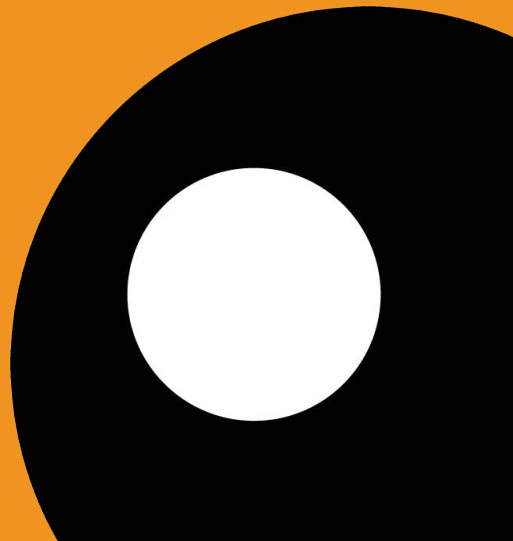


CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABLE DEVELOPMENT



We create shared value by relentlessly reinventing the Everyday Essentials. We delight and empower consumers with innovative and sustainable solutions. Our model is results-driven, resilient, scalable, and built for profitable growth.



OUR SUSTAINABLE DEVELOPMENT **AMBITION**



Ensure that we limit our **impact on the planet** and make a **meaningful contribution** to the lives of our **employees and society** over the long term, simply because it is the right thing to do.

A SCIENCE-BASED AND TRANSPARENT **APPROACH**

For the past 16 years, BIC has continuously answered to an increasing customer demand for more **environmentally or socially responsible** products through its **Sustainable Development** program, R&D and publications.

16 years of Sustainable Development reports

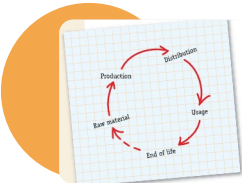


OUR SUSTAINABLE DEVELOPMENT JOURNEY



1950

The BIC® Cristal pen is a symbol of Marcel Bich's philosophy: "just what's necessary"



2004

Launch of the Life Cycle Assessment for Pens, Lighters and Shaver (the starting point for BIC eco-design expertise) and Sustainable Development Program



2009

First manufacturer of Writing Instruments to earn the French Ecolabel.



2015

Establishment of the BIC Foundation for Education

Environmental Impact	Score
Recycled Plastic	21%
Green Chemistry	50%
Light & long-lasting	45%
Efficient manufacturing	45%
Recycled Ink	21%

2021

BIC integrates EMA, the Group's sustainable scorecard for product evaluation and improvement, to evaluate a products' environmental and societal impacts.



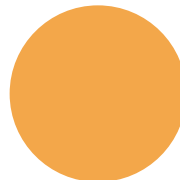
2017

A new ambition to mobilize the Group to achieve 2025 objectives



2017

BIC initiates an innovative circular economy model in partnership with Ubicuity



2021

BIC announces their intent to launch a global climate transition action plan at their 2022 Shareholders' meeting



LONG-LASTING PRODUCTS WITH LOW ENVIRONMENTAL IMPACT

ecolutions™



3KM

Up to 3 kilometers of writing for a BIC Cristal™

BIC® Écolutions®, a complete line of writing products made from recycled materials

3,000

flames for a BIC® Maxi lighter



T60

days of shaving with the BIC® Easy / BIC® Hybrid and its six refill blades



16

flagship products in the BIC® range have earned the NF Environnement ecolabel



AN AMBITIOUS SUSTAINABLE DEVELOPMENT PROGRAM



#1 Fostering sustainable innovation in BIC® products

By 2025, the environmental and/or societal footprint of BIC® products will be improved.

By 2030, BIC aims for 50% non-virgin petroleum plastic for its products

By 2025, BIC will have 100% reusable, recyclable or compostable plastic packaging.

#2 Acting against climate change

By 2025, BIC will use 100% renewable electricity.

#3 Committing to a safe work environment

By 2025, BIC aims for zero accidents across all operations.

#4 Proactively involving suppliers

By 2025, BIC will work responsibly with its strategic suppliers to ensure the most secure, innovative and efficient sourcing.

#5 Improving lives through education

By 2025, BIC will improve learning conditions for 250 million children, globally.

SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

Alignment with UN SD Goals

United Nations Sustainable Development Goals

#1 Fostering Sustainable innovation in BIC® products:

4% of recycled/alternative plastics in BIC® products in 2021



#2 Acting against climate change:

79% of electricity came from renewable sources in 2021



#3 Committing to a safe work environment:

58 reported accidents in 2021 – 0 accidents on 40 of BIC sites



#4 Proactively involving suppliers:

52.3% of BIC's strategic suppliers have integrated the responsible purchasing program

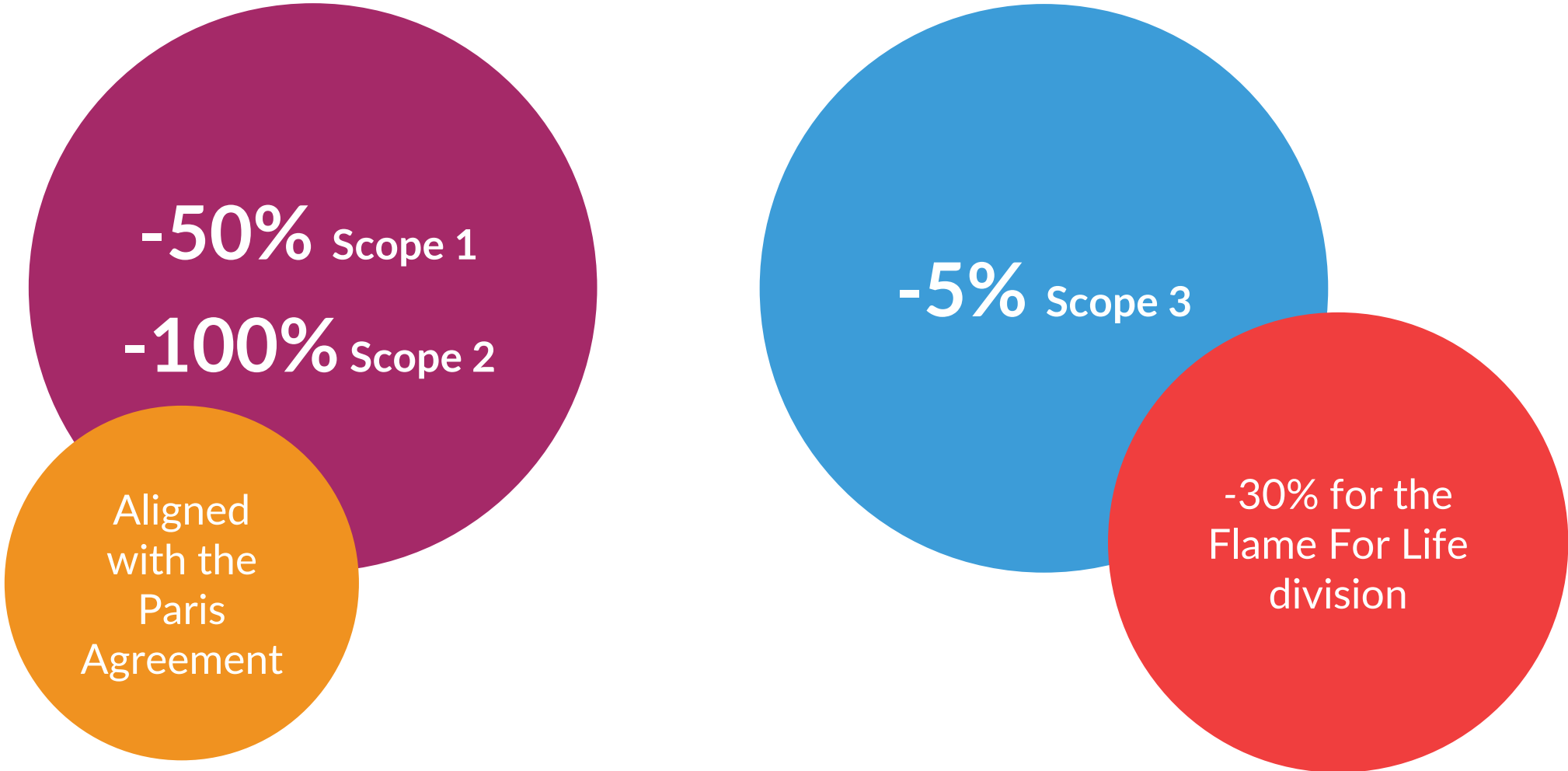


#5 Improving lives through education:

Learning conditions improved for more than 158 million children since 2018 (cumulative)

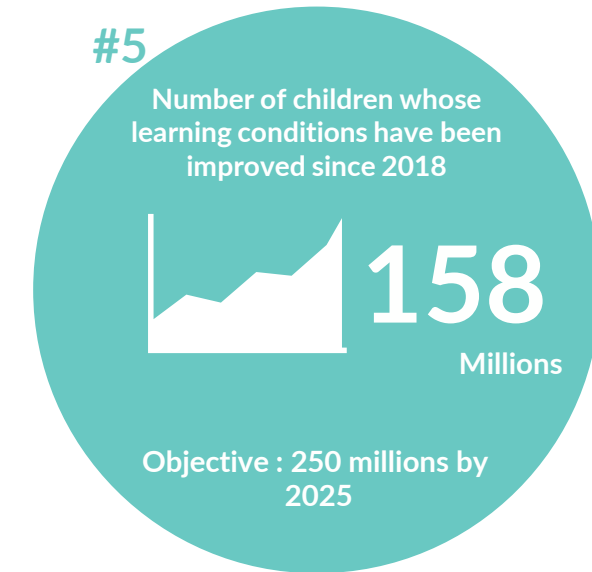
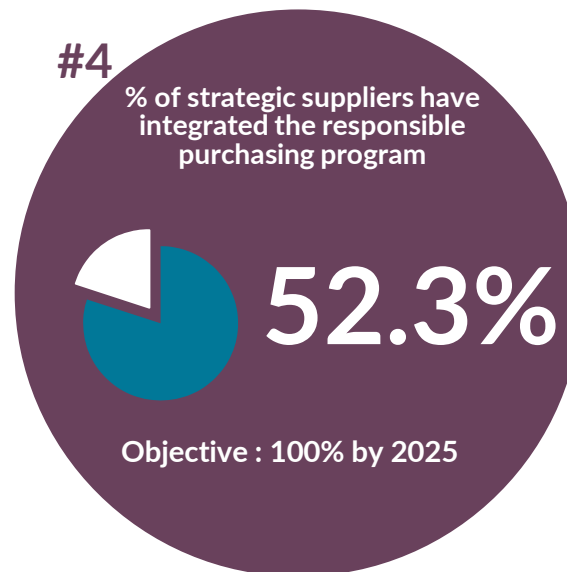
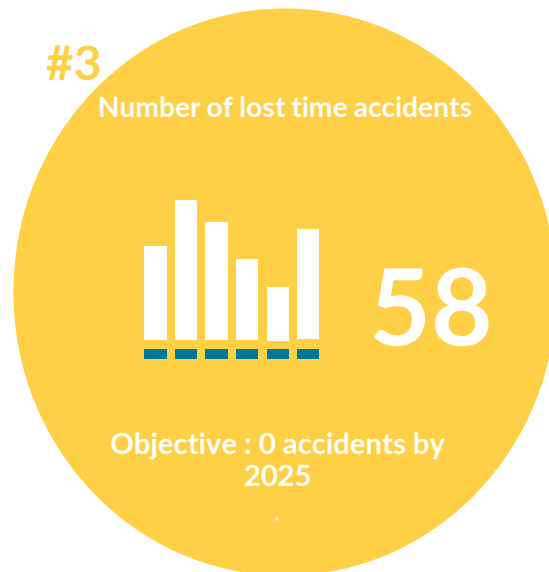
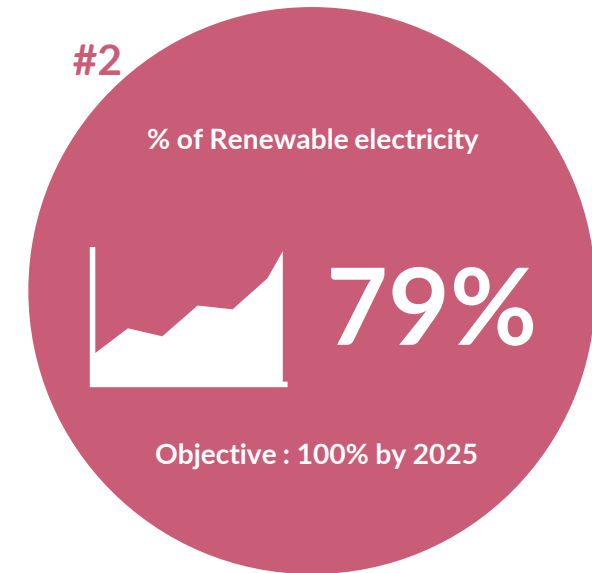
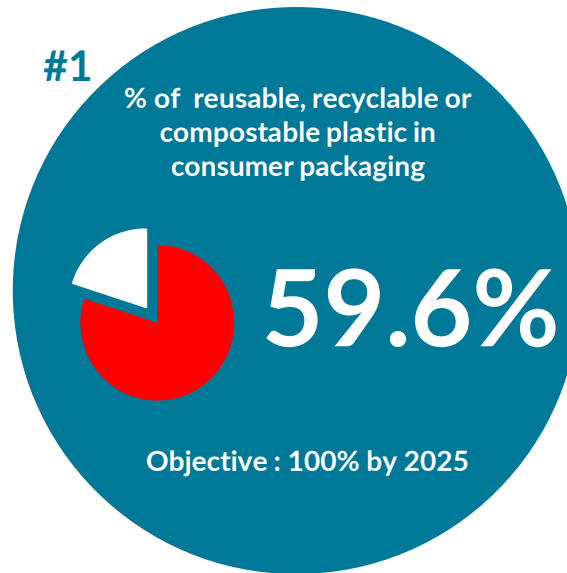
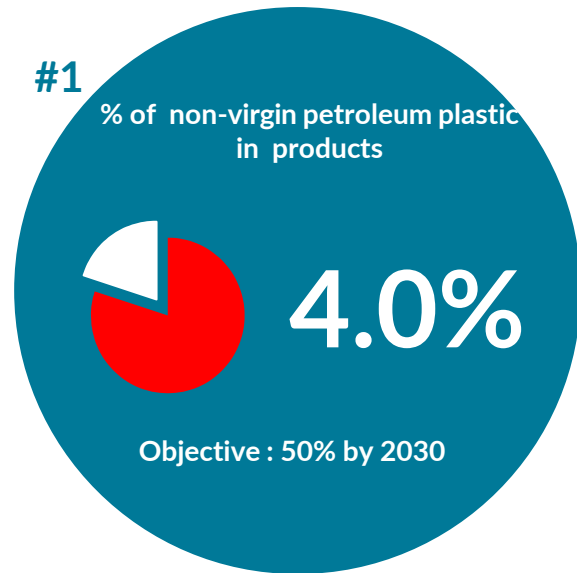


GREENHOUSE GAS (GHG) EMISSION REDUCTION TARGETS FOR 2030*



*2019 Baseilne year

WRITING THE FUTURE, TOGETHER IN 2021



GLOBAL MEMBERSHIPS AND ESG RATINGS



UN Global Compact



Leadership level **A-** for **Climate**
Level **B** for Supplier Engagement



Rated **AAA**,
The highest level for overall ESG

FRENCH
BUSINESS
CLIMATE
PLEDGE

#OnePlanetSummit | #ClimatePledge

French Climate pledge



ESG Risk rating: 24.2
Rank in Sector: 20/104



TCFD supporter



Overall score: 56 - Robust
Rank in Sector: 6/72

BELONGING

Create a Culture where all team members feel comfortable that they can bring their full selves to work

40% female representation in Director and above positions by 2027

PROMOTE



ATTRACT

Increase representation of women and other underrepresented minorities

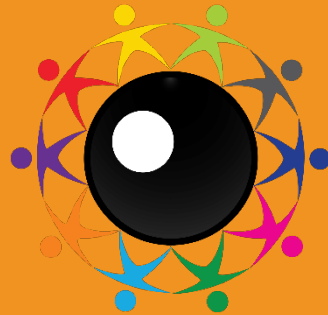
Improve external visibility, demonstration and celebration of BIC's commitment to DEI

INFLUENCE

2021 PROGRESS UPDATE

29%

of women in
Director and
above positions
(+3 points)



Diversity&Inclusion@BIC
Be you!

44%

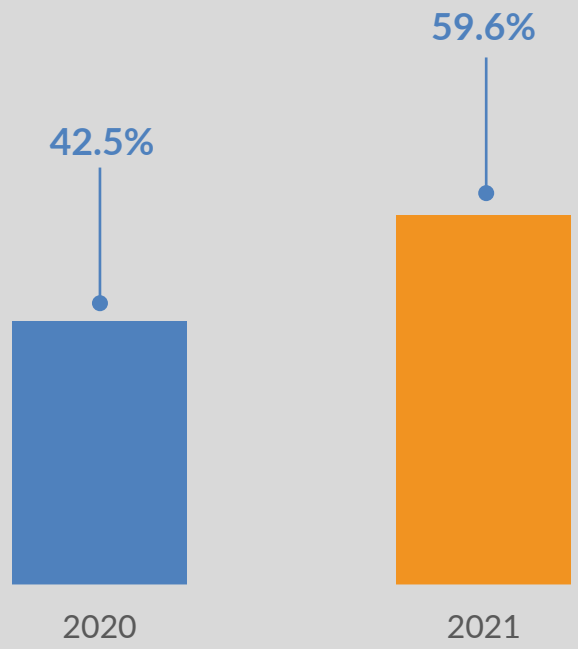
of all open
Director and
above positions
this year were
filled by females

90%

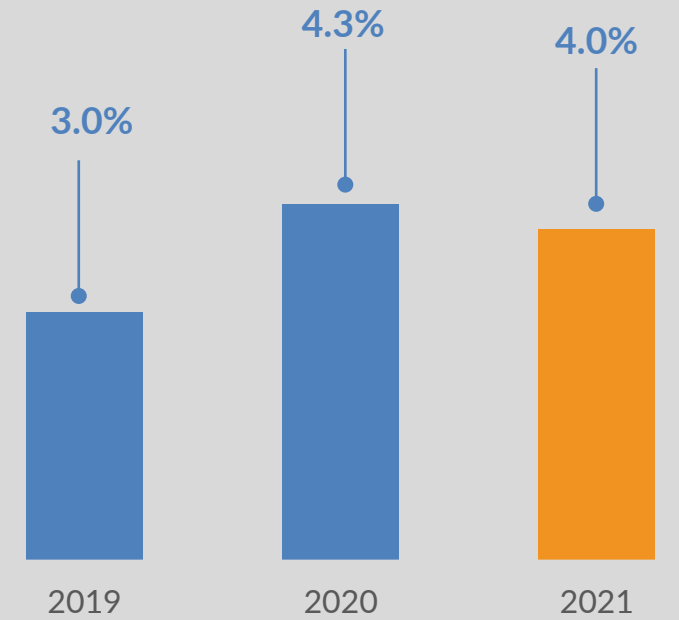
of Team Members
are proud to work
at BIC

2021 KEY NON-FINANCIAL FIGURES.

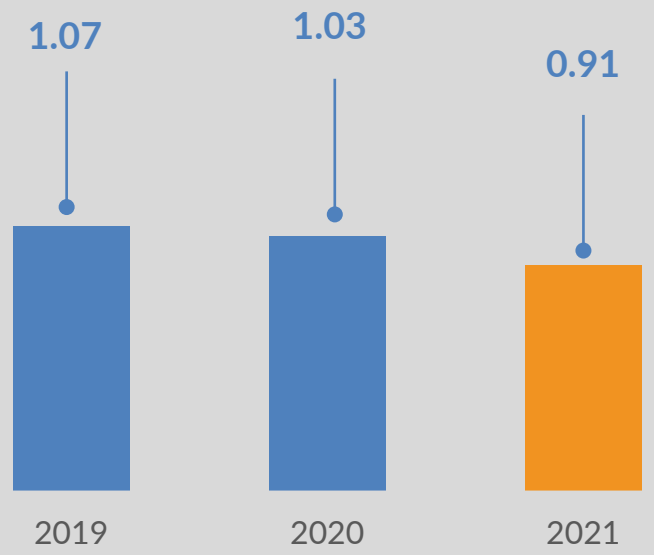
% Recyclable, Reusable or Compostable Plastics in consumer packaging



% of non-virgin petroleum Plastics in BIC® Products



Greenhouse gas emissions **



*: (% of volumes purchased)
**: normalized to production (tCO2/tons - Scopes 1 & 2)

CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABLE DEVELOPMENT

