



**BUSINESS**

**Track record 2025\***

2.8 % organic sales growth

21.9 % adjusted EBITDA margin

**Remarks**

Symrise met the adjusted target.

The figure achieved was higher than the target.

**Ambitions 2025**

5 % – 7 % at the start of the fiscal year, last adjusted target of 2.3 % – 3.3 %

~ 21 % at the start of the fiscal year, adjusted target of 21.5 %

**Remarks**

Symrise wants to grow faster than the market. This will allow the company to gain market shares and increase the distance between itself and smaller competitors.

Symrise improves its profitability by continuously increasing efficiency and optimizing the product mix.



**FOOTPRINT**

The eco-efficiency of greenhouse gas emissions (Scope 1 and 2) in relation to value added decreased by 7.9 %.

The deterioration in eco-efficiency is primarily due to the inclusion of additional production sites.

As part of its Low Carbon Transition Plan, Symrise aims to increase the eco-efficiency of GHG emissions (Scope 1 and 2) in relation to total value added by 6.6 % per year.

As of the new base year 2025, Symrise is pursuing the "Resilient by Design"-Ambition of achieving net-zero emissions (Scope 1 to 3) by 2040.

Absolute Scope 3 emissions rose by 40.6 % compared to the previous year.

The increase in emissions is mainly attributable to higher purchasing volumes. In addition, methodological refinements resulted in changes in the reported figures.

Symrise is committed to reducing Scope 3 GHG emissions by 30 % by 2030 compared to 2022.

Symrise continuously reviews its climate change mitigation programs and existing SBTi targets in order to refine its climate strategy. The goal of achieving the near-term SBTi targets for 2030 remains unchanged.

Symrise meets all its electricity requirements from renewable sources.

Symrise reports its global electricity consumption as renewable by purchasing EACs.

Symrise aims to meet all its electricity requirements from renewable sources.

Symrise aims to replace the use of compensation certificates with power purchase agreements.

The eco-efficiency of chemical oxygen demand in wastewater improved by 8.7 % in 2025 compared to the prior year.<sup>1</sup>

The reason for this is the absolute decrease of 7.5 % in chemical oxygen demand despite a 1.3 % increase in value added.

Symrise aims to improve the eco-efficiency of chemical oxygen demand in relation to total value added by 4 % per year or by a total of 60 % by 2025 compared to the 2010 base year.

However, the long-term part of the commitment has not been met: Compared with the base year, only a 38.1 % improvement was achieved.

The eco-efficiency of hazardous waste in relation to value added decreased by 5.8 %.<sup>1</sup>

This is mainly due to the increase in hazardous waste due to the review of categorizations and locally adapted disposal methods.

Symrise aims to improve the eco-efficiency of hazardous waste by 4 % per year or by a total of 60 % by 2025 compared to the 2010 base year.

The eco-efficiency of hazardous waste improved by 41.3 % compared to the base year.

In 2025, water consumption at sites in areas of water stress amounted to 84,341 cubic meters.<sup>2</sup>

In 2025, water consumption at sites in areas of water stress decreased by 4.0 %.

Symrise aims to reduce water consumption at sites in areas of water stress by 15 % by 2025 compared to 2018.

Despite capacity expansions, water withdrawals decreased by 14.7 % since 2018. However, this was overcompensated by a 17.0 % reduction in the amount of wastewater discharged, which meant that Symrise failed to achieve its 15 % target.



**INNOVATION**

13 % sales with new product developments<sup>3</sup>

The target was almost achieved thanks to intensive R&D activities.

Each year, Symrise develops new products that account for at least 15 % of sales over the previous three years.

Networking the highly diverse areas of expertise of Taste, Nutrition & Health and Scent & Care.

Track record 2025*	Remarks	Ambitions 2025	Remarks
In 2025, 86 % of Symrise's suppliers accessed the EcoVadis Academy platform.	Suppliers that completed at least two EcoVadis Academy courses significantly improved their EcoVadis rating.	From 2025, suppliers are required to complete two mandatory training courses on frequently identified risk topics each year.	Symrise is considering suppliers with EcoVadis scores below 45 to complete at least two Academy courses in 2026.
With 23 external audits, Symrise exceeded its ambition.	Symrise uses risk assessment approaches based on IQ+,EcoVadis, SEDEX/SMETA-4-Pillar audits and Tfs, UEBS and SAI/FSA standards, which are recognized as equivalent formats for responsible and sustainable sourcing.	From 2025, Symrise aims to conduct at least 12 risk-based audits – internal or external, announced, unannounced or random – at suppliers and service providers as soon as there is an indication of high risk potential or substantiated allegations of violations.	We are promoting a sustainable supply chain by strengthening backward integration, working more closely with suppliers and driving ahead with joint projects and programs.
In 2025, Symrise was able to procure 89.6 % of the company's strategic biological resources from sustainable sources.	The sustainability status of strategic biological raw materials is reviewed and updated annually in collaboration with suppliers and other stakeholders.	Five years ago, Symrise set itself the target of procuring its strategic biological raw materials from sustainable sources by 2025.	However, Symrise did not achieve the company target of sourcing 100 % of its strategic biological resources from sustainable sources by the end of 2025.
Women account for 26 % of the first and 43 % of the second global management tiers.	The slight decline in the second management tier compared to 2024 (44 %) can be attributed to organizational changes and adjusted comparative figures.	As part of the commitment to gender diversity and inclusion, the following targets were set by 2025: Achieving at least 30 % female representation at the first global management tier directly below the Executive Board. Ensuring at least 45 % female representation at the second global management tier.	Symrise aims to close the gap by fostering talent, and employing succession planning and targeted diversity initiatives, thus increasing female representation to 40 % (first tier) and 50 % (second tier).
95 % of the workforce was paid in line with or above the living wage reference value.	In 2025, Symrise advanced its commitment to fair remuneration.	Symrise views fair pay as a fundamental human right. It began the journey toward paying living wages in 2024 and aims to ensure that every employee receives a living wage by 2030.	In line with the new social ambition "Inclusive by Nature", Symrise remains committed to paying all direct employees a living wage and extending this to contingent workers and strategic suppliers as well.
Total accidents: 121 TFQ: 4.62 Lost Time Accidents: 30 MAQ <sup>4</sup> : 1.15	In the reporting year, Symrise strengthened its safety framework by introducing Laboratory Safety Principles and Office Safety Principles.	Symrise achieved the target of reducing its MAQ to below 1.5 by 2025.	In addition to the existing retrospective metrics, Symrise is introducing a forward-looking safety metric.

SOURCING



CARE



<sup>1</sup> All figures relative to the value added

<sup>2</sup> At production sites in regions with water stress (= Egypt, India, Mexico, Spain, Chile)

<sup>3</sup> Relative to market launch in the past three years

<sup>4</sup> MAQ = Workplace accidents (> 1 lost day) per million hours worked

\* The non-financial data in respect to Footprint, Innovation, Sourcing and Care (FISC) is unaudited, voluntary data that is not part of the management report. This data was reviewed critically by our auditor. The limited assurance engagement on the Non-Financial Group Report does not cover information relating to the 2023 fiscal year, previous fiscal years and base years or any changes to such information. The EBITDA margin was adjusted for one-time effects. Further details of the individual indicators are contained in the "Alternative performance indicators" section.