

## Press Release

Holzminden, March 27, 2025

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# Symrise raises dividend and confirms outlook

- Dividend proposal of € 1.20 per share (2023: € 1.10) – 15<sup>th</sup> increase in succession
- Symrise confirms targets for 2025: Organic growth of 5-7 %
- Profitability (EBITDA margin) of around 21 % expected
- Executive Board contract of Dr. Stephanie Cossmann extended ahead of schedule until January 2030

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**Symrise AG, a global supplier of fragrances, flavorings, cosmetic active ingredients and functional ingredients, today published its Annual Report 2024 under the motto of “Creating ONE Symrise”. In light of the company’s good business performance, the Executive Board and Supervisory Board will propose to the Annual General Meeting of Symrise AG on May 20<sup>th</sup> that the dividend for the 2024 fiscal year will be raised to € 1.20 (2023: € 1.10). This represents a year-on-year increase of more than 9 %, and the 15<sup>th</sup> increase in succession.**

Dr. Jean-Yves Parisot, Chief Executive Officer of Symrise AG: “Symrise achieved strong and profitable growth in the past fiscal year, again outperforming the market by a significant margin. Our ONE Symrise strategy gives us a strong foundation for leveraging our potential in what remains a challenging geopolitical and economic environment. Thanks to our consistent focus on growth, efficiency and the further optimization of our portfolio, we will be able to achieve another solid, sustainable and profitable result in the current fiscal year. Our shareholders should also benefit from this in the future.”

As already communicated on January 30, 2025, Symrise generated sales of € 4,999 million, an increase of 5.7 % in the reporting currency. Excluding portfolio and currency translation effects, organic sales growth amounted to 8.7 %. At the same time, Symrise increased earnings before interest, taxes, depreciation and amortization (EBITDA) to € 1,033 million, which was € 130 million higher than the previous year’s adjusted figure of € 903 million. This corresponds to a margin of 20.7 % (2023, adjusted for one-time effects: 19.1 %).

Net income attributable to the shareholders of Symrise AG amounted to € 478 million, which was € 138 million higher than the previous year’s figure (2023: € 340 million). Earnings per share were € 3.42 and thus € 0.98 above the previous year’s figure of € 2.44.

### **ONE Symrise strengthens sustainable growth and further efficiency gains**

The ONE Symrise strategy is aiming at unleashing the company’s potential and ensuring sustainable and profitable growth. Focusing on the three strategic pillars, *Growth*, *Efficiency* and

*Portfolio*, key initiatives were launched. They include the development of a ONE Innovation ecosystem and the deployment of best practices to ensure a high level of efficiency in all processes and functions.

In addition, the ONE CARE initiative is intended to ensure a holistic approach in the growth areas of health and well-being, consolidating the company's know-how to deliver overarching solutions. The development of cosmetic active ingredients is a core expertise of the Scent & Care segment, while the Taste, Nutrition & Health segment provides a broad range of active ingredients for healthy nutrition. The goal of ONE CARE is to combine the strengths of both segments, providing an efficient platform to drive innovation.

### **Thinking and acting sustainably**

Symrise has the ambition of operating sustainably. The associated actions and targets are described in detail in the Annual Report 2024. Sustainable business principles guide the company's actions at all stages of the value chain. In the procurement of natural raw materials, Symrise applies high sustainability standards that include respect for human rights. The use of valuable resources is optimized by deploying artificial intelligence in product development and production. In addition, the principles of green chemistry are playing an increasingly important role.

### **Executive Board contract of Dr. Stephanie Cossmann extended ahead of schedule**

Stephanie Cossmann has a doctorate in law and was hired to take over the responsibilities for the Human Resources and Legal in February 2023. In its meeting of March 26, 2025, the Symrise Supervisory Board early extended the contract of Stephanie Cossmann. With her comprehensive expertise and experience, she will lead the Human Resources, Legal and Sustainability resort of Symrise for another four years until January 2030.

Michael König, Chairman of the Supervisory Board: "Symrise stands for sustainability and consistency. By early renewing the extension of Stephanie Cossmann's contract until 2030, we are sending a signal of continuity while underlining our recognition of her excellent performance. We look forward to continued collaboration with Stephanie toward our common goal of continuously expanding the position of Symrise as a leading company in the industry."

### **Confirmation of long-term growth and profitability targets**

Symrise has confirmed its growth and profitability targets for 2025. The Group continues to assume that it will grow faster than the relevant market, for which long-term growth of around 3 % to 4 % is predicted. For the Group, expected long-term growth of 5 % to 7 % (CAGR) remains unchanged and is also anticipated to be achieved in 2025.

Symrise aims to achieve an EBITDA margin of around 21 % in 2025. In the medium term, the aim is to achieve an EBITDA margin in the range of 21 % to 23 %. In the mid-term a Business free cash flow of more than 14 % in relation to sales is targeted.

## Remark concerning the Annual Report 2024 published today

Symrise AG has changed its reporting format. The Corporate Sustainability Reporting Directive (CSRD) is intended to ensure uniform financial and sustainability reporting but has not yet been transposed into German law. The published report follows the new standard.

Link to the Annual Report on the Symrise website:

<https://www.symrise.com/investors/financial-results/>

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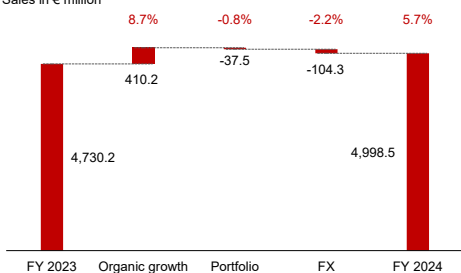
Blog: <https://alwaysinspiringmore.com>

**About Symrise:** Symrise is a global supplier of fragrances, flavorings, cosmetic active ingredients and functional ingredients. Its clients include manufacturers of perfumes, cosmetics, food and beverages, the pharmaceutical industry and producers of nutritional supplements and pet food. Its sales of approximately € 5.0 billion in the 2024 fiscal year make Symrise a leading global provider. Headquartered in Holzminden, Germany, the Group is represented in more than 100 locations in Europe, Africa, the Middle East, Asia, the United States and Latin America. Symrise works with its clients to develop new ideas and market-ready concepts for products that form an indispensable part of everyday life. Economic success and corporate responsibility are inextricably linked as part of this process. Symrise – always inspiring more...

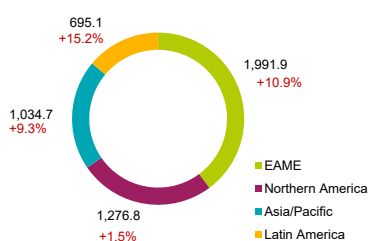
[www.symrise.com](https://www.symrise.com)

## Financial Information FY 2024

### Symrise Group Sales in € million



### Sales by Region in € million (Organic growth in %)

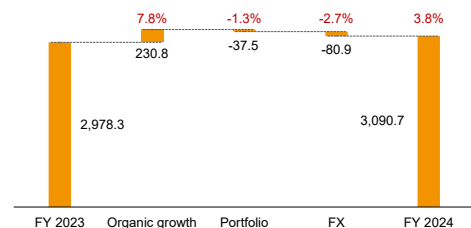


€ million	FY 2023	FY 2023 adjusted <sup>6</sup>	FY 2024	Change in %
Gross profit	1,692.6	1,739.3	1,963.4	12.9
EBITDA	851.7	903.5	1,033.4	14.4
EBITDA margin	in %	18.0	20.7	
EBIT	559.4	611.2	717.8	17.4
EBIT margin	in %	11.8	14.4	
Depreciation	176.0		205.2	16.6
Amortization	116.3		110.3	-5.2
Financial result	-94.4		-72.0	23.7
Earnings before income taxes	464.9		645.8	38.9
Net income <sup>1</sup>	340.5		478.2	40.5
Earnings per share <sup>2</sup>	in €	2.44	3.42	40.5
R&D expenses	265.7		275.6	3.7
Investments	270.0		231.0	-14.4
Business Free Cashflow in % of Sales	11.3	11.7	13.6	

### Other Key Figures

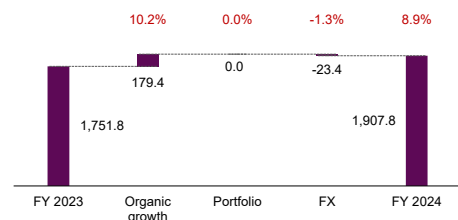
	Dec 31, 2023	Dec 31, 2024
Total assets	7,845.6	8,324.7
Equity	3,686.2	4,019.6
Equity ratio	in %	47.0%
Net debt (incl. provisions for pensions and similar obligations) <sup>3</sup>	2,665.6	2,343.0
Net debt (incl. provisions for pensions and similar obligations) <sup>3</sup> / EBITDA <sup>4</sup>	ratio	3.0
Net debt <sup>3</sup>	2,165.6	1,836.3
Net debt <sup>3</sup> / EBITDA <sup>4</sup>	ratio	2.4
Employees (balance sheet date)	FTE <sup>5</sup>	12,435

### Taste, Nutrition & Health Sales in € million



€ million	FY 2023	FY 2023 adjusted <sup>6</sup>	FY 2024	Change in %
EBITDA	629.2	626.8	686.4	9.5
EBITDA margin	in %	21.1	22.2	
EBIT	428.8	426.4	463.5	8.7
EBIT margin	in %	14.4	15.0	

### Scent & Care Sales in € million



€ million	FY 2023	FY 2023 adjusted <sup>6</sup>	FY 2024	Change in %
EBITDA	222.4	276.7	347.0	25.4
EBITDA margin	in %	12.7	18.2	
EBIT	130.6	184.8	254.4	37.6
EBIT margin	in %	7.5	13.3	

<sup>1</sup>Attributable to shareholders of Symrise AG

<sup>2</sup>Undiluted

<sup>3</sup>Including lease obligations

<sup>4</sup>Annualized EBITDA(N)

<sup>5</sup>Not including apprentices and trainees; FTE = full-time equivalent

<sup>6</sup>Normalized for one-time effects