

# Statement on Political Engagement

As one of Europe's leading flavor and fragrance companies, Symrise engages in a constructive and nonpartisan dialogue with a variety of stakeholders, including political institutions and actors. However, Symrise does not support individual political parties, candidates or partisan campaigns and does not endorse positions in election campaigns. We engage with policymakers, public institutions and relevant stakeholders in a transparent, ethical, and nonpartisan manner on topics that matter to our business, our employees, our communities and society. These include, for example, sustainability, innovation, responsible sourcing, competitiveness, and stable regulatory frameworks. At the same time, we encourage open dialogue, respectful exchange, diversity of thoughts, the rule of law, fundamental principles of democracy, and responsible civic participation. We see these principles as essential foundations for stable societies, sustainable business, and long-term value creation.

This Statement defines the principles that guide political engagement at Symrise AG and its subsidiaries worldwide. It applies to all activities carried out on behalf of Symrise in the context of political dialogue, public affairs, association work and participation in public discourse.

## Our principles

Political engagement at Symrise is based on integrity, transparency, accountability and compliance with applicable laws and internal rules. We conduct dialogue in a fact-based, respectful and constructive manner. When engaging with political stakeholders or associations, we clearly represent our role, our interests and our positions.

Symrise does not tolerate any form of inappropriate political influence. Any attempt to gain an improper advantage through political engagement is prohibited. The Symrise Code of Conduct provides the basis for our actions and applies to business relationships, political behavior, donations and other contributions.

The Symrise Management Directive provides a globally harmonized governance framework that defines responsibilities, decision-making and compliance structures across Symrise. It is complemented by the Symrise Anti-Bribery & Anti-Corruption Policy, which confirms our zero-tolerance approach towards corruption, bribery and any attempt to obtain an improper advantage. Both documents are available on the Symrise website under [Reports, Policies, Standards & Audits](#).

Symrise is politically neutral. The company does not engage in party-political activities on behalf of Symrise. Employees may participate in political activities in a private capacity, provided this is clearly separate from their role at Symrise.

## Dialogue with stakeholders

Symrise participates in public and political dialogue through different formats, including exchanges with decision-makers, participation in associations, dialogue events, position papers, media activities and engagement with relevant stakeholder groups.

Our engagement focuses on topics that are relevant to our business, our industry and our stakeholders. These include sustainability, responsible sourcing, climate protection, innovation, product safety, regulatory developments, supply chains, human rights due diligence and long-term economic resilience.

The 2025 Corporate Report provides further information on the company's stakeholder engagement and dialogue formats in the sections **"In dialogue with all stakeholders"** and **"Stakeholder engagement."** These sections describe how Symrise engages with relevant stakeholder groups, including regulators and policymakers, NGOs, associations, customers, suppliers, employees, investors, the public and the media.

### **Memberships and associations**

Symrise is a member of selected associations, initiatives and partnerships. These memberships allow us to contribute to industry dialogue, exchange knowledge with other stakeholders and support responsible business practices.

Before joining an association or initiative, Symrise considers whether the membership is compatible with our values, our Code of Conduct and our sustainability objectives. Memberships should support legitimate business interests, responsible industry development and constructive stakeholder dialogue.

If positions taken by an association differ from Symrise's own principles or commitments, we may address these differences through dialogue within the respective organization and review the continued appropriateness of the membership.

### **Governance and responsibilities**

Political engagement is part of responsible corporate governance at Symrise. Relevant activities are managed in line with our governance structures, internal responsibilities and approval processes.

Depending on the topic, political engagement and public positioning are coordinated with the relevant corporate functions and business areas, such as Communications, Sustainability, Legal Affairs, Compliance, Regulatory Affairs, Investor Relations, Procurement or the respective divisions.

### **Reporting concerns**

Employees, affected external stakeholders and rights holders may report concerns regarding potential violations of laws, the Symrise Code of Conduct or this Statement through the channels provided by Symrise. These include internal reporting channels and the Symrise Integrity Hotline.

The Symrise grievance mechanism offers a dedicated channel for employees, affected external stakeholders and rights holders to raise concerns in a confidential and structured way. Further information on the grievance mechanism is available on the Symrise website under [Grievance System](#).

Symrise takes reported concerns seriously, reviews them carefully and takes appropriate action in accordance with applicable laws, internal rules and responsible governance principles. Where required, Symrise cooperates with the relevant authorities and participates in applicable governmental grievance mechanisms.

### **Review**

This Statement will be reviewed as needed to reflect changes in legal requirements, stakeholder expectations, reporting standards or Symrise's governance structures.

Holzminden, October 5, 2026



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