

Statement on political involvement

This statement on political involvement (political involvement guideline) applies to all Symrise subsidiaries and summarizes the existing commitments of Symrise to prevent inappropriate political influence and to make dialogue with politicians and participation in public discourse transparent.

Dialogue with politicians and participation in public discourse are important foundations and drivers for the future-oriented plans of our company. This exchange must take place with integrity and transparency for all parties involved. We explicitly prohibit the corrupt gaining of advantage through political influence. We take care to comply with the applicable legal standards and legal framework. The Symrise Code of Conduct also forms the basis of all our actions and applies to business relationships, political behavior and corporate donations and other contributions.

Dialogue

Symrise participates in political and social dialogue through events and personal contact with decision-makers as well as through media channels. In exchanges with relevant stakeholders, we express our interest, share our views and at the same time raise awareness of specific issues in the political discourse and regulatory framework. We also see ourselves as a voice for corporate responsibility that actively pursues the compatibility of climate protection, supplier relationships based on partnership, and sustainable competitive corporate success. In doing so, we attach great importance to a fact-oriented and fact-based presentation and to an open, participatory communication culture with all stakeholders.

Associations and initiatives

Symrise is a member of selected associations and initiatives in order to represent the interests of the industry together with other stakeholders and to promote sustainability topics. Before joining an organization, we check whether membership is compatible with our values and our Code of Conduct. An overview of memberships in associations and initiatives is provided in the annual Symrise Sustainability Record under GRI 102-12 and GRI 102-13.

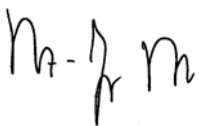
Political party involvement

Symrise is neutral in terms of party politics and does not engage in political activities on behalf of the company.

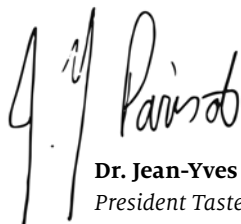
Grievance mechanisms

In the event of violations of the Code of Conduct, Symrise employees may contact their direct supervisor, the Human Resources department, the Group Legal Affairs department, the Works Council or the Symrise Integrity Hotline. In addition, the email address sustainability.office@symrise.com is available for complaints regarding sustainability. For affected external stakeholders and rights holders, Symrise has introduced its own grievance mechanism through which problems can be reported directly and remedial action can be requested. Symrise also complies with all government grievance mechanisms and laws, and it works with the appropriate authorities as needed to investigate complaints involving Symrise.

Holzminden, Germany, April 2022



Dr. Heinz-Jürgen Bertram
Chief Executive Officer
President Scent & Care



Dr. Jean-Yves Parisot
President Taste, Nutrition & Health



Olaf Klinger
Chief Financial Officer