

UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549

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FORM 11-K

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(Mark One)

ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934  
For the fiscal year ended December 31, 2020

OR

TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934  
For the transition period from to

Commission file number 001 – 04858

A. Full title of the plan and the address of the plan, if different from that of the issuer named below:

**International Flavors & Fragrances Inc.  
Retirement Investment Fund Plan**

B. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office:

**International Flavors & Fragrances Inc.  
521 West 57th Street  
New York, NY 10019**

INTERNATIONAL FLAVORS & FRAGRANCES INC.  
RETIREMENT INVESTMENT FUND PLAN  
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DECEMBER 31, 2020 AND 2019

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(\*) Other supplemental schedules required by 29 CFR2520.103-10 of the Department of Labor's Rule and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, as amended have been omitted as they are not applicable.

## REPORT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

The Administrative Committee, Audit Committee and Participants  
International Flavors & Fragrances Inc. Retirement Investment Fund Plan  
New York, New York

### Opinion on the Financial Statements

We have audited the accompanying statements of net assets available for benefits of the International Flavors & Fragrances Inc. Retirement Investment Fund Plan (the "Plan") as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the financial statements). In our opinion, the financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2020 and 2019, and the changes in net assets available for benefits for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

### Basis for Opinion

These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on the Plan's financial statements based on our audits. We are a public accounting firm registered with the Public Company Accounting Oversight Board (United States) (PCAOB) and are required to be independent with respect to the Plan in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.

We conducted our audits in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether due to error or fraud. The Plan is not required to have, nor were we engaged to perform, an audit of its internal control over financial reporting. As part of our audits, we are required to obtain an understanding of internal control over financial reporting, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control over financial reporting. Accordingly, we express no such opinion.

Our audits included performing procedures to assess the risks of material misstatement of the financial statements, whether due to error or fraud, and performing procedures that respond to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements. Our audits also included evaluating the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that our audits provide a reasonable basis for our opinion.

### Supplemental Information

The supplemental information contained in the schedule of assets (held at year end) as of December 31, 2020 has been subjected to audit procedures performed in conjunction with the audit of the Plan's financial statements. The supplemental information is the responsibility of the Plan's management. Our audit procedures included determining whether the supplemental information reconciles to the financial statements or the underlying accounting and other records, as applicable, and performing procedures to test the completeness and accuracy of the information presented in the supplemental information. In forming our opinion on the supplemental information, we evaluated whether the supplemental information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. In our opinion, the supplemental information is fairly stated, in all material respects, in relation to the financial statements as a whole.

/s/ Smolin, Lupin & Co., P.A.

We have served as the Plan's auditor since 2007.

Fairfield, New Jersey  
July 9, 2021

**INTERNATIONAL FLAVORS & FRAGRANCES INC.  
RETIREMENT INVESTMENT FUND PLAN  
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS  
DECEMBER 31, 2020 AND 2019**

Assets	2020	2019
Investments at fair value:		
Vanguard Inflation-Protected Securities Fund: Admiral Shares	\$ —	\$ 2,963,461
Vanguard Total Bond Market Index Fund: Institutional Shares	—	21,891,566
Vanguard Total International Stock Index Fund: Institutional Shares	—	27,064,475
Vanguard Total Stock Market Index Fund: Institutional Shares	—	73,481,602
Vanguard Target Retirement Income Trust II	7,770,069	8,353,049
Vanguard Target Retirement Trust II:		
2015 Trust II	12,810,042	14,476,028
2020 Trust II	36,754,290	39,813,144
2025 Trust II	60,937,227	59,318,617
2030 Trust II	69,238,673	61,842,112
2035 Trust II	55,982,388	56,198,363
2040 Trust II	40,946,844	36,495,843
2045 Trust II	26,863,088	22,812,423
2050 Trust II	16,043,622	12,679,168
2055 Trust II	10,457,400	7,728,810
2060 Trust II	3,548,667	2,568,802
2065 Trust II	586,037	117,721
IFF Common Stock	9,671,196	—
State Street U.S. Inflation Protected Bond Index Securities Lending Series Fund Class II	4,428,731	—
State Street S&P 500 Index Securities Lending Series Fund Class II	91,767,652	—
State Street U.S. Bond Index Securities Lending Series Fund Class XIV	27,942,195	—
State Street Global All Cap Equity Ex-U.S. Index Securities Lending Series Fund Class II	28,737,273	—
Vanguard Retirement Savings Trust III	16,667,663	12,059,480
Vanguard Brokerage Option	—	13,593,421
Fidelity BrokerageLink	17,336,587	—
Fidelity Investments Money Market Government Portfolio - Institutional Class	391,708	—
Vanguard Federal Money Market Fund	13,803,672	10,116,093
Less: Investments held on behalf of Frutarom USA Inc. Retirement Savings Plan	(10,521,365)	—
Total investments at fair value	542,163,659	483,574,178
Plan interest in IFF Stock Fund - Master Trust	—	12,739,521
Total investments at fair value	542,163,659	496,313,699
Notes receivable from participants	5,273,076	5,340,943
Less: Notes receivable from participants held on behalf of Frutarom USA Inc. Retirement Savings Plan	(259,011)	—
Less: Notes receivable from participants held on behalf of CitraSource LLC Safe Harbor 401K Plan	(4,000)	—
Employer contributions receivable	170,539	4,265
Other receivable	68,424	—
Benefit claims payable	(71,789)	—
Net assets available for benefits	<u>\$ 547,340,898</u>	<u>\$ 501,658,907</u>

*The accompanying notes are an integral part of these financial statements.*

**INTERNATIONAL FLAVORS & FRAGRANCES INC.  
RETIREMENT INVESTMENT FUND PLAN  
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS  
FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019**

	2020	2019
<b>Contributions:</b>		
Company contributions	\$ 10,806,203	\$ 10,291,815
Participant contributions	19,842,770	18,875,308
<b>TOTAL CONTRIBUTIONS</b>	<b>30,648,973</b>	<b>29,167,123</b>
<b>Investment income:</b>		
Dividends	2,073,575	2,916,378
Interest	238,225	303,252
Net appreciation of investments	57,558,469	79,675,341
Net Investment Income	59,870,269	82,894,971
Plan interest in IFF Stock Fund - Master Trust Investment Loss	(425,129)	(165,501)
<b>TOTAL INVESTMENT INCOME</b>	<b>59,445,140</b>	<b>82,729,470</b>
Interest income on notes receivable from participants	263,429	257,699
<b>TOTAL ADDITIONS</b>	<b>90,357,542</b>	<b>112,154,292</b>
Benefits distributed	(44,352,338)	(32,138,975)
Administrative fees	(323,213)	(422,387)
<b>TOTAL DISBURSEMENTS</b>	<b>(44,675,551)</b>	<b>(32,561,362)</b>
<b>Net increase in participants' balances during the year</b>	<b>45,681,991</b>	<b>79,592,930</b>
<b>Net assets available for benefits:</b>		
Beginning of year	501,658,907	422,065,977
<b>END OF YEAR</b>	<b>\$ 547,340,898</b>	<b>\$ 501,658,907</b>

*The accompanying notes are an integral part of these financial statements.*

**INTERNATIONAL FLAVORS & FRAGRANCES INC.  
RETIREMENT INVESTMENT FUND PLAN  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020 AND 2019**

**NOTE 1. DESCRIPTION OF THE PLAN**

The following description of the International Flavors & Fragrances Inc. Retirement Investment Fund Plan (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for complete information.

**A. General/Eligibility:**

The Plan is a defined contribution plan covering all U.S. based employees of International Flavors & Fragrances Inc. ("IFF") and its domestic subsidiaries (the "Company"), with the exception of the unionized employees located in Jacksonville, Florida (the "Union Plan"), non-resident-alien employees and leased employees regardless of age and years of service.

All eligible new hires are automatically enrolled at 4% after sixty days unless an affirmative election is made. Participants who are automatically enrolled also receive an automatic escalation of their contribution by 1% annually, each April 1st, not to exceed 8%, unless the participant elects otherwise. The Plan also covers certain employees who are U.S. citizens temporarily assigned to subsidiaries abroad. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended, ("ERISA").

**B. Administration of the Plan:**

On October 1, 2020, the Plan changed its Trustee of the Plan from Vanguard Fiduciary Trust Company ("Vanguard") to Fidelity Management Trust Company ("Fidelity" or the "Trustee"). Vanguard had custody of the assets through September 30, 2020. Fidelity has custody of the assets subsequent to September 30, 2020. The Administrative Committee, whose appointment is overseen by the Company's Board of Directors, is responsible for the administration of the Plan. The Administrative Committee oversees the Trustee in carrying out the day-to-day activities of the administration. The Investment Committee, whose appointment is also overseen by the Company's Board of Directors, oversees the Plan's investment options and management of Plan assets.

**C. Investments:**

Currently, the Plan offers participants various investment funds, common collective trusts, a unitized stock fund, and a brokerage option. Participants have the option to invest in and direct any matching contribution towards any of the following:

**IFF Unitized Stock Fund:** A portion of the Plan's investments are in an IFF Unitized Stock Fund ("Stock Fund"), which was established for the investment of assets of the Plan and certain other IFF sponsored retirement plans. Each participating retirement plan has an undivided interest in the Stock Fund. The assets of the Stock Fund are held by Fidelity Management Trust Company. The Stock Fund invests in common stock of the Company and other short-term investments designed to allow you to buy or sell without the usual trade settlement period for individual stock transactions to provide liquidity. The participant's maximum contribution to this Stock Fund is 20% of the participant's total contribution. The Stock Fund is governed by a trust agreement with Fidelity to invest in the common stock of IFF.

**State Street U.S. Inflation Protected Bond Index Securities Lending Series Fund Class II:** The Fund seeks an investment return that approximates as closely as practicable, before expenses, the performance of the Bloomberg Barclays U.S. Treasury Inflation Protected Securities (TIPS) Index over the long term, which is designed to represent securities that protect against adverse inflation and provide a minimum level of real return. The Fund is managed using an "indexing" investment approach, by which State Street Global Advisors ("SSGA") attempts to approximate, before expenses, the performance of the Bloomberg Barclays U.S. Treasury Inflation Protected Securities (TIPS) Index over the long term. SSGA expects that it will typically seek to replicate the Bloomberg Barclays U.S. Treasury Inflation Protected Securities (TIPS) Index returns for the portfolio through investments in the "cash" markets - actual holdings of debt securities and other instruments - rather than through "notional" or "synthetic" positions achieved through the use of derivatives, such as futures contracts or swap transactions (except in the unusual case where SSGA believes that use of derivatives is necessary to achieve an exposure that is not readily available through the cash markets).

**State Street S&P 500 Index Securities Lending Series Fund Class II:** The Fund seeks an investment return that approximates as closely as practicable, before expenses, the performance of the S&P 500 over the long term. The Fund is managed using an "indexing" investment approach, by which SSGA attempts to approximate, before expenses, the performance

of the S&P 500 over the long term. SSGA will typically attempt to invest in the equity securities comprising the S&P 500 Index, in approximately the same proportions as they are represented in the S&P 500. Equity securities may include common stocks, preferred stocks, depository receipts, or other securities convertible into common stock. The Fund may purchase securities in their initial public offerings. The Fund may at times purchase or sell index futures contracts, or options on those futures, or engage in other transactions involving the use of derivatives, in lieu of investment directly in the securities making up the S&P 500 or to enhance the Fund's replication of the S&P 500 return.

State Street U.S. Bond Index Securities Lending Series Fund Class XIV: The Fund seeks an investment return that approximates as closely as practicable, before expenses, the performance of the Bloomberg Barclays U.S. Aggregate Bond Index over the long term. The Fund is managed using an "indexing" investment approach, by which SSGA attempt to approximate, before expenses, the performance of the Bloomberg Barclays U.S. Aggregate Bond Index over the long term. SSGA expects that it will typically seek to replicate the Bloomberg Barclays U.S. Aggregate Bond Index returns for the portfolio through investments in the "cash" markets - actual holdings of debt securities and other instruments - rather than through "notional" or "synthetic" positions achieved through the use of derivatives, such as futures contracts or swap transactions (except in the unusual case where SSGA believes that use of derivatives is necessary to achieve an exposure that is not readily available through the cash markets).

State Street Global All Cap Equity Ex-U.S. Index Securities Lending Series Fund Class II: The Fund seeks an investment return that approximates as closely as practicable, before expenses, the performance of the MSCI ACWI ex- USA IMI Index over the long term. The Fund is managed using an "indexing" investment approach, by which SSGA attempts to approximate, before expenses, the performance of the MSCI ACWI ex- USA IMI Index over the long term. SSGA will typically attempt to invest in the equity securities comprising the MSCI ACWI ex- USA IMI Index, in approximately the same proportions as they are represented in the MSCI ACWI ex- USA IMI Index. Equity securities may include common stocks, preferred stocks, depository receipts, or other securities convertible into common stock. Equity securities held by the Fund may be denominated in foreign currencies and may be held outside the United States. The Fund may at times purchase or sell index futures contracts, or options on those futures, or engage in other transactions involving the use of derivatives, in lieu of investment directly in the securities making up the MSCI ACWI ex- USA IMI Index or to enhance the Fund's replication of the MSCI ACWI ex- USA IMI Index return.

Vanguard Federal Money Market Fund: The Fund invests primarily in high-quality short-term money market instruments. Under normal circumstances, at least 80% of the Fund's assets are invested in securities issued by the U.S. government and its agencies and instrumentalities. Although these securities are high-quality, most of the securities held by the fund are neither guaranteed by the U.S. Treasury nor supported by the full faith and credit of the U.S. government. To be considered high-quality, a security must be determined by Vanguard to present minimal credit risk based in part on a consideration of maturity, portfolio diversification, portfolio liquidity, and credit quality. The fund maintains a dollar-weighted average maturity of 60 days or less and a dollar-weighted average life of 120 days or less. Government money market funds are required to invest at least 99.5% of their total assets in cash, government securities, and/or repurchase agreements that are collateralized solely by government securities or cash (collectively, government securities). The fund generally invests 100% of its assets in U.S. government securities and therefore will satisfy the 99.5% requirement for designation as a government money market fund.

Vanguard Target Retirement Income Trust II: The trust invests in Vanguard mutual funds according to an asset allocation strategy designed for investors currently in retirement. The trust's indirect bond holdings are a diversified mix of short-, intermediate-, and long-term U.S. government, U.S. agency, and investment-grade U.S. corporate bonds; inflation-protected public obligations issued by the U.S. Treasury; mortgage-backed and asset-backed securities; and government, agency, corporate, and securitized investment-grade foreign bonds issued in currencies other than the U.S. dollar (but hedged by Vanguard to minimize currency exposures). The trust's indirect stock holdings are a diversified mix of U.S. and foreign large-, mid-, and small-capitalization stocks.

Vanguard Target Retirement Trust II: Consists of separate trusts which invest in Vanguard mutual funds using an asset allocation strategy designed for investors planning to retire and leave the workforce in or within a few years of the participant's target retirement year (2015, 2020, 2025, 2030, 2035, 2040, 2045, 2050, 2055, 2060, and 2065). The trust's asset allocation will become more conservative over time. Within seven years after the target retirement year, the trust's asset allocation should resemble that of the Vanguard Target Retirement Income Trust II. The trust's indirect bond holdings are a diversified mix of short-, intermediate-, and long-term U.S. government, U.S. agency, and investment-grade U.S. corporate bonds; inflation-protected public obligations issued by the U.S. Treasury; mortgage-backed and asset-backed securities; and government, agency, corporate, and securitized investment-grade foreign bonds issued in currencies other than the U.S. dollar (but hedged by Vanguard to minimize currency exposures). The trust's indirect stock holdings are a diversified mix of U.S. and foreign large-, mid-, and small-capitalization stocks.

Vanguard Retirement Savings Trust III: The Fund invests primarily in synthetic investment contracts backed by high-credit-quality fixed income investments and traditional investments issued by insurance companies and banks. The Fund seeks to achieve its objective by diversifying among high-credit-quality investments and investment contracts that are structured to smooth market gains and losses over time. For the plan years ended December 31, 2020 and 2019, the effective annual yields for the fund were 2.01% and 2.63%, respectively, and the crediting interest rates for the fund were 2.13% and 2.73%, respectively.

Fidelity BrokerageLink: This option allows participants to choose investments from outside the plan, giving them access to invest in a vast array of mutual funds from either Fidelity, or from Fidelity and other mutual fund companies.

During the period from January 1, 2020 through September 30, 2020, the Plan offered participants the following investment funds, Master Trust and brokerage option:

Plan Interest in IFF Stock Fund - Master Trust: A portion of the Plan's investments were in an IFF Stock Fund - Master Trust ("Master Trust"), which was established for the investment of assets of the Plan and certain other IFF sponsored retirement plans. Each participating retirement plan has an undivided interest in the Master Trust. The assets of the Master Trust were held by Vanguard Management Trust Company. The Master Trust invested in common stock of the Company and other short-term investments designed to allow you to buy or sell without the usual trade settlement period for individual stock transactions to provide liquidity. The participant's maximum contribution to this Stock Fund is 20% of the participant's total contribution. The Master Trust was governed by a trust agreement with Vanguard to invest in the common stock of IFF. On September 30, 2020, in conjunction with the Plan's transfer to Fidelity, the Master Trust was dissolved and its assets are now held in the IFF Unitized Stock Fund.

Vanguard Inflation-Protected Securities Fund: Admiral Shares: The fund invests at least 80% of its assets in inflation-indexed bonds issued by the U.S. government, its agencies and instrumentalities, and corporations. The fund may invest in bonds of any maturity; however, its dollar-weighted average maturity is expected to be in a range of 7 to 20 years. At a minimum, all bonds purchased by the fund will be rated "investment grade" or, if unrated, will be considered by the advisor to be investment grade.

Vanguard Total Bond Market Index Fund: Institutional Shares: The fund employs an indexing investment approach designed to track the performance of the Bloomberg Barclays U.S. Aggregate Float Adjusted Bond Index. This index measures a wide spectrum of public, investment-grade, taxable, fixed income securities in the United States—including government, corporate, and international dollar-denominated bonds, as well as mortgage-backed and asset-backed securities, all with maturities of more than 1 year. The fund invests by sampling the index, meaning that it holds a range of securities that, in the aggregate, approximate the full index in terms of key risk factors and other characteristics. All of the fund's investments will be selected through the sampling process, and at least 80% of the fund's assets will be invested in bonds held in the index. The fund maintains a dollar-weighted average maturity consistent with that of the index, which currently ranges between 5 and 10 years.

Vanguard Total International Stock Index Fund: Institutional Shares: The fund employs an indexing investment approach designed to track the performance of the FTSE Global All Cap ex US Index, a free-float-adjusted market-capitalization-weighted index designed to measure equity market performance of companies located in developed and emerging markets, excluding the United States. The index includes more than 5,300 stocks of companies located in 46 countries. The fund invests substantially all of its assets in the common stocks included in its target index.

Vanguard Total Stock Market Index Fund: Institutional Shares: The fund employs an indexing investment approach designed to track the performance of the CRSP US Total Market Index, which represents approximately 100% of the investable U.S. stock market and includes large-, mid-, small-, and micro-cap stocks regularly traded on the New York Stock Exchange and NASDAQ. The fund invests by sampling the index, meaning that it holds a broadly diversified collection of securities that, in the aggregate, approximates the full Index in terms of key characteristics. These key characteristics include industry weightings and market capitalization, as well as certain financial measures, such as price/earnings ratio and dividend yield.

Vanguard Brokerage Option: This option allows participants to choose investments from outside the plan, giving them access to thousands of mutual funds from hundreds of fund families.



#### **D. Cash or Deferred Wage and Salary Conversion Agreements:**

Each participant enters into a Cash or Deferred Wage and Salary Conversion Agreement (“CODA”) with the Company, pursuant to which participant contributions to the Plan are made. Such agreement specifies the portion of the participant's compensation, as defined in the Plan, during each Plan year that the participant elects to forego such compensation portion and to have such amount contributed by the Company to the participant's account with the Plan. Any such election remains in effect until changed by the participant. The Administrative Committee may limit the amounts specified in such agreement to ensure compliance with the anti-discrimination standards of Section 401(k) of the Internal Revenue Code (the “Code”). Subject to these limitations, participants may contribute up to 50% of their annual base wages, before bonuses, overtime and commissions, up to the maximum amount permitted under the Code. Under the Code, the maximum amount permitted per participant was limited to \$19,500 and \$19,000 for 2020 and 2019, respectively. Participants who will be age 50 or older by the end of the Plan year are eligible to make before-tax catch-up contributions. Catch-up contributions were limited to \$6,500 and \$6,000 for eligible employees for 2020 and 2019, respectively. Amounts in excess of the Code limits may, at the election of the participant, either be contributed to the Plan on an after-tax basis or treated as contributions to the Company's Deferred Compensation Plan (“DCP”) if an employee is eligible to participate in the DCP. If no election is made, the excess above the Code limits, plus any income less any loss allocable thereto, shall be distributed to the participant. Participants may also make Roth 401(k) contributions to the plan on an after-tax basis, subject to limitations under the Code, but the invested principal and earnings accumulate tax free.

#### **E. Company Contributions:**

The Company matches 100% of the first 4% of the participant's base compensation contributed and 75% of contributions over 4% and up to 8% of the participant's base compensation for (a) employees hired, re-hired or whose plan assets were transferred into the Plan on or after January 1, 2006 or (b) participants in which the sum of their age plus the number of service years was less than 70 as of December 31, 2007. For employees that were participants of the Plan before December 31, 2005, and who do not meet the criteria set forth in (a) and (b) above, the Company matches 50% of the first 6% of the participant's compensation, as defined, that a participant contributes to the Plan, whether on a deferred or after-tax basis.

#### **F. Vested Benefits/Forfeitures:**

All participants vest immediately in their contributions to the Plan plus earnings thereon. Participants vest in the Company's matching contribution after three years of continuous credited service. Forfeitures are applied towards employer matching contributions. For the year ended December 31, 2020, there were participant forfeitures of approximately \$456,000 and forfeitures applied against employer contributions of approximately \$657,000. For the year ended December 31, 2019, there were participant forfeitures of approximately \$1,298,000 and forfeitures applied against employer contributions of approximately \$795,000. At December 31, 2020 and 2019, forfeited non-vested amounts not yet applied to employer matching contributions were approximately \$423,000 and \$626,000, respectively.

#### **G. Individual Accounts:**

A participant account is established and maintained for each active and former participant. Former participants are those who have terminated employment and have not yet received final payment of their account. The participant's contributions and the Company's matching contribution are credited to the specific participant's account. The participant's contributions and the Company's matching contributions are invested in one or more of the Plan's investments as directed by the participant.

Participants' accounts are maintained on a share basis for all investments.

Interest earned and dividends paid are credited to each participant's account based on accumulated daily account balances and reinvested in the respective investments.

#### **H. Transfers Between Investments:**

Participants may transfer all or a portion of their balance in any investment of the Plan to an alternative investment of the Plan. Exchanges must be in increments of 1%. Participants may make these transfers on a daily basis by contacting Fidelity.

#### **I. Notes Receivable from Participants and In-service Withdrawals:**

Participants may borrow from the Plan as described in Note 6. A participant may withdraw all or a portion of his or her balances if bona fide financial necessity can be demonstrated in accordance with guidelines set forth in the Code (“hardship withdrawal”).

**J. Rollover Contributions:**

Participants who receive eligible pre-tax rollover distributions from another ERISA qualified plan may roll that distribution into the Plan. Eligible rollover distributions are those that come directly from either another qualified retirement plan or an Individual Retirement Account ("IRA") which was set up to hold a distribution from another qualified retirement plan on a temporary basis. Rollover amounts can only include pre-tax contributions, plus any untaxed earnings thereon. All rollovers from such an IRA must be made within one year of original distribution from the qualified retirement plan. Rollovers included in participant contributions were approximately \$1,892,000 and \$2,160,000 for 2020 and 2019, respectively.

**K. Benefit Payments:**

On termination of service due to death, disability or retirement, a participant or beneficiary may elect to receive benefits based on one of the following options:

A lump-sum payment; or

Installments over a period of not more than the assumed life expectancy of the beneficiary.

Lump sum or installment payments may be made in cash or securities at the direction of the Plan's Administrative Committee that directs the Trustee. When periodic payments are elected, a participant's interest remains in the Plan and continues to receive allocations of earnings and losses until fully distributed. If the death benefit to a beneficiary does not exceed \$5,000, then the benefit may only be paid as a lump sum.

**L. Changes of Plan Due to the Coronavirus Aid, Relief, and Economic Security (CARES) Act:**

In March 2020, the World Health Organization declared a novel strain of coronavirus, COVID-19, a global pandemic. Following this declaration, the U.S. Federal government passed the "Coronavirus Aid, Relief, and Economic Security (CARES) Act" on March 27, 2020. The Plan has implemented certain changes allowable under the CARES Act which include permitting eligible plan participants to request penalty-free distributions of up to \$100,000 before December 31, 2020 for qualifying reasons associated with the COVID-19 pandemic, permitting suspension of loan payments due for up to one year and permitting individuals to stop receiving 2020 required minimum distributions.

**M. Termination of Plan:**

The Company may terminate the Plan at any time. In such event, the total amounts in participants' accounts shall continue in the trust for their benefit and become 100% vested in their account, and shall be distributed to their designated beneficiaries or them, as described in Note 1K. above, upon retirement, death, disability or termination of employment. At the present time, the Company has no intention of terminating the Plan.

**NOTE 2. SIGNIFICANT ACCOUNTING POLICIES**

The following is a summary of the significant accounting policies followed by the Plan:

**A. Method of Accounting:**

The Plan's financial statements are prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America.

**B. Valuation of Investments:**

Investments are reported at fair value (see Notes 3 and 4) in accordance with accounting guidance on fair value measurements and disclosures. Fair value is the price that would be recorded to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

**C. Notes Receivable from Participants:**

Notes receivable from participants are measured at their unpaid principal balance plus any accrued, but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document. No allowance for credit losses has been recorded as of December 31, 2020 and 2019.

#### **D. Security Transactions and Related Investment Income:**

Security transactions are recorded on the trade date; interest income is recorded on the accrual basis, and dividend income is recorded on the ex-dividend date. Capital gain distributions from mutual funds are recorded as dividend income.

The Statement of Changes in Net Assets Available for Benefits presents the net appreciation (depreciation) in the fair value of the Plan's investments, which consists of the realized gains and losses and the unrealized appreciation (depreciation) on those investments.

#### **E. Administrative Expenses:**

Administrative expenses that arise in connection with the administration of the Plan are paid by the Company except for loan administration fees (see Note 6) and discretionary portfolio management fees associated with the Fidelity Managed Account Program, subsequent to September 30, 2020, and the Vanguard Managed Account Program prior to September 30, 2020. The plan's fee structure is a fixed per capita fee that is deducted from the participant's account on a quarterly basis. Expenses paid by the Company are excluded from the financial statements. Certain investment related expenses are included in net appreciation of investments.

#### **F. Contribution Income:**

Contributions made in accordance with participants' CODA agreements (see Note 1D) are recognized during the period in which the Company makes payroll deductions from the participants' compensation. Company contributions are recognized during the same period in which the Company makes payroll deductions from the participants' compensation for the participant contributions.

#### **G. Benefit Obligations:**

Benefits are recorded when paid.

#### **H. Risks and Uncertainties:**

The Plan provides for various investment options in any combination described in Note 1C. Investment securities are exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in fair value could materially affect participants' account balances and the amounts reported in the financial statements.

#### **I. Use of Estimates:**

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying disclosures. Actual results could differ from those estimates.

#### **J. Recent Accounting Pronouncements:**

In August 2018, the FASB issued ASU 2018-13, "Fair Value Measurement (Topic 820)", which modifies, removes and adds certain disclosure requirements on fair value measurements. The ASU is effective for all entities for fiscal years, and interim periods within those fiscal years, beginning after December 15, 2019. The amendments on changes in unrealized gains and losses, the range and weighted average of significant unobservable inputs used to develop Level 3 fair value measurements and the narrative description of measurement uncertainty should be applied prospectively for only the most recent interim or annual period presented in the initial fiscal year of adoption. All other amendments should be applied retrospectively to all periods presented upon their effective date. The Plan adopted this ASU in 2020 and determined this adoption had no impact on its Investment fair value measurement and Master Trust fair value footnote disclosures. See Notes 3 and 4, respectively, for additional information.

### **NOTE 3. FAIR VALUE MEASUREMENTS**

Accounting guidance on fair value measurements specifies a hierarchy of valuation techniques based on whether the inputs to those valuation techniques are observable or unobservable. Observable inputs reflect market data obtained from independent sources, while unobservable inputs reflect our market assumptions. These two types of inputs create the following fair value hierarchy:

- Level 1: Quoted prices for *identical* instruments in active markets;

- Level 2: Quoted prices for *similar* instruments in active markets; quoted prices for identical or similar instruments in markets that are not active; and model-derived valuations in which all significant inputs and significant value drivers are observable in active markets.
- Level 3: Valuations derived from valuation techniques in which one or more significant inputs or significant value drivers are unobservable.

Mutual funds, which include money market funds, are registered investment companies and are valued at quoted market prices which represent the net asset value of the underlying shares held by the Plan at the valuation date. The IFF Unitized Stock Fund invests in the IFF Common Stock and the Fidelity Investments Money Market Government Portfolio - Institutional Class, and is valued at quoted market prices which represent the net asset value of the underlying shares held by the Plan at the valuation date. The Fidelity BrokerageLink and Vanguard Brokerage Option, at December 31, 2020 and 2019, respectively, invest in various mutual funds, which represent net asset value, as stated above. There were no investments classified as Level 3 at December 31, 2020 and 2019.

The Vanguard Target Retirement Income Trust II and the Vanguard Target Retirement Trust II trusts are common collective trusts which invest in a Vanguard master trust, which then invests in Vanguard mutual funds. The Vanguard Retirement Savings Trust III is a common collective trust that holds fully benefit responsive investment contracts. The State Street U.S. Inflation Protected Bond Index Securities Lending Series Fund Class II is a common collective trust that aims to hold bond investments that protect against adverse inflation and provide a minimum level of real return. The State Street S&P 500 Index Securities Lending Series Fund Class II is a common collective trust that aims to hold equity securities in the same proportions as represented by the S&P 500. The State Street U.S. Bond Index Securities Lending Series Fund Class XIV is a common collective trust that holds fixed-rate debt issues denominated in the U.S. dollar, including government, corporate, asset-backed and mortgage-backed securities. The State Street Global All Cap Equity Ex-U.S. Index Securities Lending Series Fund Class II is a common collective trust that aims to hold mainly international equity securities. Collective trust funds are valued at net asset value ("NAV") based on the market value of the underlying investment assets divided by the number of units outstanding at the end of the Plan year. The NAV, as provided by the Trustee, is used as a practical expedient to estimate fair value. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily.

While the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

#### **Investments Measured at Fair Value on a Recurring Basis**

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2020 and 2019. The following table does not include the Plan's interest in the Master Trust because that information is presented separately in Note 4:

	<b>Fair Value Measurements Using Input Type as of</b>		
	<b>December 31, 2020</b>		
	Level 1	Level 2	Total
Mutual funds	\$ 14,195,380	\$ —	\$ 14,195,380
IFF Common Stock	9,671,196	—	9,671,196
Brokerage account	17,336,587	—	17,336,587
Total investments measured at fair value included in the hierarchy	41,203,163	—	41,203,163
Common collective trust funds measured at net asset value <sup>(1)</sup>	—	—	500,960,496
Total investments <sup>(2)</sup>	<u>\$ 41,203,163</u>	<u>\$ —</u>	<u>\$ 542,163,659</u>

	Fair Value Measurements Using Input Type as of December 31, 2019		
	Level 1	Level 2	Total
Mutual funds	\$ 135,517,197	\$ —	\$ 135,517,197
Brokerage account	13,593,421	—	13,593,421
Total investments measured at fair value included in the hierarchy	149,110,618	—	149,110,618
Common collective trust funds measured at net asset value <sup>(1)</sup>	—	—	334,463,560
Total investments	\$ 149,110,618	\$ —	\$ 483,574,178

<sup>(1)</sup> Certain investments that are measured at fair value using the NAV per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of net assets available for benefits.

<sup>(2)</sup> Excludes Frutarom assets, see Note 8 for additional information.

The following table sets forth additional disclosures of the Plan's investments whose fair value is estimated using net asset value associated with common collective trusts as of December 31, 2020 and 2019:

	Fair Value		Unfunded Commitment	Redemption Frequency	Redemption Notice Period
	2020	2019			
Vanguard Retirement Savings Trust III	\$ 16,667,663	\$ 12,059,480	—	Daily	None
Vanguard Target Retirement Trust II	324,281,020	314,051,031	—	Daily	None
Vanguard Target Retirement Income Trust II	7,135,962	8,353,049	—	Daily	None
State Street U.S. Inflation Protected Bond Index Securities Lending Series Fund Class II	4,428,731	—	—	Daily	(1)
State Street S&P 500 Index Securities Lending Series Fund Class II	91,767,652	—	—	Daily	(1)
State Street U.S. Bond Index Securities Lending Series Fund Class XIV	27,942,195	—	—	Daily	(1)
State Street Global All Cap Equity Ex-U.S. Index Securities Lending Series Fund Class II	28,737,273	—	—	Daily	(1)
Total	\$ 500,960,496	\$ 334,463,560			

<sup>(1)</sup> The redemption notice period deadline is normally by 8:30 AM EST one business day following the Trade Date. Trade Date is the date of record for the purchase or redemption of the Fund. For redemptions of significant size, as determined by SSGA in its sole discretion, SSGA requires emailed notice 15 days in advance of the Trade Date. The thresholds that determine whether a trade is large enough to warrant advanced notice vary by Funds and are updated periodically.

#### **NOTE 4. INTEREST IN MASTER TRUST**

Through September 30, 2020, a portion of the Plan's investments were in the Master Trust, which was established for the investment of assets of the Plan and certain other IFF sponsored retirement plans. In conjunction with the Plan's change of Trustee to Fidelity, the Master Trust was dissolved and its assets are now held in the IFF Unitized Stock Fund. See Note 1 for additional information on the Plan's change of Trustee.

Each participating retirement plan had an undivided interest in the Master Trust. The assets of the Master Trust were held by Vanguard. The value of the Plan's interest in the Master Trust was based on the beginning of year value of the Plan's interest in the Master Trust plus actual contributions and allocated investment income less actual distributions and allocated administrative expenses. On December 31, 2019, the Plan held an undivided interest in the net assets of the Master Trust of 99.48%. Investment income and administrative expenses relating to the Master Trust were allocated to the individual plans based upon the amount of the time the plan's assets were invested in the Master Trust.

**Master Trust  
Statements of Net Assets**

	December 31,	
	2020	2019
<b>Assets</b>		
Investments at Fair Value		
IFF Common Stock	\$ —	\$ 12,671,312
VGI (Vanguard) Federal Money Market Fund	—	61,296
Accrued Income Receivable	—	73,741
<b>Total Assets</b>	<b>—</b>	<b>12,806,349</b>
<b>Liabilities</b>		
Income Payable	—	(73,882)
<b>Total Net Assets</b>	<b>\$ —</b>	<b>\$ 12,732,467</b>

**Master Trust  
Statements of Changes in Net Assets**

	December 31,	
	2020	2019
<b>Additions to net assets attributed to:</b>		
Investment income:		
Interest	\$ —	\$ —
Dividends	220,797	308,784
Net depreciation in fair value of investments	(271,159)	(472,323)
Net investment loss	(50,362)	(163,539)
Net transfers	(12,682,105)	(1,663,511)
Net decrease in net assets	(12,732,467)	(1,827,050)
<b>Net Assets</b>		
Beginning of Year	12,732,467	14,559,517
End of Year	<b>\$ —</b>	<b>\$ 12,732,467</b>

The Plan Interest in the Master Trust is valued based on the closing price of the underlying IFF common stock at the valuation date, plus any uninvested cash position. The following table sets forth by level, within the fair value hierarchy, the Master Trust's assets at fair value:

	December 31,	
	2020	2019
	Level 1	Level 1
IFF Common Stock	\$ —	\$ 12,671,312
Vanguard Federal Money Market Fund	—	61,296
<b>Total</b>	<b>\$ —</b>	<b>\$ 12,732,608</b>

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the

reporting period. We evaluate the significance of transfers between levels based upon the nature of the financial instrument and size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2020 and 2019, there were no transfers in or out of levels 1, 2, or 3.

#### **NOTE 5. TAX STATUS**

On March 31, 2014, the Internal Revenue Service ("IRS") issued an opinion letter stating that the volume submitter plan document adopted by the Plan, as then designed, qualifies under Section 401(a) of the Code. Although the volume submitter plan has been amended since receiving the opinion letter, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

The Plan does not have any uncertain tax positions as of December 31, 2020 and 2019. The Plan is subject to routine audits by taxing jurisdictions, generally for three years after they were filed. There are currently no audits in progress.

#### **NOTE 6. NOTES RECEIVABLE FROM PARTICIPANTS**

Upon application by a participant and validation as appropriate per the participant loan policy, the Trustee may make a loan to a participant in an amount not exceeding the lesser of 50% of the balance in the participant's account, or \$50,000, with a minimum loan of \$1,000. Loan withdrawals are allocated, as applicable, to the participant's balance in each of his or her selected investment funds. The loans are collateralized by the balance in the participants' accounts and bore interest at a fixed rate equal to the Citibank, N.A. prime rate, plus 1/2 percent, for the period from January 1, 2020 through September 30, 2020, and a fixed rate equal to the Reuters' prime rate, plus 1/2 percent for the period from October 1, 2020 through December 31, 2020. In no case was the interest rate in excess of the legal rate of interest. Interest rates are determined on the first business day of the calendar quarter. For the period from January 1, 2020 through September 30, 2020, loans were subject to a loan origination fee of \$30 if requested on-line or \$80 if requested through a participant service representative. Loan origination fees were deducted from the loan proceeds. In addition, participants with outstanding loans were subject to an annual administrative fee of \$10, deducted from their respective accounts each July, except for the first year of the loan. For the period from October 1, 2020 through December 31, 2020, loans are subject to a loan setup fee of \$75. Loan setup fees are deducted from the loan proceeds. In addition, participants with outstanding loans are subject to an annual maintenance fee of \$25, which is deducted from their respective accounts quarterly. Interest rates on outstanding participant loans ranged from 3.75% to 6.50% at December 31, 2020 and from 3.75% to 6.00% at December 31, 2019.

#### **NOTE 7. RELATED PARTY TRANSACTIONS**

Through September 30, 2020, the Master Trust invested in shares of the Company's common stock based on participant's investment choices. The Master Trust was designed as a means for employees to participate in the potential long-term growth of the Company. Investments in the Master Trust qualified as party-in-interest transactions.

In conjunction with the Plan's change of Trustee to Fidelity, the Master Trust was dissolved and its assets are now held in the Stock Fund. The Stock Fund invests in shares of the Company's common stock based on participant's investment choices. The Stock Fund is designed as a means for employees to participate in the potential long-term growth of the Company. Investments in the Stock Fund qualify as party-in-interest transactions.

Most Plan investments consist of shares in investment funds managed by Vanguard. During the period from January 1, 2019 through September 30, 2020, Vanguard was a party-in-interest, as defined by ERISA.

During the period from October 1, 2020 through December 31, 2020, Fidelity was a party-in-interest, as defined by ERISA, as the Plan's trustee.

In the opinion of the Investment Committee, fees paid during the years for services rendered by parties-in-interest were based on customary and reasonable rates for such services.

#### **NOTE 8. SUBSEQUENT EVENTS**

The Plan has evaluated subsequent events and transactions that occurred after December 31, 2020 through July 9, 2021, the date the financial statements were available to be issued.

As a result of the Company's acquisition of Frutarom USA, Inc. during 2018, the Frutarom USA Inc. Retirement Savings Plan ("Frutarom Plan") and the CitraSource LLC Safe Harbor 401K Plan ("CitraSource Plan") were transferred into the Plan

effective January 1, 2021 ("Effective Date"). Total assets transferred from the Frutarom Plan were approximately \$10.8 million and were received by the Plan on December 31, 2020. Total assets transferred from the CitraSource Plan were approximately \$0.1 million and were received by the Plan on January 8, 2021, which was immaterial. The Frutarom assets were held by the Plan on behalf of Frutarom until the Effective Date of the transfer. The following table sets forth by investment, Frutarom's assets held by the Plan at December 31, 2020, at fair value:

	<b>December 31, 2020</b>
<b>Investments, at fair value, held on behalf of Frutarom Plan:</b>	
Vanguard Target Retirement Income Trust II	\$ 634,107
2015 Trust II	1,415,928
2020 Trust II	752,393
2025 Trust II	1,807,948
2030 Trust II	1,286,852
2035 Trust II	1,191,868
2040 Trust II	1,651,461
2045 Trust II	737,967
2050 Trust II	735,769
2055 Trust II	244,995
2060 Trust II	62,077
<b>Total investments, held on behalf of Frutarom Plan</b>	<b>10,521,365</b>
Notes receivable from participants, held on behalf of Frutarom Plan	259,011
<b>Total assets, held on behalf of Frutarom Plan</b>	<b>\$ 10,780,376</b>



**SUPPLEMENTAL SCHEDULE  
INTERNATIONAL FLAVORS & FRAGRANCES INC.  
RETIREMENT INVESTMENT FUND PLAN**

**EIN No. 13-1432060**

**PLAN No. 001**

**FORM 5500**

**SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
DECEMBER 31, 2020**

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
* IFF Common Stock	Common Stock	(1)	\$	9,671,196
(2) Vanguard Retirement Savings Trust III	Common/Collective Trust	(1)		16,667,663
(2) Vanguard Federal Money Market Fund	Mutual Fund	(1)		13,803,672
* Fidelity Investments Money Market Government Portfolio - Institutional Class	Mutual Fund	(1)		391,708
(2) Vanguard Target Retirement 2015 Trust II	Common/Collective Trust	(1)		11,394,114
(2) Vanguard Target Retirement 2020 Trust II	Common/Collective Trust	(1)		36,001,897
(2) Vanguard Target Retirement 2025 Trust II	Common/Collective Trust	(1)		59,129,279
(2) Vanguard Target Retirement 2030 Trust II	Common/Collective Trust	(1)		67,951,821
(2) Vanguard Target Retirement 2035 Trust II	Common/Collective Trust	(1)		54,790,520
(2) Vanguard Target Retirement 2040 Trust II	Common/Collective Trust	(1)		39,295,383
(2) Vanguard Target Retirement 2045 Trust II	Common/Collective Trust	(1)		26,125,121
(2) Vanguard Target Retirement 2050 Trust II	Common/Collective Trust	(1)		15,307,853
(2) Vanguard Target Retirement 2055 Trust II	Common/Collective Trust	(1)		10,212,405
(2) Vanguard Target Retirement 2060 Trust II	Common/Collective Trust	(1)		3,486,590
(2) Vanguard Target Retirement 2065 Trust II	Common/Collective Trust	(1)		586,037
(2) Vanguard Target Retirement Income Trust II	Common/Collective Trust	(1)		7,135,962
* Fidelity BrokerageLink (line 1c15)	Mutual Fund	(1)		17,336,587
State Street U.S. Inflation Protected Bond Index Securities Lending Series Fund Class II	Common/Collective Trust	(1)		4,428,731
State Street S&P 500 Index Securities Lending Series Fund Class II	Common/Collective Trust	(1)		91,767,652
State Street U.S. Bond Index Securities Lending Series Fund Class XIV	Common/Collective Trust	(1)		27,942,195
State Street Global All Cap Equity Ex-U.S. Index Securities Lending Series Fund Class II	Common/Collective Trust	(1)		28,737,273
* Participant Loans	Varying maturity dates through 7/25/2046, interest ranging from 3.75% to 6.50%, per annum	—		5,010,065
<b>TOTAL</b>			<b>\$</b>	<b>547,173,724</b>

\* Indicates party-in-interest to the plan.

(1) The cost of participant-directed investments is not required to be disclosed.

(2) Indicates party-in-interest to the plan through September 30, 2020.

*See report of independent registered public accounting firm.*

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the trustees (or other persons who administer the employee benefit plan) have duly caused this annual report to be signed on its behalf by the undersigned hereunto duly authorized.

INTERNATIONAL FLAVORS & FRAGRANCES INC.  
RETIREMENT INVESTMENT FUND PLAN

Date: July 9, 2021

By: /s/ Kevin Gonzalez  
Kevin Gonzalez  
Chairman, Administrative Committee

**CONSENT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM**

International Flavors & Fragrances Inc. Retirement Investment Fund Plan  
New York, New York

We consent to the incorporation by reference in Registration Statement No. 33-54423 on Form S-8 of our report dated July 9, 2021, appearing in the Annual Report on Form 11-K of the International Flavors & Fragrances, Inc. Retirement Investment Fund Plan for the year ended December 31, 2020.

/s/ Smolin, Lupin & Co., P.A.  
Fairfield, New Jersey  
July 9, 2021