



2024 Sustainability Report

Created
to Endure.

Designed
to Evolve.





2024 Sustainability Report

3

Introduction

8

Community & Collaboration

18

Climate Action & Commitments

27

Products & Process

Our Heritage & Evolution

Created to Endure. Designed to Evolve.

Hello, and welcome to BIC's 2024 Sustainability Report.

This year, we celebrate that BIC's endurance has spanned more than 80 years of crafting useful designs that drive long-term runway and value.

Our sustainability work is driven by a combined focus on our heritage and evolution. In this way, we steer each choice based on how we've arrived at today's degree of progress. We stay the course while advancing toward tomorrow's opportunities.

Looking ahead, BIC is evolving by activating sustainable solutions to future-facing needs. It's a powerful balance that energizes our approach to sustainability.

In 2024, we also met our responsibilities under the Corporate Sustainability Reporting Directive (CSRD), marking another milestone in our transparency journey.

As our baseline year, this laid the groundwork for long-term integration of financial and impact materiality into our strategy.

From Paris to New York to São Paulo, nearly everyone has a personal connection to BIC. This cultural relevance intersects with our capacity for change that can scale—resulting in steady progress toward more sustainable solutions for everyday essentials.

Now, let's look at some of the sustainability activations from the 2024 chapter of our journey.



In 2024, we ...

**Worked to better people's lives
through Community & Collaboration.**

**Cared for our planet through
Climate Action & Commitments.**

**Continued to improve our
Products & Processes.**

BIC has prioritized sustainability for more than two decades, evolving with changing expectations, regulations, and leadership. We're committed to integrated sustainability, guided by purpose and optimism, and working collaboratively to make a meaningful impact.

Introduced in 2018, our *Writing the Future, Together™* sustainability program, that supports our overall business strategy, has centered on five commitments: Sustainable Innovation, Climate Action, Workplace Health and Safety, Supplier Engagement, and Education Enhancement

This program has brought about a productive era of ambition, innovation, and expanded capabilities at BIC. We grew the business, simplified our global manufacturing footprint, and made acquisitions to expand into fast-growing adjacent markets.



Leadership Letter

Legacy & Change

At BIC, sustainability isn't just a strategy—it's our long-term vision for success. As a global company, we have a responsibility to create products that are not only high-quality, affordable, and accessible, but also designed around environmental impact. In 2024, we continued to make meaningful progress in our sustainability journey, combining innovation with operational excellence to drive lasting impact.

We are proud of the progress we have made over the past five years, and recognize there is still more work to be done. For us, sustainability is more than a commitment—it is a core responsibility that guides every aspect of our operations.

As consumers, team members, and stakeholders increasingly expect businesses to act responsibly, we remain focused on evolving to meet these expectations. Through eco-design and circularity, we integrate sustainable materials, reduce plastic consumption and extend product longevity. Our operational excellence drives us to continuously improve efficiency, reduce carbon emissions and enhance recyclability across our product categories. Collaboration for impact is

key, as we work closely with partners, suppliers, and communities to drive meaningful and lasting change.

Our 2024 highlights include launching the BIC® EZ Load lighter, the first ever reloadable lighter; having our plastic packaging reach 85% reusable, recyclable or compostable; increasing our renewable electricity usage to 92%; and improving learning conditions for over 210 million children worldwide since 2018.

Looking ahead, we remain focused on achieving our 2025 and 2030 sustainability goals. We are proud of how BIC has evolved from a manufacturing and distribution-led company into a more consumer-centric and purpose-driven organization, driven by efficiency, simplicity, and supported by a talented leadership team.

Our achievements so far are just the beginning. We know that the path ahead requires more—it requires action, collaboration, innovation, and passion. Our team members, leadership, customers, and consumers all share this vision for a sustainable future, and together, we will continue to innovate, inspire, and shape the world we want to see.

“For us, sustainability is more than a commitment—it is a core responsibility that guides every aspect of our operations.”

Gonzalve Bich

Chief Executive Officer



2024 Highlights

11 Million children

impacted through global education programs during the year



-6%

upstream transportation emissions, thanks to decreased airfreight use (vs 2023)



More than 5 years

of zero Lost Time Incidents in BIC South Africa and BIC Kenya



1st ever

BIC multi-purpose reloadable lighter BIC® EZ Load launched in US and Canada: it can light up to 15,000 flames!



870 tonnes

of raw material saved, thanks to products and packaging projects started during the year (at full year implementation)

Sustainability Targets

Where We Stand With Our Commitments

2025

COMMITMENT		TARGET	2024 RESULT
Product	Packaging	100% of cardboard packaging from certified and/or recycled sources	99%
		100% recyclable, reusable, or compostable plastic in consumer packaging	85%
		100% PVC-free plastic packaging	99%
		75% recycled content in plastic packaging	65%
Planet	Climate change	100% renewable electricity	92%
People	Education	250M children in improved learning conditions	210M
Product, Planet & People	Suppliers	Working responsibly with our strategic suppliers to ensure the most secure, innovative, and efficient sourcing	95% have integrated the Responsible Purchasing program

We’ve made strong progress on our *Writing The Future, Together™* program and GHG emissions sustainability goals and will continue to work toward our targets with focus and dedication. As we look ahead, we’re proud of the strong progress we’ve already made toward our 2030 goals – and we’re continuing to build on that momentum. Our double materiality assessment is shaping our next set of goals and commitments.

2030

COMMITMENT		TARGET	2024 RESULT
Product	Plastics	50% non-virgin petroleum plastics in products	8%
Planet	Climate change	50% reduce Scope 1 GHG emissions	-46%
		100% reduce Scope 2 GHG emissions	-79%
		5% reduce Scope 3 GHG emissions	-9%

Ongoing

People	Safety	No lost-time incidents (LTI) across operations	81% (BIC sites with 0 LTIs)
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Community & Collaboration





From creative expression to everyday ingenuity, community and collaboration are essential for making a lasting, positive impact.

Why We Put People First

Part of our successful approach to sustainability at BIC is the way we center people at the heart of our experience, as catalysts for positive impact.

We became one of the world's most recognized brands by reinventing everyday products to make them accessible to everyone, and to make the lives of our consumers easier.

People enjoy our products in more than 160 countries, including our featured brands, such as BIC® Cristal®, BIC 4-Color™, Inkbox®, BIC Kids®, Rocketbook®, Wite-Out®, BIC® Flex™, Soleil®, EZ Reach®, and Tangle Teezer®.

With the launch of BIC® Cristal® in 1950, we made writing affordable and accessible for all. This high-quality and long-lasting pen helped democratize writing by reimagining an everyday essential for everyone, everywhere. Now, people over the world are better equipped to write, learn, and express themselves.

BIC® lighters bring people together as they gather around the flame, from bonfires to cake candles—and we are dedicated to keeping every occasion safe, in service of shared connections and meaningful moments. With ideal ergonomics for the hand, our lighters are specially engineered to ensure the best handling, comfort, and efficacy.

Designed for reliability, the BIC® shaving range meets people's intrinsic needs, from blade excellence to ingenuity in crafting affordable solutions. From inventing the first safe, easy-to-use, accessible-to-all, one-piece shaver in 1975, to shaping the daily self-care and hygiene experience of people's lives today—this category has a very tangible impact on quality of life for our customers.

In our daily work, BIC's talented and engaged teams are the heart of our brands—the multicolored ink that writes our bright, collective future. Every bit of our eight successful decades is thanks to our people. We treat our teams with the respect they deserve—including a comprehensive approach to well-being and benefits, from competitive compensation to opportunities for advancement and education.

Over 13,000 of the self-starters, problem solvers and innovative thinkers in our offices and factories have chosen to grow with BIC. Coming from more than 89 countries and many walks of life, we all share a common goal: to bring our best selves to work and create joyful and useful moments that make life a little bit easier for everyone.

What Community Means to Us

Our definition of community extends through our entire value chain and includes our commitment to educating future generations.

Belonging & Satisfaction

Across our value chain, we all strive to make an impact that reflects the diverse backgrounds, cultures, and experiences of the communities where our products are available worldwide. Working together, we continue to reimagine the everyday essentials we make and distribute the world over. As a result of our collective efforts, our team members report above-average satisfaction and engagement levels for the industry. Our team's engagement with BIC sustainability is particularly high: 78% of team members are familiar with BIC's environmental and social activities, and 79% report that they think BIC is a force for good in the world.

We are committed to prioritizing the health and wellbeing of our team members because when they feel supported, we're able to achieve more, together. To support the unique needs of our team members across the globe, we offer comprehensive physical, emotional and financial benefits. At BIC, you'll have the resources and support you need to make informed wellness decisions for yourself and your loved ones, so that you can thrive in all aspects of life.

Human Rights Protections

We are committed to regular audits internally, and among all of our contract manufacturers, to ensure they comply with the *BIC Code of Conduct*, which includes policies on human rights. We have little reliance on contract manufacturing that is not in-house. Overall, more than 90% of the Group's net sales are generated by products made in its own factories, and 61% of these factories are located in free countries, with respect to human rights (per Freedom House).

Endurance of Local Communities

In times of crisis, BIC serves alongside first responders. We often mobilize essential products—ranging from school supplies to lighters for emergency kits—to support communities around the world. One of our longest-standing partnerships is with French charity Dons Solidaires®. For 16 years, their mission has focused on reducing instability, particularly for children in need.

In 2024 BIC donated with the support of Dons Solidaires® more than 850,000 school supplies—and more were provided through several initiatives, with our teams also volunteering to help inventory and prepare sets for distribution.



The Essence of BIC

Arts & Creative Expression

BIC is committed to connecting people and celebrating joy through self-expression. We show up every day to create affordable, reliable, ingeniously simple, and long-lasting essentials that uplift and empower. Creative expression is vital to feeling connected with ourselves, each other, and the world around us.

BIC Create

Human expression is a celebration of each person's unique point of view. *BIC Create* highlights that through an informal global collective of artists who use the BIC® Cristal® and BIC® 4 Colours™ as their primary medium. The social media account @BIC.Create features an online gallery of artwork, events, a creator video portrait series, and other celebrations of artistic mastery. This provides more than 140 thousand ballpoint pen enthusiasts around the world with opportunities for connection, visibility, and the ability to become part of the *BIC Contemporary Art Collection*.

BIC Art Master Africa - 6th Edition

BIC Art Master Africa is an annual competition that invites artists to create works of art using the iconic BIC® ballpoint pen. Launched in South Africa, the competition engaged 2,400 artists in 2024 across the Africa and Middle East regions.

In 2024, we introduced three novel elements to elevate the competition and its coverage: we launched the *BIC Metaverse Gallery* to showcase our winners; we utilized TikTok for the first time, aiming to engage younger audiences; we introduced *BIC Create* to empower and inspire participants. With regional partners and BIC stakeholders, we celebrated BIC MEA winners and artists in Nigeria, South Africa, Uganda, and Kenya.

Laurent Badier x BIC

Giving Factory Waste New Life in France

Rather than send the discarded materials from our Marne-la-Vallée factory to the typical recycler, we partner with Badier in the region. The French designer transforms waste into exclusive, limited-edition home furniture pieces. Inspired by the iconic blue of the BIC® Cristal® cap and our signature orange, the collection pays homage to our heritage while redefining the potential of industrial by-products. Like many of our efforts, this initiative unites our social and environmental work.

Committed to Education

Improving Global Learning Conditions

We believe every child should have equal opportunities and resources to access quality education. Through year-round initiatives, BIC works hand-in-hand with under-resourced communities around the world to support learning and growth for school children.

A Legacy of Philanthropic Impact

On the corporate side, through the BIC Corporate Foundation, we strengthened our commitment to education and empowerment in 2024 by supporting 26 projects across 12 countries. These initiatives reflect our ongoing efforts to create positive change in the communities where we operate, with a strong focus on expanding access to quality education and lifelong learning. Beyond funding, we also continue to foster meaningful partnerships with organizations around the world that share our dedication to educational and social development, helping to extend the reach and impact of our work.

Global Volunteer Initiatives

In partnership with the BIC Corporate Foundation, we aim to inspire and support diverse educational initiatives during *Global Education Week*. During this annual event organized by BIC, team members mobilize and volunteer to improve learning conditions around the world.

Marking the fifth year of the Group's largest corporate giving initiatives, BIC donated 4.3 million writing instruments to classrooms and communities around the world in 2024.





REGIONAL HIGHLIGHT:

Africa



Kenya

Building Solid Schools & Confident Students

Since 2020, BIC has hosted a penmanship program, currently called *"Express Myself with My BIC Pen."* Consistent with the competency-based Curriculum (CBC) system, the program emphasizes art and creativity. Students are encouraged to express themselves more freely, and improve handwriting skills. In 2024, the program engaged 50 teachers and nearly 15,000 students.

North Africa

Renovating Classrooms & Offering Opportunities

BIC Tunisia expanded its *"Biblio' BIC"* program, focused on renovating libraries in public schools, to spark a love of reading and improve learning conditions. At the same time, BIC continued the long-term *"Teachers' Day"* initiative in Tunisia and Morocco, offering expert-led training and resources to empower educators. This program supports primary school teachers with content and classroom management strategies.

Ivory Coast

Driving Teacher Development

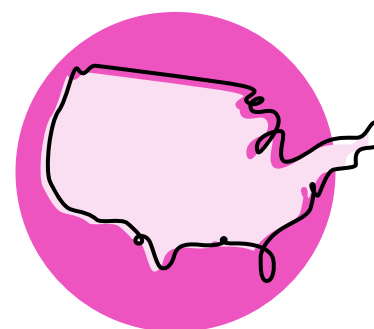
Data shows that creativity and non-traditional teaching methods are crucial to the future employability of young people in today's job market. With that in mind, the *"Canvas of Change"* campaign, first started in 2023, offers annual master classes, and honors six standout teachers a year for their innovative approaches to education.

South Africa

"The Power of One"

In the buildup to Paris 2024, BIC announced its partnership with the Track & Field athlete, Mpumelelo Mhlono, South Africa's most legendary Paralympian.

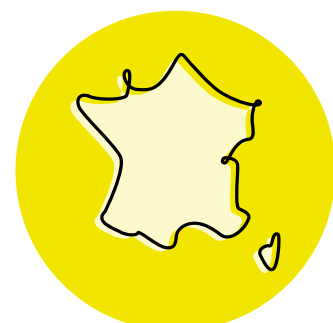
BIC's CSR program aims to raise awareness around the school dropout rate in South Africa, which is alarmingly high at 41%, and largely caused by a lack of resources. The partnership contributes to the South Africa team's efforts to keep students in school. Mpumelelo's story showcases how individual efforts, the right environment, and necessary resources can create a hero in challenging times.

**US**

We partner with teachers and students in under-resourced schools, through the Kids in Need Foundation. Our sponsorship helps provide the support needed to create equitable learning spaces for all students. Also, the “Summer Youth Fest and Back to School Drive” a community-driven program in New York City, partners with the local government to distribute more than 500 backpacks to underserved communities.

**Australia**

Collaborating with local communities and NGOs, BIC Australia has supported the Children’s Charity Network (CCN) for 25 years. The foundation organizes creative workshops for students in Australian schools, fostering imagination and skills development.

**France**

Since 2020, the BIC Corporate Foundation has partnered with the NGO Rêv’Elles to support the empowerment of young girls through creative workshops. In addition, they have established links between Rêv’Elles and BIC employees, offering volunteering opportunities such as mock interviews, mentoring sessions, career discovery workshops, and more.

**Spain**

In Spain, BIC works with the regional Red Cross, Creu Roja, to support several projects: one of them is focused to provide necessary supplies to children in need at the start of the school year (Project “Retorn a l’Escola”).

**Mexico**

The BIC Corporate Foundation, local teams, and the Somos el Cambio NGO work together to provide a million-plus product units to 415 schools.

**Brazil**

The BIC factory team in Manaus actively supports local education through partnerships with community organizations. Throughout the year, they donate supplies and provide assistance to public schools, indigenous communities, and associations serving families in vulnerable situations or children with special needs. In 2024 alone, these efforts impacted more than 700,000 children.

**Partner Snapshot**

Students Taking Action

Take Action Global (TAG) and BIC are partnering in 2025 to mobilize young people globally through climate education and student action.

Since 2018, TAG has grown into a community of 6+ million students and teachers. TAG works with partners such as BIC to provide quality education experiences to people across over 170 countries.

In 2025, we are partnering with TAG as a field-experienced pioneer of solutions to climate education and student action. This work empowers students, teachers, and partners to reverse climate change and realize environmental justice for all.

Together, BIC and TAG are designing an engaging program to raise awareness through creative expression—activating and connecting young people in a positive and joyful way.

Beyond the Classroom

In addition to its commitment to school children, BIC also supports lifelong learning and capacity building for broader community impact.

Democratizing Access to Arts & Self-Expression

In 2024, BIC France sponsored five creative workshops led by the French nonprofit organization ThanksForNothing. Since 2019, these workshops have brought together more than 700 participants – including children, students, refugees, and isolated seniors – to co-create collaborative art pieces designed by different contemporary artists each year. The initiative aims to foster intergenerational dialogue while strengthening social, cultural, and artistic inclusion.

Education Meets Safety

Through a public-private partnership, BIC Ivory Coast launched a first-of-its-kind community fire safety campaign, called “*Maitrise ta Flamme*” (Master your Flame). The idea is to raise awareness around fire prevention through a series of workshops, training sessions, and on-the-ground activities throughout the country. The campaign is a direct response to outsized fire deaths and injuries in the rural country, which mainly comprise women and children.

Opening Doors

Since 2022, our Brazil team has partnered with New School, an organization providing free educational content and skills training to young people from underserved communities. Our partnership serves those seeking university preparation, professional development, and social mobility—with courses on entrepreneurship, digital literacy, and communication. In 2024, a participating student was welcomed as an intern at BIC Brazil, as part of ongoing efforts to promote inclusive opportunities and support youth empowerment.



Photo Credit: Florence Moncenis

Team BIC

Building Dynamic & Inclusive Teams

BIC acknowledges that different backgrounds, experiences, and perspectives brought together in a collaborative environment make the organization stronger.

For example, our ongoing efforts have driven consistent year-over-year growth in female representation at Director-level and above leadership roles globally, while we remain committed to advancing progress in regions where further change is necessary.

Over the past 5 years, we have launched key initiatives:

- Enhanced our talent management processes to foster equitable and inclusive career development for all team members, adapting approaches to align with regional needs.
- Implemented a structured approach to ensure gender-balanced candidate slates for all senior leadership roles, while allowing flexibility for local talent landscapes.
- Launched a Women's Leadership Development learning journey, a proprietary four-month immersive learning program designed to equip women with the skills, mentorship, and comprehensive support needed to advance into senior leadership roles and thrive in their careers.

People Shaping Progress

248

Participants to the
2024 edition of Global
Mentoring program

50%

Women on Board
of Directors

5

Nationalities on
Executive Committee

35%

Women in Director
& above levels—
ahead of pace
toward our goal of
40% by 2027

89

Nationalities

Data as of February 2025

One of Our Superpowers

Prioritizing Mental Health & Well-Being

BIC team members make a meaningful impact with a thoughtful approach to promoting our team's well-being—from infrastructure, training, and compensation, to benefits, special programming, promotions, diversity, and more. We understand that to succeed we need to foster a culture where everyone can thrive both personally and professionally.

A Continuous Culture of Care

BIC Saltillo in Mexico stands out for its exceptional year-round employee engagement program, which integrates safety, health, and environmental awareness. The site regularly rolls out targeted campaigns, including October initiatives focused on breast and prostate cancer awareness—and offers free testing. Additional efforts include hand safety training, where team members learn to identify risk areas such as pinch points and sharp edges. The *"Step for Your Health"* challenge promotes physical well-being by encouraging team members to adopt healthy habits through a two-month step-counting competition.



"Safety, mental health, and well-being aren't just priorities at BIC - they are at the heart of how we bring simplicity and joy to everyday work life—empowering our people to thrive through a culture of care and responsibility."

Alexandra Malak
Chief People & Workplace Officer



Climate Action & Commitments



Committed to the Planet

Environmental Responsibility

At BIC, we are working to reduce our impact on climate change through better energy management and material use. We also continuously evolve our responses to major sources of emissions—including raw materials, manufacturing, waste, and transportation.

We deploy a global approach to energy consumption, prioritizing efficiency and the use of renewable energy sources—supporting cost control, and reducing our carbon footprint.

Our commitments to the environment are one reason why we are ranked among Newsweek’s Most Trusted Companies for 2024.

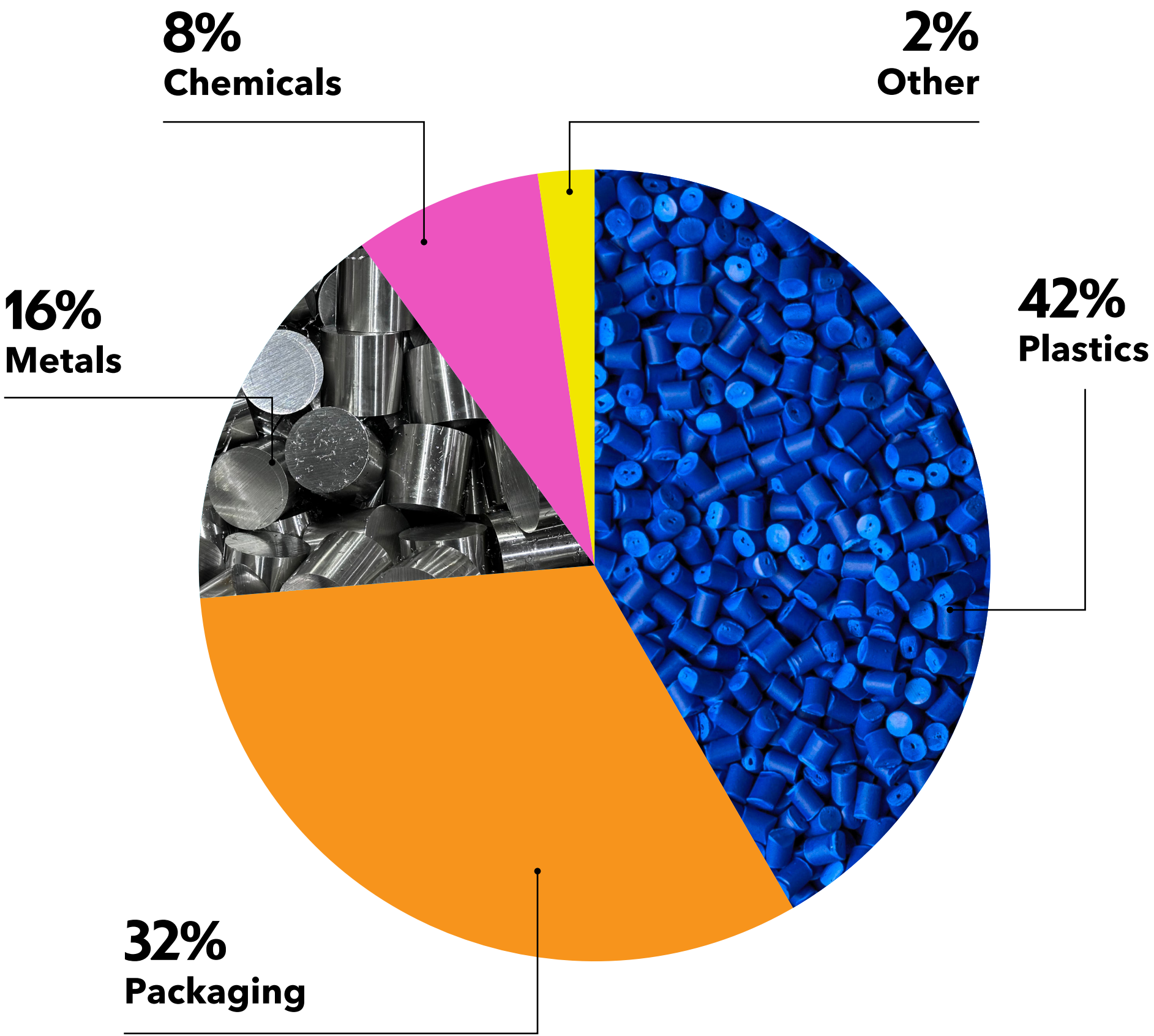
As a direct result of our environmental efforts, we have seen:

- -6% energy consumption per tonne of production vs 2023
- 99% of BIC paper & cardboard packaging now comes from certified and/or recycled cellulosic sources
- As of 2024, 17 BIC products have earned the NF Environment ecolabel
- Designing and manufacturing of recyclable packaging, such as our BIC® Cristal® ball pen line in Europe—which is now saving 30 tonnes of plastic, contrasted to 2023, and targeting zero plastic in 2025
- In Brazil, the team continues to improve the sustainability of in-store promotional displays for the annual back-to-school season – including a 17% reduction in cardboard use compared to 2023 and the recovery and recycling of over 8 tonnes of plastic and cardboard in 2024 through redesigned Point-of-Sale materials.

545 tonnes/year
of plastic saved after products
reengineered in 2024
(at full year implementation).



Raw Materials at a Glance:
A Baseline for Greener Innovation



Rethinking Plastics

Maintaining Quality, Securing the Future

For over 80 years, we’ve designed, developed, and reimagined ingeniously simple and long-lasting products made from plastic and faced the dilemma of how to simultaneously manage plastic waste from plastic products that are discarded, mismanaged, or unable to be recycled.

It’s a complex and careful balance. Plastic, when used responsibly, allows us to create durable, reliable, efficient, and high-quality solutions for everyday essentials that live in the homes of millions of people around the globe. We believe in using the best material for the job, and today, the best available science tells us that material is plastic. It makes our products lighter weight, longer lasting, and allows for versatility in design that uses less material.

We have our sights set on a waste-free future built on the promise of a circular economy—and circular manufacturing. We’re making progress when it comes to materials sourcing, disassembly for recyclability, and sustainable product packaging. Through teamwork and collaboration throughout the value chain, we’re dreaming big to realize transformation at scale and at an increased pace so that all products, including our own, can tell a story of innovation, purpose, and care for the planet.

2024 Plastic Progress

8% of non-virgin petroleum plastic in BIC products

85% reusable, recyclable or compostable plastic in consumer packaging

65% recycled content in plastic packaging

99% PVC-free packaging



Evolving Plastic Use in BIC Products



BIC® Soleil®

In 2024, the Manaus (Brazil) shaver production team successfully replaced the previous plastic used in BIC® Soleil® transparent handle with polypropylene, reducing plastic need and transport of raw material, while creating a more sustainable product. This change saves approximately 100 tonnes of plastic each year.



BIC® 4 Colours™

The BIC® 4 Colours™ got its first major reboot in 2023, a process that concluded in 2024. This redesigned pen, with its lighter, more contemporary clip and iconic BIC Boy silhouette, saves the equivalent amount of plastic needed to make more than 2.6 million BIC® 4 Colours™ pens every year.



Tangle Teezer Plant Brush®

The acquisition of Tangle Teezer in December 2024 adds a durable, high-performance design to our portfolio that elevates material use through versatility, durability, and longevity. In its portfolio The Tangle Teezer Plant Brush® range is made from 85% sustainably sourced castor beans. Launched in 2023, the Plant Brush® was also recognized for its innovation, winning more than ten industry awards in the US and UK.

Rethinking Materials

Beyond Plastics

From plastics to metals to inks, our goal is the same: design out waste, extend product life, and shift toward renewable or recycled inputs—without compromising on value or accessibility.

Metal Use & Reuse

Metals accounted for about 16% of BIC’s raw materials purchases in 2024. 31% of all metal we use has recycled content. BIC’s approach to metals benefits the environment and our bottom line, and mitigates against major disruption by:

- Assessing metal & its environmental footprint holistically
- Optimizing metal consumption in product design to lower raw material needs
- Recovering & repurposing more recycled metal in the value chain
- Exploring more post-consumer & industrial recycling streams to reduce the need for virgin metal extraction
- Innovating & implementing more metal circularity
- Implementing recommendations from BIC’s Vigilance Plan, which identifies risk categories.

Inks: A More Regenerative Future

BIC is using water-based inks across several of our product lines—including gel pens, coloring, and marking products. In 2024 we made strong progress on increasing the share of bio-based ingredients, as part of our ongoing commitment to reducing the environmental impact of our raw materials.

By 2024, our BIC® Kids Kid Couleur range—one of Europe’s best-selling coloring markers—featured more than 93% natural ingredients in its ultra-washable ink, designed to come off skin and most kids’ clothing with ease.

In highlighters, BIC® Brite Liner® Neon and Pastel inks are now made with over 81% natural ingredients, using safer, more sustainable materials at our production facility in Mexico.

Factory Spotlight

Writing the Future of Plastic with BIC Samer

At our Samer facility in France, 43% of plastic used for products derives from recycled content, which makes Samer the biggest contributor to recycled content in products through our BIC® Evolution™ coloring and graphite pencils, BIC Matic® mechanical pencils and Velleda® whiteboard products.

29%

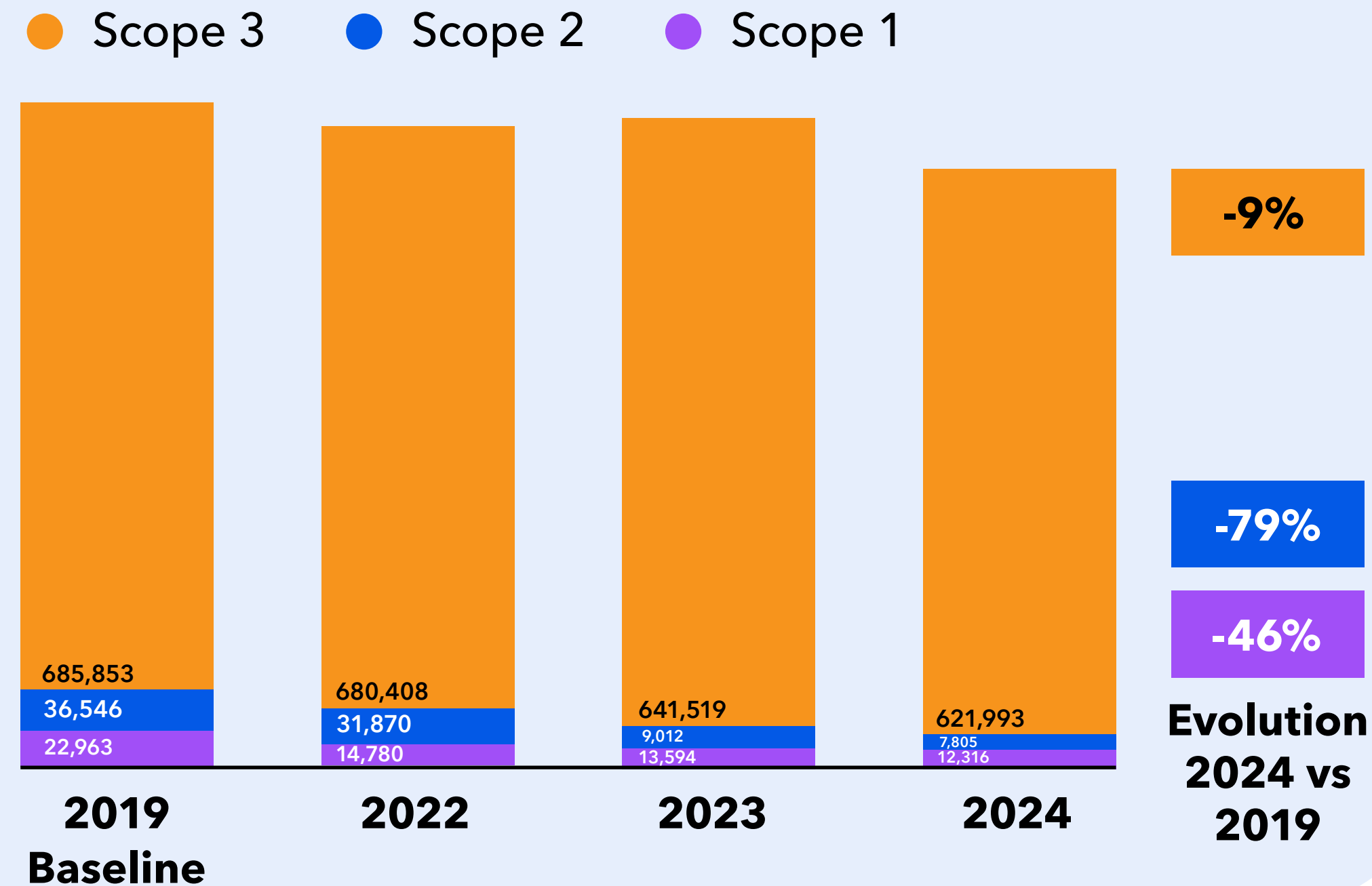
of all raw materials purchased goods in 2024 came from **non-virgin or alternative sources.**



More Sustainable Supply Chain

How BIC is Approaching Decarbonization

**2024
Scope 1, 2, 3
emissions:**
market-based
(tCO₂e)



Increasing Renewable Energy Sources

As we approach our target to use close to 100% renewable electricity by the end of 2025, we will continue to find ways to increase our use of renewable sources, including through the building of on-site generation infrastructure, such as solar arrays at our factories.

Fostering Innovation

We continue to explore how to maximize the use of recycled and alternative materials. Through pilot efforts, we have gained key insights on a variety of criteria, from regional interest to operational feasibility.

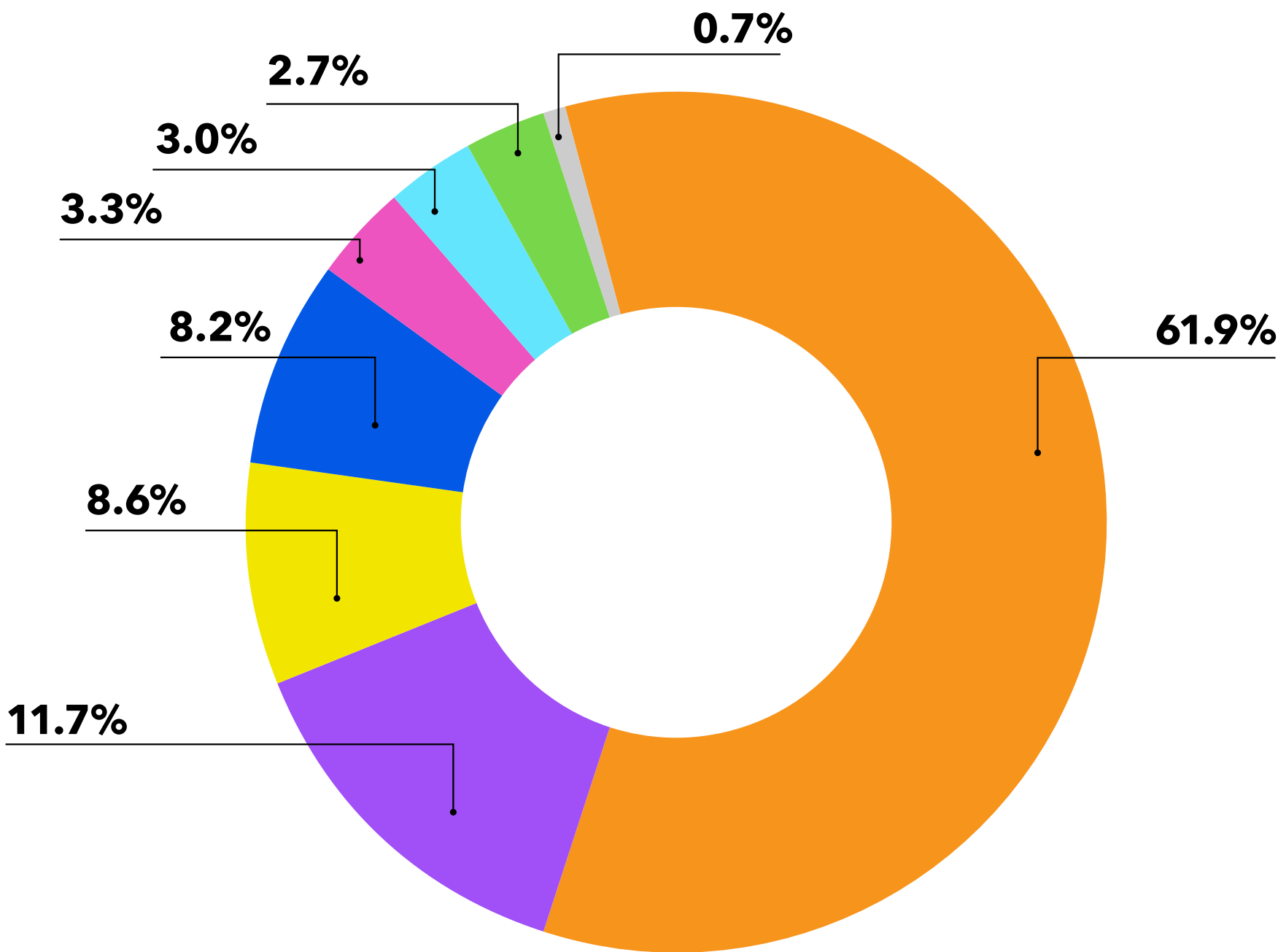
Today, our priority on innovation has allowed us to have all of BIC's major stationery lines include at least one product made with alternative materials. We are motivated by the constantly evolving opportunities in this area and dedicated to sustaining the necessary experimentation it takes to uncover new solutions.

More Sustainable Supply Chain

Breakdown of Scope 3 emissions by category

Reducing the Carbon Footprint of Transportation

BIC is committed to minimizing its impact on the planet, including by reducing emissions of our operation and those of our suppliers across the world. At 0.77%, we're well within our goal of keeping air freight below 2.3% for intra-company transport. We attribute much of this to improved line of sight and decision-making around air freight usage, as well as our evolution toward a more regional model of manufacturing—which have collectively worked to significantly reduce emissions.



Purchased goods and services	384,977
Asset	72,692
Freight	53,461
End of life	51,199
Travel and commute	20,396
Direct use phase emissions of sold product	18,485
Energy-related	16,553
Waste	4,229

Emissions expressed in metric tonnes of CO₂ equivalent (tCO₂e).
Excludes indirect emissions from product use phase.



More Sustainable Supply Chain

Proactively Involving Responsible Suppliers

We are diligently working to ensure our potential sourcing and other partners fully comply with our comprehensive *Supplier Code of Conduct*, which aligns with our internal *Code of Conduct* and clearly outlines expectations. We're helping our collaborators cooperate with our terms through onboarding and resources. Along with a sourcing-specific *Responsible Sourcing Policy*, published and shared with our entire supply chain in 2024, the Code outlines our commitments to responsible sourcing—covering human rights, environmental stewardship, health and safety, ethics, and integrity. It also supports building a diverse, sustainable supply chain.

More Sustainable Procurement: EcoVadis Ratings

More than 400 BIC suppliers are ranked in EcoVadis, a worldwide provider of business sustainability ratings, and a BIC partner since 2011. In 2024, our *BIC Supplier Sustainability Assessment Tool* helped us determine that we managed to reduce our suppliers' risks on ESG. It established that 95% of our strategic suppliers scored in EcoVadis vs 26% in 2020, with a target of 100% for all strategic suppliers by end of 2025. We've reached a supplier average score of 60/100 EcoVadis, contrasted to the 53/100 of the Consumer Packaged Goods all suppliers benchmark.



US Factory Spotlight

Environmental Impact at Our Factory in Milford, Connecticut

As of 2024, we reduced gas consumption in Milford—down 35% over last year and -64% vs 2019. To achieve this, we have optimized in a few ways: we retooled our space use, started recuperating more energy, improved the building structure and smart equipment, and executed several other innovations.



More Sustainable Supply Chain

Less Energy, Water & Waste

BIC's actions to prioritize water use reduction have led to a to a 32% reduction of water withdrawal over the 10-year period between 2014 and 2024.

Our efforts to address global water resource scarcity also bore fruit in 2024. Our Manaus plant in Brazil finalized the creation of a water retention basin to collect rain- and wastewater from the site and reuse it in various processes on-site. Work is ongoing on this recycling project, but it's already helping us reduce dependence on groundwater extraction in the Manaus region, which is heavily impacted by environmental shifts.

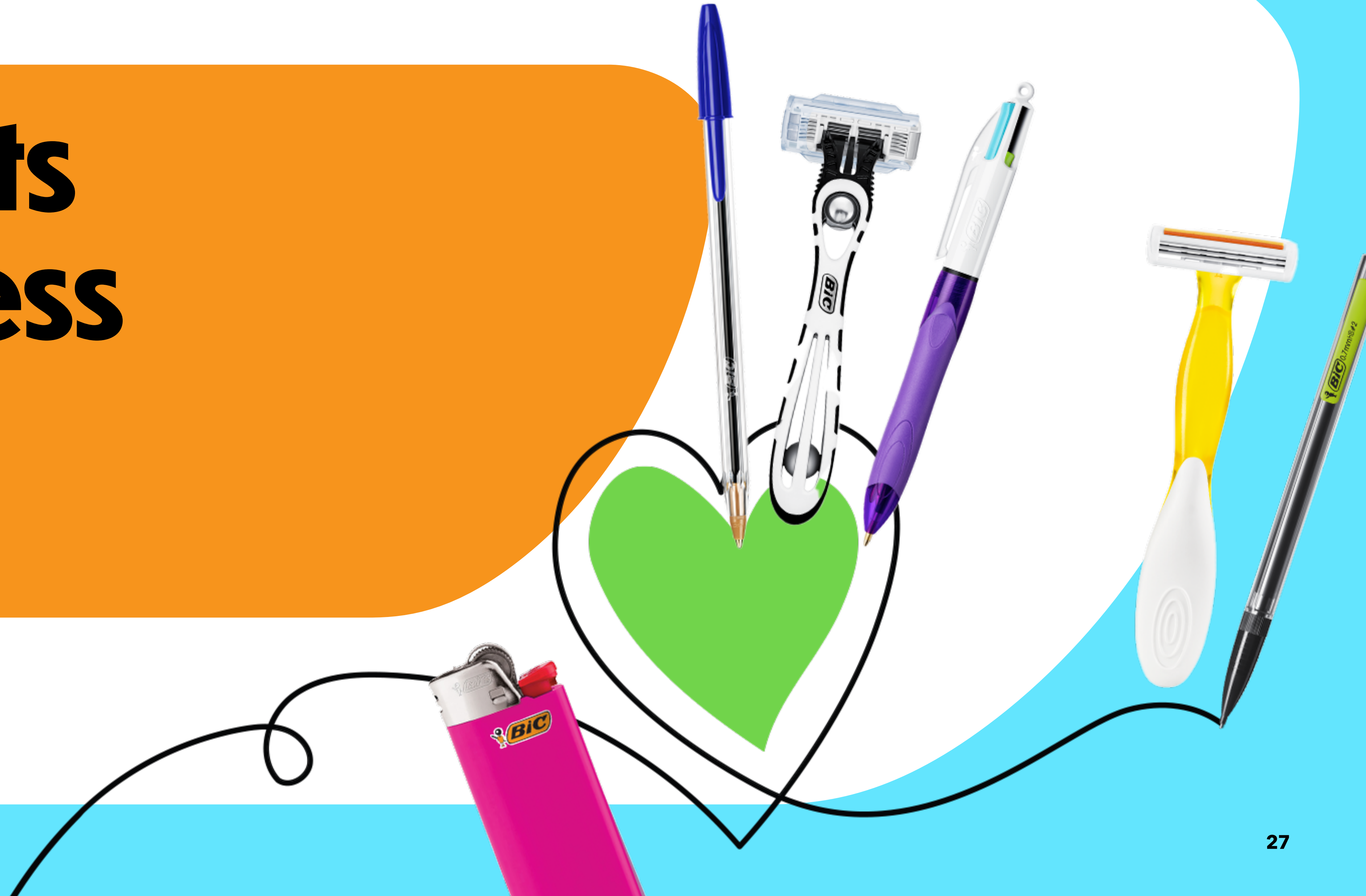
As part of our broader energy transition—reaching 81% renewable energy use in 2024—our Redon factory in France is also advancing local solutions. Redon, which manufactures the majority of BIC's lighters, participates in a regional network of companies collaborating on sustainability challenges. One standout initiative is an innovative **inter-company solar sharing model**, where the BIC factory and neighboring businesses collectively use energy generated from a shared solar panel installation—marking a first-of-its-kind auto-consumption mechanism in the region.

As of 2024, we achieved a 8% reduction in the quantity of waste generated per tonne of production vs 2023.

We also reached 92% renewable electricity use across our operations—an important milestone on our path to 100% by 2025.



Products & Process



Product Innovations

BIC® Twin Lady & Silky Touch®**87% Recycled Handles**

Made from recycled plastic sourced from discarded refrigerators since the end of 2024, reducing plastic waste while maintaining a safe and steady grip.

Sustainable Blades

Featuring 70% recycled steel in the blade components, reducing environmental impact while maintaining high performance.



Philosophy & Vision

Sustainability in Products, Packaging & Processes

About 24 million products are manufactured daily in BIC factories. With simple, inventive designs using as few raw materials as possible to create long-lasting products, BIC keeps sustainable development top-of-mind as early as the design phase—just one more way BIC is designed to evolve.

BIC's product and packaging approach strives to move away from the traditional "take-make-waste" model, which has negative impacts on resources across the value chain. The company has initiated several projects aimed at making parts of our processes more circular—extending product use and contributing to waste and pollution reduction.

Consumer Quality & Safety

We control quality at multiple levels, in accordance with national and international safety regulations and requirements, as well as our own strict standards.

At BIC, safety is non-negotiable. We produce millions of products daily—many used by children—so we build safety into every step, from design and materials to manufacturing and quality control.

All BIC lighters, for instance, meet or exceed ISO 9994 standards. Our goal: lead with responsibility, protect what matters—people first and foremost—and bring simple joy to everyday life.

Driving Incremental Progress: Our EMA Tool

As a key tactic in our step-by-step progress toward greater sustainability, we continue to employ our proprietary *Environmentally and Socially Measurable Advantage* (EMA) tool. We developed EMA in 2020 as a vital aid in incorporating sustainability metrics into base lining and design innovation. It assists our designers in choosing the most sustainable materials, including recycled plastics, and has helped reinvent more than 40 products to date.

In 2024, 11 BIC products or product lines were improved compared to their respective baselines—for example, through the integration of recycled materials into the BIC Matic® mechanical pencil line produced in France. Meanwhile, we continue to refine our methodology.

Materials & Packaging Life Cycle

From day one, our products are designed for longevity—built to last using only what’s necessary. We’ve begun testing ways to recirculate materials in support of a more regenerative, circular economy—an approach that aims to benefit both the planet and our business. Innovations such as our new packaging and the first-ever lighter disassembly machine enhance recyclability and underscore our commitment to sustainability. As of 2024, the disassembly line is fully operational and running efficiently.

870 tonnes
of raw material saved
(at full year implementation)

Redesigning Products and Packaging

As part of our *Design For Growth* approach, we apply a comprehensive lens to products and packaging re-design—ensuring our solutions are valuable to consumers while also supporting competitiveness, business growth, and sustainability.

Packaging Transformations

In 2024, we achieved 85% of all our consumer plastic adapted for recyclability, reusability, and/or compostability. In addition, we’ve re-engineered our packaging to reduce the need for plastic by 3%.

In 2024, we reduced the thickness of BIC® Hybrid shaver range cardboard boxes and of BIC® TwinLady / Silky Touch® plastic pouches, while evolving from a multi-material structure to a more sustainable mono material pouch. These actions save 157 tonnes of plastic and cardboard per year.

85% recyclable, reusable or compostable plastic consumer packaging

98 million
collected used pens since 2011

Recycling Education

BIC has worked around the world to raise awareness about the circular economy among consumers. Launched in 2011, our partnership with TerraCycle® continues to collect used writing instruments from all brands in France, with the objective to give them a second life.

In 2023, we launched a new program in the UAE as we continue to gather learnings and test new solutions, where in 2024 we reached more than 15,000 students and recycled more than 700 kg of plastic in a single school term.



Making Logistics Count

Responsible Shipping & Manufacturing

Over 90% of BIC net sales come from products manufactured in our own factories.

We have been transitioning to a more local/regional manufacturing model, bringing our products closer to the majority of our customers to reduce costs and risks. Take the BIC® Cristal® ball pen, for example. We manufacture it in seven of our regional hub factories, allowing proximity to the bulk of our largest markets in the Americas, Europe, and Africa.

BIC is well-positioned to adapt to local realities and evolve based on regional demands. As part of our shift toward more local manufacturing, we're expanding our regional hubs to better localize high-demand products in key markets, reducing both transport emissions and costs.

In two notable examples, 2024 featured a transfer of our highlighter BIC® Highlighter Grip production from the U.S. to our facility in Samer, France—reducing transport and CO₂ emissions. We also shifted production of our correction tape Tipp-Ex® Mini Pocket Mouse® product from Mexico to our factory in Bizerte, Tunisia.

Ultimately, we are developing a hybrid approach where global production of non-core items is relocated closer to key regions, while core high-volume items will eventually be produced at multiple sites.

BIC® Cristal® Ball Pen

Evolving One Penstroke at a Time

Last year's progress involved one of our flagship products, the iconic BIC® Cristal® ball pen. Far more than a single-use product, Cristal® actually writes for over 2 kilometers! There's one in the permanent collection of the Museum of Modern Art, one at the Centre Pompidou in Paris, and one at the Mude in Lisbon. In past years, BIC® Cristal® evolved once again—with an upgraded, lighter-weight barrel that reduces material use without any compromise in quality. This is executed one machine at a time to ensure consistency, performance, and product integrity for consumers.

Cristal® continues to evolve, as 2024 saw yet other two factories, our Kenya and Brazil locations, starting to move to the new design version. This builds on last year's successful update at our factory in Mexico. Achieving this milestone is ongoing and no easy feat, requiring extensive factory upgrades, one machine at a time, to ensure the same quality and product integrity for consumers.



REGIONAL HIGHLIGHT:

Brazil



Great Place to Work® Certification

More than 500 BIC Manaus team members engaged to earn recognition from the global authority on workplace culture, underscoring our commitment to exceptional working environments.

Major Undertakings in Manaus

Infrastructural

The 830+ team members who work in our Manaus factory bring to life our commitment to manufacturing excellence. With a focus on precision and quality, this is the only BIC plant working on production for all of BIC's iconic products including pens, shavers, and lighters. Recently celebrating its 50th anniversary, the facility also received a Great Place to Work® Award 2024-2025 in Brazil.

BICUp

BICUp is an example of how local innovation can drive global impact. Team members are encouraged to contribute new ideas through the program, helping to foster a culture of creativity and continuous improvement. Since its founding in 2019 in Manaus, *BICUp* has generated thousands of ideas spanning process improvements, product innovations, sustainability, and social impact—from safety and environmental stewardship to waste collection and beyond.

Over the past five years, Manaus' team has developed an amazing recognition system that delivers more than 400 rewards per year for outstanding ideas from team members. *BICUp* has now expanded to other facilities around the world, including locations in Mexico, Nigeria, Kenya, Tunisia, South Africa, Greece, and France. Over 40,000 ideas have been submitted through *BICUp*, with more than 25,000 implemented in 2024 alone. The program has engaged over 8,000 team members worldwide—proving that no idea is too small and every idea counts.

Environmental

Of all local plants in Manaus, BIC is proudly recognized as the second plant in the city to achieve an ESG 360 certification from Bureau Veritas.

This requires an extensive process that verifies a company's commitment to sustainable practices, demonstrating its sustainability efforts and proof that they align with stakeholder values.

Looking Forward

BIC is stepping into another chapter of sustainability—one of deeper integration, broader collaboration, and evolving ambition. We believe sustainability begins with meeting people where they are—creating access to essential products that offer utility, dignity, and support in everyday moments. From enabling hygiene to cooking meals or helping a child learn, our practical approach to sustainability lives in the small but deeply meaningful ways that our products uplift people.

As a relatively small company within a much larger supply chain ecosystem, it takes responsible collaboration to maximize our impact. That's why our human-centered approach encompasses the quality of life for our team members, partners, customers, and the communities we serve. With this core value of service top of mind, we continually improve our governance and leadership, and, of course, the environment that we all share. With strengthened alignment across our business and practices, including the foundational work of CSRD, we're becoming even better equipped to scale our sustainability efforts.

More than ever, BIC is flexing the ways we are designed to evolve and built to endure.

“True sustainability is human-centered, and it’s our role to show up for people’s everyday needs, from learning and cooking to self-care. These daily experiences are where our greatest opportunity to impact lives, and where our strategic focus will continue to be applied.”

Helen Sahi

Group Sustainability Officer



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