

Welcome to your CDP Water Security Questionnaire 2022

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		

W0.3

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

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

W0.4

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

EUR

W0.5

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

Companies, entities or groups over which operational control is exercised

W0.6

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

No

W0.7

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

Indicate whether you are able to provide a unique identifier for your organization.

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>

			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.
Sufficient amounts of recycled, brackish and/or produced water available for use	Not important at all	Not very important	<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>

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
Water withdrawals – total volumes		

Water withdrawals – volumes by source		
Water withdrawals quality		
Water discharges – total volumes		
Water discharges – volumes by destination		
Water discharges – volumes by treatment method		
Water discharge quality – by standard effluent parameters		
Water discharge quality – temperature		
Water consumption – total volume		
Water recycled/reused		
The provision of fully-functioning, safely managed WASH services to all workers		

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			
Total discharges			
Total consumption			

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	Please explain
Row 1		

W1.3

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

	Revenue	Total water withdrawal volume (megaliters)	Total water withdrawal efficiency	Anticipated forward trend
Row 1				

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

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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.

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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.

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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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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?

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?

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 eco-toxicological/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) - Phosphor (total P-concentration) - Sulfur (total SO ₄ concentration) - organic compounds (chemical oxygen demand).	Direct operations	<p>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.</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</p>	Compliance with effluent quality standards Measures to prevent spillage, leaching, and leakages	<p>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> <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</p>

		<p>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 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 	<p>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 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</p>
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		<p>- 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</p> <p>- risks and impacts relating to decreasing water quality / quantity and potential impacts on good manufacturing practices and compliance with local law.</p>	<p>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> <p>Finally, on a company level, our quality mgmt procedures have received a positive feedback due to successful performance reviews and third party audits.</p>
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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.

W3.3b

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

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 MapleCroft 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</p>

			<p>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>
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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 these site represents <1% of total company production volume and revenue , the impacts of this scenario are considered significant to our company, because they also would come across with reputational damage, which Symrise needs to avoid in any case.

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

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)

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

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

Primary potential impact

Closure of operations

Company-specific description

At our operational site in India, increased water stress in the catchment area of the Cooum 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)

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

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

Acute physical
Drought

Primary potential impact

Supply chain disruption

Company-specific description

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

Timeframe

More than 6 years

Magnitude of potential impact

High

Likelihood

About as likely as not

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

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 flavorists 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

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 Arvensis* 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)

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)

Comparison of total withdrawals with previous reporting year

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

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

Comparison of total discharges with previous reporting year

Discharges to fresh surface water

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

Comparison of total consumption with previous reporting year

Please explain

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)

Comparison of total withdrawals with previous reporting year

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

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

Comparison of total discharges with previous reporting year

Discharges to fresh surface water

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

Comparison of total consumption with previous reporting year

Please explain

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)

Comparison of total withdrawals with previous reporting year

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

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

Comparison of total discharges with previous reporting year

Discharges to fresh surface water

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

Comparison of total consumption with previous reporting year

Please explain

W5.1a

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

Water withdrawals – total volumes

% verified

76-100

Verification standard used

All EHS-data 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

Verification standard 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 by standard water quality parameters

% verified

76-100

Verification standard 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

Verification standard 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

Verification standard 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 final treatment level

% verified

76-100

Verification standard 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 – quality by standard water quality parameters

% verified

76-100

Verification standard 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

Verification standard 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	Description of business dependency on water Description of business impact on water Description of water-related performance standards for direct operations Description of water-related standards for procurement Reference to international standards and widely-recognized water initiatives Company water targets and goals Commitment to align with public policy initiatives, such as the SDGs Commitments beyond regulatory compliance Commitment to water-related innovation	<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</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 climate change</p>	<p>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 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>
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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	<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,</p>

		Reviewing and guiding corporate responsibility strategy Setting performance objectives	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.
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W6.2d

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

Board member(s) have competence on water-related issues	
Row 1	

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

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 Officer	Reduction of water withdrawals Improvements in efficiency - direct operations Improvements in waste water quality - direct operations Supply chain engagement	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 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	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

		quality - direct operations Supply chain engagement	to stay well on track and further support our journey towards responsible water stewardship.
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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?

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 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.
Strategy for achieving long-term objectives	Yes, water-related issues are integrated	11-15	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

			<p>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 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</p>

			business strategic aspects (future market growth in EU and US) relating to this acquisition.
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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)

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

Water-related OPEX (+/- % change)

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

Please explain

W7.3

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

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

	Type of scenario analysis used	Parameters, assumptions, analytical choices	Description of possible water-related outcomes	Influence on business strategy
Row 1				

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.

W7.5

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

	Products and/or services classified as low water impact	Please explain
Row 1		

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	<p>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 decoupling 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 .</p> <p>Our 2020 target to reduce wastewater loadings in order to protect freshwater resources from pollution, has already been 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 a 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

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

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 overshoot 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		

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)].

SW. Supply chain module

SW0.1

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

	Annual revenue
Row 1	

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		

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.

Product name

Water intensity value

Numerator: Water aspect

Denominator

Comment

as we have approx 30.000 product in our portfolio it is not feasible to do this exercise here. We are happy to share information for specific products upon request.

Submit your response

In which language are you submitting your response?

Please confirm how your response should be handled by CDP

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

The European Climate Pact Submission

Please indicate your consent for CDP to showcase your disclosed environmental actions on the European Climate Pact website as pledges to the Pact.

Yes, we wish to pledge to the European Climate Pact through our CDP disclosure

Please confirm below