

Simplicity, sustainability, and joy.

Positively impacting everyday life.



Table of contents

03

Introduction

11

Product

17

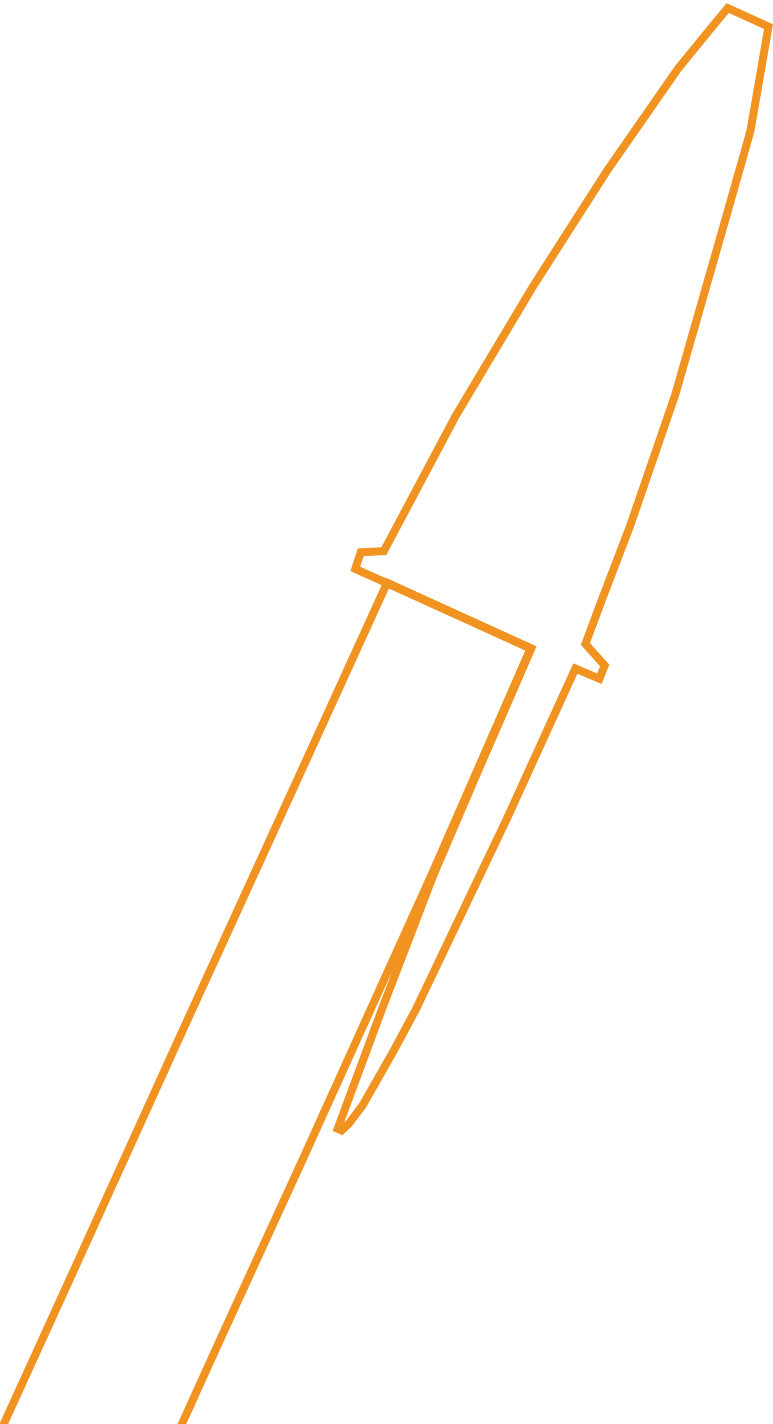
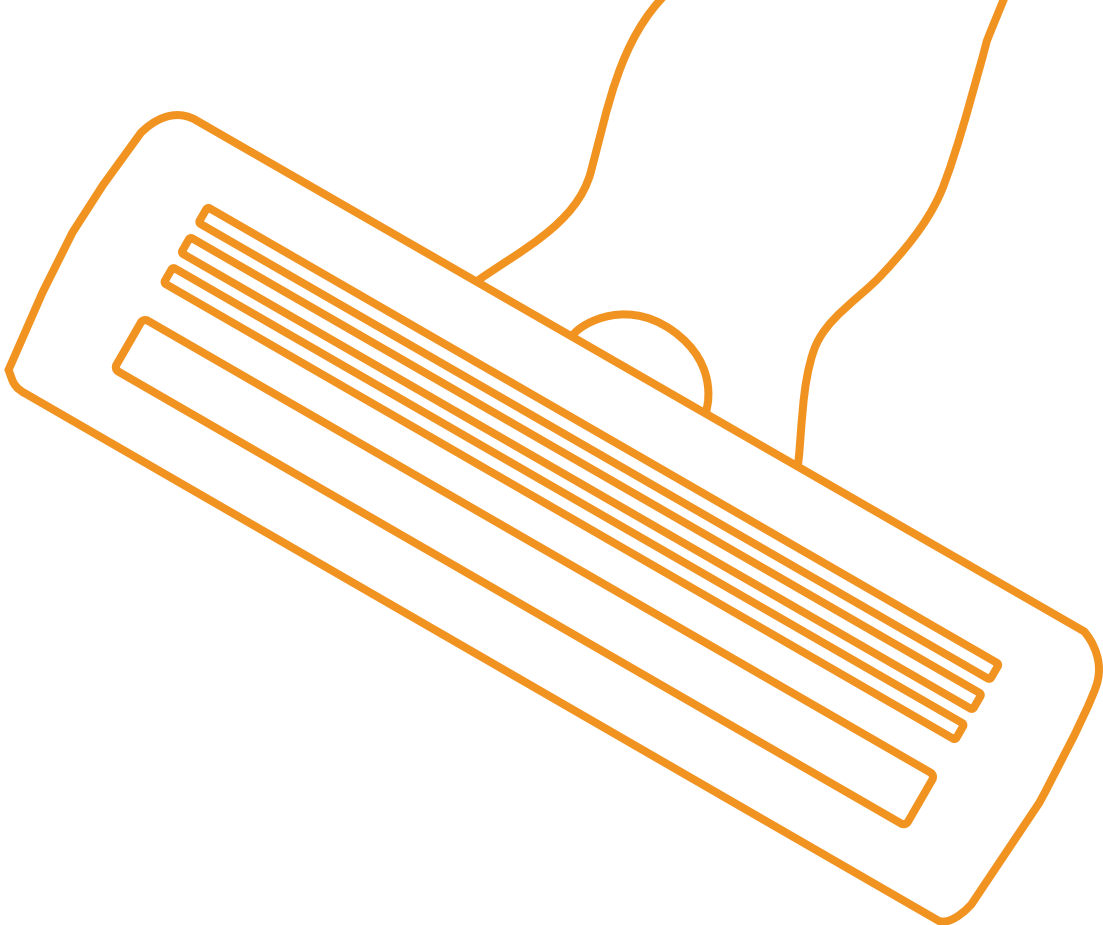
Planet

22

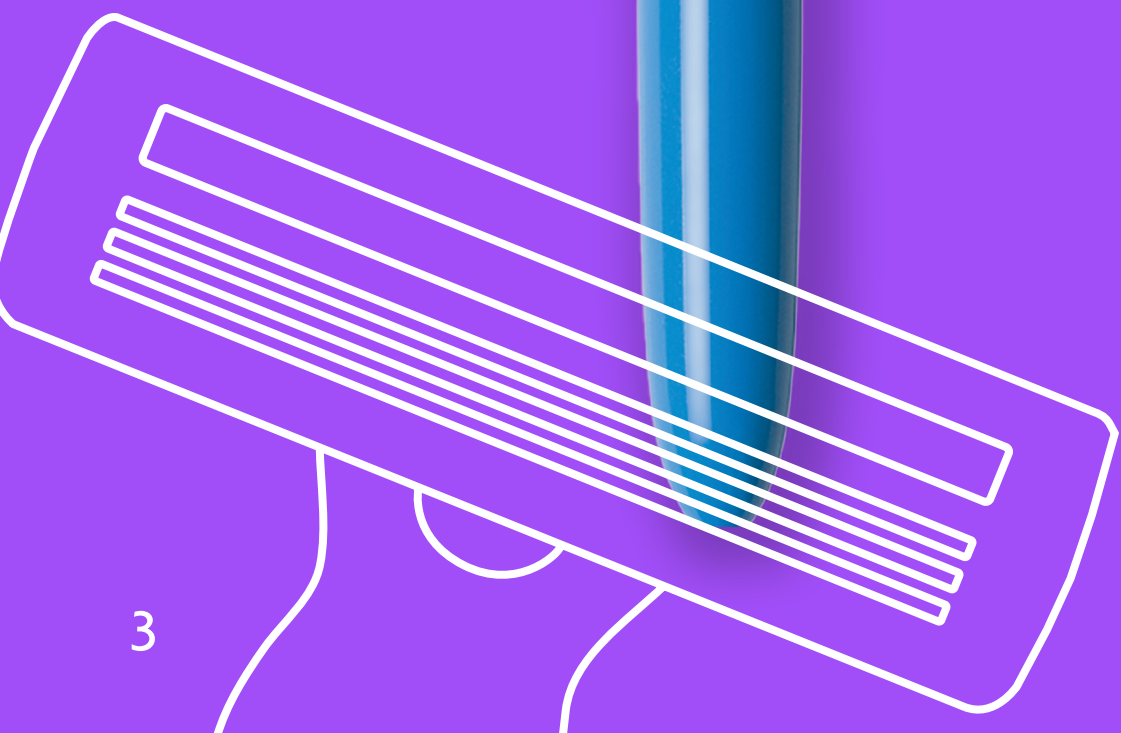
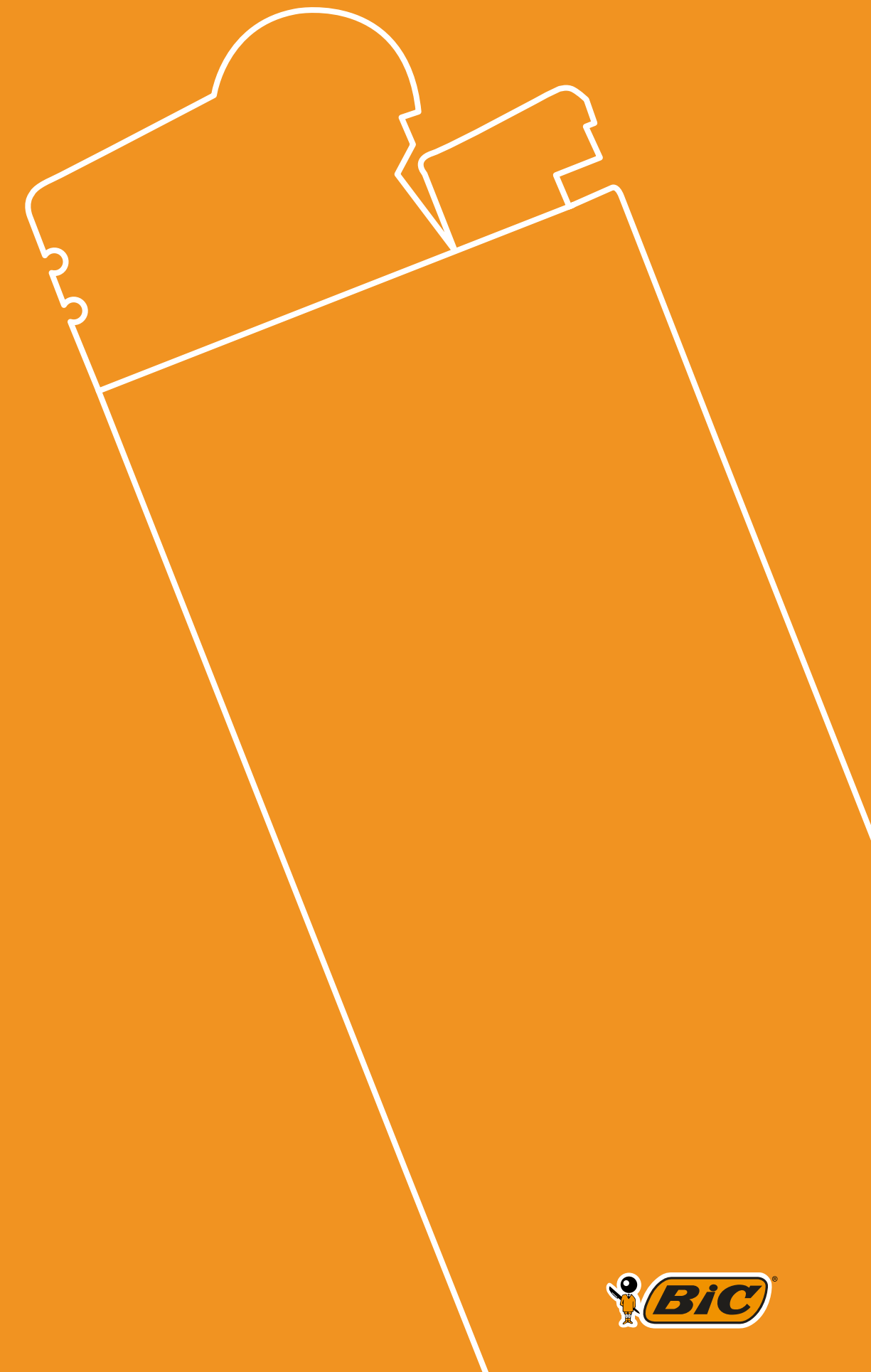
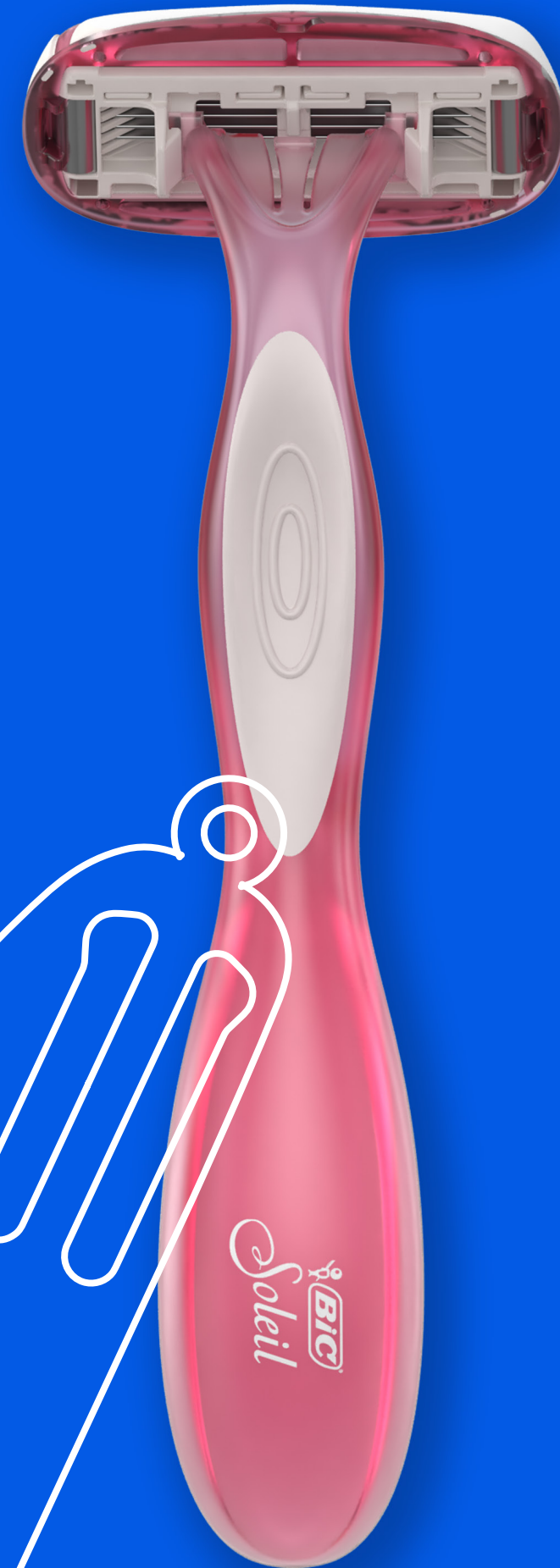
People

29

Appendix



Introduction



Letter from the CEO



At BIC, sustainability is a critical element of our plan for the future. As a global company, we have the ability to be a force for good in all communities in which we operate and serve. As I reflect on our journey as a 75-year-old company, I'm proud of the progress we've made, but there is still work to be done.

In 2020, we introduced our Horizon strategic plan which included developments to the **Writing the Future, Together™** sustainability program first launched in 2018, consisting of five core commitments: sustainable innovation, climate action, workplace safety, supplier engagement, and education enhancement.

In just four years, we have achieved significant milestones, including:

- Reducing our Scope 2 emissions by 72% compared to 2022.
- Reaching 91% renewable electricity usage on all sites in 2023.
- Utilizing our Environmentally and Socially Measurable Advantage (EMA) tool to enhance the sustainability of our products. This has resulted in all primary stationery lines now offering at least one

item made with alternative, more environmentally friendly materials.

- Creating a first-of-their-kind lighter-recycling machine.

We're committed to nurturing an inclusive and supportive workplace that is prioritizing worker safety and gender equality with 40% women in leadership [level 4 and above] by 2027 (currently at 33%). Despite challenges in recruiting women for technical roles, we're intensifying efforts to train and recruit women for these roles.

We passionately believe that education has the power to change the world. More than a human right, it is an essential cornerstone of personal and societal development. We support a diverse range of educational initiatives to inspire a lifelong interest in learning for students of all ages. As a leading provider of reliable writing instruments, BIC® plays an integral role in the development of core writing and motor skills. This important work tracks toward our commitment to improve the learning conditions for 250 million children worldwide by 2025. Since 2018, we have positively impacted almost 200 million children globally.

Globally, we're tackling regional economic challenges and changing cultural consumption habits by collaborating with value chain partners to source and produce responsibly, and limit our environmental impact.

We continue to mine for efficiencies that can alleviate the economic, environmental, and social issues we face. For us, it's about creating an open dialogue, learning from diverse perspectives, and changing with the times.

None of these achievements or future achievements would be possible without our One BIC team. I want to send a huge thank you to our team members worldwide for their individual and collective commitments to these important efforts.

I am confident in BIC's continued ability to drive long-term growth while delivering value responsibly and sustainably while maintaining the quality and safety of our trusted products for millions of consumers across the globe.

Gonzalve Bich
Chief Executive Officer

About BIC

For more than 75 years, we have been meeting consumer needs with simple, affordable and high-quality products.

With these products available in more than 160 countries worldwide, we are world leaders in stationery and lighters, and we are one of the world's most recognized brands. We have a vision to bring joy and simplicity to everyday life, and our people are driven by their shared passion to realize that vision. To achieve it, we reimagine everyday essentials, designing products that are familiar to homes across the globe. And we do this while striving to positively impact the world through sustainable, long-lasting design that respects the planet.

Our Mission

Create high-quality, safe, affordable, essential products, trusted by everyone

Our Shared Values

- Integrity • Sustainability • Responsibility
- Ingenuity • Teamwork • Simplicity



<p>€2,263m net sales</p>	<p>14,643 team members</p>	<p>160+ countries worldwide sell BIC® products</p>	<p>92% of BIC® products were manufactured in BIC factories</p>	<p>28 million BIC® products bought every day</p>
-------------------------------------	---------------------------------------	---	---	---

24 factories worldwide

<p>Stationery ●</p> <ul style="list-style-type: none"> Johannesburg, South Africa Nairobi, Kenya Sagamu, Nigeria Karambeli, India Daman, India Bizerte, Tunisia Montévrain, France Cernay, France Samer, France Manaus, Brazil Cuautitlán, Mexico Gaffney, SC, USA Toronto, Canada 	<p>Lighters ●</p> <ul style="list-style-type: none"> Tarragona, Spain Guidel, France Redon, France Manaus, Brazil Milford, CT, USA Nantong, China
<p>Shavers ●</p> <ul style="list-style-type: none"> Anixi, Greece Longueil-Sainte-Marie, France Manaus, Brazil Saltillo, Mexico 	<p>Advertising and promotional products ●</p> <ul style="list-style-type: none"> Tarragona, Spain

Our approach to sustainability

Sustainability has been a cornerstone of our business for more than two decades, and our approach to it is rooted in our company's values and woven into our day-to-day operations. Our ambition is to ensure that we limit our impact on the planet and make a positive contribution to society, including to the lives of our consumers and team members.

Through our Writing the Future, Together™ program established in 2018, we published a set of commitments that guide us to be a more socially and environmentally responsible

company, focusing on five key areas split across Product, Planet, and People. Each of these focus areas is an enabler of our Group's Horizon business strategy. The commitments derived from the focus areas are based on materiality assessments and the UN Sustainable Development Goals, as well as regulatory requirements, stakeholder consultations, and benchmarking. For us, doing business means respecting workplace ethics, upholding human rights, and acting with integrity. We want our team members to enjoy safe working environments, our local communities to prosper, and children across the world to benefit from better education. And we are determined to shrink the environmental footprints of our products and operations—a goal that requires us to rethink our approach to raw materials.

Staying true to our philosophy of honoring the past and inventing the future, we strive to ensure that our ongoing dedication to sustainability is long-lasting and far-reaching, for the everyday benefit of all.

Our sustainability strategy

Writing the Future, Together™

<h3>Product</h3> <p>Innovating and collaborating for more responsible products and supply chains.</p> 	<h3>Planet</h3> <p>Making our operations as efficient as possible while reducing our environmental impact.</p> 	<h3>People</h3> <p>Ensuring people's safety and wellbeing, while promoting creativity and education for all.</p> 
 <h3>1. Fostering sustainable innovation in BIC® products</h3> <p>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.</p>	 <h3>2. Acting against climate change</h3> <p>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.</p>	 <h3>3. Creating and maintaining safe work environments</h3> <p>Our commitment to ongoing improvement of the safety, health, and wellbeing of our team members is a priority for us.</p>
 <h3>4. Improving lives through education</h3> <p>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.</p>		<h3>5. Proactively involving suppliers</h3> <p>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 to ensure a responsible approach.</p> 

Our commitment to sustainability

At BIC, sustainability has guided our business for more than 20 years.

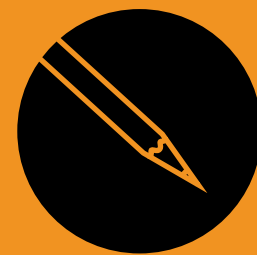


Our BIC® journey

1944



1994
Conducted our first life cycle product analyses



2009
Became first stationery manufacturer to receive the NF Environnement (NF400 Writing Instruments) ecolabel



2016
Created the BIC Corporate Foundation



2018
Launched the Writing the Future, Together™ program



2022
Announced greenhouse gas emission-reduction targets

Our commitment to sustainability



2004
Published our first public report on the Sustainable Development Program launched in 2003



2011
Began a recycling partnership in Europe with TerraCycle®



2017
Initiated our first circular economy model with Ubicuity™ benches



2020
Unveiled our Horizon business strategy



2023
Completed development of the BIC® EZ Load™ lighter and launched it in Spain

Governance of sustainability

BIC's board of directors, through the following governance structure, has ultimate oversight of the sustainable development program and initiatives.

Board of directors

The direction, goals, and progress of our sustainable development program are presented to our board of directors at least once a year (including 2023) and also at the annual shareholders' meeting.

Nominations, governance & CSR committee: Reviews the initiatives undertaken as part of our sustainable development program including the Writing the Future, Together™ initiative.

Senior management

Executive committee: Reviews and sets the strategic direction of BIC's approach to sustainability;

Sustainable development program team

A central team of strategic and specialist advisors who oversee the day-to-day running and reporting of the sustainable development program and support function and country leads with implementation.

Champions

Global team members who champion sustainability

within their teams and come together collectively to propose ideas.

We strive to engage internal and external stakeholders at multiple points and in multiple ways to ensure our approach is fit for purpose in the short and long term.



Our 2023 highlights



91%
of electricity used in our own operations is renewable.



81%
of all consumer plastic packaging is reusable, recyclable, or compostable.



37%
improvement in lost-time incidents compared to 2022.



83% of strategic suppliers have adopted our responsible purchasing program, ensuring secure, innovative, and efficient sourcing.

33%
current female representation in leadership roles at level 4 and above (Executives, including Executive Committee).













Estimated **199m** children have improved learning conditions since 2018 thanks to our programs.

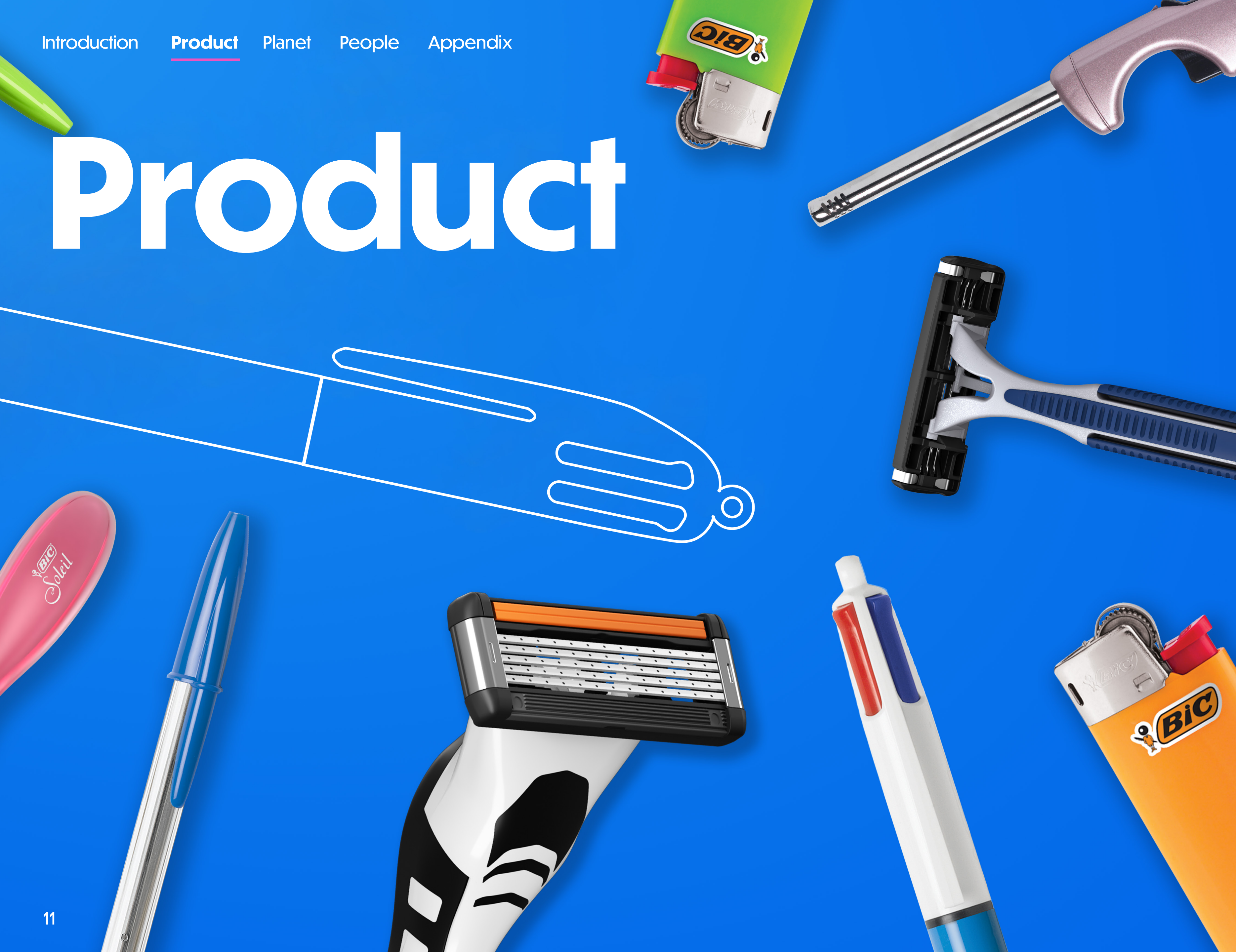


Sustainability targets

We have set a number of targets to help us achieve our sustainability commitments. The below table provides a snapshot of our progress towards these targets.

	Our Commitments	Target	Baseline Year	Target Year	2023 Actual Result vs. Target
Product	Packaging	100% of cardboard packaging from certified and/or recycled sources	—	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% 
	Product	50% non-virgin petroleum plastics in products	—	2030	8% 
Planet	Climate change	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% 
People	Safety	No lost-time incidents (LTI) across operations	—	ongoing	37% Improvement in lost-time incidents vs. 2022
	Education	Improve learning conditions for 250m children	2018	2025	199m 
	Suppliers	We will work responsibly with our strategic suppliers to ensure the most secure, innovative, and efficient sourcing	—	2025	83% Have integrated the Responsible Purchasing program

Product



Innovating and collaborating for more responsible products and supply chains.

Designing our products with respect for the planet is a responsibility we share with those we work with across our value chain. It means making sure that our raw materials are thoughtfully procured, contribute to longer-lasting, more sustainable products, and minimize greenhouse gas emissions.

Our commitment to the Sustainable Development Goals (SDGs):

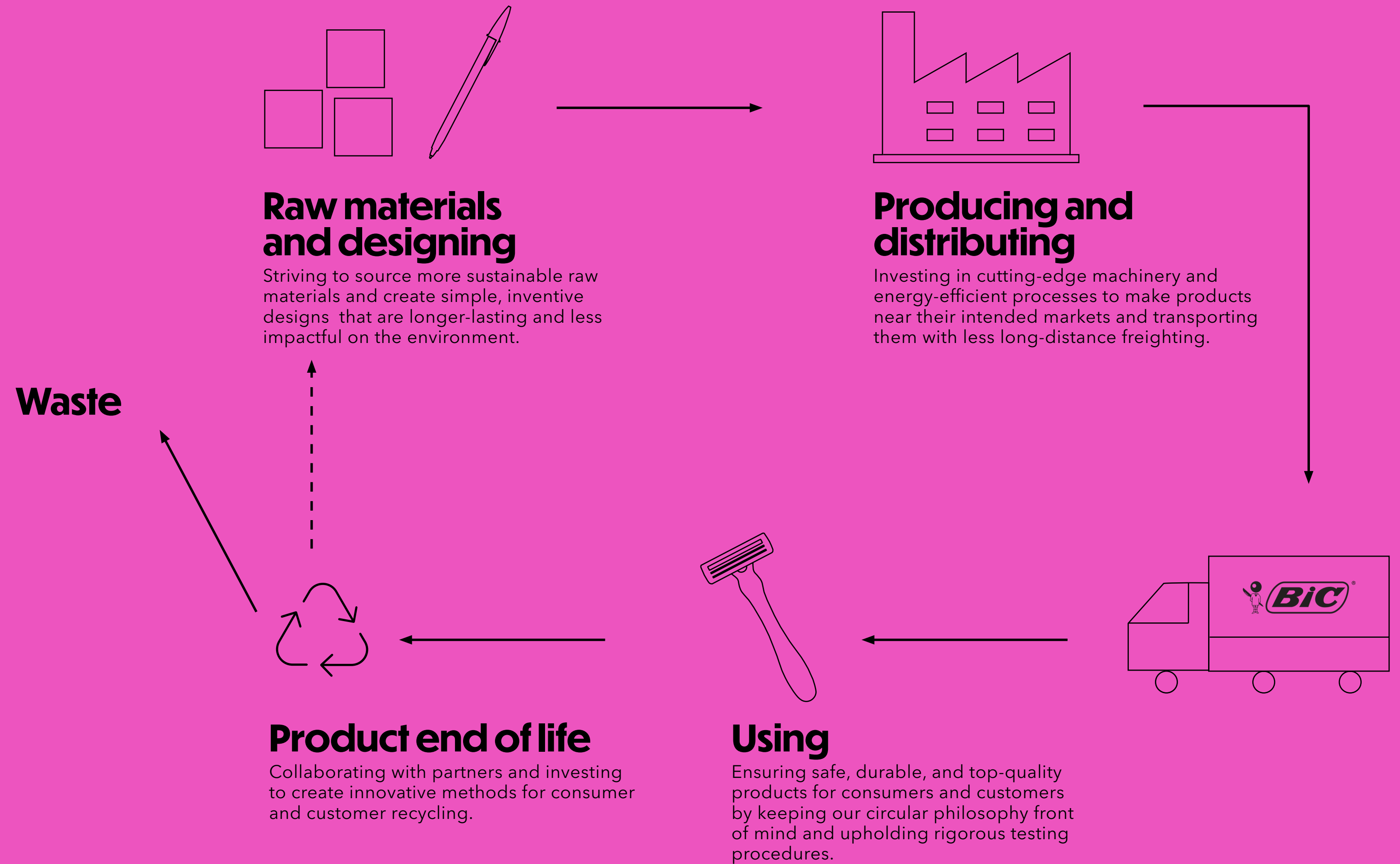


The life cycle of our products

As the products we sell and materials we source make up a significant proportion of our environmental impact, we have dedicated a pillar of our strategy to exploring and investing in sustainable product innovation and material-reduction initiatives.

The life cycle of our products can be broken down into several stages: raw materials and designing, producing and distributing, using, and product end of life. We have a clear roadmap for reducing our impact across these stages and we walk through our progress against each in turn through the following section.

To find out more about how our products impact our overall emissions targets and progress, please see the Planet section of this report.



Raw materials and designing

Approach

From the beginning of every product journey, our design principle is to create maximum longevity using **just what's necessary**. With this as our starting point, we aim to eliminate waste and pollution, and minimize the impact of our products throughout their life cycle.

One of the key challenges for more responsible design is how to increase the proportion of recycled or alternative materials we use while maintaining ease of use, price, and quality. To address this, we work closely with both current and potential suppliers and conduct dozens of tests every year to find the right sustainable materials to reduce our products' environmental impact while ensuring they remain fit for purpose.

Another valuable aid for incorporating sustainability considerations into our design innovation is our internally developed **Environmentally and Socially Measurable Advantage (EMA)** tool. First used in 2020, the EMA tool helps our designers consider more sustainable materials, such as recycled and alternative plastics, objectively and scientifically.

We analyzed most of our product portfolio using the tool to create baseline scores for each. From this starting point, all future innovations and product modifications need to achieve a higher score compared to the baseline of a similar product set, underscoring our commitment to continuously improving the environmental and societal footprints of our products.

Progress

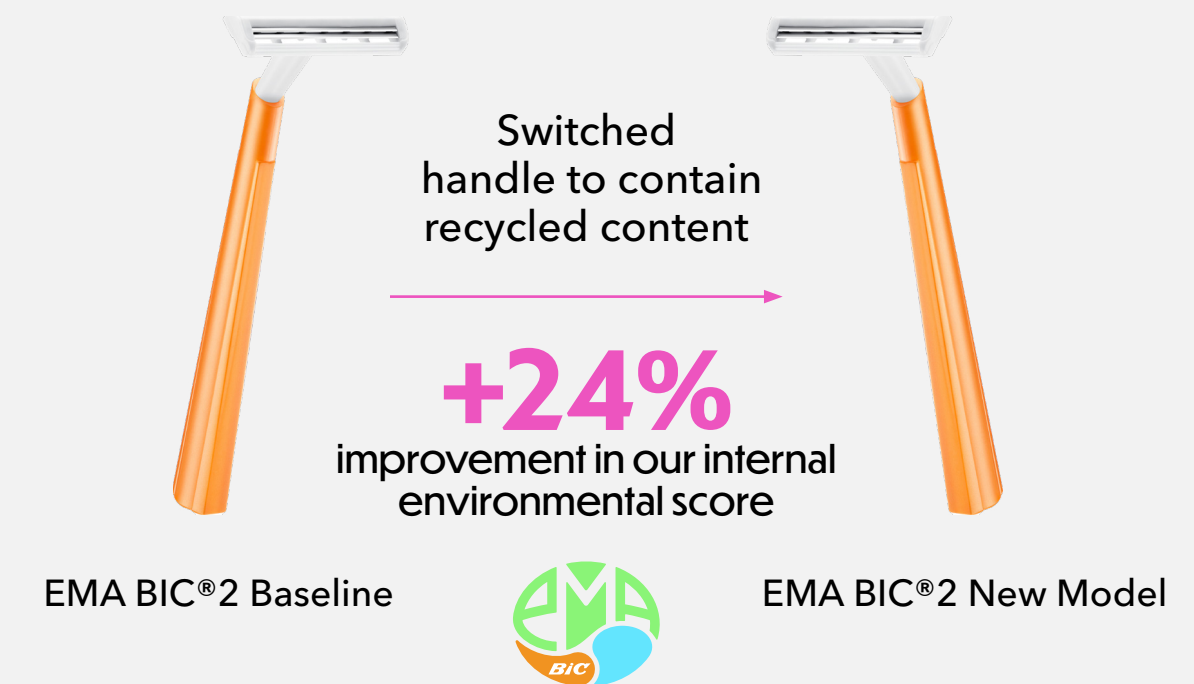
In 2023, we continued working with our EMA tool to pursue sustainability improvement across our portfolio. To date, we have used the tool to model—often several times—a large part of our BIC® products, helping us study the potential impact of changes. Since the tool's launch in 2020, hundreds of environmental scores have been produced. This iterative process has already helped us improve the sustainability of more than 30 products—see the example of our BIC®2 razor to the right.

Another output of this work is the BIC® Ecolutions® stationery range, consisting of products made using recycled materials in compliance with ISO 14021. In 2023, a retractable gel pen made

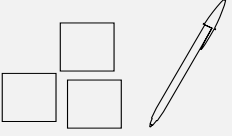

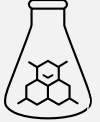


from 78% recycled ocean-bound plastic waste was added to this range. Today, all our major stationery lines include at least one product made with alternative materials.



Improved the environmental score of the BIC®2 razor



The overall environmental score is based on a points system across five life cycle assessment areas.¹

-  **Designing**
-  **Recycled content in plastics**
-  **Raw material**
-  **Producing**
-  **End of life**

¹ The BIC®2 baseline score is 2.95/5, while the BIC®2 New Model is 3.65/5—this improvement was driven by introducing the recycled content of the handle. The assessment criteria are currently under review and will be adjusted to ensure we are always striving for continuous improvement.

Producing and distributing

Our approach

Guided by our founding principle to use just what's necessary, we continually innovate to manufacture locally produced, long-lasting products using the minimum of materials, helping to limit our environmental impact.

In support of that aim, we placed increased focus on a **value-engineering approach** in 2022 to drive down the use of raw materials in our products and packaging. Optimizing familiar and much-loved products is a significant challenge because they have already been designed with a minimum of materials to begin with and have sometimes been further refined over time. Our dedicated team aims to capitalize on our manufacturing expertise, as well as the latest innovations, to find ways of finessing designs so that they use fewer materials without compromising product quality.

Progress

In 2023, one result of our endeavor to optimize the use of materials in our products was an updated version of our iconic BIC® 4 Colors™ ballpoint

pen. This redesigned pen, with its lighter clip and BIC® Boy silhouette, saves the equivalent amount of plastic needed to make more than 2.6 million BIC® 4 Colors™ pens every year.



Using

Our approach

In keeping with our circular philosophy, we are always seeking to make everyday products that are durable and, increasingly, refillable and reloadable. We want our consumers to get the most out of products that **last as long as possible**, and, as demand increases, we are enabling people to refill and recharge their favorite items, without ever compromising safety or quality.

Progress

Our product ranges are offering a growing number of consumer choices that support our commitment to reuse. For example, our Human Expression division continues to offer refillable pens, such as BIC® Gel-ocity® gel ink pens and the BIC® 4 Colors™ range, while our Flame for Life division has developed the new multipurpose BIC® EZ Load™ lighter.

The BIC® EZ Load™ utility lighter can be safely reloaded with a BIC® Maxi lighter, making it able to spark up to 15,000 flames during its extended life cycle, as it can be reloaded up to 10 times.

As our longest-lasting lighter, the BIC® EZ Load™ exemplifies our commitment to durability, and its more sustainable design results in less plastic and CO₂ usage per flame compared to any other utility lighter. We launched this product innovation in Spain in 2023 and extended its sale to the USA and Canada in January 2024.

In addition to continuously seeking innovations that extend product durability, we always strive to inform consumers about how to get the full potential out of our products and maximize their lifespan through our on-pack communication.



Product end of life



Looking forward

Our approach

We are focused on making products that are light and long-lasting, which pays dividends at the end of their useful life, too: life cycle assessments we undertook for three key products show that most of a product’s environmental impact comes from its raw materials and usage.² In fact, by weight, end-of-life disposal accounts for only 3% of these products’ environmental impact.

As members of the Ellen MacArthur Foundation, we are also committed to achieving 100% recyclability for our packaging by 2025 and, we have worked in collaboration with our stakeholders to explore ways of recycling our products, resulting in the birth of a key recycling partnership with TerraCycle®.

Progress

Our partnership with TerraCycle® began in Europe in 2011. This pioneering program organizes the collection and recycling of all types of writing instruments, including non-BIC® products. In return for the items collected, we donate

money to charities or non-profit organizations proposed by the collection points. Since its launch, the program has received over 86 million pens and donated €930,000 worldwide.

Our largest collection market is in France. During 2023, we teamed up with Carrefour France, TerraCycle®, and four other brands—Dim, Hasbro, Philips, and Tefal—to establish our first recycling kiosks in six Carrefour stores. Through this initiative, consumers can return used products to a single location in exchange for a discount voucher.

In addition, we have made strong progress towards our target to make all packaging recyclable, reusable, or compostable by 2025. By the end of 2023, **we achieved packaging recyclability of 81%**—up up a further 11 percentage points on 2022—thanks in large part to a significant project rethinking the raw materials used in our shaver packaging.

²This is based on a life cycle analysis approach, ReCiPe (version 1.12) of the BIC® Cristal® ball pen, BIC® Maxi lighter and BIC® Classic single-blade shaver—more detail can be found [here](#)

Most of our commitments are bound by 2025 target dates, so the coming year will see us undertake a final push to ensure we achieve our objectives, particularly with regard to packaging and products. Some projects will come to fruition, such as switching the packaging for BIC® Cristal® from plastic to cardboard in Europe. While we continue to pursue our 2025 targets, we also seek to develop the tools, define processes, and engage in professional networks that will further improve the sustainability of our products.

We have reviewed our design methodology and will continue focusing on improving our eco-design capabilities. Throughout 2023, for example, we worked on an update of our product EMA tool that strengthened its methodology and indicators. These changes will come into effect in 2024. In addition, another version of the tool is continuing to help our development teams make decisions that improve our packaging sustainability.

And, as a growing number of consumers come to value durability and reusability, we will increasingly promote product longevity through our design work and external communication.

Our drive to use value engineering to bring down the volume of raw materials we use has already made a major difference since its introduction in 2022: in total, these projects are **expected to save more than 600 tonnes of plastics by the end of 2024**. This is equivalent to the weight of around 100 of the largest African elephants, each weighing approximately six tonnes. This successful initiative will be an ongoing effort for us over the coming years.

Lastly, our recycling partnership with TerraCycle® will remain in place with a particular focus on six key markets—France, the UK, Spain, Belgium, the Netherlands, and Australia—helping us to better develop our product recycling work.



Case study

Saving materials in classic BIC® Cristal®

Value engineering has always been part of our DNA at BIC—as our ongoing efforts to refine the sustainability of the BIC® Cristal® over almost three quarters of a century attest.

After more than 70 years in existence, the iconic BIC® Cristal® remains the world’s bestselling ballpoint pen. During this time, our classic pen has seen several optimizations—all of which are invisible to consumers, either visually or through feel—the most impressive of which have involved making the barrel lighter over three iterations. This process is a difficult balancing act and a design challenge: make the pen too thin and it becomes too fragile and loses its integrity, shortening its lifespan. To help address this, we began a complex process of converting the interior profile of the barrel from a circle to a hexagon, matching the outside shape. In 2008, the team at BIC Technologies created an original

hexagonal mold and, following rigorous testing—after all, these modifications were being carried out on a near-legendary product used by hundreds of millions of people—it was first deployed at our Marne-la-Vallée site in 2012. Production of this new shape has gradually been increased to more factories, and in 2023 we achieved a major milestone when our factory in Mexico switched to the new mold. Our Mexico factory produces more BIC® Cristal® pens than any other, which contributes to 70% of all BIC® Cristal® pens globally now being made using the new method.

More pens, same quality, less plastic

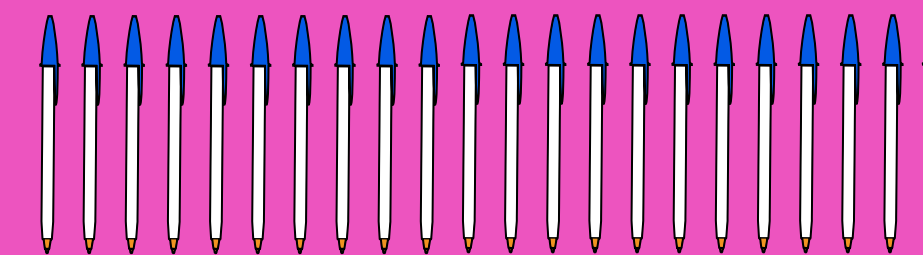
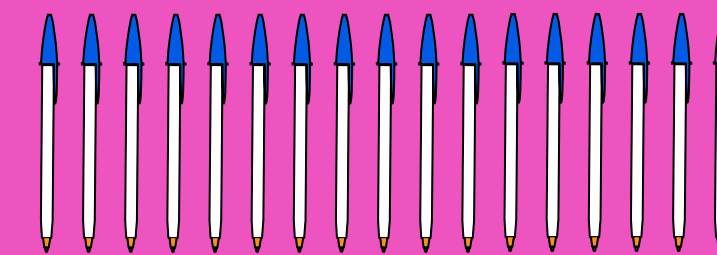
Our iconic BIC® Cristal® pen may look reassuringly unchanged, but in fact it’s constantly evolving.

In 1950, the barrel weighed 4.4g, while today, our value engineering approach has helped us reduce it to 3.1g, without any loss in quality.

Value engineering has always been part of our DNA at BIC—today, one tonne of plastic has the potential to produce significantly more pens than when the BIC® Cristal® first launched in 1950.

Number of BIC® Cristal® pens we can produce per tonne of plastic*

*One pen icon represents 10,000 BIC® Cristal® pens



** Based on best available data for 1950



Reducing the wall thickness has not only reduced plastic consumption but also improved the transparency of the barrel, creating a more beautiful pen. Lighter is brighter!”

Fabrice Dieudonat, Plant Director for BIC Marne-la-Vallée and BIC Technologies



Planet

Making our operations as efficient as possible while reducing our environmental impact.

We have worked to reduce our environmental footprint for more than 20 years and collaborate with experts who seek to address global challenges. We are committed to continuing to minimize our impact on the planet, including reducing emissions and energy, waste, and water use, across both our own operations and our supply chain.

Our commitment to the Sustainable Development Goals (SDGs):



Reducing our emissions

Following a period of several years tracking our greenhouse gas (GHG) emissions, we measured them in line with the Greenhouse Gas Protocol and, in 2022, announced emissions targets alongside a defined plan for achieving them across all scopes. As of the end of 2023, we have reduced our Scope 1, 2, and 3 emissions by 40%, 75%, and 6% respectively versus our 2019 baseline. We are also proud to have achieved our 2030 Scope 3 reduction target seven years early.

Scope 3 emissions account for more than 96% of our total output and predominantly come from:

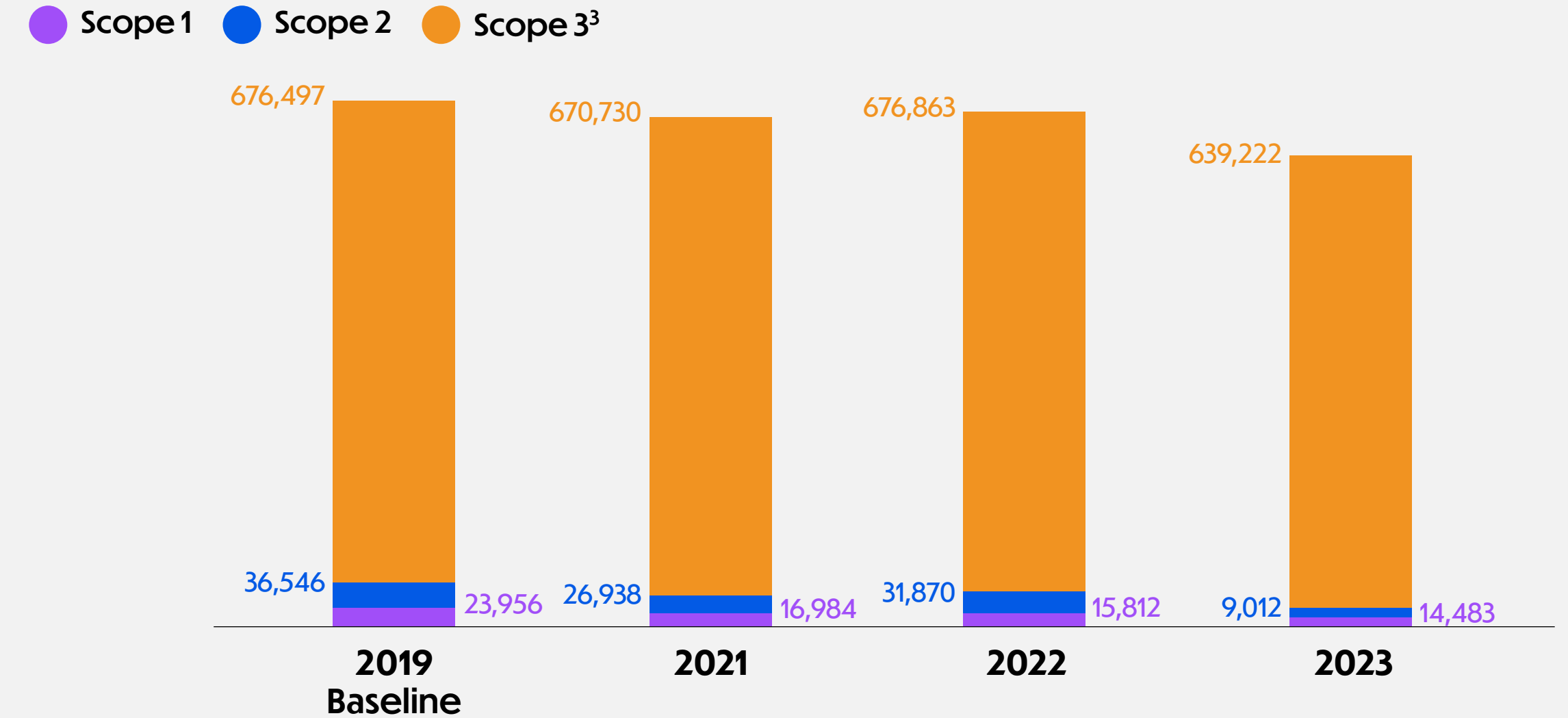
- Raw materials purchased, especially plastics and metals;
- Assets used to manufacture our products;
- Upstream and downstream transportation;
- Direct product usage from lighters' gas combustion;
- End-of-life product and packaging disposal by consumers.

Not included in our Scope 3, but an important source of emissions that we recognize, is the energy consumed to heat water for shaving.

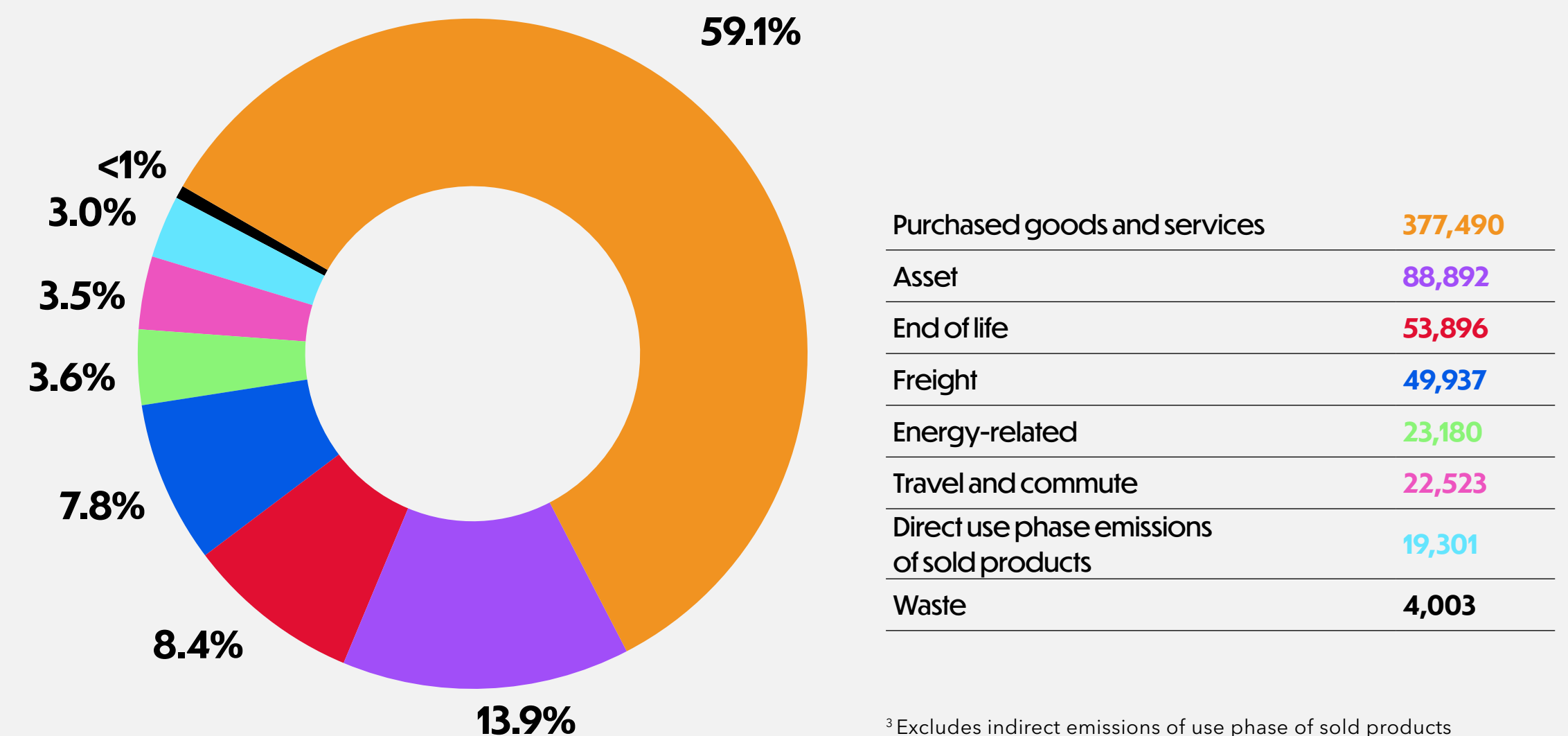
The majority of our Scope 3 impact comes from the materials we source and the products we sell. The previous section of this report is dedicated to our efforts to mitigate the impact of our products.

At the same time, we remain committed to reducing emissions in our own operations. In 2023, we made significant progress on this by **reducing our Scope 2 emissions by 72%** compared to the previous year. Several initiatives helped drive this achievement, including increasing the share of renewable electricity purchased in our own operations to 91% of our total consumption, implementing energy efficiency projects—such as installing heat networks, setting up heat recovery systems, and introducing more energy-efficient equipment—our ongoing approach to more responsible shipping, and our ability to manufacture products close to their point of sale—over 80% of the products sold in Europe are made within the continent.

Scope 1, 2, 3 emissions: market-based (TeqCO₂)



Breakdown of Scope 3 emissions by category (TeqCO₂)³



³ Excludes indirect emissions of use phase of sold products

Converting our sites to renewable energy

We are on a mission to drive down the carbon footprint of our energy use. Our **Writing the Future, Together™** program sets an ambitious target of switching to 100% renewable electricity by 2025. Today, we are well on our way to that figure, with **91% of our factories' electricity now supplied by renewable sources**, thanks to facilities in France, Greece, and Mexico securing clean energy PPAs in 2023. Only 9.3% of our total emissions now come from the electricity consumed at our factories.

These efforts to increase renewable energy have been enhanced by a series of other effective initiatives to reduce our energy consumption. Taken together, these measures have improved our energy efficiency by 11% in ten years.



Partnering with science for the planet

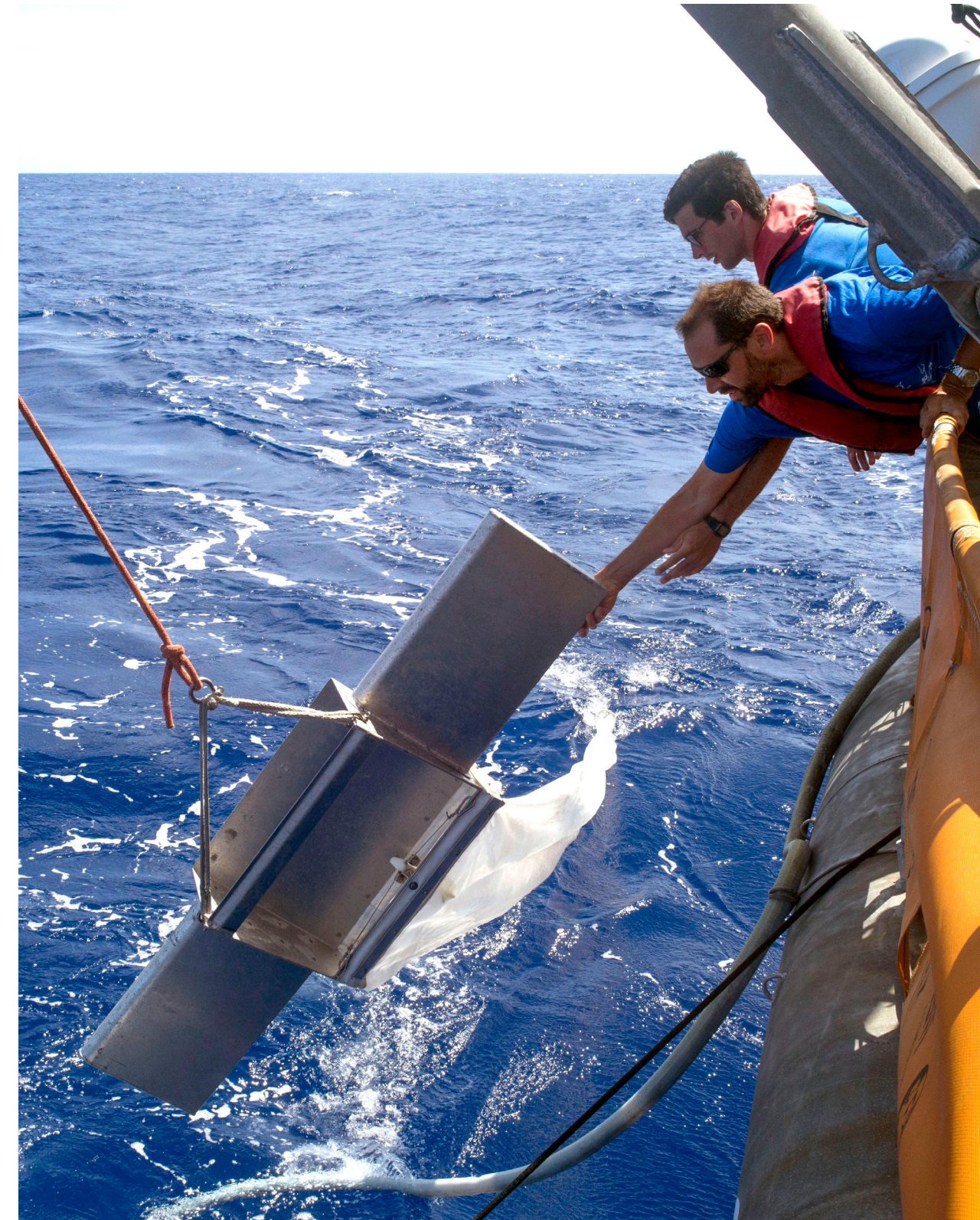
We are committed to working collaboratively with others to solve the environmental challenges of today.

For example, in 2019, our Flame for Life division signed a five-year partnership with Plastic@Sea, enabling us to work with their experts to test the toxicity of products and understand the potential impacts of eco-friendly packaging alternatives.

Research by Plastic@Sea has identified, for example, which color plastics have the biggest impact on marine life. These findings will help move our lighter portfolio to a new generation of products, using only the least impactful plastics.

BIC® Lighters also supports the Tara Ocean Foundation, which brings scientists together to understand the effects of plastics as they break down at sea. And in 2022, we joined other research and industry organizations to become part of the ABSolEU project, aiming to pave the way for an ABS⁴ plastic recycling revolution in the European Union.

⁴ Acrylonitrile, butadiene, styrene





Looking forward

We will continue to find ways of increasing our use of renewable energy sources, including through building on-site generation infrastructure, such as solar arrays, at our factories.

We will further realign our manufacturing capability to ensure that our production locations remain in close proximity to our consumer markets, and we will keep pursuing collaborations with our value chain partners to source and produce responsibly, find alternative solutions that improve the sustainability of our products, and limit our combined environmental impact.

Building on the great work already being carried out in our partnerships with organizations such as Plastic@Sea, we will also continue to harness the expertise of the scientific network we are part of, helping us to understand how to reduce the impact of product waste.

Case study

Investing in circular manufacturing

There was nowhere in the world where lighters could be recycled—until we built our own machines for dismantling them.

Billions of lighters are sold every year, and we are a global leader in their production, manufacturing around 800 million lighters annually from one factory in Redon alone. But while this historic site in northwest France launched the first BIC® lighter back in 1973, it is also the location for current innovations.

Over seven years, our research and development team tackled the burning issue of lighter recyclability, ultimately culminating in a world first: the creation of our own machines for taking apart BIC® lighters to enable the recycling of their components.

The machines disassemble the lighters piece by piece, separating the plastic bodies from other components, such as steel and springs. Then, in a highly technically challenging process, they safely recover any remaining gas from the used product.

These ingenious machines, designed and built in-house, can dismantle up to 5,000 lighters per hour as part of a practice that is only possible due to the thoughtful design of our lighters—many alternative lighters, not designed by BIC, use up to seven different types of plastic that can neither be separated nor usefully recycled together.

To complete the approach, we have also been testing different collection methods. In 2021, for example, we took advantage of new regulations in the Balearic Islands to test a variety of collection models. A local consumer association helped us promote lighter collection, while Plastic@Sea monitored plastic and product flows in real time. Thanks to this live opportunity to analyze lighter collection and consumer behavior, we intend to scale up the systems that best encourage people to return BIC® lighters once they have finally reached the end of their life.

The construction of the workshop dedicated to disassembling started in 2023. It will be up and running in 2024. Thanks to its disassembly capacity and the collection systems tested, we have been able to create an innovative and proven circular model, ready for future implementation.



We are known for the quality and safety of our products. We have an ambition to become the absolute reference for sustainable development in the market for lighters”

François Clement Francourt, Group Lighter General Manager



People

Ensuring people's safety and wellbeing, while promoting creativity and education for all.

For more than 75 years, the hard work and dedication of our team members across the globe have been at the heart of our success. And since our founding in 1944, our comprehensive approach to safety, employee wellbeing, and supporting local communities has demonstrated that caring for people is a cornerstone of our DNA. We remain committed to prioritizing the health, wellbeing, and future of our employees and the communities we serve.

Our commitment to the Sustainable Development Goals (SDGs):



Putting worker safety first

Worker safety is key priority of our business, and a commitment to improving safety in the workplace is key to team member engagement. That's why we have set an ambitious target, inspired by the Vision Zero approach developed by the International Social Security Association, to achieve zero lost-time incidents at all BIC facilities by 2025.

Across all our facilities, accidents resulting in lost work time are mainly caused by same-level falls and interactions with materials and machines. In 2023, there were 36 lost-time incidents at our sites. This represents a significant improvement on the previous years, with 53 facilities achieving zero lost-time incidents during 2023.

This improved performance was driven by two workstreams identified in 2022 that increased and standardized machine safety thresholds and enhanced safety culture awareness among our team members.



Committed to customer safety

We aim to bring everyday joy and simplicity to the lives of our customers, and ensuring their safety is a huge part of those values.

Since our company was first founded by Marcel Bich, we have taken our responsibility to consumer safety extremely seriously. We supply millions of products every day and understand that our stationery is often used by children, shavers have sharp blades, and

lighters spark flames. That's why we rigorously maintain quality through a vast array of tests and compliance with all relevant safety requirements. Our uncompromising approach to safety is embedded throughout our operations, whether that's designing products and machines, procuring and manufacturing raw materials, or testing finished goods. As an example, all BIC® lighter products meet or exceed ISO 9994 international safety standard requirements.

A belief in inclusivity

Our business is truly global, and our workforce—representing 89 different nationalities—reflects the diverse backgrounds and experiences of the communities where our products are made and sold. We strive to create a culture where all team members feel comfortable that they can bring their full selves to work.

As part of our commitment to diversity, equity, and inclusion, we have made a number of pledges that reinforce our position, including signing the UN Standards of Conduct for Business Tackling Discrimination against Lesbian, Gay, Bi, Trans, and Intersex People, and Gonzalve Bich joining the CEO Action for Diversity and Inclusion movement.

Our annual employee engagement survey found that 79% of respondents feel BIC has an inclusive work culture. This score was consistent with 2022 and five points above the market average. Also, in 2023, we hosted inclusive leadership training for team members at director level and above.



The manufacturing world is in general still a rather male-dominated universe, yet here at BIC I have always felt fully supported as a woman throughout my career. Although 49% of our factory's team is female, recruiting women for technical roles still remains a challenge. My ambition is that my journey will motivate other women to explore careers in technical fields."

Sophie Legrand, Longueil-Ste-Marie, France, Factory Manager

Empowering women leaders



Percentage of women in the permanent workforce by level

	2021	2022	2023
Board of directors	50%	50%	50%
Level 4 and above (Executives, including Executive Committee)	29%	32%	33%
Level 3 (Senior Managers)	40%	40%	40%
Level 1 and 2 (Managers and Professionals)	40%	41%	43%
Non-managers	46%	44%	45%

We are committed to increasing the number of women in director and above positions to 40% by 2027. In 2023, we made a number of strides towards this target:

- Continued to implement our human capital management systems to improve talent identification and management;
- Systematically submitted a gender-balanced list of candidates to all level 4 and above vacancies;
- Achieved 33% female representation in level 4 and above leadership roles.

Looking after the wellbeing of our colleagues

Globally, we recognize healthcare and life insurance as key enablers of our employees' health and wellbeing, both in and out of work, for their families as well as themselves. In 2023, 90% of BIC employees received both healthcare and life insurance as benefits. We are working towards a target of extending this support to 100% of our employees by 2026.

In addition, we strive to understand the needs of our employees around the world and design wellbeing programs that meet their needs in their local context, as the following three examples illustrate.

Launching Employee Resource Groups (ERGs) in North America

North America launched its first ERGs, and there are now six groups: 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. Over 150 team members from these ERGs and our Allyship program helped encourage

diversity, equity, and inclusion by organizing local events to celebrate events such as Black History Month, International Women's Day, Pride Month, and Veterans Day. The events, which included guest speakers, discussion panels, and training, gave team members across the globe the opportunity to participate. As a people-focused organization, we aim to create an inclusive environment where all team members feel supported—both in and out of the workplace.

Fostering diversity and inclusion in BIC Brazil

By mapping the diversity of the workforce and identifying perceptions of equity, inclusion, and belonging among employees, BIC Brazil created a wide-ranging action plan that included mentoring opportunities, workshops on conversations that matter, and initiatives to welcome back mothers returning from maternity leave. On International Women's Day, the team invited six female colleagues at different career and life stages to discuss the achievements and empowerment of women in work in front of an invited media audience. Guided by the principles of inclusive leadership, BIC Brazil

sensitized their leaders to the nuances of diversity, equity, and inclusion and the subtle biases that may create barriers. Through a number of sessions, we fostered a culture of empathy, understanding, and collective responsibility among the leaders.

Supporting the needs of parents in France

In 2024, we will introduce our new parenthood program for employees working in Clichy, France. The program offers a chance for parents to connect through conferences and discussion groups, provides coaching for young parents, and helps managers understand the specific needs of parents through training, for example, all backed by the launch of a new guide to parents' rights and policies.



Our communities make the workforce of tomorrow

At BIC, we actively support the communities around our manufacturing sites, helping to make them stronger and healthier. This includes ensuring we nurture the talented BIC engineers and technicians of the future through activities such as school visits—just one of the actions our local teams take as part of our **commitment to improve learning conditions** for 250 million children globally by 2025.

With the assistance of our colleagues around the world, we also supported the improvement of learning conditions through education, such as in:

- South Africa—donated writing and self-expression tools to over 4,000 students and 300 teachers;
- Morocco—engaged around 2,000 students in a coloring activity and donated BIC® stationery to help unleash their imagination;
- Nigeria—transformed a Lagos school with a full refurbishment, including fixing broken windows, renovating washrooms, and redecorating classrooms, engaging over 1,000 students and 100 teachers;
- Ecuador—restored and cleaned classrooms, delivered new desks, chairs, computers, and printers,

and installed air conditioners at the Nueva Esperanza Basic Education School;

- India—worked with a Mumbai school to donate writing and self-expression tools to around 2,700 students and run an arts competition;
- USA—partnered with Junior Achievement to lead hands-on activities teaching students about business and financial literacy and sending them home with BIC® bags stuffed with school supplies;
- France—welcomed around 150 secondary school students to our Samer factory to create unique artworks using the components of our products. The event involved 22 BIC colleagues.

Several of the examples above were part of one of our Group's largest corporate giving initiatives, **Global Education Week**. The annual event unites our teams around a common cause: to give children moments of creativity, simplicity, and joy. 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.

The BIC Corporate Foundation

The BIC Corporate Foundation works to drive access to high-quality education programs for all. With a focus on building creative skills, its programs directly enable and empower participants to build stronger, more inclusive, more creative communities while inspiring and equipping children and young adults to make their mark on the world.

Societies, economies, and workforces are transforming rapidly, and creativity is one of the key skills to cultivating a spirit of lifelong learning. But educational systems around the world often lack initiatives that foster the creativity needed to build a better, more sustainable planet for everyone.

To address this need, the BIC Corporate Foundation has prioritized six areas of focus it considers essential to the development of creative skills among children and young people: art, music, body expression, entrepreneurship, creative writing, and the spoken word.

The Foundation uses a comprehensive grant process to identify partners that align with its mission and provides funding to support programs throughout the world. In 2023, the

Foundation signed four new partnerships with NGOs that develop creativity in children and youth. Since its creation, the Foundation has supported 51 projects in 22 countries and impacted more than 250,000 lives.



Looking forward

At BIC, cultural and individual diversity are considered essential parts of team culture, which is why we strive to foster an inclusive environment for all. In our continued commitment to diversity, equity, and inclusion, we seek to:

- Ensure our teams reflect as closely as possible the diversity of our customers and consumers around the world;
- Welcome our team members, giving them a sense of responsibility through a culture of inclusion founded on practices of responsible leadership and management;
- Encourage the diversity and dynamism of our teams as drivers for innovation and key factors for our success.

We will also continue pursuing our commitment to improve learning conditions for 250 million children worldwide by the end of 2025.

We strongly believe that the BIC Corporate Foundation is a valuable asset that is at its most powerful when it brings together the not-for-profit sector with our business units. We are already working to strengthen the networking role of the Foundation in 2024, with plans to:

- Offer webinars to marketing managers so that they can learn about the Foundation's work, leverage it for education-focused marketing initiatives, and propose local NGOs as potential funding recipients;
- Create a network of local Foundation champions who can support its flagship campaigns, such as the Call for Projects and Global Education Week.



Case study

Helping kids write with confidence

Through the annual **My Words, My Story, My BIC® Pen** creative writing program, we are supporting young students in East Africa to develop the skills and confidence that are enhanced by learning good writing techniques.

In 2023, BIC East Africa celebrated its third My Words, My Story, My BIC® Pen handwriting initiative. The creative writing program, launched in 2020, helps students improve their handwriting skills and transition from graphite pencils to ballpoint pens. It was created in response to a finding that poor handwriting often attracts stigma, potentially affecting a child's writing development.

This year's course ran over 26 days in 30 Kenyan primary schools, involving more than 10,000 students and teachers. Participating students used BIC® pens to write a creative story, getting them

used to the feel and movement of a ballpoint, before presenting their stories to teachers, parents, and the Kenyan Teachers Service Commission.

To commemorate taking part, students were presented with a special BIC® Pen License by their teachers. We also provided the selected schools with training courses, writing tools, and materials to help them manage and run the program effectively.

The initiative aims to put a pen in each child's hand and impact the quality of their education. To date, it has reached over 100 primary schools and 35,000 students in Kenya.

The drive for My Words, My Story, My BIC® Pen stems from our commitment to improve the learning conditions for 250 million children worldwide by 2025. Since 2018, we have positively impacted over 199 million children globally.

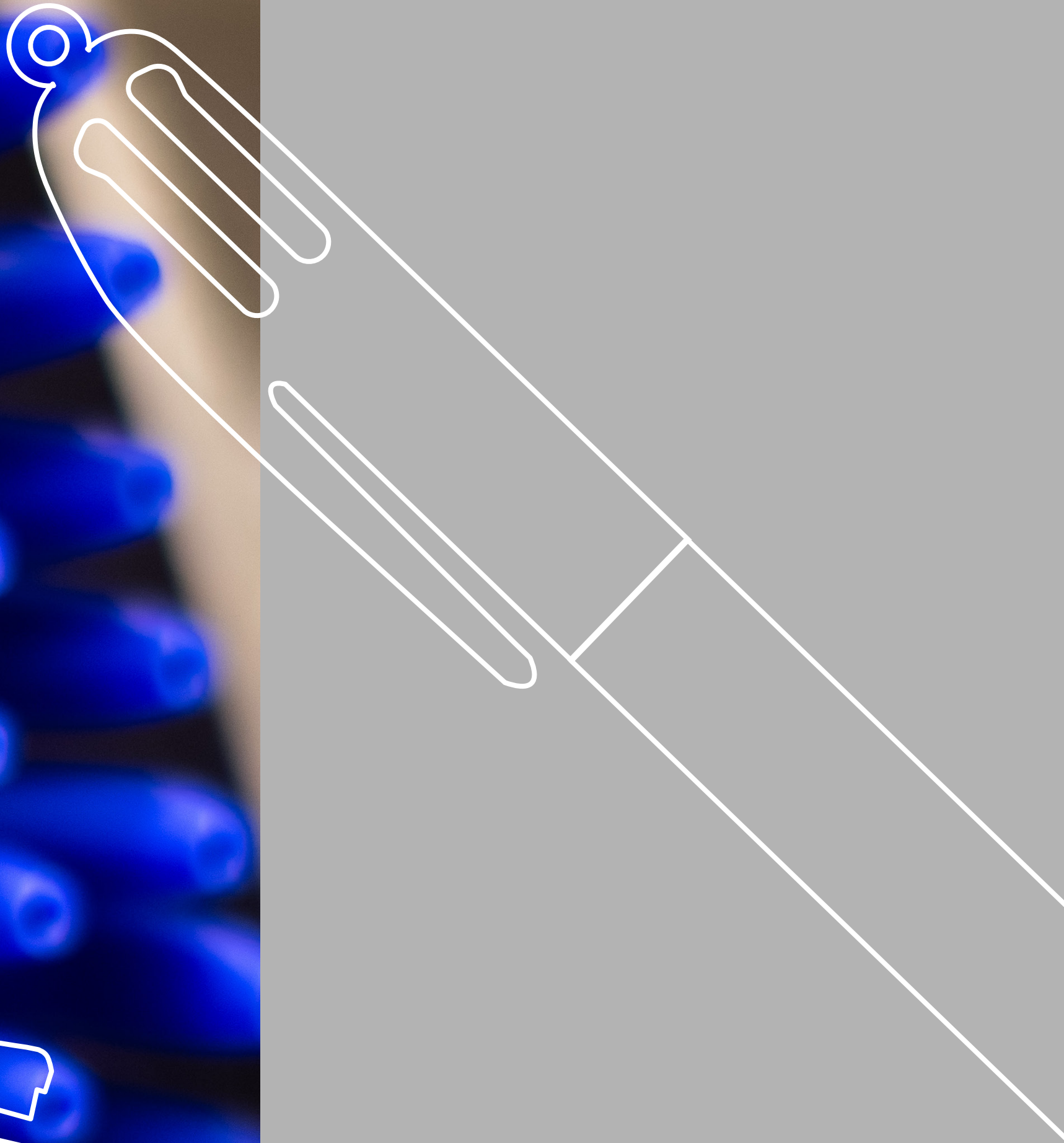
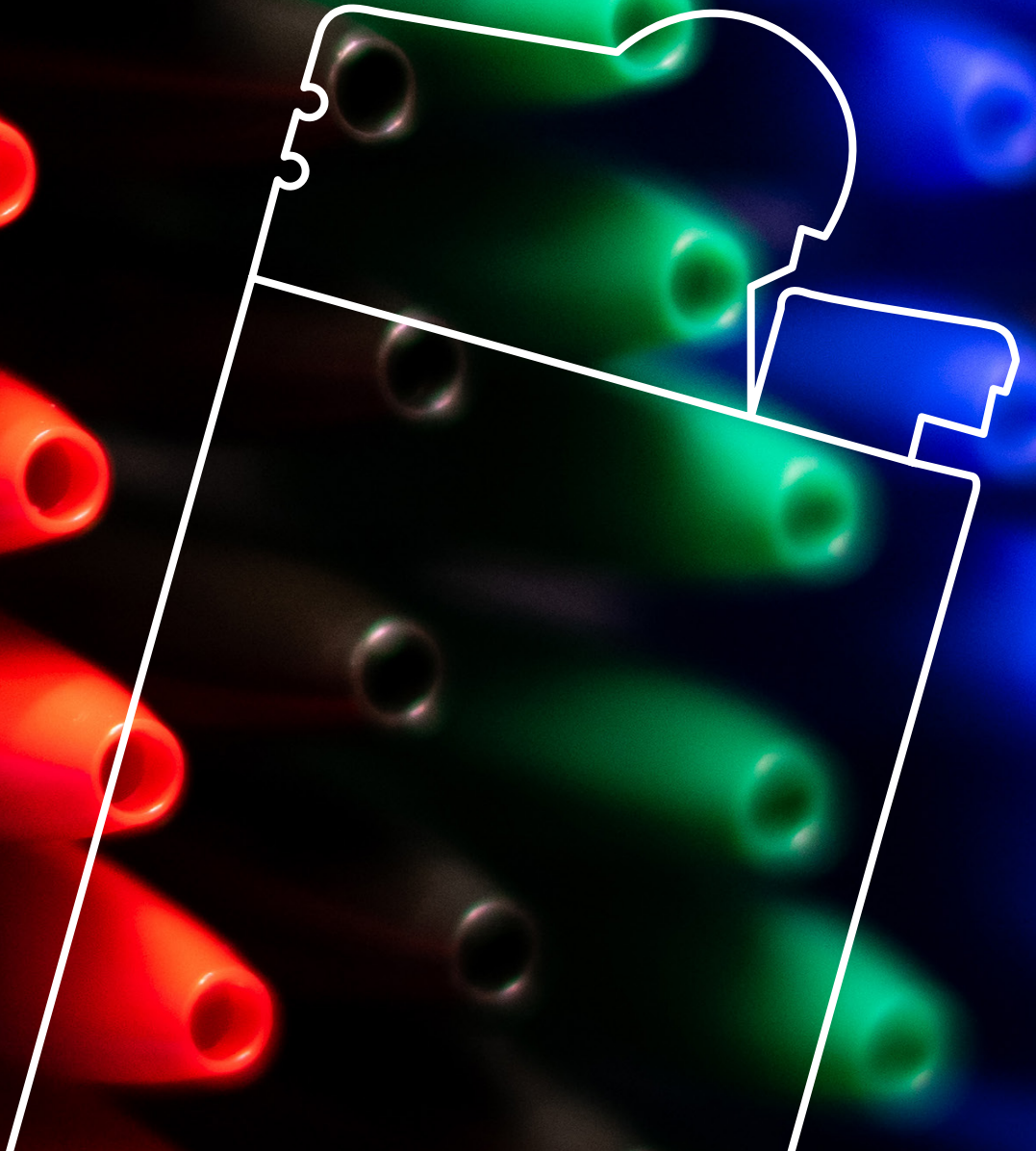


“ We work to build confidence among Kenyan schoolchildren as they transition from using pencils to pens. This year, our expanded initiative encouraged creative expression through both writing and drawing.”

Salome Ngugi, BIC Marketing Manager, East Africa.



Appendix



GRI content index

We have prepared this report with reference to GRI standards. We are currently undergoing a double materiality assessment in line with the ESRS and EFRAG guidance which we will disclose next year. In the meantime, in addition to disclosing against the General Disclosures 2021, we have used our currently identified sustainability risks and opportunities to select and disclose against certain material topics. Please note the following:

- Material topics which we have not disclosed against are excluded from this context index.
- There are a select few disclosures marked N/A; this is for a variety of reasons from confidentiality to the information not being readily available at this point in time.
- Two main documents are referred to:
 1. This report referred to as "Sustainability report 2023".
 2. The [2023 Universal Registration Document](#), a public report approved by the Autorité des Marchés Financiers (AMF) in accordance with Regulation (EU) 2017/1129 referred to as "2023 Universal Registration Document".
- For disclosures which require/reference data, either the relevant place within the Universal Registration Document is noted and/or the relevant data tables which are replicated on page 37-40 of this report.

For more information on BIC and our approach to impact, we refer you to the 2023 Universal Registration Document aforementioned.

Statement of use	Société Bic S.A. has reported the information cited in this GRI content index for the period 1 January to 31 December 2023 with reference to the GRI Standards.
GRI1 used	GRI 1: Foundation 2021

Reporting perimeter of indicators

Regarding indicators that refer to HR, the reporting perimeter encompasses the BIC workforce which includes permanent employees, fixed-term contracts, apprentices, interns, and agency temporary staff at all French and foreign operational units within the Group.

The environmental indicators ([GRI 301 Materials](#), [GRI 302 Energy](#), [GRI 303 Water](#), [GRI 304 Biodiversity](#), [GRI 305 Emissions](#), [GRI 306 Waste](#), [GRI 308 Supplier Environmental Assessment](#), [Data tables 1-9](#)) pertain to operations that have a significant impact, namely the industrial activities owned by the Group. Therefore, these indicators concern BIC factories that produce finished or semi-finished products. They also apply to its engineering units and packaging operations with over 50 employees or where operations are subject to government regulations such as SEVESO (EU), PSM or RMP (U.S.). Group headquarters with over 200 permanent employees are also included in the reporting. Any new site meeting the above thresholds should aim to meet program requirements within five years of its first financial consolidation.

BIC Nantong is excluded from the reporting perimeter because the plant produces less than 1% of the Group's total lighter volume. Djeep is excluded as well.

For health and safety indicators ([GRI 401 Employment](#), [GRI 403 Occupational Health and Safety](#), [GRI 404 Training and Education](#), [GRI 405 Diversity and Equal Opportunity](#), [Data tables 10-11](#)), all Group facilities (offices, industrial facilities, and hosted contracts) are included in the perimeter except the Sibjet site. The reporting perimeter encompasses the BIC headcount which includes permanent employees, fixed-term contracts, apprenticeships and interns.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Société Bic S.A., known and referred to as 'BIC®', is a public French manufacturing corporation with a HQ located at 12, boulevard Victor Hugo, 92611 Clichy CEDEX, France · Sustainability report 2023: Page 5, About BIC · 2023 Universal Registration Document: Pages 17–40
	2-2 Entities included in the organization's sustainability reporting	This Sustainability Report and the Universal Registration Document include information on Société Bic S.A.. Where entities are excluded from certain information, this should be specified accordingly · Universal Registration Document 2023: Pages 17–40
	2-3 Reporting period, frequency and contact point	The Sustainability Report and Universal Registration Document report are published annually for fiscal year 1 January to 31 December of prior year
	2-4 Restatements of information	There have been no reinstatements of information unless specified within The Sustainability Report or Universal Registration Document accordingly
	2-5 External assurance	· 2023 Universal Registration Document: Pages 139–141
	2-6 Activities, value chain and other business relationships	· 2023 Universal Registration Document: Pages 17–40, 121–122
	2-7 Employees	· Sustainability report 2023: Page 5, About BIC · 2023 Universal Registration Document: Pages 25, 100–122
	2-8 Workers who are not employees	· 2023 Universal Registration Document: Page 25, 101, 114
	2-9 Governance structure and composition	· Sustainability report 2023: Page 8, Governance of sustainability · 2023 Universal Registration Document: Pages 143–210
	2-10 Nomination and selection of the highest governance body	· 2023 Universal Registration Document: Pages 146–159
	2-11 Chair of the highest governance body	· 2023 Universal Registration Document: Page 144
	2-12 Role of the highest governance body in overseeing the management of impacts	· 2023 Universal Registration Document: Pages 146, 147
	2-13 Delegation of responsibility for managing impacts	· Sustainability report 2023: Page 8, Governance of sustainability · 2023 Universal Registration Document: Pages 80, 179–184

GRI STANDARD	DISCLOSURE	LOCATION
	2-14 Role of the highest governance body in sustainability reporting	· Sustainability report 2023: Page 8, Governance of sustainability · 2023 Universal Registration Document: Page 80
	2-15 Conflicts of interest	· 2023 Universal Registration Document: Pages 143–210
	2-16 Communication of critical concerns	· 2023 Universal Registration Document: Pages 121, 122
	2-17 Collective knowledge of the highest governance body	· 2023 Universal Registration Document: Page 159
	2-18 Evaluation of the performance of the highest governance body	· 2023 Universal Registration Document: Page 185
	2-19 Remuneration policies	· 2023 Universal Registration Document: Pages 143–210
	2-20 Process to determine remuneration	· 2023 Universal Registration Document: Pages 187–210
	2-21 Annual total compensation ratio	· 2023 Universal Registration Document: Pages 187–210
	2-22 Statement on sustainable development strategy	· Sustainability report 2023: Page 4, Letter from the CEO · 2023 Universal Registration Document: Pages 71–81
	2-23 Policy commitments	· Sustainability report 2023: Page 10, Sustainability targets · 2023 Universal Registration Document: Pages 73–76, 121–122
	2-24 Embedding policy commitments	· Sustainability report 2023: Page 8, Governance of sustainability · 2023 Universal Registration Document: Page 80
	2-25 Processes to remediate negative impacts	· 2023 Universal Registration Document: Pages 44–50
	2-26 Mechanisms for seeking advice and raising concerns	· 2023 Universal Registration Document: Pages 121–122
	2-27 Compliance with laws and regulations	· 2023 Universal Registration Document: Pages 53–58
	2-28 Membership associations	· BIC® website: https://corporate.bic.com/en-us/commitments/sustainability · 2023 Universal Registration Document: Pages 95–96
	2-29 Approach to stakeholder engagement	· 2023 Universal Registration Document: Pages 100–122
	2-30 Collective bargaining agreements	· 2023 Universal Registration Document: Pages 108, 112

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	We are currently undergoing a double materiality assessment in line with the EFRAG guidance which we will disclose next year. In the meantime, in addition to disclosing against the General Disclosures 2021, we have used our currently identified sustainability risks and opportunities to select and disclose against certain material topics. · 2023 Universal Registration Document: Page 81
	3-2 List of material topics	
	3-3 Management of material topics	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	· 2023 Universal Registration Document: Pages 223–315
	201-2 Financial implications and other risks and opportunities due to climate change	· 2023 Universal Registration Document: Pages 82–99
	201-3 Defined benefit plan obligations and other retirement plans	· 2023 Universal Registration Document: Pages 256–260
	201-4 Financial assistance received from government	N/A
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	· 2023 Universal Registration Document: Pages 121–122
	205-2 Communication and training about anti-corruption policies and procedures	· 2023 Universal Registration Document: Pages 121–122
GRI 207: Tax 2019	207-1 Approach to tax	· 2023 Universal Registration Document: Page 303
	207-2 Tax governance, control, and risk management	· 2023 Universal Registration Document: Page 303
	207-3 Stakeholder engagement and management of concerns related to tax	N/A
	207-4 Country-by-country reporting	· 2023 Universal Registration Document: Pages 212–217
GRI 301: Materials 2016	301-1 Materials used by weight or volume	· 2023 Universal Registration Document: Page 93
	301-2 Recycled input materials used	· Sustainability report 2023: Page 10, Sustainability targets · Sustainability report 2023 (Appendix): Page 37, data table 1 · 2023 Universal Registration Document: Pages 82–99
	301-3 Reclaimed products and their packaging materials	· Sustainability report 2023: Page 21, Investing in circular manufacturing

GRI STANDARD	DISCLOSURE	LOCATION
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<ul style="list-style-type: none"> · Sustainability report 2023 (Appendix): Page 37, data tables 2, 3, 4 · 2023 Universal Registration Document: Pages 82–99
	302-2 Energy consumption outside of the organization	· 2023 Universal Registration Document: Pages 82–99
	302-3 Energy intensity	· 2023 Universal Registration Document: Pages 82–99
	302-4 Reduction of energy consumption	<ul style="list-style-type: none"> · Sustainability report 2023 (Appendix): Page 37, data tables 2, 3, 4 · 2023 Universal Registration Document: Pages 82–99
	302-5 Reductions in energy requirements of products and services	N/A
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	· 2023 Universal Registration Document: Pages 82–99
	303-2 Management of water discharge-related impacts	· 2023 Universal Registration Document: Pages 82–99
	303-3 Water withdrawal	· 2023 Universal Registration Document: Pages 82–99
	303-4 Water discharge	· 2023 Universal Registration Document: Pages 82–99
	303-5 Water consumption	<ul style="list-style-type: none"> · Sustainability report 2023 (Appendix): Page 37, data table 5 · 2023 Universal Registration Document: Pages 82–99
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	· Sustainability report 2023: Page 5, About BIC
	304-2 Significant impacts of activities, products and services on biodiversity	· 2023 Universal Registration Document: Page 126
	304-3 Habitats protected or restored	N/A
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A

GRI STANDARD	DISCLOSURE	LOCATION
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> · Sustainability report 2023: Pages 10, 18, About BIC, Reducing our emissions · Sustainability report 2023 (Appendix): Page 38, data table 6 · 2023 Universal Registration Document: Pages 82–99
	305-2 Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> · Sustainability report 2023: Page 10, 18, About BIC, Reducing our emissions · Sustainability report 2023 (Appendix): Page 38, data table 6 · 2023 Universal Registration Document: Pages 82–99
	305-3 Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> · Sustainability report 2023: Page 10, 18, About BIC, Reducing our emissions · Sustainability report 2023 (Appendix): Page 38, data table 6 · 2023 Universal Registration Document: Pages 82–99
	305-4 GHG emissions intensity	N/A
	305-5 Reduction of GHG emissions	<ul style="list-style-type: none"> · Sustainability report 2023: Pages 10, 18, About BIC, Reducing our emissions · Sustainability report 2023 (Appendix): Page 38, data table 6 · 2023 Universal Registration Document: Pages 82–99
	305-6 Emissions of ozone-depleting substances (ODS)	N/A
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	· 2023 Universal Registration Document: Pages 82–99
	306-2 Management of significant waste-related impacts	· 2023 Universal Registration Document: Pages 82–99
	306-3 Waste generated	<ul style="list-style-type: none"> · Sustainability report 2023 (Appendix): Page 39, data tables 7, 8, 9 · 2023 Universal Registration Document: Pages 82–99
	306-4 Waste diverted from disposal	<ul style="list-style-type: none"> · Sustainability report 2023 (Appendix): Page 39, data tables 7, 8, 9 · 2023 Universal Registration Document: Pages 82–99
	306-5 Waste directed to disposal	<ul style="list-style-type: none"> · Sustainability report 2023 (Appendix): Page 39, data tables 7, 8, 9 · 2023 Universal Registration Document: Pages 82–99
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	· 2023 Universal Registration Document: Page 113
	308-2 Negative environmental impacts in the supply chain and actions taken	· 2023 Universal Registration Document: Page 83

GRI STANDARD	DISCLOSURE	LOCATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	· 2023 Universal Registration Document: Pages 100–120
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	· 2023 Universal Registration Document: Pages 108–109
	401-3 Parental leave	N/A
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	· 2023 Universal Registration Document: Pages 100–120
	403-2 Hazard identification, risk assessment, and incident investigation	· 2023 Universal Registration Document: Pages 100–120
	403-3 Occupational health services	· 2023 Universal Registration Document: Pages 100–120
	403-4 Worker participation, consultation, and communication on occupational health and safety	· 2023 Universal Registration Document: Pages 100–120
	403-5 Worker training on occupational health and safety	· 2023 Universal Registration Document: Pages 100–120
	403-6 Promotion of worker health	· 2023 Universal Registration Document: Pages 100–120
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	· 2023 Universal Registration Document: Pages 103–104
	403-8 Workers covered by an occupational health and safety management system	· 2023 Universal Registration Document: Pages 103–104
	403-9 Work-related injuries	· Sustainability report 2023: Page 10, Sustainability targets · 2023 Universal Registration Document: Pages 25, 104
	403-10 Work-related ill health	· 2023 Universal Registration Document: Pages 104–105
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	· 2023 Universal Registration Document: Pages 105–110
	404-2 Programs for upgrading employee skills and transition assistance programs	· 2023 Universal Registration Document: Pages 105–110
	404-3 Percentage of employees receiving regular performance and career development reviews	· 2023 Universal Registration Document: Pages 105–110

GRI STANDARD	DISCLOSURE	LOCATION
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<ul style="list-style-type: none"> · Sustainability report 2023: Page 24, A belief in inclusivity, Empowering women leaders · 2023 Universal Registration Document: Pages 100–120 · Sustainability report 2023 (Appendix): Pages 39–40, data tables 10, 11
	405-2 Ratio of basic salary and remuneration of women to men	N/A
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	· 2023 Universal Registration Document: Pages 50, 54, 55, 75, 112, 114, 124
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	· 2023 Universal Registration Document: Pages 50, 55, 112, 114
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	· 2023 Universal Registration Document: Pages 75, 113–114
	414-2 Negative social impacts in the supply chain and actions taken	· 2023 Universal Registration Document: Page 114
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	· 2023 Universal Registration Document: Pages 34, 47, 58, 117, 119–120
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	N/A
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	· 2023 Universal Registration Document: Pages 100–120
	417-2 Incidents of non-compliance concerning product and service information and labeling	N/A
	417-3 Incidents of non-compliance concerning marketing communications	N/A

Data tables

Below are several key data tables relating to BIC's sustainability efforts, for a more comprehensive set of data please refer to the 2023 [Universal Registration Document](#).

Table 1

GRI 301 PACKAGING—% ⁵			
Indicator	2021	2022	2023
Writing the Future, Together #1 BIC paper and cardboard packaging from certified and/or recycled cellulosic sources	97.4%	97.7%	99.1%
Writing the Future, Together #1 BIC plastic packaging PVC-free	95.6%	96.2%	98%
Writing the Future, Together #1 Reusable, recyclable or compostable ⁶ plastic in consumer packaging ⁷	59.6%	70%	81%
Writing the Future, Together #1 Recycled content in plastic packaging ⁷	52.1%	54.7%	62.1%

⁵ Figures excludes BIC Graphic, recent sales, acquisitions and certain OEMs

⁶ In accordance with Ellen MacArthur Foundation definitions of reusable, recyclable or compostable

⁷ Indicator measured for the first time in 2020 as part of BIC's commitment that year

Table 2

GRI 302 BREAKDOWN OF BIC'S ENERGY CONSUMPTION—%			
Indicator	2021	2022	2023
Fuel Oil	<1%	<1%	<1%
Gas	13.7%	13%	13%
Electricity	85.7%	86%	86%

Table 3

GRI 302 SHARE OF RENEWABLE ELECTRICITY—AS % OF TOTAL CONSUMPTION						
Indicator	2018	2019	2020	2021	2022	2023
Renewable energy	68%	76%	80%	79%	76%	91%

Table 4

GRI 302 ANNUAL ENERGY CONSUMPTION NORMALIZED TO BIC PRODUCTION—Gigajoules/ton			
Indicator	2021	2022	2023
Energy consumption normalised to BIC production	11.96	11.39	10.82

Table 5

GRI 303 ANNUAL WATER CONSUMPTION NORMALIZED TO BIC FACTORY PRODUCTION—M ³ /ton			
Indicator	2021	2022	2023
Water consumption normalised to BIC production	4.62	3.73	3.6

Table 6

GRI 305 GREENHOUSE GAS (GHG) EMISSIONS – TeqCO₂/ton⁸				
Indicator	2021	2022	2023	Change 2023/2022
SCOPE 1⁹				
Oil and gas	8,226	8,376	7,556	-10%
Car fleet emissions	5,450	5,450	4,870	-11%
Car fleet emissions	3,308	1,986	2,056	4%
TOTAL ANNUAL GHG EMISSIONS (SCOPE 1)	16,984	15,812	14,483	-8%
SCOPE 2⁹				
Locationbased	75,231	65,933	67,366	2%
Marketbased	26,938	31,870	9,012	-72%

⁸ TeqCO₂/ton

⁹ Due to an issue with our reporting tool, we have estimated the value from October to December 2023 with 2022 values.

¹⁰ An adjustment was made for the 2022 value due to an overprovision of 5M€ Capex.

¹¹ Excluding:

- purchases of products and services outside the BIC group procurement tool;
- packaging purchases of new acquisitions (from 2019) entities, BIC Graphic and MEA distributors, OEM outside SSO (BIC Shanghai Sourcing Office);
- raw materials, components, tools, and machinery for GHG emissions from intra-Company transport that are included in "Freight".

¹² Excluding:

- purchases of products and indirect services outside the BIC group procurement tool;
- packaging purchases of new acquisitions (from 2019) entities, BIC Graphic and MEA distributors, OEM outside SSO (BIC Shanghai Sourcing Office).

¹³ Including fuel, oil, gas, and electricity.

¹⁴ Total annual GHG emissions (location-based) = Scope 1 + Scope 2 location-based + Scope 3 (excluding indirect use phase emissions of sold products).

¹⁵ Total annual GHG emissions (market-based) = Scope 1 + Scope 2 market-based + Scope 3 (excluding indirect use phase emissions of sold products).

¹⁶ The source of emissions is the consumption of energy to heat water used in shaving.

¹⁷ BIC has not been able to precisely calculate the value for 2023. 65% of the data is coming from 2022 data. The calculation methodology will be updated next year to improve the accuracy.

GRI 305 GREENHOUSE GAS (GHG) EMISSIONS – TeqCO₂/ton⁸				
Indicator	2021	2022	2023	Change 2023/2022
SCOPE 3				
Asset	73,638	81,939 ¹⁰	88,892	8%
End of Life	57,130	56,289	53,896	-4%
Freight ¹¹	77,619	69,580	49,937	-28%
Purchased Goods and Services ¹²	400,678	400,301	377,490	-6%
Travel and commute	20,331	21,992	22,523	2%
Direct use phase emissions of sold products	18,598	19,872	19,301	-3%
Waste	4,085	4,306	4,003	-7%
Energy related ¹³	18,651	22,584	23,180 ¹⁷	-3 ¹⁷
TOTAL ANNUAL SCOPE 3 GHG EMISSIONS (EXCLUDED INDIRECT USE PHASE EMISSIONS OF SOLD PRODUCTS)	670,730	676,863	639,222	-6%
TOTAL ANNUAL GHG EMISSIONS (LOCATION-BASED)¹⁴	762,945	758,608	721,070	-5%
TOTAL ANNUAL GHG EMISSIONS (MARKET-BASED)¹⁵	714,652	724,545	662,716	-9%
SCOPE 3 OPTIONAL GHG EMISSIONS				
Indirect use phase emissions of sold products ¹⁶	272,818	275,545	293,756	7%
TOTAL ANNUAL SCOPE 3 OPTIONAL GHG EMISSIONS	272,818	275,545	293,756	7%

Table 7

GRI 306 ANNUAL PRODUCTION OF WASTE NORMALIZED TO PRODUCTION – Tons/ton			
Indicator	2021	2022	2023
Hazardous waste	0.032	0.028	0.029
Non-hazardous waste	0.180	0.179	0.169

Table 8

GRI 306 BREAKDOWN OF NONHAZARDOUS WASTE TREATMENT – % of total expressed in tons			
Indicator	2021	2022	2023
Recycled	74%	73%	73%
Incinerated with energy recovery	13%	13%	12%
Incinerated without energy recovery	2%	1%	1%
Sent to land disposal	6%	7%	8%
Sent to other form of treatment disposal	5%	6%	6%

Table 9

GRI 306 BREAKDOWN OF HAZARDOUS WASTE TREATMENT – % of total expressed in tons			
Indicator	2021	2022	2023
Recycled	15%	19%	19%
Incinerated with energy recovery	42%	41%	41%
Incinerated without energy recovery	28%	26%	26%
Sent to land disposal	6%	6%	6%
Sent to other form of treatment disposal	9%	8%	8%

Table 10

GRI 405 PERCENTAGE OF WOMEN IN THE PERMANENT WORKFORCE BY REGION – %			
Indicator	2021	2022	2023
Europe	38%	39%	39%
North America	47%	46%	46%
Latin America	51%	51%	52%
Middle East and Africa	37%	37%	36%
India	48%	42%	33%
Asia-Pacific	43%	44%	45%

Table 11

GRI 405 DIVERSITY – PERCENTAGE FEMALE – %			
Indicator	2021	2022	2023
Whole headcount	44	43	44
Board of Directors	50	50	50
Executive Committee ¹⁸	30	36	40
Level 4 and above (Executives & ExCom) ¹⁸	29	32	33
Level 3 (Senior Managers) ¹⁸	40	40	40
Level 1 and 2 (Managers & Professionals) ¹⁸	40	41	43
Non-managers ¹⁸	46	44	45
Europe ¹⁸	38	39	39
North America ¹⁸	47	46	46
Latin America ¹⁸	51	51	52
Middle East & Africa ¹⁸	37	37	36
India ¹⁸	48	42	33
Asia-Pacific ¹⁸	43	44	45

¹⁸ BIC permanent employees

Get in touch:

sustainability@bicworld.com

