



GENDER EQUALITY INDEX 2024

Clichy, France – March 3rd, 2025.

The gender equality index is one of the measures adopted as part of the “Loi Avenir” of September 5th, 2018, a right to choose one’s professional future.

The index is designed as a practical tool to advance gender equality within companies. It enables each company to measure where it stands in terms of professional equality. Composed of five indicators, and scored out of 100, the minimum score required is 75/100.

	BIC Services	BJ 75	BE 2000	BIC Conté	BIC Rasoirs
Pay gap (out of 40 points)	38	37	39	39	36
Difference in the distribution of individual increases	20	20	35	25	35
Promotion spread (out of 15 points)	15	Not applicable	Not applicable	Not applicable	Not applicable
Percentage of employees receiving a raise on return from maternity leave (out of 15 points)	15	15	Not applicable	Not applicable	15
Number of employees of the under-represented gender in the 10 highest earners (out of 10 points)	10	0	5	5	0
INDEX (out of 100 points)	98	85	93	81	86

For many years, BIC has remained committed to closing the gender pay gap, achieving consistent progress reflected in improved index scores year after year. BIC firmly believes equality and inclusion are essential for building a stronger workforce capable of meeting today’s challenges and preparing for the future. A major focus now is achieving gender balance among the top 10 highest salaries, with our equality plans already showing positive results. Our commitment goes beyond numbers—we are creating an environment where everyone feels valued, supported, and empowered to succeed.

CONTACTS

Brice Paris
VP Investor Relations
+33 6 42 87 54 73
brice.paris@bicworld.com

Investor Relations
investors.info@bicworld.com

Bethridge Toovell
VP Global Communications
+1 917 821 4249
bethridge.toovell@bicworld.com

Isabelle de Segonzac
Image 7, Press Relations contact
+33 6 89 87 61 39
isegonzac@image7.fr

ABOUT BIC

A global leader in stationery, lighters, and shavers, BIC brings simplicity and joy to everyday life. For 80 years, BIC's commitment to delivering high-quality, affordable, and trusted products has established BIC as a symbol of reliability and innovation. With a presence in over 160 countries, and over 13,000 team members worldwide, BIC's portfolio includes iconic brands and products such as BIC® 4-Color™, BodyMark®, Cello®, Cristal®, Inkbox®, BIC Kids®, Lucky™, Rocketbook®, Tattly®, Tipp-Ex®, Wite-Out®, Djeep®, EZ Load™, EZ Reach®, BIC® Flex™, Soleil®, Tangle Teezer® and more. Listed on Euronext Paris and included in the SBF120 and CAC Mid 60 indexes, BIC is also recognized for its steadfast commitments to sustainability and education. For more, visit www.corporate.bic.com and to see BIC's full range of products visit www.bic.com. Follow BIC on [LinkedIn](#), [Instagram](#), [YouTube](#) and [TikTok](#).