

always
inspiring more...

symrise 

INVITATION TO THE ANNUAL
GENERAL MEETING 2024

Responsibility is in
our nature

Sharing Values

Overview with information pursuant to Section 125 of the German Stock Corporation Act (AktG) in conjunction with Table 3 of the Implementing Regulation (EU) 2018/2012

A. SPECIFICATION OF THE MESSAGE

Unique identifier of the event	GMETSYM00524
Type of Message	Notice of Annual Shareholders' Meeting

B. SPECIFICATION OF THE ISSUER

ISIN	DE000SYM9999
Name of Issuer	Symrise AG

C. SPECIFICATION OF THE SHAREHOLDERS' MEETING

Date of the shareholders' meeting	May 15, 2024
Time of the shareholders' meeting (start)	10:00 a. m. CEST (Central European Summer Time) (corresponds to 08:00 a. m. UTC)
Type of shareholders' meeting	Annual Shareholders' Meeting
Location of the shareholders' meeting	Stadthalle Holzminden, Sollingstrasse 101, 37603 Holzminden, Germany
Record Date	April 23, 2024; 12:00 p. m. CEST
Uniform Resource Locator of the shareholders' meeting/URL	https://www.symrise.com/investors/annual-general-meeting

BLOCKS D TO F

Further information on

- participation in the shareholders' meeting (Block D)
- the agenda (Block E) and
- the specification of the deadlines regarding the exercise of other shareholders rights (Block F)

can be found on the following website:

<https://www.symrise.com/investors/annual-general-meeting>

Invitation to the Annual General Meeting

We invite our shareholders to the Annual General Meeting to be held on Wednesday, May 15, 2024, at 10:00 a. m. CEST, at the Stadthalle Holzminden, Sollingstrasse 101, 37603 Holzminden, Germany.
Doors open at 09:00 a. m. CEST.

Symrise AG

Mühlenfeldstrasse 1
37603 Holzminden, Germany

Securities Identification Number: SYM999

ISIN: DE000SYM9999

Agenda

1. PRESENTATION OF THE ADOPTED ANNUAL FINANCIAL STATEMENTS AND THE APPROVED CONSOLIDATED FINANCIAL STATEMENTS AS WELL AS THE MANAGEMENT REPORT FOR SYMRISE AG AND THE SYMRISE GROUP FOR THE 2023 FISCAL YEAR AND THE REPORT OF THE SUPERVISORY BOARD ON THE 2023 FISCAL YEAR

The aforementioned documents, starting from the convening of the Annual General Meeting, will be available on the company's website at

www.symrise.com/investors/annual-general-meeting

and can be reviewed by shareholders during the Annual General Meeting.

They also include the remuneration report and the explanatory report on the disclosures pursuant to Section 289a and Section 315a of the German Commercial Code (**HGB**), the corporate governance statement (including corporate governance reporting) and the non-financial report pursuant to Sections 315b, 315c in conjunction with Sections 289c to 289e HGB.

The annual financial statements and consolidated financial statements prepared by the Executive Board for the 2023 fiscal year were approved by the Supervisory Board on February 29, 2024, in accordance with Section 172 sentence 1 of the German Stock Corporation Act (**AktG**). The annual financial statements are thereby approved. A resolution of the Annual General Meeting to adopt the annual financial statements or approve the consolidated financial statements in accordance with Section 173 AktG is therefore not required.

2. APPROPRIATION OF THE ACCUMULATED PROFIT FOR THE 2023 FISCAL YEAR

Of the accumulated profit for the 2023 fiscal year, € 1.10 is to be distributed per no-par value share with dividend entitlement.

The Executive Board and the Supervisory Board therefore propose using the accumulated profit for the 2023 fiscal year totaling € 255,700,434.23 as follows:

- Distribution of a dividend of
€ 1.10 per no-par value share with dividend entitlement: € 153,749,259.40
- Amount to be carried forward to new account: € 101,951,174.83

As of the time convened, the company held no treasury shares. Should Symrise AG hold treasury shares at the time of the Annual General Meeting, the treasury shares will not be entitled to a dividend payment according to the provisions of the AktG. In such

circumstances, while maintaining a dividend of € 1.10 per no-par value share with dividend entitlement, a correspondingly adjusted resolution proposal will be put to the vote.

In accordance with Section 58 (4) sentence 2 AktG, the entitlement to the dividend is due on the third business day following the resolution by the Annual General Meeting, i. e., on Tuesday, May 21, 2024.

3. RESOLUTION TO DISCHARGE THE MEMBERS OF THE EXECUTIVE BOARD FOR THE 2023 FISCAL YEAR

The Executive Board and the Supervisory Board propose that the Executive Board members in office in the 2023 fiscal year be granted discharge for said fiscal year.

4. RESOLUTION TO DISCHARGE THE MEMBERS OF THE SUPERVISORY BOARD FOR THE 2023 FISCAL YEAR

The Executive Board and the Supervisory Board propose that the Supervisory Board members in office in the 2023 fiscal year be granted discharge for said fiscal year.

5. RESOLUTION ON THE APPOINTMENT OF THE AUDITOR FOR THE FINANCIAL STATEMENTS AND CONSOLIDATED FINANCIAL STATEMENTS FOR THE 2024 FISCAL YEAR, THE AUDITOR FOR THE SUSTAINABILITY REPORTING AS WELL AS THE AUDITOR FOR A POSSIBLE AUDIT REVIEW OF THE HALF-YEAR FINANCIAL REPORT FOR THE FIRST HALF OF THE 2024 FISCAL YEAR OR OTHER INTERIM FINANCIAL INFORMATION

Upon recommendation of its Auditing Committee, the Supervisory Board proposes that PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Hanover, be appointed auditor of the financial statements and consolidated financial statements for the 2024 fiscal year, as the auditor for the Sustainability Report and for a possible review of the condensed financial statements and interim management report for the half-year financial report as of June 30, 2024, and for a possible review of additional interim financial information relating to 2024 or 2025 within the meaning of Section 115 (7) of the German Securities Trading Act (**WpHG**), provided that any such review is completed before the next Annual General Meeting.

The Auditing Committee's recommendation was preceded by a selection procedure conducted in accordance with Article 16 (3) of Regulation (EU) No 537/2014 (EU Regulation on statutory auditors or audit firms). The Auditing Committee subsequently recommended PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Hanover, and Ernst & Young GmbH Co. KG, Wirtschaftsprüfungsgesellschaft, Hanover, to the Supervisory Board for the tendered audit engagement, stating the reasons for its decision, and expressed a duly justified preference for PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft.

The Auditing Committee has also stated in its recommendation that its recommendation is free from improper influence by third parties and that no restriction on its choice of a particular auditor or a particular audit firm within the meaning of Article 16 (6) of the EU Regulation on statutory auditors or audit firms has been imposed upon it.

The auditor of the Sustainability Report is to be elected in view of the new regulations on sustainability reporting, which the EU Directive on sustainability reporting (Directive (EU) 2022/2464, termed the Corporate Sustainability Reporting Directive) prescribes for companies such as Symrise AG for the first time for the 2024 fiscal year. German lawmakers are obligated to transpose the Directive's requirements into national law by the beginning of July 2024.

6. RESOLUTION ON THE APPROVAL OF THE REMUNERATION REPORT

In accordance with Section 162 AktG, a remuneration report is to be prepared annually by the Executive Board and Supervisory Board and submitted to the Annual General Meeting for approval in accordance with Section 120a (4) AktG. In accordance with Section 162 of the German Stock Corporation Act (AktG), the Executive Board and Supervisory Board have prepared a report on the remuneration granted and owed to the members of the Executive Board and Supervisory Board in the 2023 fiscal year. In accordance with Section 162 (3) of the German Stock Corporation Act (AktG), the remuneration report was examined by the auditors to determine whether the legally required disclosures pursuant to Section 162 (1) and (2) AktG had been made. In addition to the statutory requirements, the auditor also examined the content of the remuneration report. The report on the audit of the remuneration report is attached to the remuneration report.

The remuneration report is printed as Attachment I to this invitation following the agenda and is available from the time the Annual General Meeting is convened on our website at

www.symrise.com/investors/annual-general-meeting

The remuneration report will also be available for review by shareholders during the Annual General Meeting.

The Executive Board and the Supervisory Board propose that the remuneration report for the 2023 fiscal year, prepared and audited in accordance with Section 162 of the German Stock Corporation Act (AktG), be approved.

7. RESOLUTION ON AMENDMENTS TO THE ARTICLES OF INCORPORATION TO ENABLE VIRTUAL ANNUAL GENERAL MEETINGS AND ON THE ARRANGEMENTS FOR THE PARTICIPATION OF SUPERVISORY BOARD MEMBERS

The German Act on the Introduction of Virtual Shareholders' Meetings at Stock Corporations and Amendment of Cooperative and Insolvency and Restructuring Regulations (Federal

Law Gazette 2022 I, p. 1166) came into force on July 27, 2022. Pursuant to the newly introduced Section 118a of the German Stock Corporation Act (AktG), the articles of incorporation may allow for, or authorize the Executive Board to allow for, the Annual General Meeting to be held as a virtual meeting, i.e., without the shareholders or their authorized representatives being personally present at the venue where the meeting is held.

In anticipation of the expected new legal provisions, the shareholders of Symrise AG have already resolved at the Annual General Meeting 2021, subject to the lawmakers establishing the legal admissibility of virtual Annual General Meetings, to include such an authorization of the Executive Board in § 19 section 7 of the articles of incorporation, with said authorization having a limited term until June 30, 2024. The company has not exercised this authorization.

The virtual Annual General Meeting has been permanently enshrined in the German Stock Corporation Act under Section 118a AktG. Given that the existing authorization will soon expire, it is proposed that the authorization be renewed, with its term being limited to a period of two years after entry of the amendment to the articles of incorporation in the company's commercial register.

In principle, the Executive Board would like to continue holding the company's Annual General Meetings as in-person meetings. However, the proposed authorization is intended by way of precaution as an anticipatory resolution to ensure that the Executive Board can respond to unforeseen or unusual developments in the interests of the company and hold a virtual Annual General Meeting if necessary.

In principle, the members of the Supervisory Board attend the Annual General Meeting in person. Pursuant to Section 118 (3) sentence 2 AktG, however, the articles of incorporation may specify certain cases in which Supervisory Board members may participate in the Annual General Meeting by means of audiovisual transmission. The articles of incorporation already contain such a provision in their § 19 Section 4. In order to enable the company's Supervisory Board to also participate in virtual Annual General Meetings in the future – if the Executive Board decides by way of exception to hold an Annual General Meeting in that form – in a legally secure manner by means of audiovisual transmission, the company's articles of incorporation are to be amended accordingly and, in addition, more flexible arrangements for participation by Supervisory Board members are to be defined.

The Executive Board and Supervisory Board propose to resolve the following:

1. § 19 section 7 of the articles of incorporation will be redrafted as follows:

- “(7) The Executive Board shall be entitled – for a period of two years from the entry of the amendment to the articles of incorporation resolved by the General Assembly on May 15, 2024, relating to incorporation of this section 7 in the company's commercial register to allow for the General Assembly to be held without the shareholders or

their proxies being personally present at the venue of the General Assembly (virtual General Assembly). § 15 section 1 sentence 1 of the articles of incorporation shall not apply in the event of a virtual General Assembly.”

2. § 19 section 4 of the articles of incorporation will be redrafted as follows:

“(4) Participation of members of the Supervisory Board in the General Assembly can occur – in agreement with the Chairman of the Supervisory Board – via audiovisual transmission if the member of the Supervisory Board in question resides abroad or is impeded from attending the General Assembly in person due to his/her work commitments or for other reasons or if the General Assembly is held as a virtual General Assembly without the shareholders or their proxies being personally present at the venue of the General Assembly. The Chairman of the Supervisory Board will decide the manner in which this audiovisual transmission shall take place.”

It is intended to put the proposed resolutions on agenda items 7.1 and 7.2 to separate votes.

8. RESOLUTION ON THE REMOVAL OF THE EXISTING AUTHORIZED CAPITAL AND THE CREATION OF A NEW AUTHORIZED CAPITAL WITH THE OPTION TO EXCLUDE SUBSCRIPTION RIGHTS, AND AMENDMENT OF § 4 OF THE ARTICLES OF INCORPORATION

So that the company has adequate and flexible means of financing at all times, particularly given its international and in some cases very dynamic market and competitive environment, the Executive Board and Supervisory Board propose to the Annual General Meeting that an authorized capital be created to an appropriate amount.

The authorized capital which was approved by the Annual General Meeting on May 22, 2019, under agenda item 6, and which has not been utilized to date, will exist until May 21, 2024.

In view of that and for the above-mentioned reasons, the Executive Board and Supervisory Board deem it appropriate to remove the authorized capital in accordance with § 4 section 5 of the articles of incorporation and to create a new authorized capital 2024 with the option to exclude subscription rights. The amount of the new authorized capital 2024 is to be € 55,000,000.00, corresponding to 55,000,000 no-par value shares or just under 40 % of the company’s current share capital. The option to exclude subscription rights is limited to 10 %, including other authorizations to exclude subscription rights.

Furthermore, it is ensured that, even if all subscription rights are safeguarded, the authorized capital 2024 will only be available to the extent that, also including new shares that may have to be issued from conditional capital, a total of no more than 55,000,000 new shares can be issued from authorized capital and conditional capital, corresponding to just under 40% of the company's current share capital.

As in the past, the Executive Board and the Supervisory Board will carefully weigh up the interests the shareholders and of the company before a capital measure is implemented.

The report by the Executive Board on the authorization to exclude subscription rights is available from the time the Annual General Meeting is convened on our website at

www.symrise.com/investors/annual-general-meeting

It will also be available for review by shareholders during the Annual General Meeting.

The Executive Board and Supervisory Board propose to resolve:

1. Removal of the existing authorized capital

The authorization of authorized capital passed under agenda item 6 by the Annual General Meeting on May 22, 2019, according to § 4 section 5 of the articles of incorporation will be removed.

2. Creation of a new authorized capital

The Executive Board is authorized, with the consent of the Supervisory Board, to increase the share capital of the company until May 14, 2029, by up to € 55,000,000.00 through one or more issuances of new, no-par value bearer shares against contribution in cash and/or in kind (authorized capital 2024).

If the share capital is increased, the shareholders shall be granted subscription rights in principle. The new shares may be underwritten by one or more financial institutions determined by the Executive Board with the obligation to offer such shares to the shareholders (indirect subscription right).

The Executive Board is authorized, with the consent of the Supervisory Board, to exclude the statutory subscription right of shareholders for an amount of up to 10% of the company's current share capital, if such exclusion is in the best interests of the company, in particular in the following cases:

- a) In the case of capital increases in return for assets in kind to grant shares for the purpose of acquiring companies, parts of companies, share interests in companies or other assets (including receivables from the company or from third parties).
- b) For the purpose of issuing a maximum number of 1,000,000 new shares to employees of the company and affiliated companies, within the constraints imposed by law.
- c) Insofar as this is necessary in order to grant holders of warrants and convertible bonds issued by the company or its subsidiaries a right to subscribe for new shares to the extent that they would be entitled to such a right when exercising the warrants or options or when meeting obligations arising from the warrants or options.
- d) To exclude fractional amounts from subscription rights.
- e) In the event of a capital increase against cash contribution, if, at the time of the final determination of the issue price by the Executive Board, the issue price of the new shares is not significantly lower – within the meaning of Section 203 (1) and (2) and Section 186 (3) sentence 4 AktG – than the market price of shares already traded on the stock exchange and the aggregate amount of the new shares for which subscription rights are excluded does not exceed 10% of the share capital either at the time this authorization comes into force or at the time this authorization is exercised. This limit is to include shares which are or will be issued on the basis of bonds with warrants or convertible bonds, if the bonds are issued during the term of this authorization with shareholders' subscription rights excluded in corresponding application of Section 186 (3) sentence 4 AktG; furthermore, this limit is to include shares which are issued or sold during the term of this authorization in direct or corresponding application of Section 186 (3) sentence 4 AktG.

The Executive Board is authorized, with the consent of the Supervisory Board, to determine the further particulars of the capital increase and its implementation, including the scope of the rights vested in the shares and the conditions for the issuing of shares. The Supervisory Board is authorized to amend the wording of the articles of incorporation in accordance with the respective utilization of the authorized capital 2024 or after the expiry of the authorization period.

This authorization is restricted to the extent that, after the authorization has been exercised, the total shares issued under this authorized capital with the exclusion of subscription rights may not exceed 10% of the share capital existing at the time the authorization comes into force or – if this amount is lower – of the share capital existing at the time the authorization is exercised. This 10% limit is also to include treasury shares that are sold during the term of the above authorization with the exclusion of subscription

rights and shares that are issued during the term of the above authorization with the exclusion of subscription rights from any other authorized capital; furthermore, it is to include shares that will be issued as a result of the exercise of option and/or conversion rights or option/conversion obligations attached to bonds, if the associated bonds are issued during the term of this authorization with the exclusion of subscription rights.

Furthermore, the issue of new shares on the basis of this authorization is only permitted as long as a total number of new shares of 55,000,000 (corresponding to € 55,000,000.00 of the share capital) is not exceeded, also including new shares that, if applicable, are issued or will be issued to service conversion or subscription rights, conversion obligations or rights to tender from conditional capital, if the conversion or subscription rights, conversion obligations or rights to tender are previously established during the term of this authorization.

3. Amendment to the articles of incorporation

§ 4 section 5 of the articles of incorporation will be redrafted as follows:

“The Executive Board is authorized, subject to the consent of the Supervisory Board, to increase the share capital of the company until May 14, 2029, by up to EUR 55,000,000.00 through one or more issuances of new, no-par value bearer shares against contributions in cash and/or in kind (authorized capital 2024).

The new shares may be underwritten by one or more financial institutions determined by the Executive Board with the obligation to offer such shares to the shareholders (indirect subscription right).

The Executive Board is authorized, subject to the consent of the Supervisory Board, to exclude the statutory subscription right of shareholders for an amount of up to 10 % of the company's current share capital, if such exclusion is in the best interests of the company, in particular in the following cases:

- a) In the case of capital increases in return for assets in kind to grant shares for the purpose of acquiring companies, parts of companies, share interests in companies or other assets (including receivables from the company or from third parties).
- b) For the purpose of issuing a maximum number of 1,000,000 new shares to employees of the company and affiliated companies, within the constraints imposed by law.

- c) Insofar as this is necessary in order to grant holders of warrants and convertible bonds issued by the company or its subsidiaries a right to subscribe for new shares to the extent that they would be entitled to such a right when exercising the warrants or options or when meeting obligations arising from the warrants or options.
- d) To exclude fractional amounts from subscription rights.
- e) In the event of a capital increase against cash contribution, if, at the time of the final determination of the issue price by the Executive Board, the issue price of the new shares is not significantly lower – within the meaning of Section 203 (1) and (2) and Section 186 (3) sentence 4 AktG – than the market price of shares already traded on the stock exchange and the aggregate amount of the new shares for which subscription rights are excluded does not exceed 10 % of the share capital either at the time this authorization comes into force or at the time this authorization is exercised. This limit is to include shares which are or will be issued on the basis of bonds with warrants or convertible bonds, if the bonds are issued during the term of this authorization with shareholders' subscription rights excluded in corresponding application of Section 186 (3) sentence 4 AktG; furthermore, this limit is to include shares which are issued or sold during the term of this authorization in direct or corresponding application of Section 186 (3) sentence 4 AktG.

The Executive Board is authorized, with the consent of the Supervisory Board, to determine the further particulars of the capital increase and its implementation, including the scope of the rights vested in the shares and the conditions for the issuing of shares. The Supervisory Board is authorized to amend the wording of the articles of incorporation in accordance with the respective utilization of the authorized capital 2024 or after the expiry of the authorization period.

This authorization is restricted to the extent that, after the authorization has been exercised, the total shares issued under this authorized capital with the exclusion of subscription rights may not exceed 10 % of the share capital existing at the time the authorization comes into force or – if this amount is lower – of the share capital existing at the time the authorization is exercised. This 10% limit is also to include treasury shares that are sold during the term of the above authorization with the exclusion of subscription rights and shares that are issued during the term of the above authorization with the exclusion of subscription rights from any other authorized capital; furthermore, it is to include shares that will be issued as a result of the exercise of option and/or conversion rights or option/conversion obligations attached to bonds, if the associated bonds are issued during the term of this authorization with the exclusion of subscription rights.

Furthermore, the issue of new shares on the basis of this authorization is only permitted as long as a total number of new shares of 55,000,000 (corresponding to € 55,000,000.00 of the share capital) is not exceeded, also including new shares that, if applicable, are issued or will be issued to service conversion or subscription rights, conversion obligations or rights to tender from conditional capital, if the conversion or subscription rights, conversion obligations or rights to tender are previously established during the term of this authorization.

9. RESOLUTION ON THE REMOVAL OF THE EXISTING AUTHORIZATION TO ISSUE BONDS (2019 AUTHORIZATION) AND REMOVAL OF CONDITIONAL CAPITAL 2019 AS WELL AS RESOLUTION ON A NEW AUTHORIZATION TO ISSUE BONDS WITH WARRANTS AND/OR CONVERTIBLE BONDS, PROFIT PARTICIPATION RIGHTS AND/OR INCOME BONDS (OR COMBINATIONS OF THESE INSTRUMENTS), TO EXCLUDE SUBSCRIPTION RIGHTS AND TO CREATE A NEW CONDITIONAL CAPITAL 2024 AND CORRESPONDING AMENDMENT OF THE ARTICLES OF INCORPORATION

Adequate capitalization is an essential foundation for the development of the company. One possible financing instrument is bonds with warrants and convertible bonds, which initially provide the company with debt capital at favorable interest rates that it may later retain in the form of equity.

The authorization to issue bonds with warrants and/or convertible bonds (2019 authorization) resolved by the Annual General Meeting on May 22, 2019, under agenda item 7 still exists until May 21, 2024. The 2019 authorization is underpinned by the conditional capital 2019, which was also resolved by the Annual General Meeting on May 22, 2019. The 2019 authorization has not been exercised to date.

In order to keep all options open to the company in the future if necessary, the Executive Board and Supervisory Board consider it expedient to continue to create an authorization to issue such instruments as well as a new conditional capital 2024 to service the authorization if necessary. To increase flexibility, the authorization is also to cover the issue of profit participation rights and income bonds.

The possibility of excluding subscription rights under the authorization is to be restricted in such a way that – including other authorizations to exclude subscription rights – shares issued as a result of the exercise of option or conversion rights may not exceed 10 % of the share capital.

The conditional capital 2024 to be created to underpin the authorization is to have an amount of up to € 55,000,000.00, corresponding to 55,000,000 new no-par value shares or just under 40 % of the company's current share capital. As part of that, it is ensured that, even if all subscription rights are safeguarded under the authorization, the conditional capital 2024 will only be available to service the authorization to the extent that, also including new

shares that may be issued from authorized capital, a total of no more than 55,000,000 new shares can be issued from conditional capital and authorized capital, corresponding to approximately 40% of the company's current share capital.

As in the past, the Executive Board and the Supervisory Board will carefully weigh up the interests the shareholders and of the company before a capital measure is implemented.

The report by the Executive Board on the authorization to exclude subscription rights is available from the time the Annual General Meeting is convened on our website at

www.symrise.com/investors/annual-general-meeting

It will also be available for review by shareholders during the Annual General Meeting.

The Executive Board and Supervisory Board propose to resolve:

1. Authorization to issue bonds with warrants and/or convertible bonds, profit participation rights and/or income bonds (or combinations of these instruments)

The Executive Board is authorized, with the consent of the Supervisory Board, to issue bearer bonds with warrants and/or convertible bearer bonds, profit participation rights and/or income bonds (or combinations of these instruments), once or several times and with or without term restrictions (hereinafter **"bonds"**) up until May 14, 2029, for a total nominal amount of up to € 5,800,000,000.00. These can also be issued simultaneously in various tranches. The Executive Board is also authorized to grant the bondholders option or conversion rights in respect of up to a total of 55,000,000 no-par value bearer shares (**"shares"**) of the company representing up to € 55,000,000.00 of the share capital in accordance with the specific conditions for the bonds (hereinafter **"bond terms and conditions"**). The bond terms and conditions may also provide for a conversion obligation or option obligation at the end of the term (or at another time) or the right of Symrise AG, upon final maturity of the bond which is associated with option or conversion rights or obligations (this also includes maturity due to termination), to grant the holders shares in the company in whole or in part instead of payment of the amount of money due.

The bonds shall be issued in return for cash payment.

The bonds may also be issued by subsidiaries located in Germany or abroad, where Symrise AG either directly or indirectly holds a majority stake ("**Group companies**"). If the bonds are issued through a Group company, the Executive Board shall be authorized, with the consent of the Supervisory Board, to guarantee for the bonds in the name of Symrise AG and grant the holders of such bonds option or conversion rights (including with option and/or conversion obligations or rights to tender of the company) with regard to company shares as well as make any further statements necessary for a successful issue and to perform the necessary actions.

The bonds may be issued in Euros as well as in USD or CHF as long as the corresponding Euro equivalent is not exceeded.

The bond terms and conditions may also provide for an option or conversion obligation or the right of the company at the end of the term (or at another time) (in each case "**final maturity**") to grant the bondholders – upon final maturity of the bonds – shares in the company in whole or in part instead of payment of the amount of money due.

In the event of the issue of convertible bonds, the holders of the convertible bonds shall receive the right or, if a conversion obligation is provided for, they shall assume the obligation to convert their convertible bonds into shares of the company in accordance with the bond terms and conditions. The conversion ratio is calculated by dividing the nominal amount or, if the issue price is lower than the nominal amount, the issue price of a partial bond by the fixed conversion price for one share of the company. The conversion ratio can in any case be rounded up or down to a whole number.

In addition, provision may be made for fractional shares to be combined and/or compensated in cash, and provision may also be made for an additional cash payment to be made. The bond terms and conditions may also stipulate that the conversion ratio is variable and that the conversion price is to be determined on the basis of future stock market prices within a certain range.

Section 9 (1) AktG and Section 199 AktG remain unaffected.

Notwithstanding Section 9 (1) and Section 199 AktG, the option or conversion price to be determined in each case must be at least 80 % of the volume-weighted average stock exchange price of the company's shares in the XETRA trading system of the Frankfurt Stock Exchange (or a comparable successor system) on the last ten trading days prior to the day on which the final conditions of the bonds are determined. In the case of subscription rights trading, the days of subscription rights trading shall be decisive with the exception of the last two days of subscription rights trading.

Notwithstanding Section 9 (1) AktG, the option or conversion price may be adjusted to preserve the value on the basis of a dilution protection clause in accordance with the more detailed provisions of the bond terms and conditions if, by the end of the option or conversion period, the company increases its share capital by granting subscription rights to its shareholders or issues or guarantees further bonds and the holders of existing option or conversion rights or option or conversion obligations are not granted subscription rights. The bond terms and conditions may also provide for a value-preserving adjustment of the option or conversion price for other measures of the company which could lead to a dilution of the value of the option or conversion rights or option or conversion obligations.

The bond terms and conditions may provide for the company's right not to grant shares in the company in the event of the exercise of an option or conversion, but to pay a cash amount. The bond terms and conditions may also grant the company the right to grant the creditors of bonds shares of the company in whole or in part instead of payment of the cash amount due ("**right to tender**"). The fulfillment of the subscription or conversion rights of the holders of bonds or the fulfillment of claims after the mandatory conversion or exercise of mandatory options has taken place can otherwise be effected by issuing treasury shares of the company as well as by issuing new shares of the company from the authorized capital of the company and/or conditional capital and/or authorized capital to be resolved at a later date and/or an ordinary capital increase.

The Executive Board is authorized, with the consent of the Supervisory Board, to determine the exact calculation of the exact option or conversion price as well as the further details of the issue and features of the bonds and the bond terms and conditions, or to determine them in agreement with the executive bodies of the Group company issuing the bonds, in particular the interest rate, issue price, term and denomination, subscription or conversion ratio, creation of a conversion or option exercise obligation, determination of an additional cash payment, compensation or consolidation of fractional amounts, cash payment instead of delivery of shares, delivery of existing shares instead of issue of new shares, and option or conversion period.

The shareholders shall be granted subscription rights to the bonds in principle; subscription rights may also be granted in such a way that the bonds are taken over by a credit institution or an enterprise ("**financial institution**") operating in accordance with Section 53 (1) sentence 1 or Section 53b (1) sentence 1 or (7) of the German Banking Act (KWG) or by a consortium of such credit or financial institutions with the obligation to offer them to the shareholders of the company for subscription. However, the Executive Board is authorized, with the consent of the Supervisory Board, to exclude the statutory subscription right of shareholders, if such exclusion is in the best interests of the company, in particular in the following cases:

- a) If the Executive Board, after due examination, concludes that the issue price is not significantly lower than the theoretical market value of the bonds calculated according to recognized methods of financial mathematics. However, this authorization to exclude subscription rights only applies to bonds with an option or conversion right (including with option or conversion obligations or a right of tender of the company) for shares that account for a proportionate amount of the share capital of no more than 10 % of the share capital existing at the time this authorization comes into force or – if this amount is lower – of the share capital existing at the time this authorization is exercised. This maximum limit of 10 % of the share capital shall include the proportionate amount of the share capital attributable to shares issued or sold during the term of this authorization in direct or corresponding application of Section 186 (3) sentence 4 AktG; the aforementioned maximum limit shall also include shares to be issued to service option and/or conversion rights or option and/or conversion obligations established by the issue of bonds during the term of this authorization on the basis of any other authorization with the exclusion of subscription rights in corresponding application of Section 186 (3) sentence 4 AktG.
- b) To the extent that this is necessary for fractional amounts resulting from the subscription ratio.
- c) In order to compensate holders of option/conversion rights to the shares of the company, or holders of bonds with an obligation to exercise the option/conversion rights, for dilutions of these rights by granting them the subscription rights they would have after exercising these rights or after fulfilling their obligation to exercise the option/conversion rights as shareholders.
- d) If income bonds and/or profit participation rights are issued without option or conversion rights or option or conversion obligations, if these income bonds and/or profit participation rights have debenture-like features, i.e., if they do not establish any membership rights in the company, do not grant any participation in the liquidation proceeds and if the amount of interest is not calculated on the basis of the net income for the year, the accumulated profit or the dividend; the interest rate and the issue price of the income bonds and/or profit participation rights must also correspond to the current market conditions at the time of issue.

This authorization is restricted to the extent that the shares issued with regard to bonds issued with the exclusion of subscription rights on the basis of this authorization after exercise of the option or conversion rights and option or conversion obligations may not

exceed 10% of the share capital existing at the time the authorization comes into force or – if this amount is lower – of the share capital existing at the time the authorization is exercised.

This 10% limit is also to include treasury shares that are sold during the term of the above authorization with the exclusion of subscription rights and shares that are issued during the term of the above authorization with the exclusion of subscription rights from authorized capital; furthermore, it is to include shares that will be issued as a result of the exercise of option and/or conversion rights or option/conversion obligations attached to bonds, if the associated bonds are issued during the term of this authorization on the basis of another authorization with the exclusion of subscription rights.

Furthermore, the issue of bonds on the basis of this authorization is only permitted as long as a total number of shares with regard to which an option or conversion right or a conversion obligation is established by the issue of bonds, also including new shares that may be issued previously from authorized capitals during the term of this authorization, does not exceed 55,000,000 (corresponding to € 55,000,000.00 of the share capital).

The Executive Board is also authorized, with the consent of the Supervisory Board, to determine the further details of the issue and features of the bonds, in particular the interest rate and form of interest payment, issue price, term and denomination, dilution protection provisions, option or conversion period and the option and conversion price, or to determine them in agreement with the executive bodies of the Group companies issuing the bond.

2. Creation of a new conditional capital 2024 by a corresponding amendment of the articles of incorporation

§ 4 section 6 of the articles of incorporation will be redrafted as follows:

“The company's share capital has been conditionally increased by up to EUR 55,000,000.00 through the issue of up to 55,000,000 new no-par value bearer shares (conditional capital 2024). The conditional capital increase shall only be implemented to the extent that the holders or creditors of bonds with warrants and/or convertible bonds, profit participation rights and/or income bonds (or combinations of these instruments) with option and/or conversion rights or option and/or conversion obligations or rights to tender of the company issued by the company or a Group company up until May 14, 2029, on the basis of the authorization granted to the Executive Board by the Annual General Meeting of May 15, 2024, exercise their conversion or option rights, or fulfill their obligations for exercising the option or conversion rights, or the company exercises its right to grant

bondholders shares in the company in full or partial settlement of the cash amount that has become due, and as long as no other forms of settlement are used. The new shares shall participate in the profits from the start of the fiscal year in which they are issued.

The issue of new shares from the conditional capital 2024 is only permitted as long as the number of new shares, also including any new shares issued previously from authorized capital during the term of the authorization resolution of May 15, 2024, does not exceed a total of 55,000,000 (corresponding to EUR 55,000,000.00 of the share capital).

The new shares shall be issued at the option or conversion prices to be determined in accordance with the aforementioned authorization resolution. The new shares shall participate in profits from the start of the fiscal year in which they are created; to the extent permitted by law, the Executive Board may, with the consent of the Supervisory Board, determine that the new shares may also participate in profits for a fiscal year that has already ended.

The Executive Board is authorized, with the consent of the Supervisory Board, to determine the further details regarding the implementation of the conditional capital increase. The Supervisory Board is authorized to amend § 4 section 6 of the articles of incorporation in accordance with the utilization of the conditional capital. The same applies if the authorization to issue option bonds and/or convertible bonds, profit participation rights and/or income bonds (or combinations of these instruments) with option and/or conversion rights or option and/or conversion obligations or rights to tender of the company is not exercised after the end of the authorization period and if the conditional capital is not utilized after the expiry of all conversion or option periods.”

Remuneration Report 2023

REMUNERATION REPORT 2023

The Executive Board and Supervisory Board of Symrise AG have prepared a remuneration report in accordance with Section 162 of the German Stock Corporation Act (AktG) for the 2023 fiscal year. The remuneration report starts out by presenting in a clear and comprehensible manner the principles and essential features of the remuneration system that applies to the Executive Board and the Supervisory Board of Symrise AG. It additionally explains and breaks down the individualized remuneration that was granted or owed to individual current and former members of the Executive Board and Supervisory Board for the 2023 fiscal year.

A. REVIEW OF THE 2023 FISCAL YEAR

CHALLENGES AND HIGHLIGHTS

The Executive Board and employees together helped Symrise to successfully close out the 2023 fiscal year in a volatile market environment with challenging political and economic conditions. The overall economic environment continued to be difficult in the previous fiscal year. Ongoing geopolitical conflicts in Ukraine and the Middle East are causing uncertainty and harbor potential risks for globalized supply chains. Growing tensions between China and the USA are having a negative impact on world trade and the tight monetary policy adopted in response to record inflation has resulted in higher lending costs and lower investment.

To date, this had only a minimal impact on sales performance at Symrise due to its diversified global positioning. While Symrise targeted organic sales growth of 5% to 7% at the beginning of the fiscal year and communicated this ambition to the capital market, the forecast was adjusted to more than 7% in December. In the 2023 fiscal year, Symrise continued its targeted portfolio management. For example, the establishment of a joint venture with Fujian Sunner Development Co. Ltd. in China, one of the country's main poultry processors, further strengthened the activities of the Pet Food division. Increasing Symrise's interest in Kobo Products Inc., South Plainfield, NJ, USA, a supplier of innovative, technology-based raw materials for the cosmetics industry, to 49% has created further growth opportunities for both companies in the fields of mineral UV filters and decorative cosmetics. Also in the reporting period, Symrise increased its stake in the publicly listed Swedencare AB, Malmö, Sweden, to just under 36%, thereby continuing to expand its activities in the pet care market.

The business performance of Symrise in the 2023 fiscal year is reflected in the development of key figures that are particularly important for the company. Symrise exceeded its sales targets, generating sales of € 4,730 million or 7.9 % organic growth. Consolidated earnings before interest, taxes, depreciation and amortization adjusted for one-time effects¹ (adjusted EBITDA) amounted to € 903 million, which is 2 % below the previous year's value of € 922 million². At 19.1 %, the adjusted EBITDA margin was below the previous year's value of 20.2 %², which was mainly attributable to inventory valuation effects, exchange rate effects and general cost increases as the result of high inflation. The company thus also failed to achieve the target value of around 20 % for the 2023 fiscal year. Adjusted earnings per share amounted to € 2.44, which is € 0.47 above the value in 2022 (€ 2.91²).

In addition to operating as a successful business, Symrise is committed to achieving its sustainability goals in terms of the climate, environment and social responsibility and prioritizes and vigorously pursues sustainable product development. The company therefore aims to be climate positive with regard to greenhouse gas emissions (Scope 1 and 2) by 2030. Its commitment to climate, water and forests makes Symrise one of the leading sustainable companies worldwide according to the criteria provided by the Carbon Disclosure Project (CDP), a highly regarded non-profit organization. These kinds of measures have earned Symrise top scores once again in the CDP's 2023 ranking. Symrise additionally evaluates its suppliers based on sustainability criteria such as respect for human rights in the supply chain. These efforts also aim to ensure compliance with the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), which came into force in 2023.

The success of the fiscal year is also apparent in the degree of target achievement as reflected in the annual bonus (Short Term Incentive, STI: 69.2 %) and in the 2021 – 2023 LTIP tranche (Long Term Incentive Plan: 106.5 %) of the Executive Board members.

¹ The one-time effects include the costs in the Scent & Care segment in connection with the production stoppage at the Colonel Island site, the reorganization costs resulting from the segment's new strategic focus and the costs associated with the antitrust investigation; moreover, adjustments were made in both segments for an insurance reimbursement for a cybersecurity incident in 2020.

² Excluding impairment of the associated company Swedencare

1. APPLICATION OF THE 2022 EXECUTIVE BOARD REMUNERATION SYSTEM

In the 2023 fiscal year, the 2022 Executive Board Remuneration System was applied. Following thorough revision and updating, this had been approved by a resolution of the Annual General Meeting on May 3, 2022.

2. CONSIDERATION OF THE RESOLUTION OF THE ANNUAL GENERAL MEETING ON THE 2022 REMUNERATION REPORT

The Executive Board and Supervisory Board reported extensively on the remuneration of the Executive Board and Supervisory Board in the 2022 fiscal year in the 2022 Remuneration Report. By a resolution of the Annual General Meeting on May 10, 2023, the Remuneration Report 2022 was approved with 89.93% of the votes cast; the new version of the remuneration system was thereby also approved indirectly with a large majority. The Remuneration Report 2023 will be submitted for approval by the Annual General Meeting 2024.

3. COMPOSITION OF THE EXECUTIVE BOARD IN THE 2023 FISCAL YEAR

The Executive Board of Symrise AG was enlarged in the 2023 fiscal year. As of February 1, 2023, Dr. Stephanie Coßmann was appointed to the Executive Board with responsibility for the newly created Human Resources, Legal and Compliance unit. As of the same date, Dr. Jörn Andreas was appointed President Scent & Care, which had previously been headed on an interim basis by CEO Dr. Heinz-Jürgen Bertram. The Executive Board of Symrise AG was made up of the following members:

- Dr. Heinz-Jürgen Bertram, Chief Executive Officer since 2008, member of the Executive Board since 2006
- Olaf Klinger, member of the Executive Board since 2016
- Dr. Stephanie Coßmann, member of the Executive Board since February 1, 2023
- Dr. Jörn Andreas, member of the Executive Board since February 1, 2023
- Dr. Jean-Yves Parisot, member of the Executive Board since 2016

4. COMPOSITION OF THE SUPERVISORY BOARD IN THE 2023 FISCAL YEAR

The composition of the Supervisory Board also changed in the 2023 fiscal year. The Supervisory Board of Symrise AG had the following members in the 2023 fiscal year (shareholder representatives are marked with *, employee representatives are marked with **):

- Michael König, Chairman of the Supervisory Board*
- Harald Feist, Vice Chairman of the Supervisory Board**
- Ursula Buck*
- Horst-Otto Gerberding* (until May 10, 2023)
- Jan Zijderveld * (from May 10, 2023)
- Jeannette Chiarlitti**
- Bernd Hirsch*
- André Kirchhoff**
- Dr. Jakob Ley**
- Prof. Dr. Andrea Pfeifer*
- Andrea Püttcher**
- Peter Vanacker*
- Peter Winkelmann** (until May 31, 2023)
- Malte Lückert ** (from June 13, 2023)

B. REMUNERATION OF THE MEMBERS OF THE EXECUTIVE BOARD

1. PRINCIPLES OF EXECUTIVE BOARD REMUNERATION

The 2022 Executive Board Remuneration System applies to all Executive Board members active in the 2023 fiscal year.

2. TARGET REMUNERATION IN THE 2023 FISCAL YEAR

Each Executive Board member is contractually promised a target remuneration that the Supervisory Board ensures is in line with market conditions. The target remuneration for Executive Board members was adjusted when the 2022 Executive Board Remuneration System went into effect.

The following tables show the target remuneration (excluding supplementary payments) for the 2023 fiscal year and, to allow comparisons, for the 2022 fiscal year as well. They also present the maximum achievable remuneration (excluding supplementary payments) for the fiscal years:

Dr. Heinz-Jürgen Bertram – Chief Executive Officer

in €	2023		2022	
	Goal	Maximum	Goal	Maximum
Fixed remuneration	900,000	900,000	900,000	900,000
Annual variable remuneration/annual bonus	900,000	1,350,000	900,000	1,350,000
Multi-year variable remuneration/LTIP	1,200,000	2,400,000	1,200,000	2,400,000
Total	3,000,000	4,650,000	3,000,000	4,650,000

Olaf Klinger – Chief Financial Officer

in €	2023		2022	
	Goal	Maximum	Goal	Maximum
Fixed remuneration	525,000	525,000	525,000	525,000
Annual variable remuneration/annual bonus	525,000	787,500	525,000	787,500
Multi-year variable remuneration/LTIP	700,000	1,400,000	700,000	1,400,000
Total	1,750,000	2,712,500	1,750,000	2,712,500

Dr. Jean-Yves Parisot – President Taste, Nutrition & Health

in €	2023		2022	
	Goal	Maximum	Goal	Maximum
Fixed remuneration	525,000	525,000	525,000	525,000
Annual variable remuneration/annual bonus	525,000	787,500	525,000	787,500
Multi-year variable remuneration/LTIP	700,000	1,400,000	700,000	1,400,000
Total	1,750,000	2,712,500	1,750,000	2,712,500

Dr. Jörn Andreas – President Scent & Care from February 1, 2023

in €	2023		2022	
	Goal	Maximum	Goal	Maximum
Fixed remuneration	525,000	525,000	–	–
Annual variable remuneration/annual bonus	525,000	787,500	–	–
Multi-year variable remuneration/LTIP	700,000	1,400,000	–	–
Total	1,750,000	2,712,500	–	–

Dr. Stephanie Coßmann – Head of Human Resources, Legal and Compliance from February 1, 2023

in €	2023		2022	
	Goal	Maximum	Goal	Maximum
Fixed remuneration	525,000	525,000	–	–
Annual variable remuneration/annual bonus	525,000	787,500	–	–
Multi-year variable remuneration/LTIP	700,000	1,400,000	–	–
Total	1,750,000	2,712,500	–	–

3. OVERVIEW OF THE 2022 EXECUTIVE BOARD REMUNERATION SYSTEM

Fixed remuneration

Remuneration component	Objective	Implementation
Fixed remuneration	Competitive remuneration to attract the best available candidates worldwide to develop and execute the corporate strategy and manage the company and retain these candidates for the long term.	Equivalent to 30 % of total target remuneration consisting of fixed remuneration, annual bonus and long-term incentive plan ("Target Total Remuneration")
Supplementary payments		Supplementary payments mainly contain fringe benefits in the form of non-monetary benefits from the provision of a company car for personal use, contributions to group accident insurance in the case of inability to work or death and contributions to statutory social security insurance A non-individualized group D&O insurance has also been concluded
Pension through personal contributions	Ability to accumulate adequate pension savings.	<ul style="list-style-type: none"> No company-financed pensions Ability to accumulate deferred compensation retirement benefits through salary conversion Individual contractual pension commitments for Dr. Bertram based on his previous employment with the company

Performance-related remuneration

Remuneration component	Objective	Implementation
Annual variable remuneration (annual bonus or STI)	<p>Designed to encourage Executive Board members to achieve ambitious goals.</p> <p>Economic targets obtained from the rolling medium-term plan support the achievement of long-term, multi-year corporate goals.</p> <p>Non-financial goals are designed to promote sustainable value creation.</p>	<p>Target bonus model</p> <ul style="list-style-type: none"> Performance period: one fiscal year Target amount equal to 30 % of the Target Total Remuneration <p>Performance criteria</p> <ul style="list-style-type: none"> 80 % financial goals, broken down into <ul style="list-style-type: none"> 30 % exchange rate-adjusted organic net sales growth 30 % exchange-rate adjusted EBITDA margin 20 % business free cash flow as a % of sales 20 % non-financial criteria (ESG goals and/or strategic goals) <p>Threshold, target and maximum value</p> <ul style="list-style-type: none"> Threshold = goal attainment 0 % Target = goal attainment 100 % Maximum value = goal attainment 150 % <p>Cap</p> <ul style="list-style-type: none"> 150 % of the target amount <p>Payout terms</p> <ul style="list-style-type: none"> Paid out in cash in the year following the approval of the consolidated financial statements
Multi-year variable remuneration (long-term incentive plan, LTIP)	<p>Promotes long-term commitment and incentivizes sustainable value creation in line with shareholder/investor interests.</p> <p>Comparison with peer group promotes competitive orientation.</p> <p>Additional alignment of long-term focus with profitability and sustainability.</p>	<p>Performance cash plan</p> <ul style="list-style-type: none"> Performance period: next four years Rolling system (annual tranches) Target amount equal to 40 % of the Target Total Remuneration <p>Performance criteria</p> <ul style="list-style-type: none"> 80 % financial goals, broken down into <ul style="list-style-type: none"> 40 % relative total shareholder return ("TSR") over the performance period and 40 % earnings per share ("EPS") 20 % non-financial criteria (ESG goals) <p>Threshold, target and maximum value</p> <ul style="list-style-type: none"> Threshold = goal attainment 0 % Target = goal attainment 100 % Maximum value = goal attainment 200 % <p>Cap</p> <ul style="list-style-type: none"> 200 % of the target amount <p>Payout terms</p> <ul style="list-style-type: none"> Paid out in cash or stock in the year following the expiration of the performance period and following approval of the consolidated financial statements

4. REMUNERATION OF THE EXECUTIVE BOARD MEMBERS ACTIVE IN THE 2023 FISCAL YEAR

4.1. REMUNERATION GRANTED AND OWED IN THE 2023 FISCAL YEAR

The following remuneration tables show as remuneration granted and owed the remuneration associated with services that the Executive Board member performed in full by December 31, 2023. For the 2023 fiscal year, this includes

- the fixed salary paid for the 2023 fiscal year and supplementary payments;
- the annual bonus to be paid for the 2023 fiscal year even if the payment is not made until 2024 following approval of the consolidated financial statements;
- the payout amount from the 2021 – 2023 LTIP tranche (which is still based on the 2015 remuneration system) even if the payment is not made until 2024 following approval of the consolidated financial statements.

The remuneration tables do not include any remuneration “owed” in the sense of “*legally existing liabilities for remuneration components that are due but have not yet been paid,*” since all the remuneration obligations have been met in full.

In addition, the remuneration tables show the proportions of total remuneration that comprise all fixed and variable remuneration components. The proportions shown here are for the remuneration components granted and owed in the applicable fiscal year as defined in Section 162 (1) sentence 1 of the German Stock Corporation Act (AktG).

4.2. TABLE OVERVIEW

	2023		2022	
	in €	in %	in €	in %
Fixed remuneration				
Fixed remuneration	900,000	37.50	900,000	32.58
Supplementary payments	25,013	1.04	24,444	0.88
Total	925,013	38.54	924,444	33.47
Short-term variable remuneration				
Bonus for the 2022 fiscal year	–	–	671,823	24.32
Bonus for the 2023 fiscal year	622,800	25.95	–	–
Long-term variable remuneration				
LTIP 2020 (term: 2020 to 2022)	–	–	1,165,867	42.21
LTIP 2021 (term: 2021 to 2023)	852,267	35.51	–	–
One-time payment	0	0.00	0	0.00
Other	0	0.00	0	0.00
Total – remuneration granted and owed³	2,400,080	100.00	2,762,134	100.00

³ The remuneration also covers the Supervisory Board activity for Swedencare AB.

Olaf Klinger – Chief Financial Officer

	2023		2022	
Fixed remuneration	in €	in %	in €	in %
Fixed remuneration	525,000	36.25	525,000	31.43
Supplementary payments	27,499	1.90	24,751	1.48
Total	552,499	38.14	549,751	32.91
Short-term variable remuneration				
Bonus for the 2022 fiscal year	–	–	391,897	23.46
Bonus for the 2023 fiscal year	363,300	25.08	–	–
Long-term variable remuneration				
LTIP 2020 (term: 2020 to 2022)	–	–	728,667	43.62
LTIP 2021 (term: 2021 to 2023)	532,667	36.77	–	–
One-time payment	0	0.00	0	0.00
Other	0	0.00	0	0.00
Total – remuneration granted and owed	1,448,466	100.00	1,670,315	100.00

Dr. Jean-Yves Parisot – President Taste, Nutrition & Health

	2023		2022	
Fixed remuneration	in €	in %	in €	in %
Fixed remuneration	525,000	29.54	525,000	25.96
Supplementary payments	356,382	20.05	377,137	18.65
Total	881,382	49.59	902,137	44.60
Short-term variable remuneration				
Bonus for the 2022 fiscal year	–	–	391,897	19.37
Bonus for the 2023 fiscal year	363,300	20.44	–	–
Long-term variable remuneration				
LTIP 2020 (term: 2020 to 2022)	–	–	728,667	36.02
LTIP 2021 (term: 2021 to 2023)	532,667	29.97	–	–
One-time payment	0	0.00	0	0.00
Other	0	0.00	0	0.00
Total – remuneration granted and owed⁴	1,777,348	100.00	2,022,701	100.00

4 The remuneration also covers the Supervisory Board activities for Swedencare AB and Probi AB.

Dr. Jörn Andreas – President Scent & Care from February 1, 2023

	2023		2022	
Fixed remuneration	in €	in %	in €	in %
Fixed remuneration	481,250	56.85	–	–
Supplementary payments	32,267	3.81	–	–
Total	513,517	60.66	–	–
Short-term variable remuneration				
Bonus for the 2022 fiscal year	–	–	–	–
Bonus for the 2023 fiscal year	333,025	39.34	–	–
Long-term variable remuneration				
LTIP 2020 (term: 2020 to 2022)	–	–	–	–
LTIP 2021 (term: 2021 to 2023)	0	0.00	–	–
One-time payment	0	0.00	–	–
Other	0	0.00	–	–
Total – remuneration granted and owed⁵	846,542	100.00	–	–

Dr. Stephanie Coßmann – Head of Human Resources and Legal from February 1, 2023

	2023		2022	
Fixed remuneration	in €	in %	in €	in %
Fixed remuneration	481,250	56.81	–	–
Supplementary payments	32,846	3.88	–	–
Total	514,096	60.69	–	–
Short-term variable remuneration				
Bonus for the 2022 fiscal year	–	–	–	–
Bonus for the 2023 fiscal year	333,025	39.31	–	–
Long-term variable remuneration				
LTIP 2020 (term: 2020 to 2022)	–	–	–	–
LTIP 2021 (term: 2021 to 2023)	0	0.00	–	–
One-time payment	0	0.00	–	–
Other	0	0.00	–	–
Total – remuneration granted and owed	847,121	100.00	–	–

5 For his Supervisory Board activity for Probi AB, Dr. Andreas received remuneration of SEK 320,000 in 2023.

4.3. VARIABLE REMUNERATION IN THE 2023 FISCAL YEAR

4.3.1. VARIABLE REMUNERATION PERFORMANCE CRITERIA

4.3.1.1. 2023 annual bonus

The 2023 annual bonus (STI) is based on the requirements of the 2022 Executive Board Remuneration System. An individual target amount for 100 % target achievement has been contractually agreed with each Executive Board member. 80 % of the STI is based on financial performance criteria and 20 % on non-financial performance criteria. The following key financial performance criteria apply for the STI:

- exchange rate-adjusted organic net sales growth (weighting: 30 %),
- the exchange rate-adjusted EBITDA margin (Earnings before Interest, Taxes, Depreciation and Amortization) (weighting: 30 %) and
- the exchange rate-adjusted business free cash flow (BFCF) as a % of sales (weighting: 20 %).

The Supervisory Board may use ESG goals or strategic goals as non-financial performance criteria. The following key sustainability criteria apply for the STI:

- For all Executive Board members: Reduction of 3 % in absolute greenhouse gas emissions (Scope 3) (weighting: 10 %)
- For Dr. Heinz-Jürgen Bertram, Dr. Jörn Andreas and Dr. Jean-Yves Parisot: Implementation of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) in 2023 (weighting: 10 %)
- For Mr. Olaf Klinger: Integration of the EU Taxonomy Regulation into the Symrise Annual Report 2023 (weighting: 10 %)
- For Dr. Stephanie Coßmann: Global employee survey: work with the global HR team to evaluate the 2022 survey and define measures (weighting: 10 %)

In accordance with the requirements of the 2022 Executive Board Remuneration System, the Supervisory Board of Symrise AG has set the targets for the financial and non-financial performance criteria for the 2023 fiscal year based on business planning for the year and the respective executive responsibility. For the 2023 fiscal year, the Supervisory Board defined a threshold for each performance criterion and a goal attainment corridor for attainment below or above 100 %.

For the climate goals, the target corresponding to 100 % goal attainment was set at 3 %. The lower threshold – equivalent to goal attainment of 90 % – is 2 % and the upper threshold is 4 % – equivalent to goal attainment of 110 %.

The financial goals advance the 2025 mid-term goals that the company published in 2019. The non-financial goals advance the sustainability objectives, which were also set until 2025. The goal attainment and the table below are documented in the annual Sustainability Report.

The defined performance criteria, their weighting, the targets, thresholds and maximum values and the actual values and resulting goal attainment levels are disclosed in order to show the link between pay and performance in the annual bonus system.

The following overview summarizes the targets, thresholds and maximum values defined at the beginning of the 2023 fiscal year as well as the actual values and resulting goal attainment levels for the financial performance criteria in the annual bonus system for the 2023 fiscal year:

Weighting	Goal	Goal attainment curve			Actual value	Goal attainment
		Threshold	Target	Maximum value		
		(0% goal attainment)	(100% goal attainment)	(150% goal attainment)		
in %		in %	in %	in %	in %	
30	Exchange rate-adjusted organic net sales growth	4.1	9.1	14.1	7.9	76
30	Exchange-rate adjusted EBITDA margin	18.2	20.2	22.2	18.8	30
20	Exchange rate-adjusted business free cash flow	9.0	12.0	15.0	11.7	90

The following overview also presents the goal attainment levels for non-financial performance criteria and summarizes the overall goal attainment and payout amount per Executive Board member in the annual bonus system for the 2023 fiscal year:

	Weighting	Goal	Goal attainment	Overall level of goal attainment	Payout amount
			in %	in %	in €
Dr. Heinz-Jürgen Bertram	30	Exchange rate-adjusted organic net sales growth	76		
	30	Exchange-rate adjusted EBITDA margin	30		
	20	Exchange rate-adjusted business free cash flow	90		
Target amount: € 900,000		Reduction of 3 % in absolute greenhouse gas emissions (Scope 3)	94		
	10	Implementation of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) in 2023	100	69.20	622,800.00
Olaf Klinger	30	Exchange rate-adjusted organic net sales growth	76		
	30	Exchange-rate adjusted EBITDA margin	30		
	20	Exchange rate-adjusted business free cash flow	90		
Target amount: € 525,000		Reduction of 3 % in absolute greenhouse gas emissions (Scope 3)	94		
	10	Integration of the EU Taxonomy Regulation into the Symrise Annual Report 2023	100	69.20	363,300.00

	Weighting	Goal	Goal attainment	Overall level of goal attainment	Payout amount
	in %		in %	in %	in €
Dr. Jean-Yves Parisot	30	Exchange rate-adjusted organic net sales growth	76		
	30	Exchange-rate adjusted EBITDA margin	30		
	20	Exchange rate-adjusted business free cash flow	90		
	Target amount: € 525,000	Reduction of 3 % in absolute greenhouse gas emissions (Scope 3)	94		
	10	Implementation of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) in 2023	100	69.20	363,300.00
Dr. Jörn Andreas	30	Exchange rate-adjusted organic net sales growth	76		
	30	Exchange-rate adjusted EBITDA margin	30		
	20	Exchange rate-adjusted business free cash flow	90		
	Target amount: € 481,250 (for 11 months)	Reduction of 3 % in absolute greenhouse gas emissions (Scope 3)	94		
	10	Implementation of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) in 2023	100	69.20	333,025.00
Dr. Stephanie Coßmann	30	Exchange rate-adjusted organic net sales growth	76		
	30	Exchange-rate adjusted EBITDA margin	30		
	20	Exchange rate-adjusted business free cash flow	90		
	Target amount: € 481,250 (for 11 months)	Reduction of 3 % in absolute greenhouse gas emissions (Scope 3)	94		
	10	Global employee survey: work with the global HR team to evaluate the 2022 survey and define measures	100	69.20	333,025.00

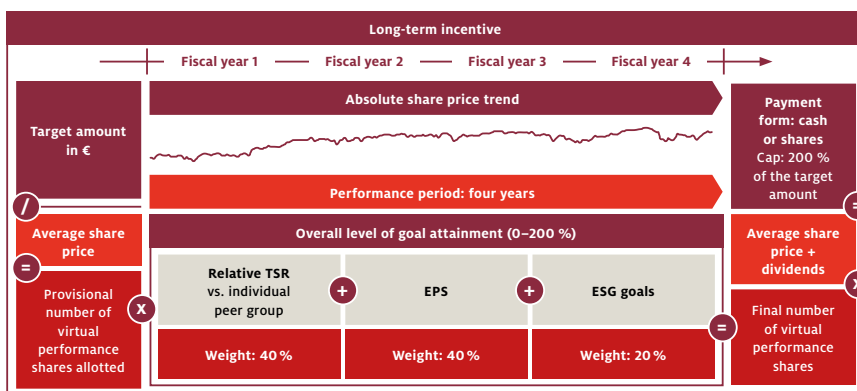
To ensure appropriate incentives for the Executive Board members, the Supervisory Board may, in special cases, adjust the actual values of the key figures underlying the performance criteria for remuneration purposes in a manner consistent with the remuneration system. This is mainly done wherever the target is not comparable to the actual values of the key figures, which means the assessment basis is different. The Supervisory Board makes the adjustments to ensure congruency between targets and goal attainment levels. The Supervisory Board thus adjusted the reported results (sales, EBITDA and business free cash flow) for acquisition effects (sales and earnings contributions as well as one-time, non-recurring acquisition and integration costs and impairment losses) and other one-time, unforeseen, non-recurring special influences that were not included in the target at the beginning of the fiscal year. Currency translation also causes deviations from the reported figures. The reported figures are measured at the average exchange rates for the reporting year, whereas performance is measured at the budget exchange rates used as the basis for setting the targets.

The one-time, unforeseen and non-recurring effects for which adjustments were made in the 2023 fiscal year included⁶:

- Costs in connection with the production stoppage at the Colonel Island site (€ 47.9 million)
- Reorganization costs resulting from the new strategic focus of the Scent & Care segment (€ 4.3 million)
- Costs associated with the antitrust investigation (€ 5.9 million)
- Income from an insurance reimbursement for a cybersecurity incident in 2020 (€ 4.8 million)

4.3.1.2. LTIP allocated in the fiscal year (LTIP 2023 – 2026)

At the beginning of the 2023 fiscal year, the Executive Board members were awarded the LTIP 2023 – 2026, which is based on the 2022 Executive Board Remuneration System. The LTIP 2023 – 2026 is a performance share plan with a performance period of four years.



The Executive Board members were allotted virtual performance shares under the LTIP 2023 – 2026 at the start of the fiscal year. The number of allotted performance shares is calculated on the basis of the contractually agreed target amount for 100 % goal attainment, divided by the arithmetic mean of the closing prices of the Symrise AG share in the last 60 trading days prior to the start of the respective performance period (allotment price). The allotment price is € 104.29 for the LTIP 2023 – 2026.⁷

⁶ All figures calculated at 2023 budget exchange rates

⁷ As Dr. Stephanie Coßmann and Dr. Jörn Andreas joined the Executive Board in February 2023, the shares allotted to them were calculated on a pro rata basis for the period from February to December 2023.

	Target amount in €	Allotment price in €	Number of virtual performance shares allotted
Dr. Heinz-Jürgen Bertram	1,200,000	104.29	11,506
Olaf Klinger	700,000	104.29	6,712
Dr. Jean-Yves Parisot	700,000	104.29	6,712
Dr. Jörn Andreas	641,667	104.29	6,153
Dr. Stephanie Coßmann	641,667	104.29	6,153

Performance criteria

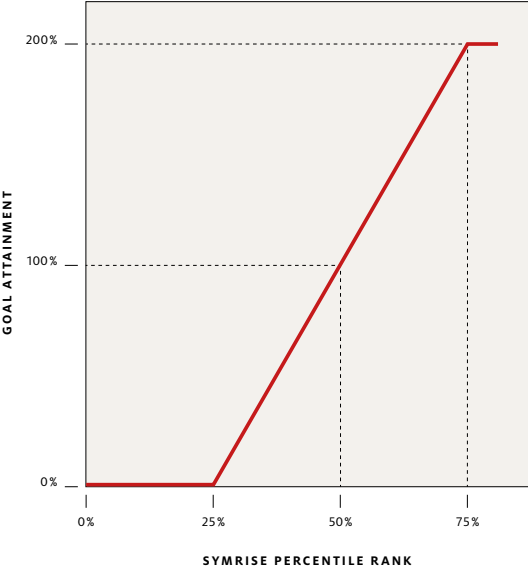
40 % of the LTIP 2023 – 2026 amount reflects the financial performance criteria of exchange rate-adjusted earnings per share (“EPS”) over the performance period and relative total shareholder return (“TSR”) by comparison with the peer group during the performance period; 20 % of the LTIP amount reflects ESG goals.

The selected financial criteria mean that the LTIP 2023 – 2026 provides an important contribution to increasing the value of the company for shareholders and other stakeholders. EPS focuses on the long-term and sustainable profitability of Symrise. The relative TSR performance criterion reflects the goal of Symrise of achieving an above-average long-term performance on the stock market by comparison with similar companies and thus strengthening the attractiveness of the company as an investment for shareholders. Finally, the inclusion of relevant ESG goals embeds the sustainability strategy in the Executive Board’s remuneration system. Apart from the relative TSR trend, implementing these goals in a performance share plan also establishes an incentive in the form of the absolute share price trend with the intention of harmonizing the interests of the Executive Board and the shareholders even more closely.

The annual EPS figure reported in the annual report will be applied for calculation of the level of EPS goal attainment. The average level for the performance period will be determined on the basis of the four respective annual figures.

To determine the relative TSR, the development of the Symrise AG share price plus the notionally reinvested dividends over the four-year performance period will be compared with the price trend for the shares of the peer group plus the dividend paid out over the four-year performance period. The percentile rank of Symrise within the peer group will be determined and assessed as follows:

Goal attainment curve for relative TSR

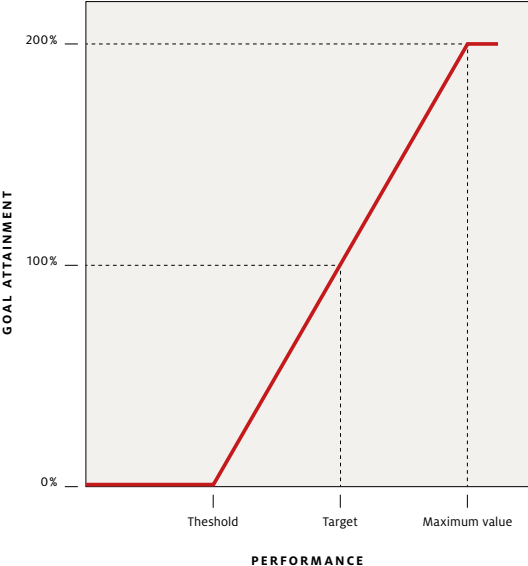


The peer group for calculation of the relative TSR is the same peer group which Symrise will apply for its appropriateness review. It consists of the following companies: Beiersdorf, CHR Hansen, Croda, DSM, EVONIK, Givaudan, Henkel, IFF, Kerry Group, KWS, LANXESS, Novozymes, Südzucker and Wacker Chemie.

At the beginning of the performance period, the Supervisory Board also set measurable and quantifiable ESG targets for the LTIP 2023 – 2026. The defined ESG target for the LTIP 2023 – 2026 is to increase the eco-efficiency of greenhouse gas emissions (Scope 1 and 2) by 6.6% p. a. in relation to value creation.

The Supervisory Board determined a target (which represents 100 % goal attainment), a threshold (which represents 0 % goal attainment) and a maximum value (which represents 200 % goal attainment) for the EPS performance criterion and each ESG goal at the start of the performance period. Goal attainment levels of more than 200 % will not result in any further increase in goal attainment.

Schematic LTI goal achievement curve



Conversion of the performance measurement into an LTIP bonus and payout

After the end of the performance period, the percentage level of goal attainment will be assessed for the financial performance criteria, on the one hand, and the ESG goals, on the other. The overall level of goal attainment will correspond to the aggregate of the individual goals achieved and the weighting of the performance criteria. The maximum overall level of goal attainment for the LTIP 2023–2026 is 200 % (cap). The final number of performance shares will be calculated on the basis of the overall level of goal attainment for the financial performance criteria and the ESG goals. The levels of goal attainment will be reported ex post in the Remuneration Report.

To calculate the payout amount under the LTIP 2023–2026, the final number of performance shares will be multiplied by the arithmetic mean of the closing prices of the Symrise AG share over the last 60 trading days prior to the end of the performance period and the dividends paid for each Symrise AG share over the performance period.

The LTIP 2023 – 2026 amount is paid out in cash once the Supervisory Board has approved the consolidated financial statements for the last fiscal year in the performance period. Alternatively, the Supervisory Board may resolve to pay out the LTIP 2023 – 2026 amount in Symrise AG shares.

Interim payment

The changeover from the previous LTIP with a three-year term to the new LTIP with a four-year term will give rise to a payment gap at the end of the third year of the performance period for the first new LTIP 2022 – 2025. To compensate for this payment gap, the Executive Board members may decide to claim an interim payment of up to 50% of the LTIP 2022 – 2025 target amount after three of the four years of the performance period. The Supervisory Board may reduce the amount of this interim payment if, on the basis of forecasts, it can already assume at the time of the interim payment that the final LTIP 2022 – 2025 payout amount will fail to match the interim payment. The interim payment will be disbursed at the start of 2025. After the end of the performance period for the LTIP 2022 – 2025, the interim payment will be offset against the final payout amount under the LTIP 2022 – 2025. If the interim payment exceeds the final payout amount, the Executive Board member will be obliged to repay the relevant amount. An Executive Board member will not be entitled to receive any interim payment if their period of appointment ends prior to the date on which the interim payment is made. If the period of appointment and/or the employment contract of an Executive Board member ends due to a “bad leaver” scenario, which results in the expiry of the outstanding LTIP 2022 – 2025 tranches, this Executive Board member will likewise not be entitled to receive this interim payment. If this interim payment has already been made, the Executive Board member in question will be obliged to reimburse this interim payment within one month of the end of their appointment.

4.3.1.3. LTIP fully vested in the fiscal year (LTIP 2021 – 2023)

The LTIP 2021 – 2023 is based on the 2015 Executive Board Remuneration System. It is designed as a future-oriented performance cash plan. On January 1, 2021, participating Executive Board members Dr. Bertram, Olaf Klinger and Dr. Parisot were each allotted a tranche with a three-year term (the “performance period”). The following table provides an overview of the LTIP under the 2015 Executive Board Remuneration System:

<p>Multi-year variable remuneration (long-term incentive plan, LTIP)</p>	<p>Promotes long-term commitment and incentivizes sustainable value creation in line with shareholder/investor interests.</p> <p>Comparison with peer group promotes competitive orientation.</p>	<p>Performance cash plan</p> <ul style="list-style-type: none"> • Performance period: next three years • Rolling system (annual tranches) <p>Performance criteria</p> <ul style="list-style-type: none"> • Change in share price plus dividends or other distributions (“total shareholder return, TSR”) of Symrise AG • Goal attainment is based on the performance of the Symrise TSR relative to competitors and similar companies in the market (“TSR peer group”) <p>Threshold, target and maximum value</p> <ul style="list-style-type: none"> • Payment is made if Symrise has outperformed 25 % of the peer companies (at least a 25th percentile rank in the peer group, the “threshold”) over three performance years; the bonus entitlement becomes null and void if its performance falls below 25 % • 100 % goal attainment corresponds to a 50th percentile rank • The bonus payment is calculated linearly between the 25th and 75th percentile • Cap of 200 % • Annual establishment of the attained percentile rank <p>Target amounts with a goal attainment of 100 % in the 2020 fiscal year</p> <ul style="list-style-type: none"> • Target amount is equal to 33 % of total target remuneration consisting of fixed remuneration, annual bonus and long-term incentive plan • Chief Executive Officer: € 800,000 • Ordinary member: € 500,000 <p>Payout terms</p> <ul style="list-style-type: none"> • Paid out in cash or stock in the year following the expiration of the performance period and following approval of the consolidated financial statements
---	---	---

Since granted and owed remuneration refers to remuneration associated with services that the Executive Board member performed in full by December 31, 2023, the following sections explain the LTIP reported in the tables for the 2023 fiscal year with a performance period from 2021 to 2023.

a) Goals defined for the performance period from 2021 to 2023

All Executive Board members active in the 2021 fiscal year were allotted an LTIP with a performance period from 2021 to 2023 (January 1, 2021, to December 31, 2023) effective January 1, 2021.

The key performance criterion is the change in the Symrise AG share price, plus dividends or other distributions (total shareholder return, "TSR"). Goal attainment is assessed based on the performance of the Symrise TSR relative to competitors and market peers ("TSR peer group"). The TSR peer group is recommended by an external consulting firm (Obermatt, Zurich, Switzerland) and consisted of the following companies during the performance period from 2021 to 2023:

- Symrise AG (Germany)
- Beiersdorf Aktiengesellschaft (Germany)
- Clariant AG (Switzerland)
- Conagra Foods (United States)
- Croda International Plc. (United Kingdom)
- DSM-Firmenich AG (Switzerland)
- Givaudan SA (Switzerland)
- Glanbia plc (Ireland)
- Henkel AG & Co. KGaA (Germany)
- Huabao International Holdings Limited (Hong Kong)
- Ingredion Inc. (United States)
- International Flavors & Fragrances, Inc. (United States)
- Kao Corp. (Japan)
- Kerry Group Plc. (Ireland)
- McCormick & Company, Inc. (United States)
- Natura Cosméticos S.A. (Brazil)
- Novozymes A/S (Denmark)
- PCAS (France)
- Robertet SA (France)
- Sensient Technologies Corporation (United States)
- T. Hasegawa Co., Ltd. (Japan)
- Takasago International Corporation (Japan)
- Tate & Lyle plc (United Kingdom)
- The Hershey Company (United States)
- Treatt PLC (United Kingdom)

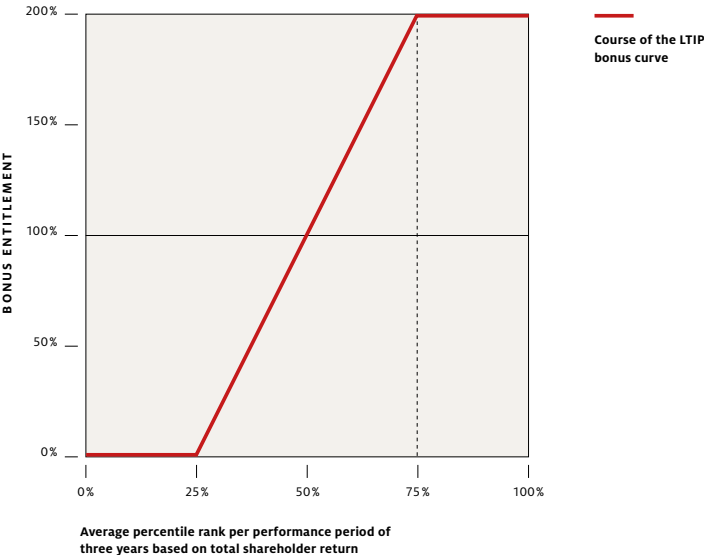
A cash payment is made after the end of the performance period and after approval of the consolidated financial statements. The amount of the bonus payment depends on the performance of the Symrise TSR compared to the TSR of the TSR peer group. It may also be zero. The Symrise TSR is expressed using a percentile ranking. The percentile ranking is prepared by an external consulting firm (Obermatt, Zurich, Switzerland). The index is calculated at

daily prices. In the case of changes in the TSR peer group (for example, through acquisition of a listed company), the Supervisory Board will make adjustments upon the recommendation of the external consultant.

The following threshold, target and maximum values apply to the performance period from 2021 to 2023:

Percentile rank	Bonus entitlement
Below 25th percentile rank (threshold)	0
50th percentile rank	100 % of individual target amount
75th percentile rank (maximum value)	200 % of individual target amount

The bonus payment is calculated linearly between the 25th and 75th percentile. Values above the 75th percentile rank do not result in any additional payment.



The percentile rank attained each year is fixed and then averaged over three years.

b) Goal attainment for the performance period from 2021 to 2023

The following table summarizes the overall goal attainment and the resulting payout amount for the individual Executive Board members.

	Average percentile ranking of Symrise AG over the performance period from 2021 to 2023	Goal attainment	Target amount (100% goal attainment)	Payout amount
	in %	in %	in €	in €
Dr. Heinz-Jürgen Bertram			800,000	852,267
Olaf Klinger	51.6	106.5	500,000	532,667
Dr. Jean-Yves Parisot			500,000	532,667

4.3.2. CONFORMITY TO THE REMUNERATION SYSTEM AND COMPLIANCE WITH THE REMUNERATION CEILING

The remuneration granted and owed to the Executive Board members in the 2023 fiscal year meets the requirements of the relevant remuneration system. The fixed remuneration components and annual bonus (STI) conform to the 2022 Executive Board Remuneration System, while the LTIP 2021 – 2023 conforms to the 2015 Executive Board Remuneration System. There are no exceptions to the applicable Executive Board remuneration systems.

Payments made under the annual bonus and the long-term incentive plan did not have to be reduced since the cap of 150 % for the annual bonus and 200 % for the long-term incentive plan was not reached.

The 2022 Executive Board Remuneration System contains a contractually stipulated remuneration ceiling for each Executive Board member within the meaning of Section 87a (1) sentence 2 no. 1 of the German Stock Corporation Act (AktG). The remuneration ceiling is based on the remuneration elements that are allocated for that fiscal year. As of December 31, 2023, the remuneration elements presented within the granted and owed remuneration conform to the remuneration ceiling for the 2023 financial year since the total of fixed remuneration, supplementary payments and the payout amount for the 2023 annual bonus did not reach the remuneration ceiling. The 2023 remuneration ceiling includes the LTIP 2023 – 2026, the amount of which will not be determined until the end of the 2026 fiscal year. The company will explain in the remuneration report that covers the LTIP 2023 – 2026 whether and how the total of fixed remuneration, supplementary payments, the payout amount of the 2023 annual bonus and the payout amount from the LTIP 2023 – 2026 reached the remuneration ceiling and whether and how the payout amount from the LTIP 2023 – 2026 had to be reduced as a result.

4.3.3. BENEFITS AND BENEFIT COMMITMENTS TO MEMBERS OF THE EXECUTIVE BOARD IN CONNECTION WITH THE PREMATURE TERMINATION OF THEIR POSITION ON THE EXECUTIVE BOARD

The employment contracts include commitments for payments in case of an early termination of the Executive Board position resulting from a change of control. In the case of a change of control, all Executive Board members have the right to terminate their employment contract on six months' notice. If a member of the Executive Board exercises this right of termination, the remaining term of the contract will be settled, but only up to two years' worth of remuneration ("settlement cap"). If the Executive Board member is dismissed prematurely by the Supervisory Board within six months of a change of control without good cause within the meaning of Section 626 of the German Civil Code (BGB), or if the position is terminated by mutual agreement, the Executive Board member is also entitled to a settlement that cannot exceed the aforementioned settlement cap.

The long-term incentive plans (LTIP) under the 2015 Executive Board Remuneration System contain a separate provision for changes of control as defined therein. If a member of the Executive Board is recalled as part of a change of control, this Executive Board member would receive all ongoing and not yet due multi-year variable remuneration paid out at the level of 100% goal attainment. This special provision is no longer included in the LTIPs allocated under the 2022 Executive Board Remuneration System that started on January 1, 2023.

When employment is terminated for reasons not involving a change of control, all the open LTIP tranches covered by the 2015 Executive Board Remuneration System are generally forfeited. However, that does not apply to termination of employment due to death, disability, retirement or termination of the Executive Board member for cause due to a fault on the part of the company. In these cases, the open LTIP will be settled on a pro rata basis after the regular term. LTIPs under the 2022 Executive Board Remuneration System are forfeited if the Executive Board member resigns without good cause or if the company terminates the employment contract for good cause before the performance period expires. In all other cases, open tranches will be reduced on a pro-rata basis, with all reductions based solely on the first year of the performance period.

4.3.4. BENEFIT COMMITMENTS TO EXECUTIVE BOARD MEMBERS FOR REGULAR TERMINATION OF SERVICE

The members of the Executive Board do not receive any special remuneration upon expiration of their contracts and do not receive any termination benefits. In the event of retirement or permanent disability, the long-term incentive programs running at the time of departure are paid out on a pro rata basis. The same rule applies whenever an Executive Board member leaves because the contract has not been renewed or has not been renewed on the same terms.

A post-employment non-compete clause was agreed upon with all Executive Board members for twelve months, which the company may waive. In the event that it is utilized, the member concerned shall receive 50% of their fixed remuneration for these twelve months as compensation. Any termination benefit will be offset against this waiting allowance.

Executive Board members are not granted any new company-financed pensions. However, all members of the Executive Board residing in Germany have the possibility of accumulating deferred compensation benefits by converting their salaries. Dr. Bertram, Mr. Klinger and Dr. Andreas made use of this option in 2023. (Dr. Parisot was unable to do so due to him being subject to social security contributions in France.) No company contribution will be paid. This is a direct commitment financed through deferred compensation. The deferred contribution is annuitized in accordance with the contractual commitment depending on the attained age based on actuarial principles (defined contribution plan). In 2023, in connection with retirement benefits in the form of deferred compensation, Symrise made the following additions to provisions for the term of the Executive Board activity based on actuarial computations:

- € 251,754 for Dr. Bertram (previous year: reversal of € 478,057),
- € 147,402 for Mr. Klinger (previous year: reversal of € 178,774),
- € 72,350 for Dr. Andreas.

The reasons for these additions were, on the one hand, the deferred compensation amounts paid in 2023 and, on the other hand, the change to the IAS discount rate, which decreased from 3.90 % (December 31, 2022) to 3.42 % as of December 31, 2023. In 2023, the deferred compensation amounts were € 76,800 for Dr. Bertram, € 66,600 for Mr. Klinger and € 30,000 for Dr. Andreas.

As of December 31, 2023, the present values of deferred compensation for the term of the Executive Board activity were € 1,894,436 for Dr. Bertram, € 666,546 for Mr. Klinger and € 72,350 for Dr. Andreas.

Due to his previous employment relationship with the company before he joined the Executive Board, Dr. Bertram has current pension commitments that were also offered to all other former employees of Haarmann & Reimer GmbH (pension commitments VO A and VO B). Pension commitment VO A is financed through deferred compensation and pension commitment VO B by the company. Dr. Bertram continued to defer compensation for retirement in the 2023 fiscal year. There were no changes to this commitment in the 2023 fiscal year. In addition, Symrise AG will bear the cost of any future pension adjustments associated with commitments from the Bayer mutual pension fund VVaG, which will not be covered by the pension fund. The following overview shows the individual pension for Dr. Bertram for the 2023 fiscal year, broken down into present value and associated service cost.

2023 pensions pursuant to IAS 19

Dr. Heinz-Jürgen Bertram	Present value in €	Service cost in €
Deferred compensation (VO A)	263,233	6,687
Financed by the company (VO B)	654,930	16,976
Pension adjustments (Bayer pension fund)	23,995	0

4.3.5. BENEFITS AND BENEFIT COMMITMENTS TO EXECUTIVE BOARD MEMBERS WHO LEFT IN THE 2023 FISCAL YEAR

No Executive Board members left in the 2023 fiscal year.

4.3.6. NO CLAWBACKS IN THE 2023 FISCAL YEAR

The penalty and clawback provisions of the 2022 Executive Board Remuneration System have applied to active Executive Board members since January 1, 2022. The provisions permit the Supervisory Board to withhold or reclaim part or all of the variable remuneration in the event of gross misconduct (compliance penalty or compliance clawback) and reclaim the variable remuneration in the event of subsequent identification of incorrect annual financial statements or consolidated financial statements (performance clawback). The option to reclaim variable remuneration components was not exercised in the 2023 fiscal year because there were no penalty or clawback events.

5. REMUNERATION OF FORMER EXECUTIVE BOARD MEMBERS

Section 162 (1) sentence 1 of the German Stock Corporation Act (AktG) requires reporting on remuneration granted and owed to former members of the Executive Board of Symrise AG in the fiscal year.

Under Section 162 (5) sentence 2 of the German Stock Corporation Act (AktG), the obligation to report individually on the remuneration granted and owed to individual former Executive Board members extends to the remuneration granted and owed for ten years after the fiscal year in which the former Executive Board member resigned from their most recent position on the Executive Board or Supervisory Board of Symrise AG. Mr. Hans Holger Gliewe, Mr. Bernd Hirsch, Mr. Horst-Otto Gerberding, Mr. Achim Daub and Mr. Heinrich Schaper left Symrise AG during this period.

Mr. Hirsch and **Mr. Daub** no longer received any remuneration from Symrise AG or Group companies and still did not receive any pension payments in the 2023 fiscal year.

Mr. Gerberding, **Mr. Gliewe** and **Mr. Schaper** received pension payments.

The pension payments in the 2023 fiscal year amounted to the following for

Horst-Otto Gerberding:	€ 364,427.07 gross p. a.
Hans Holger Gliewe:	€ 86,248.44 gross p. a.
Heinrich Schaper:	€ 77,473.08 gross p. a.

Under Section 162 (5) sentence 2 of the German Stock Corporation Act (AktG), there is no obligation to report individually on the remuneration granted and owed to former Executive Board members in 2023 who resigned from their most recent position on the Executive Board or Supervisory Board of Symrise AG prior to 2013, and to whom therefore a remuneration granted and owed in the 2023 fiscal year occurred more than ten years after the end of the fiscal year in which they resigned from Symrise AG.

C. APPROPRIATENESS OF EXECUTIVE BOARD REMUNERATION

The appropriateness of the remuneration depends upon the responsibilities and personal achievements of the individual Executive Board member as well as the economic situation and market environment of the Group as a whole. Further, the customary level of remuneration at peer companies and the internal Symrise remuneration structure are also considered.

1. PEER GROUP – HORIZONTAL COMPARISON

In order to verify the appropriateness of Executive Board remuneration, the personnel committee of the Supervisory Board last had a comparative benchmark study (known as a horizontal comparison) conducted by an external consulting firm in 2022. The study was based on a peer group specific to Symrise consisting of 14 companies from the same or similar industries with a comparable business model, i.e. competitors of Symrise, companies in the (related) chemical industry and companies with a special customer relationship with Symrise. The companies are listed companies from Germany and Europe plus one US-based company.

The companies were selected based on their sales, market capitalization and number of employees. The goal is to ensure that the total remuneration of the Executive Board (fixed, yearly bonus and long-term incentive) is in line with the median remuneration of comparable companies.

The peer group currently consists of the following companies: Beiersdorf, CHR Hansen, Croda, DSM, EVONIK, Givaudan, Henkel, IFF, Kerry Group, KWS, LANXESS, Novozymes, Südzucker and Wacker Chemie.

2. VERTICAL COMPARISON

In addition to this horizontal comparison, Symrise regularly considers remuneration as a whole (no fixed ratios) across the company's internal remuneration structures when determining the remuneration of the Executive Board (vertical comparison). The ratio of Executive Board remuneration to the remuneration of senior executives and the overall workforce are examined here.

D. REMUNERATION OF THE MEMBERS OF THE SUPERVISORY BOARD

1. OVERVIEW OF THE REMUNERATION SYSTEM FOR THE SUPERVISORY BOARD MEMBERS

The members of the Supervisory Board receive fixed annual remuneration of € 88,000. The Chairman of the Supervisory Board receives additional fixed annual remuneration of € 88,000. The Vice Chairman of the Supervisory Board and the Chairman of the Auditing Committee each receive additional fixed annual remuneration of € 44,000.

Furthermore, the members of the Supervisory Board receive a stipend of € 1,000 for their participation in Supervisory Board sessions and those of its committees. This is, however, limited to a maximum of € 1,500 per calendar day.

Supervisory Board members whose inclusion on the Board comprised less than a full fiscal year are to receive one-twelfth of their appointed remuneration for every commenced month of activity. This also applies to members of Supervisory Board committees.

Remuneration shall be paid upon the completion of the Annual General Meeting which is formally responsible for approving the actions of the members of the Supervisory Board for the respective fiscal year for which remuneration is due.

The company shall reimburse Supervisory Board members for reasonable expenses upon presentation of receipts. Value-added tax is to be reimbursed by the company insofar as the members of the Supervisory Board are authorized to separately invoice the company for value-added tax and exercise this right.

The company may take out liability insurance in the name of the Supervisory Board members covering the legal liability arising from their Supervisory Board activities. The company has taken out this kind of professional indemnity insurance for the members of the Supervisory Board. This insurance provides for reasonable deductibles. Supervisory Board members have the option of covering these deductibles at their own expense.

Former members of the Supervisory Board no longer receive remuneration from Symrise AG for their former Supervisory Board activities after their departure.

2. REMUNERATION GRANTED AND OWED IN THE 2023 FISCAL YEAR

The following table shows the remuneration granted and owed to the individual members of the Supervisory Board in the 2023 fiscal year. The remuneration shown in the table represents the remuneration paid to the Supervisory Board members for their service on the Supervisory Board for the 2023 fiscal year even if the remuneration is not due until the following year after the end of the Annual General Meeting.

Supervisory Board remuneration, December 31, 2023

Name	Remuneration as of Dec. 31	Total remuneration as of Dec. 31		Stipends	in %	payable as of Dec. 31, 2023
		remuneration as of Dec. 31	in %			
Michael König	176,000.00	176,000.00	92.63	14,000.00	7.37	190,000.00
Ursula Buck	88,000.00	88,000.00	88.44	11,500.00	11.56	99,500.00
Harald Feist	132,000.00	132,000.00	90.41	14,000.00	9.59	146,000.00
Horst-Otto Gerberding (until May 10, 2023)	36,666.67	36,666.67	92.44	3,000.00	7.56	39,666.67
Jeannette Chiarlitti	88,000.00	88,000.00	91.19	8,500.00	8.81	96,500.00
Bernd Hirsch	88,000.00	132,000.00	91.99	11,500.00	8.01	143,500.00
André Kirchhoff	88,000.00	88,000.00	92.63	7,000.00	7.37	95,000.00
Dr. Jakob Ley	88,000.00	88,000.00	90.26	9,500.00	9.74	97,500.00
Malte Lückert (from June 13, 2023)	51,333.33	51,333.33	91.12	5,000.00	8.88	56,333.33
Prof. Dr. Andrea Pfeifer	88,000.00	88,000.00	90.26	9,500.00	9.74	97,500.00
Andrea Püttcher	88,000.00	88,000.00	88.44	11,500.00	11.56	99,500.00
Peter Winkelmann (until May 31, 2023)	36,666.67	36,666.67	89.07	4,500.00	10.93	41,166.67
Peter Vanacker	88,000.00	88,000.00	93.62	6,000.00	6.38	94,000.00
Jan Zijderveld (from May 10, 2023)	58,666.67	58,666.67	92.15	5,000.00	7.85	63,666.67

E. COMPARISON

The following table shows the earnings of Symrise AG, the annual change in the remuneration of the members of the Executive Board and Supervisory Board and the annual change in the average remuneration of employees (full-time equivalent basis) over the last fiscal years.

Earnings performance is shown on the basis of the financial indicators of EBITDA (Symrise Group), earnings per share (EPS) and net income for the financial year (Symrise AG).

The table presents the remuneration granted and owed to the members of the Executive Board and the Supervisory Board in each fiscal year as defined by Section 162 (1) sentence 1 of the German Stock Corporation Act (AktG).

The comparison to average employee remuneration is based on the workforce of Symrise AG in Germany, which consisted of an average of 2,525 employees (full-time equivalents) in the 2023 fiscal year. The average employee remuneration includes personnel expenses for wages and salaries, supplementary payments, employer contributions to social security as well as payments from the 2023 annual bonus and payments from the 2021 – 2023 LTIP.

Fiscal years	Change compared to previous year in %				
	2019	2020	2021	2022	2023
1. Earnings					
EBITDA (2018: € 631 million)	+ 11.09	+ 5.85	+ 9.64	+ 13.26	- 1.95
Earnings per share (2018: € 2,12)	+ 3.77	+ 3.18	+ 20.70	+ 6.20	- 16.15
Net income Symrise AG (2018: € 275 million)	+ 7.64	+ 3.72	+ 22.17	+ 8.32	- 16.15
2. Average employee remuneration					
Symrise AG workforce in Germany	+ 4.4	+ 1.6	+ 1.6	+ 2.8	+ 3.0
3. Executive Board remuneration					
Dr. Heinz-Jürgen Bertram	+ 14.55	+ 40.93	+ 3.70	- 16.72	
Olaf Klinger	+ 17.71	+ 36.59	- 12.01	- 5.41	- 13.11
Dr. Jean-Yves Parisot	+ 14.56	+ 37.39	- 5.07	- 7.68	- 13.28
Heinrich Schaper (until March 31, 2021)	+ 17.65	+ 41.59	- 57.23	- 55.70	- 12.13
Achim Daub (until March 31, 2021)	+ 17.66	+ 41.77	- 37.05	- 100	
Dr. Jörn Andreas (from February 1, 2023)					
Dr. Stephanie Coßmann (from February 1, 2023)					
4. Supervisory Board remuneration (total remuneration)					
Michael König (from Jan. 15, 2020/Chair from June 17, 2020)			+ 29.30	0	+ 24.18
Harald Feist (Vice Chair from Sept. 20, 2018)	+ 26.69	+ 0.43	+ 1.72	0	+ 23.73
Ursula Buck	+ 1.27	+ 0.00	+ 2.52	0	+ 22.09
Jeanette Chiarlitti	+ 3.29	+ 1.27	- 100	+ 100	+ 18.40
Horst-Otto Gerberding (until May 10, 2023)	+ 1.32	+ 0.65	+ 2.58	- 1.26	- 49.47
Bernd Hirsch (from May 16, 2018)	+ 53.69	+ 0.00	+ 1.75	0	+ 23.18
André Kirchhoff	+ 1.33	+ 0.00	+ 2.63	- 1.28	+ 23.38
Dr. Jakob Ley (from May 5, 2021)				+ 49.05	+ 24.20
Prof. Dr. Andrea Pfeifer	+ 2.67	+ 0.65	+ 2.58	- 1.26	+ 24.20
Andrea Püttcher (from Sept. 20, 2018)	+ 200.00	+ 0.00	+ 4.61	+ 2.52	+ 22.09
Peter Vanacker (from June 17, 2020)			+ 73.98	- 1.28	+ 22.08
Peter Winkelmann (until May 31, 2023)	+ 0.00	+ 1.89	+ 1.23	- 4.27	- 47.56
Malte Lückert (from June 13, 2023)					
Jan Zijderveld (from May 10, 2023)					

**PRECONDITIONS FOR ATTENDING THE ANNUAL GENERAL MEETING
AND EXERCISING VOTING RIGHTS (WITH THE RECORD DATE PURSUANT
TO SECTION 123 (4) SENTENCE 2 AKTG AND ITS SIGNIFICANCE)**

Shareholders wishing to exercise their voting rights or other exercisable shareholder rights must register beforehand. Shareholders must also provide evidence of their entitlement to exercise voting rights and other exercisable shareholder rights. For this purpose, proof of share ownership by the last intermediary, with reference to the close of business on the 22nd day prior to the Annual General Meeting, i.e., **midnight Central European Summer Time on Tuesday, April 23, 2024** (the record date), will be deemed sufficient in accordance with Section 67c (3) AktG. Registration and proof of shareholding must be in text form, in German or English, and reach the company by mail or email at the following address by **midnight Central European Summer Time on Wednesday, May 8, 2024**, at the latest:

Symrise AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich, Germany
Email: inhaberaktien@linkmarketservices.de

In relation to the company, only those persons who have submitted this evidence will be entitled to exercise their voting rights or other exercisable shareholder rights. The scope of voting rights and other exercisable shareholder rights will be based solely on the shareholder's shareholding as of the record date. The record date does not involve a ban on selling shares.

Even if the shareholding is sold wholly or in part after the record date, shares held as of the record date are the sole criterion of the shareholder's entitlement to exercise his/her voting right and other exercisable shareholder rights. This means that shares sold after the record date have no effect on the entitlement to exercise voting rights or other exercisable shareholder rights.

The same applies to shares acquired or additionally acquired after the record date. Persons who do not hold shares as of the record date and will only become shareholders thereafter are not entitled to exercise voting rights or other exercisable shareholder rights. Exceptions apply if and insofar as the previous owner of the shares at the time of the record date authorizes or empowers them to exercise these rights. The record date is of no significance with regard to dividend entitlement.

After timely and formal registration, you will be granted access to the meeting venue (Stadthalle Holzminden, Sollingstrasse 101, 37603 Holzminden, Germany) on the day of the Annual General Meeting, starting at 09:00 a. m. CEST. Please bring the Annual General Meeting card

(**AGM card**) that was sent to you. You can exercise your voting rights and other exercisable shareholder rights at the Annual General Meeting.

Even if you used the AGM card prior to the Annual General Meeting to authorize the proxy nominated by the company or a third party to cast an absentee ballot, you may still attend the Annual General Meeting in person. For this purpose, please identify yourself at the entrance on the day of the Annual General Meeting before voting begins by presenting a valid identification document (for German nationals, your ID card or passport). You will then be issued a new AGM card that you can use to vote or issue proxy authorizations and instructions. In this case, your personal participation is considered a revocation of the proxy authorization granted prior to the Annual General Meeting and/or the vote by absentee ballot.

EXERCISING VOTING RIGHTS

a) Procedure for exercising voting rights by absentee ballot

Shareholders who do not wish to attend the Annual General Meeting in person may exercise their voting rights by absentee ballot and thus cast their vote. Votes cast by absentee ballot may be submitted by mail, email or via the AGM portal. For organizational reasons, they must be received by the company no later than **midnight Central European Summer Time on Tuesday, May 14, 2024 (date of receipt)**, irrespective of the method of transmission, notwithstanding timely registration in accordance with the above provisions.

Shareholders who wish to cast their vote by absentee ballot are requested to submit their vote via the AGM portal on the company's website by **midnight Central European Summer Time on May 14, 2024 (date of receipt)** at

www.symrise.com/investors/annual-general-meeting

You will find the access data on the front of the AGM card.

Alternatively, you can use the absentee voting form, which you will find on the mailed AGM card. This must be sent only to the following mailing address or email address and, for organizational reasons, must be received by **midnight Central European Summer Time on May 14, 2024 (date of receipt)**:

Symrise AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich, Germany
Email: inhaberaktien@linkmarketservices.de

The form can also be downloaded at the following address:

www.symrise.com/investors/annual-general-meeting

The casting of votes by absentee ballot is restricted to voting on the proposed resolutions of the Executive Board and/or Supervisory Board announced in the invitation to the Annual General Meeting (including a possible adjusted resolution proposal on the appropriation of the accumulated profit to reflect the current number of dividend-bearing shares at the time of the resolution announced in the invitation), any counter motions or election nominations by shareholders made available in accordance with Sections 126, 127 AktG and put to the vote.

Should an individual vote be held on an agenda item without this having been communicated in advance of the Annual General Meeting, a vote cast by absentee voting on this agenda item as a whole shall also be deemed to be a corresponding vote cast by absentee ballot for each item of the individual vote.

Modification or revocation of absentee ballots already cast is possible until the expiry of the aforementioned deadline for receipt by the same means, i. e., by mail, email or via the AGM portal. A change or revocation on the day of the Annual General Meeting of absentee ballots already cast is possible by the personal attendance of a shareholder or an authorized third party at the Annual General Meeting; this is automatically deemed to be a revocation of the previously submitted absentee ballot.

Absentee voting is also subject to timely registration and proof of shareholding according to the provisions outlined above.

Authorized third parties, authorized intermediaries (such as banks), shareholders' associations, proxy advisors and other comparable persons and institutions according to Section 135 (8) AktG may use absentee voting.

b) Procedure for exercising voting rights by the proxy nominated by the company

The company also offers its shareholders the option of authorizing a proxy nominated by the company and bound by the shareholders' instructions to vote on their behalf prior to the Annual General Meeting, and to be represented by this proxy at the Annual General Meeting in accordance with the instructions issued.

The proxy nominated by the company is required to exercise the voting rights solely in accordance with the instructions of the shareholder or their authorized representative. If no specific voting instructions are given on any or all agenda items, or if the instructions are contradictory or unclear, the proxy nominated by the company will not exercise the voting rights for the item or items in question. The proxy will only vote and not exercise any further rights such as asking questions or tabling motions.

Prior to the Annual General Meeting, issuing of proxy authorizations and instructions to the proxy nominated by the company shall be made by mail, email or via the AGM portal and, for organizational reasons, must be received by the company no later than **midnight Central European Summer Time on Tuesday, May 14, 2024 (date of receipt)**, notwithstanding timely registration in accordance with the above provisions.

In addition to the AGM portal (see below), please use the form available on the AGM card to issue proxy authorizations and instructions prior to the Annual General Meeting. To ensure timely receipt of an AGM card, the order should be received by the custodian intermediary as early as possible. If you use the proxy authorization and instruction form on the AGM card, this must be sent exclusively to the following postal or email address:

Symrise AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich, Germany
Email: inhaberaktien@linkmarketservices.de

The proxy authorization and instruction form can also be downloaded at the following address:

www.symrise.com/investors/annual-general-meeting

Furthermore, proxy authorizations and instructions for the proxy nominated by the company may be submitted in text form via the AGM portal no later than **midnight Central European Summer Time on May 14, 2024 (date of receipt)** at

www.symrise.com/investors/annual-general-meeting

You will find the access data on the front of the AGM card.

If you intend to issue proxy authorizations and instructions to the proxy in advance of the Annual General Meeting, please note that the proxy nominated by the company may only accept instructions for voting on such agenda items on which there are proposals by the Executive Board and/or the Supervisory Board announced in this invitation (including a possible adjusted resolution proposal on the appropriation of the accumulated profit to reflect the current number of dividend-bearing shares at the time of the resolution announced in the invitation) or announced later in accordance with Section 124 (3) AktG, or by shareholders in accordance with Sections 124 (1), 122 (2) sentence 2 AktG, or which have been made available according to Sections 126, 127 AktG.

By contrast, on the actual day of the Annual General Meeting, proxy authorizations and instructions to the proxy can be issued, amended or revoked at the entrance and exit to the Annual General Meeting using a form provided for this purpose until voting commences.

Should an individual vote be held on an agenda item without this having been communicated in advance of the Annual General Meeting, a vote cast on this agenda item as a whole shall also be deemed to be a corresponding vote cast for each item of the individual vote.

Modification or revocation of a proxy authorization already issued with instructions to the proxy nominated by the company is possible until the expiry of the aforementioned deadline for receipt by the same means, i. e., by mail, email or via the AGM portal. A change or revocation on the day of the Annual General Meeting of a proxy authorization and instructions already issued is possible by the personal attendance of a shareholder or an authorized third party at the Annual General Meeting; this is automatically deemed to be a revocation of the proxy authorization and instructions previously issued to the proxy nominated by the company.

Timely registration and proof of shareholding are also required in the case of authorization and issuance of instructions to the proxy nominated by the company in accordance with the above provisions.

c) Procedure for exercising voting rights by authorized representatives

Shareholders may also have their voting rights exercised at the Annual General Meeting by authorized representatives – for example, by an intermediary, a shareholders' association or another person of their choice. If the shareholder appoints more than one person as their authorized representative, the company may reject one or more of them. Proxy voting is also subject to timely registration and proof of shareholding according to the provisions outlined above. The declaration of the granting of a proxy authorization may be made to the authorized representative or to the company.

According to Section 134 (3) sentence 3 AktG in conjunction with § 17 section 2 of the articles of incorporation, the issuance of proxy authorization, its revocation and the notification thereof must be made in text form and submitted to the company in text form.

Shareholders may use the proxy voting form on the AGM card they will be sent after registration to grant proxy authorization; they may also grant a separate proxy authorization in text form. Furthermore, proxy authorization forms can be downloaded from the Internet at

www.symrise.com/investors/annual-general-meeting

The declaration or revocation of the granting of a proxy authorization to the company and the transmission or revocation of the proof of a proxy authorization declared to an authorized representative shall be made by mail or email, and must be received by the company no later than **midnight Central European Summer Time on Tuesday, May 14, 2024 (date of receipt)**, irrespective of the method of transmission and notwithstanding timely registration in accordance with the above provisions, to

Symrise AG
c/o Link Market Services GmbH
Landshuter Allee 10
80637 Munich, Germany
Email: inhaberaktien@linkmarketservices.de

If the proxy authorization is issued by declaration to the company, separate proof of the granting of the proxy authorization is not required. Proof of the granting of the proxy authorization by declaration to the authorized representative can be presented by the authorized representative at the entrance on the day of the Annual General Meeting, without the above deadlines being met.

If a bank, a shareholders' association or another intermediary as defined in Section 135 AktG is authorized to act as a proxy, the procedure, form and revocation of the authorization shall be governed by special provisions. Please contact the relevant bank, shareholders' association or other intermediary for details.

The authorized representatives may exercise the voting rights in accordance with the above provisions by means of absentee voting, or they may authorize the proxy nominated by the company to exercise the voting rights.

SHAREHOLDERS' RIGHTS AS PER SECTIONS 122 (2), 126 (1), 127 AND 131 (1) AKTG

Additions to the agenda as per Section 122 (2) AktG

Shareholders whose holdings jointly amount to 5% of the share capital or € 500,000.00 thereof are entitled to request that items be included on the agenda and published accordingly. Any such request must be made to the company in writing at the following address:

Symrise AG
Executive Board
c/o Group Legal Affairs
Mühlenfeldstrasse 1
37603 Holzminden, Germany

This must reach the company at least 30 days before the day of the Annual General Meeting, not including the day of receipt or the day of the Annual General Meeting. The final deadline for receipt is therefore midnight Central European Summer Time on Sunday, April 14, 2024. Each new item submitted must be accompanied by an explanatory statement or a proposal for a resolution. The applicants are required to prove that they have held the shares for at least 90 days before the date of receipt of the request, and that they hold the shares up to the time of the Executive Board's decision regarding the application (see Section 122 (1) sentence 3, (2) sentence 1 AktG). Section 121 (7) AktG is accordingly applicable. An entitlement to transfer share ownership from a bank, a financial service provider, a securities institute or a company operating under Section 53 (1) sentence 1, or Section 53b (1) sentence 1 or (7) of the German Banking Act is deemed equivalent to share ownership. Shareholders are deemed to have held shares for as long as their legal predecessor if they acquired the shares free of charge from their trustee as legal successor, in a dispute over joint ownership, or in a transfer in accordance with Section 13 of the German Insurance Supervision Act or Section 14 of the Building Societies Act (see Section 70 AktG).

Additions to the agenda to be announced are to be published in the Federal Gazette promptly after receipt of the request and, in accordance with Section 125 (1) AktG, are to be communicated to shareholders and intermediaries and shareholders' associations who requested the notification or exercised voting rights at the last Annual General Meeting, and forwarded to such media as may be expected to disseminate information throughout the European Union. They will also be published without delay at

www.symrise.com/investors/annual-general-meeting

and communicated to shareholders.

The resolution proposal announced as a permissible addition to the agenda will be voted on during the Annual General Meeting.

Motions and election nominations by shareholders as per Sections 126 (1) and 127 AktG

Shareholders may submit to the company countermotions to the resolutions proposed by the Executive Board and/or Supervisory Board on specific agenda items and election nominations on agenda item 5 (election of the auditor). Provided the shareholder in question submits proof that they are a shareholder, their counterproposals and election nominations to be made available will be published – along with the name of the shareholder, in the case of motions along with any explanatory statement, a possible opinion of the management and, if applicable, with the content to be supplemented in accordance with Section 127 sentence 4 AktG – at

www.symrise.com/investors/annual-general-meeting

if it has been sent to the company at least 14 days prior to the meeting, i. e., at the latest by **midnight Central European Summer Time on Tuesday, April 30, 2024**, exclusively to the following address:

Symrise AG
Executive Board
c/o Group Legal Affairs
Mühlenfeldstrasse 1
37603 Holzminden, Germany
Email: LegalAdvice@symrise.com

Countermotions and election nominations submitted anywhere else will not be taken into consideration.

In addition, election nominations will only be made available if they include the name, the profession and the place of residence of the nominee. Shareholders' election nominations as defined in Section 127 (2) AktG require no explanatory statement.

The company may refrain from making and justifying a countermotion or an election nomination public if one of the exclusion criteria in Sections 127 sentence 1, 126 (2) AktG applies. The exclusion criteria can be found on the company's website at

www.symrise.com/investors/annual-general-meeting

A vote on a countermotion or counterproposal to an election nomination at the Annual General Meeting requires that the countermotion or counterproposal to an election nomination be made verbally during the Annual General Meeting.

The right of any shareholder to propose verbal countermotions to the various agenda items or counterproposals to election nominations during the Annual General Meeting even without prior and timely notification is in no way affected.

Right to information as per Section 131 (1) AktG

At the Annual General Meeting, any shareholder or shareholder's representative is entitled to demand information from the Executive Board about the company's affairs insofar as this information is required for an objective assessment of the agenda item (see Section 131 (1) AktG). The right to information extends to the company's legal and business relations with affiliated companies and to the situation of the Group and of enterprises included in the consolidated financial statements. As a matter of principle, requests for information at the Annual General Meeting must be made verbally as a part of the discussion.

Information must be provided in accordance with the principles of true and conscientious accountability. The Executive Board may refuse to provide information if the conditions laid down in Section 131 (3) AktG apply. Section 131 (2) sentence 2 AktG in conjunction with § 18 section 3 sentence 1 of the company's articles of incorporation states that the chair of the meeting may limit the time that shareholders are entitled to ask questions and speak. The chair may, in particular, specify an appropriate timeframe for the proceedings of the Annual General Meeting, for individual agenda items and for individual speakers at the start of or during the Annual General Meeting.

Further information

Further documents and explanations, including the information required by Section 124a AktG, can be found on the company's website at

www.symrise.com/investors/annual-general-meeting

The Executive Board speech and the Executive Board presentation will be available after the Annual General Meeting at the latest via the aforementioned Internet address.

After the Annual General Meeting, the voting results will be published at

www.symrise.com/investors/annual-general-meeting

Confirmation of the vote count according to Section 129 (5) of the German Stock Corporation Act (AktG) can be obtained within one month of the date of the Annual General Meeting at the same Internet address.

Total number of shares and voting rights

As of the day on which this Annual General Meeting was convened, the company's share capital consisted of 139,772,054 no-par value bearer shares with a total of 139,772,054 voting rights.

As of the time when this Annual General Meeting was convened, the company held no treasury shares.

PRIVACY POLICY

1. General information

a) Introduction

Symrise AG attaches great importance to data protection and the protection of privacy. With the following privacy policy, we would like to inform our shareholders about the processing of their personal data and their rights in accordance with the applicable data protection laws, in particular Regulation (EU) 2016/679 (General Data Protection Regulation – GDPR), in connection with the preparation, holding and follow-up of the Annual General Meeting.

b) Controller as defined in Article 4 number 7 GDPR

Symrise AG, Mühlenfeldstrasse 1, 37603 Holzminden, Germany

c) Contact information of the data protection officer

Symrise AG
Data Protection Officer
Mühlenfeldstrasse 1
37603 Holzminden, Germany
Email: Data.protection@symrise.com

2. Information regarding processing

a) Categories of data

In particular, we process the following categories of personal data:

- First name and last name
- Address
- Number of shares
- Type of ownership of the shares
- AGM card number.

In addition, we may also process the personal data of a proxy nominated by a shareholder (in particular their name and place of residence). If shareholders or their representatives contact us, we also process the personal data required to respond to any concerns (e.g., the contact information provided by the shareholder or representative such as email address or telephone number). Furthermore, we also process information on participation in the Annual General Meeting. If applicable, the company also processes personal information regarding motions, questions, election nominations and requests from shareholders or shareholder representatives in connection with the Annual General Meeting.

b) Purposes and legal basis of processing

We use personal data to enable shareholders to participate in and exercise their rights at the Annual General Meeting. The processing of personal data is necessary for the proper preparation, holding and follow-up of the Annual General Meeting and to enable shareholders to participate in the Annual General Meeting and to exercise all their rights.

The legal basis for the processing of personal data is the AktG in conjunction with Article 6 (1) sentence 1 (c) GDPR.

In addition, we may also process personal data to fulfill other legal obligations, such as regulatory requirements and obligations to retain data under stock corporation law, securities law, commercial law and tax law. The legal basis for the processing is the respective legal regulations in conjunction with Article 6 (1) sentence 1 (c) GDPR.

All shares in Symrise AG are bearer shares. In contrast to registered shares, Symrise AG does not maintain a share register as defined by Section 67 AktG in which the name, date of birth, and address of the shareholder as well as the number of shares are to be entered.

c) Categories of recipients of personal data

We use external service providers in some cases for the preparation, holding and follow-up of the Annual General Meeting. Service providers commissioned for the purpose of preparing, holding and following up the Annual General Meeting will only receive personal data from us that is required for the execution of the commissioned service and they will process the data exclusively in accordance with the instructions of Symrise AG. Each of our employees and all employees of external service providers who have access to and/or process personal data are obliged to treat this data confidentially.

d) Data sources

As a rule, we or the service providers we commission to process data receive the personal data of shareholders via our registration office from the credit institutions of the shareholders who have commissioned them with the custody of our shares (intermediaries/custodian banks). We also receive it via shareholders' participation in the Annual General Meeting and their exercise of their rights in the Annual General Meeting.

e) Storage period

The storage period for the data recorded in connection with the Annual General Meeting is generally up to three years. In principle, we anonymize or delete personal data, unless we are required by law to provide evidence and storage regulations for further storage or longer storage in the context of legal proceedings is necessary.

3. Rights of data subjects

As data subjects, shareholders can at any time contact our data protection officer with an informal notification using the contact data mentioned under 1 c) above in order to exercise their rights in accordance with the GDPR, the prerequisites of which must be examined in individual cases. These include, in particular:

- The right to obtain information on data processing and a copy of the data processed (Right to information, Article 15 GDPR)
- The right to request the rectification of inaccurate data or to have incomplete data completed (Right to rectification, Article 16 GDPR)
- The right to request the erasure of personal data and, if the personal data have been published, notification of other controllers about the request for data to be erased (Right to erasure, Article 17 GDPR)
- The right to restrict data processing (Right to restriction of processing, Article 18 GDPR).

Data subjects also have the right to lodge a complaint with a supervisory authority.

Holzminden, Germany, March 2024

Symrise AG

– The Executive Board –

