

Welcome to your CDP Water Security Questionnaire 2021

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 3 segments: Flavor, Nutrition and 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.

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 socioeconomic and ecological prosperity for society and nature along our value chains.

W-CH0.1a

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

Other, please specify

Flavors, Fragrances, other 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, 2020	December 31, 2020

W0.3

(W0.3) Select the countries/areas for which you will be supplying data.

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

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	<p>DIRECT USE:</p> <p>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.</p> <p>Because there´s no option for substitution, we consider the availability of sufficient amounts of good quality fresh water as vital for our operations.</p> <p>Water is vital in the production of our goods and we expect our annual production rates to increase. 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.</p> <p>INDIRECT USE:</p> <p>Along our value chains, the availability of sufficient amounts of good quality fresh water is vital for manufacturing processes of our suppliers and agricultural production of raw materials (e.g. irrigation).</p> <p>Because there´s no option for substitution, we consider the availability of sufficient amounts of good quality fresh water as vital for our indirect operations.</p> <p>There is currently a shift in consumer demand towards natural ingredients. The agricultural production of these requires significantly more water than that of synthetic ones. This translates to a higher water dependence of our suppliers. In conclusion, we anticipate water dependence of our indirect operations to increase in the future.</p>

<p>Sufficient amounts of recycled, brackish and/or produced water available for use</p>	<p>Not important at all</p>	<p>Not very important</p>	<p>DIRECT 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 at all.</p> <p>INDIRECT USE: Along our value chain, the availability of sufficient amounts of brackish water is considered as not important 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 crops, esp. in sourcing regions with insufficiently rain fed agricultural systems. . With an increasing share of natural raw materials in our portfolio, we expect an increasing dependence from recycled or brackish water at raw material cultivation level. 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 only moderately increase during the next 5 years.</p>
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W1.2

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

	% of sites/facilities/operations	Please explain
<p>Water withdrawals – total volumes</p>	<p>100%</p>	<p>With water being an essential resource for direct operations as well as within our supply chain, we continuously measure and monitor (with calibrated water throughput meters) our total freshwater use volumes at all manufacturing sites around the globe on a regular monthly basis, including total water withdrawal volumes. Results are reported quarterly from all sites by local EHS-managers to the global headquarter, where water data and water performance are</p>

		analysed and assessed and water figures and KPIs prepared for internal and external reporting.
Water withdrawals – volumes by source	100%	In line with the Global Reporting Initiative indicators on water which we use for more than 10 years as main framework for our annual sustainability reporting, water volumes by source are measured with calibrated water throughput metres and monitored at all manufacturing sites around the globe on a monthly basis (as described above). 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 figures prepared for internal and external reporting.
Water withdrawals quality	100%	Symrise must regularly monitor physical, chemical and microbiological freshwater quality parameters in order to comply with German and other local water legislation as well as national food regulations and international food safety standards. Symrise continuously monitors quality of water withdrawals with calibrated state of the art metres and physical & chemical quality testing methods and devices as follows: physical parameters (measured at least 1x per year according to German regulatory requirements): conductivity, pH, total hardness, measured in German degrees or °dH; chemical parameters (monitored at least 4x per year according to German law): Pesticides, Calcium, Natrium, Kalium, etc. microbiological parameters (monitored at least on a monthly basis): total bacterial count, E-coli, pseudomonas, coliform bacteria.
Water discharges – total volumes	100%	In line with the Global Reporting Initiative indicators which we use for more than 10 years as main framework for our annual sustainability reporting, water discharges by volume are measured with calibrated metres on site and monitored at all manufacturing sites around the globe on a monthly basis (as described above). 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.
Water discharges – volumes by destination	100%	In order to comply with key stakeholder requirements and the Global Reporting Initiative indicators which we use for more than 10 years as main framework for our annual sustainability reporting, water discharges by volume and destination are measured with calibrated metres on site and monitored at all manufacturing sites around the globe on a monthly basis (as described above). 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.
Water discharges – volumes by treatment method	100%	Symrise must monitor total volumes of water discharges by treatment method 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 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 (as described above). Monitored volumes can be allocated to water treatment destinations and can thus be allocated to 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 and water figures and KPIs prepared for internal and external reporting.
Water discharge quality – by standard effluent parameters	100%	Symrise must monitor total volumes of water extraction, discharge and consumption in order to promote continuous improvement of our water performance and to meet reporting requirements of the Global Reporting Initiative, which is our main framework for sustainability reporting. Water discharges by volume and standard

		effluent parameters are monitored with calibrated equipment (physical and chemical measurements) at all manufacturing sites around the globe on a monthly basis (as described above). Chemical Oxygen Demand (COD) of wastewater (together 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 headquarter, where water data and water performance are analysed and assessed and water figures and KPIs prepared for internal and external reporting.
Water discharge quality – temperature	100%	Symrise must monitor water discharge temperatures in order to comply with German and other local water regulations. Symrise monitors water temperatures at all sites where treated waters enter directly into freshwater bodies after on-site treatment. Temperature monitoring is done every time before and while waters are discharged into the environment (this follows our production processes, and not a defined frequency) – this occurs on average 1 time per week at respective sites, and at least once a month. Direct discharge into water bodies occur in total at 3 manufacturing sites and water is only discharged once ambient temperatures are reached, which is ensured through monitoring with calibrated thermometers.
Water consumption – total volume	100%	Total water consumption is 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 volumes relate to distillation processes and enter into the atmosphere as steam. Symrise must monitor total volumes of water withdrawal, discharge and consumption in order to promote continuous improvement of our water performance and to meet reporting requirements of the Global Reporting Initiative, which is our main framework for sustainability reporting
Water	100%	Symrise does not use recycled or reused

recycled/reused		waters in our manufacturing sites 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 future.
The provision of fully-functioning, safely managed WASH services to all workers	100%	The availability of fully-functioning, safely managed WASH services to all workers is mandatory and for and ensured at 100% of our manufacturing and office sites around the globe in order to protect health and safety of our employees. Frequency of monitoring and method: A 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 average on a monthly basis. PLEASE NOTE: Here, we do not monitor water volumes (because insignificant to total water extraction) but we monitor the availability of WASH service itself per site (=100%) across all global operations.

W1.2b

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

	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Total withdrawals	6,459.24	Much higher	Compared to previous year (4,971.34 megalitres), the total water withdrawals were much higher and increased by almost 1,500 megalitres in 2020 (6,459.24). The reason for this increase is the acquisition of ADF/IDF, a major manufacturer of food ingredients headquartered in the US. However, this acquisition not only increased the annual water withdrawals by approx. 30%, it also increased

			<p>our total production volume by >40% in the reporting year. ADF/IDF is meanwhile fully integrated into our environmental management system and our global water efficiency objectives will be expanded to the entire ADF/IDF group.</p> <p>Without this acquisition, our annual water withdrawals would have remained almost stable (+2,6%), despite an increased proportion of manufactured products within our portfolio coming from water intensive manufacturing processes. The increased proportion of water intensive products of our 2020 production portfolio was the result of abrupt changes of consumer & market demands during the corona pandemic.</p> <p>Rational for “comparison with previous reporting year”: Deviation +/- 5% = “about the same Deviation between +/- 5-15% = higher / lower Deviation > +/- 15% = much higher / lower.</p> <p>As we expect current sector growth trajectories to continue (3-5% per year), we expect absolute water consumption and with that also withdrawal may again increase in future proportionally to market growth, but with a damping factor of 0.5-1%, due to further future investments and water efficiency measures and water circularity.</p>
Total discharges	4,506.1	Much higher	<p>Compared to previous year (3,517.13 megalitres), the total water discharges increased by almost 1,000 megalitres in 2020. The main reason for this increase is the acquisition of ADF/IDF, a major manufacturer of food ingredients headquartered in the US. This acquisition not only increased our annual water discharges by 29.9%, it also increases our total production volume by >40% in the reporting year. ADF/IDF is meanwhile fully integrated into our environmental management system and our global water efficiency objectives will be expanded to the entire ADF/IDF group.</p> <p>Without this acquisition, our annual water discharges would have decreased by 5.98%</p>

			<p>(3,306.63 megalitres exl. ADF/IDF, compared to 3,517.13 megalitres in 2019) as a result of a shift in consumer demands in response to the covid-19 crisis. This shift has led to an increased proportion of water intensive products within our 2020 sales portfolio. The higher water intensity of these products is mainly related to steam distillation: In the end, more steam distilled products means less water discharges, because the water used in this process enters the environment as water steam and has of course an impact on our water balance in terms of higher water consumption as explained below.</p> <p>Rational for “comparison with previous reporting year”: Deviation +/- 5% = “about the same Deviation between +/- 5-15% = higher / lower Deviation > +/- 15% = much higher / lower.</p> <p>In future, we expect current sector growth trajectories to continue (3-5% per year). Similarly, we expect total water discharges may increase proportionally to market growth, but with a damping factor of 0.5-1%, as a result of water efficiency measures and our plans to increase water circularity within our operations.</p>
Total consumption	1,953.14	Much higher	<p>Compared to previous year (1,454.21 ML) total water consumption increased by 34.31% in 2020. Main reason is the above mentioned acquisition of ADF/IDF, which increased our annual production volume by 40%, with a significant impact on our water balance. Without this acquisition, our total water consumption would also be much higher (1,794.7 ML in 2020; =+23.41% exl. ADF/IDF compared to 2019).</p> <p>Rational for “comparison with previous reporting year”: Deviation +/- 5% = “about the same Deviation between +/- 5-15% = higher / lower Deviation > +/- 15% = much higher / lower</p> <p>Total water consumption is mainly caused by water evaporation related to steam distillation of plant-based materials: After distillation has taken place, water steam enters the atmosphere. In addition to the already mentioned acquisition of</p>

			<p>ADF/IDF, we also saw a shift of consumer demand because of covid-19. This caused an increased proportion of manufactured products within our portfolio coming from water intensive manufacturing processes, esp. steam distillation of essential oils, which we extract from various biological raw materials. The increased proportion of water intensive products from steam distillation within our 2020 production portfolio was the result of abrupt changes of consumer & market demands during the corona pandemic.</p> <p>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: $C = W - D \rightarrow 1953.14 = 6459.24 - 4506.10$</p> <p>We expect current sector growth trajectories to continue with 3-5% p.a., we expect that future water consumption relating to steam distillation will increase proportionally, but below market growth dynamics (1.5-4%) due to our water efficiency programs and our plans with regards to water circularity.</p>
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W1.2d

(W1.2d) Indicate whether water is withdrawn from areas with water stress and provide the proportion.

	Withdrawals are from areas with water stress	% withdrawn from areas with water stress	Comparison with previous reporting year	Identification tool	Please explain
Row 1	Yes	1-10	About the same	WRI Aqueduct	Comparison previous year: In course of 2020, we verified the results from our 2019 water risk assessment. We identified again in total 10 sites, located in 5 countries with a high or very high water risk index. In depth assessment of Symrise



				<p>water demand and water availability within the next 5 years in light of growth strategies of business units, local water supply infrastructure and criticality of water supply for production processes at respective sites revealed, that only 3 of the sites located in water stressed areas may face significant water risks in the course of the next 5 years that may eventually have a substantive financial or strategic impact on our business in case of risk materialization. These 3 sites are located in India (1 site) and Egypt (2 sites).</p> <p>In 2020, total water volumes of our operations located in water stressed areas amount to 386.93 (398.0 2019) megalitres per year, which resembles 5.99% (8.01% in 2019) of our total water use in 2020 (higher changes in %age mainly due to ADF/IDF acquisition).</p> <p>Compared to previous year, our annual water withdrawals in water stressed areas have remained about the same. We only saw a minimal decrease by 2.7%, despite multiple water saving measures. However, at the same time, our total production volumes at these operations increased by 1.95%. In the end, this leads to an improved water efficiency (in terms of water withdrawals per production volume) of 4.8% at our water stressed locations. Because of our water efficiency measures we expected a better</p>
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					<p>performance in our annual forecasts but are still on track to achieve our 2025 target to increase water efficiency at our operations in water stressed locations by min. 15%, compared to 2018 levels.</p> <p>How we applied the selected assessment tools: In order to assess water risks at basin level we applied the WRI Aqueduct Tool, entered GPS data for all our manufacturing sites as well as water extraction, disposal and consumption data. As a result, we received an overview of our sites and corresponding water volumes associated with water risk at basin level. All the results have been cross-checked and verified with water relevant Verisk- MapleCroft risk indices at country level, including water stress, water availability, interannual variability and other parametres. As a result, we have identified sites in Mexico, India, Singapore, Spain and Egypt located in water stressed areas according to WRI Aqueduct Tool and MapleCroft Risk data and primary data from our Enterprise Information System.</p>
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W1.2h

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

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Fresh surface water,	Relevant	890.32	About the	Relevance: Fresh surface

<p>including rainwater, water from wetlands, rivers, and lakes</p>			<p>same</p>	<p>water is used at our sites for cleaning of production facilities and machines (in order to avoid cross contamination of the products we manufacture as a prerequisite for compliance with food safety standards) and for manufacturing processes. Compared to previous year (883.33 megalitres in 2019), water withdrawals from surface water bodies are about the same (0.79 %).</p> <p>The acquisition of ADF/IDF has not had an impact on water withdrawal from fresh water sources as water is mainly source from third party sources at the manufacturer of food ingredients in the US.</p> <p>As we expect sector growth trajectories to continue (3-5% p.a.), future total water extraction from this source may again increase slightly in the future.</p> <p>Rational for “comparison with previous reporting year”: Deviation +/- 5% = “about the same Deviation between +/- 5-15% = higher / lower Deviation > +/- 15% = much higher / lower</p>
<p>Brackish surface water/Seawater</p>	<p>Not relevant</p>			<p>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</p>

				<p>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.</p>
Groundwater – renewable	Relevant	2,871.03	Much higher	<p>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.</p> <p>Partly due to the acquisition of ADF/IDF, but mainly due to an abrupt shift of consumer and market demand towards more water intensive products, water withdrawal from this source is much higher and has increased by 17% in comparison to 2019. The manufacturing process of these products is quite water intensive as processes such as steam distillation are used. A significant part of water for these processes is sourced from renewable groundwater.</p> <p>As we expect sector growth to continue (3-5% p.a.), future total water use from this source is expected to</p>

				<p>increase proportionally, but with a certain damping factor (on av. 1-2%) due to efficiency measures in place or planned.</p> <p>Rational for “comparison with previous year”: see above.</p>
Groundwater – non-renewable	Not relevant			<p>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 has no intention to use this source in the future</p>
Produced/Entrained water	Not relevant			<p>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.</p>
Third party sources	Relevant	2,697.89	Much higher	<p>Relevance: Freshwater from municipal water supply system is used as input for ingredients, in manufacturing processes (e.g. steam distillation) and for cleaning purposes. This water source is vital to ensure, that we operate in full compliance with food regulations and safety standards.</p> <p>Due to the acquisition of ADF/IDF, a major manufacturer of food ingredients, water withdrawal from this source is much</p>

				<p>higher (increased by 65% in comparison to 2019). This also increased our total production vol. by > 40%. The main water source for this manufacturer are third party sources. Without this acquisition, our annual water withdrawals from third-party sources would have decreased slightly by 5.92%.</p> <p>As we expect current sector growth to continue (3-5% p.a.), future total water use from this source is expected to increase proportionally, but with a certain damping factor (on av. 1-2%) due to efficiency measures in place or planned.</p> <p>Rational for “comparison with previous year”: see above.</p>
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W1.2i

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

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Fresh surface water	Relevant	12.45	Lower	<p>In total, 3 Symrise operations located in remote areas are not yet connected to any wastewater treatment facility and therefore need wastewater treatment on-site. After chemical and biological onsite treatment, cleaned water is released into freshwater bodies.</p> <p>Compared to previous year, wastewater volumes dedicated to this destination are lower – they</p>

				<p>have decreased by 10.4 % from 13.89 megalitres in 2019 to 12.45 megalitres in 2020. This decrease relates to decreased production volumes at corresponding sites.</p> <p>Rational for “comparison with previous reporting year”: Deviation +/- 5 % = “about the same; Deviation between +/- 5-15% = higher / lower; Deviation > +/- 15% = much higher / lower.</p> <p>In the future, taking into account current business strategies relating to product groups produced at the above mentioned operations as well as additional water efficiency and reuse projects on-site we expect wastewater volumes dedicated to these destinations to decrease in the next 3 years.</p>
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	449.36	Much higher	<p>More than 95% of our total wastewater volumes have been discharged via municipal wastewater treatment plants. In 2020, 64.97 ML of sensitive wastewaters have been removed via truck to a dedicated wastewater treatment plant. Compared to 2019 (71.31 ML) the volumes removed via these destinations have decreased by</p>

				<p>8.9%.</p> <p>Compared to previous year, wastewater volumes discharged via municipal wastewater treatment systems are much higher and have increased by 29 % (from 3431.9 to 4428.68 ML) – which is the result of the ADF/IDF acquisition. Thus, overall wastewater discharge to third-party destinations is much higher compared to previous year due to the ADF/IDF acquisition (+28.27 %). In the future, volumes dedicated to the above destination may increase with the market growth.</p> <p>Rational for “comparison with previous reporting year”: Deviation +/- 5% = “about the same; Deviation >+/-5-15%= higher/lower Deviation: >+/-15%= much higher / lower</p>
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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	% of your sites/facilities/operations this volume applies to	Please explain
Tertiary treatment	Relevant	89	This is our first year of measurement	81-90	Most of the wastewater volumes coming from our manufacturing sites are treated with highest wastewater treatment standards. As this

				<p>is the first year of reporting, we conducted in 2021 a global wastewater analysis together with our local EHS experts to check the treatment levels for our 2020 wastewater discharges. As a result, approx 89% 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. However, 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</p>
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				<p>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</p>
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					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	11	This is our first year of measurement	11-20	According to the above-mentioned global wastewater analysis done by our local EHS experts we identified a few sites - resembling approx. 11% of our wastewater volumes – where wastewater enters treatment plants where only secondary (biological)treatment takes place. In case that the corresponding sites also operate with hazardous substances we

					<p>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 environmental standards.</p>
Primary treatment only	Not relevant				<p>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.</p>
Discharge to the natural environme	Not relevant				<p>According to the above-mentioned global wastewater analysis done by</p>

nt without treatment					our local EHS experts at least secondary wastewater treatment is applied to all our discharges.
Discharge to a third party without treatment					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.
Other	Not relevant				

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)

Numerator: water aspect

Total water withdrawals

Denominator

Ton

Comparison with previous reporting year

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 of water intensity compared to previous year, and we anticipate no major changes at least not in the near future.

However, we have two approaches to further decrease the water footprints of our products:

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)

Numerator: water aspect

Total water withdrawals

Denominator

Ton

Comparison with previous reporting year

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 of water intensity compared to previous year, and we anticipate no major changes at least not in the near future.

However, we have two approaches to further decrease the water footprints of our products:

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)

Numerator: water aspect

Total water withdrawals

Denominator

Ton

Comparison with previous reporting year

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 of water intensity compared to previous year, and we anticipate no major changes at least not in the near future.

However, we have two approaches to further decrease the water footprints of our products:

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)

Numerator: water aspect

Total water withdrawals

Denominator

Ton

Comparison with previous reporting year

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 production processes are almost fully optimized in terms of energy and water use, there is no major improvement of water intensity compared to previous year, and we anticipate no significant changes at least not in the near future.

However, we have two approaches to further decrease the water footprints of our products:

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)**Numerator: water aspect**

Total water withdrawals

Denominator

Ton

Comparison with previous reporting year**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 no significant improvement of water intensity compared to previous year, and we anticipate no major changes at least not in the near future.

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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 you engage with your value chain on water-related issues?

Yes, our suppliers

Yes, our customers or other value chain partners

W1.4a

(W1.4a) What proportion of suppliers do you request to report on their water use, risks and/or management information and what proportion of your procurement spend does this represent?

Row 1

% of suppliers by number

76-100

% of total procurement spend

76-100

Rationale for this coverage

We need to know the water intensity of raw materials for our own LCA. We analyse water use and mgmt. practices of supplier operations to compare water performance between suppliers and assess their exposure to water risks. Therefore, every supplier needs to report this information. In fact, this is part of the approval procedure a supplier must pass before a business relation is initiated. Additionally to mandatory provision of water data, we select strategic suppliers to participate in CDP Supply Chain Program 2019 based on the following criteria: procurement spent, raw material water footprint & raw material origin, cultivation areas under water stress.

Incentives: When it comes to supplier approval, provision of water data is mandatory. There are no further incentives in this regard. When it comes to supplier selection for CDP SCP, we inform our suppliers that collaboration for water management & disclosure may protect or elevate their status as/towards a “preferred supplier”.

Impact of the engagement and measures of success

Type and use of information: Suppliers must provide information on water mgmt, water risks and on water intensity for raw materials. Data on water volumes, sources, uses, discharges, efficiency measures, are used to identify strategies or collaborative projects for improved water efficiency. Raw material water footprint data are maintained in our LCA database, calculated at ingredient level and communicated to our clients, who we encourage to consider water footprint data in decision making, e.g. in purchasing or product development.

Measure of success: In terms of raw materials we calculate water intensity (e.g. l water / kg of product). In terms of supplier performance rating we consider water use, consumption, discharge and efficiency measures. Ratings between 0 and 100 can be achieved, while levels below a minimum threshold will disqualify companies from our supplier base and ratings above a “good performance threshold” indicate “preferred supplier” status with regards to water.

Comment

W1.4b

(W1.4b) Provide details of any other water-related supplier engagement activity.

Type of engagement

Onboarding & compliance

Details of engagement

Inclusion of water stewardship and risk management in supplier selection mechanism
 Requirement for water-related targets is included in your supplier selection mechanism
 Requirement to adhere to our code of conduct regarding water stewardship and management

% of suppliers by number

76-100

% of total procurement spend

26-50

Rationale for the coverage of your engagement

To identify and manage water risks, we assess water aspects along the supply chain. 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. We also ask and encourage suppliers to (i) participate in CDP SCP and (ii) to collaborate with us on specific projects to improve water performance. Suppliers, willing to collaborate are rewarded with (i) “preferred supplier” status and (ii) beneficial long term contractual relations with Symrise.

Impact of the engagement and measures of success

Symrise benefits from this engagement activity by increased availability of water data. These data and assessment results are used in decision-making of our purchasing & product dev. dep.. The most sustainable raw materials from the right suppliers are selected to improve water efficiency for our products and to mitigate already existing or anticipated future water risks. Furthermore, we anticipate an increased awareness among suppliers for the relevance of water and increased engagement in water efficiency measures, e.g. investment in water conserving activities and technologies, from which the whole value chain benefits.

We measure success of our engagement with suppliers through 1) improvements in water intensity figures (water use in L per kg of raw material), 2) the implementation of additional efficiency measures by our suppliers or 3) total water savings or % efficiency improvements achieved with regards to the raw materials we purchase.

Comment

Information on water intensity of raw materials is used in the supplier selection process and for our LCA analysis. Aim is to promote decision-making for water efficient raw materials in purchasing and product development. Furthermore, we analyze water mgmt. practices of supplier operations to compare water performance between various suppliers. Data points enter into supplier rating and determine final score (environment pillar) and thus, the selection of the most sustainable suppliers.

Type of engagement

Incentivizing for improved water management and stewardship

Details of engagement

Water management and stewardship action is integrated into your supplier evaluation

% of suppliers by number

1-25

% of total procurement spend

26-50

Rationale for the coverage of your engagement

When it comes to collaboration with our suppliers in terms of CDP Water SC Program and taking into account the huge raw material diversity in our portfolio (approx.. 10.000 different materials) we must focus our efforts on those suppliers, who are most material in terms of water risk and strategic relevance to our company. Therefore, we started to

select those strategic suppliers for CDP Supply Chain program participation with highest procurement spent AND with potentially significant water risks at raw material or supplier operations level. For this reason, coverage of suppliers in terms of % of suppliers and % of procurement spent are still below 100% for the time being. Of course, these figures are expected to significantly increase during the next years.

Impact of the engagement and measures of success

Beneficial outcomes: Most important benefit is an increased general awareness of our suppliers on water issues and an increased willingness to share water related information on water aspects in the supply chains and at their operations. In addition, initiation of water conserving activities is also key to Symrise, as the whole value chain benefits from efficiency and risk mitigation measures.

Measure of success: We measure success of supplier engagement by calculating proportion of suppliers as well as proportion of procurement spent which has been integrated into CDP supply chain program. In the reporting year and compared to 2018 we have increased both: %age of suppliers and % procurement spent in CDP scope by approx. 5 % each.

In addition, we measure absolute improvements at supplier and raw material level by calculating/ requesting information on water savings of raw materials or supplier operations, also to calculate raw material specific water intensity.

Comment

W1.4c

(W1.4c) What is your organization's rationale and strategy for prioritizing engagements with customers or other partners in its value chain?

Partners: Peers and customers

Method: We engage in collective action initiatives to reduce vulnerability to water shortages of our value chain. E.g., since 2019, Symrise engages with 21 likeminded peers and customers, in a collective action initiative on biodiversity (OP2B) with a specific focus on regenerative agriculture, incl. a strong focus on improving the capacity of soils to hold water - vital for agr. production. Furthermore, we have joined a multi-year program (Shubh Mint Project) with one of our key customers to advance mint plant science in India to produce renewable menthol and complement our synthetic menthol strategy.

Rationale: As the highest water footprint occurs outside our operational control (main focus agr. value chains), we believe that besides direct engagement with our suppliers, collaborative action with customers and peers is instrumental to shift agr. practices, and to have a positive impact on ecological services, such as water provision. As our key customers accounts for >25% of our mint sales, we partnered with them to improve mint yields and quality in India, where around 80 % of the world's supply is produced. In this project, we are supporting farmer livelihoods in India through training in good agricultural practices to improve yields, quality and farmer income while reducing water inputs for agricultural production, one of the key supply chain risks regarding mint. India is the world's largest producing area for *Mentha Avensis*. The crop requires a lot of water for good growth and productivity. Today, water and its associated energy costs account for as much as 35 % of the total cost of mint farming.

Measure of success: We will progressively scale our program with the ultimate goal of recruiting around 2,500 farmers, which accounts for more than half of our requirement for Indian mint oils. Success is measured as the percentage of farmers recruited and implementing sustainable agr. practices, including water saving measures.

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

South Africa
Orange

Type of impact driver & Primary impact driver

Physical
Drought

Primary impact

Description of impact

As in previous years, continuous local droughts in the Cape Region of South Africa lead to the reduced availability of an important raw material (an endemic herb used in Flavor and Fragrance compositions) for Symrise. As a consequence of this drought the specific raw material's costs increased as our major suppliers of this material in South Africa are affected. The scale of the impact is a significant raw material price increase (> 25% during the last reporting year, compared to 2019 raw material price), which is considered as substantive to our company.

Primary response

Increase supplier diversification

Total financial impact

41,000

Description of response

Financial impact was calculated on the basis of Enterprise Information System data by comparing 2019 and 2020 raw material price and volumes purchased. The scale of the impact is a significant raw material price increase of > 25% during the last reporting

year, compared to 2019 raw material price, which resulted in additional costs of 41,000 EUR. As a consequence of the described raw material price increase and because the plant is endemic to South Africa and cannot be purchased from alternative countries, Symrise again managed to reduce our raw material (and water) dependence by reformulation or substitution of the material in existing Flavor and Fragrance compositions through (i) alternative natural raw materials with similar flavoristic or olfactive properties, but low water risk and footprint (ii) reformulation of existing products in alignment with affected customers. Thanks to these measures, total raw material consumption has been reduced by another 10% in the reporting period. In addition, a palette of alternative materials able to serve as substitutes have been identified and are already being used in Flavor & Fragrance formulations. Thus, we have lowered our water dependency and the water footprint of our supply chain in this water stressed region and have sufficient alternative materials available to fully substitute the water risky natural raw material from South Africa in our formulations.

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?

No

W3. Procedures

W-CH3.1

(W-CH3.1) How does your organization identify and classify potential water pollutants associated with its activities in the chemical sector that could have a detrimental impact on water ecosystems or human health?

Symrise identifies and classifies potential water-pollutants associated with chemical manufacturing activities using our raw materials introduction process and following ISO14001 standard.

Water-related impacts across the value chain vary depending on the type of raw materials used in the manufacturing processes, the type of process used to develop certain products as well as the local conditions and are the responsibility of environmental management in conjunction with our Regulatory Affairs departments at specific sites. Basic water-related impacts from potential water pollutants are considered across the value chain: we assess potential water pollutants before a new material is introduced, within our production processes on site as well as of the products itself.

Within the approval process and before a new material is introduced, each new substance is checked for potential detrimental impacts on water ecosystems and human health.

Furthermore, in order to understand the environmental impact of each ingredient in our products, we implemented a "Product Sustainability ScoreCard". This is an independently-certified procedure that allows us to record the environmental impact of raw materials and our products in a systematic manner including eco-toxicological and toxicological properties. This procedure and our Enterprise Information System allow us to identify environmental toxicity as

well potential impacts on human health of our products and ingredients and classify them in accordance of official GHS classification and EU REACH regulation.

In accordance to REACH, the products we develop have to be classified as low acute and low chronic toxic as well as low chronic eco-toxicity for micro fauna and algae due to legal requirements which we oblige to. Our process assures that new classifications within these systems are incorporated immediately.

At site level, environmental impact classes have to be determined including volume and ecotoxicological/toxicological properties of substances handled in the plant (H-phrases as in safety data sheets) and the local conditions including type of receiving water body (river, lake, sea), size and water flow conditions, ecology, use of water body (drinking water, fishing etc.). At each site, a senior manager is responsible for environmental management and aims to reduce the environmental impact of activities, products and services. This manager is responsible to analyse, assess, monitor and report on aspects and/or potential impacts of:

- wastewater generation on groundwater or surface water
- hazardous and non-hazardous waste,
- pollution (including spills and other environmental emergencies), and
- the use of hazardous and non-hazardous materials.

In general, Symrise is committed to the principles of GreenChemistry, from sourcing natural and renewable feedstock wherever possible to drastically reducing the amount of wastewater, in order to maximize ecological efficiency and to minimize hazardous effects on human health and the environment. The approach is built on a commitment to the innovations and continual improvements that lead to safe, eco-friendly processes and products.

W-CH3.1a

(W-CH3.1a) Describe how your organization minimizes adverse impacts of potential water pollutants on water ecosystems or human health. Report up to ten potential pollutants associated with your activities in the chemical sector.

Potential water pollutant	Value chain stage	Description of water pollutant and potential impacts	Management procedures	Please explain
Wastewater loadings monitored: - Heavy Metals concentration - adsorbable organic halogen compounds (AOX concentration) - Nitrogen (NH-4-N concentration)	Direct operations	The discharge of heavy metal wastes 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.	Compliance with effluent quality standards Measures to prevent spillage, leaching, and leakages	The discharge of waste water from our operations when left untreated would pose a risk to both water ecosystems and human health and thus also to Symrise value chain. Due to the varying combination of the hydraulic loading and pollutants, we are managing this risk in line with high quality standards at multiple steps of our operation:

<p>- Phosphor (total P-concentration) - Sulfur (total SO4 concentration) - organic compounds (chemical oxygen demand).</p>		<p>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 living in estuaries near bleached pulp effluents.</p> <p>Ammonia is one of the main elements that cause water eutrophication. Excess NH4+-N content in water can cause phytoplankton to multiply, which greatly decrease water transparency and dissolved oxygen content.</p> <p>Phosphor is an essential element for plant life, but high concentrations can speed up the eutrophication process (a reduction in dissolved oxygen in water bodies caused by an increase of mineral and organic nutrients) of rivers and lakes.</p> <p>Problems caused by sulphates are most often related to their ability to form strong acids which changes the pH. Acidified waters can impair the ability of aquatic organisms to extract oxygen from water and</p>	<p>In addition to compliance with global water related operating procedures we have site specific procedures, work instructions, technical guidelines and protocols to ensure, that wastewater management is working properly in line with local law and company goals - from water sampling through to water analysis, effluent monitoring and effluent control and immediate responses to any deviations of effluent concentrations as well as reporting procedures. Because wastewater loadings vary from site to site, our management system is adapted to local conditions.</p> <p>At our HQ in Holzminden, we operate in line with German law and monitor the following substances:</p> <ul style="list-style-type: none"> - Heavy Metals concentration - adsorbable organic halogen compounds - Nitrogen - Phosphor - Sulfur - organic compounds (chemical oxygen demand). <p>In case of deviations, correction measures are implemented on various timescales (from immediately to a few weeks), depending on urgency and severity. Success of procedures</p>
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		<p>change the mobility of certain trace metals which in turn can reduce the health or cause the death of fish and other species.</p> <p>As these substances can have a variety of effects on human health and ecosystems depending on their concentration and their environment, Symrise generally considers the following water impacts:</p> <ul style="list-style-type: none"> - persistence and toxicity of chemical substances to aquatic life and aquatic ecosystems, - acidification, eutrophication - biodegradability of raw materials as well as ingredients and compounds and the impacts of wastewater loadings with non-biodegradable materials on self-regeneration of water bodies - risks and impacts relating to decreasing water quality / quantity and potential impacts on good manufacturing practices and compliance with local law. 	<p>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 19011.</p> <p>We measure the success of our management procedures through the comparative analysis of 1. hazardous waste volumes generated & 2. the chemical oxygen demand (COD) in our wastewaters . This is reflective of the degradation of the pollutants in the sewage in question.</p> <p>In comparison to 2018 our eco-efficiency in terms of COD has increased by 3.2% because of proportionally higher production volumes at relevant sites.</p> <p>In addition, as the monitored substances differ according to location, we also monitor the total emissions of relevant substances at a specific site. On a global basis, Symrise AG has been able to reduce Heavy Metal emissions by 25.1% in 2019, compared to 2018.</p>
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				Finally, on a company level, our quality mgmt procedures have received a positive feedback due to successful performance reviews and third party audits.
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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.

Direct operations

Coverage

Full

Risk assessment procedure

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

Frequency of assessment

More than once a year

How far into the future are risks considered?

3 to 6 years

Type of tools and methods used

Tools on the market
Enterprise Risk Management
Databases

Tools and methods used

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

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 WRI Aqueduct, 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.

Supply chain

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of other company-wide risk assessment system

Frequency of assessment

More than once a year

How far into the future are risks considered?

3 to 6 years

Type of tools and methods used

Tools on the market
Enterprise Risk Management
International methodologies
Databases

Tools and methods used

WRI Aqueduct
ISO 31000 Risk Management Standard
Life Cycle Assessment
Maplecroft Global Water Security Risk Index

Comment

Water risks of suppliers or cultivation systems are assessed with recognized tools, such as WRI Aqueduct or the MapleCroft Water risk indices in conjunction with supplier data or audit reports. 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.

Other stages of the value chain

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of other company-wide risk assessment system

Frequency of assessment

More than once a year

How far into the future are risks considered?

3 to 6 years

Type of tools and methods used

International methodologies
Databases

Tools and methods used

Environmental Impact Assessment
Life Cycle Assessment

Comment

Symrise uses a patented LCA tool called "product sustainability scorecard". This LCA & footprinting 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.

W3.3b

(W3.3b) Which of the following contextual issues are considered in your organization’s water-related risk assessments?

	Relevance & inclusion	Please explain
Water availability at a basin/catchment level	Relevant, always included	<p>Relevance: Assessment of water quality, quantity and availability at the catchment level is included in our assessment because we need to know for all operations if we use water sustainably below regeneration rates of our water sources. At the same time, we must ensure, that our water discharges do not contribute to declining water quality (and, by extension, decreasing availability of clean water) within the water catchments we are operating in. We do this in order to ensure compliance with i) legal and ii) customer sustainability requirements.</p> <p>Assessment method and tools used: Water quality and quantity of withdrawals and discharges is monitored at all operations by internal sustainability- and EHS experts and the responsible site-managers. The risks assessment is based on primary water consumption data (volumes per source) in conjunction with water-risk-assessment-tools and national / local risk indices from reliable sources, e.g. WRI, UNEP, World Bank, FAO, Maplecroft and others. This assessment is supplemented with an evaluation of future changes in water availability or quality by applying state of the art assessment tools from</p>

		reliable providers, like the WRI Aqueduct Tool which includes relevant VeriskMaplecroft Risk indices. Of course, the local situation is also assessed by taking into account local water policies and regulations.
Water quality at a basin/catchment level	Relevant, always included	<p>Relevance: Assessment of water quality, quantity and availability at the catchment level is included in our assessment because we need to know if we use water sustainably below regeneration rates of water sources. At the same time, we must ensure, that our water discharges do not contribute to declining water quality within the water catchments we are operating in. We do this in order to ensure compliance with i) legal and ii) customer sustainability requirements.</p> <p>Assessment method and tools used: Quality and quantity of water withdrawals and discharges is monitored at all operations by internal sustainability- and EHS experts and the responsible site-managers. The assessment is based on primary data directly measured on-site with calibrated metres as well as on data from our Enterprise Information System in conjunction with global-geo-risk-assessment-tools which contain environmental (and water related) data from reliable sources, e.g. WRI, UNEP, World Bank, FAO, Maplecroft and others. This assessment is supplemented with an evaluation of future changes in water availability or quality by applying state of the art assessment tools from reliable providers, like the WRI Aqueduct Tool, which includes relevant VeriskMaplecroft Risk indices. Of course, the local situation is also assessed by taking into account local water policies and regulations.</p>
Stakeholder conflicts concerning water resources at a basin/catchment level	Relevant, always included	<p>Relevance: Conflicts between stakeholders, whether they are caused by Symrise's actions or not, impose reputational risks which Symrise needs to strictly avoid. Additionally, as water is a vital resource for operation, stakeholder conflicts concerning water resources which could also affect Symrise operations are included within Symrise's risk assessment .</p> <p>Assessment method and tools used: Symrise assumes responsibility that goes beyond the company itself by taking different stakeholders into consideration. We identify issues which are material to Symrise and our stakeholders though a materiality assessment in line with the GRI standard. The topic resource conservation including water issues has been</p>

		<p>identified as important issue for both our stakeholders and Symrise itself within the annual materiality assessment. Its importance to both parties makes the topic susceptible to conflict. First off, in order to systematically detect the potential for stakeholder conflicts concerning water resources, we have identified all of our production sites within water stress areas as these are the areas in which stakeholder conflicts have a higher potential to arise. GPS data for all manufacturing sites have been generated and entered into the WRI Aqueduct tool in order to identify corresponding water basins as well as water stress levels. The results underwent a cross-check and could be verified by applying a country-specific set of water risk indices provided by Verisk Maplecroft (global geodata provider). Within this assessment process, risk of conflicts at the local level for all Symrise facilities have been identified and evaluated. Analysis & assessment of water volumes extracted in basins under water stress according to mentioned methodologies is repeatedly conducted and reviewed, at least twice per year. In 2020, this affects our sites in Mexico, India, and Egypt. Secondly, to make sure we identify any potential causes for conflicts at an early stage, we conduct frequent interviews with the stakeholders in the respective basins on a local/site level.</p>
<p>Implications of water on your key commodities/raw materials</p>	<p>Relevant, always included</p>	<p>Relevance: Due to the fact, that many of our raw materials originate from nature and are dependent on sufficient availability of water, the monitoring of water trends in our sourcing countries and the assessment of possible impacts on our supply chain and business growth is crucial for Symrise. Not monitoring corresponding water dynamics and trends may lead to situations where operational risks, e.g. supply chain disruptions, are not properly anticipated as soon as possible.</p> <p>Assessment method and tools used: We regularly monitor water availability and quality as well as water risks on different geographic scales with our Symrise product sustainability scorecard in conjunction with our geo-risk-assessment-tools (MapleCroft, for our whole raw material portfolio. Then, "water stress hotspots" within our raw material portfolios are identified and assessed by corporate sustainability and purchasing department in order to identify operational risks, e.g. current and future water shortages for highly water dependent materials which are produced e.g. by irrigation agriculture. This information is</p>

		<p>then used by Symrise to deviate raw material specific intervention strategies to anticipate and mitigate water impacts and risks for our business. Assessment results are also regularly reported to the sustainability board that decides on follow up measures in case, that water risks may have significant impacts on our growth strategy.</p>
<p>Water-related regulatory frameworks</p>	<p>Relevant, always included</p>	<p>Relevance: In order to include current water regulatory frameworks and tariffs as well as possible changes of such into our water risk assessment properly, water related regulatory frameworks are continuously monitored, interpreted and assessed at the regional, national and local level for all our premises by local EHS employees and staff from regulatory affairs in order to ensure, that Symrise operates in line with relevant legal requirements. Monitoring takes place at global level with Maplecroft, at local levels with various regulatory databases. Not meeting legal requirements may cause legal, financial and reputational risks which Symrise needs to strictly avoid.</p> <p>Assessment method and tools used: Relevant water related regulatory requirements are analysed and assessed by our global EHS-coordinators on a monthly basis, using regulatory databases such as ecolex, eco-compliance, Umwelt-online and others. , New or changed water related legal requirements are then forwarded to local EHS managers globally and – if required - translated into corporate policies and operating procedures by the corporate sustainability department or the global process management team in order to ensure legal compliance with all water regulations and to promote continuous improvement of our environmental management system. Compliance with these requirements is regularly checked by internal and external audits and verified by a third-party certification body (DQS) for all global sites. In addition and as a prerequisite to enter into business relations with Symrise, the purchasing department assesses water management practices of our suppliers. While the water framework directive in Europe and the national and local laws in Germany provide an excellent framework for managing our environmental impacts on water bodies, this does not apply to all of the countries were our manufacturing sites and supply chains are located. In case of absence of national and local water regulations, we refer to the principles of European/German regulation related to water. Besides regulation, Symrise is committed to adhere to sector specific best practices for water stewardship in every country</p>

		were we operate.
Status of ecosystems and habitats	Relevant, always included	<p>Relevance: Within the annually conducted materiality assessment, biodiversity has been identified as an important issue for the whole Flavor&Fragrance industry. It lays the basis for ecological functions and services which are impacted by water mgmt. decisions but also influences water availability within a river basin. Without Biodiversity and Ecosystem services conducting businesses would become difficult for our industry, which is heavily dependent on biological resources and freshwater ecosystem services. Poor ecosystem mgmt. practices may lead to operational, reputational or legal risks which Symrise and its suppliers must avoid. Especially in ecologically sensitive regions, such as Madagascar and the Amazon, our conservation measures are considered as an absolutely vital contribution to stop local degradation of ecosystems which is triggered by multiple drivers, such as climate change or resource overexploitation.</p> <p>Assessment method and tools used: We monitor and assess status & trends of ecosystems relevant to our business (biodiversity loss, deforestation, soil erosion, water scarcity, water stress, pollution etc.) at a global, national and at local level for our manufacturing sites and strategic supply chains using various tools. e.g. Maplecroft Risk Indices or WRI Aqueduct Tool, various Geodata providers. Where significant risks are identified, these are managed by our risk management and raw material management teams under participation of EHS and/or sustainability experts. To anticipate global environ. change dynamics asap and their potential risk on Symrise business operations, we also connect with stakeholders from science (Universities and Research Institutes), business (key customers and suppliers) and policy (regulatory bodies, UN CBD) in different projects and initiatives and multi-stakeholder dialogues. Our engagement on Madagascar and in the Amazon region, where we invest in the social and ecological infrastructure of local communities is a good example for our engagement to reduce our environmental and social impacts along the value chain and to secure long-term supply of key strategic raw materials, while promoting conservation and sustainable use of land and aquatic ecosystems.</p>
Access to fully-	Relevant,	Relevance:

functioning, safely managed WASH services for all employees	always included	<p>Availability of fully functioning WASH services is key to our business and fully made available to all employees at all sites around the globe. Access to these services is not only key for health and safety of our employees, but also for product quality in terms of hygienic conditions of manufacturing environment for food ingredient production. Not providing these would imply health, safety and product quality risks, which Symrise cannot accept.</p> <p>Assessment method and tools used: According to our internal rules, fully functioning WASH services are mandatory at every site where Symrise operates and thus considered in our established companywide risk assessment system that operates on the basis of ISO 31000. Availability of functioning WASH-services is ensured, monitored and controlled by dedicated EHS-staff at site level and regularly audited internally and externally verified by certification bodies or in the course of customer audits.</p>
Other contextual issues, please specify	Not considered	

W3.3c

(W3.3c) Which of the following stakeholders are considered in your organization's water-related risk assessments?

	Relevance & inclusion	Please explain
Customers	Relevant, always included	<p>Our customers are identified as material stakeholder. Their needs, also with respect to water issues, are regularly included in our stakeholder analysis and risk assessment. Like any company, without considering our customer demands and sustainability requirements (e.g. reduce water footprints of fragrance ingredients) we won't be able to sell our products, therefore we need good products and a good brand reputation. Our key customers, global players in the food and FMCG markets, want to strictly avoid legal or reputational issues with an ever increasing focus on their water performance, which also depends on Symrise ingredients.</p> <p>In the food or cosmetics sector, water issues are strongly on the rise. Especially since the upcoming REACH regulation, we noticed in sales pitches or multi stakeholder discussions stronger demands for ingredients with improved properties in terms of water efficiency as well as environmental health and safety. Not meeting the various water related customer requirement our company increasingly receives would</p>

		<p>significantly increase financial risks, e.g. being excluded from the core-lists of our major clients and losing business.</p> <p>Method of engagement: We systematically assess customer sustainability expectations and requirements through our stakeholder analysis in the course of our materiality analysis for our annual corporate reporting processes, which is coordinated by the corporate sustainability department. In addition, our sales departments are involved in aligning with customers on sustainability related product specifications (e.g. selection of water saving/friendly ingredients in final ingredient formulas). This enables us to integrate customer expectations as early as possible in our core processes, e.g. in R&D and product development, and helps us to meet customer expectations and decreases the risk of losing business to our competitors.</p>
Employees	Relevant, always included	<p>Without satisfied and well educated employees we are not able to produce and sell our goods. Therefore we consider our employees as one of our key stakeholder groups. In the end, also our corporate water performance does not only depend on our systems and procedures, but on skilled and well trained employees with relevant competencies, who ultimately implement and guarantee success of our rules and procedures, e.g. without skilled EHS staff at our operations, Symrise would not be able to properly analyze, monitor and manage water extraction, discharge, consumption or check and ensure water availability at local levels.</p> <p>This would also endanger legal compliance or continuous improvement our corporate water performance, leading to legal, reputational or financial risk.</p> <p>Method of engagement :</p> <p>Our HR department is continuously analyzing and assessing through internal stakeholder analysis and annual employee feedback surveys the availability of professional competences as well as professional needs of our internal “water stakeholders” to ensure, that we can keep our environmental management procedures running and performing at all scales.</p>
Investors	Relevant, always included	<p>Not meeting investors requirements towards corporate resilience/ sustainability performance would be a material risk to our company and our share, listed in the German MDax.</p> <p>Underperformance against investor requirements could lead to our investors deciding to divest from our stock in expectation of future water related operational, financial, reputational or legal risks that may impact our bottom line. They may also decide to buy shares of our competitors. We have realized that since a</p>

		<p>couple of years, in general sustainability issues including water aspects are on the rise, esp. on SRI-Investors agendas. Meaning that, if major investors perceive Symrise business activities to be misaligned with the growing global interest to act against water insecurity, this will pose a reputational risk to the company, which could ultimately lead to a reduced market valuation. Additionally, there is a risk of exclusion from thematic funds based on ESG ratings: Symrise takes part in the CDP Water program. Therefore, sustainability requirements of our investors, including EHS & SRI aspects, are of course included risk analysis&assessments.</p> <p>Method of engagement: It is vital to be aware of our investors' interests and expectations. Therefore, our investor relations department, in close collaboration with corporate sustainability, is engaging day by day with multiple investors, analysts and other financial stakeholders through interviews, capital market days, roadshows or internal meetings, and last but not least web-conferences, to respond to investor requests, which regularly reach our IR department.</p> <p>In order to meet these expectations, we take corporate actions and investments into water management and efficiency measures. Finally, our participation in the CDP water program and our participation as participants and speakers at major CDP conferences help us to provide condensed information on our water performance to investors, who are a key target groups of our CDP engagement.</p>
Local communities	Relevant, always included	<p>Local communities can be positively (employment) or negatively (odour or water emissions) impacted by Symrise in the local neighborhood of our operations and are therefore always included in our water related company risk assessments. Within the communities where Symrise operates, e.g. at our HQ in Germany, local communities are sharing the same water sources with our company. Overexploitation or pollution of water resources through excessive use or poor wastewater treatment could lead to reduced quality and quantity of available freshwater, thus increasing the risk for competition between water users for scarce water resources, financial and legal risk to our company and “operational” risk for all local actors. . Besides operational implications, overexploitation of for water resources or poor wastewater treatment practices also come up with reputational risk, which Symrise wants to avoid.</p> <p>Method of engagement: Through press releases or our website, we regularly inform local</p>

		<p>stakeholders about water related plans and activities that may be of interest to our local stakeholders, e.g. site expansions that may lead to increased water use on-site. In addition, local community stakeholder are always invited to report any concern they may have regarding our business practices via a corporate hotline.</p>
NGOs	Relevant, sometimes included	<p>NGOs could negatively (e.g. campaigns against Symrise) or positively (collaborative project partners) impact our water performance and reputation. Therefore, NGOs have been identified as material stakeholder, also in terms of water. NGOs are not only proactively contacted in case of actual issues or potential future sustainability risks relating to water. They are also integrated into our Materiality Analysis in order to provide Symrise valuable guidance when it comes to water stewardship. When assessing water risks, we rely on data and tools provided by NGOs (e.g., WWF, WRI). In addition, we observe NGO activities in our markets and business environments in order to identify potential reputational risks from campaign or to identify upcoming sustainability trends and issues with relevance to our business model. Operating counter NGO expectations is considered a risk to our reputation; collaboration instead, is seen as an important means for internal decision making to the benefit of sustainable (business) development.</p> <p>Method of engagement: We have entered into strategic NGO partnerships and actively collaborate with critical NGO partners (e.g. Natural Resources Stewardship Circle or the Union for Ethical BiTrade) who help us to develop and implement our sustainability agenda, including water issues. In regular meetings or on the occasion of multi-stakeholder dialogues, we seek to exchange with NGOs beyond our strategic partnerships. We are convinced that NGO's have the competences to make us proactively aware of upcoming social or environmental issues that relate to our business and markets, including water aspects. Finally, we also discuss with NGOs methodological aspects of Water footprinting tools and approaches in order to ensure, that our LCA works properly and provides exactly the water related footprint data, which our external stakeholders, including NGOs, are expecting from transparently acting companies.</p>
Other water users at a basin/catchment level	Relevant, always included	<p>Over extracting or polluting of water bodies which we commonly use with local communities or other corporate users is considered a material legal (sanctions for pollution), financial (fines for non-compliance), operational (supply disruptions) and reputational (campaigns) risk to Symrise.</p>

		<p>Therefore, water users at a basin/catchment level are always considered in our corporate wide water related risk assessment. In order to avoid overexploitation or pollution of water resources or aquatic ecosystems local communities depend on, our local EHS managers regularly assess local water availability and quality in light of local stakeholder expectations, including those in our direct neighborhood.</p> <p>Method of engagement: Through press releases or our website, we regularly inform local stakeholders about water related plans and activities that may be of interest to our local stakeholders, e.g. site expansions that may lead to increased water use on-site. In addition, local community stakeholders are always invited to report any concern they may have regarding our business practices via a corporate hotline. In addition we have emergency plans in place to ensure, that local communities and water bodies are protected from environmental hazards or hazards of health concern (e.g. leakage of liquid or volatile chemicals into water and atmosphere). Development and implementation of emergency plans take place in close collaboration with local external stakeholders (e.g. public authorities or fire fighters) to avoid risks of environmental pollution or health hazards to local population.</p>
Regulators	Relevant, always included	<p>Our analytic horizon reaches beyond our own operations and we therefore also assess legal requirements determined by statutory bodies and other interest groups who have stakes in the water basins and catchment areas relevant to our company. We do this in order to ensure that water consumption, withdrawals and discharge of Symrise does not cause tradeoffs with other legitimate interests of water stakeholders operating in the same catchment area. Not anticipating regulators activities would increase legal or operational risk in case, that legal compliance cannot be ensured by Symrise in due time. For example: unsustainable water consumption, insufficient water management practices - esp. in water stressed areas - or improper waste water treatment could result in stronger water related regulations which could stop new investments or increase costs for water and waste water treatment significantly. Therefore, regulators are always included in our company wide risk assessment.</p> <p>Method of engagement: In addition, our internal staff engages in relevant expert working groups of our major business associations (e.g. IFRA/IOFI Sustainability Task Force), where regular monitoring of our</p>

		<p>regulatory EHS-environment of the Flavor and Fragrance industry is also coordinated. In case of identified legal risks, e.g. relating to regulations with specific water related industry challenges, Symrise does not directly engage with regulators for water issues. This is done directly by our business associations, where we participate in regulatory or sustainability related task forces and promote and support through our active engagement and participation e.g. water related industry positions in line with our water policy, which are then brought to the attention of regulators, e.g. at European level), by business association representatives.</p>
River basin management authorities	Relevant, always included	<p>River basin management authorities at (sub-)national or municipal levels are an important water stakeholder to Symrise where our operations are a major water user. This applies e.g. to our HQ in Germany as well as to other operations, e.g. in the US. Because of the relevance of our operations in the catchment areas, poor water management practices would significantly increase the risk of negatively impacting local water availability or quality, and bring our company into trouble with river management authorities, responsible to the rivers where our treated wastewaters enter into (e.g. HQ in direct neighborhood of Weser river).).</p> <p>Therefore, river basin management or local public water management authorities are always included in our water related risk assessments.</p> <p>Method of engagement: We engage with local water management authorities as well as with river basin management authorities in the course of public inspections as well as expert meetings or technical exchanges to discuss relevance of our operations for water conservation (to avoid overexploitation of local water resources) and local or downstream water quality (wastewater management). In addition, site expansions or significant technological changes with relevance for downstream users are aligned with public water and river management authorities. Exchange as well as local risk assessment procedure regarding this stakeholder group is done by our local Risk and EHS managers or responsible plant managers.</p>
Statutory special interest groups at a local level	Relevant, always included	<p>Special statutory interest groups (e.g. water governance bodies, civil society organizations / NGOs dealing with water issues) at the local level are key stakeholders to Symrise and always included in our water related risk assessment because they finally determine rules and compliance procedures as well as public perceptions on our water management performance. Not meeting their specific needs in terms of legal or "ethical"</p>

		<p>compliance is considered a risk with potential financial or reputational impacts, finally also threatening our license to operate.</p> <p>Method of engagement: Depending on the particular regulatory aspects (e.g. compliance effluent parameters) or projects (extension of production) we are committed to maintain an open dialogue with water governance bodies, nature conservation associations or local authorities to align management practices of water resources with ecological needs of those water bodies on which our operations depends. For example at our HQ, regular information exchanges between Symrise water managers and local authorities – which are required by law - are conducted and take place at least 2x / year. Here, monitoring results and documentation of current wastewater loadings (organic compounds, heavy metals and other organic and non-organic pollutants according to local law) are checked and discussed, as well as compliance with local legal requirements for wastewater management with responsible public authority representatives and our EHS experts.</p>
Suppliers	Relevant, always included	<p>The natural raw materials we purchase come from various cultivation systems and need sufficient amounts of water to grow. In case of water stress or local scarcity, yields might be significantly impacted, leading to increased raw material costs or – in a worst-case scenario – to supply chain disruption. Poor water management practices of our natural raw material suppliers, esp. those cultivating raw materials in areas with future anticipated water stress, could be a risk to raw material quality, availability or price and finally supply chain resilience. Therefore, suppliers are always included in our risk assessment procedures.</p> <p>Method of engagement: We variously engage with our suppliers on water issues, from supplier water assessments (questionnaires and performance rating), supplier audits or by awareness raising and capacity development through, provision of guidance, tools and sharing of best practices relating to climate adapted and water efficient agricultural cultivation or raw material processing. We also engage with suppliers in the course of the CDP Supply Chain Program, where major suppliers have been taking part upon our request. Aspects assessed include supplier water management performance (uses, discharge, efficiency programs) as well as water use and performance of raw materials cultivated. Results are not only used in decision making (supplier selection and approval) but also in our life-cycle-assessment.</p>

Water utilities at a local level	Relevant, always included	<p>As a significant proportion of our manufacturing sites is connected to municipal water supply systems, municipal and private water suppliers, and wastewater treatment utilities water utilities are a key “water stakeholder” to Symrise. Therefore, close collaboration and regular technical exchange on water management practices or local water regulations are key to Symrise. Disruptions in water supply as well as fines and sanctions relating to potential spills are considered a significant risk to operations, as many of our technologies and processes are highly water dependent, e.g. when it comes to steam distillation of essential oils from fresh or dried plant material.</p> <p>Method of engagement: We have dedicated EHS staff at all our manufacturing sites who do not only monitor and manage water aspects at our own operations but also regularly engage with public water authorities and representatives of local water providers in local meetings and roundtables on legal and sustainability related water issues, such as water availability, water quality protection, effluent reduction, etc..</p>
Other stakeholder, please specify	Not considered	

W3.3d

(W3.3d) 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.

To assess our operations' water risks across all dimensions and geographies, we have a corporate risk management in place operating on the basis of ISO 31000.

We start the risk identification process by gathering the following data:

1. Internal company knowledge, e.g. EHS and GPS data of own operations
2. Monitored water data from our own manufacturing sites, laboratories and offices
3. Water management data of our suppliers

This data is then fed into recognized tools, such as the WRI Aqueduct Tool or the Verisk MapleCrest Water Risk Indices. These tools were selected because they provide exactly the information we need to place our primary EHS and supply chain data into the global and national water context. We gain further insights with the deployment of our internal LCA tool. The various tools have been in use for 2 to 5 years now. The application of these tools for our operations and the supply chain is performed with a global scope and a timeframe between 0-5 & 5-10 years. We use this approach because it enables us to assess risks of water supply and discharge as well as water efficiency of own operations, suppliers and raw materials at all relevant scales up to 10 years into the future.

The outcomes of the risk assessment are used to:

1. To place water footprints of own operations or raw materials supplied to Symrise into their geo-ecological context at water basin level,
2. To discern specific water risks
3. To calculate potential business impacts relating to specific water risks (e.g. declining water quality or availability),
4. To allocate these risks to responsible risk owners and managers within our company or at supplier level.

Identified risks are then reviewed with local EHS and risk managers to improve granularity and reliability. Afterwards, the risk assessment process begins.

The two key figures, by which risks are evaluated, are the chance of occurrence and the potential impact.

A risk is considered critical if it fulfills the following criteria:

- The impact level is at least 20% of entity (EBIT)
- The likelihood level is estimated at "medium" (25 - 50 %) or higher

In such a case, it triggers a "Water Hazard Alert" and is reported directly to the Corporate Sustainability Team, which transmits this alert to the CEO and the Executive Board.

Depending on a risk's probability and severity, one of four response strategies is applied:

Avoid risks with a high likelihood and a high impact by termination of activities

Reduce risks with a high likelihood but a low impact by mitigation measures.

Transfer risks with a low likelihood but a high impact by insurance, outsourcing, etc.

Accept risks with a low likelihood and a low impact, if the cost to mitigate the risk is higher than the cost to bear the risk. The implementation, monitoring and control of risk mitigation activities is carried out by the global and local "risk owners" and EHS experts which have been appointed responsible during the risk identification process (see corresponding section).

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?

We distinguish between substantive financial and substantive strategic impacts. All our definitions (financial as well as strategic) apply to both direct operations and supply chain.

Further, all substantive water related risks are discussed directly in our Sustainability Board and also reported to the CEO.

Financial impact:

A substantive financial impact on our business would endanger the continuity of our operations. The measures to detect potential financial damage at an early stage are the magnitude of the impact, its probability to occur and the frequency by which we have to expect it:

The metrics we use to identify a financial impact as substantive is our EBIT. To be evaluated as substantive, **the potential financial impact needs to exceed a threshold of 500T EUR**, based on EBIT. The likelihood of occurrence is defined as "low" from 0-24%, as "medium" from 25-49%, as "high" 50-74% and as "very high" from 75-100%.

For assessing the potential financial impact in the supply chain, we take into account the share of "water risk materials" within a product cluster: When a product cluster contains 20-40% of raw materials with a "high" water risk IN COMBINATION WITH an at least "medium" likelihood, this would be assessed as a substantive impact. That could occur, if for example the needed materials were not available in sufficient quality and/or quantity in the next 1-6 years.

Strategic impact:

A substantive strategic impact would affect our reputation and endanger danger the company's long-term existence. Substantive strategic impacts must be assumed e.g. in case that unsustainable business practices occur along our supply chain and relate to our company. This could damage our corporate reputation, regardless of severity.

The measures we use to potential strategic harm at an early stage are as for financial risks the magnitude of the impact, its probability to occur and the frequency by which we have to expect it.

Substantive impacts could be brought along by e.g. water conflicts with stakeholders threatening our brand reputation, a disruption of activities in operations and supply chain, changes in weather patterns influencing water availability in our sourcing regions that reduce the amount of raw materials we need, a sudden increase in the price of our main raw materials due to water availability, a shift in consumer preferences that we cannot meet through our product portfolio in due time.

For strategic impacts a concrete threshold cannot be defined.

Example of substantive impact:

We have multiple facilities in water stressed regions, for example in Egypt and India. As mean temperatures are going to increase due to climate change, tensions between the local populace and the industry about the distribution of the limited available fresh water are expected to intensify. These tensions also represent reputational risks, which Symrise strictly wishes to avoid. For the production the physical risk may eventually force Symrise to shut down facilities during times of extreme water scarcity. The financial impact is an estimated figure for loss in terms of the maximum annual sales value from products containing materials, compounds or formulations from our previously mentioned facilities in Egypt and India where we see substantial risks. Their potential combined impact stands at 45 million EUR. We have singled out Chennai as the facility with the most serious potential implications. From the 45 million EUR, 40 million EUR fall on India, while Egypt accounts for the remaining 5 million. The figures we are disclosing represent the potential consequence of an entire shutdown of these sites – as a proxy for cost calculation as for the worst case scenario.

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	3	1-25	<p>Symrise has 142 operations (e.g. offices, development centres, production sites) around the globe, which include 62 manufacturing sites. In our water risk assessments Symrise has identified in total 10 out of 62 manufacturing sites which are located in 6 countries with high or very high water risk, according to the above described risk assessment procedure (other facilities not included in our in depth assessment because of insignificant, non-critical water demands).</p> <p>In depth assessment of Symrise water demand and water availability within the next 5 years in light of growth strategies of business units, local water supply infrastructure and criticality of water supply for production processes at respective sites revealed, that only 3 of the sites located in water stressed areas, may face significant water risks in the course of the next 5 years that may eventually have a substantive financial or strategic impact on our business in case of risk materialization. These 3 sites are located in India (1 site) and Egypt (2 sites). The other sites (located in Mexico, Spain and Singapore) are not exposed to substantive water risks according to our internal risk assessments because of a favourable local water supply situation and because of relatively low water demand, which relates to the production processes and products produced, which are not very water dependent.</p>

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 WRI Aqueduct Tool and Verisk Maplecroft Water Risk Indices Egypt is facing high/ very high water stress today and in the future (5-10 years). 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 below 1% of our total global production volume each. Combined, they resemble <2% of production volume. According to further in depth assessments conducted by our local risk managers and EHS experts, water risks are likely or very likely to materialize within the next 5-10 years and 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, 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.

Country/Area & River basin

India

Other, please specify

Cooum and Adyar River basin

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

PLEASE NOTE: The right river basin was not included in CDP dropdown menu - therefore, we had to select "other, please specify". In fact, our site in Chennai is part a local river basin consisting of the two following major rivers: Cooum and Adyar. According to WRI Aqueduct Tool and Verisk Maplecroft, Water Risk Indices, India is facing high/ very high water stress today and in the future (5-10 years). In Chennai, Symrise runs 1 manufacturing plant located in the Cooum and Adyar river basin. Production volume of our site is below 1% of our total global production volume.

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 this 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.

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

Egypt
Nile

Type of risk & Primary risk driver

Physical
Increased water stress

Primary potential impact

Reduced revenues from lower sales/output

Company-specific description

At our operational site in Egypt, increased water stress in the Nile river 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 to potential severe droughts in conjunction with upstream dam constructions in Ethiopia could lead to the discontinuation of water supply for our direct operations in Egypt and thus affect annual sales values relating to products containing materials, compounds or formulations processed or produced at this site.

Timeframe

More than 6 years

Magnitude of potential impact

Medium

Likelihood

Unlikely

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

5,500,000

Potential financial impact figure - minimum (currency)**Potential financial impact figure - maximum (currency)****Explanation of financial impact**

Method & explanation: The financial impact is an estimated figure for loss in terms of the maximum annual sales value from products which contain materials, compounds or formulations produced at the sites in Egypt. The figures we are disclosing represent the potential consequence of an entire shutdown of that site, as we considered the worst case scenario for the estimation of the costs.

Primary response to risk

Secure alternative water supply

Description of response

The course of action to respond to this particular risk is to identify alternative water suppliers and to contract alternative water supplies from more remote sources not under water stress as a backup solution to municipal water supply. . First we searched for suitable regions not under water stress. Using the WRI Aqueduct Tool with sufficient data granularity at subnational level as well as data from public authorities. We have finally identified water providers sourcing water from areas not endangered by water scarcity. Alternative water supply is now partially delivered by a private water company that sources water from this non-stressed water body. Contracts are valid for next 5 years and water supply is secured over this timeframe, while alternative water supply could be increased in volume, should this become necessary.

Cost of response

27,500

Explanation of cost of response

Details on method for estimating cost of response: Calculation of cost of response integrates all relevant cost factors. First, we calculated the difference between local water prices for supply from municipal water system versus the price of actually contracted water supply from our external water provider. Compared to average water prices from municipal water system, Symrise has to pay a 15% total price premium in 2019 for alternative water supply, compared to cost of water from municipal supply system. Costs for transport and logistics are also integrated into this calculation and all these additional costs have to be paid not once but annually.

Country/Area & River basin

India

Other, please specify

Cooum and Adyar River basin

Type of risk & Primary risk driver

Physical
Increased water stress

Primary potential impact

Closure of operations

Company-specific description

At our operational site in India, increased water stress in the catchment area of the Coom and Adyar river 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 operations in this area and thus affect annual sales values relating to products which contain materials, compounds or formulations processed or produced at this site.

Timeframe

More than 6 years

Magnitude of potential impact

High

Likelihood

Very unlikely

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

35,000,000

Potential financial impact figure - minimum (currency)

Potential financial impact figure - maximum (currency)

Explanation of financial impact

Method & explanation: The financial impact is an estimated figure for loss in terms of the maximum annual sales value from products, which contain materials, compounds or formulations at the site in India. The figures we are disclosing represent the potential consequence of an entire shutdown of that site, as we considered the worst case scenario for the estimation of the costs.

Primary response to risk

Secure alternative water supply

Description of response

The course of action to respond to this particular risk is to identify regions where other water suppliers can be contracted. We have identified and contracted alternative water supplies from more remote sources not under water stress. First we searched for

suitable regions not under water stress. Using the WRI Aqueduct Tool with sufficient data granularity, at subnational level as well as data from public authorities, we have identified such areas in northern India not endangered by water scarcity. 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

45,000

Explanation of cost of response

Cost for response relates to price premiums to be paid to external water provider supplying Symrise with water from remote, non-stressed water sources. For example, in Chennai India, this price premium is 1 EUR/cubic meter water. We source some 25,000 cubic meters from alternative suppliers, which leads to additional cost of 25,000 EUR/year. The additional annual costs of the drilled wells are 15,000 EUR. In sum this corresponds to 40,000 EUR.

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

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)

3,800,000

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. Because the material relates to 55 Flavor composition with a sales value of approx. 4 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.

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 about increasing operational risks, which might finally impact the flavoristic properties of the flavors they buy from Symrise. As a response strategy, our flavorsists continuously identify potential substitutes for raw materials at risk and also identify 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 UEFT 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

25,000

Explanation of cost of response

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 of all colleagues (e.g. flavorists, purchasers, R&D) involved in reformulation activities, incl. alignment with clients, and to consultancy costs 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

Our customers (B2B) concentrate on environmentally friendly ingredients as input to their products including in particular also 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 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, LCA are conducted using supplier data of raw material origin. We assess water intensity of raw materials and products and identify alternatives and substitutes for water intense materials. 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 litre of menthe arvensis crude oil). Therefore we regularly increase our production capacity for L-Menthol, while at the same time convincing our clients of natural menthol to substitute their supply with the (water saving) synthetic counterpart.

Result: In total, the water footprint of the natural mint volumes substituted by synthetics lead to water savings of 150.000 m³ in 2019.

Estimated timeframe for realization

Current - up to 1 year

Magnitude of potential financial impact

Medium

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

1,250,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

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 figure and relates to 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 with the synthetic counterpart produced by Symrise. Calculation of the financial impact is based on estimated sales volumes of respective key client, which we derived from global oral care market analytic studies (2000-2025 forecast).

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 among 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

Country/Area & River basin

India

Other, please specify

Cooumat Adyar-River-Basin

Latitude

12.89

Longitude

80.2313

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

5.92

Comparison of total withdrawals with previous reporting year

Much lower

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

5.92

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

0

Total water discharges at this facility (megaliters/year)

4.24

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

4.24

Total water consumption at this facility (megaliters/year)

1.68

Comparison of total consumption with previous reporting year

Much lower

Please explain

Water Withdrawal:

2019: 7.62;

2020: 5.92 (change to previous year -22.31 %)

Water discharge:

2019: 4.24 ;

2020: 4.24 (no change to previous year)

Water consumption (c=w-d):

2019: 3.38;

2020: 1.68 (change to previous year -50.30%)

All volumes in megaliter.

Facility reference number

Facility 2

Facility name (optional)

Symrise Egypt 1

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)

7.16

Comparison of total withdrawals with previous reporting year

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

7.16

Total water discharges at this facility (megaliters/year)

7.04

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

7.04

Total water consumption at this facility (megaliters/year)

0.12

Comparison of total consumption with previous reporting year

Much lower

Please explain

Water Withdrawal:

2019: 8.09;

2020: 7.16 (change to previous year -11.50 %)

Water Discharge:

2019: 6.94;

2020: 7.04 (change to previous year +1.44 %)

Water Consumption:

2019: 1.15;

2020: 0.12 (change to previous year -89.57 %)

All volumes in megaliters

Facility reference number

Facility 3

Facility name (optional)

Symrise Egypt 2

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)

32.3

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

32.3

Total water discharges at this facility (megaliters/year)

23.41

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

23.41

Total water consumption at this facility (megaliters/year)

8.89

Comparison of total consumption with previous reporting year

Much lower

Please explain

Water withdrawal:

2019: 54.23

2020: 32.3 (change to previous year -40.44%)

Water discharge:

2019: 28.86

2020: 24.42 (change to previous year -18.88 %)

Water consumption:

2019: 25.37;

2020: 8.89 (change to previous year – 64.96 %)

All volumes in megalitres.

W5.1a

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

Water withdrawals – total volumes

% verified

76-100

What standard and methodology was used?

All EHS-data are regularly checked, controlled in internal and external audited 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

What standard and methodology was used?

All EHS-data are regularly checked, controlled in internal and external audited 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

% verified

76-100

What standard and methodology was used?

All EHS-data are regularly checked, controlled in internal and external audited 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

What standard and methodology was used?

All EHS-data are regularly checked, controlled in internal and external audited 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

What standard and methodology was used?

All EHS-data are regularly checked, controlled in internal and external audited 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 treatment method

% verified

76-100

What standard and methodology was used?

All EHS-data are regularly checked, controlled in internal and external audited 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 discharge quality – quality by standard effluent parameters

% verified

76-100

What standard and methodology was used?

All EHS-data are regularly checked, controlled in internal and external audited 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 discharge quality – temperature

% verified

76-100

What standard and methodology was used?

All EHS-data are regularly checked, controlled in internal and external audited 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

What standard and methodology was used?

All EHS-data are regularly checked, controlled in internal and external audited 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 recycled/reused

% verified

76-100

What standard and methodology was used?

All EHS-data are regularly checked, controlled in internal and external audited 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	<p>Description of business dependency on water</p> <p>Description of business impact on water</p> <p>Description of water-related performance standards for direct operations</p> <p>Description of water-related standards for procurement</p> <p>Reference to international standards and widely-recognized water initiatives</p> <p>Company water targets and goals</p> <p>Commitment to align with public policy initiatives, such as the SDGs</p> <p>Commitments beyond regulatory compliance</p> <p>Commitment to water-related innovation</p> <p>Commitment to stakeholder awareness and education</p> <p>Commitment to water stewardship and/or collective action</p> <p>Acknowledgement of the human right to water and sanitation</p> <p>Recognition of environmental linkages, for example, due to</p>	<p>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.</p> <p>Our water policy applies to all global operations 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 conserve and to use water resources sustainably. As a prerequisite for proper water risk 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.</p> <p>Acknowledging the human right on water, our policy expresses our promise towards all employees, subcontractors and visitors of our company to have</p>

	climate change	<p>access to fully functioning wash services at all of our operations at any time. In line with the innovation pillar of our sustainability strategy, the policy 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.</p> <p>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.</p>
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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	Please explain
Chief Executive Officer (CEO)	<p>How is the CEO’s responsibility related to water issues:</p> <p>Water risks 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.</p> <p>Example of a water-related decision made:</p> <p>In 2020, Symrise took over a US based manufacturer of food ingredients to diversify our natural raw materials 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 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 the US based food ingredient supplier.</p>

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 and divestiture Overseeing major capital expenditures Providing employee incentives Reviewing and guiding annual budgets Reviewing and guiding business plans Reviewing and guiding major plans of action Reviewing and guiding risk management policies Reviewing and guiding strategy Reviewing and guiding corporate responsibility strategy Setting performance objectives	<p>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.</p> <p>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 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 water policies and strategies for responsible water stewardship.</p>

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)

Responsibility

Both assessing and managing water-related risks and opportunities

Frequency of reporting to the board on water-related issues

Quarterly

Please explain

The CEO, holding top mgmt. position & chairman of the board, observes and oversees major sust. related activities. He is aligned with the CSO. Besides guiding our corp. strategy, the CEO is directly involved in decision making processes with regard to our environ./sust. monitoring system. In collaboration with the CSO and corp. risk mgmt. depart., he is overseeing major water related risks and guides the Corp. Sust. Depart. in transforming results from our water risk assessments into corp. actions improving corp. water performance. Water performance of oper. is reported quarterly by the CSO. Key findings, e.g. major site spec. 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. Water related issues of strategic company importance (e.g. M&A activities water relevance) are also brought to the agenda of the corp. board by the CEO.

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	Please explain
Monetary reward	Chief Executive Officer (CEO) Chief Financial Officer (CFO) Chief Sustainability Officer (CSO) Other C-suite	Reduction of water withdrawals Improvements in efficiency - direct operations Improvements in waste water quality - direct operations	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 is committed to reduce wastewater loadings annually by 4%. Monetary incentives are available to the CEO, CFO, CSO and other C-suit officers and managers for progress towards achieving this water related company

	Officer	Supply chain engagement	target. On average a share of about 10-15% of annual bonus is given if the chosen 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. Additionally, a 10% bonus share is available to the CSO dependent on an A-rating within the CDP water program in conjunction with implementation of CDP supply chain program in terms of number and percentage of strategic suppliers participating in the program.
Non-monetary reward	Chief Executive Officer (CEO) Chief Financial Officer (CFO) Chief Sustainability Officer (CSO) Other C-suite Officer	Reduction of water withdrawals Reduction in consumption volumes Improvements in efficiency - direct operations Improvements in waste water quality - direct operations Supply chain engagement	Most important non- monetary recognition to the above mentioned incentive beneficiaries in case of achieved water targets is the integration of the people and their water success stories in the our annual report, or our sustainability report. Our corporate communications department is in charge to ensure, that achievement of water related targets lead to a public 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?

To ensure consistency, we actively engage in our key industry associations (IFRA, IOFI) where water issues (e.g. environ. toxicity of Flavor or Fragrance ingredients or EU and national water

regulations) are regularly on the agenda to ensure sust. water use, water effluent mgmt. as well as biodegradability of chemical substances and ingredients. Besides inputting industry positions in regulatory stakeholder discussions, the development, implementation and alignment of industry specific sustainability charters and commitments is done at 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 corp. sust. depart. 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.

In addition, we actively engage in multi-stakeholder fora to deal with environmental. sust. issues e.g. in the course of our WBCSD membership and our contribution to various workflows, e.g. in the framework of the One Planet Lab initiative initiated by president Macron.

W6.6

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

No, but we plan to do so in the next two years

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 foresees a 100% increase of our turnover by 2025 (indicating increasing production volumes) compared to 2018 levels, we take changing environmental patterns in the growing areas of our raw materials into consideration to identify operational (raw material availability) or financial (raw material price) strategic risk. Therefore, we assess specific environ. risks in relation to major raw material groups and specific raw materials in the short (immediate risk) and long term (gradually changing environ. conditions). Risks and opportunity assessments take into account changing weather conditions, water

			<p>stress&scarcity, local water availability, quality and price of supply. Thus, oper. and finan. water risks and opport. are integrated into Symrise's long-term business objectives. For example, we have decided to make significant investments into our synthetic menthol production (site extension) at our HQ in order to meet demand for more sustainable products. In particular water-related aspects have been a key decision criterion for this investment, which is expected to improve water or land use efficiency along the whole value chain and contribute to dynamic growth of our menthol business in future. Natural Mint comes from India and is grown in areas with decreasing groundwater levels. According to our assessments and supplier data, water footprint of natural mints is approx. 10 times higher than the synthetic alternative from Symrise.</p>
Strategy for achieving long-term objectives	Yes, water-related issues are integrated	11-15	<p>The evaluation of material opera. water risks and opport. 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 related to significant investments with a long-term financial impact to reduce risk of not meeting midterm (10y) ROI objectives. E.g. in 2019 key strategic natural raw material suppliers has been taken over by Symrise. We analyzed operational stability of their major natural raw material flows, which originate from agriculture. During this decision-making process water issues also played a relevant role. The stability of supply was anticipated as being closely related to local water availability, which is a function of local weather patterns, as the cultivation areas are mainly rainfed. Therefore, water risks are considered in strategy in terms of risks to corporate growth or other financial targets. Anticipated water issues and parameters include climate change and its 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. Risks and impacts have been anticipated on a 2020 and 2030 timescale to reflect significance of M&A value long-term ROI of acquisition.</p>
Financial planning	Yes, water-related issues are integrated	11-15	<p>Strategic water risks are anticipated in financial planning, e.g. when it comes to M&A activities relating to significant investments. Some time ago, a strategic</p>

		<p>supplier of beverages and beverage ingredients was taken over by Symrise.</p> <p>During the decision-making process of taking over these suppliers water-related issues also played a relevant role. As a manufacturer of beverage bases, water demand and availability for operations of our new subsidiary as well as water issues along the various (agriculture dependent) raw material supply chains had to be assessed for critical water risks. Taking into account strategic divisional growth plans and anticipated ROI perspective, we assess water risks along the supply chain specifically with respect to water dependence and availability of rainfed agricultural cultivation systems and their specific bio-geographies on a 5 and 10 year timescale, taking into account increasing uncertainty of environmental parameters for >10 years timescales.</p> <p>For example: In 2020 we acquired a European producer of fragrance ingredients with a deep expertise in the field of natural raw materials, many of which come from water-dependent agriculture and forestry.</p> <p>Long term perspective is required here because we need to take into account ROI as well as long term business strategic aspects (future market growth in EU and US) relating to this acquisition.</p>
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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)

2

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

2

Water-related OPEX (+/- % change)

1

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

2

Please explain

Figures relate to increased water prices for 3rd party supply from sustainable and secure sources (OPEX), investments in water efficiency measures and water saving technologies at various operations located in water stressed areas. E.g. in India, we implemented water efficiency trainings (OPEX) and invested in water saving equipment, new water measuring devices and water storage tanks (CAPEX) to catch rainwater for toilets as well as for cleaning purposes, wherever feasible. Thus, we reduced the share of water supplied by 3rd parties.

We do not yet allocate CAPEX or OPEX specifically to water, because a 1:1 allocation to water has not been feasible so far. We will reconsider this in the near future.

Estimations on CAPEX relates to investments in operation efficiency (technology, processes) to improve water efficiency at production sites in India. Estimation of OPEX relates to increased water purchases from external sources and expected price increases in water stress regions.

W7.3

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

	Use of climate-related scenario analysis	Comment
Row 1	Yes	<p>Symrise has used qualitative scenario analysis up to 2050 for the further development of our emission reduction strategy within our direct operation, as we intend to become carbon-neutral by 2050. For Symrise energy efficiency is crucial. The VCI roadmap, which has been analysed in this process, expects efficiency gains to be 2% p.a. for the specialized chemicals industry in GER. A similar figure may well apply to Symrise. Our intended revenue growth might easily overcompensate this. This clearly underlines the necessity of green power usage in order to reduce our emissions quickly.</p> <p>The focus of the conducted scenario analysis lies on aspects of climate change mitigation and thus on possible emission reduction pathways. We have not yet quantitatively examined possible long-term effects of climate change on water availability by using different official climate-related scenarios or models. The respective impacts on Symrise's direct operation and the value chain are yet to be analysed.</p>

W7.3a

(W7.3a) Has your organization identified any water-related outcomes from your climate-related scenario analysis?

No

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.

W8. Targets

W8.1

(W8.1) Describe your approach to setting and monitoring water-related targets and/or goals.

	Levels for targets and/or goals	Monitoring at corporate level	Approach to setting and monitoring targets and/or goals
Row 1	Company-wide targets and goals Site/facility specific targets and/or goals Country level targets and/or goals	Targets are monitored at the corporate level Goals are monitored at the corporate level	The corporate sustainability board, in collaboration with internal subject matter experts, is responsible for identifying, setting and monitoring corporate water targets and goals. The approach to setting water-related targets and goals is based on risks, likelihoods and business impact as well as on commercial opportunities (e.g. water resilient natural raw material supply and operational stability for raw materials potentially at risk (e.g. due to water scarcity or overexploitation of water bodies) or on the basis of legal obligations (e.g. wastewater management). Thus, targets are set to respond to water risks, impacts, opportunities, to strengthen the decorelation of economic growth and impact on water resources and to allow the monitoring improvements using linked key indicators. Goals are set to support our forward-looking strategic business plan. Overall, Symrise is taking a holistic approach to water stewardship, taking into account the entire value chain, from the selection of raw materials until the product's end of life . Our 2020 target to reduce wastewater loadings in order to protect freshwater resources from pollution, has already been

			<p>achieved in 2017. Thus, we extended our target in 2018 to 2025, meaning that we aim to further decrease the chemical oxygen demand in wastewater by 4% per year until 2025-. In total this relates to at total efficiency improvement of 60% by 2025 compared to the base year of 2010.</p> <p>New water goals (e.g. conservation and sustainable use of freshwater resources) and targets (e.g. 5% annual reduction of total water consumption at all manufacturing sites located in areas of water stress by 2025) have been set by the corporate sustainability board and are translated into local water targets for our operations. Achievement of goals and targets is locally promoted and monitored by our EHS-experts on site, who also have to prepare quarterly reports regarding water use, discharge and progress towards achievement of targets and goals to corporate sustainability departments, which is responsible for global water monitoring. Monitoring procedures are currently being adapted to our updated water goals and targets.</p>
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W8.1a

(W8.1a) Provide details of your water targets that are monitored at the corporate level, and the progress made.

Target reference number

Target 1

Category of target

Water pollution reduction

Level

Company-wide

Primary motivation

Reduced environmental impact

Description of target

Def. 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.

Quantitative metric

% reduction in concentration of pollutants

Baseline year

2010

Start year

2010

Target year

2025

% of target achieved

60

Please explain

In absolute terms, our chemical oxygen demand significantly increased by 32% in the reporting year as a result of the ADF/IDF acquisition and integration into our EHS-management system and reporting. Excluding recent acquisitions, we would already have achieved >60% of our 2025 target. This is the figure we reported on the left because we are currently in the process of reviewing our baseline, because our global water policies and objectives automatically apply to all acquisitions. For this purpose, information on past COD emissions of all newly acquired sites have to be traced back to 2010. Once this exercise is done, we will quantify and update the reviewed 2025 COD target and report them to our stakeholders in due time.

Target reference number

Target 2

Category of target

Water use efficiency

Level

Basin level

Primary motivation

Reduced environmental impact

Description of target

Def. of target: Increase in efficiency of water consumption by 15% at all production sites located in regions affected by water stress until 2025 compared to 2018. Since 2018, we have improved water efficiency at these sites by 8,4%, meaning that we already achieved >50% of our 2025 target.

Symrise has identified in total 10 manufacturing sites which are located in 5 countries with high or very high water risk, according to the described risk assessment procedure. As we recognize that the private sector has an important role to play in addressing the global water challenges of today and the future, 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 efficiency at production sites located in regions affected by water stress, measured as follows: total water consumption (m³) in relation to production vol. (metric tons).

Quantitative metric

Other, please specify

15 % increase in water efficiency until 2025 at sites in water stressed regions measured in total water consumption (m³) in relation to production volume (metric tons)

Baseline year

2018

Start year

2018

Target year

2025

% of target achieved

55.4

Please explain

Since 2018, we have improved water efficiency at our operations located in water stressed areas by 8,4%, meaning that we already achieved >50% of our 2025 target.

W8.1b

(W8.1b) Provide details of your water goal(s) that are monitored at the corporate level and the progress made.

Goal

Improve wastewater quality beyond compliance requirements

Level

Company-wide

Motivation

Reduced environmental impact

Description of goal

For a chemical company a key environ. aspect is the generation of waste and wastewaters. To ensure water security & quality of water bodies, Symrise has set the global goal to improve wastewater quality beyond compliance requirements. This has an indirect pos. impact on water security within the basins we are operating in. Rationale

behind this global goal is to reduce neg. environ. impacts of our operations on water bodies which is one of our most material environ. aspects according to our global and local environ. aspect analysis. Besides pollution reduction, this goal serves to recover organic compounds and to reduce use and waste generation of hazardous substances across all operations.

Global company goals include reduction of sensitive waste in production and reduction of wastewater loadings. We monitor various wastewater effluents, of which parameters such as COD are monitored at every site by local EHS experts and environ. teams, who report water quality parameters to HQ on a monthly basis. Progress towards this goal is shown by annual improvements of key water effluent parameters at every manufacturing site, analyzed quarterly by corp. sust. depart.. Deviations from targets are then reported to Global Process Mgmt. depart, where corrective action measures & improvement projects are discussed with global and local technical experts. Implementation is done by local EHS experts and other relevant stakeholders, e.g. technical engineers for process improvements.

Baseline year

2010

Start year

2012

End year

2025

Progress

Significant progress has been achieved for key water effluent parameters: Wastewater loadings with organic compounds, generation of hazardous wastes, use of hazardous substances with environmental or health concern has significantly decreased on a global basis since the goal has been implemented in 2012.

Example: We have overshot our previous target until 2020 of 33% reduction of hazardous waste and 33% (56% in 2017) reduction of chemical oxygen demand and organic compound concentration in wastewaters. All of these targets were already achieved in 2017 as a final result of local savings. Thus, we have set ourselves a new target in 2018 to decrease the chemical oxygen demand in wastewater by 4% per year until 2025 (indicating a 60% efficiency increase compared to 2010 baseline). Our threshold of success is: Achievement of annual reduction target + achievement of 2025 target. If we achieve the annual reduction rates would allow us to reduce the chemical oxygen demand in wastewater by a total of 60% compared to the base year of 2010 by 2025 . By end of 2020, 60% of our 2025 target has already been achieved.

As described above, we are currently reviewing COD water target to fully integrate latest acquisitions and will be able to report an updated performance figure as soon all data since 2010 are integrated into our Integrated Management System.

Local performance is measured by EHS experts monthly reported to the HQ and quarterly assessed by corporate sustainability department.

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. 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.

W10.1

(W10.1) 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)

W10.2

(W10.2) Please indicate whether your organization agrees for CDP to transfer your publicly disclosed data on your impact and risk response strategies to the CEO Water Mandate's Water Action Hub [applies only to W2.1a (response to impacts), W4.2 and W4.2a (response to risks)].

No

SW. Supply chain module

SW0.1

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

	Annual revenue
Row 1	3,520,500,000

SW0.2

(SW0.2) Do you have an ISIN for your organization that you are willing to share with CDP?

Yes

SW0.2a

(SW0.2a) Please share your ISIN in the table below.

	ISIN country code	ISIN numeric identifier (including single check digit)
Row 1	DE	000SYM9999

SW1.1

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

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	Yes, for all facilities	Yes, we are able to share geodata, but given the high number of operations we prefer to share a complete overview upon request. Addresses of global locations are available here: https://www.symrise.com/our-company/global-locations/

SW1.2a

(SW1.2a) Please provide all available geolocation data for your facilities.

Identifier	Latitude	Longitude	Comment
			GPS data of our global operations is available upon request. Maintenance of all sites here is not feasible because there are too many.

SW2.1

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



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.

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I am submitting to	Public or Non-Public Submission	Are you ready to submit the additional Supply Chain questions?
I am submitting my response	Investors Customers	Public	Yes, I will submit the Supply Chain questions now

Please confirm below