

Report in accordance with the German Supply Chain Due Diligence Act (LkSG)

Reporting period from January 2, 2023 to December 31, 2023

Name of the organization: Symrise

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A. STRATEGY & ANCHORING

A1. RISK MANAGEMENT MONITORING & MANAGEMENT RESPONSIBILITY

Who was responsible for monitoring risk management during the reporting period?

Dr. Helmut Frieden

Vice President Corporate Sustainability

Has the company's senior management established a reporting process to ensure that it is informed regularly – at least once a year – about the work of the person responsible for monitoring risk management?

The company confirms that its senior management has established a reporting process to ensure that it is informed regularly – at least once a year – about the work of the person responsible for monitoring risk management in accordance with Section 4 (3) LkSG.

- Confirmed

Describe the process in place to ensure that risk management activities are reported to senior management on a regular basis/at least once a year.

The Symrise Executive Board is responsible for human rights.

The Sustainability Compliance Officer, who has also been appointed as Human Rights Officer by the Executive Board, reports regularly – that is, at least once a year – to the CEO and the Executive Board on environment- and human rights-related risks within the company as well as on any such risks in the supply chain that also encompass inherent risks for Symrise's business.

Responsibility for implementing human rights standards at Symrise lies with the Sustainability Compliance Officer.

Further details are described in the Human Rights Policy.

A2. POLICY STATEMENT ON THE HUMAN RIGHTS STRATEGY

Is there a policy statement that has been prepared or updated on the basis of the risk analysis carried out during the reporting period?

The policy statement has been uploaded at

<https://www.symrise.com/securedl/sdl-eyI0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJpYXQiOiE3MTk0NzEzNzU-sImV4cCI6MTcxOTUxODE3NSwidXNlciI6MCwiZ3JvdXBzIjpbMCwtMV0sImZpbGUiOiJmaWxIYWRTaW4vc3ltcm-lzZS9Eb3dubG9hZHNfcmVwb3I0cy9zdXN0YWluYWJpbGloeS9wb2xpY2llcy9ldW1hbi1SaWdodHMtUG9saWN5X-0VOLnBkZiIsInBhZ2UiOiJQwFQ.0haIhKu1WygqS -0c4GWspSGkc3XCDgosoBExOFGxHE/Human-Rights-Policy-EN.pdf>

Has the policy statement for the reporting period been communicated?

The company confirms that the policy statement has been communicated to employees, the Works Council (if applicable), the public and any direct suppliers for which a risk was identified in the course of the risk analysis.

- Confirmed

Please describe how the policy statement was communicated to the relevant target groups.

Employees and the Works Council were informed of the policy statement in December 2022 via the SymPortal (intranet).

The policy statement was presented to the public via the Symrise website as early as April 2022.

<https://www.symrise.com/sustainability/reports-policies-standards-audits/#our-sustainability-policies>

Direct suppliers were notified via the Responsible Sourcing Policy and Supplier Code of Conduct, which they received directly from the Purchasing department. The latest version is also available on the Symrise website.

<https://www.symrise.com/sustainability/reports-policies-standards-audits/#our-sustainability-policies>

What elements does the policy statement contain?

- Establishment of a risk management system
- Annual risk analysis
- Anchoring of preventive measures in the company's own business area, at direct suppliers and, if applicable, at indirect suppliers along with reviews of the measures' effectiveness
- Remedial action in the company's own business area, at direct suppliers and, if applicable, at indirect suppliers along with reviews of the action's effectiveness
- Establishment of a complaints procedure in the company's own business area and at suppliers along with reviews of the procedure's effectiveness
- Documentation and reporting obligations
- Description of human rights- and environment-related expectations of our own employees and our suppliers

Description of any updates during the reporting period and the reasons for them.

The current policy statement in the version dated May 2023 was issued because the Symrise Executive Board was expanded from three to five members: Dr. Heinz-Jürgen Bertram (Chief Executive Officer), Dr. Jean-Yves Parisot (President Taste, Nutrition & Health), Olaf Klinger (Chief Financial Officer), Dr. Jörn Andreas (President Scent & Care) and Dr. Stephanie Coßmann (Chief HR & Legal Officer as well as Labor Director).

The previous policy statement was dated February 2022 with the three Executive Board members Dr. Heinz-Jürgen Bertram (Chief Executive Officer and President Scent & Care), Dr. Jean-Yves Parisot (President Taste, Nutrition & Health) and Olaf Klinger (Chief Financial Officer).

A3. ANCHORING OF THE HUMAN RIGHTS STRATEGY WITHIN THE ORGANIZATION

Through which key departments/business processes was the human rights strategy anchored within the organization during the reporting period?

- Environmental management
- Occupational safety & occupational health management
- Communications/Corporate Affairs
- Purchasing/sourcing
- Supplier management
- CSR/Sustainability
- Legal/Compliance
- Quality management
- Mergers & Acquisitions
- IT/digital infrastructure
- Community/stakeholder engagement
- Economic Committee

Describe how the responsibilities for implementing the strategy are distributed within the various departments/business processes.

In 2021, Symrise set up the Responsible Sourcing Steering Committee (RSSC) with a view to meeting its due diligence obligations and improving responsible sourcing. The RSSC is a decision-making body made up of representatives of the segments and Corporate Sustainability. It also develops the strategy for observing due diligence requirements and implementing processes. The Human Rights Officer has a permanent seat on the RSSC. The RSSC meets once a month. Ad hoc meetings can also be convened if significant risks are reported. A minimum quorum of five persons (representatives from the segments and Corporate Sustainability) is necessary to be able to make decisions.

The Chairman of the RSSC has a permanent seat on the Sustainability Board (SB), which meets on a quarterly basis. The Chairman of the SB – i.e., the Chief Sustainability Officer – reports directly to the Chief Executive Officer and thus also keeps the Executive Board informed about risk management.

Conversely, the Human Rights Officer constantly monitors whether the human rights strategy adopted by the CEO/Executive Board is successfully communicated by the Chief Sustainability Officer to the Chairman of the RSSC and thus to the various departments and business processes.

Describe how the strategy is integrated into operational processes and procedures.

The Symrise Human Rights Policy applies to all of Symrise's fully consolidated subsidiaries and summarizes existing commitments as well as the latest developments in Symrise's responsible sourcing management to ensure that we understand the human rights- and environment-related risks in our supply chains and work with like-minded business partners to drive continuous improvement.

Our commitments:

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). We support the UN "Protect, Respect and Remedy" framework for business and human rights.

We undertake to fully respect the rights set out in the ILO Declaration on Fundamental Principles and Rights at Work – freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labor, the effective abolition of child labor and the elimination of discrimination in respect of employment and occupation – which are further elaborated in the following eight “fundamental” conventions:

1. Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)
2. Right to Organize and Collective Bargaining Convention, 1949 (No. 98)
3. Forced Labor Convention, 1930 (No. 29) (and 2014 Protocol)
4. Convention concerning the Abolition of Forced Labor, 1957 (No. 105)
5. Minimum Age Convention, 1973 (No. 138)
6. Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor, 1999 (No. 182)
7. Equal Remuneration Convention, 1951 (No. 100)
8. Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Symrise has also recognized and aligned its actions with other global human rights principles in addition to these commitments. As a signatory to the Women’s Empowerment Principles, we recognize the importance of equal opportunities for women around the world and have established a global policy for managers. The rights of indigenous peoples are of fundamental importance to us, given our dependence on local genetic resources for the development of innovative and natural products. We also align our actions with the principles of the United Nations Nagoya Protocol, which governs the use of genetic resources by international enterprises and stipulates that local or indigenous communities should have a share in the benefits arising from such use.

All of the above principles, conventions and declarations are incorporated into Symrise’s policies, procedures and decision-making processes to ensure that human rights are respected throughout our sphere of business. <https://www.symrise.com/sustainability/reports-policies-standards-audits/#standards-and-audits>

Safeguarding the rights of employees

The rights enshrined in the aforementioned principles, conventions and declarations are an integral part of the Symrise Code of Conduct.

This code is binding for all employees of Symrise AG and its Group companies in Germany and around the world.

In implementing the Code of Conduct, each Group company is obliged to comply with national laws, since some countries may have stricter or more extensive laws or regulations than what is described in the Code of Conduct. In these cases, we expect our Group companies to follow those regulations that offer the greatest protection. We implement these requirements globally through our Integrated Management System (IMS), which is based on the requirements of the Social Accountability 8000 (SA 8000) standard that applies for the entire Group.

Safeguarding human rights in our supply chains and among our business partners

The climate crisis is increasingly posing a risk to human rights – not only but especially in countries with low regulatory standards. Symrise purchases goods from more than 100 countries globally, often from complex material streams.

Developing responsible and transparently traceable supply chains is therefore a priority for us, in order to identify human-rights and sustainability risks and develop improvements and precautionary measures together with our business partners.

Responsibility

The Symrise Executive Board is responsible for human rights.

Corporate Sustainability reports regularly to the CEO and the Executive Board on the company's human rights status and the main human rights risks identified in our supply chains that also encompass inherent human rights risks to our business.

Responsibility for implementing human rights standards at Symrise lies with the Sustainability Compliance Officer, who reports directly to the Chief Sustainability Officer.

The Symrise Responsible Sourcing Steering Committee (RSSC) is a decision-making body established in 2021 and made up of global purchasing managers and sustainability experts from Corporate Sustainability and the divisions. This committee defines the procedures for assessing our suppliers' risks and sustainability performance, which are subsequently put into practice by the purchasing organizations, and regularly informs the Symrise Sustainability Board and the segments' supply chain managers of the latest developments.

To ensure that the Nagoya Protocol is implemented and adhered to, Symrise has set up an internal Nagoya Committee made up of experts from both the Group and the division levels. This committee drives the systematic integration of the principle of access and benefit sharing across all of the company's functional areas. Both the current portfolio and new research projects are subject to the strict requirements of the Nagoya Protocol.

Describe what kinds of resources and expertise are made available for implementation.

Effective management of environmental and social impacts along our supply chain is key to securing high-quality raw materials, providing sustainable products for our discerning customers and ensuring ethical business practices. The importance of the topic overall, as well as its relevance for and impact on Symrise and its external stakeholders, is therefore also reflected in the high to very high rating of "sourcing and human rights" and the adjacent topics of "environmental protection and biodiversity," "partnerships and communities" and "use of raw materials and the circular economy" in our materiality analysis conducted in 2022. Our long-term goal is to procure all materials and services on the basis of sustainable criteria and in accordance with the Sustainable Development Goals formulated by the United Nations.

The Integrity Hotline set up by the Group Compliance office ensures that Symrise employees can anonymously report violations of both legal regulations and internal company guidelines from anywhere in the world. All employees can use this hotline to reach the Group Compliance office via a toll-free telephone number set up in the individual countries. An intermediary service operator ensures that employees can retain anonymity where necessary and communicate in their native language. They receive a unique individual incident number that enables them to call the Integrity Hotline back later and listen to the answer left for them by the Group Compliance office. This procedure can be repeated and continued as desired, thus enabling detailed communication between the Group Compliance office and the person providing the information while preserving the latter's anonymity.

In 2023, as part of its efforts to implement the German Supply Chain Due Diligence Act, Symrise set up another separate complaints mechanism for external stakeholders and rights holders. Information can be submitted via telephone, the Symrise website or the “Speak-Up” app. The whistleblower remains anonymous throughout the entire process. The reports are received via the SpeakUp® platform directly by the Symrise Group Human Rights Officer, who processes the reports together with the Corporate Sustainability office. Within one day, the person providing the information will receive confirmation of the receipt of their report. All valid grievances are investigated and action is taken to remedy the violation. Symrise complies with applicable national grievance mechanisms and laws and, where necessary, works with the competent authorities to remedy any grievances relevant to Symrise.

In 2021, Symrise set up the Responsible Sourcing Steering Committee (RSSC) with a view to meeting its due diligence obligations and improving responsible sourcing. The RSSC is a decision-making body made up of representatives of the segments and Corporate Sustainability. It also develops the strategy for observing due diligence requirements and implementing processes. Operational implementation and the monitoring and tracking of defined measures with suppliers is carried out in the purchasing divisions. The aim of the RSSC is to establish a coherent, sustainable and continually evolving management system for responsible procurement in order to make our supply chains more resilient by complying with environmental and human rights standards. We evaluate all our suppliers (direct and indirect) according to environmental and social sustainability criteria to promote and protect human rights along our supply chains. Our expectations are described in our Responsible Sourcing Policy and our Supplier Code of Conduct. As a starting point, prior to commencing any business activity, we expect our supply chain and business partners to accept and sign our Responsible Sourcing Policy, which simultaneously serves as a Supplier Code of Conduct and sets out the requirements we place on our suppliers.

We also require that our suppliers conserve resources, reduce or avoid air emissions, ground emissions and wastewater, commit to the preservation and sustainable use of biological diversity and avoid environmental risks effectively. These requirements are part of our Group-wide risk management system and the Symrise Sustainable Sourcing Policy.

We regularly conduct risk and performance evaluations of suppliers from economic, ecological and social perspectives. We carry out audits of suppliers that pose a particularly high risk in the areas of human rights, the environment, health and safety, and business ethics, or that supply critical raw materials or have had problems flagged in the assessment.

We check our key suppliers for human rights, environmental, health & safety and business integrity risks via the SEDEX platform and through SMETA 4-pillar audits. In addition, since 2020 we have invited other suppliers to register on the EcoVadis platform and have connected with suppliers already registered there. We also use other assessment modules in EcoVadis in connection with the Supply Chain Due Diligence Act; these allow us to assess the country- and industry-specific risks of suppliers that are not registered on EcoVadis or SEDEX. In this way, we leverage the benefits of both platforms to identify risks and opportunities for our suppliers. For specific supply chains, it is also possible to recognize other certifications that cover the aforementioned assessment priorities, such as the SAI FSA (Farm Sustainability Assessment) standard for agricultural production suppliers. The FSA seal stands for sustainably produced raw materials and is awarded by the non-profit organization Sustainable Agriculture Initiative (SAI). Agricultural production suppliers can also obtain UEBT certification.

B. RISK ANALYSIS AND PREVENTIVE MEASURES

B1. PERFORMANCE, PROCEDURE AND RESULTS OF THE RISK ANALYSIS

Was a regular (annual) risk analysis carried out during the reporting period to identify, weight and prioritize human rights- and environment-related risks?

- Yes, for your own business area
- Yes, for direct suppliers

Indicate in which period the annual risk analysis was carried out.

January 1, 2023 to December 31, 2023

Describe the risk analysis procedure.

The United Nations Guiding Principles on Business and Human Rights explicitly state that companies have a corporate responsibility. After all, the activities of companies can have unintended negative effects on human rights. This applies above all to global groups of companies with complex supply chains. Particularly threatened by human rights violations in supply chains are those population groups who have already been marginalized in their respective countries and are exposed to higher risk as a result, including children, women and religious or ethnic minorities. As part of SDG 8, one of the six central SDGs for Symrise, we as an international company exert a particularly strong influence over the working conditions of our employees, partners and suppliers along the value chain. The materiality analysis we carried out in 2023 underlined the great importance of the topic of sourcing and human rights.

At Symrise, the Executive Board is responsible for the issue of human rights. In 2022, the company created the position of Human Rights Officer within Corporate Sustainability. The officer reports directly to the CSO. Corporate Sustainability provides the Executive Board with information on the company's human rights status, supply chains and any risks to human rights identified. With a view to realizing its own due diligence obligations, Symrise established the Responsible Sourcing Steering Committee (RSSC) in 2021, which is made up of representatives of the segments and Corporate Sustainability and which defines the strategy and procedures for implementation.

In our own operations, the rights arising from principles, conventions and declarations are laid down and summarized in the Symrise Code of Conduct, which is binding on all employees of Symrise AG and its Group companies at home and abroad. In the process of implementation, each Group company must also take account of national law. This is because certain countries may have stricter or more comprehensive laws and rules than those described in the Code of Conduct. In such cases, we expect the regulation offering the greatest protection of rights to be applied. The requirements are implemented worldwide in our Integrated Management System (IMS), which is based on the requirements of the SA 8000 social accountability standard, which are binding across the Group. This standard is based on the conventions of the International Labour Organization (ILO), the Universal Declaration of Human Rights and the U.N. Convention on the Rights of the Child. The abuse of employees' rights or work safety provisions is illegal and is not tolerated in any form at Symrise. Independent auditing firms regularly confirm compliance with these regulations on social responsibility. If our employees believe that our Code of Conduct has been violated, they can contact the responsible compliance officer at their location or use our Integrity Hotline to report the issue anonymously and confidentially.

Moreover, Symrise has set up its own complaints mechanism for external stakeholders and rights holders to enable them to report problems and seek redress. The complaints mechanism has been available since 2023. We expressly welcome legislation aimed at safeguarding human rights in supply chains and in our own business area, such as the California Transparency in Supply Chains Act, the UK Modern Slavery Act and the German Supply Chain Due Diligence Act. We continue to support ongoing legislative processes at the international level. To this end, our Responsible Sourcing Steering Committee (RSSC) and the core team for the German law have developed a due-diligence system that consists of a process for assessing risks in connection with human and environmental rights, implementing measures to prevent violations and taking remedial action after

violations by suppliers have been identified. This also includes a risk system that maximizes supplier coverage and facilitates supplier progress through an appropriate risk assessment and reaction.

We require our suppliers and business partners to respect basic human rights. Before accepting a new supplier as a business partner, we ask the supplier to accept and sign the Responsible Sourcing Policy, which serves as a Code of Conduct for suppliers. The policy encapsulates and specifies our requirements for the conduct of suppliers. The international supplier screening platforms Supplier Ethical Data Exchange (SEDEX) and EcoVadis are valuable tools with which we can more easily assess suppliers and disclose our own data to customers. In 2006, we began to release information relevant to Symrise on working conditions and employee rights as well as health and safety and environmental and ethical business practices on the SEDEX platform. Since 2012, we have asked our most important suppliers to register with SEDEX and post their data on the platform.

Agricultural production suppliers can go through a UEBT certification process in addition to an SAI FSA (Farm Sustainability Assessment). The UEBT standards also include sourcing processes related to vulnerable groups, such as small farmers in Madagascar. As we apply the German due diligence act, we take an approach to risk that maximizes supplier coverage and facilitates supplier progress through an appropriate risk assessment and reaction. We carry out audits of suppliers that pose a particularly high risk in the areas of human rights, the environment, health and safety, and business ethics, or that supply critical raw materials or have had problems flagged in the assessment.

However, human rights or environmental risks can also arise in our own business area. In 2023, we assessed the risks of all Symrise companies and joint ventures in which we hold more than a 51 % stake. We have been conducting this practice since 2010 for Symrise legacy locations. In 2023, additional Symrise production sites of the former Nutrition Segment were registered with the aim of these undergoing a SMETA 4-pillar audit by the end of 2024. Only a few locations with fewer than 20 employees will be exempted from this requirement.

Were any incident-related risk analyses carried out during the reporting period?

- Yes, due to specific incidents: There were two cases of suspected violations at Symrise's direct suppliers. As a precautionary measure, Symrise launched extensive investigations to prevent possible violations.

Describe the specific incidents.

In both cases, media representatives claimed that the companies had failed to fulfill their human rights due diligence obligations adequately or at all.

Describe the findings of the analysis in terms of whether the risk situation has changed and/or increased significantly as a result.

The allegations were investigated in both cases. In one case, the allegations remain unsubstantiated to this day. In the second case, the management of the T1 supplier was subjected to a further on-site audit to review its management control systems. Improvement measures were taken to strengthen the management control systems for contract manufacturer control processes as well as employee engagement processes.

Describe to what extent you have incorporated the insights gained while processing the reports/complaints.

We have incorporated the insights gained from our direct contact with suppliers as well as research from publicly available sources in order to obtain a better overall picture.

What risks did the risk analysis/analyses identify in your own business area?

- Failure to observe occupational health and safety and work-related health hazards

What risks did the risk analysis/analyses identify at direct suppliers?

- Failure to observe occupational health and safety and work-related health hazards

What risks did the risk analysis/analyses identify at indirect suppliers?

- None

Were the risks identified during the reporting period weighted and prioritized (where applicable) – and if so, which appropriateness criteria were used as a basis?

- Yes, based on the nature and scope of the company's own business activities

Describe in more detail how the weighting and prioritization (where applicable) were carried out and what considerations were made in the process.

We use the EcoVadis IQ+ tool to assess the risks of the suppliers with the highest revenue in euros. The EcoVadis platform features a function for requesting remedial action to be taken on the basis of appropriateness criteria. If no reduction in risk is evident after the period specified by the Symrise purchaser, we use a funnel approach and ask the supplier to have a SEDEX SMETA audit carried out by an independent external audit company. These suppliers are then expected to correct the identified non-conformities within the timeframe set by the external auditor. Serious non-conformities generally have to be corrected much more quickly. If certain raw materials can only be sourced from one supplier, these suppliers generally have a higher risk.

B2. PREVENTIVE MEASURES IN OUR OWN BUSINESS AREA

Which risks were prioritized in your own business area during the reporting period?

- Failure to observe occupational health and safety and work-related health hazards

What specific risk does this entail?

Bruises, cuts, abrasions and chemical burns

Where does the risk occur?

- Germany

What preventive measures were implemented during the reporting period to avoid and minimize the risks with the highest priority in your own business area?

- We conducted training courses in relevant divisions.

Describe the measures implemented and, in particular, specify their scope (e.g. number, coverage/ area of application).

All employees receive health and safety training through a combination of face-to-face and online programs. New employees are initially trained in face-to-face sessions on site so that they thoroughly understand the general content and can learn about specific work-related dangers, hazardous activities or dangerous situations. During the reporting year, we also provided our employees with a deeper look into the Golden Rules of our SymSAFE program as part of an e-learning course. We taught the material to employees without access to a computer during on-site courses. Training courses are also provided for employees who work in certain work-related hazard areas, including safety in workplaces with fall hazards and forklift operator training. Training for employees who work in offices or administrative areas is frequently conducted via online sessions.

Training logs are recorded in IT systems. These are used to administer all training sessions and maintain an overview to ensure each employee is trained annually and plans can be made for subsequent years. Training is offered free of charge and is conducted during work hours, if possible. It is offered in the local language, or in a language that is easy for participants to understand.

Describe how appropriate and effective the training is in preventing and minimizing the prioritized risks.

Depending on the application, we pursue a specific approach to prevent or minimize significant negative impacts on occupational health and safety. For example, in the case of the transport of samples, fire protection or the handling of hazardous materials, specific provisions exist regarding responsibilities, hazard identification and the protective measures to be observed in order to eliminate potential risks for all participants.

Each delivery of a sample or a larger order is accompanied by safety data sheets that communicate safety-related data on substances and mixtures and inform our customers about the safe handling of our products.

The effectiveness of our measures is regularly evaluated by internal audits based on ISO 19011.

Regular external audits by customers, authorities and independent certification companies further verify the constant improvement of our management systems. In addition, we use a monthly reporting system that tracks the status and performance of our occupational safety efforts.

B3. PREVENTIVE MEASURES VIS-À-VIS DIRECT SUPPLIERS

Which risks were prioritized at the company’s direct suppliers during the reporting period?

- Failure to observe occupational health and safety and work-related health hazards

What specific risk does this entail?

The current SEDEX risk report shows that the data basis for some suppliers is not sufficient for a risk assessment. Among the supplier sites assessed, 89 % have low to medium sustainability risks. The suppliers with the highest risks are located in China, India, Mexico, Peru, France, the Netherlands and Germany. Risks were most often ascertained in the areas of occupational health and safety, inadequate management systems and increased working hours.

Where does the risk occur?

- China
- Germany
- France
- India
- Mexico
- Netherlands
- Peru

What preventive measures were implemented during the reporting period to avoid and minimize the risks with the highest priority at direct suppliers?

- Obtaining contractual assurance that our expectations will be complied with and implemented along the supply chain
- Training and further education to enforce the contractual assurance

Other categories:

Selected:

- Obtaining contractual assurance that our expectations will be complied with and implemented along the supply chain
- Training and further education to enforce the contractual assurance

Describe how appropriate and effective the measures are in preventing and minimizing the prioritized risks.

The Symrise Code of Conduct for Suppliers defines the requirements and expectations with regard to occupational health and safety. If any risks are identified during a visit to or audit of a supplier, they must be remedied either immediately or within a period specified by the auditor, depending on their severity. The effectiveness of the measure is reviewed during the follow-up audit.

B4. PREVENTIVE MEASURES VIS-À-VIS INDIRECT SUPPLIERS

Which risks were prioritized based on an incident-related risk analysis of indirect suppliers?

- None

If no risks were selected, please specify the reason.

We are not aware of any incident-related risks at indirect suppliers.

What preventive measures were implemented during the reporting period to avoid and minimize the risks with the highest priority at indirect suppliers?

- None

If no preventive measures were selected, please specify the reason.

We are not aware of any incident-related risks at indirect suppliers.

B5. COMMUNICATION OF THE RESULTS

Were the results of the risk analysis/analyses for the reporting period communicated internally to relevant decision-makers?

The company confirms that the results of the risk analysis/analyses for the reporting period were communicated internally to the relevant decision-makers, such as the Executive Board, the management or the purchasing department, in accordance with Section 5 (3) LkSG.

- Confirmed

B6. CHANGES IN RISK DISPOSITION

What changes have occurred with regard to prioritized risks compared to the previous reporting period?

Symrise has been conducting risk analyses for years (Sedex, SMETA 4-pillar audits, UEBT, SAI, etc.); the analyses conducted in 2023 did not lead to any deviating or new findings regarding the most frequent cases of non-compliance. Allegations of child labor in agricultural operations are also known to us from previous years. To date, however, these allegations have not been substantiated in the Symrise supply chain.

C. IDENTIFICATION OF VIOLATIONS AND REMEDIAL ACTION

C1. IDENTIFICATION OF VIOLATIONS AND REMEDIAL ACTION IN OUR OWN BUSINESS AREA

Were any violations identified in your own business area during the reporting period?

- No

Describe which procedures are used to detect violations in your own business area.

Internal reports on violations of the Symrise Code of Conduct/Responsible Sourcing Policy & Supplier Code of Conduct by internal/external reporters, see Grievance systems; on-site audits: regular SMETA 4-pillar audits at Symrise's main production sites (at least every three years), customer audits, social audits, certification audits at our sites, such as ISO 9001, ISO 14001, ISO 45001, ISO 50001, Rainforest Alliance, UEBT, SAI)

C2. IDENTIFICATION OF VIOLATIONS AND REMEDIAL ACTION AT DIRECT SUPPLIERS

Were any violations identified at direct suppliers during the reporting period?

- No

Describe which procedures are used to detect violations at direct suppliers.

SEDEX SMETA, EcoVadis, 360°, on-site audits, e.g. by UEBT, SAI, press reports, grievance mechanism

C3. IDENTIFICATION OF VIOLATIONS AND REMEDIAL ACTION AT INDIRECT SUPPLIERS

Were any violations identified at indirect suppliers during the reporting period?

- No

D. COMPLAINTS PROCEDURE

D1. ESTABLISHMENT OF OR PARTICIPATION IN A COMPLAINTS

What kind of complaints procedure was offered during the reporting period?

- In-house complaints procedure

Describe the company's in-house procedure and/or the procedure in which your company participates.

Symrise maintains two procedures for complaints: Direct employees can contact the responsible compliance officer at their location or use our Integrity Hotline to report any issues anonymously and confidentially. They can also contact their direct line manager, the HR department, the Group Legal department or the Works Council. Contact details and a description of how to use the Integrity Hotline are available to all employees on our SymPortal intranet.

External complaints mechanism: The Symrise website <https://www.symrise.com/sustainability/grievance-system/>, contains a detailed description of the various ways to access the Speak-up platform (telephone, app, website) for anonymous reports. Further descriptions and FAQs are also provided, including images to make the process easier to understand.

Information on these access points can also be found in the Human Rights Policy we have published.

Incoming reports are recorded, with the process depending on the method of receipt. Voice messages are transcribed in the selected national language, translated into English and uploaded to the Speak-up platform – with a push message sent to those responsible for processing (two defined and formally appointed persons). The caller receives a unique incident number, which can be used to retrieve answers to their message. Symrise's replies are recorded in writing on the Speak-up platform and archived. The reports are translated from English into the reporter's national language and either transcribed or rendered into speech, depending on the selected retrieval function of the reporter.

Which potential stakeholders have access to the complaints procedure?

- Our own employees
- Communities in the vicinity of our locations
- Employees of our suppliers
- External stakeholders, such as NGOs, trade unions, etc.

How is access to the complaints procedure ensured for the various groups of potential stakeholders?

- Publicly accessible rules of procedure in text form
- Information on accessibility
- Information on responsibility
- Information on the process
- All information is clear and easily understandable
- All information is publicly accessible

Publicly accessible rules of procedure in text form

Optional: Describe.

Human Rights Policy (<https://www.symrise.com/sustainability/reports-policies-standards-audits/>) – describes both the internal and external reporting channels and how to access them. The same applies to the published Symrise Code of Conduct (for direct employees).

Information on accessibility

Optional: Describe.

Direct employees: Symrise Code of Conduct – SymPortal intranet – Integrity Hotline Access numbers and description.

External reporters: Symrise website, Sustainability, Grievance system
<https://www.symrise.com/sustainability/grievance-system/>

Information on responsibility

Optional: Describe.

Human Rights Policy <https://www.symrise.com/sustainability/reports-policies-standards-audits/>

Information on the process

Optional: Describe.

Human Rights Policy <https://www.symrise.com/sustainability/reports-policies-standards-audits/>

External reporters: Symrise website, Sustainability, Grievance system <https://www.symrise.com/sustainability/grievance-system/>

All information is clear and easily understandable

Optional: Describe.

The procedure for internal or external reporters is explained clearly in the Human Rights Policy as well as on the Webpage for the grievance system, which also contains further documents such as Q&As and illustrations of the process.

All information is publicly accessible

Optional: Describe.

The above information is published on our website www.symrise.com/sustainability/ (Policies, Code of Conduct, Grievance system) and described in more detail in our annual Sustainability Records – GRI Reports.

Were the rules of procedure for the reporting period publicly available?

File has been uploaded

Rules of procedure:

<https://www.symrise.com/sustainability/reports-policies-standards-audits/#our-sustainability-policies>
<https://www.symrise.com/sustainability/grievance-system/>

D2. REQUIREMENTS FOR THE COMPLAINTS

Indicate the person(s) responsible for the procedure and their function(s).

External complaints channel:

The persons entrusted by the company with carrying out the procedure are Dr. Helmut Frieden – Human Rights Officer, VP Corporate Sustainability, and Doris Gattermann – Director Corporate Sustainability.

They were appointed by the CEO.

The internal complaints channel is managed internally at Symrise by Markus Sattler – Group General Counsel and Group Compliance Officer, along with lawyers and in-house attorneys admitted to practice in Germany.

The company confirms that the persons entrusted with the procedure meet the criteria set out in Section 8 (3) LkSG, i.e., that they offer a guarantee of impartiality, are independent and not bound by instructions, but are bound to secrecy.

- Confirmed

The company confirms that precautions were taken during the reporting period to protect potential participants from being disadvantaged or penalized as a result of a complaint.

- Confirmed

Describe what precautions were taken, in particular how the complaints procedure ensures that the identity of whistleblowers is kept confidential.

External and internal procedure:

Both procedures use an external service provider called Speak-up. The only difference is that each channel is managed separately and by different designated persons.

Reports are anonymized so that it is impossible to trace them back to a specific person. For example, voice messages are transcribed, translated into English and stored as a report on the Speak-Up platform. Replies by the company are recorded in the same way and made available in audio format for listening. The whistleblower remains anonymous throughout the entire process.

Describe what precautions were taken, in particular what other measures were in place to protect whistleblowers.

Symrise guarantees that internal reporters who do not make use of the anonymous reporting option need not fear any disadvantages, and also provides information in its Code of Conduct on who to contact.

In the course of verifying our sustainability indicators, an external auditing company also confirmed that we comply with the German Whistleblower Protection Act.

D3. IMPLEMENTATION OF THE COMPLAINTS PROCEDURE

Did you receive any reports via the complaints procedure during the reporting period?

- Yes

Provide details on the number, content, duration and outcome of the cases.

We received six reports via the external grievance channel in 2023, all of which were concluded before the end of the year. In one case, the report prompted us to part ways with a service provider working for Symrise. Symrise complies with applicable national laws and grievance mechanisms, and cooperates with the competent authorities as needed to resolve any grievances relevant to Symrise.

Internal grievance channel: In the 2023 fiscal year, the Compliance office received reports of cases via the Integrity Hotline approximately three times a month on average worldwide. In all cases, investigations were initiated and corrective measures were applied on a case-by-case basis pursuant to the applicable legal system and the Group's internal regulations. Four cases resulted in labor law sanctions. No material harm was caused to third parties or to our company.

What topics were the complaints about?

- Failure to observe occupational health and safety and work-related health hazards
- Other prohibitions: violations of the Code of Conduct

Describe what conclusions were drawn from the complaints/reports you received and to what extent these findings have led to adjustments in the company's risk management.

The number of reports received is too small to allow any changes/improvements to be derived from them.

E. REVIEW OF RISK MANAGEMENT

Is there a process in place to review the appropriateness and effectiveness of risk management as a whole?

Which of the following areas of risk management are checked for appropriateness and effectiveness?

- Remedial action
- Complaints procedure

Describe how each area is checked and what the results were, particularly with regard to the prioritized risks.

If external auditors identify any non-conformities or anomalies during audits at our own facilities or supplier audits, appropriate measures are initiated. The auditor also specifies by when the measure must be completed. If critical non-conformities or non-conformities that involve a high risk have been identified, the relevant measure is flagged accordingly, and the auditor defines a correspondingly short timeframe for implementation.

At the latest during the follow-up audit, the external auditor checks the effectiveness of the measure that has been introduced. In the event of critical non-conformities or non-conformities that involve a high risk, the auditor checks the effectiveness of the measure immediately after the implementation period has expired, regardless of when the follow-up audit takes place.

This procedure is part of Symrise's Integrated Management System (IMS).

When setting up and implementing the risk management system, are there processes or measures in place to adequately take into account the interests of your employees, the employees within your supply chains and any other persons in a protected legal position who may be directly affected by the business activities of your company or by the business activities of a company in your supply chains?

In which areas of risk management do processes or measures exist to take into account the interests of the persons who may be affected?

- Complaints procedure

Describe the processes and measures for the relevant area of risk management.

Both the complaints procedure for the company's own employees (Integrity Hotline) and the complaints procedure for external stakeholders (grievance system) guarantee protection for those who submit a report. The Whistleblower Protection Act, which came into force in Germany on July 2, 2023, applies as a matter of principle. This law applies to all reports received from Symrise Group companies as well as to all external reports within the supply chain.

In the course of verifying our sustainability indicators, an external auditing company also confirmed that we comply with the German Whistleblower Protection Act.