

Environmental Policy

Symrise is a global supplier of fragrances, flavorings, cosmetic active ingredients and raw materials, as well as functional ingredients. Its clients include manufacturers of perfumes, cosmetics, food and beverages, the pharmaceutical industry and producers of nutritional supplements or pet food.

Symrise is aware of the importance of sustainable development and therefore developed a comprehensive program by defining clear targets at all manufacturing sites to avoid, reduce and mitigate social and environmental impacts at the local level and in the following manner:

A senior manager responsible for environmental management is nominated at each site. This manager aims to reduce the environmental impact of activities, products and services in the framework of a site specific environmental program considering local legal requirements as well as stakeholder expectations in the communities where Symrise operates. All relevant environmental impacts are analyzed, assessed, monitored and reported on a quarterly basis. This includes the following environmental aspects:

- Water (potential impacts of water use on availability, covering the evaluation of sites located in water-stressed areas)
- Wastewater (potential impacts of wastewater generation on groundwater or surface water)
- Waste (hazardous and non hazardous)
- Energy and electricity consumption
- Climate (emission of CO₂ and other greenhouse gases)
- Natural gas and fuel oil consumption
- Steam consumption
- Noise, odor, dust, exhaust air during storage, transport and disposal
- Biodiversity, including potential impacts on protected areas
- Pollution, including spills and other environmental emergencies
- Use of hazardous and non-hazardous materials

In order to avoid and reduce environmental risks and impacts at our sites, Symrise

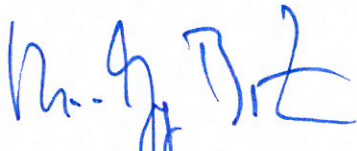
- measures environmental data at all manufacturing sites according to local law, relevant standards (such as ISO 14001, ISO 50001, Global Reporting Initiative) as well as customer requirements or local stakeholder expectations
- implements and optimizes management and operating procedures with related specifications and work instructions related to the impacts mentioned
- conducts regular environmental aspect analysis to identify environmental risks and opportunities
- implements measures in order to minimize all relevant emissions on climate, water, soil, biodiversity and the people living in our neighborhood
- conducts regular internal and external audits and defines and implements corrective actions to promote continuous improvement
- provides training towards our staff.

Finally, every site is requested to set environmental targets on the basis of the environmental aspect analysis and relevant standards, e.g. ISO 14001, ISO 50001 or the global reporting initiative set of indicators.

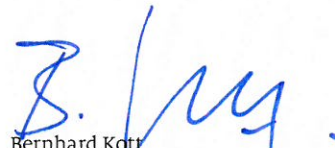
As a basis for continuous improvement, we monitor, control and define necessary corrective action for relevant environmental aspects with an integrated EHS monitoring system tailored to the needs of Symrise and our stakeholders.

Compliance with management guidelines and country-specific legislation is reviewed by the internal IMS and corporate audit teams on a regular basis. The annual audit plan takes every management process into account. Internal IMS audits are carried out in accordance with ISO standard 19011. Regular external audits conducted by customers, authorities and independent certification organizations confirm the ongoing improvement of Symrise's management systems.

Holzminden, Germany, July 2022



Dr. Heinz-Jürgen Bertram
Chief Executive Officer



Bernhard Kott
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