



Symrise and its partners in the supply chain use modern technologies in the fields in order to grow the best raw materials.



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GRI 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

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GRI 408-1: Operations and suppliers at significant risk for incidents of child labor

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GRI 414-1: New suppliers that were screened using social criteria

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**GRI 205: Anti-corruption 2016**

GRI 205-1: Operations assessed for risks related to corruption

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**GRI 206: Anti-competitive behavior 2016**

GRI 206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

p. 65

## REGULATION (EU) 2019/2088 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL ON SUSTAINABILITY-RELATED DISCLOSURES IN THE FINANCIAL SERVICES SECTOR (SFDR)

The purpose of this information is to provide our financial institutions with the data they need to comply with their disclosure obligations regarding the “Statement on principal adverse impacts of investment decisions on sustainability factors” under the Sustainable Financial Disclosure Regulation (SFDR).

Topic	KPI	Reporting place
<b>Climate and other environment-related indicators</b>		
1. GHG emissions	Scope 1 GHG emissions	GRI 305-1
	Scope 2 GHG emissions	GRI 305-2
	Scope 3 GHG emissions	GRI 305-3
	Total GHG emissions	GRI 305-3
3. GHG intensity of investee companies	GHG emissions intensity	GRI 305-4
4. Exposure to companies active in the fossil fuel sector	Active in the fossil fuel sector	No
5. Share of non-renewable energy consumption and production	Share of non-renewable energy consumption and non-renewable energy production compared to renewable energy sources, expressed as a percentage of total energy sources	GRI 302-1, p. 127
6. Energy consumption intensity per high impact climate sector	Active in the high impact climate sector	GRI 302-3, p. 127
7. Activities negatively affecting biodiversity-sensitive areas	Sites/operations located in or near to biodiversity-sensitive areas where activities negatively affect those areas	GRI 304-1, p. 136
8. Emissions to water	Metric tons of emissions to water	GRI 303-2, p. 134
9. Share of hazardous and radioactive waste	Metric tons of hazardous waste and radioactive waste	GRI 306-3, p. 148

Topic	KPI	Reporting place
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**Indicators for social and employee, respect for human rights, anti-corruption and anti-bribery matters**

10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Violations of UNGC principles and OECD Guidelines for Multinational Enterprises	None
11. Lack of processes and compliance mechanisms to monitor compliance with UNGC principles and OECD Guidelines for Multinational Enterprises	Policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises and grievance/complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	
12. Unadjusted gender pay gap	Average unadjusted gender pay gap	p. 174
13. Board gender diversity	Average ratio of female to male board members, expressed as a percentage of all board members	p. 171 f., 192 f., 201
14. Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	Involved in the manufacture or selling of controversial weapons	No

## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

The complete CDP questionnaire 2024 from Symrise is available on our website. All Symrise policies can also be downloaded there.

TCFD core elements	Summary of disclosure in accordance with TCFD recommendations	CDP questionnaire 2024*	Additional references**
<b>Governance</b>	1. Executive Board responsibility for climate-related risks and opportunities	C1.1b	p. 112 ff.
	2. Management's role in assessing and managing climate-related risks and opportunities	C1.2, C1.2a	p. 112 ff.
<b>Strategy</b>	1. Description of climate-related risks and opportunities	C2.1, C2.1a, C2.2, C2.3, C2.3a, C2.4, C2.4a	p. 114 ff.
	2. Impact of climate-related risks on the company's business activities and strategic and financial planning	C2.3a, C2.4a, C3.1, C3.1b, C3.1d, C3.1e, C3.1f	p. 115 ff.
	3. Resilience of the organization's strategy	C3.1a, C3.1b	p. 115 ff.
<b>Risk management</b>	1. The company's processes for identifying and assessing climate-related risks	C2.2, C2.2a	p. 115 ff.
	2. The company's processes for managing climate-related risks	C2.2	p. 117 ff.
	3. Integration of processes for identifying, assessing and managing climate-related risks into the company's general risk management system	C2.2	p. 58 ff.
<b>Metrics and targets</b>	1. Metrics with which the company assesses climate-related risks and opportunities	C4.2, C4.2a, C9.1	p. 126 f.
	2. Disclosure of Scope 1, Scope 2 and Scope 3 greenhouse gas (GHG) emissions	C6.1, C6.3, C6.5,	p. 128
	3. Targets according to which the company manages climate-related risks and opportunities	C4.1a, C4.1b, C4.2, C4.2a	see page 120

\* All information from the CDP questionnaire 2024 is based on the 2023 fiscal year. This is due to the CDP reporting cycle.

\*\* The references to the Corporate Report 2024 refer to information from the 2024 fiscal year.



## SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Topic	Accounting Metric	Category	Code	Report Location
<b>Greenhouse Gas Emissions</b>	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	RT-CH-110a.1	GRI 305-1, p. 128
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	RT-CH-110a.2	GRI 305, p. 128
<b>Air Quality</b>	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs) and (4) hazardous air pollutants (HAPs)	Quantitative	RT-CH-120a.1	
<b>Energy Management</b>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Quantitative	RT-CH-130a.1	GRI 302-1, p. 126
<b>Water Management</b>	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	RT-CH-140a.1	GRI 303-3, p. 134 GRI 303-5
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	RT-CH-140a.2	GRI 2-27, p. 162
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	RT-CH-140a.3	GRI 303, p. 130
<b>Hazardous Waste Management</b>	Amount of hazardous waste generated, percentage recycled	Quantitative	RT-CH-150a.1	GRI 306-2, p. 146 f.
<b>Community Relations</b>	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	RT-CH-210a.1	GRI 413
<b>Workforce Health &amp; Safety</b>	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	RT-CH-320a.1	GRI 403-9, p. 176
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Discussion and Analysis	RT-CH-320a.2	GRI 403, p. 175
<b>Product Design for Use-phase Efficiency</b>	Revenue from products designed for use-phase resource efficiency	Quantitative	RT-CH-410a.1	Not reported yet
<b>Safety &amp; Environmental Stewardship of Chemicals</b>	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	Quantitative	RT-CH-410b.1	GRI 417-1 GRI FP-5
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Discussion and Analysis	RT-CH-410b.2	GRI 416
<b>Genetically Modified Organisms</b>	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	RT-CH-410c.1	GRI 301
<b>Management of the Legal &amp; Regulatory Environment</b>	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	RT-CH-530a.1	GRI 415

Topic	Accounting Metric	Category	Code	Report Location
<b>Operational Safety, Emergency Preparedness &amp; Response</b>	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Quantitative	RT-CH-540a.1	Not reported yet
	Number of transport incidents	Quantitative	RT-CH-540a.2	GRI 403-9

Accounting Metric	Category	Code	Report Location
<b>Production by reportable segment</b>	Quantitative	RT-CH-000.A	Not reported yet

## UN GLOBAL COMPACT INDEX

When it became a signatory to the United Nations Global Compact in July 2012, Symrise committed to actively supporting the Ten Principles of responsible management.

UN Global Compact Principles	Relevant GRI disclosure
<b>Climate and other environment-related indicators</b>	
1	Businesses should support and respect the protection of internationally proclaimed human rights.
2	Businesses should make sure that they are not complicit in human rights abuses.
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4	Businesses should uphold the elimination of all forms of forced and compulsory labor.
5	Businesses should uphold the effective abolition of child labor.
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.
7	Businesses should support a precautionary approach to environmental challenges.
8	Businesses undertake initiatives to promote greater environmental responsibility.
9	Businesses encourage the development and diffusion of environmentally friendly technologies.
10	Businesses should work against corruption in all its forms, including extortion and bribery.

## GLOSSARY

### ACT ON CORPORATE DUE DILIGENCE OBLIGATIONS IN SUPPLY CHAINS

The Supply Chain Due Diligence Act obliges companies in Germany to respect human rights by implementing defined due diligence obligations. These obligations apply to the company's own organization, to the actions of a contractual partner and to the actions of other (indirect) suppliers. A company's own organisation also includes its subsidiaries worldwide.

### AFF

Aroma Molecules, Flavors & Fragrances

### AKTG

German Stock Corporation Act (Aktiengesetz)

### BUSINESS FREE CASH FLOW

In order to strengthen the company's cash flow orientation, Symrise has introduced the business free cash flow as the primary internal control variable. The business free cash flow consists of EBITDA, investments (including cash effects from leasing) and changes in working capital.

### BUSINESS FREE CASH FLOW MARGIN

The business free cash flow margin is a relative performance metric which describes business free cash flow in relation to sales.

### CAGR

Compound annual growth rate / average annual growth rate of particular significance

### CASH FLOW FROM OPERATING ACTIVITIES

Cash generated from the operations of a company, defined as the revenues minus operating expenses; an important indicator of a company's earning power

### CIRCULAR ECONOMY

The circular economy is an economic model in which materials are used as efficiently as possible and products are shared, utilized, reused, repaired, reconditioned and recycled as fully as possible.

### CLIMATE NEUTRALITY

Symrise is pursuing the target of reducing its absolute Scope 1 and 2 emissions by 80% by 2028. It is also committed to reducing Scope 3 greenhouse gas emissions by 30% by 2030. To achieve the Scope 1 and 2 targets, Symrise has developed a science-based target in line with the Paris Agreement

(maximum global warming of 1.5°C), which was validated by the SBTi in 2022.

### COSO II

COSO (Committee of Sponsoring Organizations of the Treadway Commission) aims to improve financial reporting through ethical action, effective internal controls and good corporate governance. Published in 2004, COSO II is an expansion of the original control model

### CSPI

Center of Science in the Public Interest: science-based consumer advocacy organization

### CSR DIRECTIVE IMPLEMENTATION ACT (CSR-RUG)

The CSR Directive Implementation Act (CSR-RUG) (Sections 289b et seq. of the German Commercial Code) requires the disclosure of information on five non-financial aspects: environmental, social and labor aspects, respect for human rights as well as anti-corruption and anti-bribery matters. The CSR-RUG is based on European Directive 2014/95/EU.

### CSRD

The Corporate Sustainability Reporting Directive (CSRD), established in EU Directive 2022/2464, requires companies to provide comprehensive reports on their sustainability practices. It expands on the requirements of the previous Non-Financial Reporting Directive (NFRD) and promotes greater transparency regarding environmental, social and governance (ESG) factors to support a more sustainable economy.

### EAME

Region comprising Europe, Africa and the Middle East

### EBIT

EBIT stands for earnings before interest and taxes and describes a company's performance capability, excluding the effects of different international taxation systems and financing activities.

### EBITDA

EBITDA stands for earnings before interest, taxes, depreciation and amortization on property, plant and equipment and intangible assets. This performance metric describes a company's operating earning power, irrespective of its capital structure and investment level. EBITDA is calculated on the basis of EBIT plus the depreciation and amortization of property, plant and equipment and intangible assets recognized through profit or loss during the reporting period.

**EBITDA MARGIN / EBIT MARGIN**

The EBITDA margin and EBIT margin are relative metrics used by Symrise for the internal and external comparison of operating earning power. The metrics are calculated on the basis of EBITDA or EBIT in relation to sales. Symrise uses these metrics in particular for the internal and external comparison of the cost structure and profitability of its businesses.

**EHS**

Environment, health and safety

**ESG**

Symrise considers the three pillars of sustainability: environment, social and governance.

**ESRS**

The European Sustainability Reporting Standards (ESRS) are a set of standards developed by the European Financial Reporting Advisory Group (EFRAG) to specify the requirements of the Corporate Sustainability Reporting Directive (CSRD, see above).

**EU TAXONOMY**

The EU taxonomy is a comprehensive classification system developed by Regulation (EU) 2020/852 aimed at making the sustainability activities of companies more comparable. It defines criteria to determine which economic activities can be considered environmentally sustainable, thereby supporting the transition to a greener and more sustainable economy.

**F & F**

Flavors & Fragrances

**FISC**

The four key pillars of the Symrise sustainability strategy: F = Footprint; I = Innovation; S = Sourcing; C = Care

**FLAC**

Financial liabilities measured at amortized cost

**FLAVOR**

A complex mix of flavors and/or fragrances often based on chemical compounds (flavoring substances), which can be aromatics themselves

**GDP**

Gross domestic product: A statistic used to measure the economic strength (goods and services) of a country

**GLOBAL REPORTING INITIATIVE (GRI)**

Founded in 1997, this organization uses a participatory procedure to develop criteria for the preparation of sustainability reports.

**GREEN CHEMISTRY**

Sustainable chemistry that reduces environmental pollution, saves energy and produces in an environmentally friendly way

**HFM**

Hyperion Financial Management (software)

**HGB**

German Commercial Code (Handelsgesetzbuch)

**IAL**

Industrial and market research consultancy company

**ICS**

An internal control system (ICS) is a systematic procedure set up by an organization to ensure the regularity and security of its business processes. It is designed to prevent errors and fraud, and ensure compliance and operational efficiency.

**IFRA**

International Fragrance Association; global representative body of the fragrance industry

**INCOTERMS**

International Commercial Terms

**INVESTMENT GRADE**

Companies, institutions or securities with good to very good credit ratings

**ISO 14001 (ENVIRONMENTAL MANAGEMENT)**

Symrise is certified in accordance with the international standard ISO 14001 (Environmental Management) in conjunction with EMAS. This enables a continuous improvement of the company's environmental performance.

**ISO 31000 (RISK MANAGEMENT)**

ISO 31000 is an international standard for risk management, helping organizations identify, assess and effectively manage risks. The goal is to improve decision-making and enhance the organization's long-term stability and resilience.

**ISO 50001 (ENERGY MANAGEMENT)**

This is a globally recognized standard for increasing energy efficiency. The worldwide energy management system provides resources for analyzing and implementing energy efficiency measures as well as increasing supply security and optimizing energy costs.

**LCA**

Low carbon analyst

**LIFE CYCLE ASSESSMENT (LCA)**

Life cycle assessments serve as a tool to record, evaluate and present the environmental impact of products.

**LTIP**

Long Term Incentive Plan/a remuneration plan for staff, especially for managerial staff

**OPEN INNOVATION**

Opening up of the innovation process of organizations and thus the active strategic use of the external world for the expansion of innovative potential. The open innovation concept describes the purposeful use of knowledge flowing into and out of the company, while making use of internal and external marketing channels in order to generate innovations

**ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT (OECD)**

International organization with 38 member states committed to democracy and a market economy

**POLYPHENOLS**

Secondary plant substances that are found in the outer layers of fruit, vegetables and grains. Polyphenols are chemical compounds that contain several aromatic rings (phenol)

**REACH**

Chemicals directive for the registration, evaluation, authorization and restriction of chemicals

**REVOLVING CREDIT FACILITY**

Credit limits that the borrower can access at any time and over very flexible repayment options

**SCIENCE BASED TARGETS INITIATIVE (SBTI)**

The SBTi is a partnership between CDP, the United Nations Global Compact (UNGC), World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). It was established in 2015 to help companies set emission reduction targets that are in line with climate science and the goals of the Paris Agreement.

**SCOPE 1 EMISSIONS**

Direct greenhouse gas emissions from sources that are controlled or owned by the organization under consideration (e.g. emissions associated with fuel combustion in boilers and furnaces)

**SCOPE 2 EMISSIONS**

Indirect greenhouse gas emissions from the generation of purchased energy used by Symrise

**SCOPE 3 EMISSIONS**

Includes other indirect greenhouse gas emissions resulting from activities in the value chain. Scope 3 upstream refers to the indirect emissions in the upstream supply chain. Scope 3 downstream refers to the indirect emissions in the downstream value chain.

**SUPPLY CHAIN**

Process chain from procurement to manufacturing and sale of a product. This therefore includes suppliers, producers and consumers.

**SUPPLY CHAIN DUE DILIGENCE ACT (LKSG)**

The Supply Chain Due Diligence Act requires companies in Germany to respect human rights by implementing defined due diligence obligations. These requirements apply to the company's own organization, to the actions of a contractual partner and to the actions of other (indirect) suppliers. A company's own organization includes its subsidiaries worldwide.

**SUSTAINABLE DEVELOPMENT GOALS (SDGS)**

As part of the 2030 Agenda, the United Nations (UN) has formulated 17 Sustainable Development Goals (SDGs) encompassing economic, environmental and social aspects.

**TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)**

Expert commission of the G20 that develops recommendations on standardized climate reporting. These cover the areas of governance, strategy, risk management, metrics and targets.

**TERPENES**

Volatile organic compounds that are obtained from numerous plants such as eucalyptus, peppermint, lemongrass, lemon tree and thyme. A number of terpenes, such as menthols, are alcohols; others are aldehydes.

**UNITED NATIONS GLOBAL COMPACT (UNGC)**

The largest initiative for responsible corporate management worldwide, with over 26,000 companies and organizations from the public, political and academic sectors in 170 countries. On the basis of its Ten Principles, it has the ambition of creating an inclusive and sustainable global economy for the benefit of all people, communities and markets.

**US PRIVATE PLACEMENT**

Non-public sale of debt securities to US investors, which is regulated, however, by the SEC (United States Securities and Exchange Commission)

**WORKING CAPITAL**

Financial metric derived by subtracting current operating liabilities from current operating assets

# Imprint

## **Publisher**

Symrise AG  
Mühlenfeldstrasse 1  
Konzernkommunikation  
37603 Holzminden  
Germany  
T +49 55 31.90 – 0  
F +49 55 31.90 – 16 49

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# 2025 Financial Calendar

## **April 29, 2025**

Trading Statement January – March 2025

## **May 20, 2025**

Annual General Meeting

## **July 30, 2025**

Interim Group Report January – June 2025

## **October 28, 2025**

Trading Statement January – September 2025

## **Forward-Looking Statements**

This Financial Report contains forward-looking statements that are based on current assumptions and forecasts by Symrise AG. The future course of business and the results actually achieved by Symrise AG and its affiliates are subject to a large number of risks and uncertainties and may therefore differ substantially from the forward-looking statements. Many of these factors are outside of Symrise AG's sphere of influence and cannot be assessed in detail ahead of events. They include, for example, unfavorable development of the global economy, a change in consumer behavior, and changes to laws, regulations and official guidelines. Should one of these uncertainty factors, named or otherwise, occur or should the assumptions on which the forward-looking statements are based prove to be incorrect, the actual results may differ significantly from the results anticipated. Symrise undertakes no obligation to update forward-looking statements continuously and to adjust them to future events or developments.

