



Factsheet 2023



14,643¹
Employees

24
Factories

5
Continents

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.

2023 Key Financial Figures

€2,263m
Net sales

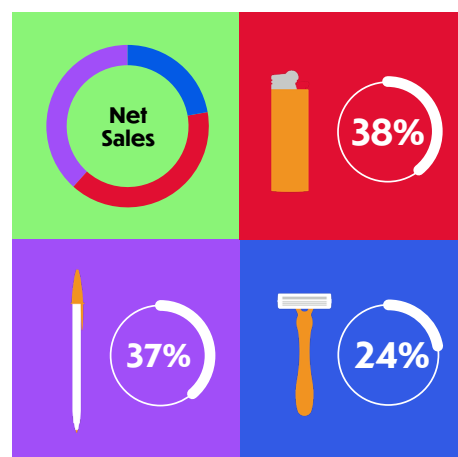
9.5%
of net sales through
new products²

€249m
free cash flow

14.7%
aEBIT margin

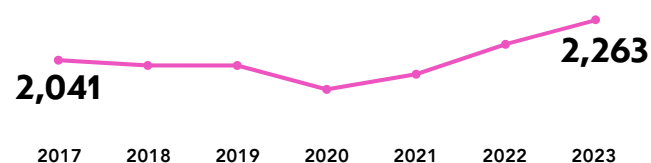
€385m
Net cash position

€4.27 per share
dividend³

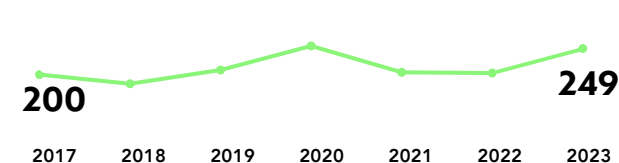


Long-term financial performance

Net Sales Evolution (€m)



Free Cash Flow (€m)



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

¹ BIC workforce includes permanent employees, fixed-term contracts and agency temporary staff.

² A product is considered as new during the year of its launch and the three following years.

³ This includes €2.85 per share of ordinary dividend and €1.42 per share of extraordinary dividend, to be approved at the 2024 AGM on May 29.





Key Non-Financial Figures

91%

of electricity we use is now renewable, up from 76% in 2022 – this puts us well on track to meet our goal of 100% by 2025.

83%

of strategic suppliers have integrated the responsible purchasing program to ensure the most secure, innovative, and efficient sourcing.

81%

of all consumer plastic packaging is reusable, recyclable, or compostable, compared to 70% in 2022.

37%

improvement in lost time incidents versus prior year.

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 and grow aEBIT margin

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 a consumer driven mindset and sustainable products and capitalizing on our **Blade Excellence** to build a high precision B2B blade business.



2025 Commitments to Sustainable Development



- 01 Fostering sustainable innovation in BIC products**
We are focused on creating simple, inventive products, designed to use more sustainable raw materials and provide longer lasting performance. We strive to optimize existing products and packaging and to create more sustainable innovation for the future.
- 02 Acting against climate change:**
We deploy a global approach to energy consumption, prioritizing energy efficiency and the use of renewable energy sources. This contributes to cost control and reduces our carbon footprint.
- 03 Creating and maintaining a safe working environment:**
Our commitment to ongoing improvement of the safety, health and well-being of our team members is a priority for us.
- 04 Proactively involving suppliers:**
Being a responsible company requires control of our entire value chain. Our purchasing team analyzes all risks and selects and collaborates with our most strategic suppliers on implementing a responsible approach.
- 05 Improving lives through education:**
Education has the power to change the world. We are passionate in our work to ensure that children around the world have access to education.

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

- 01** Consumer-Centric Brands
- 02** Open & Responsible Innovation
- 03** Efficient, Reliable and Sustainable Global Supply Chain
- 04** Commercial Excellence



Accelerated growth
Strong cash generation
Sustainable shareholder returns



Sustained and Balanced Long-Term Value Creation for All Stakeholders



Talented and engaged teams





Board of Directors

Nikos Koumettis
Non-Executive Chair and Independent Director

Gonzalve Bich
Director and Chief Executive Officer

Marie-Aimée Bich-Dufour
Director

Timotheé Bich
Director

Edouard Bich
Director Representative of Société MBD

Carole Callebaut Piwnica
Independent Director

Maëlys Castella
Independent Director

Pascal Chevallier
Director Representing the Employees

Véronique Laury
Director

Héla Madiouni
Director Representing the Employees

Candace Matthews
Independent Director

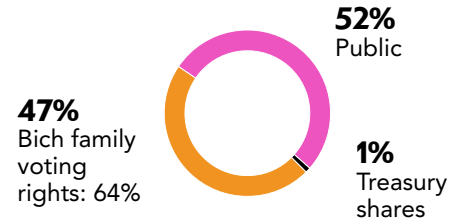
Jake Schwartz
Independent Director

12 Directors
50% women
50% independents

4 nationalities
10 board meetings in 2023
96.5% attendance rate

Shareholding structure

As of December 31, 2023, the total number of issued shares of SOCIÉTÉ BIC was 42,270,689, representing 62,516,167 voting rights



Executive Committee

Gonzalve Bich
Director and Chief Executive Officer

Chad Spooner
Chief Financial Officer

Elizabeth Maul
Group Insights, Innovation & Sustainability Officer

François Clément- Grandcourt
Group Lighters General Manager

Gary Horsfield
Group Supply Chain Officer

Mallory Martino
Chief Human Resources Officer

Sara LaPorta
Group Strategy and Business Development Officer

Chester Twigg
Group Commercial Officer

Esther Wick
Group General Counsel

Worldwide Manufacturing Footprint

