

# FACTSHEET

## WHO IS BIC

BIC is a world leader in stationery, lighters and shavers. For 75 years, BIC has honored the tradition of providing high-quality, affordable products to consumers everywhere. Through this unwavering dedication, BIC has become one of the most recognized brands and is a trademark registered worldwide for identifying BIC products which are sold in more than 160 countries around the world.



**13,752 Employees**



**26 Factories on 4 continents**

The Company is listed on "Euronext Paris" and is part of the SBF120 and CAC Mid 60 indexes. BIC is also part of the following Socially Responsible Investment indexes: CDP A list and CDP "Supplier Engagement rating Leader board," Euronext Vigeo - Eurozone 120, FTSE4Good indexes, Ethibel Pioneer and Ethibel Excellence Investment Registers, Ethibel Sustainability Index (ESI) Excellence Europe, Stoxx Global ESG Leaders Index.

## 2020 FINANCIAL PERFORMANCE



**35%**  
Of Net Sales

Net Sales  
**1,627.9 M€**

Earnings per share  
(Group share)  
**€2.08**



**38%**  
Of Net Sales

7.6% of Net Sales  
through new  
products<sup>(1)</sup>

Free cash flow <sup>(3)</sup>  
**274.5 M€**



**25%**  
Of Net Sales

Normalized<sup>(2)</sup> Income  
from Operations  
**229.1 M€**

Net cash position  
**183.9 M€**

NIFO margin  
**14.1%**

(1) A product is considered as new during the year of its launch and the three following years.  
(2) Normalized: excluding exceptional items.  
(3) Before acquisitions and disposals.

“ WE OFFER SIMPLE,  
INVENTIVE AND  
RELIABLE CHOICES  
FOR EVERYONE,  
EVERYWHERE,  
EVERY TIME ”

## BOARD OF DIRECTORS

**11 Meetings in 2020**

**45% women\***

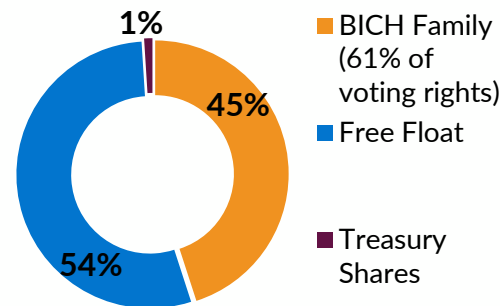
**46% of independent  
members\***

**99.25% rate of  
attendance in 2020**

\* In accordance with the APEP-MEDEF code, Directors who represent employees were not considered when assessing the ratio of independents and women.

Pierre Vareille (i)	Gonzalve Bich	Elizabeth Bastoni (i)	Vincent Bedhome
Chairman	Director & Chief Executive Officer	Director	Director representing BIC employees
Timothée Bich	Marie-Pauline Chandon-Moët	John Glen (i)	Maëlys Castella (i)
Director	Director	Director	Director
Candace Matthews (i)	Marie-Aimée Bich-Dufour	Jake Schwartz (i)	Edouard Bich
Director	Director	Director	Director Representative of MBD
Inna Kostuk			
Director representing BIC employees			

## Share capital breakdown December 2020



## EXECUTIVE COMMITTEE

Gonzalve Bich	Chad Spooner	Thomas Brette
Chief Executive Officer	Chief Financial Officer	Group Insights & Innovation Officer
François Clément-Grandcourt	Mallory Martino	Peter Dalsberg
Group Lighters General Manager	Chief Human Resources Officer	Group Supply Chain Officer
Sara LaPorta	Chester Twigg	Charles Morgan
Chief Strategy & Business Development Officer	Group Commercial Officer	Chief Administrative Officer

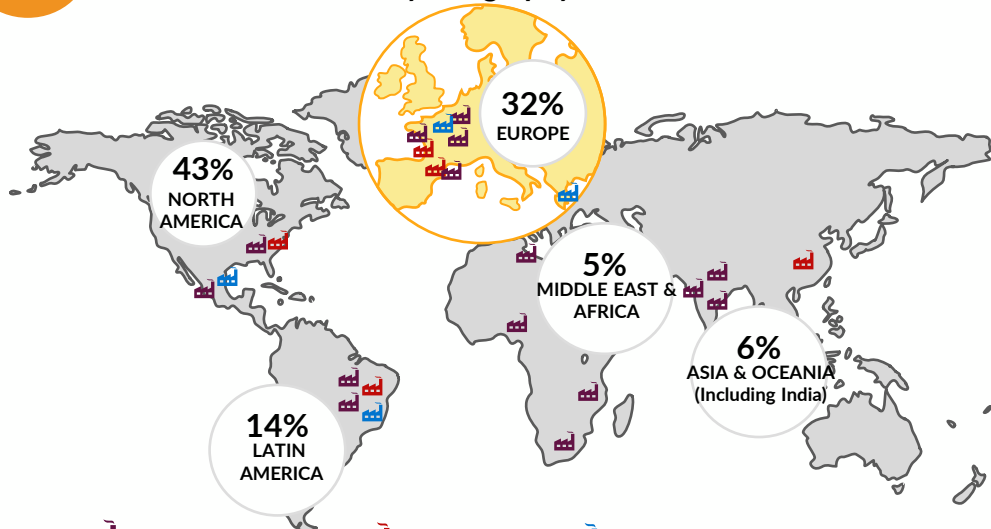
(i)=Independent





## WORDSWIDE MANUFACTURING FOOTPRINT

2020: % of Net Sales by Geography



Stationery\*\* (15 plants) Lighters (6 plants) Shavers (4 plants)

\*\*Including BIC Graphic, Updated on 30 July 2020

## 2025 COMMITMENTS TO SUSTAINABLE DEVELOPMENT

Writing the Future, Together

#1 Fostering sustainable innovation in BIC® products:

**#1 By 2025, the environmental and/or societal footprint of BIC® products will be improved.** In 2019, 90% of the BIC product portfolio was evaluated. 9 products improved in 2020.

**#2 By 2025, BIC will use 80% renewable electricity.** In 2020, BIC reached 80% renewable electricity across the Group, compared to 76% in 2019.

**#3 By 2025, BIC aims for zero accidents across all operations.** The number of accidents decreased by 32% in 2020.

**#4 By 2025, BIC will work responsibly with its strategic suppliers to ensure the most secure, innovative and efficient sourcing.** At the end of 2020, 25.8% of BIC's strategic suppliers have integrated the responsible purchasing program.

**#5 By 2025, BIC will improve learning conditions for 250 million children globally.** The learning conditions for more than 188 million children were improved since 2018 through direct actions with children or actions with teachers.

#3 Committing to a safe work environment:

#2 Acting against climate change:

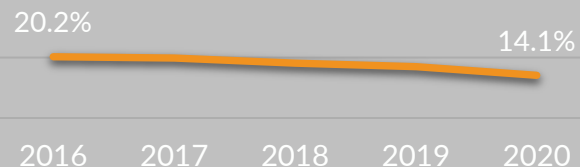
#4 Proactively involving suppliers:

#3 Improving lives through education:

### Net Sales Evolution (in M€)



### NIFO Margin Evolution (in %)



### 2020 Value Sharing



Key Non-Financial Indicators	2019	2020
ENERGY CONSUMPTION (Gigajoules/tons)	12.59	12.96
WATER CONSUMPTION (M <sup>3</sup> /tons)	4.87	5.21
GREENHOUSE GAS EMISSIONS (CO <sub>2</sub> /tons)	1.07	1.03

## 2020 FINANCIAL PERFORMANCE

Results (in million €)	2016	2017	2018	2019	2020
Net Sales	2,025.8	2,041.4	1,949.8	1,949.4	1,627.9
Income from Operations (IFO)	403.4	374.9	258.8	257.2	156.8
IFO margin	19.9%	18.4%	13.3%	13.0%	9.6%
NIFO <sup>1</sup>	409.1	399.6	352.4	331.8	229.1
NIFO <sup>1</sup> margin	20.2%	19.6%	18.1%	17.0%	14.1%
Net income Group Share	249.7	287.3	173.4	176.1	93.7
Capital expenditures	181	186	125	114	83.1
Free cash flow <sup>2</sup>	119.8	262.2	180.0	198.0	274.5
Net cash position	222.2	204.9	161.5	146.9	183.9
Earning per share Group Share	5.32	6.18	3.80	3.91	2.08
Dividend per share	3.45	3.45	3.45	2.45	1.80 <sup>3</sup>
Payout ratio	65%	56%	91%	63%	51%

1/ Normalized IFO: excluding non-recurring items

2/ After acquisitions and disposals

3/ To be approved at 2021 AGM

## Q4 2020 KEY FINANCIAL INDICATORS

(in million €)	Q4 2019	Q4 2020	Change as reported	Change <sup>(2)</sup>
Net Sales	501.2	410.1	-18.2%	-10.7%
NIFO <sup>(1)</sup>	90.7	52.9		
NIFO <sup>(1)</sup> margin	18.1%	12.9%		
Net income Group Share	23.5	3.6		
EPS Group Share (in Euros)	1.54	0.57		

(1) Normalized IFO: excluding non-recurring items.

(2) On a comparative basis