

## Policy on Nagoya Protocol and Access & Benefit Sharing

To Symrise, biodiversity is an invaluable source of innovation and inspiration for new flavors, fragrances, cosmetic, food and other functional ingredients.

Biodiversity describes the variability of life on earth across all scales of biological order. It includes the diversity within and between species as well as the diversity of ecosystems, which provide society and businesses with multiple natural goods ecological services which are essential for human health, well-being and cultural identity as well as corporate success.

As a globally leading ingredient manufacturer with a diverse and unique natural raw materials portfolio, Symrise depends on biodiversity and ecosystem services and is therefore strongly committed to the UN Convention on Biological Diversity (CBD) and its core objectives:

- Conservation of biodiversity
- Sustainable use of its components (genes, species, ecosystems)
- Fair and equitable sharing of the benefits arising out of the utilization of genetic resources, including by appropriate access to such genetic resources ("Access & Benefit Sharing" – ABS)

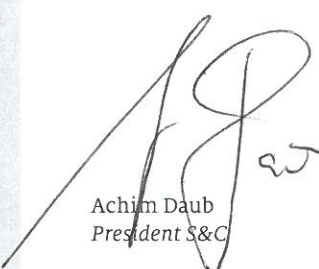
Symrise acknowledges the key role of the Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization and related national ABS legislation to promote the CBD objectives, the Strategic Plan for Biodiversity and the UN Sustainable Development Goals.

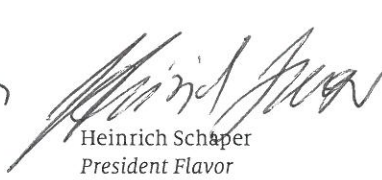
For this reason, Symrise commits to:

- Respect rights of countries, indigenous peoples and local communities on genetic resources and associated traditional knowledge
- Monitor evolving rules on ABS in the countries where we source biological raw materials in order to comply with applicable ABS legislations for the genetic resources we utilize
- Systematically integrate ABS criteria and objectives into our management procedures and decision-making processes.
- Engage with suppliers to ensure maximum traceability of our raw materials
- Engage in acquisition of applicable permits and other legal requirements, including prior informed consent (PIC) and mutually agreed terms (MAT), for genetic resources and associated traditional knowledge intended to be accessed or utilized by Symrise
- Integrate legal and ethical ABS criteria into R&D, purchasing processes or product development
- Conduct regular risk assessments of our raw material and product portfolio as well as of our R&D pipelines
- Contribute to developing and implementing sector specific guidance and best practices on ABS, together with industry associations and other stakeholders
- Increase awareness among our employees and external stakeholders of the value of biodiversity to our business
- Collaborate with businesses, civil society, the scientific community, public authorities and policy makers to promote dialogue, increase understanding and develop joint solutions on the implementation of ABS within our business ecosystem.

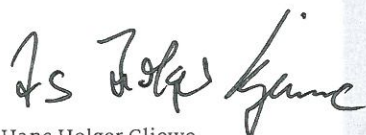
Symrise will regularly report on status and progress made towards the implementation of this policy.

Holzminden, Germany, September 2018

  
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