Welcome to your CDP Water Security Questionnaire 2023

W0. Introduction

W0.1

(W0.1) Give a general description of and introduction to your organization.

Symrise is globally recognized as a leading manufacturer of fragrances, flavors, cosmetic and other active and functional ingredients and aroma molecules as well as sensorial and nutritional solutions for improved wellbeing of consumers in the global food and FMCG markets. Our organization is structured into the following segments: 1. Taste, Health & Nutrition and 2. Scent & Care.

Symrise manages a strong and diverse portfolio that consists of +10.000 raw materials of synthetic and also natural origin purchased from +5000 suppliers from all continents. With creativity, a sustainable mindset and our competences (e.g. green chemistry) Symrise transforms these raw materials into +30.000 products for our clients in the above mentioned markets. The enormous diversity of our raw material and product portfolio offers huge opportunities to meet changing consumer demands. At the same time, our portfolio is of course exposed to - and interlinked with - global change phenomena, including environmental impacts relating to climate, water, soil or ecosystems and biodiversity. Especially our biobased portfolio depends on the functional integrity of ecosystems and the ecosystem services they provide, including the provision of high quality freshwater water resources for raw material production in our value chain and for manufacturing processes in our own operations.

For this reason, we are committed to become a strong part of a global solution to tackle the above mentioned challenges. Our Vision is to be a leading sustainable ingredient manufacturer that supports pleasure, health and wellbeing while promoting positive socioeconomic impact and ecological prosperity along our value chains.

In 2021, Symrise undertook further M&A activities and acquired 2 companies. Their water throughput data have meanwhile been integrated into our water accounting. This means, that our 2021 water accounting data have been M&A adjusted - see our GRI based Sustainability Record, section GRI 303: https://symrise.com/corporatereport/2022/en/sustainability-responsibility/sustainability-record.html

W-CH0.1a

(W-CH0.1a) Which activities in the chemical sector does your organization engage in?

Other, please specify

Flavours, fragrances, aroma molecules; cosmetic, food and other functional ingredients

W0.2

(W0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date
Reporting year	January 1, 2022	December 31, 2022

W0.3

(W0.3) Select the countries/areas in which you operate.

Argentina
Australia
Brazil
Canada
Chile
China
Colombia
Costa Rica
Ecuador
Egypt
France
Germany
Hungary
India
Japan
Madagascar
Mexico
Netherlands
Russian Federation
Singapore
South Africa
Spain
Thailand
United Arab Emirates
United Kingdom of Great Britain and Northern Ireland
United States of America

W0.4

(W0.4) Select the currency used for all financial information disclosed throughout your response.

EUR

W0.5

(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.

Companies, entities or groups over which operational control is exercised

W0.6

(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?

No

W0.7

(W0.7) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization.	Provide your unique identifier
Yes, an ISIN code	000SYM9999

W1. Current state

W1.1

(W1.1) Rate the importance (current and future) of water quality and water quantity to the success of your business.

	Direct use importance rating	Indirect use importance rating	Please explain
Sufficient amounts of good quality freshwater available for use	Vital	Vital	DIRECT WATER USE: High quality fresh water is used as input for our ingredients (e.g. flavors, fragrances or cosmetic ingredients), in manufacturing processes and for cleaning of production facilities. It is vital to produce high quality products and ensure good manufacturing practices because there is no option for substitution, we consider the availability of sufficient amounts of good quality fresh water as absolutely vital. INDIRECT WATER USE: The availability of sufficient amounts of good quality fresh water is vital for manufacturing processes of our suppliers and agricultural production. Because there is no option for substitution, we consider the availability

			of sufficient amounts of good quality fresh water as vital for our indirect operations/ value chain. Approximately 20% of our water footprint relate to our own operations, while the remaining 80% relate to our supply chains. IMPORTANCE RATING & FUTURE WATER DEPENDENCY: Water is absolutely vital in the production of our goods and in manufacturing and we expect our annual product production rates to increase by 3-5% annually. And because there are limitations to further improvements of water efficiency, we expect an increase in water dependence for our direct operations in the future proportionally to business growth, but with a damping factor of 0,5-1% due to ongoing water efficiency measures at our operations. There is currently a shift in consumer demand towards natural ingredients. Its agricultural production requires significantly more water than that of synthetics. This leads to a higher water dependence of the value chain. Finally, we anticipate water dependence of our indirect operations / supply chain to increase in the future proportionally to our production rates and raw material turnover (between 3-5% growth per year), but with a damping factor of approx. 0,5-1% due to water efficiency measures at our suppliers operations and cultivation areas, which we try to promote – see sections below.
Sufficient amounts of recycled, brackish and/or produced water available for use	Not important at all	Not very important	DIRECT WATER USE: Use of brackish or recycled water is not allowed in manufacturing due to food safety regulations and compliance with good manufacturing standards, thus this water source is not important at all for direct use. In the future, this situation will not change and we do not expect to use this water source for our operations and manufacturing processes. INDIRECT WATER USE: A long our value chain, the availability of sufficient amounts of brackish water is considered as not relevant for manufacturing processes, because the use of brackish or recycled water is not allowed in manufacturing due to food safety regulations and compliance with good manufacturing standards.

			Regarding agricultural production, brackish water could be used for irrigation of certain crops, especially in sourcing regions with insufficiently rain fed agricultural systems. IMPORTANCE RATING & FUTURE WATER DEPENDENCY As explained above, we do not expect that brackish or recycled waters will become relevant for our direct operations. However, with an increasing share of natural raw materials in our portfolio, we expect an increasing (indirect) dependence from recycled or brackish water at raw material cultivation level due to climate change and reduced local water availability. Nevertheless, taking into account the current raw material composition of our portfolio, this water source is considered as not very important to our value chain and our indirect dependence is expected to remain low for the next 5-10 years.

W1.2

(W1.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

	% of sites/facilities/operations	Frequency of measurement	Method of measurement	Please explain
Water withdrawals – total volumes	100%	Monthly	We directly and continuously measure and monitor (with calibrated water flow meters) our total freshwater withdrawals at all manufacturing sites on a regular monthly basis including total water withdrawal volumes. Results are reported quarterly from all sites by local EHS-managers to the global	With freshwater being an essential resource for direct operations / manufacturing processes, we need to monitor our total water withdrawals at 100% our manufacturing sites in all countries where we operate in order to comply with local law, to assess progress in water efficiency and performance

			headquarter, where water data and water performance are analysed and assessed and water figures and KPIs prepared for internal and external reporting.	against our corporate water targets. A correct monitoring and reporting of our water throughputs is essential to meet information demands of external stakeholders, including customers and investors who deserve accurate information on our water stewardship for their decision-making processes. Finally, corporate water monitoring, accounting and reporting is also required because of evolving legal requirements on sustainability reporting (e.g. EU Corporate Sustainability Reporting Directive).
Water withdrawals – volumes by source	100%	Monthly	Water volumes by source are measured with calibrated water flow metres and monitored at all manufacturing sites around the globe on a regular monthly basis. Results are reported quarterly from all sites by	With freshwater being an essential resource for direct operations / manufacturing processes, we need to monitor our total water withdrawals by source at 100% of our manufacturing sites in all countries where

			local EHS-managers to the global headquarter, where water data and water performance are analysed and assessed and water figures and KPIs figures recorded and prepared for internal and external reporting.	we operate in order to comply with local law, to assess progress in water efficiency and performance against our corporate water targets. A correct monitoring and reporting of our water throughputs is essential to meet information demands of external stakeholders, including customers and investors who deserve accurate information on our water stewardship for their decision-making processes. Finally, corporate water monitoring, accounting and reporting is also required because of evolving legal requirements on sustainability reporting (e.g. EU Corporate Sustainability Reporting Directive).
Water withdrawals quality	100%	Monthly	Symrise monitors quality of water withdrawn quality with calibrated and physical & chemical quality testing methods	Symrise regularly monitors water withdrawal quality at all manufacturing sites for physical, chemical and

			and devices as follows: physical parameters (measured at least 1x per month according to German regulatory requirements): conductibility, pH, total hardness, measured in German degrees or °dH; chemical parameters: Calcium, Natrium, Kalium, etc. microbiological parameters (monitored at least on a monthly basis): total bacterial count, E-coli, pseudomonas, coliform bacteria.	microbiological freshwater quality parameters in order to comply with global and local water legislation as well as national food regulations and international and customer food safety standards and good manufacturing practices.
Water discharges – total volumes	100%	Monthly	Symrise monitors quality of water discharged with calibrated and physical & chemical quality testing methods and devices as follows: physical parameters (measured at least 1x per month according to German regulatory requirements): conductibility, pH, total hardness, measured in German degrees	Symrise regularly monitors water discharged at all manufacturing sites for physical, chemical and microbiological freshwater quality parameters in order to comply with global and local water legislation as well as national food regulations and international and customer food safety standards and good

			or °dH; chemical parameters: Calcium, Natrium, Kalium, etc. microbiological parameters (monitored at least on a monthly basis): total bacterial count, E-coli, pseudomonas, coliform bacteria.	manufacturing practices.
Water discharges – volumes by destination	100%	Monthly	Water discharges by volume and destination are measured with calibrated meters on site and monitored at all manufacturing sites around the globe on a monthly basis. Results are reported quarterly from all sites by local EHS-managers to the global headquarter, where water data and water performance are analysed and assessed and water figures and KPIs prepared for internal and external reporting.	In order to promote continuous improvement of our water performance, to comply with our water policy and stakeholder requirements on water stewardship and finally because of evolving regulations on corporate sustainability reporting we measure and report our water discharges by destination at all manufacturing sites according to the Global Reporting Initiative indicators, which we have used for more than 10 years as main framework for our annual

				sustainability reporting.
Water discharges – volumes by treatment method	100%	Monthly	Water discharge volumes by treatment method are measured with calibrated water throughput metres on site and monitored at all manufacturing sites around the globe on a monthly basis. Monitored volumes are allocated to water treatment destinations and and specific treatment methods. Results are reported quarterly from all sites by local EHS-managers to the global headquarter, where water data and water performance are analysed and assessed. KPIs are prepared for internal and external reporting.	Symrise monitors total volumes of water discharges by treatment method at all of our manufacturing sites in order to promote continuous improvement of our water performance and to meet reporting requirements of key stakeholders as well as the Global Reporting Initiative indicators, which is our main framework for sustainability reporting.
Water discharge quality – by standard effluent parameters	100%	Monthly	Water discharges by volume and standard effluent parameters are monitored with calibrated equipment (physical and chemical measurements)	Symrise monitors water discharge quality at all our manufacturing sites in order to (i) promote continuous improvement of our water performance, (ii)

			on a monthly basis. Chemical Oxygen Demand of wastewater with loadings of wastewaters with sensitive indicator substances is a key corporate KPI for eco-efficiency. Results are reported quarterly from all sites by local EHS-managers to the global headquarters. Water data and water performance are analysed with KPI's prepared for internal and external reporting.	ensure our water discharges can be adequately treated and safely released back into the environment and (iii) to comply with local water related regulations and quality standards as well as our global water related company targets.
Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)	Not relevant			Why this water aspect is not relevant for the company: As a Flavor and Fragrance manufacturer without any land ownership and agricultural activities, neither pesticides nor nutrients such as phosphates or nitrates are material for our company. Although our quality management and control regularly checks our

				agricultural inputs for the occurrence of pesticides, nitrates or phosphates, these substances only occur – if at all – in traces in our raw materials. Because their concentrations are not detectable in our wastewaters – as past wastewater analysis at various sites where agricultural inputs are used have shown – we do not consider pesticides, nitrates or phosphates as material to our company. In future, we do not expect these substances to become material, as long as there is no significant change to our current business model. However, should we ever directly engage in agriculture, we would of course integrate these substances into our wastewater management & monitoring.
Water discharge quality – temperature	100%	Monthly	Symrise monitors water temperatures at	Symrise monitors water discharge temperatures at all

			all sites where treated waters enter directly into freshwater bodies after on-site treatment. Temperature monitoring is done before and while waters are discharged into the environment and occurs once every month. Where direct discharge into water bodies occurs at manufacturing sites, water is only discharged once ambient temperatures are reached, which is ensured through monitoring with calibrated thermometers.	manufacturing sites where our wastewater enters directly into freshwater bodies after on-site treatment in order to comply with local water regulations and to ensure that we do not at all negatively impact temperature regimes of local water bodies.
Water consumption – total volume	100%	Monthly	Total water consumption is a analyzed monthly and calculated on the basis of primary consumption data from manufacturing sites by subtracting total water discharge from total water withdrawal which we both measure with calibrated meters on site. Differing water	Symrise monitors total volumes of water withdrawal, discharge and consumption in order to promote continuous improvement of our water performance and inform internal decision making (e.g. on water saving related investments) and, finally, to meet stakeholders information

			volumes relate to distillation processes and enter into the atmosphere as steam.	demands and comply with reporting requirements of the Global Reporting Initiative or the EU sustainability reporting directive, which are our main frameworks for sustainability reporting.
Water recycled/reused	Not relevant			Why, how and how often we monitor this resource: Symrise does not use recycled or reused waters in our production processes because this is not allowed according to relevant food safety regulations and voluntary standards. Recycled /reused water may be used at our facilities for irrigation of green areas; however, this is not of significant importance to our company. Because these waters are used in very little volumes and are not at all important to our operations, we do not monitor recycled/reused

				water volumes, and we do not expect this water aspect to change in the near future.
The provision of fully-functioning, safely managed WASH services to all workers	100%	Monthly	Frequency of monitoring and method: Availability of functioning WASH services is managed with procedures of our integrated management system (IMS) and controlled during internal and external audits in high frequency on a monthly basis. In the course of new site constructions or expansions the availability of fully functioning WASH-services must be ensured according to our internal policies and guidelines.	The availability of fully-functioning, safely managed WASH services to all workers is mandatory according to our code of conduct and human rights related requirements and must be ensured at 100% of all our manufacturing sites around the globe in order to protect health and safety of our employees and ensure good manufacturing practices.

W1.2b

(W1.2b) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Please explain

Total withdrawals	8,303	About the same	Increase/decrease in business activity	About the same	Increase/decrease in business activity	We use flow meters to measure water volumes at all operations in real time. Water sources and corresponding volumes are known and recorded (excluding sales offices where water demand is neglectable and where Symrise has no operational control on water management). Total water withdrawal volume is a key element of our sustainability management and reporting procedures and used for corporate risk assessments, sustainability performance measurements as well as KPI for incentivization of local

						EHS managers to promote implementation of our water policy & strategy. Water withdrawals by location & source are reported quarterly to our HQ in Holzminden and annually reported to external stakeholders for GRI reporting. Compared to previous year (8.215 megaliters), the total water withdrawals of Symrise were almost the same in 2022 (8.303; +1% vs. 2021). Threshold for “comparison with previous reporting year”: Deviation +/- 5% = “about the same”, Deviation between +/- 5-15% = higher / lower

						Deviation > +/- 15% = much higher / lower. Primary reason for comparison: Due to past M&A activities (water intensive operations & production processes) and increased production of water intensive products at existing operations, our water demand increased on an absolute basis. At the same time and in line with past forecasts on future water demands, we have continued to invest in efficiency measures and water saving technologies in our operations. 5-year Forecast: As

						we expect current sector growth trajectories to continue (3-5% per year) and because Symrise is on average growing a bit faster than the market (5-7%), we expect production volumes to increase proportionally to company growth. At the same time, we will continue to invest in water efficiency and water saving technologies in order to decouple company growth from water demands, which should remain at least stable or even slightly decrease, especially in our operations located in water

						stressed areas.
Total discharges	4,729	Higher	Increase/decrease in business activity	About the same	Increase/decrease in business activity	Wastewater destinations and treatment methods are known and recorded for all operations (excluding sales offices where water discharge is neglectable and where Symrise has no operational control on water management). Total water discharge volumes in conjunction with water quality parameters (e.g. COD) are a key element of our sustainability reporting. Water discharges by destination & per location are reported quarterly to our HQ in Holzminden and annually reported to

						external stakeholders a spart of our corporate report and according to GRI. Compared to previous year (4505 megaliters), the total water discharges are about the same and only slightly increased in 2022 (4729 megaliters) by 4,97%. Thresholds for “comparison with previous reporting year”: Deviation +/- 5% = “about the same Deviation between +/- 5-15% = higher / lower; Deviation > +/- 15% = much higher / lower. Primary reason for comparison: Due to past M&A activities (water

						intensive operations & production processes) and increased production of water intensive products at existing operations our water demand increased on an absolute basis. Regarding our almost stable water discharges, 2 effects balance one another: 1. Increased production volumes of water intensive products, using steam distillation for essential oils production leading to increased water evaporation into the atmosphere. 2. Implementation of water efficiency measures and

						technologies, which help to reduce water demand and increase water recovery. 5 -year Forecast: To decouple business growth from water use and discharge, we continue to invest in water efficiency programs in line with our water policy and targets. This includes increasing water circularity from steam distillation at all relevant operations, with consideration of factories with high water throughputs and sites located in water stressed areas. We expect to keep our water supplies and

						discharges in balance, despite significant business growth within the next 5 years.
Total consumption	3,574	Lower	Increase/decrease in business activity	About the same	Increase/decrease in business activity	Compared to previous year (3.710 ML) total water consumption is about the same and only slightly decreased by 3,67% to 3574 megaliters in 2022. Without our water efficiency and saving programs, especially in water intensive factories, we would have seen a slight increase proportional to production volume (+2,3% on average) at these operations. Total water consumption figures are based on measured primary data

						on water withdrawal and water discharge at all operations. We calculate our total water consumption by subtracting measured total discharges from measured total extractions. For this reason, we see no reason or evidence to assume data gaps in our calculation: C= W - D → 3574 = 8303 – 4729. Threshold for “comparison with previous reporting year”: Deviation +/- 5% = “about the same Deviation between +/- 5-15% = higher / lower Deviation > +/- 15% = much higher

						/ lower. Primary reason for comparison: As already discussed above, increased production volume of water intensive products (steam distillation for essential oils led to increased water demand & increased water evaporation into atmosphere) on the one hand, and further implementation of water efficiency, water saving and water recovery measures and technologies on the other hand resulted in a stable (slightly decreased) water consumption

						at corporate level. 5-year Forecast: With a clear focus on water savings we expect that we can reduce water consumption at all sites located in water stressed areas by at least 15% until 2025 compared to 2020 levels. For all other operations (located in non-stressed areas) our ambition is to at least stabilize total water consumption volumes while our business continues to grow by 5-7% per year on average according to our forecasts.

W1.2d

(W1.2d) Indicate whether water is withdrawn from areas with water stress, provide the proportion, how it compares with the previous reporting year, and how it is forecasted to change.

	Withdrawals are from areas with water stress	% withdrawn from areas with water stress	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Identification tool	Please explain
Row 1	Yes	1-10	About the same	Increase/decrease in business activity	Lower	Investment in water-smart technology/process	WWF Water Risk Filter	How the selected tool was applied and how we define “water stressed” areas: In Q1-2 2021, we did a complete new water risk assessment for all of our global operations, using the WWF Water Risk Filter (previously: WRI Aqueduct). The main purpose was to take into account the most updated

								risk data and information, which was made available by the WWF WRF tool in the reporting period. After a review of the GPS data of our operations, including new acquisitions, all local EHS managers were requested to respond to the WWF WRF questionnaire by providing data on local water use, discharge amounts, and rating water importance for local operations. This was done by providing information on regulatory

								and reputational aspects. The results were reviewed and consolidated by the Symrise Head quarters in Germany and uploaded into the WRF tool. The assessment results were used to identify which and how many sites are located in areas/basins with extreme or very high physical risks, with special consideration of water availability and quality. Additionally, we also reviewed regulatory and reputational risks and also used

								the WRF tool to make future risk scenarios (including best case, business as usual, worst case) with a 2030 & 2050 time horizon. With regards to water stress, our assessment uses “water scarcity” as a main KPI to identify sites located in water stressed areas. With regards to severity, all sites located in areas/basins where an extreme (risk indicator between 5.0-6.6) or a very high water (4.2-5.0) scarcity is indicated are

								considered as being located in “water stressed” areas. Assessment results regarding current water stress / scarcity: First of all, none of our manufacturing sites is located in areas/basins with extreme water scarcity/stress. According to WRF, high water scarcity is indicated for 8 manufacturing sites. These are located in Egypt (2 sites), Chile (1 sites), Spain (2 sites), India (1 site) and Mexico (2 sites).

								Please note: We have reviewed our Risk Assessment Process & Results in 2022 with minimal changes compared to 2021. While our operation in Mexico now is located in area of high water stress according to WRF methodology, our site in South Africa is no longer rated as being located in areas of high water stress according to WRF. However, South Africa remains fully in focus of our water efficiency and saving

								efforts, regardless of the changed classification. Water withdrawals from water stressed areas: Having compared the WRF assessment results with our local EHS data from our enterprise information system, we can conclude the following: In 2022, total water withdrawals from sites located in water stressed areas amounts to 676,09 megaliters. This equals 8,14% of our total water use.

								Compared to 2021 (706,1 megaliters = 8,6% of total use in 2021) water withdrawals from water stressed areas are about the same and have only slightly decreased by 4,25% in 2022. We are on track to overachieve our corporate 2025 target of 15% reduction of water withdrawals from water stressed areas (baseline = 2020).

W1.2h

(W1.2h) Provide total water withdrawal data by source.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Please explain

Fresh surface water, including rainwater, water from wetlands, rivers, and lakes	Relevant	653	Lower	Increase/decrease in business activity	Relevance: Fresh surface water is used for cleaning of production facilities and machines to avoid cross contamination of our products as a prerequisite for compliance with food safety standards and for manufacturing processes. Compared to previous year (835 megaliters in 2021), water withdrawals from surface water bodies are much lower and have decreased in 2022 by 21,8% to 653 megaliters. Threshold for “comparison with previous year”: Deviation +/- 5% = “about the same; Deviation between +/- 5-15% = higher / lower;

					Deviation > +/- 15% = much higher / lower. This is mainly due to 1. Changed production programs at sites using this resource, 2. Relocation of surface-water dependent production volumes from a site within a water stressed area to another site located in a non-water stressed country connected to a municipal water supply system. We expect sector growth trajectories to continue (3-5% p.a.), future total water extraction from this source may increase slightly in the future.
Brackish surface water/Seawater	Not relevant				Why water withdrawal from this source is NOT relevant:

					As already indicated, use of brackish water is not allowed in manufacturing of Flavors or Fragrances because of food safety regulations, food safety standards and good manufacturing practices. Therefore, we do not consider the use of brackish water as relevant to Symrise and thus, do not monitor total volumes of brackish water. We do not expect significant changes to this situation in future and expect not to use this water source for our operations in future.
Groundwater – renewable	Relevant	3,214	About the same	Increase/decrease in business activity	Relevance: Groundwater is vital to ensure operational stability and compliance

					with food regulations and safety standards. It is used as solvent for flavors, fragrances or other ingredients, for steam distillation of essential oils and for cleaning purposes. Groundwater use and reason for “comparison with previous year”: Water withdrawals from this source are directly measured at our operations with calibrated meters. Compared to 2021 (3214 ML), global water withdrawals from this source are higher and have increased by 6% to 3214 ML in 2022. Threshold for

					“comparison with previous year”: Deviation +/- 5% = “about the same; Deviation between +/- 5-15% = higher / lower; Deviation > +/- 15% = much higher / lower. This relates mainly to significantly increased production volumes and correspondin g water demands (despite water efficiency & reduction programs) at 5 major operations located in the US and EAME, which are supplied by groundwater sources.
Groundwater – non-renewable	Not relevant				According to our global and local water monitoring and management systems, Symrise does not use groundwater

					from non-renewable or fossil sources and in light of the global water challenge and has no intention to use this source in the future.
Produced/Entrained water	Not relevant				Because our water supply is fully met by alternative sources, Symrise is neither dependent nor is our company using produced waters in its operations. Similarly, we do not intend or expect future dependence from produced waters.
Third party sources	Relevant	4,241	Higher	Increase/decrease in efficiency	Freshwater from municipal water supply system is used as input for ingredients, in manufacturing processes and for cleaning

					purposes. Water withdrawals from third party sources are directly measured at our operations with calibrated flow meters and records are kept accordingly. Compared to the previous year (4166ML) water withdrawals from this source are about the same (4241ML) and slightly increased by 1,8%. This is mainly due to changes in production programs and increased production volumes at the sites using 3rd party water sources. Without water efficiency projects implemented at our largest factories

					using this source from 2021 onwards, the increase of water volumes from this source would have been even higher (+1-2%), using the same thresholds mentioned above. We expect total water withdrawals to grow slightly (2-3%/a – BAU scenario) or to remain stable within the next 5 years. To avoid an increase of water withdrawals we continue to invest in water efficiency measures.

W1.2i

(W1.2i) Provide total water discharge data by destination.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Please explain

Fresh surface water	Relevant	43.3	Much higher	Increase/decrease in business activity	We measure our wastewater volumes with calibrated flow meters at all operations on a daily basis. In 2022, the absolute water volumes which were directly discharged into surface freshwater bodies (after onsite treatment) were much higher (43,28ML) and increased by 111%. Threshold for “comparison with previous year”: Deviation +/- 5% = “about the same; Deviation between +/- 5-15% = higher / lower; Deviation > +/- 15% = much higher / lower. The annual increase occurred at our operations in Latam, Chile. As the treated wastewater ended up in a pond near our factory which serves as a habitat for aquatic organisms, bird species and also

					as refugium for our employees. The significant increase in 2022 is not identified as a risk but to support a nature based solution for staff and local biodiversity. Taking into account current business strategies relating to product groups produced in Chile we expect corresponding wastewater volumes to decrease by 2-3% annually within the next 5 years.
Brackish surface water/seawater	Not relevant				Symrise does not discharge any wastewaters into brackish surface or sea waterbodies. Symrise does not expect to discharge any wastewaters into brackish surface or sea waterbodies in the future
Groundwater	Not relevant				Symrise does not discharge any wastewaters into groundwater bodies . We do not expect at all

					to use groundwater bodies for water discharges in the future.
Third-party destinations	Relevant	4,686	About the same	Increase/decrease in business activity	In the past years, on average > 95% of our total wastewater volumes have been discharged via municipal wastewater treatment plants (98,5% in 2022). In total (wastewater removed by trucks + municipal wastewater treatment) our 3rd party discharges are about the same and have only slightly increased by 4,5% (from 4484ML in 2021 to 4686 ML in 2022). Threshold for “comparison with previous year”: Deviation +/- 5% = “about the same; Deviation between +/- 5-15% = higher / lower; Deviation > +/- 15% = much higher / lower. Main reason is an

					increase of production volumes and water throughputs, mainly caused at 5 major operations located in EAME and the US. Without water efficiency measures implemented in 2020 and 2021, the absolute increase of water discharges to this destination would have been approx. 1-2% higher.

W1.2j

(W1.2j) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

	Relevance of treatment level to discharge	Volume (megaliters/year)	Comparison of treated volume with previous reporting year	Primary reason for comparison with previous reporting year	% of your sites/facilities/operations this volume applies to	Please explain
Tertiary treatment	Relevant	4,350	Higher	Increase/decrease in business activity	81-90	Most of the wastewater volumes coming from our manufacturing sites are treated with highest wastewater

						treatment standards and we comply with both regulatory and voluntary standards. We conducted in 2021 a global wastewater analysis (which we reviewed and validated in 2022) together with our local EHS experts to review the treatment levels for our global wastewater discharges. In the reporting period, approx. 92% of all Symrise wastewaters finally enter a municipal wastewater treatment system with tertiary treatment, where

						specific substances are eliminated after the biological cleaning step, e.g. through precipitation reactions or adsorption using activated carbon. The fact that the majority of our wastewater volumes enter into wastewater treatment plants where tertiary treatment is applied does not necessarily mean that this kind of treatment is always required for the wastewaters we produce – usually, this is just a result of the ambition

						levels of local wastewater legislation. In those operations, where Symrise produces hazardous wastewaters (e.g. at operations with chemical production or extensive R&D activities, such as in Holzminden, Germany or Singapore) we also separate sensitive wastewaters from normal wastewaters and also contract 3rd party waste management companies to collect these wastewaters and bring them to treatment

						facilities to ensure best available water cleaning technologies are applied (e.g. for wastewaters containing toxic substances from our labs, such as heavy metals) in order to comply with local water law and the expectations of our stakeholders regarding sustainable water stewardship. As consumer trends towards more natural products & ingredients increase (implying reduced share of chemical

						substances processed by our company) we expect that the share of sensitive wastewaters will continuously decrease in future but are not yet able to quantify this trend precisely.
Secondary treatment	Relevant	379	Lower	Increase/decrease in business activity	11-20	Compared to previous year, the total wastewater volumes associated with this treatment level has decreased by 13% (438 ML in 2021) mainly due to relocation of production volumes to other sites with higher wastewater treatment levels. According to our last 2 global

						wastewater analysis & assessment process conducted by our EHS experts we identified a few sites - resembling approx. 8% of our wastewater volumes in 2022 – wastewater enters treatment plants where only secondary (biological) treatment takes place. In case the corresponding sites operate with hazardous substances we either apply own wastewater pre-treatment before wastewaters are discharged into municipal wastewater system OR we collect

						hazardous wastewaters separately from non-hazardous wastewaters (e.g. at our operation in Chennai, India) and contract certified third party wastewater treatment companies who remove the waters by truck for special treatment in certified plants where hazardous substances are removed according to highest regulatory and voluntary environmental standards.
Primary treatment only	Not relevant					According to the above-mentioned global wastewater analysis

						done by our local EHS experts at least secondary wastewater treatment is applied to all our discharges. Therefore primary treatment is not relevant and we do not anticipate this trend to change in the future.
Discharge to the natural environment without treatment	Not relevant					According to the above-mentioned global wastewater analysis done by our local EHS experts at least secondary wastewater treatment is applied to all our discharges. . Therefore any discharge to the natural

						environment is not relevant and we do not anticipate this trend to change in the future.
Discharge to a third party without treatment	Not relevant					According to the above-mentioned global wastewater analysis done by our local EHS experts at least secondary wastewater treatment is applied to all our discharges. . Therefore discharge to a third party without treatment is not relevant and we do not anticipate this trend to change in the future.
Other	Not relevant					No Other levels of treatment

						are considered by Symrise and therefore not relevant.

W1.3

(W1.3) Provide a figure for your organization's total water withdrawal efficiency.

	Revenue	Total water withdrawal volume (megaliters)	Total water withdrawal efficiency	Anticipated forward trend
Row 1	4,618,000,000	8,303	556,184.511622305	We expect our markets to grow by 3-5 annually. Regularly we exceed market growth at least by +2% on average. We invest in water efficiency and circularity programs and apply the green chemistry principles in product development and production, all of which contribute to water savings and water quality improvements. Considering the revenue growth and our efficiency and sustainability program, we expect water intensity to improve by at least 2-3% annually within the next 5 years.

W-CH1.3

(W-CH1.3) Do you calculate water intensity for your activities in the chemical sector?

Yes

W-CH1.3a

(W-CH1.3a) For your top five products by production weight/volume, provide the following water intensity information associated with your activities in the chemical sector.

Product type

Other, please specify

Aroma molecule

Product name

Our top Seller (for confidentiality reasons and in order to protect competitive advantage, we cannot provide the product name in conjunction with water intensity values and have decided to provide our data in relation to the corresponding business unit, but without stating specific product name).

Water intensity value (m3/denominator)

1.44

Numerator: water aspect

Total water withdrawals

Denominator

Ton

Comparison with previous reporting year

Lower

Please explain

Product or raw material specific water intensity is used as metric to guide product development or creation as well as optimization projects in manufacturing processes and technologies.
Because technologies and processes for this Aroma molecule are almost fully optimized in terms of energy and water efficiency, there is no improvement at all of water intensity compared to our previous year (+1,37% %;; water efficiency in 2021=1,46 m3/ton of product; 2022 1,44 m3/ton), and we anticipate no major changes at least not in the near future.

However, we have two basic strategies to further decrease the water footprints of our products and water intensity:
1. We use a tool to assess the footprint of raw materials and products. This gives product developers access to data on water related environmental footprints. With this information they are able to specifically select water efficient raw materials for products under development, thereby reducing the footprint of the value chain and the product itself.

2. Our Environment Management System (EMS) directs local environmental managers and production engineers to continuously optimize water related production processes and technologies. This reduces local water usage at manufacturing sites. The EMS especially targets those operations which are located in countries and regions where water scarcity is present or expected.

Product type

Other, please specify

Aroma molecule

Product name

Top Seller 2 (for confidentiality reasons and in order to protect competitive advantages, we cannot provide the product names in conjunction with water intensity values and have decided to provide our data in relation to the corresponding business unit, but without stating specific product name).

Water intensity value (m3/denominator)

2.67

Numerator: water aspect

Total water withdrawals

Denominator

Ton

Comparison with previous reporting year

About the same

Please explain

Product or raw material specific water intensity is used as metric to guide product development or creation as well as optimization projects in manufacturing processes and technologies.
Because technologies and processes for this product are almost fully optimized in terms of energy and water efficiency, there is no significant improvement (only 0,74%) of specific water intensity in 2022 (2,67m3/ton) compared to the previous year (2,69 m3/ton) and we anticipate no major changes at least not in the near future.

However, we have two basic strategies to further decrease the water footprints of our products and water intensity:
1. We use a tool to assess the footprint of raw materials and products. This gives product developers access to data on water related environmental footprints. With this information they are able to specifically select water efficient raw materials for products under development, thereby reducing the footprint of the value chain and the product itself.

2. Our Environment Management System (EMS) directs local environmental managers and production engineers to continuously optimize water related production processes and technologies. This reduces local water usage at manufacturing sites. The EMS especially targets those operations which are located in countries and regions where water scarcity is present or expected.

Product type

Other, please specify

Flavor compound

Product name

Top seller 3 (for confidentiality reasons and in order to protect competitive advantages, we cannot provide the product names in conjunction with water intensity values and

have decided to provide our data in relation to the corresponding business unit, but without stating specific product name).

Water intensity value (m3/denominator)

4.26

Numerator: water aspect

Total water withdrawals

Denominator

Ton

Comparison with previous reporting year

About the same

Please explain

Product or raw material specific water intensity is used as metric to guide product development or creation as well as optimization projects in manufacturing processes and technologies internally.
For this product, efficiency measures in production lead to an improvement of water intensity of 3,4% (4,26m3/ton of product 2022) compared to previous year (4,41m3/ton of product in 2021).

However, we have two basic strategies to further decrease the water footprints of our products and water intensity:
1. We use a tool to assess the footprint of raw materials and products. This gives product developers access to data on water related environmental footprints. With this information they are able to specifically select water efficient raw materials for products under development, thereby reducing the footprint of the value chain and the product itself.
2. Our Environment Management System (EMS) directs local environmental managers and production engineers to continuously optimize water related production processes and technologies. This reduces local water usage at manufacturing sites. The EMS especially targets those operations which are located in countries and regions where water scarcity is present or expected.

Product type

Other, please specify

Cosmetic Ingredient

Product name

Top seller 4 (for confidentiality reasons and in order to protect competitive advantages, we cannot provide the product names in conjunction with water intensity values and have decided to provide our data in relation to the corresponding business unit, but without stating specific product name).

Water intensity value (m3/denominator)

1.98

Numerator: water aspect

Total water withdrawals

Denominator

Ton

Comparison with previous reporting year

About the same

Please explain

Product or raw material specific water intensity is used as metric to guide product development or creation as well as optimization projects in manufacturing processes and technologies internally.. For this product, efficiency measures in production lead to a minor improvement of water efficiency of 3,4% (water efficiency in 2022=1,98m3/ton of product) compared to previous year (water efficiency in 2021: 2,07m3/ton of product).

However, we have two basic strategies to further decrease the water footprints of our products and water intensity:
1. We use a tool to assess the footprint of raw materials and products. This gives product developers access to data on water related environmental footprints. With this information they are able to specifically select water efficient raw materials for products under development, thereby reducing the footprint of the value chain and the product itself.

2. Our Environment Management System (EMS) directs local environmental managers and production engineers to continuously optimize water related production processes and technologies. This reduces local water usage at manufacturing sites. The EMS especially targets those operations which are located in countries and regions where water scarcity is present or expected.

Product type

Other, please specify

Aroma molecule

Product name

Top seller 5 (for confidentiality reasons and in order to protect competitive advantages, we cannot provide the product names in conjunction with water intensity values and have decided to provide our data in relation to the corresponding business unit, but without stating specific product name).

Water intensity value (m3/denominator)

3.55

Numerator: water aspect

Total water withdrawals

Denominator

Ton

Comparison with previous reporting year

About the same

Please explain

Product or raw material specific water intensity is used as metric to guide product development or creation as well as optimization projects in manufacturing processes and technologies internally..
Because technologies and processes for this product are almost fully optimized in terms of energy and water efficiency, there is no change or improvement at all of water intensity compared to previous year (3,55m3/ton of product in 2021) We anticipate no major changes in water efficiency for this product in the near future.

However, we have two basic strategies to further decrease the water footprints of our products and water intensity :
1. We use a tool to assess the footprint of raw materials and products. This gives product developers access to data on water related environmental footprints. With this information they are able to specifically select water efficient raw materials for products under development, thereby reducing the footprint of the value chain and the product itself.

2. Our Environment Management System (EMS) directs local environmental managers and production engineers to continuously optimize water related production processes and technologies. This reduces local water usage at manufacturing sites. The EMS especially targets those operations which are located in countries and regions where water scarcity is present or expected.

W1.4

(W1.4) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
Row 1	Yes

W1.4a

(W1.4a) What percentage of your company's revenue is associated with products containing substances classified as hazardous by a regulatory authority?

Regulatory classification of hazardous substances	% of revenue associated with products containing	Please explain

	substances in this list	
Annex XVII of EU REACH Regulation	Less than 10%	Our raw material portfolio contains more than 10.000 raw materials (biobased & synthetic). As a company which falls under EU REACH, we have to assess human and environmental toxicity of our raw materials. Regardless if we speak about natural or synthetic substances: >1000 of the materials within our raw material portfolio have some kind of hazard classification. When it comes to product use, all of these materials are used far below their maximum allowed concentration. During the CDP reporting procedure we assessed our entire raw material portfolio in order to check, whether it includes any substances which are covered by the regulatory frameworks listed in column 1 of W1.4.a. Luckily, not one single raw material we purchase is affected by any of the frameworks. Therefore the percentage is 0. However, in the past, our industry has used various hazardous substances of very high concern (esp. in the Fragrance business), which we at Symrise immediately phase out of our portfolio as soon as these concerns arise and become regulated. In order to do so, we jointly engage with our competitors in various industry associations, such as IFRA & IOFI, which have set up various thematic task forces, including for hazardous substance management. This joint work helps us and our entire industry to anticipate new scientific evidence regarding hazardous substances as early as possible.

W1.5

(W1.5) Do you engage with your value chain on water-related issues?

	Engagement
Suppliers	Yes
Other value chain partners (e.g., customers)	Yes

W1.5a

(W1.5a) Do you assess your suppliers according to their impact on water security?

Row 1

Assessment of supplier impact

Yes, we assess the impact of our suppliers

Considered in assessment

Basin status (e.g., water stress or access to WASH services)
Supplier dependence on water
Supplier impacts on water availability
Supplier impacts on water quality
Procurement spend

Number of suppliers identified as having a substantive impact

363

% of total suppliers identified as having a substantive impact

1-25

Please explain

We assess suppliers impact on water security using various tools: 1. Supplier questionnaire to acquire primary data to feed our assessments (e.g. water withdrawals, discharges by destination, water consumption) 2.Risk assessment tools, i.e. WWF Water Risk Filter puts water use into a geoecological context to assess risk water at basin levels. Substantive impact is indicated if: 1. Supplier is located in water stressed area according to WWF WRF classification* 2. Water is a critical input to raw material production process 3. the product purchased from a respective supplier is associated with high product specific water footprint (threshold: above 5 l / kg of raw material). *Our assessment uses "water scarcity" as a KPI to identify supplier sites located in water stressed areas. For severity, all sites located in areas/basins where an extreme (risk indicator between 5.0-6.6) or a very high (4.2-5.0) water scarcity is indicated are considered as being located in “water stressed” areas.

W1.5b

(W1.5b) Do your suppliers have to meet water-related requirements as part of your organization’s purchasing process?

	Suppliers have to meet specific water-related requirements
Row 1	Yes, suppliers have to meet water-related requirements, but they are not included in our supplier contracts

W1.5c

(W1.5c) Provide details of the water-related requirements that suppliers have to meet as part of your organization’s purchasing process, and the compliance measures in place.

Water-related requirement

Conducting water-related risk assessments on a regular basis (at least once annually)

% of suppliers with a substantive impact required to comply with this water-related requirement

100%

% of suppliers with a substantive impact in compliance with this water-related requirement

51-75

Mechanisms for monitoring compliance with this water-related requirement

Geospatial monitoring tool
Grievance mechanism/Whistleblowing hotline
Off-site third-party audit
On-site third-party audit
Supplier self-assessment
Supplier scorecard or rating

Response to supplier non-compliance with this water-related requirement

Retain and engage

Comment

Symrise supports its suppliers in water related data gathering and accounting as well as in conducting water risks assessments, using recognized tools, such as the WWF Water Risk Filter. On this basis, we pre-screen supplier water risks in order to select risky suppliers for further in depth assessment and engagement, e.g. CDP SC program or joint supply chain projects aiming at reducing water pollutants or water consumption in operations or raw material cultivation.
Results enter into our supplier assessment scorecards.
In case of non-compliance with our water related requirements & expectations, we offer technical support and guidance (e.g. webinar trainings) to help our suppliers to comply with this criterion until a deadline set by Symrise.

Water-related requirement

Providing fully-functioning, safely managed WASH services to all workers

% of suppliers with a substantive impact required to comply with this water-related requirement

100%

% of suppliers with a substantive impact in compliance with this water-related requirement

76-99

Mechanisms for monitoring compliance with this water-related requirement

Off-site third-party audit
On-site third-party audit
Supplier self-assessment
Supplier scorecard or rating

Response to supplier non-compliance with this water-related requirement

Retain and engage

Comment

The availability of fully functioning WASH-services is a mandatory requirement for all of our suppliers, regardless of size, type of supply chain, turnover or geography. Adherence to our requirements is checked through supplier questionnaires / self-assessments & scorecards in conjunction with remote or on-site audits (2nd & 3rd party). In case of non-compliance with this critical criterion, we engage with our suppliers until the criterion is met again within a deadline set by our company

Water-related requirement

Engaging with their suppliers on water security actions

% of suppliers with a substantive impact required to comply with this water-related requirement

51-75

% of suppliers with a substantive impact in compliance with this water-related requirement

26-50

Mechanisms for monitoring compliance with this water-related requirement

Certification
Off-site third-party audit
On-site third-party audit
Supplier self-assessment

Response to supplier non-compliance with this water-related requirement

Retain and engage

Comment

Since the responsible use of freshwater resources along our supply chains requires commitment and engagement of our indirect suppliers, we request from our suppliers to trickle down our water related sustainability requirements in the supply chain and to engage with their suppliers to reduce water consumption and water pollution. In order to enable our suppliers to do so we provide technical guidance and support, e.g. by providing guidance on assessment tools and by engaging together within the CDP supply chain program.

W1.5d

(W1.5d) Provide details of any other water-related supplier engagement activity.

Type of engagement

Information collection

Details of engagement

Collect water management information at least annually from suppliers
Collect information on water-related risks at least annually from suppliers

Collect water quantity information at least annually from suppliers (e.g., withdrawal and discharge volumes)
Collect water quality information at least annually from suppliers (e.g., discharge quality, pollution incidents, hazardous substances)

% of suppliers by number

26-50

% of suppliers with a substantive impact

51-75

Rationale for your engagement

To identify and manage water risks, we have to analyze & assess all relevant water aspects along the supply chain, including:
- water management practices,
- water related risks
- water demand & discharge
- water quality & pollution
- availability of WASH-services

Every supplier must pass an approval procedure before a business relation is initiated. The availability of sufficient amounts of good quality fresh water is vital for manufacturing processes of our suppliers and raw material cultivation. Thus, successful supplier selection and approval depends on provision of basic water related data, including information on water management practices, water related risks (incl. water use and scarcity) or specific water intensity of raw materials. Provision of basic water related data is mandatory for every new supplier and considered in supplier selection process.

Impact of the engagement and measures of success

Outcomes, metrics & KPIs to measure success:
Through our water related supplier engagement in the reporting period we have successfully managed to
- increase the share of suppliers reporting requested water accounting data to 83% (<70% in 2021)
- increase the share of suppliers who develop and implement their own water policies to approx. 75% (60% in 2021)
- Motivate more suppliers (90% vs. 81% in 2021) to set water related company goals

Despite this good news, there´s still room for improvement regarding supplier management, e.g. when it comes to motivating and enabling our suppliers to trickle down our sustainability requirements in the supply chain and engage with their suppliers on water related issues: In the reporting period, we saw only a 5% improvement in terms of numbers of suppliers engaging with their suppliers on water related issues. This is not satisfactory and is currently being addressed to our purchasing departments in order to identify options how supplier engagement beyond tier 1 can be intensified and incentivized in the short and mid-term.

Comment

Type of engagement

Innovation & collaboration

Details of engagement

Encourage/incentivize innovation to reduce water impacts in products and services
Encourage/incentivize suppliers to work collaboratively with other users in their river basins toward sustainable water management
Educate suppliers about water stewardship and collaboration

% of suppliers by number

1-25

% of suppliers with a substantive impact

51-75

Rationale for your engagement

When it comes to our strategic natural raw materials we depend on co-engagement of customers and collaboration with our suppliers to improve water stewardship along the supply chain, including agriculture. For this reason, we work together with strategic business partners and other partners from civil society or public development organizations in water stressed areas to improve water stewardship in agriculture in order to mitigate water risks, improve supply chain resilience and ensure long-term natural raw material supply. One of our strategic projects is operating in the Indian mint sector. Together with NGO partners and a key customer, Symrise engages in the optimization of agricultural practices, to improve yields and raw material quality, while reducing pressure on the cultivation system, which is exposed to increasing climate risk.

Impact of the engagement and measures of success

To make that a reality, project centres were established in Uttar Pradesh in order to promote Good Agriculture Practices (GAP) of the region's mint farmers, by introducing training around climate-smart and water conservation techniques, and reducing the cost of production (besides addressing also other topics, such as income, human rights and women empowerment).

Outcomes, metrics & KPIs:
As a result, the project has reached almost 27.000 smallholder farmers in the reporting period. Per our latest progress report, the following could be achieved:
Up to 20% increase in mint yield (compared to pre-project baseline – 2019), >20% reduction of cultivation costs, and last but not least a reduction in water use by approx. 40% on average through widespread adoption of drip-water irrigation systems.

Comment

W1.5e

(W1.5e) Provide details of any water-related engagement activity with customers or other value chain partners.

Type of stakeholder

Customers

Type of engagement

Innovation & collaboration

Details of engagement

Encourage stakeholders to work collaboratively with other users in their river basins toward sustainable water management

Rationale for your engagement

When it comes to the production of our strategic natural raw materials we depend on co-engagement of customers and on innovation and collaboration as a type of engagement with our stakeholders to improve water stewardship along the supply chain, including agriculture. For this reason, we collaborate together with a strategic global customer, a strategic supplier and other partners (e.g. from civil society or public development organizations) in water stressed areas to improve water stewardship in agriculture in order to mitigate water risks and move towards better water management, improve supply chain resilience and ensure long-term natural raw material supply. One of our strategic projects is operating in India, specifically in our mint sector, where the risk assessments have shown significant water related challenges. We have introduced drip irrigation systems as an efficient technique to conserve water by minimizing evaporation and runoff. Together with NGO partners and a key customer, Symrise has promoted innovative solutions for agricultural practices and engages in the optimization of these to improve yields and raw material quality, while reducing water demands within the cultivation systems which is exposed to increasing climate risk in conjunction with groundwater depletion.

Impact of the engagement and measures of success

To mitigate water risks, project centres were established by Symrise, our engaged key customer and our project partners in Uttar Pradesh in order to promote Good Agriculture Practices (GAP) of the region’s mint farmers, by introducing training around climate-smart agriculture and water conservation techniques, and reducing the cost of production (besides addressing also other topics, such as income, human rights and women empowerment).

KPI metrics to measure success: number of farmers trained, yield increase (compared to pre-2020 levels), optimization of cultivation costs (% of inputs), reduction of absolute water use (for irrigation), compared to 2019 levels.

Outcomes so far:

As a result, the project has reached almost 27,000 smallholder farmers in the reporting period in India. Per our latest progress report, the following could be achieved:

Up to 20% increase in mint yield (compared to pre-project baseline – 2019), >20% reduction of cultivation costs, and last but not least a reduction in water use by approx. 40% on average through widespread adoption of drip-water irrigation systems.

W2. Business impacts

W2.1

(W2.1) Has your organization experienced any detrimental water-related impacts?

Yes

W2.1a

(W2.1a) Describe the water-related detrimental impacts experienced by your organization, your response, and the total financial impact.

Country/Area & River basin

Mexico

Other, please specify

Gulf of Mexico

Type of impact driver & Primary impact driver

Chronic physical

Rationing of municipal water supply

Primary impact

Reduction or disruption in production capacity

Description of impact

In July 2022, many Mexican states were experiencing moderate to extreme drought over several weeks, resulting in limited water availability for industrial and human use and finally in water shortages in many municipalities. This drought, which lasted over several weeks and was about to affect our production site located close to the City of Monterrey, because water supply was expected to be limited by local water authorities, thus putting our production at risk and leading to reduced or even disrupted production.

Description of potential impact:
The detrimental impact we were anticipating relates to reduced production or a complete shutdown of our operation, which would have resulted in loss of approx. 1,5% of our annual company turnover (approx. 37,5Mk€) in a worst case scenario resulting in a complete shutdown of operation for a period of 6 months.

However, we were able to fully avoid this risk with additional investments into water saving technology and water saving measures (75,000 €). This was implemented from July to August 2022 and helped to immediately increase water efficiency, to secure license to operate and to maintain normal production outputs.

Primary response

Adopt water efficiency, water reuse, recycling and conservation practices

Total financial impact

37,575,000

Description of response

As a shutdown of our operations in the reporting period could be avoided and because production output was not impacted, the actual financial impact only relates to the investment into water saving and water recovery measures, technology and equipment (75k€ cost of measures 1-3, as described below). The total costs of € 75,000 can be attributed as follows:
Measure 1: optimized steam distillation = 87%
Measure 2: Alternative water supply = 7%
Measure 3: Reuse of water pump water in chemical production =6%.
The total financial implications of the impact (€37,500,000) was calculated on the basis of the assumption that our entire production had to be stopped for a period 6 months without any relocation of production capacity to other sites. Symrise immediately decided to invest and implement water efficiency measures to tackle the local water challenges in 2022
1. Technical improvement of the steam distillation process to reduce water use + Implementation of technology for water circularity. This helped to reduce steam boilers daily water use up to 50%
2. Alternative water supply for cooling towers using treated water instead of potable water lead to 30% reduction of specific water use
3. Reuse of vacuum pump water in chemical production
All these measures, which we implemented from July to August 2022, were effective to fully avoid this risk through increased water efficiency, secured license to operate and to maintenance of normal production outputs.

W2.2

(W2.2) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Comment
Row 1	No	N.A

W3. Procedures

W3.1

(W3.1) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

	Identification and classification of potential water pollutants	How potential water pollutants are identified and classified
Row 1	Yes, we identify and classify our potential water pollutants	Our water related sustainability requirements are described in our water policy and our environmental policy. All requirements are operationalized by global and local operating procedures and work instructions, e.g. for water pollutant monitoring & reduction, spill prevention or contingency & emergency plans. Our management system and procedures take into account all relevant local legal requirements regarding water as well as our global voluntary water related sustainability criteria beyond compliance. Symrise has an environmental management system based on ISO 14001 and other standards, such as REACH. Globally, Symrise identifies and classifies potential water-pollutants according to United Nations-Globally Harmonized System (UN-GHS). Depending on the location of our operations, other local legislations and standards are taken into account, such as the German Ordinance on Plants for the Handling of Substances Hazardous to Water, where substances are classified in water hazard classes. On a global basis, our classification used to identify pollutants includes the following relevant aspects: Physical-chemical data (e.g., pH value, chemical oxygen demand, water temperatures, wastewater pollutants concentrations), Safety-relevant data (e.g. flash point), Environmental data (e.g. % biodegradability, solubility in water, bioaccumulation), Toxicological data, (including acute + prolonged toxicity in fish, aquatic invertebrates or aquatic plants).

W3.1a

(W3.1a) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Water pollutant category

Inorganic pollutants

Description of water pollutant and potential impacts

The production of aroma chemicals is associated with the use of certain heavy metals or Adsorbable organic halides (AOX) which we monitor and control as part of our environmental management system. The discharge of AOX into receiving waters may result in numerous physical, chemical, and biological responses. Generally, heavy metals are toxic for aquatic organisms and high concentrations can cause various disease conditions depending on the type of metal and level of exposure. AOX compounds pose a potential concern because they resist breaking down in the

environment. Some of these molecules are toxic at high concentrations. As they can accumulate in the food chain, they pose a potential threat to aquatic organisms, non-aquatic organisms and finally, also to human health.

Value chain stage

Direct operations

Actions and procedures to minimize adverse impacts

Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience
Beyond compliance with regulatory requirements
Industrial and chemical accidents prevention, preparedness, and response
Reduction or phase out of hazardous substances

Please explain

We qualitatively and quantitatively monitor heavy metal concentrations such as AOX in our waste waters and control our critical production infrastructure for risks that may lead to spills and leakages. Our water management system goes beyond legal compliance, as we apply many water related sustainability criteria on a global basis, even if local law does not require this. Quality managers in collaboration with product developers regularly assess and reduce the use of hazardous substances in our portfolio. Success is measured by the annual reduction (%) of pollutant concentrations in wastewater. In case of deviations, (e.g. monitored wastewater parameters do not comply with legal requirements or our voluntary standards beyond compliance) corrective action measures are triggered and implemented immediately to ensure compliance. Success of procedures and legal compliance is monitored by local EHS teams who monthly (immediately) report results (issues) to internal IMS and corporate audit teams and third party audits in accordance with ISO 19011.We measure the success of our management procedures through the comparative analysis of: 1. hazardous waste volumes generated, 2. wastewater volumes generated, 3. concentration of wastewater pollutants.
In comparison to 2021 our 2022 heavy metal emissions in wastewater was reduced by 71,02% (29,98 kg in 2022 vs 103,45 kg in 2021 on a global basis) thanks to our eco-efficiency and waste reduction programs.

Water pollutant category

Other nutrients and oxygen demanding pollutants

Description of water pollutant and potential impacts

Oxygen demanding pollutants negatively impact aquatic ecosystems, as these substances reduce oxygen concentrations in waterbodies, which is then no longer available for aquatic organisms. In addition, the oxygen demanding organic pollutants we use can also have toxic effects on aquatic life.

Value chain stage

Direct operations

Actions and procedures to minimize adverse impacts

Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience
Beyond compliance with regulatory requirements
Industrial and chemical accidents prevention, preparedness, and response
Reduction or phase out of hazardous substances

Please explain

In addition, we regularly control our critical production infrastructure for risks that may lead to spills and leakages. Our water management system hereby regularly goes beyond legal compliance, as we apply many water related sustainability criteria on a global basis, even if local law does not require this. Finally, our quality managers in collaboration with product developers regularly assess and reduce the use of hazardous substances in our portfolio.
Success is measured by annual reduction (%) of pollutant concentrations in wastewater. In case of deviations, e.g. monitored wastewater parameters do not comply with legal requirements or our voluntary standards beyond compliance, corrective action measures are triggered and implemented on various timescales (from immediately to a few weeks), depending on urgency and severity.
Success of procedures and legal compliance is monitored by local EHS teams who monthly (immediately) report results (issues) to internal IMS and corporate audit teams, where corrective actions and guidance for hazard plans are defined and provided.
Besides regular performance reviews, audits are carried out internally and by third parties in accordance with ISO 14001 or 19011.
We measure the success of our management procedures through the comparative analysis of 1. hazardous waste volumes generated
2. wastewater volumes generated
3. concentration of wastewater pollutants, such as COD.

Water pollutant category

Inorganic pollutants

Description of water pollutant and potential impacts

Problems caused by sulphates are most often related to their ability to form strong acids which changes the pH. Acidified waters impairs the ability of aquatic organisms to extract oxygen from water and change the mobility of certain trace metals which in turn reduces the health or cause the death of fish and other species.

Value chain stage

Direct operations

Actions and procedures to minimize adverse impacts

Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience
Resource recovery
Beyond compliance with regulatory requirements
Industrial and chemical accidents prevention, preparedness, and response

Reduction or phase out of hazardous substances

Please explain

We regularly control our critical production infrastructure for risks that may lead to spills and leakages associated with chemical production plants where sulphur emissions are material. Our quality managers in collaboration with product developers assess and reduce the use of hazardous substances in our portfolio. We have an extensive set of water related operating procedures (maintenance of chemical production infrastructure and storage conditions, accident prevention and response, hazardous substance control) and emergency plans (leakages, spillages) in place at all of our operations as well as resource recovery of sulphur from investing in technology. In our US chemical production of aroma molecules, significant volumes of sulfur occur during the production process because we require sulfur at multiple manufacturing sites as a raw material. Investments in sulfur recovery technology were made in 2022 to separate sulfur from our waste streams and recover it for other purposes leading to a reduction of sulfur pollution by >75%. Success is measured by annual reduction (%) of pollutant concentrations in wastewaters by tracking the following: hazardous waste volumes generated, wastewater volumes generated, concentration of wastewater pollutants. Success of procedures is monitored by local EHS teams who monthly (immediately) report results (issues) to internal IMS, corporate and external audit teams, which are carried out in accordance with ISO 19011 and ISO 14001.

W3.3

(W3.3) Does your organization undertake a water-related risk assessment?

Yes, water-related risks are assessed

W3.3a

(W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks.

Value chain stage

Direct operations

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of an established enterprise risk management framework

Frequency of assessment

More than once a year

How far into the future are risks considered?

More than 6 years

Type of tools and methods used

Tools on the market
Enterprise risk management
Databases

Tools and methods used

ISO 31000 Risk Management Standard
FAO/AQUASTAT
Maplecroft Global Water Security Risk Index

Contextual issues considered

Water availability at a basin/catchment level
Water quality at a basin/catchment level
Stakeholder conflicts concerning water resources at a basin/catchment level
Impact on human health
Water regulatory frameworks
Status of ecosystems and habitats
Access to fully-functioning, safely managed WASH services for all employees

Stakeholders considered

Customers
Employees
Investors
Local communities
NGOs
Regulators

Comment

To assess own operations water risks across all dimensions and geographies; we have a corporate risk management in place operating on the basis of ISO 31000. National water risks are assessed with recognized tools, such as the WWF Water Risk Filter because they provide exactly the info, we need to place our primary EHS data into the global and national water picture. On the ground assessment results are then reviewed with local EHS and risk managers, to improve granularity and reliability.

Value chain stage

Supply chain

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of an established enterprise risk management framework

Frequency of assessment

More than once a year

How far into the future are risks considered?

More than 6 years

Type of tools and methods used

Tools on the market
Enterprise risk management
Databases

Tools and methods used

ISO 31000 Risk Management Standard
FAO/AQUASTAT
Maplecroft Global Water Security Risk Index

Contextual issues considered

Water availability at a basin/catchment level
Water quality at a basin/catchment level
Stakeholder conflicts concerning water resources at a basin/catchment level
Water regulatory frameworks
Status of ecosystems and habitats
Access to fully-functioning, safely managed WASH services for all employees

Stakeholders considered

Customers
Employees
Investors
Local communities
NGOs
Regulators

Comment

Water risks of suppliers or cultivation systems are assessed with recognized tools. These include generic assessment tools with broader sustainability scope, such as SEDEX or Ecovadis (which help us to assess e.g. the availability of WASH-services at our suppliers, but also water specific assessment tools, including the WWF Water Risk Filter in conjunction with supplier data or audit reports to assess suppliers water stewardship more specifically. In addition, we use LCA data from suppliers or databases to calculate water intensity of raw materials, which is then assessed in geographic context to identify local water risks. External tools and internal LCA are combined to get sufficient data granularity and accuracy according to our corporate needs.

Value chain stage

Product use phase

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of an established enterprise risk management framework

Frequency of assessment

More than once a year

How far into the future are risks considered?

More than 6 years

Type of tools and methods used

Enterprise risk management
International methodologies and standards
Other

Tools and methods used

ISO 31000 Risk Management Standard
Life Cycle Assessment
Other, please specify

Tox tests (various) Biodegradability (ISO 14593) Product Sustainability Scorecard (includes water intensity) Other: Quality management and toxicological risk assessment according to REACH and local law AND customer specifications

Contextual issues considered

Water availability at a basin/catchment level
Water quality at a basin/catchment level
Stakeholder conflicts concerning water resources at a basin/catchment level
Water regulatory frameworks
Status of ecosystems and habitats
Access to fully-functioning, safely managed WASH services for all employees

Stakeholders considered

Customers
Investors

Comment

Symrise uses a patented LCA tool called "product sustainability scorecard". This LCA & foot printing tool is connected to our global enterprise information system which includes all data we need to inform clients about the environmental and health relevant properties of our chemicals.
This enables us to proactively inform our clients about critical parameters of interest, such as water intensity of raw materials, CO2 footprints as well as human and environmental toxicity or biodegradability.

Value chain stage

Other stages of the value chain

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of an established enterprise risk management framework

Frequency of assessment

More than once a year

How far into the future are risks considered?

More than 6 years

Type of tools and methods used

International methodologies and standards
Databases

Tools and methods used

Environmental Impact Assessment
Life Cycle Assessment

Contextual issues considered

Impact on human health

Stakeholders considered

Customers
Other, please specify
Consumers

Comment

Water related risks to human (and environmental) health induced by our ingredient solutions after product use is assessed on a regular basis every time a new raw material is placed on the market (+ reviewed after 2-3 years depending on local law and customer specifications) using recognized standards and testing methods according to REACH / GHS or ISO 14593.

W3.3b

(W3.3b) Describe your organization's process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.

	Rationale for approach to risk assessment	Explanation of contextual issues considered	Explanation of stakeholders considered	Decision-making process for risk response
Row 1	Our risk management system is based on ISO 31000, covers water related risks of our manufacturing sites and our supply chain. In order	Monitoring the availability and quality of freshwater resources at basin level is absolutely vital to assess within	In order to assess and manage water related risks holistically and systemically, we need to feed our	The water related risks management process is integrated into this multi-disciplinary company-wide risk management process

	to get a full overview of water related risks along the entire value chain, the system is connected to various water related tools and assessment approaches, including (but not limited to): FAO/AQUASTAT, Maplecroft Global Water Security Risk Index. WWF Water Risk Filter, Environmental Impact Assessment, Life Cycle Assessment, Biodegradability (ISO ISO 14593). We apply high-level risk indexes for initial risk screenings, such as the water related datasets from Maplecroft, FAO/Aquastat and others, e.g. contextual scientific studies. When more granular information on raw material origin or locations of (sub-) supplier operations is available, we use assessment tools of higher granularity, esp. the WWF water risk filter (which we also use to assess water risks of our own operations). As part of our annual environmental aspect analysis all data & information also enter into our environmental impact assessments procedures for our own operations & supply chains. Regarding downstream environmental aspects (i.e. related to negative	our established risk assessment framework for both, our own operations and our suppliers, as high quality water resources are a critical input to our value chain. As freshwater availability is a function of the availability of ecosystem services, the status of aquatic ecosystems is taken into account as well. In addition, we always need to be aware of all relevant water regulatory frameworks in order to ensure full compliance and to protect our license to operate (and to know if our suppliers do so as well). As fully functioning wash-services are a critical prerequisite for any of our (and our suppliers) production processes, their full availability at our operations and at our suppliers are assessed and verified as well.	procedures with relevant data, information and expectations from multiple stakeholders. These include the following stakeholders (& aspects): - suppliers (water quality & quantity aspects, env. management approaches, contextual information), - customers (water related sustainability requirements and product specifications), - civil society / NGOs / science (information on best water management policies & practices) - investors (water related expectations of the capital market). - local Symrise EHS staff (local water related legal requirements; local EHS management practices and audit information).	which are used to inform decision-making processes. These are based on the International Standard for Risk Management (ISO 31000:2018), looking at short-term, medium- and long-term risks. The following steps must be taken: A. Establish the context , B. Assess risks, B.1 Risk identification: Identify, recognize and describe water-related risks that might help or prevent us achieving our objectives. Risk identification is a crucial step as it is a prerequisite to all following steps and is based on internal company data (incl. from suppliers) and external data (e.g. Risk indexes at basin level from WWF, MapleCroft or FAO). B.2Risk analysis: We understand the nature of risk and its characteristics including, where appropriate, the level of risk. Risk analysis involves a detailed consideration of uncertainties, risk sources, likelihood, events, and scenarios. B.3Risk evaluation: Based on the initial

	water related impacts after product use) we also assess the biodegradability (according to ISO 14593) and toxicity (REACH/GHS) of our flavors, fragrances & aroma molecules to assess mitigate risks & negative impacts for customers and consumers when it comes to final product use under different “ingredient scenarios”.			risk rating and the adequacy of the existing controls in place, we evaluate whether to accept the risk or that additional controls or other actions are required to mitigate the risk e.g. risk treatment. We rank risks to identify management priorities. C.Risk treatment: Treatment and selecting the most appropriate risk treatment option(s), i.e. acceptance, reduction, transfer or avoidance.

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes, both in direct operations and the rest of our value chain

W4.1a

(W4.1a) How does your organization define substantive financial or strategic impact on your business?

Risks are assessed on a gross and a net risk basis. Gross risk is defined as risks without considering mitigating measures/controls. Basically, gross risks are only to be reported from a value of 500 T€. A net risk is defined as risks that remain after mitigating measures/controls. For Symrise, the term „substantive financial or strategic impact[JdG1] “ is defined as a gross risk that has a higher EBIT impact than the threshold level of 500 T€. Risks are generally assessed on a gross and a net risk basis. Gross risk is defined as risks without considering mitigating measures/controls. Generally gross risks are only to be reported from a value of 500 T€. A net risk is defined as risks that remain after mitigating measures/controls. For opportunities the same definitions and thresholds apply.

W4.1b

(W4.1b) What is the total number of facilities exposed to water risks with the potential to have a substantive financial or strategic impact on your business, and what proportion of your company-wide facilities does this represent?

	Total number of facilities exposed to water risk	% company-wide facilities this represents	Comment
Row 1	8	1-25	Please note: First: Non-manufacturing facilities which include mainly sales offices, are part of our risk screenings, but not included in our in depth risk assessment because of insignificant, non-critical water throughputs, over which Symrise also has no direct control, as we usually rent – but do not own the buildings in which our sales offices are located (nevertheless our staff is advised to use water resources sustainably wherever they are located) Second: Our internal water risk screenings & , assessments as well as our risk management & reporting procedures according to ISO 31000 and other frameworks cover multiple sustainability / water related aspects for all manufacturing sites and in high granularity. Due to the diversity of our business model and our global footprint and because of the huge number of our manufacturing sites across all continents, there is no single operation where materialization of severe water related risks could cause a significant strategic impact or question our financial targets. However, as soon as water related impacts are assessed systemically at corporate level, the synergistic financial effects can of course be material within the next 5-10 years and may therefore induce strategic adaptations worth to discuss. But this holistic discussion would require a huge number of reporting sheets within CDPs ORS, which we believe is not feasible. While Symrise warmly welcomes any stakeholder request to discuss the interplay of water with our business model and sustainability strategy, we prefer to focus our CDP reporting on those of our operations, which are located in water stressed areas. Besides limiting reporting efforts for Symrise and reviewing burden for CDP staff, our intention is to also present to all readers of this report relevant case studies from the ”Symrise universe” that demonstrate best what global change with regards to water means to business already today and what businesses have to do to become part of the solution in future. In this regard, our operations in water stressed areas have to be placed in

			focus, as the overlaps are evident. Operational footprint in water stressed areas: Major water related risks are associated with the locations of our operations. In the reporting period, Symrise has 142 operations (sales offices, development centers, production sites) around the globe, which include 75 manufacturing sites. As a result of our latest global water risk assessment conducted in 2021 and reviewed in 2022, Symrise has identified in total 8 out of 75 manufacturing sites located in 5 countries within water basins with very high water risk (we used water scarcity index as key proxy to define water stress – however, our risk assessment procedure also covers other relevant risks related to water quality, natural hazards or reputational issues – see W 3.3 section), The sites within water stressed basins are located in India (1 site), Egypt (2 sites), Spain (2 sites), Chile (1 site) and Mexico (2 sites) and represent <10% of our global operations, and water throughputs and <5% of our global production volume. At these sites, the likelihood of water related risk materialization is highest. We cautiously monitor the local water situation and are in continuous exchange with our local EHS and production experts to anticipate as early as possible any risks for our water use in the short and long-term. Because of the water risk alert for these sites, another in depth assessment was conducted jointly with our local EHS experts and site managers. the following parameters were taken into account: - water demand and water availability within the next 5 years - growth strategies of business units, - local water supply infrastructure - criticality of water supply for production processes. . As a result and on a 5-10 years timeframe, we have identified potential operational (disruptions water supply) and financial (increased cost for water supply) risks, but the likelihood of occurrence was assessed as “low” for all countries and sites mentioned above and risk mitigation strategies and contingency plans are already in place.

W4.1c

(W4.1c) By river basin, what is the number and proportion of facilities exposed to water risks that could have a substantive financial or strategic impact on your business, and what is the potential business impact associated with those facilities?

Country/Area & River basin

Egypt
Nile

Number of facilities exposed to water risk

2

% company-wide facilities this represents

1-25

% company's total global revenue that could be affected

Less than 1%

Comment

According to WWF Water Risk Filter datasets, the Nile basin in Egypt is facing high risk of water stress today (defined by water scarcity risk index = Index value 4,5 in 2020 baseline scenario) and in the future (2030 scenarios). In Cairo, Symrise runs 2 manufacturing plants, dependent on waters coming from the Nile river basin (Aroma Labs & Futura Labs). Both sites are located in the same district in Cairo (Latitude: 29.9484270 & 29.9528420; Longitude: 30.8625700 & 30.9255920). Production volume of both sites are <<1% of our total global production volume each. Combined, they resemble <1% of our annual production volume and revenue, which would be at risk in case of a complete shutdown of this plant in an unlikely worst case scenario. According to WWF WRF data which have been reviewed and assessed by our local risk managers and EHS experts, water scarcity risks are likely to increase until 2030 and also indicated at sub-national and local levels, according to currently available risk indices, local water data and future water scenarios and projections: According to WWF WRF, water scarcity risk will increase from very high in 2020 (Index value 4,32) to extreme risk in current trend (6,1) and pessimistic (6,3) scenario. Assuming complete disruption of water supply, these operations likely would need to be closed. Although these sites represent <2% of total company production volume and revenue, the impacts of this scenario are considered significant to our company, because they also would come across with reputational damage, which Symrise needs to avoid in any case.
Please note: Risk score classification in based on WWF WRF methodology, while water scarcity index was selected a key proxy to determine risk of water stress. The following index values and risk classification applies:
1.0-1.8: Very low risk
1.8-2.6: Low risk
2.6-3.4: Medium risk
3.4-4.2: High risk
4.2-5.0: Very high risk
5.0-6.6: Extreme risk

Country/Area & River basin

India
Other, please specify

Bay of Bengal

Number of facilities exposed to water risk

1

% company-wide facilities this represents

1-25

% company's total global revenue that could be affected

Less than 1%

Comment

According to WWF WRF, the Bay of Bengal water basin in India is facing high water stress today (defined by water scarcity risk index = Index value 4,4 in 2020 baseline scenario) and in the future (2030 scenarios). In Chennai, Symrise runs 1 manufacturing plant located in the Bay of Bengal river basin. In the reporting year, Production volume of this site is <1% of our total global production volume. At the same time, this site contributes around 1% to our global revenues which would be at risk, should water scarcity lead to a complete shutdown of this site in an unlikely worst case scenario. According to further in depth assessments conducted by our local risk managers and EHS experts, water risks (reduced water availability from local aquifers) are likely or very likely to materialize within the next 5-10 years. Risks are also indicated at sub-national and local levels, according to currently available risk indices, local water data and future water scenarios and projections. Assuming complete disruption of water supply, this operation likely would need to be closed. Although these site represents <1% of total company production volume and revenue , the impacts of this scenario are considered significant to our company, because they also would come across with reputational damage, which Symrise needs to avoid in any case.

Please note: Risk score classification in based on WWF WRF methodology, while water scarcity index was selected a key proxy to determine risk of water stress. The following index values and risk classification applies:
1.0-1.8: Very low risk
1.8-2.6: Low risk
2.6-3.4: Medium risk
3.4-4.2: High risk
4.2-5.0: Very high risk
5.0-6.6: Extreme risk

Country/Area & River basin

Mexico

Other, please specify

North Pacific, Rio Grande

Number of facilities exposed to water risk

2

% company-wide facilities this represents

1-25

% company's total global revenue that could be affected

1-10

Comment

In Mexico, Symrise runs a manufacturing plant for PetFood ingredients in the City of El Marques, Province Queretaro (Latitude: 20,566025; Longitude-100,2784194), located in the North-Pacific river basin. Another plant for flavor & fragrance production is located in the City of an Nicolás de los Garza close to Monterrey (LAtitude: 25.745330; Longitude: -100.284070) and within the Rio Grande river basin. Both sites are exposed to high water stress.

Even in an optimistic 2030 scenario, water scarcity is likely to increase in both river basins. According to further in depth assessments conducted by our local risk managers and EHS experts in the review process of the results of our global risk assessment, declining water quality could also be an issue within the next 5-10 years.
Although the share of both operations in terms of production volume and revenue is below 5%, a complete shutdown of these sites in an unlikely worst case scenario would create a significant financial and operational impact to our company.

Please note: Risk score classification in based on WWF WRF methodology, while water scarcity index was selected a key proxy to determine risk of water stress. The following index values and risk classification applies:
1.0-1.8: Very low risk
1.8-2.6: Low risk
2.6-3.4: Medium risk
3.4-4.2: High risk
4.2-5.0: Very high risk
5.0-6.6: Extreme risk

Country/Area & River basin

Chile
Other, please specify
South Pacific

Number of facilities exposed to water risk

1

% company-wide facilities this represents

1-25

% company's total global revenue that could be affected

Less than 1%

Comment

In the city of Buin Symrise runs ingredients processing plant which is located in the South Pacific river basin. According to WWF WRF, this site is exposed to a high water stress (defined by water scarcity risk index = Index value 4,4 in 2020 baseline scenario). Both, the production volume of this site as well as its contribution to global company revenue is below 1%. Despite its relative small contribution to company revenues, materialization of an unlikely worst case scenario where water risks lead to a shutdown of this operation are considered significant to our company.
In future, water stress at this site is expected to slightly increase, even in an optimistic 2030 scenario.
According to further in depth assessments conducted by our local risk managers and EHS experts when reviewing the 2021 WRF assessment results, water risks (reduced water availability from local aquifers) are likely or very likely to materialize within the next 5-10 years.

Please note: Risk score classification in based on WWF WRF methodology, while water scarcity index was selected a key proxy to determine risk of water stress. The following index values and risk classification applies:
1.0-1.8: Very low risk
1.8-2.6: Low risk
2.6-3.4: Medium risk
3.4-4.2: High risk
4.2-5.0: Very high risk
5.0-6.6: Extreme risk

Country/Area & River basin

Spain
Ebro

Number of facilities exposed to water risk

2

% company-wide facilities this represents

1-25

% company's total global revenue that could be affected

Less than 1%

Comment

In Spain, Symrise runs a manufacturing plant in the city of Granada, located in the Ebro basin and a manufacturing plant in the city of Cervera, located in the river basin of Guadalquivir. Both sites are exposed to high water stress risk (indicated by water scarcity index of 4.2 for the Guadalquivir river basin and 4.4 for the Ebro river basin) Even in an optimistic 2030 scenario, water scarcity is likely to increase in both river basins. According to further in depth assessments conducted by our local risk managers

and EHS experts in the review process of the results of our global risk assessment, declining water quality could also be an issue within the next 5-10 years.
Although the share of both operations in terms of production volume and revenue is far below 1%, a complete shutdown of these sites in an unlikely worst case scenario would create a significant financial and operational impact to our company.

Please note: Risk score classification in based on WWF WRF methodology, while water scarcity index was selected a key proxy to determine risk of water stress. The following index values and risk classification applies:
1.0-1.8: Very low risk
1.8-2.6: Low risk
2.6-3.4: Medium risk
3.4-4.2: High risk
4.2-5.0: Very high risk

W4.2

(W4.2) Provide details of identified risks in your direct operations with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.

Country/Area & River basin

Mexico
Other, please specify
Rio Grande

Type of risk & Primary risk driver

Acute physical
Drought

Primary potential impact

Reduced revenues from lower sales/output

Company-specific description

At our flavor & fragrance processing site in Nicolás de los Garza Mexico, insufficient rainfall and declining water availability could have a substantive financial impact on Symrise. In the (unlikely) worst case scenario, a complete disruption of water supply as a consequence of increased future water stress or limited availability due to potential severe droughts could lead to water rationing at local levels and a complete shutdown of our plant with increased CAPEX & OPEX required for water efficiency, or location of production or, alternatively, a disruption of our production.
As a consequence, annual revenues relating to products containing materials, compounds or formulations processed or produced at this site would be at stake, however, with only a medium impact on our global financial results, as the contribution

of this site to our company revenues is below 5% and because a relocation of production is easily possible.

Timeframe

More than 6 years

Magnitude of potential impact

Medium

Likelihood

About as likely as not

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

37,500,000

Potential financial impact figure - minimum (currency)

Potential financial impact figure - maximum (currency)

Explanation of financial impact

Method & explanation:
Approach to calculate the figure - The financial impact of €37,500,000 is a figure calculated by our financial department on the basis of our internal financial accounting data.
The detrimental impact of our worst case scenario was calculated on the assumption of a complete shutdown of this site for a period of 6 months. In case of risk materialization, this would result in loss of approx. 50% of our annual turnover which is equal to the €37,500,000 generated at this site in the reporting period.

Primary response to risk

Adopt water efficiency, water reuse, recycling and conservation practices

Description of response

In 2022, we successfully began and also completed the response to this particular risk by investing in water efficiency and circularity to minimize water use & consumption.
Mitigation measures & specific water reduction (in % and compared to previous year) in the reporting period:
1. Optimized steam distillation process to reduce water use & implementation of technology for water circularity. This helped to reduce steam boilers daily water use up to 50%.
2. Alternative water supply for cooling towers using treated water instead of potable water lead to 30% reduction of specific water use.
3. Reuse of vacuum pump water in chemical production lead to reduction of freshwater withdrawals for cleaning purposes of 48%.

Cost of response

75,000

Explanation of cost of response

Details on method for calculating cost of response: The cost of response is a calculated figure. It reflects the total expenditures of the water efficiency measures described in column “description of response”. The total costs of €75,000 can be attributed as follows:
Measure 1: optimized steam distillation = 87%
Measure 2: Alternative water supply = 7%
Measure 3: Reuse of water pump water in chemical production = 6%.
In the reporting period we already invested €75,000 in water saving measures and water circularity, as described above in “description of response”.

Country/Area & River basin

India

Other, please specify

Bay of Bengal

Type of risk & Primary risk driver

Chronic physical

Water stress

Primary potential impact

Closure of operations

Company-specific description

At our operational site in India, increased water stress in the Bay of Bengal basin could have a substantive financial impact on Symrise. In the worst case, a complete disruption of water supply as a consequence of increased future water stress or limited availability due by groundwater over extraction and reduced water availability for the municipal water supply system, could lead to a closure of our direct operation in this area, to increased OPEX & CAPEX for relocation of production to less water stressed regions. As a consequence, annual revenues relating to products containing materials, compounds or formulations processed or produced at this site would be at stake.

Timeframe

More than 6 years

Magnitude of potential impact

High

Likelihood

Very unlikely

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

Potential financial impact figure - minimum (currency)

7,500,000

Potential financial impact figure - maximum (currency)

11,200,000

Explanation of financial impact

Method & explanation: The financial impact range has been calculated and reflects the annual loss EBITDA-loss in terms of the minimum annual sales value of €7,500,000 and ranging to our maximum of €11,200,000 annual sales value from products which contain materials, compounds or formulations produced at the sites India with reference to specific EBITDA-margin for the corresponding business unit. The figures we are disclosing represent the potential consequence under the assumption of a (very unlikely) entire shutdown of that site within the next 10 years under different “success scenarios” for relocation of production capacity. The figure is calculated by our financial department on the basis of our internal financial accounting data

Primary response to risk

Secure alternative water supply

Description of response

The course of action to respond to this particular risk is
1. to identify regions where other water suppliers can be contracted,
2. implementation of water efficiency programs and water saving technologies
In the past, we have identified and contracted alternative water supplies from more remote sources not under water stress which helped to minimize local water withdrawals. In addition, we have implemented in the reporting year water efficiency programs and installed multiple water saving technologies, from rainwater recovery and reuse for cleaning purposes through to water flow minimization in sanitary facilities and process optimization in production. Furthermore, Symrise India drilled wells in order to create own water resources. We collect the rainwater and recharge the wells again and again. This will contribute significantly to maintaining the groundwater level.

Cost of response

42,000

Explanation of cost of response

Cost for response relates to:
1. Price premiums to be paid to external water provider supplying Symrise with water from remote, non-stressed water sources.
2. CAPEX for water saving equipment and technology, as described above.

Explanation of costs:
In Chennai India, the price premium for potable water is 1 EUR/cubic meter. In the

reporting period, we sourced 7,000 cubic meters from alternative suppliers, which leads to additional cost of 7,000 EUR/year. CAPEX for water efficiency measures in 2022 were €35,000. In total, this means additional costs of 7,000€/year + €35,000 = €42,000.

W4.2a

(W4.2a) Provide details of risks identified within your value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.

Country/Area & River basin

Brazil

Other, please specify

multiple river basins

Stage of value chain

Supply chain

Type of risk & Primary risk driver

Acute physical

Drought

Primary potential impact

Supply chain disruption

Company-specific description

Water stress, water availability and water pollution pose a risk to cultivation of the biobased raw materials in our portfolio. These water risks can lead to reduced raw material availability and ultimately to disruptions of our supply chain. We use various plants from different cultivation systems or from wild collections. Some of them are endemic to their countries of origin and cannot be sourced elsewhere. Endemic species and their derivatives (e.g. essential oils) are used in our flavors, fragrances as well as our cosmetic ingredients. If water is no longer available in these regions and these plants can no longer be cultivated, Symrise would be unable to produce certain products because the required raw materials could no longer be supplied to us. For instance, we source an endemic herb from Brazil, which is only grown in a small geographic area and is used as a compound in flavors and fragrances. Lack of this endemic herb would impact our production and consequently also our sales.

Timeframe

More than 6 years

Magnitude of potential impact

High

Likelihood

About as likely as not

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

3,900,000

Potential financial impact figure - minimum (currency)

Potential financial impact figure - maximum (currency)

Explanation of financial impact

Method and explanation: Risk and impact scenario considers complete supply chain disruption of the endemic herb with no potential for our suppliers and their suppliers to get alternative sources or materials for substitution. Based on the current market share the material relates to 59 flavor compositions with a 2022 sales turnover of approx. 3.9 mio. € (calculated), the scale of the anticipated impact is considered to be significant to the Flavor division and the whole company in case of risk materialization. This financial impact is based on the accumulated sum of all the flavours sold in 2022 which include essential oil (above a concentration of 0.5% in the flavour formula) derived from endemic species.

Primary response to risk

Supplier engagement

Other, please specify

Customer collaboration for substitution

Description of response

Anticipating decreasing raw material availability in future, we enter into discussions with our clients and inform them about increasing operational risks, which might finally impact the flavoristic properties of the flavors they buy from Symrise. As a response strategy, our flavourists identified in 2022 potential substitutes for raw materials at risk and also identified options for adaptation of recipes and formulas to ensure flavoristic properties of the products we sell to our food & beverage clients, thus decreasing dependence from risky materials. We understand “risky materials” as materials which are threatened e.g. by changes in local climate, limited water availability or ecosystem decline.

In addition, sustainability experts have identified GIZ and UEBT as competent partners for intervention projects that might help to conserve ecosystems of the endemic plants and thus, a precious natural ingredient to our company. This has been brought to the attention of our industry associations by Symrise with the result, that today also our competitors are joining our efforts and collaborate with us on a precompetitive basis.

Cost of response

75,000

Explanation of cost of response

Our cost of response is based on reformulation and substitution of the flavour. This occur only once per material and include the accumulated sum of salaries of actors involved in the process of reformulating a Flavor.
Details on method for estimating cost of response:
Because there has been no capital expenditure to realize this response, the estimated figure only relates to salaries (55k €) of all colleagues (split up as follows: flavorists (50%), purchasers & sales (10%, R&D (40%) involved in reformulation activities, incl. alignment with clients, and to consultancy costs (20k €) which occurred during the project planning phase. Reformulation costs occur only once per material and include the accumulated sum of salaries of actors involved in the process of reformulating a Flavor.

W4.3

(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes, we have identified opportunities, and some/all are being realized

W4.3a

(W4.3a) Provide details of opportunities currently being realized that could have a substantive financial or strategic impact on your business.

Type of opportunity

Products and services

Primary water-related opportunity

Increased sales of existing products/services

Company-specific description & strategy to realize opportunity

Since some years, many of our customers (B2B) focus on environmentally friendly ingredients as input to their products including in particular reduced water intensity. This leads to a substitution of products, shifting from water intensive to water friendly ones. If we perform better than our competitors (growth of 5-7 % p.a. in comparison to the expected 3-4 % p.a. market growth) and manage to inform potential clients in a convincing way of our water related ingredient performance, we expect our market share of a total 10% (total market volume 35.8 bil. EUR in 2020) to grow from higher demand for our lower water intense products and thereby also to increase our revenues.

Action to realize opportunity:
To identify potential to improve our products' water efficiency, on an annual basis LCAs are conducted using supplier data of raw material origin and related production processes along the supply chain. We assess water intensity of raw materials and products and identify alternatives and substitutes for water intense materials using specific calculations as required based on customer requests. Lastly, we promote these products such as synthetic menthol with a lower water footprint to our customers, and

explicitly market them as alternatives for water intensive products. Water aspects are proactively discussed with our clients by our sales or sustainability staff.

Case study:
Situation: Around 80 % of the world's supply of mint is sourced in India in areas with decreasing groundwater levels. The crop Mentha Avensis requires a lot of water for good growth and productivity. Thus the production of natural menthol is very water intensive.
Task: We see the need to reduce our water footprint from natural menthol.
Action: The water footprint of the production of synthetic menthol (L-Menthol) is > 10 times lower than that of natural mint (100m3 per kg of mentha arvensis crude oil vs. 1,5m3 for 1kg of synthetic menthol). Therefore we regularly increase our production capacity for L-Menthol, while at the same time convincing sustainable conscious clients of natural menthol to substitute their supply with the (water saving) synthetic counterpart.
Result: The outcome was as expected with a reduction in our water footprint which we plan to further decrease in the future. In the reporting period, the water footprint of the natural mint volumes substituted by synthetics led to water savings of >25k m^3.

Estimated timeframe for realization

Current - up to 1 year

Magnitude of potential financial impact

Low-medium

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

2,500,000

Potential financial impact figure – maximum (currency)

3,000,000

Explanation of financial impact

Beyond the ecological impact described above, we also anticipate a certain financial impact of our activities. Financial impact is an estimated range and relates to our scenarios (best case / worst case) for increased turnover of sales value for synthetic menthol under the assumption, that at least one additional global key client substitutes its natural mint supply (currently bought from competitors) for oral care products to certain extents with the synthetic counterpart produced by Symrise. Calculation of the total financial impact (2.5-3.0 million euro) within the next 3 years is based on estimated sales volumes of respective key clients within the next 5 years (which we derived from global oral care market analytic studies 2000-2025 forecast), multiplied with segment specific EBIT-margins in the past 5 years (20% on average) and within a corridor of various levels of substitution (between 25-100%).

Of course, many other impact scenarios for other materials are available, but taking into consideration our 30,000 products containing portfolio, we cannot highlight all water conserving formulations and ingredient solutions we have in our portfolio. Please consider this as only one example amongst many others.

W5. Facility-level water accounting

W5.1

(W5.1) For each facility referenced in W4.1c, provide coordinates, water accounting data, and a comparison with the previous reporting year.

Facility reference number

Facility 1

Facility name (optional)

Symrise India, Chennai

Country/Area & River basin

India

Other, please specify

Bay of Bengal

Latitude

12.874279

Longitude

80.224996

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

7.17

Comparison of total withdrawals with previous reporting year

Higher

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

Withdrawals from brackish surface water/seawater

0

Withdrawals from groundwater - renewable

0

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

7.17

Total water discharges at this facility (megaliters/year)

5.63

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

0

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

5.63

Total water consumption at this facility (megaliters/year)

1.54

Comparison of total consumption with previous reporting year

Much higher

Please explain

Compared to previous year (2021: 0,82 ML) water consumption in 2022 (C 1,54 ML=W7,17-D5,63) is much higher and increased by 87%. At this location, water consumption mainly relates to evaporation through steam distillation of raw materials (80%), incorporation into products (15%) and human uses such as drinking water (5%). The increase of water consumption is mainly a result of changes in production programs accompanied by increased production of water intensive products to meet customer demands.
The water consumption figures reported in this chapter are based on local measurements of water withdrawals and discharge data with calibrated meters.
The breakdown of the consumption figures into categories are partially estimated, and partially calculated based on Enterprise Information System data (e.g. BOM of manufactured ingredient solutions) and will be monitored more adequately in future.
Rational for “comparison with previous reporting year”: Deviation +/- 5% = “about the same Deviation between +/- 5-15% = higher / lower Deviation > +/- 15% = much higher /

lower.
Please note: Descriptions of river basins according to WWF Water Risk Filter tool

Facility reference number
Facility 2

Facility name (optional)
Symrise Egypt 1 (Aroma labs)

Country/Area & River basin
Egypt
Nile

Latitude
29.948427

Longitude
30.86257

Located in area with water stress
Yes

Total water withdrawals at this facility (megaliters/year)
10.78

Comparison of total withdrawals with previous reporting year
Much higher

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes
0

Withdrawals from brackish surface water/seawater
0

Withdrawals from groundwater - renewable
0

Withdrawals from groundwater - non-renewable
0

Withdrawals from produced/entrained water
0

Withdrawals from third party sources
10.78

Total water discharges at this facility (megaliters/year)
10.56

Comparison of total discharges with previous reporting year

Much higher

Discharges to fresh surface water

0

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

10.56

Total water consumption at this facility (megaliters/year)

0.22

Comparison of total consumption with previous reporting year

Much higher

Please explain

Compared to previous year (2021 0,07 ML) water consumption in 2022 (C0,22 ML= W10,78-D10,56) is much higher and increased by >300%. At this location water consumption mainly relates to incorporation into products, human uses such as drinking water or irrigation of gardens on site.
The increase of water consumption is mainly the result of changed production demand, increased irrigation of local green areas on site and increased water use for WASH services of our staff.
The water consumption figures reported in this chapter are based on local measurements of water withdrawals and discharge data with calibrated meters. The breakdown of the consumption figures into categories are partially estimated, and partially calculated based on Enterprise Information System data (e.g. BOM of manufactured ingredient solutions) and will be monitored more adequately in future.
Rational for “comparison with previous reporting year”: Deviation +/- 5% = “about the same Deviation between +/- 5-15% = higher / lower Deviation > +/- 15% = much higher / lower.
Please note: Descriptions of river basins according to WWF Water Risk Filter tool

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Facility reference number

Facility 3

Facility name (optional)

Symrise Egypt 2, (futura labs)

Country/Area & River basin

Egypt
Nile

Latitude

29.952842

Longitude

30.925592

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

43.95

Comparison of total withdrawals with previous reporting year

Higher

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

Withdrawals from brackish surface water/seawater

0

Withdrawals from groundwater - renewable

0

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

43.95

Total water discharges at this facility (megaliters/year)

18.65

Comparison of total discharges with previous reporting year

Much lower

Discharges to fresh surface water

0

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

18.65

Total water consumption at this facility (megaliters/year)

25.3

Comparison of total consumption with previous reporting year

Much higher

Please explain

Compared to previous year (13,6 ML), water consumption in 2022 (C25,3 ML=W43,95-D18,65) is much higher and increased by 85%. At this location, water consumption mainly relates to evaporation through steam distillation of raw materials (70%), incorporation into products (25%) and human uses such as drinking water or irrigation of gardens on site (5%).
The increase of water consumption is a result of significant changes in production programs due to additional production volumes of water intensive products as a result of changes in customer demands.
The water consumption figures reported in this chapter are based on local measurements of water withdrawals and discharge data with calibrated meters.
The breakdown of the consumption figures into categories are partially estimated, and partially calculated based on Enterprise Information System data (e.g. BOM of manufactured ingredient solutions) and will be monitored more adequately in future.

Rational for “comparison with previous reporting year”: Deviation +/- 5% = “about the same Deviation between +/- 5-15% = higher / lower Deviation > +/- 15% = much higher / lower.

Please note: Descriptions of river basins according to WWF Water Risk Filter tool

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Facility reference number

Facility 4

Facility name (optional)

Symrise Mexico 1, DPF MX

Country/Area & River basin

Mexico
Other, please specify
North Pacific

Latitude

20.566025

Longitude

-100.278419

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

18.34

Comparison of total withdrawals with previous reporting year

Higher

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

Withdrawals from brackish surface water/seawater

0

Withdrawals from groundwater - renewable

0

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

18.34

Total water discharges at this facility (megaliters/year)

8.8

Comparison of total discharges with previous reporting year

Higher

Discharges to fresh surface water

0

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

8.8

Total water consumption at this facility (megaliters/year)

9.54

Comparison of total consumption with previous reporting year

About the same

Please explain

Compared to previous year (9,18 ML), water consumption in 2022 (C9,54 ML=W18,34-D8,8) is about the same and only slightly increased by +3,9% as a result of increased production volumes on the one hand, and implementation of efficiency measures on the

other, so overall water consumption could be stabilized despite production increase. At this location water consumption mainly relates to human uses (~50% drinking water & irrigation) and incorporation into products (50%).
The breakdown of the consumption figures into categories are partially estimated, and partially calculated based on Enterprise Information System data (e.g. BOM of manufactured ingredient solutions) and will be monitored more adequately in future.
Rational for “comparison with previous reporting year”: Deviation +/- 2% = “about the same Deviation between +/- 2-15% = higher / lower Deviation > +/- 15% = much higher / lower.
River basins according to WWF Water Risk Filter tool.

Facility reference number

Facility 5

Facility name (optional)

Symrise Mexico 2, Sym Mexico

Country/Area & River basin

Mexico

Other, please specify

Rio Grande

Latitude

25.74533

Longitude

-100.28407

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

98.29

Comparison of total withdrawals with previous reporting year

Much lower

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

Withdrawals from brackish surface water/seawater

0

Withdrawals from groundwater - renewable

0

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

98.29

Total water discharges at this facility (megaliters/year)

60.38

Comparison of total discharges with previous reporting year

Higher

Discharges to fresh surface water

0

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

60.38

Total water consumption at this facility (megaliters/year)

37.91

Comparison of total consumption with previous reporting year

Much lower

Please explain

Water consumption in 2022 at this site is 37,91 ML (W98,29-D60,38). Compared to 2021 (108,76ML) water consumption is much lower and has decreased by >65% thanks to our water efficiency and water saving measures and projects as a risk response to significant local droughts. At this location, water consumption mainly relates to incorporation into products (>90%) and human uses such as drinking water or irrigation of gardens on site (<10%).
The water consumption figures reported in this chapter are based on local measurements of water withdrawals and discharge data with calibrated meters.
The breakdown of the consumption figures into categories are partially estimated, and partially calculated based on Enterprise Information System data (e.g. BOM of manufactured ingredient solutions) and will be monitored more adequately in future.
Rational for “comparison with previous reporting year”: Deviation +/- 5% = “about the same Deviation between +/- 5-15% = higher / lower Deviation > +/- 15% = much higher / lower.
Please note: Descriptions of river basins according to WWF Water Risk Filter tool.

Facility reference number

Facility 6

Facility name (optional)

Symrise Chile, BU Food Chile

Country/Area & River basin

Chile

Other, please specify

South Pacific

Latitude

-33.773466

Longitude

-70.743551

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

132.99

Comparison of total withdrawals with previous reporting year

Higher

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

Withdrawals from brackish surface water/seawater

0

Withdrawals from groundwater - renewable

125.01

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

7.98

Total water discharges at this facility (megaliters/year)

109.21

Comparison of total discharges with previous reporting year

Higher

Discharges to fresh surface water

0

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

109.21

Total water consumption at this facility (megaliters/year)

23.78

Comparison of total consumption with previous reporting year

Lower

Please explain

Water consumption in 2022 at this site is 23,78 ML (W132,99-D109,21). Compared to 2021 24,88ML) water consumption is about the same (-4,5%). At this location, water consumption mainly relates to incorporation into products (>90%) and human uses such as drinking water or irrigation of gardens on site (<10%).
The water consumption figures reported in this chapter are based on local measurements of water withdrawals and discharge data with calibrated meters.
The breakdown of the consumption figures into categories are partially estimated, and partially calculated based on Enterprise Information System data (e.g. BOM of manufactured ingredient solutions) and will be monitored more adequately in future.
Rational for “comparison with previous reporting year”: Deviation +/- 5% = “about the same Deviation between +/- 5-15% = higher / lower Deviation > +/- 15% = much higher / lower.
Please note: Descriptions of river basins according to WWF Water Risk Filter tool

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Facility reference number

Facility 7

Facility name (optional)

Symrise Spain 1, Parets del Valles

Country/Area & River basin

Spain
Guadalquivir

Latitude

37.13789

Longitude

-3.6287

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

8.01

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

Withdrawals from brackish surface water/seawater

0

Withdrawals from groundwater - renewable

0

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

8.01

Total water discharges at this facility (megaliters/year)

5.47

Comparison of total discharges with previous reporting year

Much higher

Discharges to fresh surface water

0

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

5.47

Total water consumption at this facility (megaliters/year)

2.54

Comparison of total consumption with previous reporting year

Higher

Please explain

Compared to previous year (4,19ML), water consumption in 2022 (C2,54ML=W8,01-D5,47) is much lower and decreased by 39%. At this location, water consumption mainly

relates to evaporation in production and incorporation into products (>95%) and human uses such as drinking water or irrigation of gardens on site (<5%).
The increase of water consumption is a result of changes in production programs.
The water consumption figures reported in this chapter are based on local measurements of water withdrawals and discharge data with calibrated meters.
The breakdown of the consumption figures into categories are partially estimated, and partially calculated based on Enterprise Information System data (e.g. BOM of manufactured ingredient solutions) and will be monitored more adequately in future.
Rational for “comparison with previous reporting year”: Deviation +/- 5% = “about the same Deviation between +/- 5-15% = higher / lower Deviation > +/- 15% = much higher / lower.
Please note: Descriptions of river basins according to WWF Water Risk Filter tool

Facility reference number

Facility 8

Facility name (optional)

Symrise Spain 2, Granada

Country/Area & River basin

Spain
Ebro

Latitude

41.67639

Longitude

1.25804

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

345.01

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

Withdrawals from brackish surface water/seawater

0

Withdrawals from groundwater - renewable

339.63

Withdrawals from groundwater - non-renewable

0

Withdrawals from produced/entrained water

0

Withdrawals from third party sources

5.38

Total water discharges at this facility (megaliters/year)

259.41

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

0

Discharges to brackish surface water/seawater

0

Discharges to groundwater

0

Discharges to third party destinations

259.41

Total water consumption at this facility (megaliters/year)

85.6

Comparison of total consumption with previous reporting year

Much higher

Please explain

Compared to previous year (60,92 ML), water consumption in 2022 (C85,6 ML=W345,01-D259,41) is much higher and increased by 40%. At this location, water consumption mainly relates to evaporation in production and incorporation into products (>95%) and human uses such as drinking water or irrigation of gardens on site (<5%). The increase of water consumption is a result of changes in production programs due to increased customer demand for specific water intensive products (+45%) at this location.
The water consumption figures reported in this chapter are based on local measurements of water withdrawals and discharge data with calibrated meters.
The breakdown of the consumption figures into categories are partially estimated, and partially calculated based on Enterprise Information System data (e.g. BOM of manufactured ingredient solutions) and will be monitored more adequately in future.
Rational for “comparison with previous reporting year”: Deviation +/- 5% = “about the same Deviation between +/- 5-15% = higher / lower Deviation > +/- 15% = much higher / lower.
Please note: Descriptions of river basins according to WWF Water Risk Filter tool.

W5.1a

(W5.1a) For the facilities referenced in W5.1, what proportion of water accounting data has been third party verified?

Water withdrawals – total volumes

% verified

76-100

Verification standard used

All EHS-data, including water withdrawals, discharges as well as water quality metrics are regularly checked, controlled in internal and external audits according to ISO 14001 and verified by external certification body. All sustainability information is available on our website has been audited in accordance with the AA1000 Assurance Standard.

Water withdrawals – volume by source

% verified

76-100

Verification standard used

All EHS-data, including water withdrawals by source, are regularly checked, controlled in internal and external audit according to ISO 14001 and verified by external certification body. All sustainability information is available on our website has been audited in accordance with the AA1000 Assurance Standard.

Water withdrawals – quality by standard water quality parameters

% verified

76-100

Verification standard used

All EHS-data, including water quality parameters, are regularly checked, controlled in internal and external audits according to ISO 14001 and verified by external certification body. All sustainability information is available on our website has been audited in accordance with the AA1000 Assurance Standard.

Water discharges – total volumes

% verified

76-100

Verification standard used

All EHS-data, including water discharges, are regularly checked, controlled in internal and external audits according to ISO 14001 and verified by external certification body.

All sustainability information is available on our website has been audited in accordance with the AA1000 Assurance Standard.

Water discharges – volume by destination

% verified

76-100

Verification standard used

All EHS-data, including water discharge volumes by destination, are regularly checked, controlled in internal and external audits according to ISO 14001 and verified by external certification body. All sustainability information is available on our website has been audited in accordance with the AA1000 Assurance Standard.

Water discharges – volume by final treatment level

% verified

76-100

Verification standard used

All EHS-data, including water treatment levels per destination, are regularly checked, controlled in internal and external audits according to ISO 14001 and verified by external certification body. All sustainability information is available on our website has been audited in accordance with the AA1000 Assurance Standard.

Water discharges – quality by standard water quality parameters

% verified

76-100

Verification standard used

All EHS-data, including water discharge quality parameters, are regularly checked, controlled in internal and external audits according to ISO 14001 and verified by external certification body. All sustainability information is available on our website has been audited in accordance with the AA1000 Assurance Standard.

Water consumption – total volume

% verified

76-100

Verification standard used

All EHS-data, including water consumption, are regularly checked, controlled in internal and external audits according to ISO 14001 and verified by external certification body.

All sustainability information is available on our website has been audited in accordance with the AA1000 Assurance Standard.

W6. Governance

W6.1

(W6.1) Does your organization have a water policy?

Yes, we have a documented water policy that is publicly available

W6.1a

(W6.1a) Select the options that best describe the scope and content of your water policy.

	Scope	Content	Please explain
Row 1	Company-wide	Description of the scope (including value chain stages) covered by the policy Description of business dependency on water Description of business impact on water Commitment to align with international frameworks, standards, and widely-recognized water initiatives Commitment to prevent, minimize, and control pollution Commitment to reduce or phase-out hazardous substances Commitment to reduce water withdrawal and/or consumption volumes in direct operations Commitment to reduce water withdrawal and/or consumption volumes in supply chain Commitment to safely managed Water, Sanitation	Water is used as input for ingredients, in manufacturing processes and for cleaning of production facilities and absolutely vital to produce high quality products and to ensure good manufacturing practices, e.g. by avoiding cross contamination of products. Thus, we implemented a companywide water policy, which is publicly available at our corporate website. Our water policy applies to all global operations as well as our value chain (upstream & downstream) and reflects our corporate commitment to global water security. The purpose of our policy is to inform all internal and external stakeholders about our water related ambitions, commitments and objectives. It acknowledges the essential human right on healthy water and sanitation and the linkages between global water stewardship and the achievement of the SDGs. Our policy is referenced with the CEO Water Mandate and describes impacts and the critical dependencies of our operations as well as our value chain from high quality freshwater supply. It makes various commitments on how we are taking over responsibility to tackle global and local water challenges through corporate water stewardship, which is of utmost importance to our employees, customers and investors. Going beyond legal compliance and taking into account our commitments to promote the SDGs, we have promised to reduce pollution, to conserve and to use water resources sustainably. As a prerequisite for proper water risk

		and Hygiene (WASH) in the workplace Commitment to stakeholder education and capacity building on water security Commitment to water stewardship and/or collective action Commitment to the conservation of freshwater ecosystems Reference to company water-related targets Acknowledgement of the human right to water and sanitation Recognition of environmental linkages, for example, due to climate change	management and transparency towards our stakeholders, our policy includes our commitment to regularly analyze, assess, monitor and publicly report to our stakeholders our water management practices and performance and to improve water efficiency at all manufacturing sites, taking into special account our operations located in water stressed areas. Acknowledging the human right on water, our policy expresses our promise towards all employees, subcontractors and visitors of our company to have access to fully functioning wash services at all of our operations at any time. It also describes our strong ambition to promote sustainable (water saving) innovations in order to help our value chain partners to sustain freshwater resources in terms of water quality and availability and as a living environment for biodiversity. Our participation in the CDP Water program is one direct result of our policy commitment to regularly inform our stakeholders about status and progress of our water stewardship approach.

W6.2

(W6.2) Is there board level oversight of water-related issues within your organization?

Yes

W6.2a

(W6.2a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for water-related issues.

Position of individual or committee	Responsibilities for water-related issues
Chief Executive Officer (CEO)	How is the CEO's responsibility related to water issues: Simultaneous materialization of water risks at multiple sites can potentially have substantial impact on our top and bottom line. Thus, when it comes to water related issues or decisions of strategic importance for the whole company, the Chief Executive Officer of Symrise AG finally decides on and approves our corporate water strategy and the corresponding sustainability agenda. Among other water relevant topics, the CEO also drives our water strategy in the course of merger & acquisition related activities and is also responsible for strategy reviews, monitoring of implementation as well as the approval of major capital expenditures and the setting of performance objectives relating to water. Example of a water-related decision made: In 2022, Symrise made further minor acquisitions to diversify our natural raw

	materials and product portfolio, as a reaction to changing consumer demands towards natural ingredients. In accordance with our water policy and strategy, water related aspects and risks (including water availability, quality and future water stress along the raw material supply chains) have been analysed and assessed within the mandatory M&A due diligence process according to the risk assessment procedure described in W3.3a. The results of the risk assessment process (low operational and regulatory risks) have been duly considered in the decision making process by the CEO to acquire 2 natural ingredient suppliers which have meanwhile been integrated into our Scent & Care division.

W6.2b

(W6.2b) Provide further details on the board's oversight of water-related issues.

	Frequency that water-related issues are a scheduled agenda item	Governance mechanisms into which water-related issues are integrated	Please explain
Row 1	Scheduled - some meetings	Monitoring implementation and performance Overseeing acquisitions, mergers, and divestitures Overseeing major capital expenditures Providing employee incentives Reviewing and guiding annual budgets Reviewing and guiding business plans Reviewing and guiding corporate responsibility strategy Reviewing and guiding major plans of action Reviewing and guiding risk management policies Reviewing and guiding strategy	The Chief Executive Officer is informed on water-related issues at least on a quarterly basis by the Chief Sustainability Officer, who leads the global environmental strategy and sustainability management system. Relevant governance mechanisms include water monitoring, the implementation and review of water performance targets, water related guidance with respect to annual budget plans, mergers and acquisitions as well as water related OPEX and CAPEX. Furthermore, water related risk management and mitigation policies and strategies as well as corresponding water performance objectives and goals are aligned between the CSO and the CEO. Sustainability issues including water-related issues are always included when reviewing and guiding business plans, major plans of action and strategy. The CSO in turn receives regular updates on the above mentioned issues from the Corporate Sustainability Team and the Symrise Sustainability Board, which oversees and controls the global environmental risk assessment and management system. All the governance mechanisms described above contribute to the board's oversight of material water related aspects by providing a substantive update on water-related risks and opportunities, water use and management practices at site level as well as with regards to existing and potential

		Setting performance objectives	water policies and strategies for responsible water stewardship.

W6.2d

(W6.2d) Does your organization have at least one board member with competence on water-related issues?

	Board member(s) have competence on water-related issues	Criteria used to assess competence of board member(s) on water-related issues
Row 1	Yes	In addition to his academic background in natural sciences, the CEO of Symrise – as described above - oversees and guides our corporate sustainability strategy and is regularly informed about risks, challenges, opportunities and progress of our environmental sustainability programs, including all material aspects related to water stewardship. The provision of strategic guidance and leadership with regards to water as well as taking into account water aspects in investment decisions and M&A activities would not be possible without a deeper understanding of the impacts and dependencies of our company on water and a clear picture of future trends and scenarios. In light of the evolving EU Taxonomy on sustainable investments, our Chief Financial Officer is also involved in our internal discussions on the valuation of and future reporting on Natural Capital, where water plays a major role. In 2022, our CSO set up a dedicated team responsible for the integration of environmental aspects into financial accounting. In this context, water related OPEX & CAPEX as well as investments will be disclosed in the near future with higher granularity.

W6.3

(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).

Name of the position(s) and/or committee(s)

Chief Executive Officer (CEO)

Water-related responsibilities of this position

Assessing future trends in water demand
Assessing water-related risks and opportunities
Managing water-related risks and opportunities
Setting water-related corporate targets
Monitoring progress against water-related corporate targets
Integrating water-related issues into business strategy

Frequency of reporting to the board on water-related issues

Quarterly

Please explain

The CEO, holds the top management position and chairman of the board, observes and oversees major sustainality related activities and aligned with the CSO. Besides guiding our corporate strategy, the CEO is involved in decision making processes with regard to our environmental and sustainability strategy, setting of water related targets or assessment of water relevance with regards to M&A or site expansions. In collaboration with the CSO and corporate risk management department he is overviewing major water related risks and guides the Corporate Sustainability Department in transforming results from our water risk assessments into corp. actions improving corp. water performance. Water performance is reported quarterly by the CSO to the CEO & ExCom. Key findings, e.g. major site specific water risks or deviations identified in the course of 3rd party audits, are discussed in person between CEO and CSO in order to provide the organization with guidance for corrective actions.

W6.4

(W6.4) Do you provide incentives to C-suite employees or board members for the management of water-related issues?

	Provide incentives for management of water-related issues	Comment
Row 1	Yes	

W6.4a

(W6.4a) What incentives are provided to C-suite employees or board members for the management of water-related issues (do not include the names of individuals)?

	Role(s) entitled to incentive	Performance indicator	Contribution of incentives to the achievement of your organization's water commitments	Please explain
Monetary reward	Chief Executive Officer (CEO) Chief Financial Officer (CFO) Chief Sustainability Officer (CSO) Other C-suite Officer C-suite	Reduction of water withdrawals – direct operations Improvements in water efficiency – direct operations Improvements in wastewater	Symrise believes that financial incentivization of board members regarding our water related sustainability targets is a key success factor to promote this topic within our entire organization. The (i) annual reduction of our wastewater loadings in terms of COD by 4% (improvement in wastewater quality), (ii) the	For a chemical company, one of the key environmental aspects is water withdrawals and the generation of wastewaters. To ensure water security and quality of the water bodies our company is connected to, we're committed to improve our ecoefficiency in regards to wastewater loadings annually by 4%.

		quality – direct operations Supply chain engagement	improvement of water efficiency and the reduction of water withdrawals at our direct operations (by 15% until 2025 compared to 2018) are global water targets at Symrise. Their direct connection to the renumeration of board members therefore directly contributes to achievement of our global water targets, as this connection ensures that required CAPEX & OPEX for target achievement are prioritized in budget planning and budget approval.	Monetary incentives are available to the CEO, CSO and other C-suite officers and managers for progress towards achieving this water related company target (as stated in W8.1b target 1). On average a share of about 10-15% of annual bonus is given if the chosen sustainability indicator is fully satisfied within the calendar year. Symrise measures progress by determining the absolute and relative reduction of organic compounds (Chemical Oxygen Demand) in wastewaters. This indicator is measured at site-level and rolls up into a single corporate target to reduce wastewater loadings. A bonus is given upon achievement of this target. The improvement of our water efficiency at operations located in regions with water stress is not only relevant for parts of the renumeration of board members, but they also determine to a certain extent the interest rate of sustainability linked loans. In case the company meets its water efficiency targets, the interest rate will be more favourable.
Non-monetary reward	Chief Executive Officer (CEO) Chief Financial Officer (CFO)	Reduction of water withdrawals – direct operations Reduction in water	Besides financial incentives, Symrise is is convinced that non-monetary rewards associated with personal reputation of executive board members and non-	We demonstrate non-monetary recognition for their employees dedication towards striving to achieve water targets by integrating people and their water success stories in the our

	Chief Sustainability Officer (CSO) Other C-suite Officer C-suite	consumption volumes – direct operations Improvements in water efficiency – direct operations Improvements in wastewater quality – direct operations Supply chain engagement	executive staff (water ambassadors) is another key factor to successfully drive implementation of our corporate water strategy and water related company targets. Therefore, we also provide non monetary incentives in the form of opportunities to be prominently highlighted in our internal (employee magazine) and external (corporate report, sustainability report) communication.	annual report as well as our sustainability report. Our corporate communications department is in charge to ensure that achievement of water related targets lead to a visible appreciation, increased personal reputation and assumingly to increased motivation to stay well on track and further support our journey towards responsible water stewardship.

W6.5

(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?

Yes, direct engagement with policy makers

Yes, trade associations

W6.5a

(W6.5a) What processes do you have in place to ensure that all of your direct and indirect activities seeking to influence policy are consistent with your water policy/water commitments?

For consistency, we engage in our key industry associations (IFRA, IOFI) where water issues (e.g. environ. toxicity of Flavor or Fragrance ingredients) are regularly on the agenda to ensure water effluent mgmt. as well as biodegradability of chemical substances and ingredients. The development and alignment of industry specific sustainability a commitments is done at a business association level, where all major players of our industry are represented and meet at least 2x per year. Inconsistencies between corporate water targets and policy commitments with industry positions are assessed by our CSO and Corporate Sustainability Department through regular screening of internal industry newsletters, including industry positions on regulatory issues. In case of inconsistencies, these are directly addressed at IFRA or IOFI meetings (board, task forces) to ensure, that the whole industry is aware. If these inconsistencies cannot be resolved through a unanimous industry position, then we decline to participate in any of such activities that contravene our strategy. We actively engage in multi-stakeholder forums to deal with environmental. sust. issues e.g. in the course of our WBCSD membership and our contribution to various workflows (e.g. framework of Nature Action, including water aspects). We collaboratively work with customers and other companies on policy positions and papers, which are brought to the attention of policymakers.

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?

Yes (you may attach the report - this is optional)

W7. Business strategy

W7.1

(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are water-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, water-related issues are integrated	11-15	To meet our long term growth objectives that foresee a 100% increase of our turnover by 2025 compared to 2018 levels, we take changing water-related patterns in the growing areas of our raw materials into consideration to identify operational, financial and strategic risk. Thus, we assess specific environmental risks in relation to major raw material groups and specific raw materials in the short and long term. R&O assessments take into account changing weather conditions, water stress & scarcity, local water availability, quality and price of supply. Operational and financial water R&Os are integrated into our long-term business objectives. In 2021 we set up a circularity strategy with a time horizon beyond 2030. In this reporting period we assessed circularity performance of our company for both: our raw materials and product portfolio as well as for our operations on the basis of a novel assessment approach and indicator set, developed and published by the WBCSD. With regards to our operations, the topic of water circularity is a key strategic aspect. We identified opportunities to improve water efficiency and increase water circularity. These opportunities have been translated into our roadmaps and action plans to promote investment decisions for targeted reconfiguration of our production processes to increasingly recover and reuse water in our factories with very high water throughput or which are located in water stressed areas.

Strategy for achieving long-term objectives	Yes, water-related issues are integrated	11-15	The evaluation of material opera. water risks and opportunities including water stress is integrated into our strategy for achieving long-term objectives. Strategic water risks are anticipated in financial planning, e.g. when it comes to M&A activities or site expansions related to significant investments with a long-term financial impact to reduce risk of not meeting midterm (10y) ROI objectives. In 2022 further key strategic natural raw material suppliers have been taken over by us. We analyzed operational stability of their major natural raw material flows and water risks in the supply chain and at their operations during the M&A due diligence process. During this decision-making process water issues also played a relevant role. The stability of supply was anticipated as being related to local water availability, which is a function of local weather patterns, as the cultivation areas are mainly rainfed today and may be dependent on additional irrigation in future. Water risks are considered strategic in terms of risks to corporate growth or other financial targets. Anticipated water issues include impacts on local water availability/scarcity, actual and potential future ecosystem degradation as a result of water stress and potential impacts to availability, quality and price of corresponding agricultural raw materials. Assessments are also for cultivation areas and operations under control of the 1st tier suppliers.
Financial planning	Yes, water-related issues are integrated	11-15	Strategic water risks are anticipated in financial planning, e.g. when it comes to M&A activities relating to significant investments. As described above, some time ago, multiple water aspects were taken into consideration during the acquisition process of a strategic supplier for natural raw materials. In this reporting period, we successfully anticipated the EU Taxonomy for sustainable investments (as described above). We are still in the process of connecting our financial and sustainability accounting in order to report on sustainability related CAPEX, OPEX and the role and contribution of the various branches of our business model to the 6 major environmental targets of the European Union, including for water. This will further promote the already existing integration of water aspects into our corporate strategy and financial planning, e.g. with regard to M&A activities or investments into the reconfiguration of our manufacturing processes and equipment as part of our circularity strategies and

			ambitions. As previously explained, water efficiency of operations located in regions with water stress will impact the interest rate of sustainability linked loans, which the company issued in 2021 . The financial planning aspects regarding the water related issues are integrated into our strategy which covers a time horizon beyond 2030.

W7.2

(W7.2) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

Row 1

Water-related CAPEX (+/- % change)

5

Anticipated forward trend for CAPEX (+/- % change)

5

Water-related OPEX (+/- % change)

4.5

Anticipated forward trend for OPEX (+/- % change)

5

Please explain

Compared to the previous reporting year, water related OPEX increased by approximately 4,5% because of water supply costs and consulting services. Specific expenditure was on (i) implementation of water efficiency trainings for our staff, using support from external consultants, (ii) increased water prices for 3rd party supply from sustainable and secure sources and (iii) membership fees for participation in water relevant sustainability initiatives. CAPEX also increased in comparison to our previous reporting year for 2021 mainly due to investments in production facilities and upgrading water efficiency equipment. This expenditure included water saving technologies at various operations located in water stressed areas (Mexico, Spain and India), water saving equipment, new water measuring devices and water storage tanks.

W7.3

(W7.3) Does your organization use scenario analysis to inform its business strategy?

	Use of scenario analysis	Comment

Row 1	Yes	In 2022, Symrise has reviewed and updated its global water risk assessment and on this occasion also used qualitative and quantitative scenario analysis with a 2030 and a 2050 time horizon to further guide strategies and investments into water saving technologies and programs in our direct operations with a special focus on sites located in water stressed areas. One of the major outcomes of this analysis was the strategic decision taken by the CSO together with our executive board to set up a circularity strategy with a 2030 time horizon which also takes into account water circularity at our operations. This is seen as a key to significantly improve water efficiency.

W7.3a

(W7.3a) Provide details of the scenario analysis, what water-related outcomes were identified, and how they have influenced your organization's business strategy.

	Type of scenario analysis used	Parameters, assumptions, analytical choices	Description of possible water-related outcomes	Influence on business strategy
Row 1	Water-related	In 2022, we reviewed and updated our 2021 global water risk assessment using the WWF WRF tool, which was also used for scenario analysis for future water risks in all our direct operations. The scenarios were done with a 2030 and a 2050 time horizon and included the following aspects (and parameters): - Physical water risk (water scarcity, water quality, flooding, - Regulatory risks (changing regulatory environment, compliance with local water regulation, financial impact of fines in case of future non-compliances) - Reputational risk (exposure to local water conflicts, likelihood of negative media coverage).	As an outcome of the risk and scenario analysis, we prioritized anticipated risks and impacts according to expected severity and likelihood of occurrence.. As a result, we can conclude that regulatory (e.g. stricter regulation of water effluent parameters, quantitative restrictions for water withdrawals) or reputational (negative media coverage in case of non-compliance or insufficient sustainability performance) risks and impacts could materialize within the next 10 years. However, it turns out that physical risks (esp. changing precipitation patterns, droughts and non-retention of local water bodies as a result of climate change) and their	The decision to make the mitigation of physical water risks a top priority for our sustainability strategy in the next 10 years resulted in another strategic decision taken in 2021 with regards to the implementation of our adjusted priorities: In order to improve our water sustainability performance, Symrise will increase water related CAPEX & OPEX for our operations with either high water throughputs and/or located in water stressed areas. In addition, Symrise will establish a circularity strategy not only for our raw materials and product portfolio, but also for our direct operations, where water circularity shall be further promoted. Corresponding roadmaps, projects and actions plans

		All local EHS managers at our direct operations are involved and support the process with local data and information on current and projected production volumes, volumes and sources of water withdrawals and sinks of discharges. They are also involved in assessing the likelihood of regulatory changes, reputational risk and changes in local water regimes. The entire scenario analysis was based on the assumption that global population growth and consumption patterns will lead to increased use of natural resources, while climate change will further accelerate and the availability of the underlying ecosystem services decrease, as projected by the latest IPCC & IPBES reports. Therefore, the integration of water risks into our strategies, plans and procedures are based on BAU and worst case scenarios.	corresponding impacts (limited water availability, reduced water quality, increasing water prices) are most material in terms of both: impact and likelihood with a 2030 time horizon. As a result, our CEO & CSO together with the sustainability board have identified the mitigation of physical water risks as top priority of our water stewardship programs as part of our sustainability strategy within the next 10 years, covering not only our operations, but also water intensive supply chains, such as natural mint.	have been developed at segment & BU levels and the roll-outs have partially begun in 2022 and will be fully completed by end of 2024 at latest.

W7.4

(W7.4) Does your company use an internal price on water?

Row 1

Does your company use an internal price on water?

No, but we are currently exploring water valuation practices

Please explain

We have become member of WBCSDs Nature Action Project in 2020 and committed to co-create natural capital accounting frameworks and serving as corporate checker the Natural Capital Protocol and other related frameworks for methodological options to apply economic valuation of our natural capital dependence. This includes of course also water aspects, which is a critical ecosystem services for mankind and Symrise as well. In the course of our activities to the EU Taxonomy, we are currently engaging in merging our financial and sustainability accounting. In this regard, discussions around internalization of external effects (i.e. through water pricing) are ongoing internally – but no final decision yet taken.

W7.5

(W7.5) Do you classify any of your current products and/or services as low water impact?

	Products and/or services classified as low water impact	Definition used to classify low water impact	Please explain
Row 1	Yes	Low water impact is classified by water intensity (l/kg) for the production of our products. In order to classify as “low water impact product” a specific product must have at least a 10% lower footprint than a comparable product with the same functional properties (e.g. natural mint vs. menthol or synthetic vanillin vs. natural vanilla extract.)	With this tool, we are able to identify water saving raw materials and products. A water saving raw material / product has – per our internal definition - a water footprint that is at least a 10% lower than the water footprint of a raw material/product with similar material or functional properties. Example: The water footprint of natural mint is approx. 10 times higher than the water footprint of our synthetic menthol. Therefore, we classify synthetic menthol as a highly water saving product compared to its natural counterpart.

W8. Targets

W8.1

(W8.1) Do you have any water-related targets?

Yes

W8.1a

(W8.1a) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

	Target set in this category	Please explain
Water pollution	Yes	
Water withdrawals	Yes	
Water, Sanitation, and Hygiene (WASH) services	Yes	
Other	No, and we do not plan to within the next two years	We have no Other water targets to report here.

W8.1b

(W8.1b) Provide details of your water-related targets and the progress made.

Target reference number

Target 1

Category of target

Water pollution

Target coverage

Company-wide (direct operations only)

Quantitative metric

Reduction in concentration of pollutants

Year target was set

2010

Base year

2010

Base year figure

5.21

Target year

2025

Target year figure

2.08

Reporting year figure

4.64

% of target achieved relative to base year

18.2108626198

Target status in reporting year

Underway

Please explain

Definition of target: Increase in the efficiency of the chemical oxygen demand in wastewater by 4% per year until 2025 or by a total of 60% compared to the base year of 2010.
For a chemical company, one of the key environmental aspects is generation of waste and wastewaters. In order to ensure water security and quality of the water bodies our company is connected to, Symrise has set the global target to reduce effluent concentrations of our wastewaters, e.g. with organic compounds. To Symrise, reduction of wastewater loadings is considered a priority to ensure water quality and security.

Metric to measure target: Chemical Oxygen Demand (COD) --> measures concentration of organic pollutants of wastewaters, of all global operations efficiency;
KPI =tons of COD per mio.€ value added.

In 2022, our chemical oxygen demand increased by -1,46% (7498 t in 2022) on an absolute basis compared to 2021 (7390 t).

KPI-performance:
Compared to 2010 (5,21 t COD / mio. € value added) we were able to improve ecoefficiency of our wastewater loadings by 11% until 2022.

This is mainly due to the fact that our resource throughputs have increased because of M&A activities, while value creation remained almost stable as a result of various economic challenges in the reporting period (e.g. price increases and less margin).
For this reason, achievement of this global target can be challenging in case further significant COD reductions on an absolute basis cannot be ensured within the next 3 years while the economic conditions remain challenging as well.

Target reference number

Target 2

Category of target

Water withdrawals

Target coverage

Basin level

Quantitative metric

Other, please specify

15 % reduction of water withdrawals until 2025 at sites in water stressed regions

Year target was set

2018

Base year

2018

Base year figure

781.34

Target year

2025

Target year figure

664

Reporting year figure

676.09

% of target achieved relative to base year

89.6966081473

Target status in reporting year

Underway

Please explain

Definition of target:
Reduce water demand of our manufacturing sites located in regions affected by water stress by 15% until 2025 compared to 2018. Since 2018, we have already reduced water demands at these sites by 13,4%, meaning that we already achieved >85% of our 2025 target.
On the basis of our recent water risk assessment using the WWF water risk filter,, we identified in total 8 manufacturing sites which are located in 5 countries and in basins with high or very high water risk, according to the above described risk assessment procedure. We recognize the private sector has an important role to play in addressing the global water challenges of today and the future. For this reason, we have set a target to improve water efficiency at our sites located in areas of high water stress in line with water availability for human and ecological needs in these regions.
Metric to measure target: Water withdrawals (megaliters) at sites located in water stressed areas according to WWF Water Risk Filter. .
Compared to 2021 (706,1 megaliters = 8,6% of total use in 2021) water withdrawals from water stressed areas have decreased by 4,25% in 2022. Therefore, we are optimistic to overachieve our corporate 2025 target of 15% reduction of water withdrawals from water stressed areas (baseline = 2018).

Target reference number

Target 3

Category of target

Water, Sanitation and Hygiene (WASH) services

Target coverage

Company-wide (direct operations only)

Quantitative metric

Increase in the proportion of employees using safely managed drinking water services

Year target was set

2015

Base year

2015

Base year figure

54

Target year

2022

Target year figure

142

Reporting year figure

142

% of target achieved relative to base year

100

Target status in reporting year

Achieved

Please explain

Def. of target:
Availability of fully functioning wash-services at all of our operations.
Explanation of target: Without the availability of fully functioning wash services at our operations Symrise would not be able to comply with good manufacturing practices and ensure employee wellbeing. Therefore we have set the internal target to ensure that wash services are available everywhere at any time for our employees and all visitors.
Metric to measure target:
Total number and % of sites with fully functioning wash-services.
In the reporting period, all of our operations (75 manufacturing sites and 67 non-manufacturing sites, i.e. sales offices) had fully functioning wash services.

W9. Verification

W9.1

(W9.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1a)?

No, but we are actively considering verifying within the next two years

W10. Plastics

W10.1

(W10.1) Have you mapped where in your value chain plastics are used and/or produced?

	Plastics mapping	Value chain stage	Please explain
Row 1	Yes	Direct operations Supply chain Product use phase	Explain the scope and approach of the mapping. We know where plastic in our value chain occurs. It can be used at all value chain stages for multiple purposes, e.g. as packaging material for goods or as reservoir for liquids. However, given our huge portfolio and the complexity of our value chains a quantitative mapping of all plastics is not feasible for Symrise. What types of plastics you use, produce, and/or commercialize. In our production, Symrise uses plastics containers or bins as a packaging material (among others, e.g. metal bins) to transport our products to our customers under safe and hygienic conditions. In our laboratories we have been using plastics for our R&D activities, esp. pipettes. The main uses of plastic in your value chain. The most important uses of plastics in our value chain from an environmental impact perspective is the use of microplastics. This is relevant in the Scent & Care division when it comes to certain household products, esp. fabric softeners. Since many years, we have been requested by certain customers to deliver our household fragrances within encapsulation systems in order to improve functional performance of consumer products. Fully aware that the use of non-biodegradable encapsulation systems can be associated with pollution of water, we have been developing alternative, biodegradable encapsulation systems to continuously substitute microplastics by sustainable (biobased & biodegradable) encapsulation systems. Any frameworks/standards/methodologies/tools you used. No specific mapping tools other than our enterprize information system has been used / is required for this mapping exercise. If you selected “Not mapped” in column 1, explain why you have not mapped your use, production, and/or commercialization of plastics, and any plans for future mapping

W10.2

(W10.2) Across your value chain, have you assessed the potential environmental and human health impacts of your use and/or production of plastics?

	Impact assessment	Value chain stage	Please explain
Row 1	Yes	Product use phase	Having assessed the environmental impacts of plastic use along our value chain we came to the conclusion that the most impactful activities relate to production and delivery of fragrance for household products within plastic polymer based encapsulation systems, which negatively impacts water bodies, as the plastic often passes through wastewater treatment systems without being removed from the water flow. After entering into the environment, these materials can bioaccumulate within the food web, with negative consequences for aquatic and other organisms, including humans. Main impact driver is the demand of consumers to use high performing fabric softeners with long lasting olfactive impacts. This of course has translated into increased customer demands for fragrances delivered in encapsulation systems. Besides assessing our products for toxicity (according to REACH) and biodegradability (according to OECD guidelines) we have not used another specific methodology to assess the wastewater impact of our polymer based encapsulation systems, as the impacts are known for years within our industry.

W10.3

(W10.3) Across your value chain, are you exposed to plastics-related risks with the potential to have a substantive financial or strategic impact on your business? If so, provide details.

	Risk exposure	Value chain stage	Type of risk	Please explain
Row 1	Yes	Product use phase	Regulatory Reputational Technology	related to microplastics is understood as a risk which could cause significant damage to our corporate and brand reputation, the effects of which cannot be properly quantified, as side-effects of a poorer reputation, e.g. regarding decreasing sales, are hard to anticipate because of our very diversified portfolio. Same applies to probability and frequency of impact.

				Regarding the definition of financial risk, our definition described in chapter W4 applies. Despite the fact that our customers finally specifies how we have to deliver our ingredient solutions for optimal use in final products, Symrise as responsible ingredient manufacturer is definitely co-exposed to corresponding risks according to a risk assessment conducted already >5 years ago. These risks include: - Regulatory risk (in case improved environmental legislation & standards require us to stop production of respective encapsulation systems) - Reputational risk (in case Symrise is exposed to criticism relating to water related sustainability impacts caused by microplastics) - Technology risks (in case Symrise was not able to develop alternative encapsulation systems with less or no environmental impact to water bodies)

W10.4

(W10.4) Do you have plastics-related targets, and if so what type?

	Targets in place	Please explain
Row 1	No – but we plan to within the next two years	As we have already developed biobased and biodegradable encapsulation systems, we are confident that polymer based encapsulation systems can be fully substituted by the sustainable solution we already developed. Corresponding sales volumes have continuously increased in the past years, however, as several customers still have to be convinced to use our sustainable encapsulation systems, we have not yet defined the target year until all our microplastics will be fully removed from our portfolio.

W10.5

(W10.5) Indicate whether your organization engages in the following activities.

	Activity applies	Comment
Production of plastic polymers	No	As described above, plastic polymers are still relevant for our encapsulation business. However, we purchase these materials from suppliers and then load the material with our fragrance oils and sell the combined product, but do not produce the polymers in our company.
Production of durable plastic components	No	

Production / commercialization of durable plastic goods (including mixed materials)	No	
Production / commercialization of plastic packaging	No	
Production of goods packaged in plastics	No	
Provision / commercialization of services or goods that use plastic packaging (e.g., retail and food services)	No	

W11. Sign off

W-FI

(W-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

Additional information are available in our Corporate Report 2022 "Creating resources with a circular economy"

W11.1

(W11.1) Provide details for the person that has signed off (approved) your CDP water response.

	Job title	Corresponding job category
Row 1	Chief Executive Officer of Symrise AG	Chief Executive Officer (CEO)

SW. Supply chain module

SW0.1

(SW0.1) What is your organization’s annual revenue for the reporting period?

	Annual revenue
Row 1	3,825,000,000

SW1.1

(SW1.1) Could any of your facilities reported in W5.1 have an impact on a requesting CDP supply chain member?

This is confidential

SW1.2

(SW1.2) Are you able to provide geolocation data for your facilities?

	Are you able to provide geolocation data for your facilities?	Comment
Row 1	No, this is confidential data	We have published the addresses of all operations on our corporate website and are happy to share GPS data per location upon request via our sales teams. Also, we are happy to share with all customers the information in how far the ingredients used for their products come from facilities mentioned in W5.1. upon request. However, given, that we manage >30.000 products, we can only share these data upon request via our sales teams and not through the CDP platform.

SW2.1

(SW2.1) Please propose any mutually beneficial water-related projects you could collaborate on with specific CDP supply chain members.

Requesting member

Category of project
Other

Type of project
Other, please specify
Reduction of agricultural water footprint

Motivation
Improvement of product related water footprint

Estimated timeframe for achieving project
2 to 3 years

Details of project
Co-investment in Indian mint sector project together with GIZ and local partners with a project focus on reduction of water withdrawals in mint cultivation to reduce water footprint of natural mint ingredient.

Projected outcome
Reduction of water footprint for natural mint, e.g. for oral care products

SW2.2

(SW2.2) Have any water projects been implemented due to CDP supply chain member engagement?

No

SW3.1

(SW3.1) Provide any available water intensity values for your organization's products or services.

Product name

Water intensity value

Numerator: Water aspect

Denominator

Comment

As we have approx 30.000 product in our portfolio it is not feasible to report water intensity data via CDP. We are happy to share information for specific products upon request via our sales teams.

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

No

Please confirm below

I have read and accept the applicable Terms