

## Corporate Sustainability Plastic Initiative

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Holzminden, December 3, 2020

### Symrise's commitment to reducing plastic materials

At Symrise we have made good progress towards reducing the volume of plastics in our operations and at the same time complying with all regulations regarding plastic packaging and single-use plastic articles. Symrise is a company of dynamic growth. Demand for our products and service is increasing. Without counter measures in regard to climate protection and waste reduction we will not achieve our ambitious sustainability targets. We avoid waste, maximize recycling and reduce CO<sub>2</sub>. In addition we also implement numerous measures for sustainable customer packaging as part of our zero-waste strategy.

Today, around one third of our packaging materials are plastic. We ensure that all our operations are actively optimizing and recycling packaging without compromising the quality and safety of our products, the environment and are in compliance with all legal requirements.

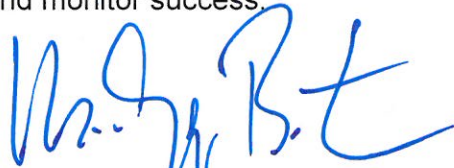
#### We have set ourselves clear goals:

1. We will recycle > 95 % of recyclable plastics by 2025 where local capacity is available
2. We will use 100 % sustainable packaging materials by 2025
3. We will avoid the use of single-use plastics by Q1 2021 in Germany and mid 2021 in all our entities

#### Derived from these goals, we are committed to:

- Ensuring that all facilities are engaged in proper recycling systems
- Avoiding, reducing and replacing unnecessary plastic packaging across our Supply Chains
- Increasing the usage of refillable containers
- The use of large drums instead of many small canisters wherever possible
- Jointly working with suppliers and customers on innovative, sustainable and circular packaging solutions
- Engaging in local environmental projects in collaboration with civil society and our corporate neighbors in response the plastic challenge beyond our operations
- Avoiding and replacing all single-use plastic items (straws, plates, cutlery, stirrers, food containers, expanded polystyrene beverage containers, etc.) with eco-friendly alternatives in all entities
- Avoiding the use of single use plastic items for promotional purposes
- Where use of packaging is unavoidable, we will maximize the use of biodegradable material

We will implement this by establishing a cross-divisional and multi-functional team that drives execution. This team is made up of technical purchasing, packaging engineers, and managers from operations and R&D. They define the scope, roadmap, milestones and timeline of the project. Based on best practices they will develop pilot projects which will be rolled out to the regional Headquarters and then to all other countries where we operate. The Symrise Sustainability Board will guide this journey and monitor success.



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