



SYMRISE
ACADEMY

Training, Qualification,
Inspiration

VALUES TO GUIDE OUR JOINT SUCCESS

Each company has its own set of values, and Symrise is no different. For us, values are not only a matter of how we present our corporation to others, but also at Symrise we want to use these values to shape our corporate culture and create a sense of orientation that all employees can follow.

This will allow us to be a corporation that is authentic and convincing in its performance, client focus and innovative power. We offer top-notch products and services, which would not be possible without our top-notch employees.

The three pillars of our corporate strategy

THE POWER OF 'AND'

Our products are designed to offer extra value. They give you something more than the product properties you expect, that extra something that makes the product even more important to our clients: a remarkable technology, an additional benefit, a special service.

INDISPENSABLE

We not only work on our own performance, we anticipate what our clients will want as well by offering more intelligent products, global market research and integrated services. We define ourselves as a partner that consistently accompanies and inspires clients.

BOLD

We know how we want to shape our future. We know our strengths, and we play to them. We know where we have to improve. This sense of self-assurance is critical in dealing with each other and interacting with our clients.

PROFESSIONAL QUALIFICATIONS

GROWING WITH GREATER RESPONSIBILITY

At Symrise, we believe that we can only be successful if we work together. This is why we focus so much attention on being a team where everyone accepts personal accountability, with all of the risks and opportunities such accountability entails – for themselves, the tasks they have and their field.

Responsibility is a two-way street. A corporation is responsible for its employees, and in turn, each employee is responsible for the success of the corporation. This entrepreneurial approach is one we encourage and expect.

That not only means that our employees do their professional best, however. It also means that the human factor counts as well. After all, if we treat our employees as partners and all partners focus their joint efforts on achieving a goal, then we can engage in a real dialogue, and we can trust each other. There is no room for territorialism, egotism or passivity at Symrise.

Employees are our most important capital, which is why we are happy to invest in them and offer multiple ways to grow and develop professionally. We are glad when employees take advantage of opportunities that are presented. The Symrise Academy is a platform for their growth.



Symrise Academy

PERFUMERS' CREATIVE ACADEMY

- Symrise Perfumery School
- Graduate and post-graduate courses

FLAVOR ACADEMY

- Flavorist School
- Product and Application Development School

LEADERSHIP ACADEMY

- High Performance Sales Training
- High Performance Communication Training
- Leadership Toolbox (e.g. mergers & acquisitions course)
- Leadership Coaching
- Train the trainer

GAINING QUALIFICATIONS SYSTEMATICALLY

Professional development is not something we leave up to chance: we put it in our employees' hands, because their personal efforts are what moves them forward in their careers. To make the most of people's ambitions, we have fused the core of our professional development and continuing education programs into a universal concept: the Symrise Academy.

The Symrise Academy focuses equally on the technical, creative and managerial competencies of our employees. It combines the programs and training measures of each division, allowing us to build on new ideas and concrete approaches in a dialogue with one another. The key conditions which make this growth possible are the emphasis we place on our business, a clear orientation towards our professional target group, the personal capacities of each individual and the ability to track success.

SYMRISE ACADEMY

THE PERFUMERS' ACADEMY

Creativity, a “nose” for scents and market knowledge are only a few traits that a successful perfumer needs to have. In training our employees, the Perfumers' Academy goes far beyond these fundamentals and breaks new ground in professional development. The multi-phase program not only educates perfumers, evaluators and members of the sales team – but also it inspires them.

- The **Perfumery School** is a full-time program enabling graduates to become qualified junior perfumers. The curriculum provided to students teaches them about raw materials and trains them in the three fields of Fine Fragrance, Personal Care and Household Products. This program is followed by a stay abroad.
- The courses for **graduates and postgraduates** include training in chemistry, techniques in presenting fragrance creations, competence in coaching and mentoring and developing a numbers-oriented approach to business. Evaluators also have a wide selection of training options in the field of project management, while employees in sales can take part in olfactive excellence global assessment and training.

- Our senior perfumers take part in **Scent Expeditions** – worldwide journeys to countries of particular interest and relevance from an olfactory, cultural or market perspective. Discovering the origin of scents, encountering people on site and exploring markets, production facilities and growing areas are all factors that can become sources of inspiration and open the doors to expanding creative and

technical expertise even for more experienced perfumers.

- In addition, regularly scheduled Worldwide Perfumers' Meetings serve as a global platform in which perfumers can communicate and exchange ideas with each other.

There are plans to offer exchange programs with leading companies in the industry.



THE FLAVOR ACADEMY

Training is a matter of taste – at least when it comes to the field of flavorings. The Flavor Academy offers international training programs for becoming a junior flavorist and a product and application development technologist. Applicants must pass an aptitude test in theory and sensory abilities to enroll in the program.

The program for **junior flavorists** lasts two years and covers the following areas and curricula:

- **Basic training**
Acquiring fundamental knowledge of raw materials and learning the basics of development, analysis and application technology. Students at the Academy develop their first flavoring compositions here.
- **The practical phase**
Working in their home region. In-depth knowledge of the most important flavoring platforms is conveyed, and students continue to refine their compositions.
- **The study-abroad phase**
Studying and working at a foreign site to become familiar with the sensory preferences of other regions.
- **The final phase**
Independently developing a “masterpiece” flavoring composition and a final exam on theory.

The training program for **product and application development technologists** in the beverage sector is offered to people who have completed studies in food technology. It consists of a 10-week basic course followed by a series of electives:

- The basic course teaches students about the fundamentals of raw materials and application technologies and covers project management and techniques for communication and presentation.
- In the elective phase, employees can choose between different modules in alcoholic applications, emulsions and beverage compounds.
- The final phase involves creating a “masterpiece” beverage composition and passing a test which qualifies students to become a junior beverage development technologist.





MANAGEMENT

THE LEADERSHIP ACADEMY

Managers at Symrise have major responsibilities in different areas – for a subject, a client, a project and/or a team of their own. The courses at the Leadership Academy are aimed at managers, giving them customized development initiatives that suit both their needs and the fields where they work. After all, there is one thing we are sure of: excellent management is a combination of both personality type and competence.

Our courses for managers:

- **High Performance Sales Training** is a comprehensive program for employees who are directly responsible for clients. Participants are taught how to interact with key clients, including functions such as analyzing clients and markets, techniques for communication and presentation, business strategies and planning.
- **High Performance Communication Training** is focused specifically on developing managerial competence in communication and presentation skills.
- The **Leadership Toolbox** covers current management issues such as mergers & acquisitions.
- **Leadership Coaching** is a customized, part-time coaching program especially designed for select members of management.
- **Train the Trainer** teaches managers to be coaches and mentors within their teams or departments.

NEW PERSPECTIVES

FOR JOINT SUCCESSES

We not only have confidence that our employees give their best, we are also confident that they will work towards their professional development and careers. The Symrise Academy is the platform for new perspectives in our corporation – both professionally and personally.

At Symrise, learning is a life-long project which we want to make available to all dedicated employees. In this light, we see training and professional qualifications as inspiration for all of the senses, including the “sixth sense” of creativity. As a global corporation, we offer a work environment that takes cultural customs as well as individual preferences into account. Respect, curiosity, openness and an exchange beyond national or continental boundaries – all of these items are motors that power creative solutions in every division of our corporation.

Our employees do a lot for us. We do a lot for our employees. The key to our joint success is a systematic approach to talent management, and our Symrise Academy is a critical part to achieving that success.



Europe, Africa, the Mid-East

Symrise GmbH & Co. KG
Human Resources
Muehlenfeldstr. 1
37603 Holzminden
Germany
Phone: (+49) 5531 90-0
Telefax: (+49) 5531 90-1649

North America

Symrise Inc.
Human Resources
300 North Street
Teterboro, NJ 07608
USA
Phone: (+1) 201 2883200
Telefax: (+1) 201 4622200

Asia/Pacific

Symrise Pte Ltd.
Human Resources
No. 226 Pandan Loop
Singapore 128412
Phone: (+65) 6 7794551
Telefax: (+65) 6 7752808

South America

Symrise Aromas e Fragrancias Ltda.
Human Resources
Rua Alexandre de Gusmao 568
Socorro
CEP 04760-020 Sao Paulo, SP
Brazil
Phone: (+55) 11 56946000
Telefax: (+55) 11 55235229

Mexico

Symrise S. de R. L. De C. V.
Human Resources
Av. República Mexicana No. 200
66480 San Nicolás de los Garza N.L.
México
Phone: (+52) 818 329 6700
Telefax: (+52) 818 329 6701

www.symrise.com