

December 2024

Symrise's Approach to Tax

Introduction

Symrise is recognized as a leading global supplier of fragrances, flavors, active ingredients and aroma chemicals as well as sensorial and nutritional solutions for the perfume, cosmetic, pharmaceutical, food, beverage and pet food and baby food industries. We have operations in many countries and concentrate on the development of creative solutions that provide our customers with added value. We ensure sustained value creation by allowing our employees and shareholders to share our Company's success. Our key core values include both sustainability and integrity and we are both individually and collectively aware of the responsibility we owe society as a company and trust and honesty serve as the foundations of our teamwork.

In accordance with our Code of Conduct we are committed to ensuring that our behaviour and business activities remain transparent, honest and consistent throughout the world. In particular we require that every group company must comply with national laws, and we see it as our obligation to pay the correct amount of tax legally due in any country that we operate.

Governance

We have robust internal policies, processes, training and compliance programmes to ensure we have alignment across our business and meet our tax obligations. Advice may also be sought from third party advisors to support the decision making process.

The tax function is centrally managed and controlled by Corporate Tax led by the Group CFO. The Group CFO reports regularly to the Audit Committee of the Supervisory Board.

Tax planning

We engage in efficient tax planning that supports our business and reflects commercial and economic activity. We adhere to relevant tax law and we seek to minimize the risk of uncertainty or disputes. We conduct transactions within Symrise Group on an arm's-length basis and in accordance with current OECD principles.

Tax incentives and exemptions are sometimes implemented by governments and fiscal authorities in order to support investment, employment and economic development. Where they exist, we seek to apply them in the manner intended.

Tax risk management

We follow Symrise's risk management system as part of our internal control processes. We identify, assess and manage tax risks and account for them appropriately. We implement risk management measures including controls over compliance processes and monitor their effectiveness on an ongoing basis. Risks identified as material are reported to the Audit Committee.

Transfer Pricing

Symrise applies the arm's length principle and targets an appropriate remuneration of the activities amongst related parties in accordance with internationally accepted standards, such as the OECD Guidelines.

Relationship with Tax Authorities

We seek to maintain open, positive relationships with governments and tax authorities worldwide and we welcome constructive debate on taxation policy. We monitor government debate on tax policy in our key jurisdictions to deal proactively with any potential future changes in tax law.

Reference to § 17(4) Schedule 19 Finance Act 2016 (UK tax legislation)

The UK companies of the Symrise Group regarding this tax strategy are meeting their requirements in accordance with paragraph 17(4) of Schedule 19 to Finance Act 2016 (UK legislation) and paragraph 16(2) of the Schedule. The date of publication of this strategy is December 9th, 2024.