

Annual General Meeting of Symrise AG on May 20, 2025 - Agenda Item 9

Description of the remuneration of the Supervisory Board

The remuneration of the Supervisory Board is regulated in Article 14 of the Articles of Association of Symrise AG and, provided that the Annual General Meeting on May 20, 2025, approves the new version of Articles 14 (1), (2) and (8) of the Articles of Association proposed under agenda item 9, will have the following content:

"Section 14 Remuneration of the Supervisory Board

- (1) The members of the Supervisory Board receive annual remuneration of €100,000.00.
- (2) The Chairman of the Supervisory Board will receive an additional annual remuneration of €100,000.00. The Deputy Chairman of the Supervisory Board and the Chairman of the Audit Committee will each receive an additional annual remuneration of €50,000.00.
- (3) In addition, the members of the Supervisory Board receive an attendance fee of € 1,000.00 for each participation in a meeting of the Supervisory Board and its committees, but no more than € 1,500.00 per calendar day
- (4) Supervisory Board members who have been members of the Supervisory Board for only part of the financial year receive one-twelfth of the remuneration for each month or part thereof of their service. This applies mutatis mutandis to memberships of supervisory board committees.
- (5) The remuneration is payable at the end of the Annual General Meeting, which decides on the discharge of the Supervisory Board member for the respective financial year for which the remuneration is to be paid.
- (6) The Company shall reimburse the members of the Supervisory Board for reasonable expenses upon proof. VAT is refunded by the Company insofar as the members of the Supervisory Board are entitled to invoice the Company separately for VAT and exercise this right.
- (7) The Company may take out liability insurance for the benefit of the members of the Supervisory Board, which covers the statutory liability arising from the Supervisory Board's activities. In addition, it may also take out legal expenses insurance that covers the risks of legal prosecution and defense of the members of the Supervisory Board in connection with the activities of the Supervisory Board.
- (8) The provisions in Section 14 (3) to (7) shall apply from the 2023 financial year. The provisions in Section 14 (1) and (2) shall apply from the 2025 financial year."

Accordingly, the remuneration of the Supervisory Board continues to be purely fixed remuneration and thus complies with the suggestion G.18 of the German Corporate Governance Code (DCGK). The fixed annual remuneration for each Supervisory Board member is €100,000.00. In accordance with Recommendation G.17 of the German Corporate Governance Code, the Chairman of the Supervisory Board will receive additional annual

compensation of €100,000.00, while the Deputy Chairman of the Supervisory Board and the Chairman of the Audit Committee will receive additional annual compensation of €50,000.00 each.

Members of the Supervisory Board also have financial loss liability insurance. This insurance provides for reasonable deductibles. The members of the Supervisory Board have the option of insuring these deductibles at their own expense.

The Company shall reimburse the members of the Supervisory Board for reasonable expenses upon proof. VAT is refunded by the Company insofar as the members of the Supervisory Board are entitled to invoice the Company separately for VAT and exercise this right.

There are no remuneration-related agreements between the Company and individual Supervisory Board members that go beyond the provisions of the Articles of Association.

The remuneration is payable at the end of the Annual General Meeting, which decides on the discharge of the Supervisory Board member for the respective financial year for which the remuneration is to be paid. Supervisory Board members who have been members of the Supervisory Board for only part of the financial year receive one-twelfth of the remuneration for each month or part thereof of their service. This applies mutatis mutandis to memberships of supervisory board committees.

The Supervisory Board reviews at regular intervals, at the latest every four years, whether the remuneration of its members is appropriate, taking into account their duties and the situation of the company. The Supervisory Board has the option of making a horizontal market comparison and/or a vertical comparison with the remuneration of the company's employees. Due to the special nature of the work of the Supervisory Board, a vertical comparison with the remuneration of the company's employees is generally not used when reviewing the remuneration of the Supervisory Board. Depending on the outcome of a review, the Supervisory Board, together with the Executive Board, may submit a proposal to the Annual General Meeting to adjust the remuneration of the Supervisory Board.

The rules for dealing with conflicts of interest laid down in the rules of procedure for the Management Board and the Supervisory Board are complied with in the procedures for the determination and implementation as well as for the review of the remuneration system.

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