBCSD member companies. In addition, Symrise also contributed to the Together for Sustainability (TfS) Initiative's Chem X project for the development of guidelines around circularity indicators and related chains of custody. Symrise has also been part of the World Resource Institute 10x20x30 initiative since 2021. Under this initiative, ten of the world's largest food retailers and suppliers have joined forces with 20 of their key suppliers to reduce food losses in the supply chain by 2030. The participating companies aim to halve food loss and waste in their own operations by 2030. They also measure and publish food loss and food waste levels and take actions to reduce waste.

Targets related to circularity[95]

Until 2025, Symrise had set itself a waste management target with the ambition of reducing the related environmental risks and pollution impacts. The ambition relates to "improving the eco-efficiency of hazardous waste in relation to value creation (total value added) by 4 % annually or by a total of 60 % compared to the 2010 base year."[96] Symrise started to disclose the evolution as a reflection of how efficiently Symrise generates economic value while managing hazardous waste.

This relative target aims to reduce the quantity of hazardous waste (relative to the total value added) , as well as the corresponding adverse impacts on the environment. Therefore, it relates to the preferred option in the waste layers hierarchy, i. e. prevention. The target is in line with the global Environmental Policy aimed at reducing pollution and minimizing waste and is applied to all Symrise production sites during the following period: 2010 to 2025.

Track record 2025	Remarks	Ambitions 2025	Remarks
The eco-efficiency of hazardous waste in relation to value added decreased by 5.8 % .	This is mainly due to the increase in hazardous waste due to the review of categorizations and locally adapted disposal methods.	Symrise aims to improve the eco-efficiency of hazardous waste by 4 % per year or by a total of 60 % by 2025 compared to the 2010 base year.	The eco-efficiency of hazardous waste improved by 41.3 % compared to the base year.

Symrise is currently updating its sustainability strategy and will from 2026 onwards focus on the end-to-end integration of environmental, social and governance topics across the value chain. Therefore, it will be necessary to validate the existing ambitions and also define updated or new targets. The current commitment – valid until 2025 – does not encompass increasing the circular material use rate, reducing primary raw material consumption or reversing the depletion of renewable resources.[97]

Resource inflows

Symrise sources approximately 9,000 distinct raw materials from suppliers across six continents, reflecting the global scale and diversity of the company's operations. These materials are transformed into value-added products for the flavors, fragrances, cosmetics, food, feed and pharmaceutical sectors.

For the Pet Food and Food & Beverage divisions, key resources include natural materials of animal origin (such as poultry, pork, beef and dairy), as well as a wide range of fruits, vegetables, spices and herbs (including vanilla, onion, citrus derivatives and banana). In addition, specialty ingredients – such as amino acids or enzymes – and essential commodities like yeasts, starches, sugars, salts and vegetable oils (notably sunflower, palm and soy oils) are critical inputs for the production processes.

For the Fragrance division, essential oils derived from botanicals (e. g., lavender, patchouli, vetiver, citrus) are central to the fragrance portfolio, complemented by a variety of synthetic aroma chemicals. Finally, the sourcing of terpenes, crude oil derivatives and petrochemicals is fundamental for the development of aroma molecules and cosmetic ingredients.

[95] This limited assurance engagement did not cover information relating to the 2023 fiscal year, prior fiscal years and base years or any changes to such information.
[96] Information on calculating total value added is provided in the section "Eco-efficiency ratio of GHG emissions."
[97] For further information, please refer to the section "Sustainability strategy: Building resilient supply chains and science-driven, circular business models and products."

In 2025, the procurement of these materials was significantly impacted by geopolitical instability and extreme weather events. These circumstances have further underscored the strategic importance of sourcing raw materials from side streams such as by-products, co-products or waste. By diversifying the resource base to include secondary raw materials and valorized waste streams, Symrise not only strengthens supply chain resilience against external shocks but also advances its circular economy objectives for a sustainable future.

Symrise integrates a wide diversity of materials sourced from natural side streams, reflecting both the scale and strategic importance of circular sourcing. Natural side streams refer to bio-based materials that are not the main outcome of a production process and that can be called either by-products, co-products or waste streams depending on their economic value.

Across its business units, Symrise develops many products based on natural side streams from other industries. Synergies with the agricultural fresh market, meat, juice, wine and vinegar industries are key. Discarded fruits and vegetables that do not meet fresh market export requirements are a huge source of materials for the Food & Beverage business. Every year, Symrise valorizes hundreds of tons of these fresh raw materials – such as bananas, carrots or broccoli – that would otherwise go to waste. By-products from the meat and poultry industry, such as chicken carcasses, bones, skins and fat, or egg by-products also constitute an important part of the materials inflows for Food & Beverage and Pet Food production. In the Cosmetic Ingredients business, some of our advanced actives are also based on plant extracts or oils coming from side streams (such as cranberries, pomegranate or apple). A significant part of the materials used in this area are also derived from natural side streams of palm oil production as well as from the sugar cane industry, such as natural alcohols and glycerols. Natural side streams such as beeswax from honey production or lanolin from wool are also used for their functional properties.

The Aroma Molecules and Fragrance divisions rely on synergies with the pulp, paper, orange juice and wood processing industries, notably for terpenes and oils rich in terpenes, such as crude sulfate turpentine, orange oil or eucalyptus and cedarwood oils.

In addition to leveraging industrial synergies, Symrise has also developed its own patented Symtrap® process, which enables the recovery of flavors during the company's own production processes – i. e., cooking and concentration. That applies to a wide range of varieties, such as strawberry, pear, apricot, grapefruit or cauliflower and helps enrich the portfolio of flavor and fragrance products with circular attributes.

Circular material inflow rate

The identification and reporting of material resource inflows at Symrise are underpinned by the procurement database in the Houston tool, which serves as the central system for tracking and managing procurement data. In 2025, Symrise initiated a comprehensive company-wide assessment – led by the Global Sustainability team and involving extensive cross-divisional and cross-functional collaboration – to systematically identify and describe materials sourced from secondary natural raw materials also referred as natural side streams. As part of this initiative, a dedicated repository of material codes for natural side streams has been established. This repository will be maintained and updated biannually by the Sustainability Center of Expertise, ensuring ongoing accuracy and relevance. Based on this initial analysis, the circular material inflow rate, i. e., the weight-based proportion of raw materials derived from natural side streams in relation to the total weight of raw materials used during the reporting period, stands at 46 %.

Looking ahead, Symrise aims to further integrate circularity attributes into procurement material descriptions and the Houston information systems within the next two years. Through this integration, Symrise aims to automate tracking and reporting of circular resource inflow metrics, supporting enhanced transparency and continuous improvement in sustainability performance.

Waste management[98]

Symrise generates waste across its operations. Waste streams reported are the ones of relevance to the chemical industry and agri-food sectors. They include both hazardous and non-hazardous waste and the following waste composition: paper and cardboard (both clean and contaminated), plastic waste, flammable and non-flammable liquids, metals, used batteries, glass (both clean and contaminated), organic waste (from animal or plant origin) and oils.

Quantitative data on waste generation and composition were collected on a monthly basis for the reporting period using a central sustainability environmental data collection platform, improving the process for data collection. For production sites, the waste volume corresponds to the data measured and tracked directly by the local EHS teams. Evidence and supporting documentation, such as invoices and waste records, is uploaded to the system to ensure data integrity. For warehouses and office buildings, waste data is estimated to supplement the overall reporting framework. The waste data encompasses all consolidated companies, with the exception of SPF UK Ltd, Doncaster, United Kingdom.

Waste volumes by waste treatment type

	2024[1]			2025		
in metric tons	Total	Hazardous waste	Non-hazardous waste	Total	Hazardous waste	Non-hazardous waste
Total waste treated	**233,627**	**22,187**	**211,441**	**283,404**	**23,774**	**259,630**
Waste diverted from disposal	189,006	9,636	179,370	215,764	19,358	196,406
• Preparation for reuse	2,149	359	1,789	3,243	1,661	1,582
• Recycling	14,409	2,616	11,793	46,142	1,949	44,193
• Other recovery operations	172,448	6,660	165,788	166,379	15,747	150,632
Waste directed to disposal	44,621	12,551	32,071	67,640	4,416	63,224
• Incineration	13,199	10,215	2,985	7,080	2,590	4,490
• Landfill	29,370	1,689	27,681	60,198	1,796	58,402
• Other disposal operations	2,052	647	1,405	362	30	332
Non-recycled waste	219,218			237,263		
% of non-recycled waste	94 %			84 %		
Total amount of radioactive waste				0		

[1] The following sites had not reported any waste information by the reporting date: Symrise Netherlands B.V., Barneveld, Netherlands;Spécialités Pet Food SAS, Elven: Languidic; SPF UK Ltd, Doncaster, United Kingdom; SPF Hungary Kft, Beled, Hungary; SPF North America Inc., South Washington, USA: Guymon; SPF Canada – Groupe Diana Inc, Chemin (Québec), Canada; IsoNova Technologies LLC, Springfield, USA: Lillington andSpencer; Jiangxi Ovo Biotechnology Co., Ltd., Jiangxi, China: YingTan; Jiangsu Wing Biotechnology Co., Ltd., Jiangsu, China: Changzhou. In addition, the reported figures include estimates and extrapolations of waste quantities.

Waste diverted from disposal corresponds to the sum of all waste generated monthly – over the course of the reporting year by all production sites, warehouses and offices – that is specified under one or more of the following treatments: preparation for reuse, recycling and other recovery operations (including incineration with energy recovery). While preparation for reuse relates to "all activities by which products or components of products that have become waste are prepared to be put to use for the same purpose for which they were conceived," recycling refers here to "any recovery operation by which waste materials are reprocessed into products, materials or substances, whether for the original or other purposes." This includes the reprocessing of organic material (e. g., composting) but does not include energy recovery or reprocessing into materials that are to be used as fuels or for backfilling operations. Recovery operations include anaerobic digestion, fertilizer application on agricultural land and use as animal feed. Due to the time lag between waste generation and waste disposal, discrepancies may arise in the total quantities.

[98] This limited assurance engagement did not cover information relating to the 2023 fiscal year, prior fiscal years and base years or any changes to such information. The same applies to adjusted prior-year figures and any related changes.

Site-specific data on waste treatment is available for most locations. Where primary data was missing (approx. 2.5%), estimates were used. Waste treatment mixes were estimated based on regional reference values using publicly available, reliable sources.

The reported quantities of non-hazardous waste directed to other disposal operations are based entirely on estimates.

The changes in reported results compared to the previous year reflect a broader reporting scope, but also the implementation of stricter waste definition guidelines and enhanced governance to ensure data quality. As part of this transition, existing categorizations and locally defined disposal methods were reviewed and harmonized according to specific criteria. Certain waste streams previously recorded on the basis of broader recycling or recovery assumptions were reclassified if there was insufficient supporting documentation. In addition, new sites and activities were included in the reporting scope, leading to increases in total volumes and changes in the distribution of disposal pathways, which explains the differences between the reported figures for 2024 and 2025.

Enhanced governance practices – including clearer responsibilities for data, standardized classification guidelines, improved internal control mechanisms and more rigorous validation of waste disposal provider documentation – have also influenced the reported results. These refinements serve to enhance transparency by ensuring that reported waste metrics reflect verifiable performance in line with regulatory requirements rather than historical assumptions or inconsistent local practices.

Symrise is committed to a process of continuous improvement: by regularly reviewing the reporting scope, enhancing data verification processes, expanding direct measurements and digital tracking wherever possible and working closely with sites and waste disposal service providers to further improve local waste management practices.

Eco-efficiency of hazardous waste[99]

As a reflection of how efficiently Symrise generates economic value while managing its hazardous waste, Symrise is committed to increasing the eco-efficiency of hazardous waste in relation to value creation (total value added) by 4% per year or by a total of 60% by 2025 compared to the 2010 base year. A lower ratio signals improved eco-efficiency, meaning more value is created with less hazardous waste. This metric underlines the company's commitment to sustainable performance.[100]

Since the volume of hazardous waste has increased slightly by 7.2 % compared with 2024 (2024: increase of 11.0%), the eco-efficiency of hazardous waste in relation to value creation has deteriorated by 5.8 % (2024 compared with 2023: improvement of 3.0%). The deterioration in eco-efficiency is primarily attributable to an increase in hazardous waste, resulting from a review of existing categorizations and locally defined disposal methods. Compared to the base year, the eco-efficiency of hazardous waste has improved by 41.3 % overall, thus missing the long-term reduction target of 60%.

Eco-efficiency	2024	2025	Change from previous year
Hazardous waste (t)	22,187	23,774	7.2 %
Value creation (EUR million)	1,820	1,844	1.3 %
Hazardous waste eco-efficiency ratio (t per EUR million value added)	12.19	12.90	5.8 %

[99] This limited assurance engagement did not cover information relating to the 2023 fiscal year, prior fiscal years and base years or any changes to such information.
[100] For information on calculating total value added, see the section "Eco-efficiency ratio of GHG emissions."

Reporting in accordance with Article 8 of the EU Taxonomy Regulation

Objectives and requirements of the EU Taxonomy

Through its Taxonomy Regulation, the EU defines which economic activities contribute to the EU's six overarching environmental objectives and can therefore be considered sustainable investments. These six environmental objectives are:

- Climate change mitigation
- Climate change adaptation
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

Companies covered by the Taxonomy Regulation must disclose the part of their turnover, capital expenditure and operating expenditure that meets the requirements for these environmental objectives. In doing so, they must distinguish between taxonomy eligibility and taxonomy alignment:

Taxonomy-eligible: An economic activity is taxonomy-eligible if it is listed in the EU taxonomy and can potentially contribute to at least one of the six environmental objectives.

Taxonomy-aligned: An economic activity is taxonomy-aligned (environmentally sustainable) if, at the same time, it

- contributes substantially to the environmental objective on the basis of predefined technical screening criteria,
- does not adversely affect any other environmental objective ("Do No Significant Harm (DNSH)" criteria), and
- adheres to procedures that ensure a minimum level of protection of human rights and social and labor standards (minimum safeguards).

In accordance with the EU taxonomy, Symrise is disclosing information on taxonomy eligibility and alignment for all six environmental objectives for the 2025 fiscal year. The Group does not use the simplifications according to Delegated Regulation (EU) 2026/73 as of 4 July 2025 amending Delegated Regulation (EU) 2021/2178, as it was not published in the Official Journal as of the end of the reporting period. Since there is still some uncertainty about how the wording and terms used in the EU taxonomy are to be interpreted, Symrise's interpretation is presented below.

Taxonomy-eligible economic activities of Symrise

The Symrise Group is a global supplier of fragrances and flavors, cosmetic active ingredients and raw materials as well as functional ingredients.[101] A comparison of Symrise's economic activities with the activities listed in the Taxonomy Regulation yielded the following results:

- Manufacture of organic basic chemicals (activity 3.14): According to Annexes I and II of Delegated Regulation 2021/2139, the special terpenes and cycloterpenes that Symrise manufactures, such as menthol, are exempt from the taxonomy requirements for climate change mitigation and adaptation. Neither does Symrise manufacture any other substances covered by the legislation.
- Symrise also produces and sells active pharmaceutical ingredients (APIs). These products are assigned to economic activity 1.1 "Manufacture of active pharmaceutical ingredients (API) or active substances" as listed in Annex III of Delegated Regulation 2023/2486. They make a substantial contribution to the environmental objective of Pollution prevention and control and, for the most part, have been identified as taxonomy-aligned. However, the turnover generated by this product group and the associated capital expenditure only play a minor role for the Symrise Group.
- Production of heat/cool: Symrise regularly reviews whether any of the Group's activities fall under activities 4.20–4.25 of Annex I to Delegated Regulation 2021/2139. In the 2025 reporting year, these activities also played only a minor role.
- Transport: Symrise operates a large fleet of vehicles, comprising company cars, trucks and rail vehicles, among other things. Activities that fall under section 6 of Annex I to Delegated Regulation 2021/2139 are of minor importance for Symrise because they do not constitute the actual business purpose. Therefore, capital expenditure related to the following economic activities account for only a single-digit percentage of the company's total investments:
  - 6.2 "Freight rail transport,"
  - 6.5 "Transport by motorbikes, passenger cars and light commercial vehicles,"
  - 6.6 "Freight transport services by road" .

[101] A detailed description of the business model can be found in the chapter "BASIC INFORMATION ABOUT THE SYMRISE GROUP."

- Construction and real estate activities: Symrise builds, renovates and extends buildings for its business. The following economic activities fall under the economic activities listed in Annex I of Delegated Regulation 2021/2139:
  - 7.1 “Construction of new buildings”
  - 7.2 “Renovation of existing buildings”
  - 7.3 “Installation, maintenance and repair of energy efficiency equipment”
  - 7.4 “Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)”
  - 7.5 “Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings”
  - 7.6 “Installation, maintenance and repair of renewable energy technologies”
  - 7.7 “Acquisition and ownership of buildings”

These economic activities in the areas of Construction and real estate activities can be assigned to both the “Climate change mitigation” and “Climate change adaptation” environmental objectives. The capacity expansions carried out by Symrise this fiscal year in line with its Low Carbon Transition Plan (LCTP) were mainly aimed at climate change mitigation.[102]

In terms of the EU taxonomy, Symrise does not engage in any activities that contribute substantially above all to the environmental objectives of “Sustainable use and protection of water and marine resources ," "Transition to a circular economy" or "Protection and restoration of biodiversity and ecosystems." Symrise is not subject to Delegated Regulation 2022/1214 because the company does not operate in the energy sector. Therefore, it does not engage in any activities in the nuclear or gas sectors and is not publishing the corresponding disclosure form. Similar economic activities in the area of the “Climate change adaptation” environmental objective are always assigned to the “Climate change mitigation” environmental objective, although there may be exceptions in individual project-related cases.

Do no significant harm (DNSH)

For the 2025 reporting year, Symrise analyzed DNSH criteria for economic activities 1.1 “Manufacture of active pharmaceutical ingredients (API) or active substances,” 6.2 “Freight rail transport,” 6.5 “Transport by motorbikes, passenger cars and light commercial vehicles,” 6.6 “Freight transport services by road” and 7.1–7.7 from the sector “Construction and real estate activities” based on its production sites worldwide. The results show that Symrise is unable to meet and demonstrate the requirements for economic activities 6.2, 6.5 and 6.6 and is only partially able to meet and demonstrate the requirements for activities 1.1 and 7.2–7.7. The same applies to activity 7.1. Although Symrise is confident that it is capable of meeting the technical screening criteria for this activity, the company can only demonstrate this in individual cases because it is almost impossible to provide the documentation required by law outside Germany.

Climate change mitigation: The assessment that Symrise’s activities in the area of “Construction and real estate activities” contribute substantially to the environmental objective of climate change adaptation is only true in certain cases. This assessment was previously overseen by the Corporate Sustainability department but has now been transferred to the Head of Climate within the Sustainability Center of Expertise in the course of the realignment. The Head of Climate also verifies compliance with the requirements for building use in such cases. When it comes to the "Manufacture of active pharmaceutical ingredients (API) or active substances," Symrise can use the Symrise Product Sustainability Scorecard to provide information on the greenhouse gas emissions generated at the product level, with this information also being checked centrally. However, since the scorecard will be gradually replaced by the calculation of the product carbon footprint within Houston over the course of 2026, no re-evaluation has taken place.[103]

Climate change adaptation: The Sustainability Center of Expertise department and the Risk Management department centrally monitor climate-related risks together. Risk management in connection with the risks and opportunities of climate change is reviewed by the Executive Board and the Audit Committee every six months. All risks, including climate-related risks, are identified and assessed by experts at the regional level.[104]

[102] For further information about Symrise’s Low Carbon Transition Plan, please refer to the chapter “Transition plan for climate change mitigation.”
[103] Further details on emissions calculations can be found in the chapter “Climate change.”
[104] Further details are provided in the chapter “Strategic analysis of climate change opportunities and risks in the context of production sites and along the value chain.”

Sustainable use and protection of water and marine resources: A detailed description of relevant actions can be found in the chapter "Water resources." To meet the DNSH criteria as defined by the EU taxonomy, Symrise implements the following procedures as part of its water use strategy:

- Compliance with water-related legislation and voluntary standards in the countries in which Symrise is active
- Sustainable use of freshwater resources, with due regard to the regeneration rates of local water bodies and sources
- Regular analysis, monitoring, control and sustainable management of water quality and the number of withdrawals and discharges
- Awareness-raising among customers, suppliers and other stakeholders of the crucial importance of water for sustainable development and business success
- Integration of water-related performance criteria into the supplier screening process
- Communication to customers about the water performance of the compounds and ingredients they purchase from Symrise
- Promotion of stakeholder collaboration in the field of water management
- Performance of regular water risk assessments for the company's operations and value chains
- Improvement of water efficiency at all production sites in areas of high water stress, in line with local availability of water for human and environmental needs
- Provision of fully functional WASH services for every Symrise employee and visitor
- Promotion of sustainable innovation along the value chain that contributes to the conservation of freshwater resources and the protection of water quality and the aquatic environment

Transition to a circular economy: The corporate guidelines of Symrise provide a fundamental direction for dealing with waste: The company prevents waste and replaces hazardous substances wherever this is technically and economically feasible. Symrise is constantly working to reduce negative impacts on the environment in product development.[105]

To meet the DNSH criteria, Symrise complies with all statutory provisions for waste disposal worldwide. Symrise only hands over waste to certified companies that can verify that the waste is disposed of properly through the use of electronic procedures. The contracts Symrise enters into with waste disposal companies are reviewed by authorities and external auditing companies. In this way, Symrise prevents significant negative impacts that could potentially arise from the incorrect handling of hazardous and non-hazardous waste. Symrise's handling of hazardous waste is also reviewed by external audits as part of the ISO 14001 certification processes. This involves examining standard documents such as operational instructions as well as policies, processes and results.

Where technically possible and economically viable, Symrise replaces hazardous chemicals with environmentally friendly alternatives. The company also mitigates other waste-related impacts through various approaches aimed at reducing waste and promoting the circular economy.[106]

Pollution prevention and control: Symrise's Environmental Policy reflects a commitment to controlling, avoiding, reducing and eliminating pollution. It aims to promote the EU Action Plan Towards Zero Pollution for Air, Water and Soil, the UN Sustainable Development Goal (SDG) no. 6 (Clean Water and Sanitation) and the objectives of the EU Water Framework Directive. The company is committed to preventing and reducing the potential environmental impact of wastewater, air and soil emissions, including accidental spills, and using hazardous and non-hazardous substances efficiently and safely in all its operations.

Protection and restoration of biodiversity and ecosystems: Symrise operates sites in the vicinity of protected areas. An analysis is being carried out in order to identify all relevant environmental matters associated with Symrise's business activities near these protected areas.[107]

[105] Details can be found in the chapter "Waste management."
[106] Further information is available in the chapter "Actions and resources related to circularity."
[107] Details on the continuous assessment of biodiversity, ecological stress factors and biodiversity risks in the supply chain can be found in the chapter "Biodiversity and ecosystem services."

Minimum safeguards

Symrise respects and actively supports the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles (UNGP) on Business and Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation (ILO) and the Universal Declaration of Human Rights.[108] The following initiatives are of particular note in the context of compliance with the minimum safeguards defined by the EU taxonomy:

- **Integrated Management System:** The Integrated Management System is based on the provisions of the Social Accountability 8000 (SA 8000) standard, which is binding throughout the Group and based on the conventions of the ILO, the Universal Declaration of Human Rights and the UN Convention on the Rights of the Child. Symrise works to ensure humane labor practices and decent employment at every site while also giving due consideration to the social aspects of employment. In addition, the company meets the SMETA-4-Pillar requirements as a minimum standard – a fact that is regularly verified by external audits.
- **Supply chain due diligence:** The Responsible Sourcing Steering Committee (RSSC) is a decision-making body made up of representatives of the segments and Global Sustainability. It is developing and embedding the strategy for observing due diligence requirements and implementing processes. Operational implementation and the monitoring and tracking of defined measures with suppliers is carried out in the purchasing divisions. The aim of the RSSC is to establish a coherent, sustainable and continually evolving management system for responsible sourcing in order to make Symrise's supply chains more resilient by complying with environmental and human rights standards.[109]
- **Anti-corruption and anti-bribery**: Symrise's anti-corruption principles are laid down in the Group's Code of Conduct, which serves as a binding guideline for all employees. The code applies throughout the world, regardless of cultural differences, and governs how Symrise interacts with its most important partners. It ensures transparent and reliable processes. In the interest of the company and all employees, Symrise investigates violations of this code immediately and eliminates the underlying causes.[110]
- **Tax planning**: Symrise also relies on efficient tax planning that supports its business and optimally aligns its economic activity. The company complies with applicable tax laws and seeks to avoid uncertainty or disputes. Transactions within the company are conducted according to market conditions and in accordance with applicable OECD principles.

Performance indicators

For the 2025 reporting year, the shares of taxonomy-eligible and taxonomy-aligned economic activities in total turnover and in capital expenditure and operating expenditure must be reported for all environmental objectives. Given Symrise's particular business model, the company is only minimally affected by the EU taxonomy

Symrise has decided not to report on the OpEx KPI for 2025 because the calculation basis for the OpEx KPI as defined by the EU Taxonomy Regulation, at around EUR 90 million, accounts for only a small single-digit share of the Group's total operating expenditure. This would present a distorted picture of the actual situation. For the OpEx KPI, Symrise takes into account the proportionate maintenance expenses for technical equipment used to produce APIs in relation to total maintenance expenses. While research and development expenses cannot be directly allocated to APIs, these ingredients are not the focus of significant research projects.[111]

[108] Details can be found in the chapter "SOCIAL INFORMATION," which also describes the company's ambitions when dealing with its own employees and with stakeholders in the value chain.
[109] A detailed description of supply chain due diligence can be found in the chapters "Workers in the value chain" and "Management of relationships with suppliers."
[110] Further information is available under the section "Business conduct."
[111] Detailed information on research and development may be found in the corresponding section of the Group management report.

Symrise's investments also take sustainability matters into account. In accordance with Commission Notice C/2023/305, the company recognizes additions to intangible assets and property, plant and equipment according to IAS 16 and IAS 38 as well as additions through business combinations in accordance with IFRS 3 and additions to right-of-use for property, plant and equipment in accordance with IFRS 16 to calculate the CapEx KPI. At the same time, Symrise is continuously developing its system solutions so that sustainability can be integrated into the investment process from the outset.

The calculation of the turnover KPI is based on revenue with third parties in accordance with IFRS 15. There were no changes in the calculation method compared to the previous year. Due to the fact that APIs only account for a very small share of the company's sales, the required tables would only contain 0 values.

Procedure for impact analysis and quantification

Key corporate functions from all parts of Symrise were involved in the impact analysis, which was performed in 2024. Led by the Corporate Sustainability department, they determined the results by means of a structured approach:

- **Impact analysis**: Identification of potential and actual economic activities that are listed in the Taxonomy Regulation and are comparable to those undertaken by Symrise. These include activity 1.1 "Manufacture of active pharmaceutical ingredients (API) or active substances," which, however, plays only a minor role in terms of turnover, operating expenditure and capital expenditure, as well as activities 6.2, 6.5 and 6.6 in the sector of "Transport" and activities 7.1 to 7.7 in the sector of "Construction and real estate activities," which are each relevant for capital expenditure
- **Quantification of taxonomy eligibility**: Calculation of share in turnover and capital expenditure (CapEx)
- **Review of taxonomy alignment**: Detailed review of the technical screening criteria for each economic activity as well as DNSH criteria and minimum safeguards
- **Quantification of taxonomy alignment**: Calculation of share in turnover and capital expenditure (CapEx)

Overview of share of taxonomy-eligible and -aligned activities	December 31, 2024	December 31, 2025
Capital expenditure (CapEx)		
Taxonomy-eligible share	9.8 %	6.2 %
Taxonomy-aligned share	0.6 %	0.7 %

Economic activities	Code(s)	CapEx	Proportion of CapEx	Substantial contribution criteria: Climate change mitigation	Climate change adaptation	Sustainable use and protection of water and marine resources	Transition to a circular economy	Pollution prevention and control	Protection and restoration of biodiversity and ecosystems
		EUR million	%	%	%	%	%	%	%
A. TAXONOMY-ELIGIBLE ACTIVITIES									
A1. Environmentally sustainable activities (Taxonomy-aligned)									
Construction of new buildings	7.1	–	– %	– %	– %	– %	– %	– %	– %
Renovation of existing buildings	7.2	–	– %	– %	– %	– %	– %	– %	– %
Installation, maintenance and repair of energy efficiency equipment	7.3	–	– %	– %	– %	– %	– %	– %	– %
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4	0.1	– %	– %	– %	– %	– %	– %	– %
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5	0.9	0.4 %	0.4 %	– %	– %	– %	– %	– %
Installation, maintenance and repair of renewable energy technologies	7.6	0.8	0.3 %	0.3 %	– %	– %	– %	– %	– %
Acquisition and ownership of buildings	7.7	–	– %	– %	– %	– %	– %	– %	– %
Freight rail transport	6.2	–	– %	– %	– %	– %	– %	– %	– %
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	–	– %	– %	– %	– %	– %	– %	– %
Freight transport services by commercial vehicles	6.6	–	– %	– %	– %	– %	– %	– %	– %
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**1.8**	**0.7 %**	**0.7 %**	**– %**	**– %**	**– %**	**– %**	**– %**
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)									
Construction of new buildings	7.1	2.2	0.9 %	0.9 %	– %	– %	– %	– %	– %
Renovation of existing buildings	7.2	1.3	0.5 %	0.5 %	– %	– %	– %	– %	– %
Installation, maintenance and repair of energy efficiency equipment	7.3	1.9	0.8 %	0.8 %	– %	– %	– %	– %	– %
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4	–	– %	– %	– %	– %	– %	– %	– %
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5	–	– %	– %	– %	– %	– %	– %	– %
Installation, maintenance and repair of renewable energy technologies	7.6	–	– %	– %	– %	– %	– %	– %	– %
Acquisition and ownership of buildings	7.7	3.5	1.5 %	1.5 %	– %	– %	– %	– %	– %
Freight rail transport	6.2	–	– %	– %	– %	– %	– %	– %	– %
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	4.3	1.8 %	1.8 %	– %	– %	– %	– %	– %
Freight transport services by commercial vehicles	6.6	0.1	– %	– %	– %	– %	– %	– %	– %
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**13.3**	**5.5 %**	**5.5 %**	**– %**	**– %**	**– %**	**– %**	**– %**
Total (A1 + A2)		**15.1**	**6.2 %**	**6.2 %**	**– %**	**– %**	**– %**	**– %**	**– %**
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
CapEx of Taxonomy-non-eligible activities (B)		222.7	93.8 %						
Total (A + B)		**237.8**	**100 %**						

	Do no significant harm (DNSH) criteria									
	Climate change mitigation	Climate change adaptation	Sustainable use and protection of water and marine resources	Transition to a circular economy	Pollution prevention and control	Protection and restoration of biodiversity and ecosystems	Minimum safeguards	Taxonomy-eligible share CapEx 2024	Category (enabling activity)	Category (transitional activity)
	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
	Y	Y	Y	Y	Y	Y	Y	0.1 %		
	Y	Y	Y	Y	Y	Y	Y	0.1 %		
	Y	Y	Y	Y	Y	Y	Y	0.1 %		
	Y	Y	Y	Y	Y	Y	Y	– %		
	Y	Y	Y	Y	Y	Y	Y	0.1 %		
	Y	Y	Y	Y	Y	Y	Y	0.1 %		
	Y	Y	Y	Y	Y	Y	Y	– %		
	Y	Y	Y	Y	Y	Y	Y	– %		T
	Y	Y	Y	Y	Y	Y	Y	0.1 %		T
	Y	Y	Y	Y	Y	Y	Y	– %		T
	Y	Y	Y	Y	Y	Y	Y	**0.6 %**		
	[redacted]							3.7 %	[redacted]	
								0.3 %		
								0.3 %		
								– %		
								– %		
								– %		
								2.3 %		
								– %		
								2.1 %		
								0.5 %		
								9.2 %		
								9.8 %		

Social information

199 Own workforce

227 Workers in the value chain

232 Affected Communities

SOCIAL INFORMATION

The scope of consolidation for social information is generally the same as that for the consolidated financial statements and the Group management report, and refers to the employees who were working at the Symrise Group as of December 31, 2025. While Symrise exercises operational control over all fully consolidated subsidiaries and its joint ventures, the latter are not included in the description of policies and actions or in the metrics relating to social information. Should Group companies have been excluded for any other reasons than the above, this is explained in the relevant chapters and, where applicable, indicated in the respective metrics.

Own workforce

Symrise is reporting on social information in reference to ESRS S1, addressing its HR strategy, actions and ambitions for its own workforce. Due to the large scope of disclosure requirements, Symrise is continuing its in-depth analysis of the different topics (e.g., wages, talent management). In some cases, Symrise deviates from ESRS definitions related to its own workforce. This is the case, for example, for health and safety metrics, where a broader scope is used for reporting compared to the narrower definition used for other metrics (for further details, see the chapter "Occupational health and safety").

Besides establishing CSRD-compliant reporting, Symrise is therefore working on standardizing and unifying terminology used in corporate guidelines and policies, thus allowing for more comprehensive reporting in the future.

Symrise's human resources strategy

In 2023, Symrise realigned its human resources (HR) strategy to better support the company's corporate objectives and sustainability agenda. As part of the "Care" pillar of the Symrise sustainability framework, the HR vision – "ONE HR, always inspiring more people for sustainable business growth" – supports the company's ambition to be an employer of choice. This vision is grounded in Symrise's four core values: "Care to Lead", "Collaborate with Intent", "Embrace Sustainable Growth" and "Unlock the Opportunities".

To ensure effective management of material workforce-related impacts, Symrise introduced tHRive, a global program that establishes a standardized HR operating model. Embedded within the ONE Symrise transformation, this new operating model is closely aligned with the company's organizational and digital transformation needs. It ensures that HR roles, processes and systems reinforce business priorities while increasing efficiency through harmonized and digitized HR services.

The HR operating model is built around five key design dimensions: 1) a clear structure that defines organizational boundaries to leverage scale and expertise; 2) well-defined remits outlining the responsibilities of core HR pillars; 3) robust governance supported by leadership routines and decision-making processes that steer strategic priorities, resource allocation and performance management; 4) collaborative ways of working that guide interaction and cooperation across functional boundaries; and 5) targeted capabilities that integrate people, processes and technologies to ensure consistent and effective delivery of outcomes.

Symrise's HR organization operates on a three-pillar model consisting of:

1. HR business partnering
2. Regional HR Operations
3. Centers of Excellence (CoEs): Compensation & Benefits, Talent Management, Learning & Development, Talent Acquisition, HR Systems & Sustainability, HR Strategy Execution and HR Controlling.

Strategic HR goals and related risk and opportunity management

Symrise's 2025 HR goals address material workforce impacts and the associated risks and opportunities related to digitalization, growth, culture and organizational excellence.

In the area of **Digital Transformation**, digitizing HR processes through Sympeople and fostering a digital mindset helps reduce operational risk, enhance data integrity and improve the employee experience.

People Growth & Capability Building focuses on recruiting key talent, upskilling and reskilling employees and strengthening engagement and retention to mitigate labor shortages and talent risks while opening up opportunities for business growth.

Efforts in the area of **Culture, Inclusion & Organizational Development**, including advancing the ONE Symrise people agenda, launching diversity & inclusion frameworks and reinforcing organizational structures, support the management of risks linked to disengagement, inequity and cultural misalignment. Through HR support on organizational development, Symrise focuses on organization design, process efficiency and people management, reducing operational inefficiencies and supporting long-term value creation.

In addition, continuous reinforcement of a strong **health and safety culture** mitigates workplace risks and safeguards employee well-being.

Symrise has established targeted HR strategies and roadmaps across several Centers of Excellence (CoEs) in the HR operating model:

1. **Fair remuneration** (Compensation & Benefits CoE) includes implementing global job grading and salary benchmarking to ensure internal equity and external competitiveness, standardizing compensation data and processes within Sympeople to ensure transparency and consistency, and providing training for HR teams, managers and executives on compensation tools and processes.

2. **Talent management and learning and development** (Talent Management CoE) focuses on rolling out a unified global competency model and harmonized talent review process, strengthening feedback culture, succession planning and career paths, embedding D&I principles into talent processes, and fostering leadership practices aligned with long-term sustainable business success.

3. **Talent attraction and onboarding** (Talent Acquisition CoE) involves launching unified employer branding and a harmonized onboarding framework, providing structured training for hiring managers, and optimizing recruitment processes by leveraging digital tools to enhance hiring quality and speed.

4. **Change management and HR communications** (Strategy Execution CoE) includes developing the global HR strategy, translating it into CoE roadmaps and monitoring execution, aligning global change management approaches and communication guidelines, facilitating change through town hall meetings, toolkits and transparent communication, and supporting major transformation projects such as Sympeople, employer branding and the new competency model.

5. **Organizational design** ensures clarity of roles, efficient structures and effective cross-functional communication to leverage the HR matrix efficiently and orchestrate HR pillars and expertise to support organizational development and transformation initiatives. This area also focuses on continuously improving the HR operating model to ensure it remains aligned with evolving business needs.

Interests and views of stakeholders

The views, interests and rights of Symrise's workforce, including respect for human rights, are central to Symrise's strategy and business model. This commitment is embedded in the Symrise Code of Conduct, the Symrise Human Rights Policy and the Symrise Health & Safety Policy, which guide the approach to fair and responsible employment practices. Symrise's human resources strategy reflects this influence by prioritizing:

- Safe and healthy working conditions
- Equal treatment and opportunities
- Continuous training and skills development
- Fair and equitable remuneration

These priorities shall ensure that material impacts related to Symrise's workforce are integrated into strategic planning and operational decisions. To incorporate employee perspectives, Symrise maintains structured engagement mechanisms, such as regular consultations with employee representatives, ensuring timely updates on workforce concerns and suggestions, or town hall meetings throughout the organization, which provide an opportunity to share important information and collect feedback from participants (for more details, see the section "Processes for engaging with own workforce and workers' representatives").

By embedding these insights into decision-making processes, Symrise aims to align its business model with the values and expectations of its employees. This approach strengthens the company's ability to provide fair and favorable working conditions, promote equal opportunities and attract and retain skilled talent.

Symrise develops its HR strategy and the associated roadmaps for all HR pillars through an integrated annual cycle. This process includes structured feedback collection, systematic analysis and annual refinement to ensure the strategy remains aligned with both organizational needs and employee expectations.

Material impacts and their interaction with strategy and business model

Due to its business model and strategic orientation, Symrise is exposed to various impacts arising from globalization, digitalization and demographic changes in the countries where it operates. The skills and competencies of its workforce represent a critical asset for the company and are essential to achieving long-term success. Consequently, Symrise's activities can generate both positive and negative impacts on employees worldwide, influencing working conditions and development opportunities across its global operations.

The employee data presented under "Social information" covers all individuals employed by entities included within the Symrise Group's scope of consolidation as of December 31, 2025.

In 2025, Symrise identified the following key impacts in relation to its own workforce:

Subtopics	Material impacts, risks and opportunities
Working conditions	Ensuring adequate wages for employees will positively impact productivity, well-being and employee satisfaction, talent attraction and retention.
	Ensuring social protection (medical care, death insurance, retirement, etc.) will positively impact productivity, well-being and employee satisfaction, talent attraction and retention. (phase-in)[1]
	Not paying equal wages for equal work (gender pay gap) and a lack of female representation in leadership due to gender-based stereotypes fosters social inequality.
	Workplace accidents resulting in physical injury reduce the affected employees' ability to live a fulfilling life, making it critical for Symrise to implement protective measures and engage everyone to be safe.
	Symrise's workplace conditions, such as exposure to hazardous substances, use of heavy machinery, vehicle movements or poor ergonomics, may contribute to chronic diseases, occupational illness and injuries.
Equal treatment and opportunities for all	Enhancing lifelong learning, professional growth and continued employability of employees worldwide through effective and differentiated training and skills development/upskilling
	Diversity measures and corporate visibility of marginalized population groups (e. g., in the dimensions of gender, age and experience, cultural background, sexual orientation and identity, physical and mental ability) lead to a more diverse and inclusive workplace and more integration worldwide.

[1] No further details on this risk will be disclosed at this time due to the application of the ESRS phase-in rules.

Occurrence of material negative impacts (own workforce)

Workplace accidents can lead to physical injuries that negatively affect an employee's health, well-being and ability to continue their professional and personal life without limitations. These incidents represent a material negative impact on the workforce, since they may result in temporary or long-term physical impairment, emotional distress or reduced quality of life.

Despite preventive measures, accidents can still occur. Addressing this impact remains essential to protecting employees and ensuring safe working conditions across all sites. The company's approach to mitigating this impact is described in detail in the section "Occupational health and safety," which outlines the global safety framework, preventive actions and responsibilities.

In addition to acute workplace accidents, certain workplace conditions at Symrise may also have material negative impacts on employees. These include exposure to hazardous substances, interaction with heavy machinery and internal vehicle traffic, as well as ergonomic strains in laboratory, production or office environments. Such conditions can contribute to chronic diseases, occupational illnesses or physical impairments over time. Symrise addresses these risks through mandatory risk assessments, training and technical safety measures, as described in the section "Occupational health and safety."

Operating in over 40 countries, Symrise faces various legal, cultural and socio-economic contexts that influence gender dynamics in the workplace. Despite efforts to promote equity, some disparities may still exist in pay between male and female employees. The company acknowledges that such disparities may contribute to unequal treatment and limited opportunities for women. Symrise is therefore countering these impacts by implementing a structured remuneration and performance strategy.

Occurrence of material positive impacts (own workforce)

In 2025, Symrise initiated and implemented different initiatives to reinforce the positive impacts on its own workforce (for further details, see the sections "Training and skills development," "Diversity, equity, inclusion and female leadership," "Adequate wages and equal pay").

The company is dedicated to fostering an inclusive workplace, enhancing equal treatment and opportunities and contributing to positive societal change. Continued efforts in this direction support long-term value creation, strengthen stakeholder trust and align with ESRS S1 objectives on workforce equity, diversity and inclusion.

Material risks and opportunities arising from impacts and dependencies on own workforce

Symrise recognizes that the gender pay gap and underrepresentation of women in leadership roles may contribute to social inequality and expose the company to reputational and legal risks. Diverse leadership represents a strategic asset for the company, enhancing decision-making and innovation. Failing to address this issue may result in talent loss, reduced employee engagement and weaker strategic decisions. However, closing the gap presents a clear opportunity to strengthen Symrise's employer brand, improve retention and boost overall performance.

Investing in lifelong learning and continuous skill development is essential for employee growth and long-term employability. Symrise's ability to innovate and remain competitive depends on a highly skilled workforce. Without proactive upskilling, the company risks facing a skills mismatch and declining productivity. Meanwhile, fostering a learning culture enhances adaptability, retention and innovation, positioning the company for sustainable success.

Effective diversity and inclusion measures promote workplace integration and equity, and diverse teams bring broader perspectives, driving creativity and innovation. Cultivating an inclusive environment attracts top talent and improves team performance, making it a strategic priority for Symrise.

Providing adequate wages directly impacts employee well-being, satisfaction and loyalty. Fair compensation is a cornerstone of retention and productivity. Insufficient wages may lead to high staff turnover and reputational harm. Ensuring competitive pay not only attracts skilled professionals but also boosts morale and reinforces the company's commitment to social responsibility. That is why the HR department is actively working on this topic.

Robust social protection mechanisms safeguard employees' health, security and financial stability. Symrise's productivity and employee loyalty are closely tied to the well-being of its workforce. Inadequate protection can result in legal issues and increased absenteeism. Strengthening social protection enhances retention, reduces risk and reinforces the company's reputation as a responsible employer.

Safe working conditions are essential for the health, well-being and long-term employability of the workforce. Workplace accidents or hazardous exposure may lead to physical injury, chronic illness or reduced quality of life, resulting in operational disruptions, legal risks and reputational harm. Ensuring a strong safety culture therefore represents both a critical requirement and an opportunity: Effective prevention measures reduce incidents, lower absenteeism and strengthen trust in Symrise as a responsible employer. Details on the company-wide approach to safety and the Symsafe framework are provided in the "Occupational health and safety" section.

Information about the type of operations at significant risk of incidents of forced or compulsory labor

Symrise is committed to upholding the rights enshrined in the ILO Declaration on Fundamental Principles and Rights at Work, including the Forced Labor Convention (No. 29) and its 2014 Protocol. Through the Symrise Human Rights Policy and the Declaration on Slavery and Human Trafficking, which apply to all Symrise divisions, the company firmly asserts that any form of forced or compulsory labor is strictly prohibited within its operations and supply chain.

Inherent risks of forced or compulsory labor are higher in regions with poor socio-economic conditions and weak enforcement of labor rights. Symrise operates manufacturing facilities in these regions and sources raw materials globally. These risks are managed through the company's due diligence framework. Symrise implements a worldwide approach for its own operations, regardless of geographic location. The due diligence process pays particular attention to manufacturing sites employing more than 20 people. These sites undergo third-party audits based on SMETA-4-Pillar standards. In addition to this, grievance mechanisms are made available to workers in local languages. Regular risk assessments and audits help identify and address human rights risks, including forced labor. Findings drive corrective actions and ongoing improvements in labor practices. Symrise publishes reports on these processes and outcomes. In this way, Symrise ensures that the principles of human rights are respected.

At Symrise, the main risks identified relate to excessive working hours at some of the company's manufacturing sites. The use of staffing agencies is a potential risk that is to be mitigated by ensuring that service agreements meet Symrise requirements.

Information about the type of operations at significant risk of incidents of child labor

Symrise recognizes that manufacturing operations in certain countries may present higher risks of child labor due to socio-economic conditions and weak enforcement of labor laws. In line with the Symrise Human Rights Policy, Symrise is fully committed to the effective abolition of child labor.

Symrise's Global Responsible Recruitment Policy reinforces this commitment and is intended to ensure ethical and professional recruitment practices across the company's operations and supply chains. Symrise strictly prohibits the recruitment or employment of anyone below the legal minimum working age as defined by applicable law. Furthermore, no person under the age of 18 shall be employed in hazardous work or in any role that could compromise their health, safety or moral development.

To ensure that this commitment is respected, Symrise conducts SMETA-4-Pillar audits at manufacturing sites to monitor compliance, requires suppliers to adhere to the Supplier Code of Conduct, which includes strict bans on child labor, and makes easily accessible grievance channels available so that concerns related to labor practices can be reported.

To date, no cases of child labor have been reported within Symrise operations. In rare isolated instances where documentation or processes require improvement, Symrise adjusts its management systems and aims to ensure complete and consistent records in order to demonstrate ongoing compliance with regulations and the absence of child labor.

Policies related to own workforce

Symrise manages its material impacts on its own workforce through different group-wide policies that apply to all Symrise employees and ensures that stakeholder interests are embedded in policy-making and in the development of strategic roadmaps. The Executive Board of Symrise oversees policy implementation in business practice and daily operations.

Symrise is a signatory to the UN Global Compact and has expressly committed to the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights (collectively referred to as the International Bill of Human Rights). The Group supports the UN framework for business and human rights as well as the OECD Guidelines for Multinational Enterprises on responsible business conduct. It pledges to fully respect the rights set out in the International Labour Organisation (ILO)'s Declaration on Fundamental Principles and Rights at Work.

The HR Centers of Excellence develop roadmaps informed by employee feedback (i.e., collection of local HR needs for the global human capital management system Sympeople), business needs (i.e., working groups on the ONE Competency framework), as well as market benchmarks and legal frameworks (e.g., salary bands, compliance with European directives).

Symrise makes its key policies, including the Symrise Human Rights Policy, the Symrise Health & Safety Policy, the Diversity Statement, the Global Responsible Recruitment Policy, the Symrise Code of Conduct and HR-related frameworks, accessible to both potentially affected stakeholders and those responsible for implementation through multiple channels. Most of the policies are published on the internal Integrated Management System (SYM IMS) and the official Symrise website. The Symrise Code of Conduct and the Symrise Health & Safety Policy are shared during onboarding sessions and reinforced through training programs and internal communications.

Regarding HR guidelines, HR Operations and the Centers of Excellence receive targeted communications and updates to support consistent implementation across regions, and the global HR community receives regular follow-up information during the quarterly HR town hall meetings.

Additionally, stakeholders such as suppliers and partners are informed of relevant expectations through contractual clauses, the Supplier Code of Conduct and engagement platforms. This multi-format dissemination ensures transparency, accountability and alignment with Symrise's sustainability and compliance commitments.

Symrise has established specific policy commitments to promote inclusion and positive action for particularly vulnerable groups within its own workforce. These commitments are embedded in the Diversity Statement, the Symrise Human Rights Policy and the Symrise Code of Conduct, which explicitly prohibit discrimination based on gender, ethnicity, disability, sexual orientation, age or other protected characteristics. Symrise supports inclusion of underrepresented groups through measurable targets, such as achieving a rate of at least 30% women in first-tier management as well as through initiatives like inclusive recruitment practices, accessibility measures on site and mentoring programs (for more details, see the "Diversity, equity and inclusion" section). These efforts are supported by local HR teams.

The formulation of the Living Wage Policy is actively progressing. This initiative will be guided by the new 2025 baseline, ensuring that the policy is both forward-looking and aligned with the company's evolving standards. This policy is to be integrated into the broader Compensation & Benefits strategy.

Health and safety

Occupational health and safety regulations are outlined in the Symrise Code of Conduct and the Symrise Health & Safety Policy. Their purpose is to ensure that safety standards are consistently met across locations. Symrise's Health & Safety Policy focuses on the primary goal of identifying, eliminating or minimizing potential hazards and preventing workplace accidents. For more details, please refer to the section "Occupational health and safety."

Human rights

The Symrise Human Rights Policy applies to all of Symrise AG's fully consolidated subsidiaries and summarizes existing commitments as well as the latest developments in Symrise's responsible sourcing management. It sets out how the company understands the human rights- and environment-related risks in its supply chains and within its own organization to drive continuous improvement.

Symrise undertakes to fully respect the rights set out in the ILO Declaration on Fundamental Principles and Rights at Work – freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labor, the effective abolition of child labor and the elimination of discrimination in respect of employment and occupation – which are further refined in eight "fundamental" conventions.

The rights enshrined in the aforementioned principles, conventions and declarations are an integral part of the Symrise Code of Conduct. This code is binding for all employees of Symrise AG and its companies. In implementing the Code of Conduct, each company or subsidiary is obliged to comply with national laws, since some countries may have stricter or more extensive laws or regulations than the standards described in the Code of Conduct. In these cases, Symrise expects the companies to follow the regulations that offer the greatest protection. These requirements are implemented globally through the Integrated Management System (IMS), which is based on the requirements of the Social Accountability 8000 (SA 8000) standard.

Forced, compulsory and child labor

Symrise is committed to ethical recruitment practices across its operations and supply chains, ensuring compliance with international standards and local laws. The Global Responsible Recruitment Policy prohibits recruitment fees for workers, guarantees written contracts prior to employment and enforces strict data protection measures. It ensures freedom of movement by forbidding retention of personal documents, promotes fair and non-discriminatory access to work and bans child labor and forced labor. All workers must have legal work permits, and hidden or undeclared workers are strictly prohibited. Symrise provides accessible grievance mechanisms without retaliation and aligns its practices with ILO Conventions, the United Nations Guiding Principles (UNGP) and the Employer Pays Principle. Compliance is mandatory for employees, suppliers and recruitment partners, with consequences for violations.

Equal opportunities, diversity and inclusion

Symrise strives to treat everyone with respect and dignity and does not tolerate any kind of discrimination. The company aims to promote equal opportunities and diversity and inclusion be it by age, ethnic origin or nationality, gender, sexual orientation, religion or social origin. This is rooted in The Symrise Code of Conduct and the Diversity Statement, but is also a key aspect of our corporate culture.

Processes for engaging with own workforce and workers' representatives

Employee engagement is embedded in governance through codetermination: The Supervisory Board of Symrise AG consists of twelve members, equally representing shareholders and employees, in line with the German Codetermination Act. This ensures that workforce interests are formally considered in strategic decisions.

Symrise's Human Resources department has operational responsibility for engaging with Symrise's workforce. This includes conducting ongoing dialog and regular feedback sessions to gather valuable insights for improvement. The HR strategy, which is informed by these engagements, is closely aligned with Symrise's corporate objectives.

The Chief Sustainability Officer (CSO) oversees the development of Symrise's integrated corporate strategy and reports directly to the Executive Board. All topics identified as material, including those derived from workforce engagement, are either directly incorporated into the corporate strategy or are firmly anchored within HR management, ensuring that engagement results inform the company's approach at a strategic level.[112]

Channels for engagement with own workforce

Symrise's approach to engaging with its workforce combines different mechanisms and channels.

First of all, the ONE Symrise Change Program, launched by Symrise's Executive Board in 2024, drives a unified cultural and organizational transformation through structured engagement mechanisms. It mobilizes leaders, fosters workforce participation via surveys, workshops, informal coffee talks, forums and digital platforms, and expands engagement through networks like the Engagement Squad and Transformers to embed new core values and accelerate change globally.[113]

Another channel is the town hall meetings held across segments, divisions and regions, which are conducted either virtually or on site. Depending on the objectives and audience, town hall meetings occur on a monthly or quarterly basis. To ensure meaningful engagement, Symrise dedicates the final part of these sessions to a Question & Answer section, enabling employees to raise concerns and share feedback. Questions are typically addressed live, and any unanswered queries are documented and responded to in writing afterward. This approach fosters transparency, trust and open communication across the organization, while providing a channel to capture employee sentiment and integrate it into decision-making.

The Global Safety Meetings bring together health and safety professionals from all regions. These meetings provide a structured forum for sharing updates on the Symsafe roadmap, presenting new guidelines and initiatives and ensuring a common understanding of global safety priorities. Each session includes a dedicated Q&A segment to address operational questions from the sites. The meetings also include a brief segment highlighting selected teams or individuals from different regions for noteworthy safety contributions. This format supports cross-regional knowledge sharing and helps align local health and safety activities with Group-wide standards.

Another important channel to engage with the workforce is the workers' representatives. At Symrise, all workers have the right to representation, including forming, joining or deciding not to join labor unions, workers' committees and works councils that negotiate on their behalf in accordance with local laws and international conventions. If local laws restrict freedom of association and collective bargaining, alternative forms of worker representation, association and bargaining are permitted. Workers have the right to communicate openly with management, and mechanisms are in place for confidential reporting of issues or grievances (see the section "Processes to remediate negative impacts and channels for own workforce to raise concerns"). It is the company's ambition that workers voicing opinions or engaging in legal, nonviolent protest are protected from discrimination, intimidation, retaliation or retribution. Workers are also encouraged to raise health or safety concerns without fear of negative consequences.

Symrise maintains formal processes for engaging with workers' representatives in connection with significant organizational changes and restructuring. In Germany and France, our two largest jurisdictions, works councils play a legally mandated role in ensuring that employee interests are integrated into HR decision-making and transformation processes.

[112] For further details on governance with regard to sustainability issues, please refer to the chapter "Responsibility for and oversight of sustainability-related impacts, risks and opportunities – Symrise Sustainability organization."
[113] For more details, please refer to the chapter "Corporate culture."

In Germany, the Works Council (Betriebsrat) holds extensive codetermination rights under the German Works Constitution Act (Betriebsverfassungsgesetz). It must be informed, consulted and, where required, asked for its consent on matters affecting working conditions, HR policies and organizational changes. This includes mandatory participation in decisions and consultation obligations for operational changes.

In France, the Social and Economic Committee (Comité Social et Économique, CSE) has statutory consultation rights under the French Labor Code (Code du travail, Art. L.2312-8 ff.) on strategic decisions impacting employees, including workforce planning, working conditions and training. The CSE must be provided with relevant information and consulted before implementation and may engage external experts for certain topics.

Employee representatives actively contributed to HR strategy implementation, as demonstrated by their participation in internal engagement initiatives such as the tHRive pulse survey or their valuable input for the Sympeople (Symrise's global HRIS) tool and the global grading framework.

The insights gathered through this exchange directly influence decision-making and shape key HR actions. In response to the 2025 pulse survey results, Symrise implemented several targeted measures, including:

- Clarifying HR processes and roles within the HR operating model through the publication of Responsible/Accountable/Consulted/Informed (RACI) matrices and process maps
- Strengthening communication on strategic HR priorities
- Applying lessons learned from the HR information system implementation, including reinforcing a stronger feedback culture within project teams

Symrise also provides an Integrity Hotline as an additional channel for employee engagement, enabling anonymous reporting of breaches of the Code of Conduct or internal policies and other significant concerns.[114]

Inclusion of employees

To ensure that employees from different employee groups, including those who may be more vulnerable or marginalized, can share their perspectives and feel heard, inclusive communication and feedback mechanisms are integrated into daily operations.

Internal communications are delivered in local languages and made available on the SymPortal intranet. The global human resources information system (HRIS), Sympeople, is accessible in seven languages. This multilingual approach promotes accessibility and user-friendliness across the company's diverse workforce.

Employees can use different ways to express concerns or provide feedback, including direct contact with their manager, HR representatives or the Compliance Officer. For anonymous input, employees can use the Integrity Hotline at all times. These channels are supported by a robust non-retaliation policy, which is actively enforced by our compliance team, ensuring that employees can speak up without fear of negative consequences.

The Symrise Code of Conduct reinforces these principles by clearly outlining the commitment to ethical behavior, transparency and respect for all individuals. These measures collectively help gain insight into the needs and experiences of different employee groups and support a culture of trust and inclusion.

Respect for human rights of the engaged stakeholders

Symrise ensures respect for human rights by embedding internationally recognized codes and standards into its Human Rights Policy and operational practices. The policy is aligned with the UN Global Compact, the Universal Declaration of Human Rights, the International Covenants on Civil and Political Rights and on Economic, Social and Cultural Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. These frameworks inform all requirements communicated to employees, suppliers and business partners.

[114] Further details are available in the section "Processes to remediate negative impacts and channels for the workforce to raise concerns."

To operationalize these commitments, Symrise

- integrates human rights requirements into supplier codes of conduct and employee guidelines, ensuring all stakeholders are informed of expectations,
- conducts risk-based due diligence and regular assessments (including self-assessment questionnaires, site visits and third-party audits such as SEDEX/SMETA-4-Pillar) to evaluate compliance with human rights standards,
- requires suppliers to implement management systems that uphold human rights and to cascade these requirements throughout their own supply chains,
- maintains accessible grievance mechanisms for employees and external stakeholders, ensuring concerns are addressed and remediation is implemented where necessary, and
- reports transparently on its human rights approach, actions and progress in annual disclosures and on its website.

These measures and codes collectively ensure that all stakeholders are both informed of and held accountable to Symrise's high standards for respecting human rights.

Processes to remediate negative impacts and channels for own workforce to raise concerns

Symrise is firmly committed to upholding the highest standards of human rights and ethical conduct throughout its operations (Symrise Human Rights Policy). The establishment of the Integrity Hotline and an external grievance mechanism – the SpeakUp® platform – is part of this commitment.

The Integrity Hotline is managed by the Group Compliance Office and ensures that Symrise employees can anonymously report violations of both legal regulations and internal company guidelines from anywhere in the world.

It is accessible through toll-free numbers in various countries, with an intermediary service operator enabling anonymous communication in the local language. To protect anonymity, employees are assigned a unique individual incident number, allowing for secure, ongoing communication with the Compliance Office. Employees can call the Integrity Hotline back later and listen to the answer left for them by the Group Compliance Office. This procedure can be repeated and continued as desired. It enables intensive communication between the Group Compliance Office and the person providing the information while preserving the latter's anonymity. At the same time, targeted queries can prevent abuse and accusations by other employees, and additional information can be requested.

In addition, employees can contact the Group Compliance Office staff anonymously via the online Symrise Integrity Hotline service. This service makes it possible for them to submit messages in writing and upload any documents electronically. Furthermore, all employees can also contact the Group Compliance Office directly and personally at any time.

All reports received through the Integrity Hotline and related channels are managed promptly and with the utmost care. Where necessary, appropriate actions including the involvement of external authorities are taken to address violations and mitigate risks. This robust reporting and response system is essential for maintaining the integrity of the company's own operations and ensuring that human rights and compliance issues are addressed effectively.

In addition to the Integrity Hotline, the Code of Conduct and related procedures specify that employees may also contact the following parties to report concerns or seek advice:

1. Their direct supervisor or line manager
2. The Human Resources department
3. The Group Legal department
4. The Works Council
5. The Group Compliance Office (directly and personally at any time)

The Global HR Business Partners for the two segments (TN&H and S&C) and the corporate functions assume the role of HR Compliance Officers. In companies with established employee representation bodies such as works councils, additional support is also available for handling complaints.

These multiple reporting channels are in place to ensure that all employees have access to the necessary tools and that violations are not only penalized, but actions are also taken to prevent recurrence and reduce the associated risks. This includes tracking deviations from standards (such as SEDEX-/SMETA-4-Pillar) and ensuring full remediation where necessary.

Symrise's Executive Board explicitly expresses a zero-tolerance approach to any form of compliance violations, whether internal or external. The company commits to taking appropriate actions, including sanctions if necessary and legally possible, against employees involved in misconduct or non-compliance. Symrise also commits to protecting whistleblowers and has laid down guidelines regarding the protection of whistleblowers and the handling of cases in the Integrity Hotline Policy.

The effectiveness of the grievance mechanisms is regularly reviewed to ensure they remain accessible and trusted by employees.

Incidents, complaints and severe human rights impacts

In the 2025 reporting year, an average of 3 complaints per month were reported to the Compliance Office via the Integrity Hotline worldwide. In each case, investigations were undertaken and, where necessary, appropriate corrective measures were initiated considering the applicable jurisdiction and internal group policies. No sanctions under labor law were imposed. No significant material or nonmaterial damage occurred, neither for third parties nor for the company. Three incidents of discrimination, including harassment, were reported in 2025.

In the 2025 reporting year, no violations of the UNGP on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises have come to light. The goal is to ensure that concerns related to both compliance violations and human rights impacts are handled promptly and fairly.[115]

Actions on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

The actions and initiatives implemented by Symrise in 2025, along with those planned for the short term, are detailed in the sections "Training and skills development," "Diversity, equity and inclusion," "Adequate wages and equal pay" and "Occupational health and safety."

Targets related to own workforce

Symrise has set corporate targets and ambitions related to health and safety, diversity, equity and inclusion and adequate wages.

In terms of health and safety, Symrise intends to raise the safety awareness of its employees while reducing the number of workplace accidents and lowering the MAQ accident rate (MAQ = number of workplace accidents [> 1 lost day] x 1 million/working hours) to less than 1.5 in 2025. For 2026, the company is targeting an MAQ accident rate of less than 1.0. In addition, Symrise is introducing a new metric that measures the number of unsafe acts and conditions reported. The target for this metric is more than 13,000 reports in 2026. This metric is intended to encourage active reporting, support early identification of hazards and promote safer behaviors in all divisions and regions. These targets are being implemented by means of a roadmap containing measures, tools, rules and guidelines.

In line with the German Act on the Equal Participation of Women and Men in Executive Positions in the Private and Public Sectors (FüPoG I), which aims to increase female representation in top management and achieve gender parity, Symrise has also set diversity targets. As a globally managed company, leadership positions exist beyond the Executive Board and outside Germany.

[115] For information on the protection of individuals against retaliation, please refer to the section "GOVERNANCE INFORMATION."

A key focus area is the development of a robust pipeline of female talent. As part of the commitment to gender diversity and inclusion, the following targets were set to be achieved by 2025:

- Achieving at least 30 % female representation at the first global management tier directly below the Executive Board
- Ensuring at least 45 % female representation at the second global management tier

These measures support the broader objective of fostering gender equality and inclusive leadership across all regions.

Symrise strongly believes that receiving fair and decent pay is a fundamental human right for all employees worldwide. To uphold this principle, Symrise embarked on its living wage journey in 2024. The ambition is to ensure that every employee receives a living wage by 2030.

Progress toward these targets and ambitions is tracked through regular reporting cycles and integrated into HR and safety processes.

Track record 2025	Remarks	Ambitions 2025	Remarks
Women account for 26 % of the first and 43 % of the second global management tiers.	The slight decline in the second management tier compared to 2024 (44 %) can be attributed to organizational changes and adjusted comparative figures.	As part of the commitment to gender diversity and inclusion, the following targets were set by 2025: Achieving at least 30 % female representation at the first global management tier directly below the Executive Board. Ensuring at least 45 % female representation at the second global management tier.	Symrise aims to close the gap by fostering talent, and employing succession planning and targeted diversity initiatives, thus increasing female representation to 40 % (first tier) and 50 % (second tier).
95 % of the workforce was paid in line with or above the living wage reference value.	In 2025, Symrise advanced its commitment to fair remuneration.	Symrise views fair pay as a fundamental human right. It began the journey toward paying living wages in 2024 and aims to ensure that every employee receives a living wage by 2030.	In line with the new social ambition "Inclusive by Nature", Symrise remains committed to paying all direct employees a living wage and extending this to contingent workers and strategic suppliers as well.
Total accidents: 121 TFQ: 4.62 Lost Time Accidents: 30 MAQ: 1.15	In the reporting year, Symrise strengthened its safety framework by introducing Laboratory Safety Principles and Office Safety Principles.	Symrise achieved the target of reducing its MAQ to below 1.5 by 2025.	In addition to the existing retrospective metrics, Symrise is introducing a forward-looking safety metric.

Symrise is currently updating its sustainability strategy and will from 2026 onwards focus on the end-to-end integration of environmental, social and governance topics across the value chain. Therefore, it will be necessary to validate the existing ambitions and also define updated or new targets.[116]

Working conditions and characteristics of own workforce

Characteristics of own employees

Symrise's workforce metrics cover permanent, regular[117] and fixed-term employees who work either full-time or part-time. Fixed-term contracts ("temporary contracts" under ESRS S1) may be established for various reasons, such as working on a

[116] For further information, please refer to the section "Building resilient supply chains and science-driven, circular business models and products."
[117] specific term for the USA

temporary project, supporting an increase in business activity for a limited period, replacing an absent employee (e.g., on maternity leave) or offering a position on a temporary basis prior to making a permanent employment offer. The definitions of the metrics are specified for each indicator.

The employee data comes from the global human capital management system, Sympeople, with the exception of employees working at SPF RUS, Shebekino, Russia, and OOO "Symrise Rogovo", Rogovo, Russia, which have to be managed separately due to legal restrictions. Probi AB, Lund, Sweden, Probi USA Inc., Redmond, USA; and Probi Asia-Pacific Pte Ltd, Singapore, Singapore, are being gradually integrated into the Symrise systems.

Contingent workers ("non-employees" under ESRS S1), while not included in S1 disclosures, are integrated into the health and safety management system due to their operational relevance and exposure to workplace risks. Symrise aims to expand the reporting scope in future cycles to better reflect the full workforce contributing to own operations. Symrise does not report on joint ventures with shared operational control (Symrise shareholding of less than 51%).[118]

The number of employees for the 2025 fiscal year remained stable, with a slight increase of 0.1 % compared to end of 2024 (in headcount). This stability reflects consistent workforce planning and controlled recruitment aligned with business needs.

Employees by gender

(Headcount)*

Gender	Number of employees
Male	7,865
Female	5,094
Other**	6
Not reported**	2
Total	**12,967**

Basis: Number of employees employed on December 31, 2025, excluding apprentices, trainees and contingent workers (temporary agency workers and consultants), reported in headcount.
* Headcount: If the employee is present on the last day of the month, they count for 1 whatever the percentage of contractual working time.
** The "Other" and "Not reported" gender categories are available to employees for declaration on a voluntary basis.

Employee headcount by country/region where Symrise has significant employment

(Headcount)*

Country/region	Number of employees
Germany	3,221
USA	1,972
France	1,573
EAME (without Germany and France)	1,660
NAM (without USA)	292
LATAM	2,167
APAC	2,082
Total	**12,967**

* Basis: Number of employees employed on December 31, 2025, excluding apprentices, trainees and contingent workers, reported in headcount.
Headcount: If the employee is present on the last day of the month, they count for 1 whatever the percentage of contractual working time.

Employees by contract type and gender (FTEs)*

					2025
	Male	Female	Other**	Not reported**	Total
Number of employees	7,823	4,914	6	2	12,745
Number of permanent/regular employees	7,568	4,801	6	2	12,377
Number of fixed-term employees	256	113	0	0	368
Number of full-time employees	7,690	4,498	6	2	12,196
Number of part-time employees	133	416	0	0	549

*Basis: Number of employees employed on December 31, 2025, excluding apprentices, trainees and contingent workers, reported in FTEs.
The FTE is calculated at the end of the month based on the percentage of contractual working time, only for the employee present on the last day of the month (someone working 50% counts for 0.5).
** The "Other" and "Not reported" gender categories are available to employees for declaration on a voluntary basis.

[118] For more details on the reporting scope, please refer to the section "Basis for the preparation of the Non-Financial Group Report."

Employees by contract type and region (FTEs)*

	EAME	NAM	LATAM	APAC	2025 Total
Number of employees	6,240	2,261	2,163	2,081	12,745
Number of permanent/regular employees	5,939	2,257	2,118	2,063	12,377
Number of fixed-term employees	301	4	45	19	368
Number of full-time employees	5,706	2,256	2,154	2,080	12,196
Number of part-time employees	534	5	9	1	549

* Basis: Number of employees employed on December 31, 2025, excluding apprentices, trainees and contingent workers, reported in FTEs.
The FTE is calculated at the end of the month based on the percentage of contractual working time, only for the employee present on the last day of the month (someone working 50% counts for 0.5).

In 2025, 1,528 employees left Symrise for various voluntary and involuntary reasons. The global employee turnover rate was 12 % (2024: 12 %). Some differences could be observed among the regions and countries. While the turnover rate for Germany was 5 % (2024: 3 %), the rate stood at approximately 20 % in North America and LATAM. This is mostly linked to high market volatility in the USA and some organizational changes in LATAM.

Employee turnover by region and gender*

	2024		2025	
	Number of leavers	% of total	Number of leavers	% of total
Region/country				
Germany	97	3 %	157	5 %
EAME (without Germany)	254	9 %	257	8 %
NAM	452	20 %	442	19 %
LATAM	450	20 %	449	21 %
APAC	232	11 %	223	11 %
Total	**1,485**	**12 %**	**1528**	**12 %**
Worldwide by gender				
Male	920	12 %	997	13 %
Female	565	11 %	531	11 %

* Permanent employees, number of leavers aggregated as of December 31, 2025.
Employee turnover = employees who leave the organization voluntarily or due to dismissal, retirement or death in service / by average yearly number of employees.

Collective bargaining and social dialog

Symrise is firmly committed to upholding the principles of freedom of association and the right to join a labor union. In line with this commitment, the local sites ensure compliance with all legal requirements regarding employee representation. Where applicable, collective employee representation bodies are maintained in accordance with national legislation. A European Works Council has not been established yet.

Symrise applies the respective local collective wage agreements at all sites where this is standard practice, both to comply with legal requirements and to align with our HR Policy. Most of the employees in Germany and France – Symrise's largest countries within the EEA – are covered by collective bargaining agreements and are represented by workers' councils or equivalent bodies.

Collective bargaining coverage and social dialog

		Collective bargaining coverage	Social dialog
Coverage rate	Employees – EEA	Employees – Non-EEA	Workplace representation (EEA only)
	(for countries with > 50 empl., representing > 10 % total empl.)	(estimate for regions with > 50 empl., representing > 10 % total empl.)	(for countries with > 50 empl., representing > 10 % total empl.)
0 % to 19 %		APAC, NAM	
20 % to 39 %			
40 % to 59 %		LATAM	
60 % to 79 %			
80 % to 100 %	Germany, France		Germany, France

Occupational health and safety

Creating a safer workplace at Symrise

Workplace accidents can place a significant burden on employees, negatively affecting the motivation of individuals or even entire teams. Additionally, the physical consequences of accidents can impair employees' ability to lead fulfilling lives and, in the worst case, can even be fatal. For the company, this leads to costly downtime and significantly reduces overall productivity.

To address risks and prevent accidents, Symrise launched the Symsafe program in 2021. This global initiative centralizes safety efforts and fosters a strong safety culture, addressing critical areas such as chemical handling, working at heights, internal traffic and fire safety. Since 2022, Symsafe has been rolled out across all business divisions and locations, with performance tracked through health and safety metrics.

While the subsidiaries Probi AB, Lund, Sweden; Probi Asia-Pacific Pte Ltd, Singapore, Singapore; and Probi USA Inc., Redmond, USA are included in these metrics, their integration into Symsafe is only expected to take place in 2026 due to ongoing merger processes. Therefore, when reference is made to "Group-wide" or "all sites," it should be understood that the Symsafe initiatives have not yet been fully launched at the Probi sites.

The company's commitment to safety is further reinforced by the ONE Safety Team, which ensures all divisions adhere to the highest safety standards. Developed under the Symsafe program, company-wide guidelines apply to all sites. The focus is on raising safety awareness among all employees, reducing the number of workplace accidents and lowering the accident rate. With a target to reduce the workforce accident rate to below 1.5 by 2025, Symrise has implemented a comprehensive roadmap that includes tailored measures, tools and training programs. These initiatives encourage employee participation and are adapted to the unique conditions of each site.

Practical guidelines and compliance

The company-wide Symrise Code of Conduct sets the expectations for maintaining a safe working environment and outlines standards for workplace safety, emphasizing incident reporting and proactive risk mitigation. Employees are encouraged to report hazards to a supervisor or through other channels, suggest improvements and motivate colleagues to prioritize safety. Symrise identifies risks and sets global minimum standards as part of the Symrise Health & Safety Policy, ensuring compliance with local and international laws and regulations.

The "10 Golden Rules" are core to Symsafe, targeting frequent and critical risks like vehicle traffic and chemical management. These rules include actionable practices to prevent accidents and create a safe working environment. To ensure that these rules are fully understood and consistently followed, employees receive training (both online and in person), supported by regular communication materials. Compliance is ensured through self-assessments and annual audits at key locations.

In the reporting year, Symrise strengthened its safety framework by introducing Laboratory Safety Principles and Office Safety Principles. These principles complement the existing "10 Golden Rules" and define clear safety expectations for laboratory and office environments. They provide all sites with a structured reference for managing the most relevant risks in these areas and support a more aligned approach to safety across different work environments.

Culture of global collaboration

Global collaboration on safety insights, including best practices, safety alerts and lessons learned from incidents, help enhance prevention strategies. Additionally, regular safety visits by management and internal audits drive continuous improvement. A comprehensive guideline for managing safety incidents and performance – aligned with ISO 45001, the Symrise Group guidelines and international industry standards – ensures consistent safety practices throughout the company and supports teams in better preventing incidents and tracking safety developments.

Symrise's annual Global Safety Week further promotes a unified safety culture by engaging employees across all locations. In 2025, the theme "Act Safe. Lead Safe." focused on strengthening individual safety behavior and shared responsibility. This highly participative event with workshops and discussions encourages employees across all functions to act safely themselves and support others in doing the same – reinforcing the idea that everyone can be a safety leader, no matter what their function.

Transparent communication is a cornerstone of Symrise's safety culture. Employees, management and further stakeholders are kept informed through monthly global safety reports, intranet updates and presentations during key events like Global Safety Week. These updates showcase progress, highlight challenges and foster a culture of shared responsibility.

Strengthening workplace safety

Symrise has established occupational safety committees at various locations to exchange information on safety measures, prevent workplace accidents and maintain high safety standards. These committees meet regularly to ensure consistent implementation throughout the company, and the outcomes of these meetings are shared with management, enabling continuous monitoring and timely actions.

After its introduction in the previous reporting year, SAI360 – a global software tool that consolidates all safety-related data and activities – is now fully embedded in global safety processes. This platform provides real-time insights into safety KPIs, allows employees to report unsafe conditions and tracks incidents and resources. By thoroughly documenting accidents and near misses, the tool ensures corrective and preventive measures are implemented effectively, mitigating risks and preventing recurrence. SAI360 promotes transparency, enabling employees to suggest improvements and track progress. Managers and safety professionals utilize the platform to monitor compliance and implement necessary actions.

Symrise recognizes the link between employee well-being and workplace safety through its SymHealth program. Launched in Germany, the program includes initiatives like a bike leasing program, ergonomic workplace solutions and mental health support, aimed at reducing absenteeism, preventing occupational illnesses and fostering productivity. While currently focused on German sites, plans are underway to expand the program globally, reflecting Symrise's commitment to integrating well-being into its global corporate culture and supporting a healthier, safer work environment.

Managing risks and hazardous materials

Symrise's workplace conditions (including chemical processes that may endanger employees due to exposure to heavy machinery, harmful substances and extreme temperatures) may contribute to the development of chronic diseases and impairments among employees worldwide, e.g., inadequate ergonomic considerations for workstations, resulting in musculoskeletal disorders like lower back pain, carpal tunnel syndrome and tension neck syndrome.

To address these challenges and maintain workplace safety, legally required risk assessments are conducted annually or in the event of new or changing risks. Symrise ensures compliance with local regulations at all sites and applies its global Symsafe guidelines wherever they set higher standards, promoting consistent and enhanced safety practices worldwide.

The company has also established measures for the safe handling of hazardous materials. Written procedures and safety data sheets support employees in identifying and managing risks. New hires undergo on-site training covering general safety practices and task-specific hazards. Risk assessments and exposure measurements are conducted to minimize hazards, ensuring ongoing safety improvements.

Incident response and prevention

At Symrise, ensuring a swift and effective response to workplace injuries is a top priority. When incidents occur, the company focuses on supporting recovery while implementing corrective measures to prevent recurrence. Employees are required to report all safety incidents and hazards, enabling thorough analysis to identify root causes and establish preventive actions. Symrise's occupational health services ensure strict confidentiality in handling employees' health information in compliance with local regulations.

In the reporting year, one fatal workplace accident occurred at a Symrise site in the United States. The incident is currently under official investigation by the relevant authorities. Symrise deeply regrets the loss of a colleague. In line with its global incident management standards, Symrise has initiated an internal review to identify measures that may further strengthen workplace safety across the Group. Symrise will incorporate the final findings of the investigation into its continuous safety improvement efforts.

Setting and monitoring safety targets

Symrise achieved its target of attaining an MAQ rate (workplace accidents with lost workdays per million hours) of less than 1.5 by 2025. Starting in 2026, Symrise will further expand its safety performance management. To supplement the existing retrospective metrics, the company is introducing a new forward-looking safety metric. The MAQ rate therefore remains a key metric in 2026, with a target value of less than 1.0. In addition, the focus will be expanded to include the number of unsafe acts and conditions reported. The target for this metric is more than 13,000 reports in 2026.

This approach strengthens a proactive stance on occupational safety by promoting early risk detection and preventive measures. The targets are backed up by a structured roadmap with defined actions, tools, rules and guidelines. They are based on input from regional teams, committees, works councils, board members and the ONE Safety team and apply to all areas of Symrise's activities, from production sites to office workplaces.

Symrise's safety targets were defined in a detailed analysis of industry benchmarks, historical performance data and global risk assessments. By engaging all stakeholders, including employees, safety committees and management, the company ensures that its targets are both realistic and aligned with its core values.

Monthly safety reports and external audits enhance transparency and highlight areas for improvement. Certified sites and sustainability programs, such as SEDEX/SMETA-4-Pillar certifications, reinforce compliance with international safety standards.

Key performance indicators for occupational health and safety

Symrise uses a wide range of metrics to assess health and safety performance, taking into account significant impacts, risks and opportunities. These metrics include both indicators defined by the European Sustainability Reporting Standards (ESRS) and company-specific key performance indicators (KPIs) that provide insight into the company's health and safety performance.

	Health and safety metrics
Headcount used for safety metrics	13,713
Percentage of employees covered by health and safety management systems	100 %
Number and rate of recordable workplace accidents (TFQ)	Total accidents: 121 TFQ: 4.62
Number and rate of Lost Time Accidents (MAQ)	Total LTA: 30 MAQ: 1.15
Number of days lost due to work-related injuries	639 days
Type of injuries	Soft tissue injuries: 53% Non-traumatic health conditions: 17% Burns and thermal injuries: 7% Fractures and bone injuries: 7% Chemical/exposure-related injuries: 6% Foreign body injuries: 2% Other and unspecified injuries: 8%
Number of fatalities	1 fatality
Number of fatalities due to work-related injuries	1 fatality

Explanatory notes on the metrics
Symrise includes permanent, regular (special term for the USA) and fixed-term employees as well as contingent workers in its health and safety metrics to ensure comprehensive reporting. For health and safety purposes, contingent workers are defined as individuals who are directly supervised by Symrise personnel but are not on Symrise's payroll. This definition is specific to health and safety reporting and may differ from classifications used in other corporate reporting contexts such as HR, Finance or external disclosures. At Symrise, contingent workers are fully integrated into the company's health and safety management system, since they work under the same conditions and follow the same safety requirements as Symrise employees.

In 2025, 100 % of permanent, regular (special term for the USA) and fixed-term employees as well as contingent workers were covered by Symrise's health and safety management system, in compliance with legal requirements and recognized standards.

To measure safety performance, Symrise uses the MAQ rate (workplace accidents with lost workdays per million hours). The formula is calculated as the total number of Lost Time Accidents multiplied by one million working hours, divided by the total number of working hours. To provide a broader perspective on workplace safety, Symrise uses the TFQ rate, which measures the total number of workplace accidents, including accidents with and without lost workdays, per million working hours.

Incidents involving contractors are not included in the Symrise safety metrics. Nevertheless, several sites record relevant contractor incidents to ensure visibility of potential risks and to support responsible site-level risk management.

Although key figures are not currently externally validated, Symrise ensures data integrity through its SAI360 system, which consistently captures and manages all safety-related data across the company. The company is committed to refining its data collection and analysis methods for metrics not yet reported or requiring further development. This ongoing effort aims to provide a more comprehensive and accurate view of Symrise's health and safety performance, reinforcing its broader sustainability and corporate responsibility goals.

Training and skills development

Policies related to training and skills

Professional advancement and development remain a cornerstone of Symrise's people strategy and are managed globally by the Talent Management, Learning & Development Center of Excellence (CoE). It is responsible for defining policies, processes and guidelines that foster lifelong learning, professional growth and employability across the organization.

In 2025, the Talent Management, Learning & Development CoE presented a roadmap that lays the foundation for sustainable talent management and preserves the foundations of Symrise's core business. In line with this roadmap, Symrise is currently redefining its training and skills development strategy to ensure a more integrated, competency-based approach. This includes rolling out the harmonized ONE Competency Model and incorporating it into HR processes, aligning learning initiatives with strategic priorities and making the most of the globally rolled-out integrated Sympeople HRIS.

Actions on training and skills development

Symrise places a strong emphasis on early-career development by recruiting and training young professionals to meet both organizational needs and societal expectations, thereby contributing to SDG 4 (Quality Education) and SDG 8 (Decent Work and Economic Growth). Beyond entry-level programs, Symrise strengthens the labor market capabilities of its own workforce through career pathways, leadership development programs such as "Leading from Within" and targeted upskilling initiatives in areas like project management and sales.

Through these efforts, Symrise ensures that employees have access to effective and differentiated training opportunities, enabling them to thrive in a rapidly evolving business environment and reinforcing the commitment to sustainable growth and shared value creation.

Training young people

As of December 31, 2025, Symrise employed 135 apprentices and trainees across its German sites. Training durations range from two to three and a half years, and, in alignment with the agreement with the German works council, all trainees are offered at least temporary employment upon successful completion, provided they meet the minimum learning requirements. This structured approach to vocational training supports our long-term workforce planning and addresses future skills requirements in chemical production and laboratory work, as well as commercial, marketing and sales functions.

The company maintains training capacities for approximately 50 new apprentices and trainees annually, covering 17 distinct occupations. To foster international experience and mobility, selected trainees are offered up to six weeks of training at our European sites.

Symrise also supports dual study programs, for example, the Bachelor of Business Administration, integrating academic learning with practical business experience.

Moreover, in collaboration with the Holzminden job center, Symrise provides two-year apprenticeship programs for unemployed individuals from non-technical backgrounds, training them as chemical production specialists. This initiative reflects the company's commitment to inclusive employment and social responsibility, offering opportunities to individuals who might otherwise lack access to vocational training.

In France, Symrise welcomed 64 apprentices and trainees across a wide range of functions – from technical roles to management and support positions – within the key divisions: Cosmetic Ingredients, Food & Beverage, Fragrance and corporate functions.

Flavor Academy and Perfumery School

Symrise places a strong emphasis on developing specialized expertise through its Flavor Academy and Perfumery School, which are integral to the company's core expertise and support the strategy for lifelong learning and employability. These programs provide intensive, multi-year training, typically around three years, before graduates join the teams as fully qualified experts.

Looking ahead, Symrise launched the call for candidates for the next training round, which is scheduled to start in 2026, reinforcing its commitment to nurturing future experts in this field.

Beyond these specialized academies, Symrise offers employees opportunities to pursue bachelor's, master's or doctoral degrees through partnerships with universities and institutes, reinforcing the commitment to SDG 4 (Quality Education) and SDG 8 (Decent Work and Economic Growth).

These initiatives are co-owned by HR and business leaders and supported by international mentors and creative teams, ensuring employee engagement throughout the learning journey. By combining structured training, academic partnerships and hands-on mentoring, Symrise strengthens its talent pipeline and secures critical expertise for the future.

Compliance training

To ensure a safe, compliant and inclusive workplace, Symrise offers mandatory compliance e-learning modules every year. These training courses are designed to uphold legal requirements, reinforce company standards and foster a culture of respect, fairness and integrity.

In 2025, the Legal Compliance Office rolled out a structured training program consisting of four core modules, each tailored to specific compliance topics and assigned to targeted employee groups via the Sympeople platform. The modules include:

- Corruption & Bribery, focused on anti-bribery and anti-corruption laws, helping employees and third-party partners understand their responsibilities and how to report potential violations
- Respect & Fairness, which promotes respectful behavior across all work environments and provides tools to address disrespectful conduct
- Intellectual Property to educate on the importance of protecting company assets and avoiding unintended disclosures, especially among suppliers and vendors
- Market & Competition, which covers best practices for industry interactions and highlights risks related to sharing sensitive information with competitors

Payment of short-term incentives is dependent on the successful completion of these mandatory training modules in most of the countries where Symrise is active. In 2025, Symrise is able to report an almost 100% completion rate for these training modules for the first time.

To further embed ethical standards into daily practice, Symrise launched a Code of Conduct mini-series in 2025, as part of its cultural and learning initiatives. This series brings the company's values to life through practical examples and guidance on key topics such as respect and fairness, health and safety, and data and IT security. The program includes leadership messages, expert interviews and short videos, available in multiple languages to ensure global accessibility. Employees are encouraged to engage with the content, discuss it within their teams and reflect on their role in fostering a culture of ethical business practices.

Building on these foundations, Symrise is further strengthening its compliance learning ecosystem. In collaboration with the Global Talent Management team, the Legal Compliance Office is currently developing a new official Code of Conduct training series to be launched in 2026.

Talent acquisition training initiative (2025–2026)

As part of Symrise's ongoing efforts to professionalize and globalize recruitment practices across the company, a new talent acquisition training program is being developed for all hiring managers. The program is designed to strengthen core competencies in inclusive hiring, structured interviewing and unbiased candidate assessment. It promotes fair and equitable recruitment practices aligned with DE&I (diversity, equity and inclusion) commitments, while improving consistency across regions.

Feedback culture enhancement initiative

In 2025, Symrise launched a new feedback culture enhancement initiative to strengthen a company-wide culture of open, constructive and value-driven feedback. The program seeks to empower both managers and employees to exchange feedback regularly and confidently, fostering growth, trust and continuous performance improvement. By promoting respectful and transparent dialog across all levels, this initiative reinforces Symrise's commitment to leadership through care and to building a high-performing, feedback-driven organization where everyone contributes to collective success.

Global learning pathway for continuous improvement
To support the development of a stronger culture of operational excellence, a global continuous improvement (CI) learning program is being rolled out. It was initially launched within the Taste, Nutrition & Health segment, with plans to expand it globally in the coming year. This program is designed to embed lean and CI principles across the organization. The initiative is not only about applying tools across different areas of the company, but also about empowering employees to grow as internal facilitators and continuously improve their own practices. At its core, this journey aims to build a shared mindset around value creation, collaboration and problem-solving.

Development of a procurement training pathway
The Procurement team has initiated the development of a dedicated procurement training pathway within the TN&H segment. This structured pathway aims to strengthen functional expertise and compliance awareness across procurement roles. Developed collaboratively with internal experts, it focuses on enhancing operational excellence, legal understanding and financial literacy. Building on this foundation, the initiative will expand in 2026. This effort contributes directly to the creation of the future Procurement Academy, reinforcing a consistent, high-quality learning experience throughout the company.

ONE Competency model
In 2025, the ONE Competency model was developed as part of Symrise's commitment to lifelong learning, professional growth and employability. This harmonized framework is replacing fragmented approaches and providing a shared language for skills and behaviors across all HR processes, including recruitment, development, mobility and performance management.

The model is built on Symrise's core values and includes:

1. Core competencies (e.g., leadership, collaboration, strategic thinking, innovation, ethics & values)
2. Transverse competencies (e.g., communication, project management, digital literacy, change management)
3. Technical competencies tailored to functional roles

The ONE Competency model is a key enabler of Symrise's strategic transformation, fostering a culture of continuous learning, fairness and transparency. It underpins targeted training programs, internal mobility initiatives and talent reviews, ensuring that the workforce remains future-ready and resilient in a rapidly changing environment.

Feedback from employees and leaders directly shaped the final competency framework, which will serve as the foundation for talent development, performance management and upskilling initiatives. This process strengthened employee participation in shaping strategic HR tools and ensured that the competency model supports lifelong learning, professional growth and employability.

Symrise University
Reinforcing the commitment to professional development in line with business priorities, the Talent Management, Learning & Development CoE initiated the creation of Symrise University as a strategic accelerator that embeds Symrise's culture and values and develops critical capabilities. This project, sponsored by the Executive Board and co-owned by HR, business leaders and experts with the support of the Transformation office, addresses current challenges of fragmented learning and development efforts and aims at creating a centralized, business-aligned learning ecosystem, ensuring consistency, efficiency and impact.

A phased schedule guides the university from vision to deployment, with clear milestones to secure alignment and transparency. The design phase (end of 2025) focuses on structuring and positioning Symrise University as a global learning ecosystem, prototyping the Sales Academy to pilot business-specific learning pathways and setting up governance, processes and digital tools to enable scalability and impact measurement.

In 2026, the aim is to launch the first programs and digital infrastructure, providing employees with access to curated learning experiences linked to the ONE Competency model.

Performance reviews
Symrise aims to ensure fair, transparent and competency-based performance evaluations for its own employees. Each year, employees engage in a structured annual performance review to reflect on their goals and the skills they need to achieve them. For most employees, this is supported by a digital process on the Sympeople platform, which provides a modern and professional employee experience for employees.

All communication regarding the process is handled by the Talent Management team in local languages, with regular follow-ups. Employees begin by discussing their goals for the year with their manager, which are then formalized with clear descriptions and measurable targets. A mid-year review allows employees and managers to update targets and adjust them if necessary. The process ends with an end-of-year review, starting with the employee's self-assessment and culminating in a final discussion and performance appraisal by the manager. Each employee is entitled to receive skills-oriented feedback as part of their annual performance review. The supervisor is also asked to provide constructive professional career development feedback.

For employees who are eligible for a performance bonus, Symrise integrates sustainability into its incentive structure by including an MAQ objective (lost-time accidents indicator), representing 10% of the total performance targets. This measure reinforces collective responsibility and commitment to maintaining a safe workplace environment.

In most production areas, the performance review is conducted on a team-wide basis outside of Sympeople. In the medium term, Symrise strives for 100% of its employees to participate in the year-end review in digital form, and also benefit from the other Talent & Performance modules included in Sympeople. That is one of the reasons why, for the 2025 year-end review cycle, the talent management team launched a pilot program for production employees in North America who currently complete their performance evaluations using paper forms. The objective is to simplify and streamline the process for managers and supervisors who oversee large teams. Under this new approach, managers will complete their part directly in the system, while the feedback discussions on deliverables and achievements will continue to take place offline.

In 2025, in order to support employees in their professional journey and accompany sustainable business growth in a more efficient way, Symrise reviewed and refined the core competencies as a practical extension of the four core values. The seven competencies (Collaboration, Commercial Thinking, Leadership, Strategic Thinking, Delivering Results, Innovation & Creativity and Ethics & Values) drive the company's cultural transformation, define ways of working, collaboration and leadership, and align everyday behaviors with Symrise's strategic goals.

Targets related to training and skills development
In view of the ongoing transformation throughout the Symrise organization, including the HR teams, Symrise has not yet established company-wide targets for training and skills development. However, these structural changes are designed to create a robust foundation for defining future targets that will strengthen employee competencies and support sustainable growth.

Metrics related to training and skills development
As of December 31, 2025, 74 % of employees had participated in the annual performance review, with participation on Sympeople to be expanded in the coming years. While most of the performance reviews were conducted via the Sympeople system, some continued to be conducted outside the system. The introduction of Sympeople as a performance management tool is still ongoing and is expected to lead to a further increase in system-based participation in the coming years.

Employees who participated in regular performance reviews by gender

Gender	Number of employees who participated in regular performance reviews	Share of employees who participated in regular performance reviews
Male	5,343	68 %
Female	4,206	83 %
Other*	3	50 %
Not reported*	1	50 %
Total	**9,553**	**74 %**

* The "Other" and "Not reported" gender categories are available to employees for declaration on a voluntary basis.

Training hours by type and by gender

Gender	Learning sessions with an external/internal trainer** (hours)	E-learning sessions*** (hours)	Total (hours)	Average number of training hours per employee****
Male	40,643	6,787	47,430	6
Female	16,204	7,081	23,285	5
Other*	0	3	3	1
Not reported*	0	3	3	2
Total	**56,847**	**13,874**	**70,721**	**5**

Basis: excluding apprentices, trainees and contingent workers; including Sympeople courses and courses completed outside of Sympeople.

* The "Other" and "Not reported" gender categories are available to employees for declaration on a voluntary basis.
** These courses can be held in person or virtually (including coaching) and can also contain e-learning.
*** Independent virtual courses or videos on demand without a trainer
**** Total hours vs own workforce (headcount)

In 2025, employees completed an average of approximately 5 hours of training, which reflects Symrise's investment in employee development. This indicator includes both learning sessions with a trainer and independent virtual courses or videos on demand.

Diversity, equity, inclusion and female leadership

Policies related to diversity, equity and inclusion

Symrise seeks to ensure that people are treated with respect and dignity. No form of discrimination is tolerated. Symrise aims to promote equal opportunities and diversity and inclusion – be it by age, ethnic origin or nationality, gender, sexual orientation, religion or social origin. This is rooted in The Symrise Code of Conduct and the Diversity Statement, but is also a key aspect of our corporate culture.

By endorsing the Women's Empowerment Principles, Symrise reaffirms its commitment to fostering equal opportunities for women. This pledge reflects the company's broader dedication to human rights and ethical business practices.

Symrise maintains a robust compliance framework. In cases of Code of Conduct violations, including any form of discrimination or concerns related to diversity and equal opportunity, employees are encouraged to report issues confidentially and anonymously through their local Compliance Officer or via the Integrity Hotline. This mechanism reinforces the company's commitment to a respectful, inclusive and equitable workplace. Symrise actively fosters an environment where respect, dignity and equal opportunities are non-negotiable values.

The HR CoEs actively promote diversity, equity and inclusion in their respective strategies and roadmaps, for example, for talent management, talent acquisition and remuneration.

Actions on DEI and female leaders

Diversity is a cornerstone of Symrise's identity and operational philosophy. Symrise's workforce of around 13,000 people – representing more than 80 nationalities and working in over 40 countries – exemplifies the company's global reach and inclusive culture.

Diverse teams drive innovation and performance. That is why diversity is embraced across multiple dimensions, including age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and worldview, sexual orientation and social origin.

Symrise global diversity recruitment strategy

Symrise's global diversity recruitment strategy is designed to advance its commitment to broadening external talent pools, particularly for positions requiring rare or highly sought-after skills and roles that are traditionally difficult to fill. This strategic approach is essential for ensuring that the workforce remains dynamic, skilled and reflective of the diverse communities we serve.

A strong emphasis is placed on Symrise's employer value proposition, which authentically communicates its unique employer brand. Beginning in 2026, external recruitment communications will be launched that highlight the significant impact each individual talent has on workforce diversity and the overall success of the company.

Symrise employs various targeted strategies to attract and recruit the talent profiles most critical to its business. These measures include, but are not limited to:

- Integrating employees with special needs or unique workplace-facility requirements
- Deliberately considering candidates who are re-entering the workforce, such as those returning from military service
- Welcoming individuals resuming work after a career gap, including periods of maternity or paternity leave and extended sick leave
- Supporting intergenerational employment by engaging early career talent or members of the mature workforce

These focused recruitment efforts reflect Symrise's dedication to fostering an inclusive and diverse workplace culture.

The recruitment of female leaders as Chief Digital Information Officer (in 2024) and Senior Vice President of Procurement (in 2025) – roles in which women are traditionally underrepresented – marked a significant step toward challenging gender-based stereotypes and promoting diversity in atypical roles. Symrise remains fully committed to fostering a more equitable and inclusive workplace across its global operations.

Target Gender Equality Accelerator (UN GC)
Through its French entity Diana SAS, Saint Nolff, Symrise is participating in the 2025–2026 French track of the UN Global Compact Target Gender Equality Accelerator under the sponsorship of the global head of the Talent Management Center of Excellence. This six-month program aids companies in developing a structured approach to gender equality that complies with applicable standards, encompassing performance assessments, capacity-building workshops, expert sessions and peer learning. Topics covered include equal pay for work of equal value, representation of women and equality in supply chains.

Gender balance in talent management processes
In 2025, the HR team began integrating the principle of gender balance into the talent review process, which directly contributes to the material impact on diversity. This initiative aims to embed gender equity into key activities such as talent identification, leadership development and succession planning. Starting in 2026, this approach will be broadened to ensure diverse representation within talent pools and pipelines for critical roles. Progress will be tracked using dedicated indicators.

Symrise conducted a global talent review focusing on top management positions and selected critical roles at lower levels. This comprehensive analysis, encompassing over 50 % female employees, identified 54 % of women as key talents. These results underscore the company's commitment to strengthening the talent pipeline and fostering the development of future female leaders.

Local examples of diversity, equity and inclusion practices
Symrise is driving its DE&I agenda through various local initiatives.

In LATAM, the DiverSym program is currently being implemented in Brazil, Mexico and Colombia, with plans to expand to Chile, Argentina and Venezuela. This program focuses on several dimensions of diversity and comprises training courses, awareness-raising measures and employee resource groups (ERGs) on the topics of gender equality, ethnic and cultural diversity, disability and LGBTQIA+. Symrise also participates in inclusive recruitment partnerships with organizations that promote the integration of people with disabilities into the labor market. These initiatives have led to Symrise being recognized as one of the best companies for LGBTQIA+ employees in the Human Rights Campaign ranking in Brazil.

Symrise takes numerous local measures to ensure better integration of employees with disabilities. These include, for example, guaranteeing physical accessibility in the workplace (elevators, ramps, ergonomic workstations) in compliance with local regulations, as well as providing assistive technologies (e.g., screen readers) at Symrise's sites in different locations. In Germany, the largest location, Symrise complies with national requirements under Section 177 of the German Social Code, Book IX (SGB IX) by appointing a dedicated representative for employees with severe disabilities, who advocates for the needs and rights of this employee group. Together with the Integration Office, several inclusive projects have been implemented in recent years. An inclusion agreement, jointly developed by the employer and the representative for severely disabled persons, applies across all German sites of Symrise, Symotion GmbH, Holzminden and Tesium GmbH, Holzminden. This agreement governs measures to promote and integrate employees with severe disabilities and those

with equivalent status. It requires the companies to review employment and qualification opportunities during personnel planning and development, prioritize employees with disabilities for internal training programs and adapt working hours and workplace design to individual needs, where operational requirements allow. In cases of prolonged illness or workplace challenges, the representative body for employees with severe disabilities and the works council are involved early on to identify solutions such as job retention or gradual reintegration.

In the USA, the company's second largest location, Symrise files a report to the Equal Employment Opportunity Commission (EEOC) each year. The EEOC enforces laws that make discrimination illegal in the workplace. The commission oversees all types of work situations including hiring, firing, promotions, harassment, training, wages and benefits. The EEOC reports contain demographic data about the workforce. This reporting is essential for monitoring compliance with federal laws that prohibit employment discrimination based on ethnic affinity, skin color, religion, sex/gender, national origin, age, disability and veteran status.

Symrise also aims to promote a healthy working environment via mental health programs in different locations (for example, in Spain and the UK) and mental health first-aid campaigns (for example, in France and the UK). Training is organized in some countries to raise awareness about the inclusion of employees with disabilities.

Mentoring
In order to leverage experience and support younger talent, Symrise offers mentoring programs in different locations. One example is the North America mentoring program, where over 50 % of the participants are women. Female mentees are paired with experienced female mentors to support career growth and leadership development, ensuring representation and equitable access to advancement opportunities.

All participants receive structured resources, including a program guide, training on maximizing the mentoring relationship and access to micro-learning sessions on leadership topics. Female mentees additionally benefit from the Women's Leadership Series, designed and delivered by global experts to strengthen leadership capabilities. Mentors receive specialized training and tools to ensure impactful guidance.

Mentoring is also available at the Data & AI Hub in Barcelona, helping to ease the integration of 30 new university graduates. Mentors provide guidance on Symrise tools and processes and help mentees familiarize themselves with the company and the local environment. These initiatives strengthen the internal talent pipeline and promote gender equality.

As part of its commitment to fostering equal treatment and opportunities, the company reported more than 100 international assignments in 2025, including cross-border transfers and expatriate placements. These initiatives actively promote intercultural exchange, leadership development and global collaboration. They also reinforce the company's inclusive values by enabling diverse talent to grow across different regions and functions.

Sustainability Ambassadors Network
In 2025, the network further expanded its impact through initiatives that connect employees globally and locally, creating spaces where diverse voices are heard and valued. During Doing Good Month in June, colleagues across various regions took part in more than 73 community activities, contributing over 1,000 volunteer hours to support causes such as environmental protection, education and equity. These efforts fostered connections and a sense of shared purpose across diverse communities.

More than 50 local initiatives were implemented by over 200 Sustainability Ambassadors worldwide, reflecting strong employee involvement in advancing Symrise's ESG priorities. The company's growing presence on social media further amplified ambassador stories and global best practices, promoting awareness and encouraging participation across diverse communities.

Targets related to diversity, equity and inclusion

A key focus area is the development of a robust pipeline of female talent. As part of the commitment to gender diversity and inclusion, the following targets were set to be achieved by 2025:

- Achieving at least 30 % female representation at the first global management tier directly below the Executive Board
- Ensuring at least 45 % female representation at the second global management tier

Diversity metrics

In 2025, Symrise continued to advance gender diversity within its management tiers. Women represented 26 % of the first global management tier (up from 23 % in 2024) and 43 % of the second global management tier (compared to 44 % in 2024). This slight decline is attributable to organizational changes and accompanying changes to the comparative figures. In line with the new social ambition "Inclusive by Nature", Symrise is aiming to increase female representation at the first and second management tiers to 40 % and 50 %, respectively, and to close the remaining gaps through continuous talent development, succession planning and targeted diversity initiatives.

Global share of women in management positions at Symrise

	2024	%	2025	%
Share of women at the first global management tier*	7	23 %	8	26 %
Share of women at the second global management tier**	112	44 %	98	43 %

Basis: Number of employees employed on December 31, 2025, excluding apprentices, trainees and contingent workers, reported in headcount.
Headcount : if the employee is present on the last day of the month, they count for 1 whatever the percentage of contractual working time.
* First global management tier: employees reporting to the Executive Board (excluding executive assistants)
** Second global management tier: employees two levels below the Executive Board (excluding executive assistants)

A balanced age distribution reflects Symrise's commitment to intergenerational collaboration, fostering innovation while preserving expertise. It supports our diversity strategy by promoting equal opportunities for all career stages.

Age structure of the Symrise workforce worldwide

Age bracket	2024	2025
Under 30	16 %	15 %
30–39	30 %	30 %
40–49	26 %	26 %
50–59	21 %	21 %
60 and above	7 %	7 %

Basis: Number of employees employed on December 31, 2025, excluding apprentices, trainees and contingent workers, reported in headcount.
Headcount: If the employee is present on the last day of the month, they count for 1 whatever the percentage of contractual working time.

Persons with disabilities

In 2025, 2 % of our employees were declared as having a disability (this figure concerns only countries where the national law does not prohibit the disclosure of this information). The percentage stated includes employees who are officially recognized as persons with disabilities under the applicable legislation and definition in their respective countries. Criteria may vary depending on country. The disability status is strictly confidential, and in most of our locations it can only be disclosed by employees on a voluntary basis.

Adequate wages and equal pay

Policies

Receiving decent and fair remuneration is a human right for all Symrise employees worldwide. Symrise is committed to ensuring that its employees receive adequate wages across all regions. To achieve this, the Compensation & Benefits CoE is responsible for defining a clear roadmap and implementing action plans to regularly review, monitor and ensure pay equity for the employees.[119]

Actions

In 2025, Symrise advanced its global compensation and benefits roadmap by implementing a series of strategic initiatives designed to reinforce the commitment to fair and equitable remuneration across all regions.

[119] The formulation of the Living Wage Policy is actively progressing, as mentioned in the chapter "Policies related to own workforce."

One such initiative is the Global Grading Project, aimed at establishing a consistent job evaluation framework across all regions, promoting transparency and equity in salary structures. The grading framework was developed in close collaboration with works councils and internal stakeholders to ensure alignment and acceptance.

The second is the Salary Benchmarking Project, which is running until the beginning of 2026 and aims to ensure fair and competitive compensation. This project leverages market data to define salary bands taking into account different criteria. It enables the dedicated HR teams to compare employee compensation with external benchmarks and supports strategic decision-making in pay practices.

Finally, Symrise is making advances in the area of living wages. Within this project, a comprehensive wage analysis was conducted in late 2024 using the WageIndicator Foundation benchmark. This analysis helped identify some gaps versus living wage standards in a limited number of countries. In 2025, the minor gaps were addressed during the annual salary review. A new gap analysis was conducted for the 2025 reporting year in collaboration with the WageIndicator Foundation. For more structural gaps, the dedicated team is developing a revised baseline and tailored approach to ensure long-term alignment with the ambition and the business strategy.

These projects are supported by Sympeople, the global HRIS platform, to enable reliable reporting and monitoring of wage practices globally. They contribute to the positive material impacts by promoting fair and adequate remuneration, which enhances employee well-being, satisfaction and productivity. Ensuring equitable compensation also strengthens Symrise's ability to attract and retain talent and aligns with ESRS S1 objectives on fair treatment and working conditions.

In the countries where collective bargaining agreements apply, Symrise pays its employees in accordance with these agreements concluded with the respective labor unions. For example, in Germany, each initial classification or subsequent reclassification is subject to review by the works council.

In Germany, the collective bargaining negotiations concluded in 2024 resulted in a 22-month agreement providing for salary increases in 2025 and 2026. These adjustments apply to employees covered by the collective bargaining agreement as well as to salaried employees and managers not covered by the agreement, with the exception of the Executive Board. For senior executives, individual increases may be determined on the basis of performance parameters.

In addition, Symrise provides profit-sharing schemes to employees in Germany who are covered by collective bargaining agreements and to employees in France (excluding SFA NEROLI SAS, Saint-Cézaire-sur-Siagne). These schemes are linked to both financial and non-financial performance indicators. Financial indicators include KPIs such as the EBITDA margin, while non-financial indicators cover ESG aspects such as the MAQ rate, completion of sustainability training or water and energy consumption reduction.

Symrise publishes regular mandatory gender equality reports in Spain and South Africa. In France, the professional equality index ("Index de l'égalité professionnelle") is a mandatory measure that evaluates gender pay equity and representation between women and men within companies. It is calculated based on several indicators, including pay gaps and salary increases. For the French entities of Symrise within the scope of this report (starting from 50 employees), the latest average index score reached 91 out of 100, reflecting a strong performance in promoting gender equality and reducing pay disparities. This result demonstrates compliance with national requirements and supports the ESRS objective of ensuring adequate wages and fair treatment across genders.

In 2025, Symrise did not identify any cases of gender-based discrimination in its workforce. In accordance with the German Transparency in Wage Structures Act, five employee requests were submitted to review remuneration. Four reviews confirmed that the existing pay structures were compliant and required no adjustments, while one request remains under assessment.

Broader social trends can influence pay differences. For example:

- In some countries, women are more likely to work part-time, resulting in lower total earnings compared to full-time male employees.
- Fewer women pursue careers in production roles, which include additional remuneration for shift work, hardship allowances and bonuses. Consequently, men in these roles may earn more than women in the same pay category due to these structural factors.

Symrise remains committed to addressing these dynamics through the implementation of the C&B roadmap.

Targets

Symrise has not yet set a company-wide target in relation to adequate wages and equal pay.

Symrise strongly believes that receiving fair and decent pay is a fundamental human right for all employees worldwide. To uphold this principle, Symrise embarked on its living wage journey in 2024. The ambition is to ensure that every employee receives a living wage by 2030.

Metrics related to adequate wages

In 2025, Symrise advanced its commitment to fair remuneration and conducted an assessment of adequate wages in collaboration with the WageIndicator Foundation. This review compared employees' guaranteed total remuneration with the applicable statutory minimum wages and, where relevant, with the minimum wage benchmarks provided by the WageIndicator Foundation. The analysis found that, where such reference benchmarks were applicable, 100% of Symrise's employees received at least the statutory minimum wage or the corresponding WageIndicator benchmark.

For five countries without a defined statutory minimum wage, additional analyses confirmed that Symrise in Austria, Italy and Sweden paid employees in accordance with both the applicable collective wage agreements and the living wages determined using the "typical family" methodology. The "typical family" methodology was also used to compare wages in Singapore and the United Arab Emirates. The results confirmed that 100 % of employees in the United Arab Emirates and 73 % of employees in Singapore were paid at or above the living wage benchmark.

In addition to this review, and in line with the living wage ambition for 2030, Symrise updated its global living wage gap analysis based on the "typical family" methodology. The results showed that 95 % of the workforce earned wages at or above the living wage benchmark. For the remaining employees earning less than the living wage threshold, Symrise reaffirms its target of paying a living wage to all employees by 2030. Furthermore, the company continues to monitor remuneration levels against external benchmarks as part of the Compensation & Benefits Center of Excellence roadmap to ensure that they are in line with market standards.

Remuneration metrics

Total remuneration ratio

The annual total remuneration ratio is calculated by comparing the remuneration of the highest paid employee to the median remuneration of other employees, excluding the highest paid individual. The basis for these calculations includes the annual base salary, guaranteed allowances, target bonus and profit-sharing, as well as long-term incentives for eligible employees. Given Symrise's presence in over 40 countries with diverse local practices and the ongoing rollout of some Sympeople modules, assessing the materiality of benefits in kind across all entities proved challenging. Consequently, these benefits were excluded from the total remuneration ratio calculation. Symrise is committed to enhancing data availability for future reporting periods.

In 2025, the ratio between the total annual remuneration of the highest-paid employee and the median annual remuneration of Symrise employees was 66:1. This ratio is mainly influenced by long-term performance-based remuneration components (long-term incentives, LTIs), which are only granted to a very limited number of top management positions. When these LTI elements are excluded from the calculation, the remuneration ratio drops to 40:1, reflecting the remuneration structure applicable to the majority of the workforce.

Gender pay gap

In 2025, Symrise's global gender pay gap was -8 %, defined as the difference of average pay levels between female and male employees, expressed as a percentage of the average pay level of male employees. A negative number means that, on average, female employees worldwide earned more than male employees. At Symrise's largest locations in the EEA, the

gender pay gap was -1 % in Germany and -2 % in France, indicating only minor differences in average pay levels between women and men.

The basis for this calculation included the annual base salary, guaranteed allowances, as well as target bonuses and profit-sharing for eligible employees. The assessment was supported by the WageIndicator Foundation. Symrise is committed to applying gender-neutral remuneration principles based on job requirements, qualifications, experience and individual performance. Any remaining differences in average remuneration levels are primarily a reflection of workforce structure factors, such as the distribution of employees across different types of work (e.g., production and office work) and differences in working time models, including part-time employment.

Stakeholders in the value chain

Workers in the value chain

Classification of material impacts, opportunities and risks

Symrise is aware that the company's strategy and business model can have both a positive and a negative impact on workers in the value chain. At the same time, Symrise depends on these workers. This results in both risks and opportunities. The company has pledged to integrate the topics of working conditions, equal treatment and human rights into all aspects of its strategy and business model. It manages impacts and dependencies by means of risk analyses and risk management, preventive measures, sustainable sourcing, stakeholder engagement and the integration of sustainability targets.

Symrise has identified the following material impacts in the area of **workers in the value chain:**

Subtopics	Material impacts, risks and opportunities
Equal treatment and opportunities for all	Measures to promote diversity and the visibility of marginalized groups in the operations of our supply chain business partners contribute to greater diversity, inclusion and global integration in the workplace.
	Violence, harassment (including inhumane treatment) and discrimination in the workplace could negatively impact the living and working conditions of workers in the operations of the supply chain business partners. However, the company had no substantiated knowledge of any such incidents during the reporting period.
Working conditions	Insufficient wages that do not cover living expenses can lead to poverty, few opportunities for social participation, limited access to humane and affordable living space as well as health issues due to the necessity to take on secondary employment.
	A low percentage of workers covered by collective bargaining agreements and violations of workers' rights to freedom of association and collective bargaining lead to inequalities in working conditions and wages, especially in countries/sectors where labor rights are not protected by law or are restricted. However, the company had no substantiated knowledge of any such incidents during the reporting period.
	Poor health and safety practices in the workplace can lead to physical and/or psychological (chronic) impairments and, in the worst case, to fatalities.
Other work-related rights	Limited or no access to decent, affordable housing for workers in the supply chain can lead to health problems due to poor living conditions, financial stress and potential poor health outcomes and endanger personal safety for employees worldwide.
	The potential occurrence of child labor within Symrise's value chains poses a material risk. When child labor occurs, children are deprived of their right to education and a normal childhood, and there is an increased risk of poverty, inequality and physical, emotional and economic exploitation.

Symrise sources approximately 9,000 raw and other materials globally, with the majority derived from agricultural production. This extensive reliance on agriculture places significant responsibility on the company to protect both the environment and the people within its supply chain. Geopolitical and environmental challenges are increasingly impacting the resilience of farmers and the availability of agricultural raw materials, raising the risks of supply disruptions and social challenges.

To identify risks in the operations of its direct supply chain business partners, Symrise has established a multi-level due diligence approach that – with increasing depth of detail – provides information about its suppliers' business practices and their potential inherent and specific risks. Symrise expects suppliers whose risk potential is identified as high to address and remediate priority issues within a certain period of time. In addition, these suppliers may be subject to further assessments, up to and including an on-site audit conducted by independent auditors or trained and experienced internal employees.

Symrise also engages and invests in long-term collaborations and partnerships with the aim of building long-term, resilient supply chains and ensuring a reliable supply of key natural raw materials, while also addressing human rights and environmental challenges. One example is Bridging the Gap (BTG), a multi-stakeholder program that supports sustainable development projects across the world with a view to promoting sustainable supply chains and developing them through socio-economic measures in the local context. The aim is to support small farmers or farming communities in making the transition to regenerative farming practices, thereby securing their source of income or establishing additional sources of income.

Targets

It is Symrise's long-term ambition that purchased materials and services meet sustainability criteria and are in line with the 17 SDGs formulated by the United Nations. To this end, the company has defined medium- and long-term targets for its value chain workers:

- As of 2025, Symrise will have at least twelve audits conducted per year (by internal or external teams, announced or unannounced, as well as random control audits) at suppliers and service providers that have been identified as having a very high risk potential or that are the subject of substantiated allegations of human rights and environmental violations. Examples of how the Group might become aware of this include reports submitted via a grievance channel, information in the media and reports from civil society organizations.
- From 2025 onward, suppliers are required to complete two mandatory training courses each year on topics that arise particularly frequently in Symrise's annual risk assessments. This training will either be conducted by Symrise itself or by an external provider commissioned by Symrise.

Track record 2025	Remarks	Ambitions 2025	Remarks
In 2025, 86 % of Symrise's suppliers accessed the EcoVadis Academy platform.	Suppliers that completed at least two EcoVadis Academy courses significantly improved their EcoVadis rating.	From 2025, suppliers are required to complete two mandatory training courses on frequently identified risk topics each year.	Symrise is considering suppliers with EcoVadis scores below 45 to complete at least two Academy courses in 2026.
With 23 external audits, Symrise exceeded its ambition.	Symrise uses risk assessment approaches based on IQ+,EcoVadis, SEDEX/SMETA-4-Pillar audits and TfS, UEBT and SAI/FSA standards, which are recognized as equivalent formats for responsible and sustainable sourcing.	From 2025, Symrise aims to conduct at least 12 risk-based audits – internal or external, announced, unannounced or random – at suppliers and service providers as soon as there is an indication of high risk potential or substantiated allegations of violations.	We are promoting a sustainable supply chain by strengthening backward integration, working more closely with suppliers and driving ahead with joint projects and programs.

Symrise is currently updating its sustainability strategy and will from 2026 onwards focus on the end-to-end integration of environmental, social and governance topics across the value chain. Therefore, it will be necessary to validate the existing ambitions and also define updated or new targets.[120]

Organization

Symrise develops and adopts targets, directives, policies and procedures within the framework of its global sustainability management.

[120] For further information, please refer to the section "Building resilient supply chains and science-driven, circular business models and products."

The Symrise Executive Board is responsible for human rights. Chief Sustainability Officer (CSO) reports directly to the Executive Board on the human rights status of the company and its supply chains. In line with the new target operating model of the Global Sustainability organization, responsibility for monitoring human rights standards lies with the Human Rights Officer, a role which will be consolidated with the CSO position in the future. This integration ensures streamlined oversight and reinforces accountable governance of human rights matters. The Responsible Sourcing Steering Committee (RSSC) is a decision-making body made up of representatives of the segments and Global Sustainability. It is developing and embedding the strategy for observing due diligence requirements and implementing processes. Operational implementation and the monitoring and tracking of defined measures with suppliers is carried out in the purchasing divisions. The aim of the RSSC is to establish a coherent, sustainable and continually evolving management system for responsible sourcing in order to make Symrise's supply chains more resilient by complying with environmental and human rights standards.

Policies related to workers in the value chain

The company underscores its support for human rights in particular through its Symrise Human Rights Policy . Symrise is a signatory to the UN Global Compact and has expressly committed to the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights (collectively referred to as the International Bill of Human Rights). The Group supports the UN "Protect, Respect and Remedy" framework for business and human rights as well as the OECD Guidelines for Multinational Enterprises on responsible business conduct. It pledges to fully respect the rights set out in the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, including the following:

- Freedom of association and the effective recognition of the right to collective bargaining
- Elimination of forced or compulsory labor
- Abolition of child labor
- Elimination of discrimination in respect of employment and occupation

Symrise's Human Rights Policy commitments are embedded in the Symrise Responsible Sourcing Policy and Supplier Code of Conduct, which all suppliers receive and have to acknowledge upon onboarding. Symrise operationalizes these commitments through responsible sourcing and due diligence processes, requiring all suppliers to adhere to the same high standards. The company regularly assesses and monitors compliance, supports capacity building and takes corrective action where necessary to ensure that the rights and well-being of workers in the value chain are respected and protected. This comprehensive approach reflects Symrise's ethical responsibility to foster decent work, social inclusion and sustainable development across its global value chain.

Responsible sourcing and due diligence – supplier management

As a starting point, prior to commencing any business activity, Symrise expects its supply chain business partners to acknowledge the Symrise Responsible Sourcing Policy, which simultaneously serves as a Supplier Code of Conduct and sets out the requirements the company places on its suppliers[121].

New or alternative suppliers first undergo an internal evaluation process.

Symrise has implemented a multi-layered and tiered risk assessment approach using IQ+, EcoVadis rating and SEDEX-/SMETA-4-Pillar audits. Together for Sustainability (TfS) and Union for Ethical Biotrade (UEBT) audits and Sustainable Agriculture Initiative (SAI/FSA) certifications are considered equivalent assessment formats, being aligned with responsible sourcing, sustainability and ethical standards and internationally accepted. Suppliers holding these certifications may be expedited through the risk assessment process, since their compliance has been independently verified by credible third-party organizations. The TfS audit complements the Group's risk assessment, focusing on chemical sector suppliers. Symrise completed TfS membership onboarding in July 2025, with the first suppliers identified and two TfS audits conducted.

[121] Further information is provided in the section "Management of relationships with suppliers."

As a supplement to the risk assessments provided by the three-step risk filter at Symrise, the company's involvement in various international initiatives, organizations and projects gives it access to detailed information on the labor and human rights situation in different countries and regions. One example of this is its membership of the Aim-Progress initiative for responsible sourcing, a forum of leading manufacturers of fast-moving consumer goods. Activities as part of the Bridging the Gap (BTG) program also provide insights into local contexts. In addition, the company is engaging with a large number of suppliers through the SEDEX and EcoVadis platforms to discuss ways of improving ethical, environmental, safety and health issues. Depending on their focus, these projects and activities are managed and/or supported by the corporate and divisional sustainability teams or by Procurement. The company reports on its activities in its publications.

Analysis of the types of affected value chain workers

In general, Symrise's risk approach encompasses all types of workers employed by our immediate supply chain business partners, in both the upstream and downstream supply chain.

Identification and assessment of impacts, risks and opportunities

In 2025, IQ+ assessed 16,572 suppliers from 240 industries across 77 countries, identifying 2 % as high risk and very critical applying the IQ+ "LKSG lens." Those suppliers will be requested to complete an EcoVadis rating (2025: 378 suppliers). Previously rated suppliers with persistently low EcoVadis scores will have to register with SEDEX and complete the SAQ (2025: 5 suppliers). Should the result be a high or medium risk, the next step is to register with SEDEX and complete an initial SMETA-4-Pillar audit. Any non-compliances found must be resolved within the timeframe agreed with the auditor. The SMETA-4-Pillar audit is repeated every three years to ensure ongoing compliance.

The Symrise Responsible Sourcing Team also centrally monitors overdue non-compliances from audits. If a supplier fails to resolve non-compliances in due time or demonstrate an improvement, Symrise may delist them as a last resort, following a case-by-case decision. In 2025, 0 cases led to relationship termination.

With a total of 23 audits – conducted by external auditing teams – Symrise has exceeded its ambition.

Key actions for workers in the value chain

Recognizing that many supply chain risks are systemic and require collective action, Symrise engages in organizations and initiatives that aim to prevent, mitigate and improve negative impacts on value chain workers while promoting decent working conditions. Examples include:

Union for Ethical Biotrade (UEBT), which is collaborating with the German Society for International Cooperation (GIZ) and the Due Diligence Fund (DDF). This initiative explores new methods of conducting due diligence in supply chains, focusing on the very start of the sourcing chain. By involving producers, farmers, local authorities and other stakeholders, the initiative fosters open discussions about environmental and social issues, paving the way for industry-wide improvements. Building on the initial research phase, followed by stakeholder consultation sessions in 2024, GIZ is working on a "lessons learned" booklet to which Symrise contributed with experiences based on that project.

IFRA-UEBT "Responsible Sourcing Initiative" (RSI): Symrise is actively participating in this initiative, which was established in 2024, with the aim of undertaking potential pre-competitive collective action for the responsible sourcing of natural products where deforestation or ethical risks are a major concern. A first action concerns Bulgarian rose oil, with a workshop held in early 2025 with members and local authorities as well as IFRA and UEBT representatives. Through the IFRA-UEBT Responsible Sourcing Initiative (RSI), Symrise and its partners are working collaboratively with farmers, distillers and industry stakeholders to address social and environmental challenges and promote sustainable practices.

This activity complements other activities in which Symrise is also involved: The Fair Labor Organisation (FLA), for example, is partnering with the International Labour Organisation (ILO) and international producers and purchasers as well as the Egyptian government and local civil society organizations to bring about large-scale change in the Egyptian jasmine sector. The focus is on strengthening child protection, promoting fair compensation, improving human rights due diligence systems at the processor level and generating support for legal and policy initiatives.

Other special initiatives in which Symrise is actively involved include the Roundtable on Sustainable Palm Oil (RSPO), the Sustainable Spices Initiative and the Sustainable Agriculture Initiative (SAI/FSA). The Sustainable Agriculture Supply Chains Initiative (SASI), a platform for stakeholders from the private sector, civil society and politics, allows participating organizations to exchange knowledge on how to conserve natural resources and promote living wages and incomes.

Under the Bridging the Gap (BTG) program, Symrise is pursuing a strategic backward integration approach and has been involved in various multi-stakeholder initiatives for many years. The program is about learning partnerships between suppliers, farmers, Symrise and its customers. This is one way in which the company commits to the important Sustainable Development Goal 17. In these holistic partnerships, environmentally sustainable agricultural practices are taught and financial investments made to support better living and working conditions.

Monitoring the effectiveness of actions for workers in the value chain

Symrise's supplier training and engagement program addresses key risks in the value chain. Coordinated by the Responsible Sourcing team, buyers monitor EcoVadis scores, request corrective action and support suppliers with tailored EcoVadis Academy training. They also promote the Together for Sustainability (TfS) Academy, offering suppliers free, targeted sustainability training to strengthen supplier capabilities, mitigate risks and ensure ongoing alignment with Symrise's sustainability standards.

Analyses of the EcoVadis Academy showed that 86 % of the suppliers partnering with Symrise in 2025 accessed the EcoVadis Academy platform. The academy statistics indicate that suppliers that have completed at least two EcoVadis Academy courses demonstrate a significant improvement in their EcoVadis reassessment scores. Building upon these insights, Symrise is requiring suppliers with EcoVadis scores below 45 to complete a minimum of two Academy courses in 2026.

In 2025, there were no severe human rights violations or abuses in the operations of our immediate supply chain business partners. The following subsidiaries were not included in the 2025 assessment: Scelta Umami B.V., Venlo, Netherlands; Jiangsu Wing Biotechnology Co., Ltd., Jiangsu, China; and the SPF Argentina, Buenos Aires, Argentina.

Reporting channels and process

Symrise is committed to upholding human rights and responsible business practices throughout its global value chain. To ensure that all external stakeholders and rightsholders can raise concerns safely and effectively, Symrise operates a comprehensive grievance mechanism aligned with the United Nations Guiding Principles (UNGP) effectiveness criteria. This system is accessible via our website, with different reporting channels such as a dedicated phone line and the SpeakUp® app supporting barrier-free access and anonymous submissions of reports without fearing any retaliation. The channels and procedure are described. A reference to the external grievance channel is made in the Symrise Human Rights Policy, Responsible Sourcing Policy and Symrise Supplier Code of Conduct (SCoC).

Reporting channels and process

Every report is acknowledged within one day and thoroughly investigated by the Human Rights Officer and a designated member of the Corporate Sustainability Office. All steps are documented and archived to ensure transparency and accountability. Where necessary, Symrise takes appropriate remedial actions, such as compensation, rehabilitation or guarantees of non-repetition, and works with business partners to mitigate adverse impacts.

Effectiveness metrics and outcomes

In 2025, 24 reports were received via the external SpeakUp® platform. Of these, 15 were submitted by Symrise employees (who have access to a separate Integrity Hotline) and nine by external whistleblowers, with two of these being test reports and three reports proving to be unfounded. Two cases have already been resolved, while two others are still in the process of clarification. The average report lead time was 19 days.

Effectiveness of the grievance channels

Symrise reviews a channel's effectiveness based on the technical and organizational effectiveness criteria recommended in the UNGP on Business and Human Rights. The process, accessibility via three different technical reporting options and global availability for third parties – regardless of any business relationship with Symrise – are presented and described in detail on the Symrise website (https://www.symrise.com/sustainability/grievance-system/). Information on these access points can also be found in the Symrise Human Rights Policy published on the website.

The various access options for the SpeakUp® platform (telephone, app, website) are explained clearly and in detail on the Symrise website. The website also contains further descriptions and FAQs, including images to make it easier to understand how the process works. All reports received are documented. Voice messages are transcribed in the local language, translated into English and uploaded to the SpeakUp® platform. When a new report comes in, two formally designated employees tasked with handling the report receive a push notification. Symrise's responses are translated back into the reporter's local language by the SpeakUp® platform. The reporter can use the unique ticket number they received when they originally called to retrieve and/or comment on the message at any time. All written correspondence and the steps taken on the platform are archived and documented.

The grievance system page was updated at the end of 2025 to streamline access for both internal and external reporters, directing them to the appropriate channels managed for employees by the Compliance department and for external reporters by the designated persons from Corporate Sustainability.

Symrise encourages anyone aware of actual or potential violations to report them, and uses the lessons learned for ongoing improvement.

Affected communities

The Symrise Group is a global supplier of fragrances and flavors, cosmetic active ingredients and raw materials as well as functional ingredients. operating across six continents and actively engaging with a broad range of stakeholders. These include customers, employees, shareholders, suppliers, neighbors, politicians, non-governmental organizations and business partners. A particularly relevant group are affected communities, i. e., people and communities that are directly impacted by the company's business activities and value chain, such as residents living near production sites and communities in regions where raw materials are sourced. The company's business activities can have, or are likely to have, significant positive or negative impacts on people and the environment. These impacts extend across Symrise's own operations and, in particular, the upstream segments of the value chain, which have been identified as most vulnerable due to factors such as ecosystem fragility in sourcing regions, exposure to climate-related risks (e. g., typhoons), socio-political instability and economic volatility.

With Bridging the Gap (BTG) programs running in four regions, Symrise aims to create long-term positive impacts by promoting sustainable sourcing practices, improving access to education and healthcare and strengthening agricultural capacity. At the same time, Symrise takes responsibility for minimizing potential negative impacts and aims to ensure that its business model generates added value and enhances livelihoods for the communities connected to its supply chain.

In the course of the double materiality assessment in reference to the ESRS, Symrise identified the following material impacts in the area of affected communities:

Subtopics	Material impacts, risks and opportunities
Communities' economic, social and cultural rights	Actively engaging with local communities in a visible and meaningful way – for example, through volunteering programs and other outreach efforts such as BTG – can proactively foster positive change and strengthen community well-being by supporting local initiatives and addressing shared needs.
	Local communities and biodiversity in areas where Symrise operates are adversely affected by industrial activities. These impacts include noise pollution, unpleasant odors, land scarcity, soil contamination, water scarcity, increased traffic and broader social disturbances. Such environmental and social pressures disrupt ecosystems, threaten wildlife and compromise the health, safety and quality of life of nearby communities, ultimately jeopardizing the company's social license to operate.
	Poor working conditions and low wages in the upstream value chain lead to labor shortages, reducing the availability of key raw materials and increasing costs. This not only disrupts supply chains but also deepens economic vulnerability for smallholder farmers and local communities who depend on these livelihoods.
Communities' civil and political rights	Overexploitation of local freshwater resources in cultivation areas can reduce freshwater availability for the local population.
	Failure to uphold the Symrise Group's Supplier Code of Conduct undermines the fundamental human rights of communities at supplier sites, particularly their rights to freedom of expression and freedom of assembly.

Negative impacts are most likely to occur in regions where Symrise sources natural raw materials, since local communities often face vulnerabilities such as inadequate infrastructure and fragile environmental conditions. These challenges can affect the communities' living conditions while the raw materials they produce remain in high global demand.

The double materiality assessment has identified systemic impacts across the value chain, including environmental and social pressures such as noise pollution, unpleasant odors, land scarcity, soil contamination, water scarcity, increased traffic and broader social disturbances. These factors can disrupt ecosystems, threaten wildlife and compromise the health, safety and quality of life of nearby communities – ultimately affecting Symrise's social license to operate.

In addition, poor working conditions and low wages in upstream supply chains can lead to labor shortages, reducing the availability of key raw materials and increasing costs. This not only disrupts supply chains but also deepens economic vulnerability for smallholder farmers and local communities who depend on these livelihoods.

Over-exploitation of freshwater resources in cultivation areas may further reduce water availability for local populations, while failure to uphold Symrise's Supplier Code of Conduct could undermine fundamental human rights, including freedom of expression and assembly.

Activities that are implemented under the BTG program in Madagascar, the Philippines, Amazonian Brazil and India are positively impacting the communities of farmers and their households. Through collaboration with suppliers, farmers and organization partners in the regions, Symrise has implemented activities that positively impact communities' livelihoods, education and health as well as agricultural practices that protect the environment and biodiversity.

Recent events illustrate the effectiveness of these processes. In Madagascar, political unrest in September 2025 did not affect farming communities within the program region. Nevertheless, a crisis management process was activated to assess potential risks for communities including employees of the company and farmers in Symrise's supply chain. To date, the political crisis has not affected these employees and communities.

In the Philippines, Camarines Norte, the region of the BTG program's intervention, was struck by super typhoon Uwan in November 2025, threatening coconut harvests and potentially reducing farmers' income in the next crop cycle. The steering committee is reviewing the program activities planned for 2026 with the field team to adapt services and strengthen farmers' resilience and livelihoods. This adjustment will be made following a comprehensive impact assessment across all affected farming communities.

Additionally, USAID's decision to reduce funding for programs in fragile countries is expected to have negative consequences, including, but not limited to, a reduction in the number of financially supported community health structures; this could potentially weaken health medicine supply chains, particularly in remote rural areas. Although these cuts are being implemented gradually and their full impact is not yet clear, Symrise is closely monitoring the social situation in its program countries.

While dependencies on affected communities could influence the resilience of Symrise's supply chain – particularly for strategic raw materials such as vanilla – these risks have not been classified as material in the company's double materiality assessment.

Policies related to affected communities

Symrise applies comprehensive policies to manage material impacts related to affected communities. Respect for human rights across our operations and supply chains is a core priority. Governance of these commitments lies with the Executive Board, supported by the Human Rights Officer.

Our policies and international commitments in relation to affected communities include:

- Symrise Human Rights Policy
- Symrise Forest Policy
- Symrise Water Policy
- Land Policy
- Declaration on Slavery and Human Trafficking
- Nagoya Protocol

The Group's policies related to affected communities apply to Symrise's direct operations, including site construction, site extension and land acquisition. The scope also extends to the agricultural supply chains, where Symrise integrates policy aspects into supplier assessments and sourcing processes, with a special focus on high-risk supply chains and countries.

Policy development at Symrise is inclusive and informed by stakeholder input. Communities affected by our operations and decisions are mapped through a double materiality assessment, ensuring that their perspectives are considered. All policies are publicly accessible on our corporate website under the Sustainability section. Key suppliers receive these policies during onboarding and due diligence processes, and community stakeholders are informed through engagement forums and meetings. Where necessary, country managers translate policies into local languages to ensure accessibility.

Symrise Human Rights Policy

Symrise has introduced a comprehensive Symrise Human Rights Policy that is based on the United Nations Guiding Principles on Business and Human Rights, the International Labour Organisation (ILO)'s Declaration on Fundamental Principles and Rights at Work and other international labor and human rights standards. It addresses material risks in the supply chain, particularly in countries with weak regulation, and covers such issues as forced labor, child labor and discrimination.[122]

Symrise Forest Policy

The Symrise Forest Policy safeguards biodiversity and community rights in forest-linked supply chains. The company commits to zero deforestation, conservation of High Conservation Value areas and sustainable sourcing of timber and non-timber products. This voluntary commitment ties in with the requirements of the EU Deforestation Regulation (EUDR) and other forthcoming EU legislation. It explicitly recognizes traditional knowledge and indigenous land rights and, where applicable, requires free, prior and informed consent (FPIC). By promoting certified sustainable sources and improving traceability of forest-risk commodities, Symrise aims to prevent adverse social and environmental impacts on communities dependent on forest resources.

[122] For further information on human rights, please refer to the section "Polices related to own workforce."

Symrise Water Policy

Symrise recognizes water as a fundamental human right and a key resource for community wellbeing and supply chain resilience. The Symrise Water Policy commits to sustainable freshwater use, compliance with local regulations and provision of safe water, sanitation and hygiene (WASH) services for all employees and visitors.[123]

Land Policy

Symrise condemns illegal and illegitimate land-use practices that impact local communities and indigenous peoples. The company's Land Policy defines measures to avoid land grabbing and is applicable to the entire value chain, with a particular focus on high-risk countries. Symrise also works closely with direct suppliers and other supply chain players to ensure that land rights are respected. Symrise pledges to conduct activities in accordance with the land-use laws of the countries concerned and to protect the rights of local communities and indigenous peoples. This is why the company aligns its actions with the principles of the United Nations Nagoya Protocol, which regulates the use of genetic resources by international companies and prescribes benefit-sharing for local communities. To guarantee effective implementation, we have established an internal Nagoya Committee composed of experts from both Group and divisional levels. This committee oversees the systematic integration of access and benefit-sharing principles across all business functions.

International commitments

Symrise upholds international human rights standards and complies with laws such as the UK Modern Slavery Act and the German Supply Chain Due Diligence Act. The company strictly prohibits forced and child labor across its operations and supply chains, requiring suppliers to adhere to its Responsible Sourcing Policy and the Symrise Supplier Code of Conduct (SCoC). This policy sets clear requirements for ethical practices and is signed prior to commencing any business activity.

To ensure compliance, Symrise conducts regular audits and risk assessments using recognized standards such as SEDEX Members Ethical Trade Audit (SMETA-4-Pillar), as well as the Union for Ethical Biotrade (UEBT)) and Sustainable Agriculture Initiative – Farm Sustainability Assessment (SAI FSA) verifications. These processes help identify and mitigate human rights risks. Accessible grievance mechanisms allow affected stakeholders to report concerns anonymously, ensuring timely remediation and continuous improvement in protecting vulnerable communities. Symrise is not aware of any of its own business activities having material negative impacts on local communities in the 2025 reporting year.

Symrise has supported the UN Global Compact and adheres to the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights – collectively referred to as the International Bill of Human Rights. As a member of the Union for Ethical Biotrade (UEBT), Symrise commits to sourcing practices that respect people and biodiversity. The company actively supports the UN Sustainable Development Goals (SDGs) and the UN "Protect, Respect and Remedy" framework.

Symrise supports and complies with international laws fighting slavery and human trafficking, including the California Transparency in Supply Chains Act , Section 54 of the UK Modern Slavery Act and Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act. These commitments align with the United Nations Guiding Principles (UNGP) on Business and Human Rights.

[123] For further information, please refer to the section "Policies related to water resources."

Key actions in relation to affected communities

Symrise takes a holistic approach to managing impacts on affected communities, aiming to prevent negative effects and foster positive outcomes. The company integrates community needs and challenges into its strategies and maintains continuous dialog with stakeholders at local and regional levels. Among several initiatives, Symrise, in its aim to develop sustainable supply chains, has been designing BTG as an umbrella platform for a portfolio of ground-breaking programs.

BTG programs are a cornerstone of Symrise's efforts to strengthen livelihoods and protect ecosystems in strategic sourcing regions. BTG focuses on sustainable agriculture practices, climate resilience and community empowerment, delivering support and services such as training, income diversification and improved access to health and education. At the same time, Symrise implements additional measures – such as human rights due diligence, supplier engagement and targeted support programs – to safeguard community well-being across its global value chain.

Programs are tailored to local conditions and co-designed with communities and partners such as the German Society for International Cooperation (GIZ), Save the Children and private-sector stakeholders. Each program begins with a baseline study to set targets and KPIs, ensuring inclusion of vulnerable groups such as women and children. Governance structures include steering committees and field managers, supported by continuous monitoring and external audits to track progress and ensure accountability.

BTG programs are implemented by national and regional teams familiar with local contexts and languages, supported by public partners and stakeholder organizations to support compliance with national laws and sustainability standards. Actions are structured around two pillars: People (with a focus on improving farming communities' livelihoods and income, protecting children's rights, empowering women and improving access to health, education and drinking water) and Nature (addressing biodiversity, deforestation, water stewardship and regenerative agriculture). For example, in Madagascar, mutual health insurance and school subsidies are provided to farming communities, while partnerships with NGOs such as Save the Children strengthen child protection.

Symrise complements BTG with broad measures such as human rights due diligence, supplier engagement and participation in industry platforms, including UEBT, SAI and the Sustainable Vanilla Initiative (SVI), to benchmark and improve practices. These efforts align with international frameworks and SDGs, reinforcing Symrise's commitment to sustainable sourcing and community wellbeing.

Building on this framework, the following sections outline the specific actions and impacts of BTG programs in Madagascar, the Philippines, India and Amazonian Brazil.

BTG Madagascar – vanilla (2024–2028)

Symrise and Unilever have partnered since 2014 to implement sustainable development programs aimed at improving farmers' livelihoods, access to education and affordable healthcare, and farming practices in the SAVA region, which produces 80 % of the world's natural vanilla supply. Eleven years later, the partnership continues with shared ambitions to enhance vanilla farmers' livelihoods and protect the environment. GIZ supported the initiative until 2024, and Save the Children joined in 2016 to strengthen child protection and youth empowerment.

The current BTG phase of the program, in partnership with the Magnum Ice Cream Company, covers around 5,000 vanilla farmers in 69 villages, with 30 % of the participants being women. Interventions focus on regenerating and protecting nature through regenerative agricultural practices and reforestation as well as financial resilience of farmers' communities through crop diversification (patchouli, ginger, etc.) to generate additional income. Social actions include access to affordable healthcare, support for primary schools and child protection. Environmental efforts aim to plant one million trees by 2028 and geolocate plots for forest monitoring.

Madagascar's vanilla sector is of global importance, and the BTG Madagascar program addresses key challenges in the areas of agriculture and deforestation, women and youth, as well as children's rights.

BTG Philippines – coconut (2025–2028)
Symrise, The Absolut Company (Pernod Ricard), Franklin Baker and GIZ have partnered since 2020 to strengthen climate resilience and improve livelihoods for around 500 smallholder coconut farmers in Camarines Norte. The program focuses on regenerative and climate-resilient agricultural practices, including rejuvenating coconut plantations with new varieties that are more productive and resistant to typhoons and introducing diversified income opportunities through vegetable farming and animal husbandry.

The new program phase that started in March 2025 includes training of farmers on regenerative agriculture practices to enable them to increase farm yields and household income. Farmers' associations will be supported in developing sustainable business models to secure long-term economic resilience. Health and safety are prioritized through community-led monitoring systems and a heat stress assessment study to protect farmers and workers during the harvesting process.

By combining productivity improvements, climate adaptation and social safeguards, this BTG program aims to build a more resilient and sustainable coconut value chain in the Philippines.

BTG India – mint (2024–2028)
Symrise, in partnership with GIZ under its develoPPP (Public Private Partnership) program since 2020 and joined by Haleon in 2024, is working to build a resilient and sustainable mint supply chain in India. The current program phase engages around 10,000 mint farmers in 230 villages in the state of Uttar Pradesh, and focuses on sustainable farming practices including integrated nutrient management, use of organic fertilizer and biopesticides, innovative climate-resilient tools such as drone spraying techniques for fertilizers and water-saving technologies for farm irrigation like solar pumps and drip irrigation systems.

The program addresses farmers' financial resilience by promoting income diversification through crop rotation, using crops such as potato and rice. Actions aimed at empowering women are carried out through dedicated self-help group (SHG) sessions.

The BTG program aims to increase household income, support women-led businesses and strengthen farmers' resilience to climate change.

BTG Amazonian Brazil – botanicals (2024–2027)
Symrise and Natura & Co have partnered since 2017 - with GIZ joining in 2020 - under its develoPPP (Public Private Partnership) program - to strengthen forest-based community livelihoods and conserve biodiversity in the Amazon region. The program supports 2,000 farmers through continuous training on sustainable harvesting, processing techniques and cooperative management, while also providing technological innovations to expand and diversify local value chains for natural cosmetic ingredients.

Communities are strengthening local value creation by expanding (pre)processing activities, which is enabling households to generate higher incomes. This progress is supported by the growing professionalization of local businesses and the formalization of collection areas, achieved in collaboration with other GIZ projects and local public institutions.

The program aims to create long-term economic opportunities while safeguarding the Amazon's unique ecosystem.

Governance & Steering Committee

All BTG programs completed baseline assessments and operational plans in 2025, and current activities represent early-stage groundwork. Although annual progress reports are prepared to track the programs' status, comprehensive impact evaluations will follow through external endline studies upon program completion.

Each BTG program operates under a dual governance structure that combines operational efficiency with strategic oversight. Field management teams, made up of local and regional experts, implement activities on the ground and provide training in areas such as agriculture, environmental management, financial literacy and specialized topics like awareness of children's rights or beekeeping. The teams are supported by the Symrise Sustainability Program Manager, who is responsible for coordinating BTG programs and is a member of the steering committees – comprising Symrise representatives and program partners – that meet every two months to set the strategic direction, monitor progress and allocate resources.

The programs are co-designed with affected communities and informed by external baseline surveys. During project setup, consultations take place at multiple levels – from national agencies and local governments to farmers' associations – ensuring that diverse perspectives are considered. Communities actively contribute to risk analysis through focus groups and meetings, shaping interventions that address potential impacts.

To ensure accountability and continuous improvement, the programs are monitored through the Monitoring, Evaluation and Learning (MEAL) framework.

Reporting channels for affected communities

Symrise has established comprehensive grievance mechanisms to enable affected stakeholders to raise concerns, particularly regarding human rights impacts.[124] In addition, local mechanisms are available through community liaison officers and partner organizations. Complaints can be submitted anonymously, and all valid cases are addressed promptly in line with the UNGP on Business and Human Rights.

The system includes processes to co-develop remedies with community representatives when necessary. Remedial actions may involve infrastructure improvements, training programs or adjustments to sourcing practices. Effectiveness is monitored through follow-up assessments, and lessons learned are integrated into future planning.

Communities also have access to whistleblower platforms provided by partners such as GIZ and Save the Children. Additionally, Symrise cooperates fully with governmental grievance systems and encourages anyone aware of potential violations to report them.

Targets

Symrise has set itself targets to sustainably improve quality of life in the communities in which the company operates. These targets span the entire value chain and include initiatives such as sustainable raw material sourcing from smallholder farmers in countries such as Madagascar, the Philippines, India and Brazil.

These efforts are guided by Symrise's internal policies, global standards and the principles of the UN Global Compact, which align with the SDGs. The targets and key performance indicators (KPIs), as well as their planned time horizons and review processes, vary from program to program and country to country, since each program is tailored to specific local conditions and needs. Stakeholder engagement is a key part of the process. Before embarking on a program, Symrise conducts baseline studies with strategic partners to assess risks, identify challenges along with the needs of local communities, smallholder farmers and other stakeholders, and develop aligned targets and actions.

To do this, Symrise uses platforms and tools that assess risks in the areas of the environment and human rights, such as SMETA-4-Pillar audits, as well as UEBT and SAI verifications. Planning takes into account factors such as country risks and risks related to the four sustainability pillars defined by Symrise: environment/climate, innovation, sourcing and employees/society.

The programs are monitored by the project teams in order to track progress and identify potential challenges or risks at an early stage, as well as to carry out interim evaluations. A concluding study will assess how successful the project has been in achieving the defined targets.

With the BTG program launched in 2019, Symrise aspires to support and enable farmers to practice sustainable agriculture. The current phase of the program extends from 2024/2025 to 2028. Different parts of the program have different individual targets, which can be both qualitative and quantitative in nature. The table below provides examples of the aims of the BTG programs in Madagascar, the Philippines, India and Brazil.

[124] Further information on reporting channels and processes can be found in the section "Workers in the value chain."

Aims	Madagascar	Philippines	India	Brazil
Promote regenerative agricultural practices	Support 5,000 vanilla farmers Shift 50 % to 80 % of 5,000 vanilla farmers to regenerative agriculture, achieving a 20 % increase in farm yield in two key crops per farm type, including vanilla Assess carbon footprint and ensure deforestation-free vanilla Reach 1.0 million trees planted by 2028 (up from 585,000 baseline in 2024)	Support 500 farmers, implement regenerative agriculture practices to increase overall farm productivity by 20 % and assess carbon footprint	60 % of 10,000 mint farmers have increased their resilience to climate change (methods: e. g., use of solar resources, climate-friendly practices) and assess carbon footprint	Support 2,000 farmers 40 % of plant residues in six community-based processing sites are being reused. 9 out of 10 cooperatives have passed UEBT audits standards.
Increase incomes	Lift average farm income by 20 % via yield and diversification increase 50 % of farmers report improved living conditions after implementing regenerative and diversified farming practices.	Increase overall farm income by 15 % through introduction of crop diversification Enhance business skills to improve financial stability	Increase household income of 10,000 mint farmers by an average of 25 % through GAP, mechanization and financial literacy training	Promote agricultural productivity through sustainable farming practices
Strengthen local communities (especially women and young people)	Provide support so that 25,000 children, youth (50 % female) and local stake-holders report increased understanding of children's rights and protection issues.	Improve occupational health and safety in farming practices	Establish 1,000 new female-led enterprises in the communities via self-help groups (SHG)	80 % of women and young people who have taken part in the training apply the knowledge they have gained in their daily work

Having already partnered several years of successful cooperation, Symrise and GIZ decided to enter into a framework agreement in 2019. The aim was to further amplify their impact and jointly promote agricultural and education-oriented development projects to establish sustainable value chains. Four programs were implemented under the first phase, and a planned expansion to four additional programs would have enabled the partnership to reach 200,000 people and 40,000 farmers by 2028. However, following a strategic review of priority countries by the Federal Ministry for Economic Cooperation and Development (BMZ), which commissions GIZ, the agreement was terminated and the planned second phase did not proceed.

Symrise is currently updating its sustainability strategy and will from 2026 onwards focus on the end-to-end integration of environmental, social and governance topics across the value chain. Therefore, it will be necessary to validate the existing ambitions and also define updated or new targets.[125]

Achievements

Across the BTG programs in Madagascar, the Philippines, India and Brazil, 2025 marked significant progress in regenerative agriculture, climate resilience, environmental restoration and community wellbeing. Since the beginning of the BTG program journey, an investment of EUR 35.5 million has been made in the four programs by Symrise and its partners.

Regenerative and climate-smart farming practices expanded widely. Farmers in Madagascar increased adoption of intercropping, mulching, composting and biopesticides from 53 % to 65 %, while in India, 4,845 farmers adopted the ridge and furrow method, reducing input costs and increasing net income by 25 %. Additional climate-resilient technologies advanced as 460 farmers transitioned to electric pumps and 555 to solar irrigation. The Philippines program developed a new module for climate-resilient and regenerative coconut-based farming systems, selecting 20 pilot farmers and preparing two demonstration farms. In Brazil, mapping vegetable and non-vegetable residues from ten community industrial businesses laid the groundwork for piloting waste-reuse technologies such as activated carbon, biochar, composting and biodigesters.

Environmental restoration and natural resource management also improved Madagascar mobilized 69 villages and 4,000 people to plant around 200,000 trees with a 68 % survival rate, surpassing the targets set. Brazil advanced digital traceability and environmental compliance through geo referencing tools and training on national regulations and the Rural Environmental Cadastre (CAR), essential for accessing credit and public policies. In India, a baseline GHG assessment identified opportunities for improved nutrient and energy efficiency.

[125] For further information, please refer to the section "Sustainability strategy: Building resilient supply chains and science-driven, circular business models and products."

Livelihood and income diversification improved across regions. Malagasy farmers diversifying in beekeeping harvested and sold more than 400 liters of honey, while India supported more than 75 new women-led enterprises in fish farming, beekeeping and handicrafts. Philippine farmer associations updated strategic plans and identified new livelihood opportunities through collaboration with government livelihood programs. Financial resilience grew as 10% of Indian farmers began regular savings, and 1,500 farmers accessed digital extension services, supported by a new monitoring dashboard and a crop-insurance awareness pilot.

Youth empowerment and community capacity building remained central. Madagascar trained young people in green entrepreneurship, supporting five micro-projects in forestry, recycling and soilless cultivation. Brazil assessed capacity-building needs across 10 communities, with a focus on women and youth, and initiated partnerships with government bodies and universities.

Community well-being and child protection advanced through multiple initiatives. Madagascar delivered two cycles of "Safe Families" and “Intergenerational Dialogue” in 69 villages, improving family relationships and reducing household violence, while 16,000 people gained access to affordable healthcare through the Mahavelona mutual insurance scheme. In the Philippines, occupational health and safety was prioritized through heat-stress assessments, first-aid and wellness training and the distribution of safety kits to coconut farmers.

Together, these achievements reflect strong momentum toward regenerative agriculture, climate resilience, sustainable value chains, women and youth empowerment and improved community well-being, contributing to more resilient and inclusive rural economies across all BTG program regions.

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GOVERNANCE INFORMATION

Business conduct

At Symrise, responsible and ethical business conduct is a fundamental pillar of the corporate culture. Symrise is committed to upholding integrity and transparency in all operations and across its global value chain. Symrise actively engages with suppliers, customers and industry partners to identify and mitigate risks such as corruption, bribery and unfair practices. The goal is to help shape a regulatory environment that fosters sustainable practices, innovation and long-term value creation for people, the planet and business.

Symrise is currently updating its sustainability strategy and will from 2026 onwards focus on the end-to-end integration of environmental, social and governance topics across the value chain. Therefore, it will be necessary to validate the existing ambitions and also define updated or new targets.[126]

The table below outlines the identified IROs for business conduct:

Subtopics	Material impacts, risks and opportunities
Management of relationships with suppliers	Clear communication of human and environmental rights, values and beliefs (e. g., Symrise Supplier Code of Conduct) can avoid negative environmental and social behavior and can strengthen the individual sense of responsibility of own employees and workers in the value chain.
	Clear selection criteria for business partners and suppliers as well as corresponding performance evaluations and external audits could positively impact social and environmental issues (e. g., by requiring them to sign a Code of Conduct or commit to programs to reduce CO_2).
Corporate culture	A strong organizational culture can significantly enhance employee well-being and job satisfaction by cultivating a meaningful sense of belonging and shared purpose.
Anti-corruption and anti-bribery	By protecting whistleblowers, Symrise can help ensure that misconduct – such as corruption, unsafe working conditions or environmental violations – is brought to light and appropriately addressed, thereby safeguarding both people and the planet.

Corporate culture

At Symrise, corporate culture is a cornerstone of sustainable success. Guided by the ONE Symrise strategy and its four core values – "Care to Lead", "Collaborate with Intent", "Embrace Sustainable Growth" and "Unlock the Opportunities" – the company fosters a purpose-driven environment that connects innovation with responsibility. Every action connects back to Symrise's mission – to innovate in health, well-being and beauty – while maintaining a strong customer focus.

CARE TO LEAD: Success begins with empathy and well-being. We motivate and support each other to do our best in a balanced environment. We don't just lead; we care to make a difference.

COLLABORATE WITH INTENT: Harnessing our collective capabilities to create synergies, we align our efforts to reach new heights together. What we do goes far beyond teamwork. Rather, we harmonize our commitment to achieve our common goals.

EMBRACE SUSTAINABLE GROWTH: Championing innovation and leveraging our collective expertise, we pave the way for enhanced efficiency, performance, and rewarding experience for our customers. We're not merely growing; we unleash our ambition for excellence relentlessly.

UNLOCK THE OPPORTUNITIES: We don't wait for opportunities. We create them together. Through a supportive framework where trust, fairness, and foresight thrive, we empower each other to push boundaries.

A strong organizational culture significantly enhances employee well-being and job satisfaction by cultivating a meaningful sense of belonging and shared purpose, as emphasized in the results of the double materiality assessment on organizational culture. Symrise translates this into practice through initiatives that empower employees, encourage collaboration and promote entrepreneurial thinking across all levels of the organization.

[126] For further information, please refer to the section "Building resilient supply chains and science-driven, circular business models and products."

Building on this strong cultural foundation, Symrise has taken decisive steps to embed its core values into everyday practices. To ensure that principles such as "Care to Lead", "Collaborate with Intent", "Embrace Sustainable Growth" and "Unlock the Opportunities" are not only aspirational but actionable, the company launched the ONE Symrise change program. This comprehensive initiative translates cultural commitments into concrete engagement mechanisms, empowering leaders and employees alike to drive transformation and foster a unified, purpose-driven organization.

ONE Symrise change program

In 2024, Symrise's Executive Board launched the ONE Symrise change program to drive a unified transformation across the organization. This program introduces a set of engagement mechanisms designed to foster a culture of collective ownership and active workforce participation. The initial phase focused on identifying and mobilizing a core group of 400+ leaders across the organization, who became the first target group for engagement. They were engaged through dedicated communication channels, two participation surveys and a series of 18 cross-regional workshops to gather input on cultural traits, transformation priorities and the development of actionable plans. The feedback and insights collected from these sessions shaped the development of Symrise's Culture Compass and new core values, with initial concepts revealed to 400+ leaders during the ONE Symrise Forum.

These early measures culminated in the design of the engagement campaign, supported by the creation of a dedicated working group: the Engagement Squad composed of 14 members from diverse regions and functions. They were tasked with designing and supporting engagement initiatives to empower the 400+ leaders. Meanwhile, the Transformation Office was created, bringing together a dedicated structure to lead, orchestrate and contribute to the execution of strategy priorities. Building on this foundation, engagement mechanisms were further expanded, refined and developed in 2025.

From January 2025 onward until the end of the year, virtual monthly ONE Symrise calls, driven by the Executive Board, became a central pillar of engagement, targeting an initial group of 400+ leaders and expanding to 600 by February. These leaders serve as the primary drivers of transformation, guiding and mobilizing their teams. Each call concludes with a pulse survey, systematically collecting KPIs on engagement, understanding and adoption of the transformation. The data collected from these surveys, along with insights gathered through the Engagement Squad's weekly calls and quarterly face-to-face workshops, directly informs subsequent engagement campaigns and actions proposed by the Executive Board, Transformation Office and Engagement Squad.

Initiated in February, the progressive roll-out of the Culture Compass introduced Symrise's new core values and gradually enriched supporting materials for the entire organization, including the provision of resources in 10 different languages to address the diverse language needs of our countries across the company.

In April, the Engagement Squad launched the ONE Symrise Hub, a dedicated internal digital platform providing up-to-date information and resources of the ongoing transformation to all employees. Accessible to around 10,000 devices across the organization, the hub not only disseminates information on a recurrent basis but also enables employees to provide content. Participation and interaction are tracked using platform metrics, making it possible to measure engagement and reach.

In summer 2025, the Executive Board initiated the ExBo & You Connect Tour to strengthen direct engagement with teams across all regions by visiting over ten sites globally and meeting more than 1,000 employees through town hall meetings, workshops and informal exchanges. These interactions provided leadership with a clearer understanding of local expectations and opportunities for improvement, ensuring that employee perspectives are systematically integrated into the transformation process. The outcomes of the tour contributed to the refinement of priorities and processes.

Launched in September 2025 by the Engagement Squad, the Transformers network formed an additional engagement group of over 350 Symrisers. This cross-functional group represents the organization's segments and areas from all four regions (APAC, EAME, LATAM, NAM), spanning nearly 100 sites. Its mission is to amplify and accelerate the movement at local and global levels. The network was onboarded with four dedicated virtual sessions, equipped with a toolkit and engaged through targeted channels and pulse surveys to measure their impact.

This organic, network-based approach aims to mobilize a critical mass of employees, around 10% of the workforce, where each group plays a distinct yet interconnected role in driving sustainable change.

Workforce engagement is shared across the Executive Board, the Transformation Office, the Engagement Squad, ONE Symrise Leaders and the Transformers network, each playing a vital role in coordinating, supporting and boosting engagement at all levels.

Throughout the year, "Coffee Talks" and "ONE Symrise Forums" complemented engagement mechanisms by fostering open discussions and team exchange sessions. These events took place at different dates and locations, with major sites like Holzminden hosting sessions attended by members of the Executive Board or guest leaders, further strengthening direct connections and supporting the company's transformation journey.

As the ONE Symrise change program accelerates cultural transformation and strengthens employee engagement, Symrise ensures that these efforts are aligned with its broader commitment to responsible business practices. The cultural initiatives are complemented by governance and sustainability measures that embed fairness, transparency and long-term value creation into the company's operations. Symrise applies a shared-value approach, ensuring that economic success is inseparable from social and environmental benefits. This principle is embedded in sourcing strategies, product development and stakeholder engagement. Governance structures, such as the integration of HR, Legal and Compliance into a unified global function and the "tHRive" project, reinforce fairness, transparency and career development opportunities.

Anti-corruption and anti-bribery

As a global player with many supplier and customer relationships worldwide, Symrise is committed to ensuring that its employees act responsibly and with integrity, both within the company and in their dealings with business partners. The Group strives to always maintain responsible relationships and to avoid potential risks of corruption and bribery from the outset. The goal is to avoid situations that might give rise to suspicions of corruption and to counteract potential violations early on. Symrise calls on all employees to actively contribute to the implementation of compliance requirements in their respective areas of responsibility. Symrise has a policy on anti-corruption (Symrise Anti-Bribery & Anti-Corruption Policy) and conducts mandatory training on anti-corruption and anti-bribery.

Symrise Code of Conduct

Symrise's anti-corruption principles are laid down in the Group's Code of Conduct, which serves as a binding guideline for all employees. The code applies throughout the world, regardless of cultural differences, and governs how Symrise interacts with its most important partners. It ensures transparent and reliable processes. In the interest of the company and all employees, Symrise investigates violations of this code immediately and eliminates the underlying causes.

The Symrise Code of Conduct is a legally binding ethical standard that must be followed by all employees, no matter their position, location, sector of activity or personal characteristics such as age, gender, language or culture. It guides dealings with all of the company's relevant stakeholders: employees, customers, suppliers, shareholders, investors, neighbors, society, the government and its agencies, the media and interested members of the public. Stakeholders are all individuals and organizations with a legitimate interest in the company and its activities and with whom Symrise interacts in a business context.

The Code of Conduct builds on the values and principles that guide the Group. By following it, we ensure that Symrise treats everyone fairly and with respect, and that conduct and business activities remain transparent, honest and open to scrutiny. It contains clear principles and guidelines on how to deal with conflicts of interest to ensure that business decisions are made without bias and in the best interests of the company. Symrise does not tolerate corruption in any form. It is strictly prohibited to accept or offer money or other benefits to gain competitive advantages. There are also clear rules concerning gifts and invitations: Under no circumstances may the offer of a gift or invitation be tied to any kind of consideration. Donations and sponsorships reflect the Group's social commitment and must always be transparent and consistent with ethical standards.

If any employee believes that the Code of Conduct has been violated, they can contact the responsible compliance officer at their site or call the Integrity Hotline to report the matter anonymously and confidentially. Symrise is subject to the German Whistleblower Protection Act and therefore explicitly required to maintain an internal whistleblower system. This mechanism ensures that employees and stakeholders can confidentially report concerns related to legal or ethical misconduct. By protecting whistleblowers, Symrise can help ensure that misconduct – such as corruption, unsafe working conditions or environmental violations – is brought to light and appropriately addressed, thereby safeguarding both people and the planet. This approach reflects Symrise's commitment to transparency, accountability and responsible business practices, reinforcing its corporate culture and sustainability objectives.[127]

The Symrise Code of Conduct applies to all Symrise Group companies, with due consideration of the applicable national law. In countries where laws or regulations contain stricter or more far-reaching provisions than those set forth in the Code of Conduct, the former shall take precedence. Beyond that, there are also other policies related to sustainability, such as the "Statement on political involvement," with which Symrise strives to prevent inappropriate political influence and ensure that its dialog with public officials is transparent to the outside world. Symrise explicitly prohibits corrupt practices as a means of gaining advantages or political influence and always remains politically neutral.

Compliance risk assessment

The Symrise Code of Conduct is a core element of our compliance management system. As part of Group-wide risk management and risk controlling activities, Symrise performs a survey, assessment and classification of potential risks, including compliance risks, on a Group-wide basis twice a year. These surveys are consolidated at Group level and integrated into the risk report, which is the subject of the Audit Committee's deliberations twice a year and presented to the Supervisory Board in detail once a year.

There were no confirmed cases of corruption at Symrise in 2025. No meaningful non-financial performance indicators are available in relation to bribery and corruption.

Compliance training

To ensure that all compliance requirements are consistently met, Symrise regularly assesses the need for training and offers targeted training courses in the areas of technical compliance, legal compliance and tax compliance. The content of these training courses is mainly taught through online formats, with some face-to-face training also offered. This allows the Group to reach more employees in a shorter period of time while also enabling flexible participation, so that employees can decide for themselves when and where they complete the training. Tests at the end of the courses not only confirm successful participation, but also reveal whether the participants have understood the content.

When new employees join the company, Symrise provides them with comprehensive training on the principles of the Group's Code of Conduct, in addition to job-specific requirements. Employees are expected to undergo training at specified intervals. The training is conducted every one to four years and may take the form of basic, refresher or specialized courses as needed.

Management of relationships with suppliers

Symrise has introduced a Responsible Sourcing Policy, which simultaneously serves as a code of conduct (Symrise Supplier Code of Conduct (SCoC)) to promote sustainable practices along the entire value chain. The policy mandates compliance with all local and international laws, the protection of human rights (especially vulnerable groups) and the protection of the natural environment (soil, water, atmosphere and biodiversity). Symrise obliges its direct suppliers to follow the standards and principles set out in this policy and regularly disclose information on the origin and manufacturing methods of all significant materials. This mutual obligation and joint approach are meant to ensure traceability and ethical practices.

[127] More information on the Integrity Hotline and guidelines regarding the protection of whistleblowers can be found in the section "Processes to remediate negative impacts and channels for own workforce to raise concerns" in the chapter "Own workforce."

The policy applies to the entire value chain, from upstream (supplier) to downstream (customer) processes. In particular, it applies to direct (tier-one) suppliers that provide materials, technical products or services to the company.

Symrise monitors compliance with the policy through measures such as audits and supplier assessments, while taking into account international standards like the UN Global Compact and the UN Sustainable Development Goals (SDG). Social audits are carried out at suppliers identified as high-risk in the course of the annual assessments and, on an ad hoc basis, at suppliers where Symrise has reason to believe that an indirect supplier may be violating human rights or environmental obligations. Examples of how Symrise might become aware of this include reports submitted via a grievance channel, information in the media and reports from civil society organizations. Depending on the situation, the audits are either carried out by internal Symrise auditors or by independent third-party auditors. Symrise may decide to conduct unannounced on-site audits based on the results of the risk assessment. Symrise has made the policy available online and encourages suppliers to reach out to their contacts at Symrise if they have any questions. The company also expects suppliers to pass these requirements on to their own employees and to companies throughout their supply chain.

The policy puts a special emphasis on climate change mitigation, energy efficiency, renewable energies and other material sustainability matters such as the protection of biodiversity, circularity, responsible waste management and compliance with ethical standards by suppliers. Symrise urges its suppliers to save energy and to minimize their greenhouse gas emissions and the environmental impacts of their operations.

Approaches in regard to relationships with suppliers[128]

Symrise manages its general supplier relationships and supply chain sustainability risks through a structured, evidence-based approach that combines external risk assessment tools, corrective action plans and continuous supplier engagement. EcoVadis and SEDEX risk assessment platforms are primarily used to obtain independent assessments of suppliers' sustainability performance and risk profiles across environmental, labor and human rights, ethics and sustainable procurement criteria. These standardized assessments and audits enable Symrise to identify higher-risk suppliers and prioritize engagement accordingly.

Suppliers receive corrective action plans (CAPs) through the platforms, with Symrise requiring follow-up audits to close any open corrective actions found during SEDEX/SMETA-4-Pillar audits. Symrise monitors progress, requests supporting evidence and verifies completion of actions within defined timelines, with the goal of continuous improvement and building strong supplier relationships. In parallel, the Group actively pursues collaborations.[129]

Additionally, through Symrise's Vendor Engagement Portal or document management system (DMS), procurement departments collect product-specific information for natural raw materials, including genus and species, country of agricultural origin and certification documentation. This enables Symrise to evaluate country- and crop-specific risks using recognized external databases such as the UEBT Grove risk database and the U.S. Department of Labor's List of Goods Produced by Forced or Child Labor.

While country/crop risk screening is currently in the pilot phase, Symrise has already assessed a significant portion of naturally derived raw materials and identified specific geographic and commodity risks. Based on these findings, relevant suppliers were informed about the desktop risk assessment and Symrise has initiated multi-stakeholder discussions to determine appropriate next steps and potential mitigation measures. This combined system of third-party risk assessments, systematic corrective action plans and proactive engagement provides a transparent and auditable framework for managing supplier relationships and sustainability risks across the supply chain.

Selection of supply-side contractual partners

As a first step in supplier selection, all suppliers are required to acknowledge the Symrise Supplier Code of Conduct (SCoC). This process ensures that human rights, fair labor practices and environmental protection principles are clearly communicated and contractually recognized prior to engagement. Following acknowledgment of the SCoC, Symrise applies a risk-based due diligence approach using multiple assessment tools to evaluate each vendor's sustainability maturity and potential exposure to social and environmental risks.[130]

[128] For a detailed description of Symrise's management of relationships with its suppliers, please also refer to the section "Responsible sourcing and due diligence – supplier management" in the "Workers in the value chain" chapter.
[129] For further information on collaboration with suppliers, please refer to the section "Stakeholder engagement."
[130] A detailed description of Symrise's due diligence approach is provided in the section "Analysis of the types of affected value chain workers" in the "Workers in the value chain" chapter.

In addition, Symrise has established two key internal definitions for the development of new policies, actions and targets related to the management of relationships with suppliers:

- A **strategic raw material** is any material that is critical to Symrise based on the sourcing situation, its importance to customers, the risk position, legal requirements or the company's own strategic commitments. These raw materials require special attention so as to enable efficient resource allocation, proactive risk management, business continuity and, wherever possible, a contribution to regenerative agricultural practices.

- A **strategic supplier** is a supplier whose relationship with Symrise goes beyond a purely transactional nature in that it has a direct and significant influence on Symrise's business performance. Such suppliers are therefore long-term partners committed to creating value, minimizing risk, promoting innovation, ensuring sustainability and securing competitive advantages.

Pilot project on human rights and environmental due diligence (HREDD)

As part of Symrise's continued efforts to strengthen responsible sourcing and human rights and environmental due diligence (HREDD), a pilot HREDD assessment was launched to enhance how supply chain risks are identified, prioritized and managed across the company's natural supply base. The objective of the pilot is to establish a structured, data-driven approach to integrate potential human rights and environmental impacts and risks more systematically into the supplier due diligence process, with the ultimate goal of communicating them to the purchasing team and relevant stakeholders and developing validation and mitigation strategies.

The pilot project builds on the existing supplier due diligence process, whose external risk assessment and auditing platforms are consolidated into an HREDD "funnel." This funnel enables the continuous identification and prioritization of salient impacts and risks at country, supplier and raw material level, taking into account severity and exposure. They are updated dynamically as new data becomes available, as new suppliers or materials are onboarded and based on input from procurement experts, customers and external intelligence. A total of 370 high-risk supply chains for natural raw materials were identified.

Based on this prioritization, a plan to validate and mitigate these salient risks is now being developed in collaboration with in-house procurement experts. Some supply chains already have mature and robust mitigation strategies in place (e.g., Bridging the Gap (BTG) projects[131], certified raw materials, audits), while others still need to be critically investigated.

The HREDD pilot is being developed in close collaboration with Purchasing to ensure practical integration into supplier relationship management processes. It supports buyers in engaging suppliers on sustainability expectations, tracking progress on corrective actions and strengthening long-term partnerships with key suppliers. Over time, the pilot is intended to become the basis for a scalable, Group-wide HREDD framework, contributing to improved risk transparency, regulatory readiness and more resilient and responsible supply chains.

Policy to prevent late payments, especially to SMEs

At present, Symrise does not have a formal global policy specifically addressing the prevention of late payments to suppliers, including small and medium-sized enterprises (SMEs). However, the company recognizes the importance of timely and fair payment practices as a part of responsible business conduct and has identified this as a priority area for policy development.

[131] For further details on Bridging the Gap (BTG)projects, please refer to the chapter "Affected communities."

To address this gap, Symrise has established a new leadership role – the head of Sustainability Integration – within the new Global Sustainability organization, reporting directly to the CSO. This position is responsible for integrating sustainability and ethical business practices across Human Resources, Operations and Procurement, including the development of policies that strengthen supplier relationships and promote fair payment terms. A global policy on responsible payment practices, with particular attention to SMEs and vulnerable suppliers, has been identified as a development priority under this new function and will be investigated in close collaboration with procurement experts in 2026.

By creating this governance structure and assigning clear accountability at executive level, Symrise demonstrates its commitment to addressing policy gaps proactively and ensuring that future procurement practices support equitable treatment and business continuity throughout the value chain.[132]

[132] Further information on the new Global Sustainability organization can be found in the section "Symrise Sustainability organization."

REPORT OF THE SUPERVISORY BOARD OF SYMRISE AG

Dear Shareholders,

The global economy remains in a state of upheaval. New trade policy measures and fiscal impulses have changed the framework conditions; however, there is continued uncertainty as to the stability and direction of the global economy.

The environment is being shaped by higher US tariffs since the start of 2025, new restrictions on migration and disruptive global supply chains. At the same time, several major economies are pursuing a more expansive fiscal policy, which is causing uncertainty about the sustainability of public finances. In this way, the global economy is adapting to a landscape of greater protectionism and fragmentation – with subdued medium-term growth prospects.

The World Economic Outlook (October 2025) reported a weakening of the global growth dynamic. Growth is expected to decline from 3.3 % in 2024 to 3.2 % in 2025 and 3.1 % in 2026. The negative trend is resulting from uncertainty, trade barriers and weaker labor market momentum. Global inflation forecasts are 4.2 % for 2025 and 3.7 % for 2026, with above-average rates in the USA and lower rates in many other economies. In the industrialized countries, growth of around 1.6 % is expected in 2026. Growth in the USA is expected to slow to 2.1 %, due to the negative impacts of tariffs, consumer uncertainty and weaker labor markets. In the eurozone, growth will remain weak at around 1.1 %, with stagnation at 1.3 % in the United Kingdom. Japan's growth forecast for 2026 is down to 0.6 %.

With growth of some 4.0 %, the emerging and developing countries are more robust. Despite current real estate and structural problems, China will grow by just about 4.2 %, while India will remain the main driver of growth with around 6.2 %. Together, the Middle East and Central Asia will achieve growth of 3.8 %, while Latin America will remain at around 2.3 % – curbed by political uncertainty and inflationary pressure in Brazil and Argentina.

Symrise has a proven and stable business model with comparatively low risk content. The Group is broadly diversified across all stages of the value chain – from the procurement of raw materials on the basis of long-term agreements to on-site production in the sales markets and a global customer structure. Parts of the product portfolio serve to meet basic needs. Our group is, therefore, well-equipped to deal with the numerous risks currently affecting the environment and is in a position to quickly and systematically exploit business opportunities as they arise.

In this report, I would like to inform you about the key activities of the Supervisory Board. In the 2025 fiscal year, the Supervisory Board of Symrise AG again fulfilled its responsibilities under the law and according to the articles of incorporation with great care. We regularly provided consultation to the Executive Board and monitored the management of the company. We are convinced that the company's management activities complied with all legal and regulatory requirements. The Supervisory Board was directly and intensely involved in all decisions of fundamental significance to the company. In the meetings of the Supervisory Board and its committees, we again discussed and reached agreements on a number of matters and business transactions subject to our approval. The Executive Board comprehensively discussed and coordinated the strategic planning and orientation of the company with us. As in the previous fiscal years, the Supervisory and Executive Board held a separate meeting in the 2025 fiscal year to examine and evaluate the company's strategy.

Based on information received from the Executive Board, we discussed and advised intensively on all business transactions of significance to the company in our full Supervisory Board meetings. In this regard, the Executive Board provided us with regular, current and comprehensive reports in written and verbal form on all aspects important to the company. This includes, above all, the development of the business and financial situation, the employment situation, ongoing and planned investments, basic corporate strategy and planning issues, as well as the risk situation, risk management, and the compliance management system. The Executive Board informed us of matters that, according to legal requirements and/or the articles of incorporation, are subject to our approval at an early stage and allowed us the time needed for making a decision.

Wherever required by law or by the articles of incorporation, we submitted our vote on the reports and proposed resolutions of the Executive Board after thorough analysis and discussion. In urgent special cases, decisions were made in consultation with the Chairman of the Supervisory Board either in writing or in videoconferences.

The Executive Board provided us with a monthly report on all of the key financial figures. When there were any deviations in the course of business from the set plans and objectives, we received detailed explanations in written and verbal form, enabling us to discuss the reasons for the deviations and targeted correction measures with the Executive Board.

Additionally, outside the meetings of the Supervisory Board and its committees, the Chairman of the Supervisory Board and the Chairman of the Auditing Committee, in particular, were in close and continuous dialogue with the Executive Board. As in the previous year, conflicts of interest affecting members of the Executive and Supervisory Boards, which must be disclosed to the Supervisory Board without delay and reported to the Annual General Meeting along with their underlying circumstances and a report of how they will be handled, did not occur in 2025.

Full Supervisory Board meetings

Section 8 (1) of the company's articles of incorporation in conjunction with Section 96 (1) of the German Stock Corporation Act (AktG) and Section 7 (1) Sentence 1 Number 1 of the German Codetermination Act of May 4, 1976 (MitbestG), requires the Supervisory Board to consist of twelve members. Six members are elected by the Annual General Meeting and six by the company's employees in accordance with the provisions of the German Codetermination Act. The current members of the Supervisory Board of Symrise AG are:

Michael König, Chief Executive Officer of Nobian Industrial Chemicals B.V., Amersfoort, Netherlands. Mr. König has been a member of the Supervisory Board since January 2020 and was elected to the Supervisory Board for the period until the end of the Annual General Meeting that rules on the approval of actions for the 2028 fiscal year. Mr. König has been the Chairperson of the Supervisory Board since June 2020. Mr. König is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:
a) none
b) Celanese Corporation, Irving/Texas, USA, member of the Board of Directors (listed company)

Ursula Buck, Managing Director at BC BuckConsult, Possenhofen. Ms. Buck has been a member of the Supervisory Board since May 2016, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2027 fiscal year. Ms. Buck is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:
a) none
b) none

Jeannette Chiarlitti, IG BCE regional manager for the South Lower Saxony region. Ms. Chiarlitti has been a member of the Supervisory Board since May 2016, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2025 fiscal year. Ms. Chiarlitti is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:
a) none
b) none

Harald Feist, Chairman of the Works Council and Chairman of the General Works Council at Symrise AG. Mr. Feist has been a member of the Supervisory Board since July 2013 and the Vice Chairman of the Supervisory Board since September 2018 . He was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2025 fiscal year. Mr. Feist is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:
a) none
b) none

Bernd Hirsch, professional supervisory board member, Gütersloh. Mr. Hirsch has been a member of the Supervisory Board since May 2018, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2025 fiscal year. Mr. Hirsch is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:
a) none
b) Verlagsgruppe Georg von Holtzbrinck GmbH + Georg von Holtzbrinck GmbH & Co. KG, Chairman of the Supervisory Board
Springer Nature AG & Co. KGaA, member of the Supervisory Board

André Kirchhoff, full-time member of the Works Council at Symrise AG. Mr. Kirchhoff has been a member of the Supervisory Board since May 2016, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2025 fiscal year. Mr. Kirchhoff is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:
a) none
b) none

Dr. Jakob Ley, Senior Director Research Biobased Ingredients, Research & Technology, Food & Beverage, Taste, Nutrition & Health at Symrise AG. Dr. Ley has been a member of the Supervisory Board since May 2021, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2025 fiscal year. Dr. Ley is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:
a) none
b) none

Mr. Malte Lückert, Specialist Secretary in the Executive Office and acting Head of Human Resources. Mr. Lückert has been a member of the Supervisory Board since June 2023, and was appointed to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2025 fiscal year in accordance with Section 104 of the German Stock Corporation Act. Mr. Lückert is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:
a) Rain Carbon Germany GmbH, Castrop-Rauxel, member of the Supervisory Board
LEAG, Lausitz Energie Bergbau AG, Cottbus, member of the Supervisory Board
RWE Power AG, Essen, member of the Supervisory Board
b) none

Prof. Andrea Pfeifer, Chief Executive Officer at AC Immune S.A., Lausanne, Switzerland. Prof. Pfeifer has been a member of the Supervisory Board since May 2011, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2028 fiscal year. Prof. Pfeifer is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:
a) none
b) Bio MedInvest AG, Basel, Switzerland, Chairwoman of the Board of Directors
AB2 Bio SA, Lausanne, Switzerland, Chairwoman of the Board of Directors
E.M.S. Electro Medicals System S.A., member of the Supervisory Board

Andrea Püttcher, Vice Vice Chairwoman of the Works Council and Vice Chairwoman of the General Works Council at Symrise AG. Ms. Püttcher has been a member of the Supervisory Board since September 2018, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2025 fiscal year. Ms. Püttcher is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:
a) none
b) none

Peter Vanacker, Chief Executive Officer of LyondellBasell Industries N.V., Houston, TX, USA. Mr. Vanacker has been a member of the Supervisory Board since June 2020, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2028 fiscal year. Mr. Vanacker is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:
a) none
b) LyondellBasell Industries N.V., Houston/USA and London/UK, member of the Supervisory Board

Jan Zijderveld, professional supervisory board member. Mr. Zijderveld has been a member of the Supervisory Board since May 2023, and was elected to the Supervisory Board for the period lasting until the end of the Annual General Meeting that will decide on discharges for the 2028 fiscal year. Mr. Zijderveld is a member of the statutory Supervisory Board of the following German companies listed under a) below and of a comparable supervisory body of the following domestic and foreign companies listed under b) below:
a) none
b) Ahold Delhaize N.V., Netherlands, member of the Supervisory Board
Pandora, Denmark, member of the Board of Directors (non-executive)

In the 2025 reporting year, the members of the Supervisory Board took part in training measures on the following topics, among others: current developments in supervisory board law, audits of financial statements, business administration, sustainable HR management, artificial intelligence, sustainability reporting, and sustainable finance.

Topics of the Supervisory Board meetings

In the 2025 fiscal year, key focus areas of our work, which were discussed on a regular basis by the Supervisory Board, again included the impacts of geopolitical upheaval such as the war in Ukraine and the conflict between Israel and Hamas, as well as their effects on the price of energy and agricultural products. Overall, global supply chains were much more robust than in the previous year 2024. The monetary policy measures imposed by leading central banks to curb inflation, and the impact of these on our business, were also an ongoing topic for the Supervisory Board. The same applies to the effects of the U.S. presidential elections, particularly on the free movement of goods between Europe and the USA and on planned and existing investments in the USA.

In light of these matters, we discussed with the Executive Board in detail the measures it had enacted, as well as those planned for the future. Regular deliberations within the Supervisory Board also covered the development of sales, earnings and employment at Symrise and its two segments in the individual regions given the economic conditions present there. The Supervisory Board also discussed the company's financial and liquidity situation, as well as important investment projects and their development as measured against the planned objectives. The Supervisory Board held six ordinary meetings in fiscal year 2025, of which two were focal point meetings, as well as one extraordinary meeting. Each meeting of the full Supervisory Board may begin without the presence of the members of the Executive Board where necessary. The same applies to the agenda items on which the auditor reports to the Supervisory Board and is available for questions. The first focal point meeting addressed the company's strategy, its review in the light of the changing economic environment and the status of its implementation, while the second focal point meeting's focus was the annual planning for 2026.

In our ordinary **meeting on January 29, 2025**, we dealt in detail with the election of shareholder representatives to the Supervisory Board to be held at the upcoming Annual General Meeting. In this process, we took account of the expectations of the different shareholder representatives and voting rights advisors and identified the candidates standing for election and their respective terms of office. The continuing search for a new Executive Board member for the Scent & Care segment was another subject of our deliberations. We revised the briefing of the HR consultants involved and intensified the search.

In addition, we initiated another self-assessment of the composition and cooperation of the Supervisory Board in accordance with the German Corporate Governance Code (GCGC). Another focal point of the meeting was the discussion of the preliminary results for fiscal year 2025. Finally, we approved the budget planning proposed by the Executive Board for fiscal year 2025.

In our **meeting on March 26, 2025**, we discussed the performance appraisals for the members of the Executive Board for fiscal year 2025 and prematurely extended Dr. Stephanie Coßmann's appointment as Executive Board member by another four years, i.e., to the end of January 31, 2030.

At this meeting, we also addressed the audit of the 2024 annual financial statements and consolidated financial statements intensively. The auditor was present at this meeting. In addition to our own analysis and discussion, we received the detailed report from our auditors and discussed the respective financial statements in detail with them. As a result, we approved the 2024 annual financial statements and the 2024 consolidated financial statements. Together with the Executive Board, we also decided on the proposal to be submitted to the Annual General Meeting on the appropriation of accumulated profit, discussed and decided on the proposal to be submitted to the Annual General Meeting on the proposal of the Auditing Committee regarding the election of the auditor for the 2025 fiscal year, and discussed possible agenda items for the 2025 Annual General Meeting. At this meeting, we also discussed and approved the remuneration report prepared by the Executive Board and Supervisory Board in accordance with Section 162 of the German Stock Corporation Act (AktG) and submitted it for approval by the 2025 Annual General Meeting. We also discussed sustainability reporting in the form of the Non-Financial Group Report based on the European Sustainability Reporting Standards (ESRS). Here, too, as part of our own analysis and discussion, we took our auditor's audit opinion into account and approved the Non-Financial Group Report.

In our extraordinary **meeting on May 5, 2025**, we dealt with the structure and distribution of responsibilities of the Executive Board, accessing the extensive preliminary work of our Personnel Committee in this process. In this meeting, Mr. Michael Friede also introduced himself personally and in detail as Executive Board member candidate for the S&C segment. After extensive discussions, we appointed Mr. Michael Friede as a member of the Executive Board and as President of the S&C segment for a period of 3 years with effect from December 1, 2025.

In our **meeting on May 19, 2025**, we took a detailed critical look at the result of the self-assessment of the Supervisory Board. The Executive Board informed us on the latest status of the antitrust investigations of our company in various countries. It is particularly noteworthy that the UK Competition and Markets Authority (CMA) suspended its investigations of Symrise due to alleged unlawful agreements with competitors and announced in addition that this did not apply to the investigations of the competitors of Symrise and that these investigations would continue.

In addition, the Executive Board's report on the company's performance during the first three months of the 2025 fiscal year and its outlook for the rest of the year represented the main focus of our meeting. We also received the report from the Audit Committee and discussed developments in various crisis-hit regions of the world and the possible impact on our business in detail with the Executive Board. The Executive Board gave us details of its new digital strategy and an update on the 2025 Annual General Meeting and in that regard in particular on the new safety policy.

In our **meeting on July 29, 2025**, which was not attended by the Executive Board, we debated our future composition and the composition of our committees. In view of the end of Mr. Hirsch's term of office at the end of the 2026 Annual General Meeting, we also dealt with the search for a suitable successor candidate. Furthermore, we discussed the elections of employee representatives to the Supervisory Board scheduled for March 2026. In addition, the meeting focused on a detailed discussion of the course of business over the first six months of the 2025 fiscal year. One focus at it was a discussion of various external factors, such as interest rates, energy costs, raw material costs, exchange rates and their influence on Symrise's business development and, in particular, the profitability of the business. As part of this meeting, the Auditing Committee provided a report on its work, focusing on the review of the interim financial statements for the first half of 2025 by our auditor. The Executive Board also informed us of the status of various acquisition projects.

In the **strategy meeting on September 10 and 11, 2025**, we focused in detail on how the company is viewed by the capital market and on investor expectations in this regard. In this process, we also reviewed how our company is perceived by analysts and investment banks. The Executive Board informed us on the progress of implementation of the ONE Sym strategy and on the corresponding roadmap. Based on this, we looked at the strategy of our company's two segments and their respective product portfolios. The discussion focused on the growing importance of our sustainability activities. Sustainability aspects are increasingly turning into a critical competitive factor. Together with the Executive Board, we discussed the current situation at Symrise and agreed specific individual priorities and sequences, including definitive action plans. Moreover, the Executive Board gave us an update on its digitalization strategy. With regard to some financing instruments due for refinancing at the end of 2025/beginning of 2026, we approved the issuance of a Eurobond of €800 million, for the first time using our ratings from S&P (BBB+) and Moody's (Baa1).

The **meeting on December 3, 2025** was again devoted to the corporate planning for the upcoming 2026 fiscal year. The Supervisory Board approved the corporate planning for the 2026 fiscal year in this meeting. The Supervisory Board was updated by the Executive Board regarding the 2025 annual financial statements, and received and discussed the report of the Auditing Committee and the risk report. Furthermore we approved the sale of two production sites in the USA. Even under Germany's new coalition government, it was no longer expected that the CSRD Implementation Act would come into force in 2025. We therefore intensively discussed with the Executive Board the question of the scope of the sustainability reporting and the standard of auditing to be applied to it. Although the existing regulations continue to apply in general and Non-financial Group Report and only a voluntary audit of the formal content by a freely selectable institution are envisaged, we decided together with the Executive Board that, in view of the future sustainability reporting and the work that had already been done, sustainability reporting should be done in reference to ESRS of the CSRD. We made this decision in agreement with our auditor, PwC. This sustainability reporting was audited by PwC as a non-auditing service and awarded a "limited assurance" opinion in March 2025. The Executive Board and Supervisory Board also jointly issued a Declaration of Compliance in accordance with Section 161 of the German Stock Corporation Act (AktG). The Supervisory Board also renewed and confirmed its targets regarding its composition and its competence profile in this context.

Supervisory Board committees

The Supervisory Board has formed a total of four committees to fulfill its responsibilities efficiently. These committees draft the Supervisory Board's resolutions and prepare the agenda items to be addressed in the full meetings.

To the extent that it was legally admissible, the Supervisory Board delegated decision-making to its committees in individual cases. The Supervisory Board has established an Auditing Committee, an Arbitration Committee pursuant to Section 27 (3) of the Codetermination Act (Mitbestimmungsgesetz), a Personnel Committee, and a Nominations Committee as permanent committees. The Chairperson of the Supervisory Board chairs all of the committees with the exception of the Auditing Committee. In the Supervisory Board meetings, the Chairpersons of the committees report regularly and extensively on the content and results of the committee meetings. As a result, the Supervisory Board always has a comprehensive basis of information for its consultations.

The **Auditing Committee** met five times during the 2025 fiscal year and mainly focused on matters relating to the annual financial statements and consolidated financial statements, which includes monitoring the accounting process, the effectiveness of the internal controlling system, the risk management system, the internal auditing system, the audit of annual accounts and the compliance management system.

The Auditing Committee also regularly dealt in detail with issues relating to Group financing, liquidity planning and securing liquidity. It also monitored the independence and qualifications of the auditor as well as additional services provided by the auditor. Furthermore, the Auditing Committee discussed the interim reports in detail and approved them before they were published. The Auditing Committee also prepared the Supervisory Board's decision on the approval of the annual financial statements and its approval of the consolidated financial statements. To this end, it was responsible for pre-auditing the annual financial statements, the consolidated financial statements, the management reports and the proposal regarding appropriation of earnings. Receipt of the report from Internal Auditing, the Group Compliance office and the risk report were also regular agenda items at Auditing Committee meetings. The Auditing Committee prepared the Supervisory Board's proposal to the Annual General Meeting to appoint an auditor for the financial statements and an auditor for any sustainability reporting for the new fiscal year. Furthermore, the Auditing Committee obtained the relevant statements of independence from the auditor, issued the audit engagement and agreed with the auditor on key audit matters on which the auditor must expressly state an opinion. In addition, the Auditing Committee determined further individual focal points of the audit for the following fiscal year. The basis for this was a risk-oriented audit approach. Furthermore, the Auditing Committee was responsible for preparing the decision of the Supervisory Board regarding auditing fees. If necessary, any meeting of the Auditing Committee could be held even if no member of the Executive Board was present. The same was true for those specific topics about which the auditor reports to the Auditing Committee and was available to answer questions. The Auditing Committee currently has six members. Three members are commissioned by the shareholder representatives of the Supervisory Board and three members are commissioned by the employee representatives of the Supervisory Board. The Chairperson of the Auditing Committee must be independent and should not be the Chairperson of the Supervisory Board. One member – Mr. Hirsch – has particular expertise in the field of auditing. Another member – Mr. König – has particular expertise in the field of accounting. Both Mr. Hirsch and Mr. König are independent from the company, its shareholders, and its Boards and Committees. The current members of the Auditing Committee are:

- **Bernd Hirsch** has been a member and Chairman of the Auditing Committee since May 2018.
- **Ursula Buck** has been a member of the Auditing Committee since May 2016.
- **Malte Lückert** has been a member of the Auditing Committee since September 2023.
- **Harald Feist** has been a member of the Auditing Committee since May 2016.
- **Michael König** has been a member of the Auditing Committee since June 2020.
- **Andrea Püttcher** has been a member of the Auditing Committee since August 2021.

The **Personnel Committee** met three times during the 2025 fiscal year and is responsible for matters pertaining to the Executive Board. In particular, these matters include preparing resolution recommendations for full Supervisory Board meetings regarding the appointment of Executive Board members and components of Executive Board members' service contracts. This also includes succession planning at the Executive Board level in accordance with Recommendation B 2 of the German Corporate Governance Code 2022. Its activity this year was devoted to finding successors for and the new composition of the Executive Board of Symrise AG. In this context, both external and internal candidates were evaluated and assessed in all cases. The outcome was the appointment of an external candidate as Executive Board member for the Scent & Care segment. Diversity criteria, age and the terms of the board members' contracts will continue to play a vital role in the further succession planning for the Executive Board. As part of that, the Personnel Committee also takes into account the requirements of the Act to Supplement and Amend the Regulations for the Equal Participation of Women in Executive Positions in the Public and Private Sector ("FüPoG II"), which came into force on August 12, 2021. For this reason, when appointing new members to the Executive Board in the future, we will not only strive for diversity criteria, but also for appropriate consideration of women. The Personnel Committee deals with the development of the Executive Board remuneration system – specifying the amount of remuneration and the related target agreements and making corresponding recommendations at the full Supervisory Board meetings. The Personnel Committee currently has six members, of whom three members are chosen by the shareholder representatives and three are chosen by the employee representatives on the Supervisory Board. The current members of the Personnel Committee are:

- **Michael König** has been a member and Chairman of the Personnel Committee since June 2020.
- **Jeanette Chiarlitti** has been a member of the Personnel Committee since September 2023.
- **Harald Feist** has been a member of the Personnel Committee since August 2014.
- **Dr. Jakob Ley** has been a member of the Personnel Committee since August 2021.
- **Prof. Andrea Pfeifer** has been a member of the Personnel Committee since September 2012.
- **Jan Zijderveld** has been a member of the Personnel Committee since September 2023.

Shareholders and employees are equally represented on the **Arbitration Committee** pursuant to Section 27 (3) of the Co-determination Act (MitbestG). In the event that the appointment of a member of the Executive Board is not approved by the two-thirds majority required by law, the Arbitration Committee is responsible for submitting an alternative proposal to the Supervisory Board. The Arbitration Committee has four members. It was not necessary to convene the Arbitration Committee during the 2025 fiscal year. The current members are:

- **Michael König** has been a member and Chairman of the Arbitration Committee since June 2020.
- **Ursula Buck** has been a member of the Arbitration Committee since May 2016.
- **Harald Feist** has been a member of the Arbitration Committee since September 2018.
- **André Kirchhoff** has been a member of the Arbitration Committee since August 2021.

The **Nominations Committee** consists exclusively of shareholder representatives from the Supervisory Board in accordance with Recommendation D 4 of the German Corporate Governance Code 2022. Its task is to recommend shareholder representatives to the Annual General Meeting who would be suitable Supervisory Board members for upcoming Supervisory Board elections. The Nominations Committee consists of three members. It was not necessary to convene the Nominations Committee during the 2025 fiscal year. The current members are:

- **Michael König** has been a member and Chairman of the Nominations Committee since June 2020.
- **Prof. Andrea Pfeifer** has been a member of the Nominations Committee since May 2011.
- **Jan Zijderveld** has been a member of the Personnel Committee since September 2023.

The members of the Supervisory Board and its Committees, the respective meeting dates of the Supervisory Board and its Committees, the format of the meeting and the individualized attendance of all members of the Supervisory Board and its Committees at the respective meetings of the Supervisory Board and its Committees are also shown in the following list:

Meetings of the Supervisory Board

Name	29.01.2025	26.03.2025	(extra-ordinary) 05.05.2025	19.05.2025	29.07.2025	10.09.2025	11.09.2025	03.12.2025
Michael König (from January 15, 2020)	Teams	x	Teams	x	Teams	x	x	x
Ursula Buck (from May 11, 2016)	Teams	x	Teams	x	Teams	x	x	x
Jeannette Chiarlitti (from May 11, 2016)	Teams	Apology	Apology	x	Apology	Apology	Apology	Teams
Harald Feist (from July 1, 2013)	Teams	x	Teams	x	x	x	x	x
Bernd Hirsch (from May 16, 2018)	Teams	x	Teams	x	Teams	x	x	x
André Kirchhoff (from May 11, 2016)	Teams	x	Teams	x	x	x	x	x
Dr. Jakob Ley (from May 5, 2021)	Teams	x	Teams	x	x	x	x	x
Malte Lückert (from June 13, 2023)	Teams	x	Teams	x	Teams	x	x	x
Prof. Andrea Pfeifer (from May 18, 2011)	Teams	x	Apology	x	Teams	x	x	Apology
Andrea Püttcher (from September 1, 2018)	Teams	x	Teams	x	x	x	x	x
Peter Vanacker (from June 17, 2020)	Teams	Teams	Teams	x	Teams	x	x	Teams
Jan Zijderveld (from May 10, 2023)	Teams	x	Teams	x	Teams	x	x	x

Meetings of the Arbitration Committee

Name				
Michael König (Chairman) (from June 17, 2020)				
Ursula Buck (from May 11, 2016)				
Harald Feist (from September 20, 2018)				
André Kirchhoff (from August 03, 2021)				

Meetings of the Personnel Committee

Name	26.03.2025	10.09.2025	03.12.2025
Michael König (Chairman) (from June 17, 2020)	x	x	x
Jeannette Chiarlitti (from September 14, 2023)	Apology	Apology	Teams
Harald Feist (from August 6, 2014)	x	x	x
Dr. Jakob Ley (from August 3, 2021)	x	x	x
Prof. Andrea Pfeifer (from September 20, 2012)	x	x	Apology
Jan Zijderveld (from September 14, 2023)	x	x	x

Meetings of the Auditing Committee

Name	January 29, 2025	March 25, 2025	April 28, 2025	July 29, 2025	October 27, 2025
Bernd Hirsch (Chairman) (from May 16, 2018)	Teams	x	x	Teams	Teams
Ursula Buck (from May 11, 2016)	Teams	x	x	Teams	Teams
Harald Feist (from May 11, 2016)	x	x	x	Teams	x
Michael König (from June 17, 2020)	Teams	x	x	Teams	Teams
Malte Lückert (from September 14, 2023)	Teams	x	x	Teams	Teams
Andrea Püttcher (from August 3, 2021)	x	x	x	Teams	x

Meetings of the Nominations Committee

Name				
Michael König (Chairman) (from June 17, 2020)				
Prof. Andrea Pfeifer (from May 18, 2011)				
Jan Zijderveld (from September 14, 2023)				

Annual and consolidated financial statements 2025

The auditor PricewaterhouseCoopers GmbH, Wirtschaftsprüfungsgesellschaft, Hanover ("PwC") audited the annual financial statements for the fiscal year from January 1, 2025 to December 31, 2025, which were prepared by the Executive Board in accordance with the German Commercial Code (HGB), as well as the management report of Symrise AG. The Auditing Committee engaged the auditor to perform the audit in accordance with the May 20, 2025 resolution of the Annual General Meeting. It was agreed that the auditor would inform the Auditing Committee without delay of all findings and incidents of significance to the duties of the Auditing Committee identified during the audit, as well as any circumstances identified during the audit which would result in the declaration issued by the Executive Board and Supervisory Board in accordance with the German Corporate Governance Code being inaccurate. The auditor issued an unqualified audit opinion. The Symrise AG consolidated financial statements were prepared in accordance with Section 315a HGB on the basis of the International Financial Reporting Standards (IFRS), as applicable in the European Union. The auditor PwC also certified the consolidated financial statements and the Group management report without qualification.

The auditor's report on these financial statements, as well as additional auditing reports (in particular on the sustainability reporting) and documentation, were delivered to all members of the Supervisory Board in a timely manner. They were presented in detail and discussed thoroughly in the meetings of the Auditing Committee on February 10 and March 2, 2026 and in the full meeting of the Supervisory Board on March 3, 2026. The auditors participated in the deliberations on the annual and consolidated financial statements in both bodies. Here, they reported on the key audit results and were available to the Auditing Committee and the Supervisory Board to answer any questions and provide additional information. Following our own review of the annual financial statements, the consolidated financial statements, the management report and the Group management report, we accepted the findings of the auditor. In our meeting of March 03, 2026, we approved the annual financial statements and the consolidated financial statements upon the recommendation of the Auditing Committee. The annual financial statements are thereby adopted. After careful examination, we endorsed the Executive Board's proposal for the appropriation of accumulated profit. The Supervisory Board considers the proposal regarding the use of profits to be appropriate.

A law to implement Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU, as regards corporate sustainability reporting ("CSRD Implementation Act") was not enacted in German law in the 2025 fiscal year. We therefore intensively discussed with the Executive Board the question of the scope of the sustainability reporting and the standard of auditing to be applied to it. Although the existing regulations continue to apply in general and Non-financial Group Report and only a voluntary audit of the formal content by a freely selectable institution are envisaged, we decided together with the Executive Board that, in view of the future sustainability reporting and the work that had already been done, sustainability reporting should be done in reference to ESRS of the CSRD. We made this decision in agreement with our auditor, PwC. This sustainability reporting was audited by PwC as a non-auditing service and awarded a "limited assurance" opinion. It is available as a non-financial statement in the Group management report on the Symrise website at:

https://symrise.com/corporatereport/2021/en/sustainability-responsibility/sustainability-record.html

Corporate governance

In accordance with Principle 23 of the currently applicable version of the German Corporate Governance Code from April 28, 2022 ("DCGK 2022") published in the official section of the Federal Gazette by the German Federal Ministry of Justice and Consumer Protection on June 27, 2022, the Supervisory Board and Executive Board report annually on the corporate governance of the respective company in the Corporate Governance Statement pursuant to Sections 289f and 315d of the German Commercial Code (HGB).

The Corporate Governance Statement includes the Declaration of Compliance pursuant to Section 161 of the German Stock Corporation Act (AktG), relevant disclosures on corporate governance practices, a description of the working methods of the Executive Board and the Supervisory Board, as well as the composition and working methods of their Committees, the target figures for the proportion of women in the Executive Board and for the two management levels below the Executive Board, together with deadlines for implementation, the status of implementation and a description of the diversity concept with regard to the composition of the Executive Board and Supervisory Board.

Section 162 of the German Stock Corporation Act, newly introduced with the Act Implementing the Second Shareholders' Rights Directive (ARUG II), requires a separate remuneration report under stock corporation law for the fiscal years beginning after December 31, 2020. This replaced the previous remuneration report prepared in accordance with Sections 289a (2) Sentence 1, 315a (2) Sentence 1 of the German

Commercial Code (HGB). The remuneration report under stock corporation law pursuant to Section 162 German Stock Corporation Act (AktG) is a separate report from the financial statements under commercial law. It is therefore neither part of the Corporate Governance Statement nor part of the management report. It is submitted to the Annual General Meeting for approval each year. The Corporate Governance Statement pursuant to Sections 289f and 315d of the German Commercial Code has been made publicly available on the Symrise website. at:

https://www.symrise.com/corporate-governance-statement/

In 2025, we observed the refinement of corporate governance standards in Germany and abroad and will continue to do so in the future. The Chairperson of the Supervisory Board engages in regular dialogue with major shareholders and proxies as part of its commitment to corporate governance. The main topics covered in fiscal year 2025 were the changes in the composition of the Executive Board, risk management in the context of the many geopolitical challenges and the diverse ESG topics pertaining to Symrise. The Supervisory Board's increasingly extensive duties, the resulting consequences for the competence profile and the related composition of the Supervisory Board were also discussed. On December 3, 2025, the Executive Board and the Supervisory Board submitted an updated Declaration of Compliance according to Section 161 of the German Stock Corporation Act (AktG) and made this permanently available to the shareholders on the company's website. It is also included in the Corporate Governance Statement. Symrise AG has complied with all recommendations of the German Corporate Governance Code 2022 since June 27, 2022, and intends to do so in the future.

Additional details and background information related to corporate governance at Symrise are provided in our FactBook, which is available to download from our website. at:

https://www.symrise.com/investors/index.php/?eID=tx_securedownloads&p=71&u=0&g=0&t=1669318747&hash=f92f8fc4a58647c7bdf6b69b3a4f165c21057855&file=/fileadmin/symrise/Downloads_reports/reports/documents/2022/Symrise_FactBook_current.pdf

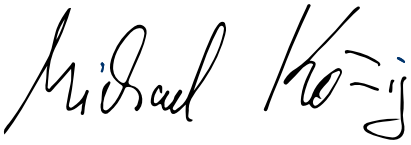
Changes in the Executive Board and Supervisory Board

Changes in the Executive Board in fiscal year 2025:
With effect from December 1, 2025, Mr. Michael Friede was appointed as a member of the Executive Board for three years, i.e., up to the end of November 30, 2028. Mr. Friede is responsible for the S&C segment.

Changes in the Supervisory Board in fiscal year 2025:
There were no changes in the Supervisory Board in fiscal year 2025.

On behalf of the Supervisory Board, I would like to thank the members of the Executive Board, as well as the employees and employee representatives of Symrise AG and all Group companies, for their hard work and dedication over the last fiscal year.

On behalf of the Supervisory Board
Holzminden, Germany, March 3, 2026



Michael König
Chairperson of the Supervisory Board of Symrise AG

BODIES AND MANDATES – EXECUTIVE BOARD AND SUPERVISORY BOARD

All information as of December 31, 2025.

EXECUTIVE BOARD:

DR. JEAN-YVES PARISOT
Chief Executive Officer
Membership in legally mandated domestic supervisory boards: None
Membership in comparable supervisory bodies (domestic and international):
- Probi AB, Lund, Sweden, Chairman of the Board of Directors
- VetAgroSup, Lyon, France, Chairman of the Board of Directors
- Swedencare AB, Malmö, Sweden, member of the Board of Directors

DR. STEPHANIE COßMANN
Member of the Board HR & Legal and Sustainability
Membership in legally mandated domestic supervisory boards: None
Membership in comparable supervisory bodies (domestic and international): None

OLAF KLINGER
Chief Financial Officer & IT
Membership in legally mandated domestic supervisory boards: None
Membership in comparable supervisory bodies (domestic and international): None

WALTER RIBEIRO
Member of the Board Taste, Nutrition & Health
Membership in legally mandated domestic supervisory boards: None
Membership in comparable supervisory bodies (domestic and international): None

MICHAEL BJÖRN FRIEDE
Member of the Board Scent & Care
Membership in legally mandated domestic supervisory boards: None
Membership in comparable supervisory bodies (domestic and international): None

SUPERVISORY BOARD:

MICHAEL KÖNIG
Chief Executive Officer of Nobian Industrial Chemicals B.V., Amersfoort, Netherlands
Membership in legally mandated domestic supervisory boards:
- Symrise AG, Holzminden, Chairman of the Supervisory Board

Membership in comparable supervisory bodies (domestic and international):
- Celanese Corporation, Irving/Texas, USA, member of the Board of Directors

URSULA BUCK
Chief Executive Officer of BC BuckConsult
Membership in legally mandated domestic supervisory boards:
- Symrise AG, Holzminden, member of the Supervisory Board

Membership in comparable supervisory bodies (domestic and international): None

JEANNETTE CHIARLITTI
Regional Head, IG BCE District South Lower Saxony
Membership in legally mandated domestic supervisory boards:
- Symrise AG, Holzminden, member of the Supervisory Board
- amedes-group GmbH, Göttingen, member of the Supervisory Board

Membership in comparable supervisory bodies (domestic and international): None

HARALD FEIST
Chairman of the Works Council and Chairman of the General Works Council of Symrise AG
Membership in legally mandated domestic supervisory boards:
- Symrise AG, Holzminden, Vice Chairman of the Supervisory Board

Membership in comparable supervisory bodies (domestic and international): None

BERND HIRSCH

Professional supervisory board member
Membership in legally mandated domestic supervisory boards:
- Symrise AG, Holzminden, member of the Supervisory Board

Membership in comparable supervisory bodies (domestic and international):
- Verlagsgruppe Georg von Holtzbrinck GmbH + Georg von Holtzbrinck GmbH & Co. KG, Chairman of the Supervisory Board
- Springer Nature AG & Co. KGaA, member of the Supervisory Board

ANDRÉ KIRCHHOFF

Independent member of the Works Council of Symrise AG
Membership in legally mandated domestic supervisory boards:
- Symrise AG, Holzminden, member of the Supervisory Board

Membership in comparable supervisory bodies (domestic and international): None

DR. JAKOB LEY

Senior Director Research Biobased Ingredients, Research & Technology, Food & Beverage, Taste, Nutrition & Health at Symrise AG
Membership in legally mandated domestic supervisory boards:
- Symrise AG, Holzminden, member of the Supervisory Board

Membership in comparable supervisory bodies (domestic and international): None

MALTE LÜCKERT

Specialist Secretary in the Executive Office and acting Head of Human Resources
Membership in legally mandated domestic supervisory boards:
- Symrise AG, Holzminden, member of the Supervisory Board
- Rain Carbon Germany GmbH, Castrop-Rauxel, member of the Supervisory Board
- LEAG, Lausitz Energie Bergbau AG, Cottbus, member of the Supervisory Board
- RWE Power AG, Essen, member of the Supervisory Board,

Membership in comparable supervisory bodies (domestic and international): None

PROF. DR. ANDREA PFEIFER

Chief Executive Officer of AC Immune S.A., Lausanne, Switzerland
Membership in legally mandated domestic supervisory boards:
- Symrise AG, Holzminden, member of the Supervisory Board

Membership in comparable supervisory bodies (domestic and international):
- Bio MedInvest AG, Basel, Switzerland, Chairwoman of the Board of Directors
- AB2 Bio SA, Lausanne, Switzerland, Chairwoman of the Board of Directors
- E.M.S. Electro Medicals System S.A., member of the Supervisory Board

ANDREA PÜTTCHER

Vice Chairwoman of the Works Council and Vice Chairwoman of the General Works Council of Symrise AG
Membership in legally mandated domestic supervisory boards:
- Symrise AG, Holzminden, member of the Supervisory Board

Membership in comparable supervisory bodies (domestic and international): None

PETER VANACKER

Chief Executive Officer of LyondellBasell Industries N.V., Houston/USA and London/UK
Membership in legally mandated domestic supervisory boards:
- Symrise AG, Holzminden, member of the Supervisory Board

Membership in comparable supervisory bodies (domestic and international):
- LyondellBasell Industries N.V., Houston/USA and London/UK, member of the Supervisory Board

JAN ZIJDERVELD

Professional supervisory board member
Membership in legally mandated domestic supervisory boards:
- Symrise AG, Holzminden, member of the Supervisory Board

Membership in comparable supervisory bodies (domestic and international):
- Ahold Delhaize N.V., Netherlands, member of the Supervisory Board
- Pandora, Denmark, member of the Board of Directors