

# ESG factsheet 2023

Positively impacting everyday life.



# Progress against our targets

## Product

Target <sup>1</sup>	Baseline Year	Target Year	2023 Actual Result vs. Target
100% of cardboard packaging from a certified and/or recycled source	-	2025	99% 
100% recyclable, reusable or compostable plastic in consumer packaging	-	2025	81% 
100% PVC-free plastic packaging	-	2025	98% 
75% recycled content in plastic packaging	-	2025	62% 
50% non-virgin petroleum plastics in products	-	2030	8% 

<sup>1</sup> excluded BIC Graphic, recent acquisitions and certain OEMs

### Our commitment to the UN Sustainable Development Goals (SDGs)



### Other highlights this year

#### Reduced our plastic usage:

Our redesigned BIC® 4 Colors™ pen will save enough plastic to produce over 2.6 million additional BIC® 4 Colors™ pens each year.

#### Innovated our products:

We continued working with our Environmentally and Socially Measurable Advantage tool to model sustainable innovation, such as the use of alternative materials in our products.

Since the tool's launch in 2020, hundreds of environmental scores have been produced. This iterative process has already helped us improve the sustainability of more than 30 products.

#### Launched our longest-lasting utility lighter:

Our new BIC® EZ Load™ lighter can be reloaded with a standard BIC® Maxi lighter and can spark up to 15,000 flames during its extended life cycle. It can be reloaded up to 10 times.

### Looking forward

We will continue to focus on our eco-design capabilities and promote product longevity through our design work and external communication.

Value engineering is anticipated to save up to 600 tonnes of plastic by the end of 2024 and will continue to guide our approach to design and manufacturing in the coming years.

We will continue to test solutions for product end of life through collection and recycling systems.

## Planet

Target	Baseline Year	Target Year	2023 Actual Result vs. Target
100% renewable electricity	2019	2025	91% 
Reduce Scope 1 GHG emissions by 50%	2019	2030	-40% 
Reduce Scope 2 GHG emissions by 100%	2019	2030	-75% 
Reduce Scope 3 GHG emissions by 5%	2019	2030	-6% 

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### Other highlights this year

#### Accelerated our GHG reduction plan:

We optimized processes and installed heat recovery systems, heat networks, LED bulbs, and energy-efficient equipment to improve our energy efficiency by 11% in ten years.

#### Reduced our carbon footprint:

Our facilities in France, Greece, and Mexico secured clean energy Power Purchase Agreements (PPAs). As a result, only 9.3% of our total emissions now come from the electricity consumed at our factories.

#### Controlled our air freight:

We closely monitored our air freight, ensuring only 1.06% of intra-company transport tonnage was shipped by air. We aim to maintain this below the specified threshold of 2.3%.

#### Looking forward

We will continue to look for ways of increasing our use of renewable energy sources, including through building onsite generation infrastructure, such as solar arrays at our factories.

We are committed to optimizing our manufacturing footprint to stay close to consumer markets. In collaboration with value chain partners, we will seek to source sustainable materials, make products responsibly, and minimize our combined environmental impact.

We will continue to investigate ways to cut our Scope 3 emissions further, using our Flame for Life division as a testing ground for reduction strategies applicable to our entire business.

# Progress against our targets

## People

Target	Baseline Year	Target Year	2023 Actual Result vs. Target
No lost-time incidents (LTI) across operations	-	2025	37% improvement in lost-time incidents vs. 2022
Improve learning conditions for 250m children	2018	2025	199m 

**Our commitment to the UN Sustainable Development Goals (SDGs)**



### Other highlights this year

**Provided access to healthcare:**

Over 90% of BIC employees received both healthcare and life insurance as benefits.

**Supported Employee Resource Groups:**

North America launched its first Employee Resource Groups (ERGs). Six groups are now active: Black Leaders Influencing Sustainable Success (BLISS), Women Empowerment at BIC (WEB), Asian and Pacific Islander Alliance (APIA), Hispanic/Latino Organization for Leadership and Advancement at BIC (HOLA BIC®), Supporting Wellness and Improving Mental Health (SWIM), and Pride.

**Improved learning conditions:**

Supported by the BIC Corporate Foundation, we donated 4.4 million writing instruments to classrooms around the world in 2023. In addition, our dedicated team members donated

more than 4,000 hours of their time to organize engaging and creative experiences for students.

### Looking forward

Building on our progress in 2023, we are committed to extending healthcare and life insurance to 100% of our employees in 2026.

We are committed to increasing the percentage of women in director and above positions to 40% by 2027.

In collaboration with the BIC Corporate Foundation, we remain committed to donation, volunteering, and partnership opportunities that help us work towards our target of improving learning conditions for 250m children by 2025.

Our work to strengthen the BIC Corporate Foundation will include a number of initiatives, such as training for marketing managers and establishing a network of local champions to support the Foundation's flagship campaigns.

### Proactively involving our suppliers to support our Product, Planet and People objectives

**Target:** We will work responsibly with our strategic suppliers to ensure that we have the most secure, innovative, and efficient sourcing possible in place by 2025.

**Progress:** As a responsible company, we seek oversight of our entire value chain. Our purchasing team collaborates with our most strategic suppliers and assesses all risks to ensure we take appropriate, collective action in pursuit of our 2025 target. As of 2023, 83% of our strategic suppliers have integrated our Responsible Purchasing Program.

### Scan below for more information



You can find more detail and read our case studies in the full 2023 report, accessible via the QR code on the left, or by clicking [here](#).

For any questions, please get in touch with [investor.info@bicworld.com](mailto:investor.info@bicworld.com)

