



Further information and reporting standards

- 352** GRI Index
- 355** SFDR Index
- 357** TCFD Index
- 358** SASB Index
- 359** UNGC Index
- 368** Glossary



GRI INDEX

GRI STANDARDS	PAGE REFERENCES/COMMENTS
GRI 2: General Disclosures 2021	
The organization and its reporting practices	
GRI 2-1: Organizational details	p. 34
GRI 2-2: Entities included in the organization's sustainability reporting	p. 106
GRI 2-3: Reporting period, frequency and contact point	1 January 2025 - 31 December 2025, annual report, p. 351
GRI 2-4: Restatements of information	None
GRI 2-5: External assurance	p. 337 ff.
Activities and workers	
GRI 2-6: Activities, value chain and other business relationships	p. 40, 120, 232 f.
GRI 2-7: Employees	p. 210 ff.
GRI 2-8: Workers who are not employees	p.210 f.
Governance	
GRI 2-9: Governance structure and composition	p. 110 ff.
GRI 2-10: Nomination and selection of the highest governance body	p. 110 f.
GRI 2-11: Chair of the highest governance body	p. 110 f.
GRI 2-12: Role of the highest governance body in overseeing the management of impacts	p. 132
GRI 2-13: Delegation of responsibility for managing impacts	p. 114 f.
GRI 2-14: Role of the highest governance body in sustainability reporting	p. 117
GRI 2-15: Conflicts of interest	p. 112 f.
GRI 2-16: Communication of critical concerns	p. 246 f.
GRI 2-17: Collective knowledge of the highest governance body	p. 112 ff.
GRI 2-18: Evaluation of the performance of the highest governance body	p. 118
GRI 2-19: Remuneration policies	p. 118 and remuneration report
GRI 2-20: Process to determine remuneration	p. 118 and remuneration report
GRI 2-21: Annual total compensation ratio	p. 226
Strategy, policies and practices	
GRI 2-22: Statement on sustainable development strategy	p. 11
GRI 2-23: Policy commitments	p. 359
GRI 2-24: Embedding policy commitments	p. 114 f.
GRI 2-25: Processes to remediate negative impacts	p. 61 ff., 127 ff.
GRI 2-26: Mechanisms for seeking advice and raising concerns	p. 208 f.
GRI 2-27: Compliance with laws and regulations	p. 208 f.
GRI 2-28: Membership associations	p. 24 f., 52
Stakeholder engagement	
GRI 2-29: Approach to stakeholder engagement	p. 200 f.
GRI 2-30: Collective bargaining agreements	p. 59, 213, 225

GRI STANDARDS	PAGE REFERENCES/COMMENTS
GRI 3-1: Process to determine material topics	p. 127 ff.
GRI 3-2: List of material topics	p. 132 f.
Climate change mitigation and adaptation	
GRI 3-3: Management of material topics	p. 141 f.
GRI 302: Energy 2016	
GRI 302-1: Energy consumption within the organization	p. 155 f.
GRI 302-3: Energy intensity	p. 156
GRI 302-4: Reduction of energy consumption	p. 155 f.
GRI 305: Emissions 2016	
GRI 305-1: Direct (Scope 1) GHG emissions	p. 160 f.
GRI 305-2: Energy indirect (Scope 2) GHG emissions	p. 160 f.
GRI 305-4: GHG emissions intensity	p. 162
GRI 305-5: Reduction of GHG emissions	p. 162 f.
Water, incl. pollution of water	
GRI 3-3: Management of material topics	p. 168 f.
GRI 303: Water and effluents 2018	
GRI 303-1: Interactions with water as a shared resource	p. 168 ff.
GRI 303-2: Management of water discharge-related impacts	p. 169 f.
GRI 303-3: Water withdrawal	p. 173
Biodiversity, ecosystems and ecosystem services	
GRI 3-3: Management of material topics	p. 176 ff.
GRI 101: Biodiversity 2024	
GRI 101-2: Management of biodiversity impacts	p. 177 ff.
Circular economy	
GRI 3-3: Management of material topics	p. 185 ff.
GRI 301: Materials 2016	
GRI 301-1: Materials used by weight or volume	Restrictions due to a duty of confidentiality: Exact weight or volume disclosures on the materials we use are not published as we consider this information to be confidential.
GRI 306: Waste 2020	
GRI 306-1: Waste generation and significant waste-related impacts	p. 189 f.
GRI 306-2: Management of significant waste-related impacts	p. 189 f.
GRI 306-3: Waste generated	p. 189
Own workforce	
GRI 3-3: Management of material topics	p. 199 ff.
GRI 401: Employment 2016	
GRI 401-1: New employee hires and employee turnover	p. 211 f.
GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 199, 311 f.

GRI STANDARDS	PAGE REFERENCES/COMMENTS
GRI 403: Occupational health and safety 2018	
GRI 403-1: Occupational health and safety management system	p. 213 f.
GRI 403-2: Hazard identification, risk assessment, and incident investigation	p. 214 f.
GRI 403-3: Occupational health services	p. 215
GRI 403-4: Worker participation, consultation, and communication on occupational health and safety	p. 214
GRI 403-5: Worker training on occupational health and safety	p. 213 ff.
GRI 403-6: Promotion of worker health	p. 214 ff.
GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 213 f.
GRI 403-9: Work-related injuries	p. 215 f.
GRI 404: Training and education 2016	
GRI 404-1: Average hours of training per year per employee	p. 221
GRI 404-2: Programs for upgrading employee skills and transition assistance programs	p. 217 f.
GRI 405: Diversity and equal opportunity 2016	
GRI 405-1: Diversity of governance bodies and employees	p. 110 ff., 211 f., 221 f.
GRI 406: Non-discrimination 2016	
GRI 406-1: Incidents of discrimination and corrective actions taken	p. 225
Affected communities and stakeholders in the value chain	
GRI 3-3: Management of material topics	p. 227 ff.
GRI 204: Procurement practices 2016	
GRI 204-1: Proportion of spending on local suppliers	p. 227, 230
GRI 308: Supplier environmental assessment 2016	
GRI 308-1: New suppliers that were screened using environmental criteria	p. 228
GRI 407: Freedom of association and collective bargaining 2016	
GRI 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p. 229
GRI 408: Child labor 2016	
GRI 408-1: Operations and suppliers at significant risk for incidents of child labor	p. 229
GRI 409: Forced or compulsory labor 2016	
GRI 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 229
GRI 414: Supplier social assessment 2016	
GRI 414-1: New suppliers that were screened using social criteria	p. 228
Governance	
GRI 3-3: Management of material topics	p. 243 ff.
GRI 205: Anti-corruption 2016	
GRI 205-1: Operations assessed for risks related to corruption	p. 246
GRI 206: Anti-competitive behavior 2016	
GRI 206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 67 f.

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	Page references/ comments
Climate and other environment-related indicators		
1. GHG emissions	Scope 1 GHG emissions	GRI 305-1, p. 160 f.
	Scope 2 GHG emissions	GRI 305-2, p. 160 f.
	Scope 3 GHG emissions	GRI 305-3, p. 160 f.
	Total GHG emissions	GRI 305-3, p. 160 f.
3. GHG intensity of investee companies	GHG emissions intensity	GRI 305-4, p. 162
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. 155 f.
6. Energy consumption intensity per high impact climate sector	Active in the high impact climate sector	GRI 302-3, p. 156
7. Activities negatively affecting biodiversity-sensitive areas	Sites/operations located in or near to biodiversity-sensitive areas where activities negatively affect those areas	GRI 101-2, p. 177 ff.
8. Emissions to water	Metric tons of emissions to water	GRI 303-2, p. 169 f.
9. Share of hazardous and radioactive waste	Metric tons of hazardous waste and radioactive waste	GRI 306-3, p. 189

Topic	KPI	Page references/ comments
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	p. 194, 203 f.
12. Unadjusted gender pay gap	Average unadjusted gender pay gap	GRI 2-21, p. 226
13. Board gender diversity	Average ratio of female to male board members, expressed as a percentage of all board members	GRI 405-1, p. 110 ff., 211 f., 221 f.
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 2025 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 2025*	Additional references**
Governance	1. Executive Board responsibility for climate-related risks and opportunities	C1.1b	p. 141 ff.
	2. Management's role in assessing and managing climate-related risks and opportunities	C1.2, C1.2a	p. 141 ff.
Strategy	1. Description of climate-related risks and opportunities	C2.1, C2.1a, C2.2, C2.3, C2.3a, C2.4, C2.4a	p. 142 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. 142 ff.
	3. Resilience of the organization's strategy	C3.1a, C3.1b	p. 142 ff.
Risk management	1. The company's processes for identifying and assessing climate-related risks	C2.2, C2.2a	p. 142 ff.
	2. The company's processes for managing climate-related risks	C2.2	p. 144 ff.
	3. Integration of processes for identifying, assessing and managing climate-related risks into the company's general risk management system	C2.2	p. 60 ff.
Metrics and targets	1. Metrics with which the company assesses climate-related risks and opportunities	C4.2, C4.2a, C9.1	p. 155 ff.
	2. Disclosure of Scope 1, Scope 2 and Scope 3 greenhouse gas (GHG) emissions	C6.1, C6.3, C6.5,	p. 160 f.
	3. Targets according to which the company manages climate-related risks and opportunities	C4.1a, C4.1b, C4.2, C4.2a	p. 152 ff.

* All information from the CDP questionnaire 2025 is based on the 2024 fiscal year. This is due to the CDP reporting cycle.

** The references to the Corporate Report 2025 refer to information from the 2025 fiscal year.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Topic	Accounting Metric	Category	Code	Report Location
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	RT-CH-110a.1	GRI 305-1, p. 160 f.
	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. 160 f.
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs) and (4) hazardous air pollutants (HAPs)	Quantitative	RT-CH-120a.1	Not reported yet
Energy Management	(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. 155 f.
Water Management	(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. 173 ff. 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. 208 f.
	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. 168 ff.
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Quantitative	RT-CH-150a.1	GRI 306-2, p. 188 f.
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	RT-CH-210a.1	GRI 413, p. 232 f.
Workforce Health & Safety	(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. 216
	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. 213 ff.
Product Design for Use-phase Efficiency	Revenue from products designed for use-phase resource efficiency	Quantitative	RT-CH-410a.1	Not reported yet
Safety & Environmental Stewardship of Chemicals	(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	Not reported yet
	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, p. 77 f.
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	RT-CH-410c.1	Not reported yet
Management of the Legal & Regulatory Environment	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, p. 124 ff.

Topic	Accounting Metric	Category	Code	Report Location
Operational Safety, Emergency Preparedness & Response	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	Not reported yet

Accounting Metric	Category	Code	Report Location
Production by reportable segment	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
Climate and other environment-related indicators	
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.

LIST OF DATAPOINTS THAT DERIVE FROM OTHER EU LEGISLATION

ESRS Reference	Related datapoint	Applicable other EU Legislation*	Comment Symrise	Chapter Reference	Page reference
ESRS 2 GOV-1.21 (d)	Board's gender diversity	SFDR, Benchmark regulation	The Executive Board consists of five members, including one woman, which means that 20 % of the Executive Board members are women. // The Supervisory Board of a listed company to which, among other things, the Codetermination Act (MitbestG) applies must be composed of at least 30 % women and at least 30 % men. The Supervisory Board of Symrise AG complies with this legal requirement.	The role of the administrative, management and supervisory bodies	p. 110 (Executive Board); p. 113 (Supervisory Board)
ESRS 2 GOV-1.21 (e)	Percentage of board members who are independent paragraph	Benchmark Regulation	refer to qualification matrix		p. 112-113
ESRS 2 GOV-4.30	Statement on due diligence	SFDR	see table	Statement on due diligence	p. 119
ESRS 2 SBM-1.40 (d) ii	Involvement in activities related to chemical production	SFDR, Benchmark regulation	However, NACE Code 20.2, "Manufacture of pesticides and other agrochemical products," is not material for Symrise.	Market position, business model and value chain	p. 121
ESRS 2 SBM-1.40 (d) i	Involvement in activities related to fossil fuel activities paragraph	SFDR, Pilar 3, Benchmark regulation	Furthermore, Symrise is neither active in the fossil fuel or controversial weapons sectors, nor in the cultivation and production of tobacco.		
ESRS 2 SBM-1.40 (d) iii	Involvement in activities related to controversial weapons paragraph	SFDR, Benchmark regulation			
ESRS 2 SBM-1.40 (d) iv	Involvement in activities related to cultivation and production of tobacco paragraph	Benchmark Regulation			
ESRS E1-1.14	Transition plan to reach climate neutrality by 2050	EU Climate Law	To operationalize its climate ambitions, Symrise has launched its Low Carbon Transition Plan (LCTP) which aims to identify and consolidate specific actions to achieve these ambitions.	Transition plan for climate change mitigation	p. 146-149

ESRS Reference	Related datapoint	Applicable other EU Legislation*	Comment Symrise	Chapter Reference	Page reference
ESRS E1-1.16 (g)	Undertakings excluded from Paris-aligned Benchmarks paragraph	Pillar 3, Benchmark Regulation	not applicable	not applicable	not applicable
ESRS E1-4.34	GHG emission reduction targets	SFDR, Pilar 3, Benchmark regulation	Symrise aligns its climate change mitigation activities with the resolutions of the UN Climate Change Conferences and pursues both near- and long-term targets for reducing greenhouse gas emissions.	Targets related to climate change mitigation and adaptation	p. 152-155
ESRS E1-5.37	Energy consumption and mix	SFDR	A breakdown of natural gas as well as crude oil and petroleum products, and of energy intensity by climate-intensive sectors, is not provided, as these do not differ from the Group's energy mix and energy intensity	Energy consumption and mix	p. 156
ESRS E1-5.38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	SFDR		not applicable	not applicable
ESRS E1-5.40-43	Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	SFDR		not applicable	not applicable
ESRS E1-6.44	Gross Scope 1, 2, 3 and Total GHG emissions	SFDR, Pilar 3, Benchmark regulation	In 2025 , total greenhouse gas (THG) emissions (Scope 1, 2 and 3) increased by 35.4 % in absolute terms compared to the previous year.	Gross Scopes 1,2,3 and Total GHG emissions	p. 160-161
ESRS E1-6.44-53	Gross GHG emissions intensity	SFDR, Pilar 3, Benchmark regulation	Symrise uses net sales according to IFRS 15 to calculate energy intensity and GHG-intensity.	GHG Intensity based on net revenue	p. 162
ESRS E1-7.56	GHG removals and carbon credits	EU Climate Law	The primary focus is on nature-based solutions, including reforestation initiatives in Madagascar and regenerative agriculture practices such as banana cultivation in Ecuador	GHG removals and GHG mitigation projects financed through carbon credits	p. 163-164

ESRS Reference	Related datapoint	Applicable other EU Legislation*	Comment Symrise	Chapter Reference	Page reference
ESRS E1-9.66	Exposure of the benchmark portfolio to climate-related physical risks	Benchmark Regulation	Anticipated financial effects will only be reported once the mandatory reporting requirement becomes applicable.	not applicable	not applicable
ESRS E1-9.66 (a)	Disaggregation of monetary amounts by acute and chronic physical risk	Pillar 3			
ESRS E1-9.66 (c)	Location of significant assets at material physical risk	Pillar 3			
ESRS E1-9.67 (c)	Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph	Pillar 3			
ESRS E1-9.69	Degree of exposure of the portfolio to climate-related opportunities	Benchmark Regulation			
ESRS E2-4.28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph	SFDR	Symrise does not report any metrics related to the topic of "pollution" in the 2025 financial year.	not applicable	not applicable
ESRS E3-1.9	Policies in relation to water and marine resources	SFDR	In addition to the general Environmental Policy, Symrise has established the Symrise Water Policy to manage water-related impacts, risks and opportunities at its own operations and along the value chain.	Policies related to water resources	p. 170-171
ESRS E3-1.13	Dedicated policy for sites of the undertaking is located in an area of high-water stress	SFDR	For own operations the Symrise Ater Policy aims to improve water efficiency with a special emphasis on operations located in water-stressed areas		
ESRS E3-1.14	Policy in relation to sustainable oceans and seas	SFDR	Marine resources are not a material sustainability topic for Symrise	not applicable	not applicable
ESRS E3-4.28c	Total water recycled and reused	SFDR	Symrise reports this year in reference to ESRS and therefore does not publish these metrics.	not applicable	not applicable
ESRS E3-4.29	Total water consumption in m ³ per net revenue on own operations paragraph 29	SFDR			

ESRS Reference	Related datapoint	Applicable other EU Legislation*	Comment Symrise	Chapter Reference	Page reference
ESRS 2- SBM 3 - E4 16 (a) i	Activities negatively affecting biodiversity sensitive areas	SFDR	In the current year, Symrise reports in reference to ESRS and therefore does not provide explicit disclosures on these data points.	Biodiversity and ecosystem services - Impacts and dependencies	p. 176
ESRS 2- SBM 3 - E4 16 (b)	Breakdown of sites negatively affecting biodiversity sensitive areas	SFDR			
ESRS 2- SBM 3 - E4 16 (c)	Specifying the biodiversity-sensitive areas impacted	SFDR			
ESRS E4-2.24 (b)	Sustainable land/ agriculture practices or policies	SFDR	By helping to incorporate ecological principles and regenerative cultivation practices in its strategic supply chains, the company strengthens the resilience of its raw material supply and contributes to sustainable development processes in the countries of origin.	Biodiversity and ecosystem services - Strategic outlook	p. 183
ESRS E4-2.24 (c)	Sustainable oceans/seas practices or policies paragraph	SFDR	Marine resources are not a material sustainability topic for Symrise	not applicable	not applicable
ESRS E4-2.24 (d)	Policies to address deforestation	SFDR	The Symrise Forest Policy safeguards biodiversity and community rights in forest-linked supply chains.	Policies related to affected communities	p. 234
ESRS E5-5.37 (d)	Non-recycled waste	SFDR	refer to Waste volumes by disposal method	Waste management	p. 189
ESRS E5-5.39	Hazardous waste and radioactive waste	SFDR			
ESRS 2- SBM3 - S1.14 (f)	Risk of incidents of forced labour	SFDR	Through the Symrise Human Rights Policy and the Declaration on Slavery and Human Trafficking, which apply to all Symrise divisions, the company firmly asserts that any form of forced or compulsory labor is strictly prohibited within its operations and supply chain.	Information about the type of operations at significant risk of incidents of forced or compulsory labor	p. 203
ESRS 2- SBM3 - S1.14 (g)	Risk of incidents of child labour	SFDR	In line with the Symrise Human Rights Policy, Symrise is fully committed to the effective abolition of child labor.	Information about the type of operations at significant risk of incidents of child labor	p. 203

ESRS Reference	Related datapoint	Applicable other EU Legislation*	Comment Symrise	Chapter Reference	Page reference
ESRS S1-1.20	Human rights policy commitments	SFDR	Symrise is a signatory to the UN Global Compact and has expressly committed to the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights (collectively referred to as the International Bill of Human Rights).	Policies related to own workforce	p. 204
ESRS S1-1.21	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	Benchmark Regulation	The rights rights set out in the ILO Declaration on Fundamental Principles and Rights at Work are an integral part of the Symrise Code of Conduct	Policies related to own workforce	p. 205
ESRS S1-1.22	Processes and measures for preventing trafficking in human beings	SFDR	Trafficking in relation to human beings is not a material topic within Symrise's own workforce.	not applicable	not applicable
ESRS S1-1.23	Workplace accident prevention policy or management system	SFDR	Global collaboration on safety insights, including best practices, safety alerts and lessons learned from incidents, help enhance prevention strategies.	Occupational health and safety	p. 213-215
ESRS S1-3.32 (c)	Grievance/complaints handling mechanisms paragraph	SFDR	The establishment of the Integrity Hotline and an external grievance mechanism – the SpeakUp® platform – is part of this commitment to upholding the highest standards of human rights and ethical conduct.	Processes to remediate negative impacts and channels for own workforce to raise concerns	p. 208-209
ESRS S1-14.88 (b)-(c)	Number of fatalities and number and rate of work-related accidents	SFDR, Benchmark regulation	1 fatality; TFQ: 4.62	Key performance indicators for occupational health and safety	p. 216
ESRS S1-14.88 (e)	Number of days lost to injuries, accidents, fatalities or illness	SFDR	639 days	Key performance indicators for occupational health and safety	
ESRS S1-16.97 (a)	Unadjusted gender pay gap paragraph	SFDR, Benchmark regulation	-8 %	Gender pay gap	p. 226-227
ESRS S1-16.97 (b)	Excessive CEO pay ratio paragraph	SFDR	66:1	Total remuneration ratio	p. 226

ESRS Reference	Related datapoint	Applicable other EU Legislation*	Comment Symrise	Chapter Reference	Page reference
ESRS S1-17.103 (a)	Incidents of discrimination paragraph	SFDR	In the 2025 reporting year, an average of 3 complaints per month were reported to the Compliance Office via the Integrity Hotline worldwide.	Incidents, complaints and severe human rights impacts	p. 209
ESRS S1-17.104 (a)	Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	SFDR, Benchmark regulation	In the 2025 reporting year, no violations of the UNGP on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises have come to light.		p. 209
ESRS 2- SBM3 – S2.11 (b)	Significant risk of child labour or forced labour in the value chain	SFDR	The potential occurrence of child labor within Symrise's value chains poses a material risk.	Classification of material impacts, opportunities and risks	p. 227
ESRS S2-1.17	Human rights policy commitments	SFDR	Symrise is a signatory to the UN Global Compact and has expressly committed to the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights (collectively referred to as the International Bill of Human Rights).	Policies related to workers in the value chain	p. 229
ESRS S2-1.18	Policies related to value chain workers paragraph	SFDR	Symrise has introduced a Responsible Sourcing Policy, which simultaneously serves as a code of conduct (Symrise Supplier Code of Conduct (SCoC)) to promote sustainable practices along the entire value chain.	Management of relationships with suppliers	p. 246
ESRS S2-1.19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	SFDR, Benchmark regulation	In 2025, there were no severe human rights violations or abuses in the operations of our immediate supply chain business partners.	Monitoring the effectiveness of actions for workers in the value chain	p. 231

ESRS Reference	Related datapoint	Applicable other EU Legislation*	Comment Symrise	Chapter Reference	Page reference
ESRS S2-1.19	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph	Benchmark Regulation	This activity complements other activities in which Symrise is also involved: The Fair Labor Organisation (FLA), for example, is partnering with the International Labour Organisation (ILO) and international producers and purchasers as well as the Egyptian government and local civil society organizations to bring about large-scale change in the Egyptian jasmine sector. The focus is on strengthening child protection, promoting fair compensation, improving human rights due diligence systems at the processor level and generating support for legal and policy initiatives.	Key actions for workers in the value chain	p. 231
ESRS S2-4.36	Human rights issues and incidents connected to its upstream and downstream value chain	SFDR	In 2025, there were no severe human rights violations or abuses in the operations of our immediate supply chain business partners.	Monitoring the effectiveness of actions for workers in the value chain	p. 231
ESRS S3-1.16	Human rights policy commitments	SFDR	Symrise has introduced a comprehensive Symrise Human Rights Policy that is based on the United Nations Guiding Principles on Business and Human Rights, the International Labour Organisation (ILO)'s Declaration on Fundamental Principles and Rights at Work and other international labor and human rights standards.	Policies related to affected communities	p. 234
ESRS S3-1.17	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	SFDR, Benchmark regulation	In the 2025 reporting year, no violations of the UNGP on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises have come to light.	Incidents, complaints and severe human rights impacts	p. 209
ESRS S3-4.36	Human rights issues and incidents	SFDR			

ESRS Reference	Related datapoint	Applicable other EU Legislation*	Comment Symrise	Chapter Reference	Page reference
ESRS S4-1.16	Policies related to consumers and end-users paragraph	SFDR	Consumers and end-user is an immaterial topic for Symrise.	not applicable	not applicable
ESRS S4-1.17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph	SFDR, Benchmark regulation			
ESRS S4-4.35	Human rights issues and incidents	SFDR			
ESRS G1-1.10 (b)	United Nations Convention against Corruption	SFDR	The policy on anti-corruption (Symrise Anti-Bribery & Anti-Corruption Policy) complies with including but not limited to, the U.S. Foreign Corrupt Practices Act ("FCPA"), and U.K. Bribery Act.	not applicable	not applicable
ESRS G1-1.10 (d)	Protection of whistle-blowers	SFDR	Symrise is subject to the German Whistleblower Protection Act and therefore explicitly required to maintain an internal whistleblower system. This mechanism ensures that employees and stakeholders can confidentially report concerns related to legal or ethical misconduct.	Symrise Code of Conduct	p. 246
ESRS G1-4.24 (a)	Fines for violation of anti-corruption and anti-bribery laws paragraph	SFDR, Benchmark regulation	not applicable	not applicable	not applicable
ESRS G1-4.24 (b)	Standards of anti-corruption and anti-bribery paragraph	SFDR	Symrise has a policy on anti-corruption (Symrise Anti-Bribery & Anti-Corruption Policy) and conducts mandatory training on anti-corruption and anti-bribery.	Anti-corruption and anti-bribery	p. 245

* SFDR: Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (Sustainable Finance Disclosures Regulation) (OJ L 317, 9.12.2019, p. 1)

Pillar 3: Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation "CRR") (OJ L 176, 27.6.2013, p. 1)

Benchmark Regulation: REGULATION (EU) 2016/1011 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014

EU Climate Law: Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 ("European Climate Law") (OJ L 243, 9.7.2021, p. 1).

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 (Aktengesetz)

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

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2026 Financial Calendar

April 29, 2026

Quarterly Statement January – March 2026

May 6, 2026

Annual General Meeting

July 30, 2026

Interim Group Report January – June 2026

October 28, 2026

Interim Group Report January – September 2026

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.

