

OTHER INFORMATION

dsm-firmenich figures: five-year summary

Balance sheet	in € million	2025	2024	2023	2022	2021
Assets						
Goodwill and intangible assets		15,384	18,078	18,738	5,147	5,309
Property, plant and equipment		4,174	5,725	5,549	3,576	3,964
Deferred tax assets		227	299	228	95	203
Share in associates and joint ventures		199	342	130	61	64
Derivatives		60	51	46	82	48
Other non-current assets		408	453	735	314	302
Non-current assets		20,452	24,948	25,426	9,275	9,890
Inventories		2,121	3,290	3,390	2,339	2,297
Current receivables		2,099	2,769	2,843	1,622	1,697
Derivatives		41	23	42	42	30
Financial investments		121	50	107	125	489
Cash and cash equivalents		1,782	2,667	2,456	2,755	1,561
Assets held for sale		2,729	-	6	1,245	56
Current assets		8,893	8,799	8,844	8,128	6,130
Total assets		29,345	33,747	34,270	17,403	16,020
Equity and liabilities						
Shareholders' equity		18,244	22,511	22,908	10,743	9,318
Non-controlling interests		179	186	162	102	79
Equity		18,423	22,697	23,070	10,845	9,397
Deferred tax liabilities		1,351	1,556	1,751	476	490
Employee benefit liabilities		193	487	520	287	323
Provisions		52	87	142	50	96
Borrowings		3,617	4,444	4,114	2,978	2,995
Derivatives		14	7	8	4	9
Other non-current liabilities		102	109	146	205	280
Non-current liabilities		5,329	6,690	6,681	4,000	4,193
Employee benefits liabilities		12	62	49	5	21
Provisions		51	77	34	45	68
Borrowings		1,660	836	716	86	103
Derivatives		14	60	28	23	40
Current liabilities		2,450	3,325	3,684	1,969	2,188
Liabilities held for sale		1,406	-	8	430	10
Current liabilities		5,593	4,360	4,519	2,558	2,430
Total equity and liabilities		29,345	33,747	34,270	17,403	16,020

Income statement	in € million	2025	2024	2023	2022	2021
Net sales	12,521	12,799	11,015	10,480	9,468	
Net sales from continuing operations	9,034	9,054	10,627	8,390	7,269	
Adjusted EBITDA ¹	2,279	2,118	1,441	1,725	1,842	
EBITDA	2,245	1,991	3,637	2,646	2,370	
Adjusted operating profit (EBIT) ¹	1,114	926	428	1,071	1,167	
Operating profit (EBIT)	(877)	561	2,330	1,994	1,689	
Operating profit (EBIT) from continuing operations	711	547	(497)	682	711	
Financial income and expense	(153)	(134)	(151)	(94)	(106)	
Income tax expense	98	(147)	(19)	(190)	(245)	
Share of the profit (loss) of associates and joint ventures	(107)	-	(7)	5	342	
Net profit (loss) for the year	(1,039)	280	2,153	1,715	1,680	
Net profit attributable to non-controlling interests	(42)	(30)	(16)	(15)	(4)	
Net profit (loss) available to equity holders of the parent company	(1,081)	250	2,137	1,700	1,676	
Dividend on CumPref shares and interest on hybrid bonds	(26)	(28)	(6)	(6)	(6)	
Net profit (loss) available to holders of ordinary shares	(1,107)	222	2,131	1,694	1,670	
Key figures and financial ratios						
Capital employed	21,307	26,474	26,766	11,473	11,019	
Capital expenditure:						
- Intangible assets and Property, plant and equipment	840	830	700	636	614	
- Acquisitions	-	-	14,569	77	754	
Disposals	1,104	184	3,559	1,413	1,941	
Depreciation, amortization and impairments	3,122	1,430	1,307	652	681	
Net debt	(3,301)	(2,556)	(2,215)	(87)	(1,019)	
Dividend	718	667	582	167	438	
Workforce at December 31, headcount	28,550	28,214	29,301	20,682	21,358	
Financial ratios¹						
Current assets / current liabilities	1.59	2.02	1.96	3.15	2.52	
Equity / total assets	0.63	0.67	0.67	0.62	0.59	
Gearing (net debt / equity plus net debt) in %	15.2%	10.1%	8.8%	0.8%	9.7%	
Adjusted EBITDA / net sales in %	18.2%	16.5%	13.1%	16.5%	19.5%	
Adjusted EBITDA / financial income and expense	14.9	15.8	12.3	20.1	17.4	

1. In presenting and discussing dsm-firmenich's financial position, operating results and cash flows, dsm-firmenich uses certain Alternative Performance Measures (APMs) not defined by IFRS. These APMs are used because they are an important measure of dsm-firmenich's business development and management performance. A full reconciliation of IFRS performance measures to the APMs is given in [Note 2 Alternative performance measures](#).

**Sustainability information – Environmental**

	2025	2024	2023	2022 ¹	2021
Greenhouse gas emissions Scope 1, 2 & 3 (x 1,000 tonnes)					
Gross Scope 1 CO2e emission	582	605.7	606.6	-	-
- Emissions from regulated emissions trading schemes	245	268.0	286.0	-	-
Total Scope 2 CO2e emissions – Market-based	140.0	169.7	308.8	-	-
Total Scope 2 CO2e emissions – Location-based	464.3	476.9	602.3	-	-
Total biogenic CO2 emissions from combustion of biofuels	33.0	34.4	66.0	-	-
Scope 3 CO2e emissions	10,280.1	10,649.5	10,459.7	-	-
Total CO2e emissions – market based	11,001.8	11,424.9	11,375.1	-	-
Total CO2e emissions – location based	11,326.1	11,720.8	11,668.6	-	-
Energy Consumption (MWh)					
Total (net) energy consumption	4,698,200	4,753,800	5,365,400	-	-
Total renewable electricity consumption	1,256,000	1,144,700	1,155,500	-	-
Water withdrawal, discharge and consumption (x 1,000 m3)					
Total water withdrawal (m3)	100,350	103,600	104,400	-	-
Total freshwater withdrawals	82,500	86,200	82,900	-	-
Total water consumption	5,400	5,300	5,800	-	-
Total water discharged	94,800	98,250	98,600	-	-
Waste (tonnes)					
Total non-hazardous waste	259,300	237,200	- ²	-	-
Total hazardous waste	92,800	94,700	- ²	-	-
Total recycled waste (hazardous and non-hazardous)	91,100	119,900	129,700	-	-
Emissions to air					
Volatile Organic Compounds (VOC)	2,500	2,400	2,700	-	-
Nitrogen oxide (NO _x)	350	500	600	-	-
Sulfur dioxide (SO ₂)	15	20	20	-	-
Emissions to water					
Chemical Oxygen Demand (COD) ¹	3,600	3,000	2,600	-	-
Nitrogen	420	450	- ²	-	-
Phosphorus	150	150	- ²	-	-

¹ Sustainability information was not reported at dsm-firmenich before 2023² First year of reporting**Sustainability information – Suppliers**

	2025	2024	2023	2022 ¹	2021
Spend coverage with transparency platforms					
Average EcoVadis score	80.5%	68.2%	58%	-	-
Spend coverage by suppliers with SBTi – validated targets	67.6	59.7	57.0	-	-
Training delivered to suppliers with human rights identified gaps	36.2%	27.9%	17%	-	-
Procurement members trained on responsible sourcing	79%	49%	- ²	-	-
Naturals sourcing program completion rate	100%	100%	- ²	-	-
	48%	- ²	-	-	-

¹ Sustainability information was not reported at dsm-firmenich before 2023² First year of reporting Sustainability information – Social

**Sustainability information – Social**

	2025	2024	2023	2022 ¹	2021
Workforce					
Male	28,550	28,214	29,301	-	-
Female	18,132	17,968	18,487	-	-
Not disclosed / Unknown	10,406	10,242	10,811	-	-
	12	4	3	-	-
Workforce by age category					
<30 years	4,149	4,276	3,961	-	-
30-50 years	17,718	17,401	16,763	-	-
>50 years	6,683	6,537	6,504	-	-
Non-integrated acquisitions	1,567	1,586	2,042	-	-
% females					
Executives	36.4%	36.3%	36.9%	-	-
Management	31.7%	31.3%	34.4%	-	-
Other	68.3%	43.1%	37.4%	-	-
	0.0%	32.3%	36.0%	-	-
Compensation-related metrics					
Employees paid below benchmark	0	0	- ²	-	-
Unadjusted Gender pay gap	-8.2%	-6.1%	- ²	-	-
Adjusted gender pay gap	3.3%	- ²	-	-	-
Remuneration ratio	86.7	71.7	- ²	-	-
Employee engagement survey					
Employee engagement (%)	80%	79%	82%	-	-
Inclusion index (%)	71%	67%	- ²	-	-
Participation rate (%)	90%	85%	59%	-	-
Safety					
Total recordable incident rate (TRIR) – all	0.26	0.24	0.31	-	-
Process safety incident rate	0.30	0.31	0.28	-	-
Occupational health rate – all	0.10	0.11	0.14	-	-
Other People indicators					
Employees covered by formally-elected employee representatives or collective agreement (%)	43%	43%	- ²	-	-

¹ Sustainability information was not reported at dsm-firmenich before 2023² First year of reporting