



MARCH 2023

FACTSHEET 2022

Who is BIC

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



10,580 employees

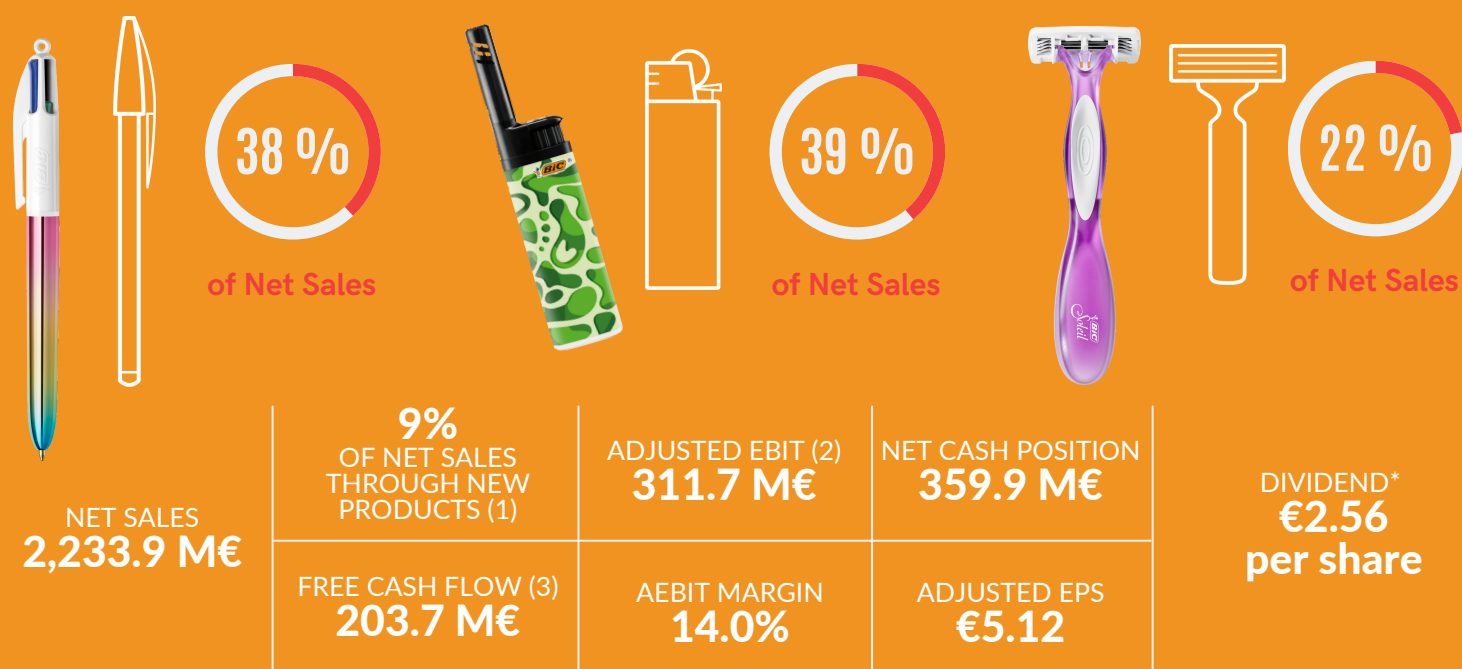


24 factories on 4 continents

" We create high-quality, safe, affordable, essential products, trusted by everyone "



2022 Key Financial Figures



(1) A product is considered as new during the year of its launch and the three following years.
(2) Adjusted: excluding exceptional items. | (3) Before acquisitions and disposals.
*Subject to May 2023 AGM approval

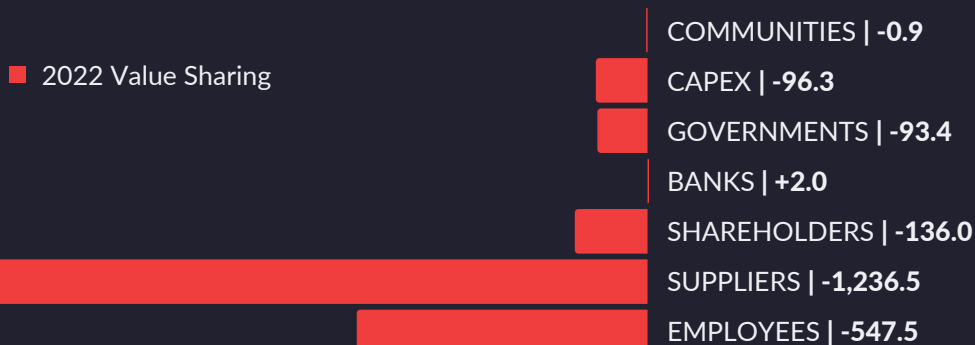
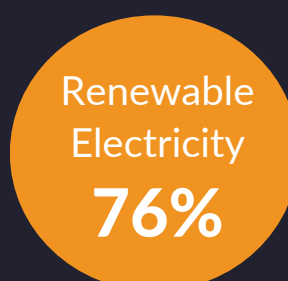
Long-term Financial Performance



Key Non-financial Figures

KEY NON-FINANCIAL INDICATORS | 2022

- % of Renewable Electricity (Writing the Future, Together Commitment: 100% by 2025) | **76%**
- % of recycled or alternative materials in BIC® products | **5.7%**
- % of reusable, recyclable, or compostable plastic in packaging | **70%**
- GHG Emissions (Scope 1, 2 - tCO₂eq) - Market-based | **40,244**
- GHG Emissions (Scope 3 - tCO₂eq) | **800,075**



Horizon Strategic Plan

THROUGH EXPANSION TO NEW CONSUMER OCCASIONS AND ADJACENT BUSINESSES, WITH SUSTAINABILITY ROOTED IN PRODUCTS AND OPERATIONS, OUR HORIZON PLAN AIMS TO FUEL BIC'S GROWTH TO 2025

REFRAME OUR THREE CATEGORIES TO ACCELERATE TOP LINE GROWTH

TAKE OUR SUSTAINABLE DEVELOPMENT JOURNEY TO THE NEXT LEVEL

REMAIN ON A MID-SINGLE-DIGIT GROWTH TRAJECTORY

MAINTAIN FREE CASH FLOW ABOVE €200M

SUSTAIN SOLID RETURN TO SHAREHOLDERS



Evolving focus from Stationery to **HUMAN EXPRESSION**, moving beyond Writing Instruments to Creative and Digital Expression



Expanding Lighters to **FLAME FOR LIFE** to focus on all lighting occasions, and a more Value-added driven model



Growing the One-Piece Shaver business with consumer driven and sustainable products and capitalizing on our **BLADE EXCELLENCE** to build a high-precision B2B blade business

2025 Commitments to Sustainable Development

Writing the Future, Together

#1 By 2025, the environmental and/or societal footprint of BIC® products will be improved. 16 BIC® products labeled NF Environnement in 2022.

#1 Fostering sustainable innovation in BIC® products.

#3 By 2025, BIC aims for zero accidents across all operations. In 2022, there were 70 accidents across our sites.

#3 Committing to a safe work environment.

#2 Acting against climate change.

#4 By 2025, BIC will work responsibly with its strategic suppliers to ensure the most secure, innovative and efficient sourcing. At the end of 2022, 65.5% of BIC's strategic suppliers have integrated the responsible purchasing program.

#4 Proactively involving suppliers.

#5 Improving lives through education.

#5 By 2025, BIC will improve learning conditions for 250 million children globally. The learning conditions for more than 187 million children were improved since 2018 through direct actions with children or actions with teachers.

#2 By 2025, BIC will use 100% renewable electricity. In 2022, BIC consumed 76% renewable electricity across the Group.

Use of Cash Policy



Fund Profitable Growth

Investment into Operations
€100M annually

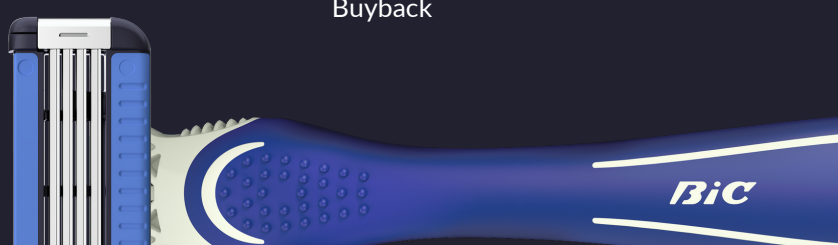
Targeted Acquisitions
Average of €100M annually



Ensure Sustainable Shareholder Returns

Ordinary Dividend
40% to 50% Payout Ratio

Regular Share Buyback



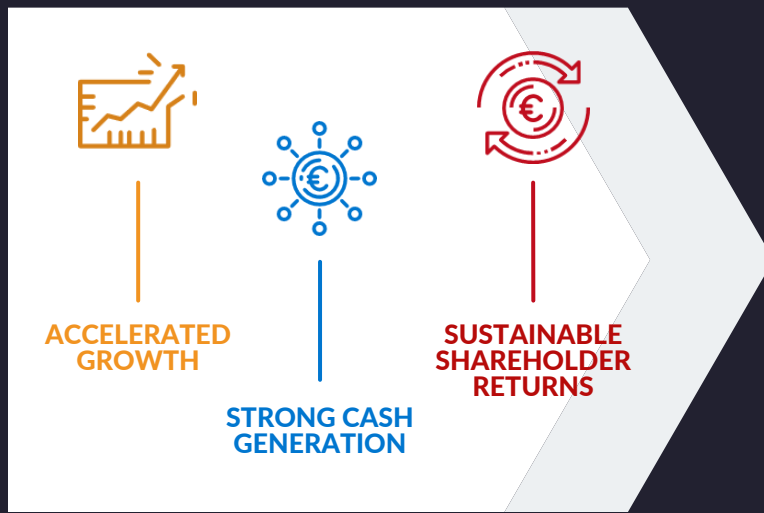
Long-Term Value Creation

Consumer-Centric Brands

Open & Responsible Innovation

Efficient, Reliable and Sustainable Global Supply Chain

Commercial Excellence



Sustained and Balanced Long-Term Value Creation for All Stakeholders

← TALENTED AND ENGAGED TEAMS →

Board of Directors As of February 2023

8

meetings in 2022

50%

Women*

50%

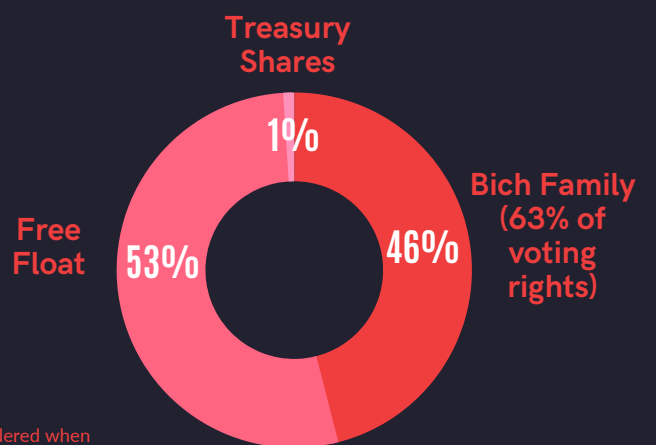
of independent members*

98,8%

of attendance in 2022

- NIKOS KOUMETTIS* | Non-Executive Chair Independent Director
- GONZALVE BICH | Director & Chief Executive Officer
- ELIZABETH BASTONI* | Director
- VINCENT BEDHOME | Director representing BIC employees
- TIMOTHÉE BICH | Director
- MARIE-PAULINE CHANDON-MOËT | Director
- MAËLYS CASTELLA* | Director
- CANDACE MATTHEWS* | Director
- MARIE-AIMÉE BICH-DUFOUR | Director
- JAKE SCHWARTZ* | Director
- EDOUARD BICH | Director Representative of Société MBD

SHARE CAPITAL BREAKDOWN DECEMBER 2022



* Independent

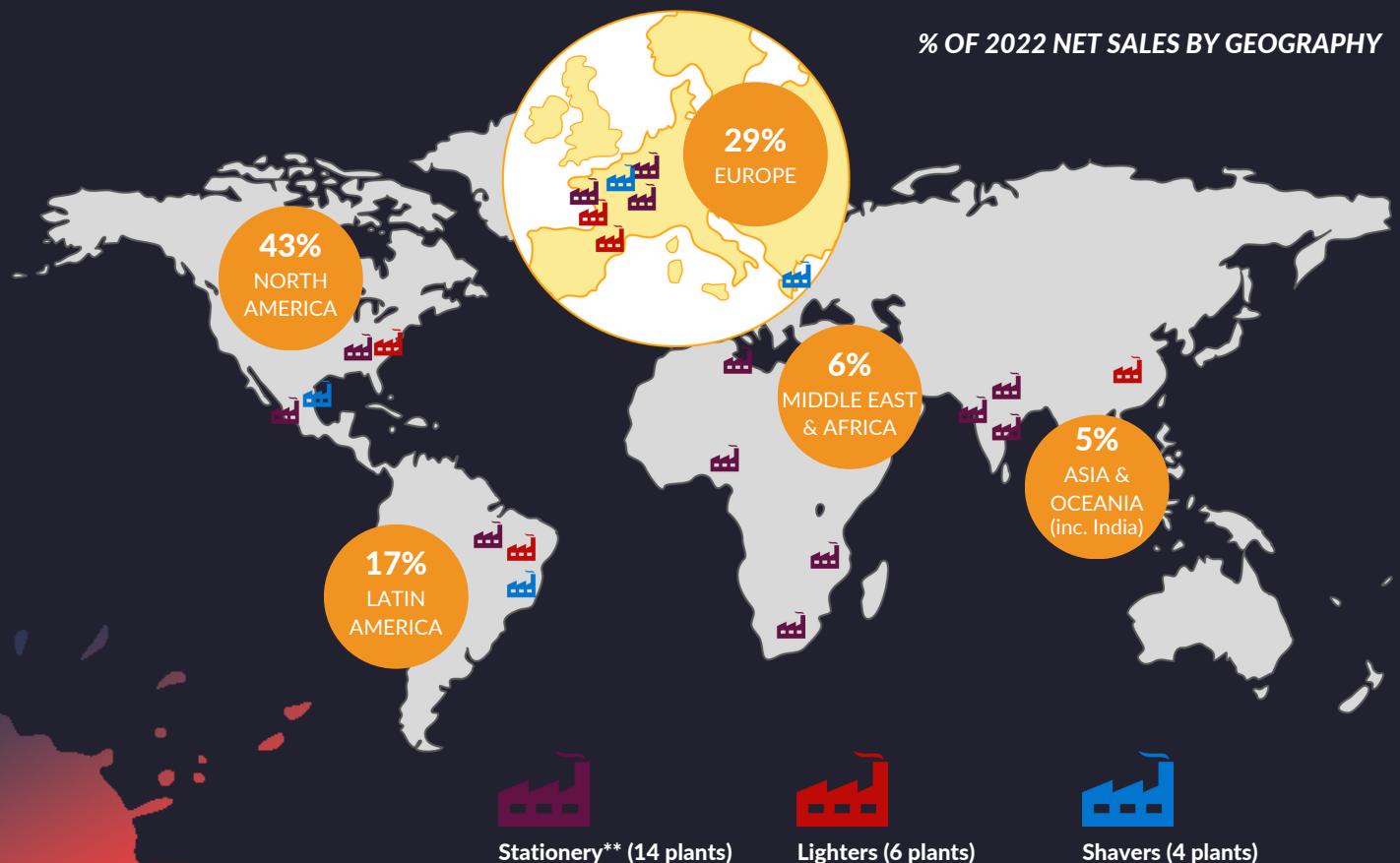
* In accordance with the APEP-MEDEF code, Directors who represent employees were not considered when assessing the ratio of independents and women.

Executive Committee

- GONZALVE BICH | Director & Chief Executive Officer
- CHAD SPOONER | Chief Financial Officer
- FRANÇOIS CLÉMENT-GRANDCOURT | General Manager Flame For Life
- GARY HORSFIELD | Group Supply Chain Officer
- SARA LAPORTA | Chief Strategy & Business Development Officer
- THOMAS BRETTE | Group Partnerships and New Business Officer
- ELIZABETH MAUL | Group Insights, Innovation & Sustainability Officer
- CHESTER TWIGG | Group Commercial Officer
- MALLORY MARTINO | Chief Human Resources Officer
- CHARLES MORGAN | Chief Administrative Officer
- ESTHER WICK | Group General Counsel

Worldwide Manufacturing Footprint

% OF 2022 NET SALES BY GEOGRAPHY



**Including BIC Graphic, updated on March 2023