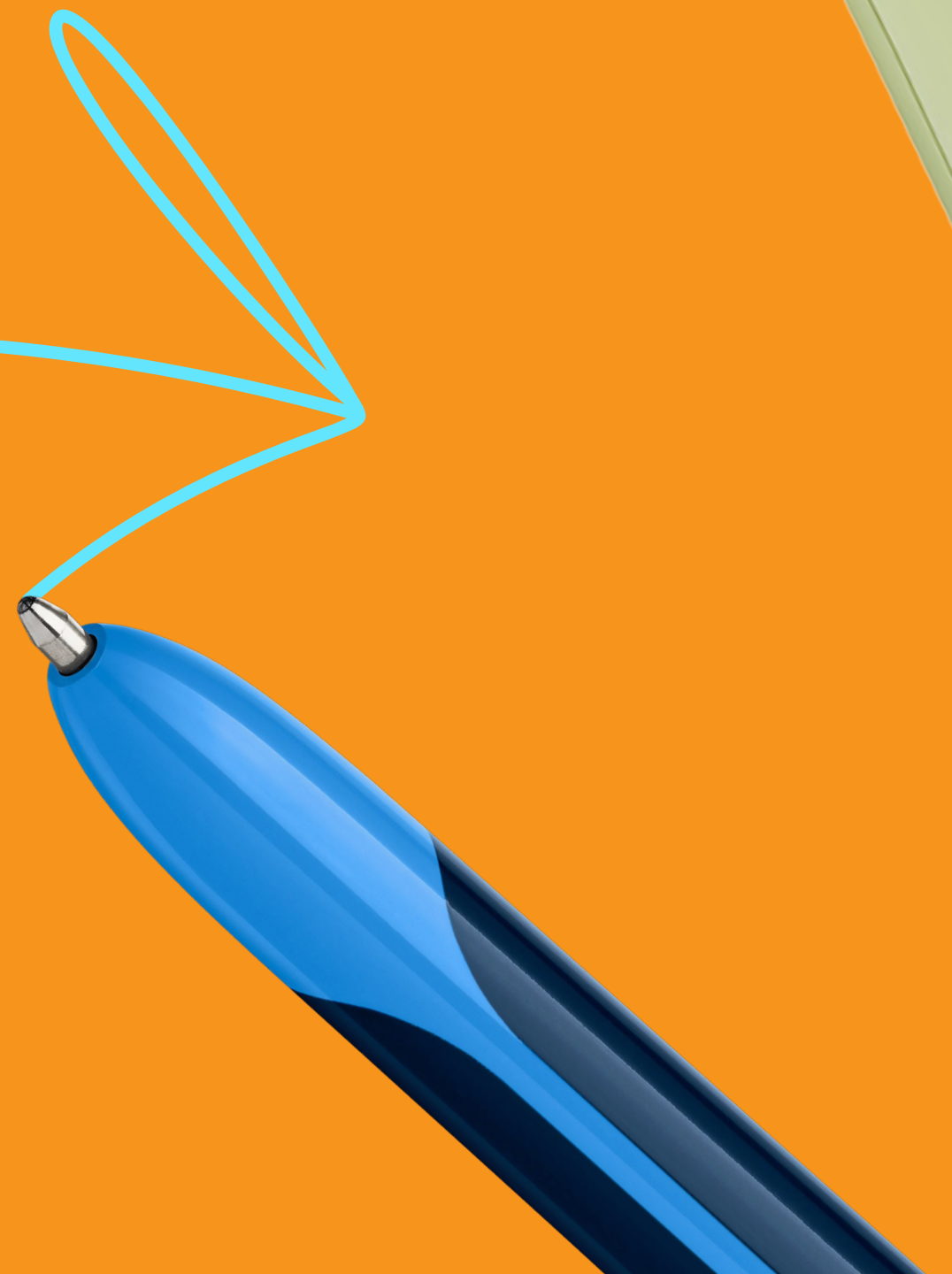




2025 Sustainability Report

Sustainability in Motion



2025 Sustainability Report

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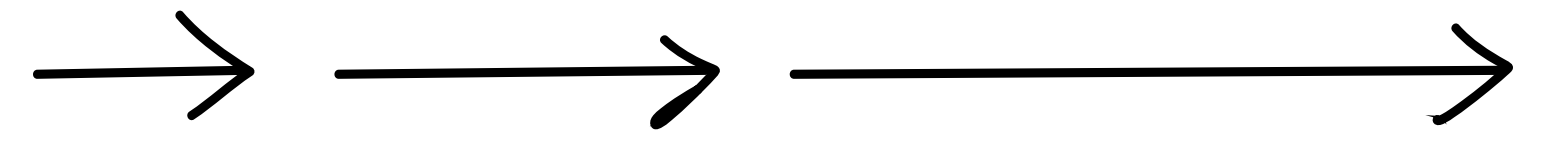


Welcome to
the BIC 2025
Sustainability Report:
*Sustainability
in Motion*





Making Progress Every Day



When I joined BIC in 2025, I quickly learned that we are motivated to create inventive, reliable products and to do it in a way that limits BIC impact on the planet while contributing to society in the long term.

This year marks an exciting new beginning for BIC. Our *Writing The Future, Together™* initiative has completed its first chapter, having touched every part of the business and delivered wide-ranging benefits for people and the planet.

We now have the opportunity to look clearly at what's worked so we can best steer our future efforts. With that perspective, we've raised our future ambitions and sharpened our focus on circularity as our continued pathway towards a waste-free future.

Globally, the need for progress on sustainability is demanding faster and firmer action. Even as the dynamics – both the expected and the unpredictable – keep evolving, our sense of responsibility is our steadfast guide. We're taking many steps that work together to build momentum across our key focus areas: advancing the circularity of our products; taking

meaningful climate action; and supporting people through community building and collaboration. Our commitment is also reflected in our alignment with the *Science Based Targets Initiative*, which creates a solid foundation for measurable progress.

We're building on the important work that has already been done, drawing on BIC legacy of invention and operational excellence to fuel our progress in sustainable innovation. BIC has always been focused on everyday progress, and today that remains truer than ever.

We're making strides towards more advanced and long-term sustainability, and there is further to go. With strengthened focus, clarity and commitment, I'm confident the next five years will take us far. Thank you, as always, for coming with us.

Rob Versloot
Chief Executive Officer

2025 Highlights

245 Million children

supported through education initiatives since 2018

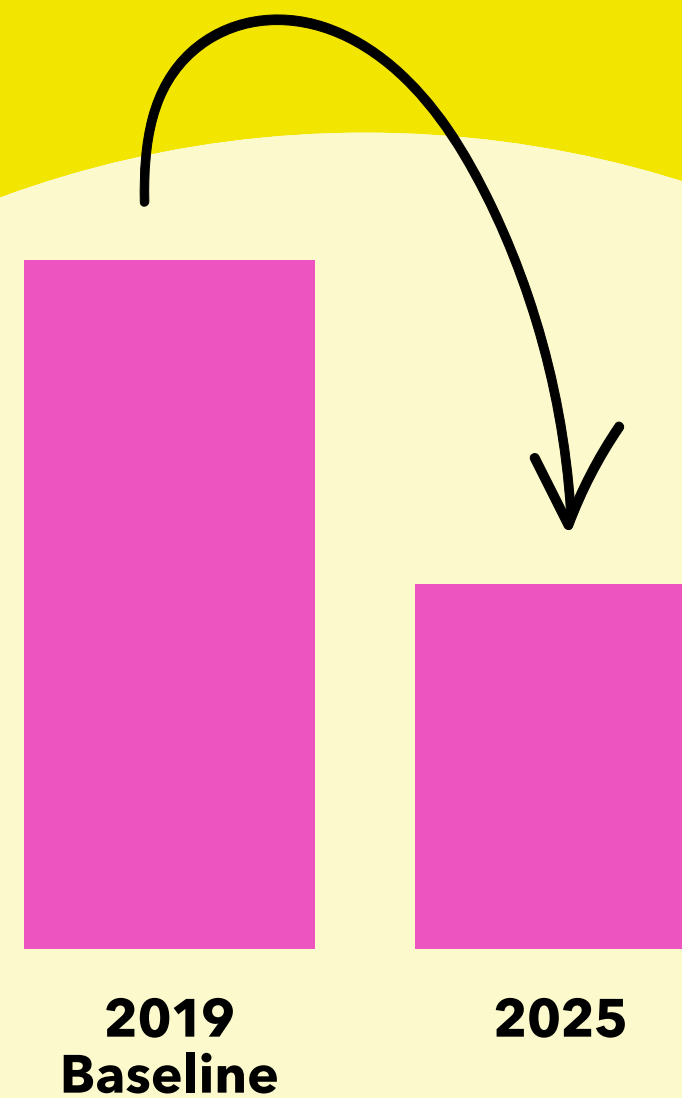


2.5x more

publicly available end-of-life collection points in France for stationery, lighters, and razors since 2024

47% reduction

in our Scope 1 emissions, compared to 2019 baseline



50% less*

virgin plastic in our packaging compared to 2019

*Excluding Cello and BIC Nigeria

49%

recycled plastic* BIC® M10® Pastel, ready for 2026 Europe launch, driven by sustained material research

*Excluding ink system



Where We Stand With Our Commitments

This year marks a milestone in our journey, as we bring the first chapter of *Writing The Future, Together™* to a close and look ahead to keeping that momentum in motion. Our achievements to date across all three focus areas create the strong foundation we need to reach further in the coming years.

More detail on progress across all our targets is available in the [BIC Universal Registration Document 2025](#).

COMMITMENT		TARGET	2025 RESULT
Product	Packaging	100% of cardboard packaging from certified and/or recycled sources	100%
		100% recyclable, reusable, or compostable plastic in consumer packaging	84%
		100% PVC-free plastic packaging	99%
		75% recycled content in plastic packaging	64%
	Plastics*	50% non-virgin petroleum plastics in products	6.5%
Planet	Climate change	100% renewable electricity	85%
		50% reduction in Scope 1 GHG emissions*	-47%
		100% reduction in Scope 2 GHG emissions*	-49%
		5% reduction in Scope 3 GHG emissions*	-15%
		30% reduction in Flame for Life Scope 3 GHG emissions*	-9%
		Keep air freight to below 2.3% of intra-company transport	0.65%
People	Education	250M children in improved learning conditions	245M
	Safety	No lost time injuries across operations	-4% in 2025 compared to 2024
Product, Planet & People	Suppliers	Working responsibly with our strategic suppliers to ensure the most secure, innovative, and efficient sourcing	100% have integrated the Responsible Purchasing Program

*2030 goals



Circularity in Motion

We are determined to move away from the traditional take-make-waste approach to production, and continue to take steps towards a circular system that reuses resources.

Our products have always been designed for longevity, which has naturally extended into our journey to make them fit for circularity. We're continuing to explore every aspect of circularity – reduction, reuse, recycling and recovery – with a focus on finding new ways to use recycled materials and collect used products.

We continue to grow a diverse network of partners to expand take-back and recycling collection points for pens, razors and shavers across France and beyond. Scientific collaborations, including *Plastic@Sea*, now in its second phase evaluating recycled materials, keep pushing our thinking forward.

And we have started using the *Plastic Footprint Network's* science-based framework to better measure our plastic footprint, developed with independent life-cycle assessment and environmental footprint experts.



1,000+
tonnes of raw material
saved in 2024-2025
thanks to the redesigning
of products & packaging

In 2025, we continued to advance our stationery circularity and reached the milestone of collecting 100 million writing instruments around the world since 2011. And our targeted initiatives in France are accelerating progress that can then be scaled to other countries.

New Possibilities for Shavers Recycling

The science of recycling is moving fast, and there's still much further to go. Since 2022 we have been part of the ABSolEU initiative, funded by the EU* and working alongside 11 other partners, to push recycling innovations forward for Acrylonitrile Butadiene Styrene (ABS) – a particularly challenging type of plastic often found in consumer goods, including shavers. Finding ways to recycle this material has the potential to save a significant amount of waste from landfill.

In 2025, up to 120 collection points across France were available to collect razors from all brands. ABSolEU's researchers are now using these razors to advance the science of ABS recycling.

Keeping the Flame Alive

Lighters are made of 19 small parts and different materials, making them challenging to recycle – but BIC long-term *Light the Change* project is making it possible. After seven years of research and development, we have created a machine that can disassemble BIC lighters and sort the parts for reuse or recycling. To feed the machine and save lighters from landfill, we have set up over 2,000 collection points in France.

*Grant agreement No. 101058636. Views and opinions expressed are those of the author(s) only and do not necessarily reflect those of the European Union or the granting authority. Neither the European Union nor the granting authority can be held responsible for them.



“Seeing our product tests deliver the first promising results is incredibly rewarding. ABSolEU shows the power of open collaboration.”

Nikos Chatzigrigoriou

Senior Manager, Product Materials
Engineering - CoreTech



Climate Action in Motion

GHG emissions reduction remains a central focus as we update our technology and innovate to improve efficiency. We have meaningfully reduced our Scope 1 emissions since 2019 by undertaking detailed external energy audits and introducing high performance machinery in our biggest factories. Looking ahead, we're exploring new partnerships that will open up new ways to fast-track reduction in our Scope 3 emissions.

Making progress on climate action involves a variety of efforts across different parts of our business - from the technical to the logistical, across design, manufacturing, transport and more. Local changes are as important as large-scale ones, as we make targeted progress that builds momentum in many places at the same time.

Upstream = Purchased goods and services

Own operations and transportation = Scope 1; Scope 2; Capital Goods; Fuel and energy related activities not included in Scope 1 or 2; Business travel; Employee commuting; Waste generated in operations; Upstream transportation and distribution; Downstream transportation and distribution

Downstream = Use of sold products and end of life of sold products and packaging

Reduction since 2019
of GHG of:

Upstream: **-12%**

Own operations &
transportation: **-27%**

Downstream: **-18%**

**“We move faster and further
in collaboration with retailers,
creating the collective
momentum consumers
deserve.”**

Céline Boussougant
Marketing Director, BIC France



**Meaningful climate action doesn't live in a single
breakthrough – it's the result of many deliberate shifts
that push in the same direction.**

Cool Innovations

Advancing the technology we use in some of our biggest factories is powering our progress on Scope 1 GHG emissions reduction. Our BIC Violex plant in Greece produces millions of shavers every week and is the single biggest contributor to our Scope 1 emissions. We have replaced the plant's chillers with a high performance heat pump that has reduced emissions by 18%, and is projected to reduce gas consumption by 60% once the project is complete. At our biggest BIC lighter factory – in Redon, France – we have installed a low-temperature internal heat network that recovers waste heat from refrigeration units and air compressors. In 2025 it reduced emissions by 17% and has the potential to eliminate the site's use of natural gas.

Smart Layers

Small, local initiatives make specific changes that can add up to a big impact. In Bizerte, Tunisia, we identified that the molding machines in our plant were losing heat, which was using a lot of energy. Our solution was to introduce insulating sleeves, which have reduced the energy use by around 11% during production and over 50% when on standby.

Partnering for Progress

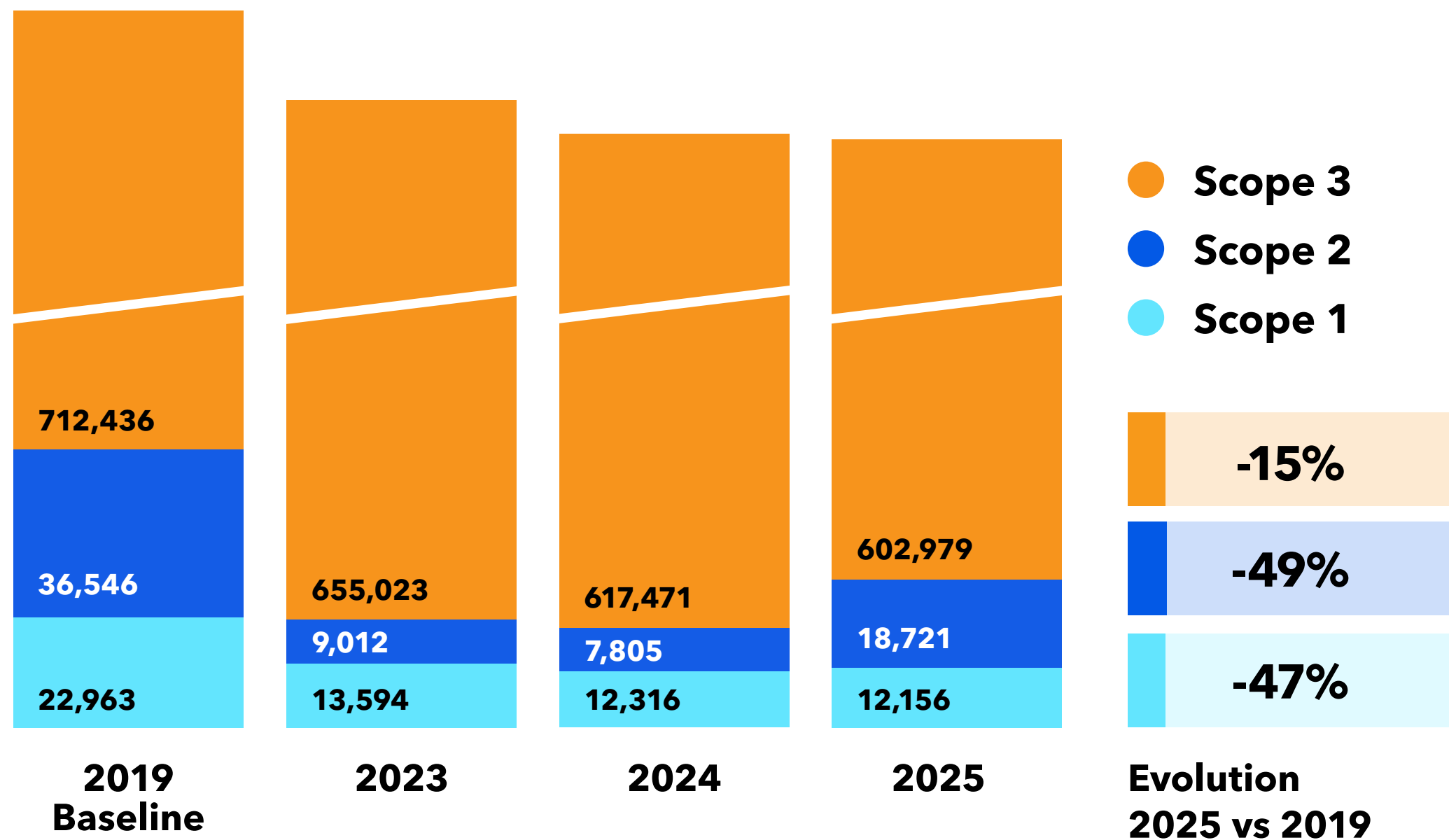
Change at scale relies on collaboration. By working with strategic partners, we multiply our efforts – which is why we joined Carrefour's Sustainable Linked Business Plan (SLBP), a new initiative to drive environmental progress through partnership and shared goals. We're part of the first wave of suppliers to sign up to the SLBP, and we have committed to reducing transportation-related emissions to Carrefour warehouses, moving towards zero plastic in our packaging, and expanding the use of recycled materials across stationery and shaver products.



Ongoing Decarbonization

2025 Scope 1,2,3 Emissions

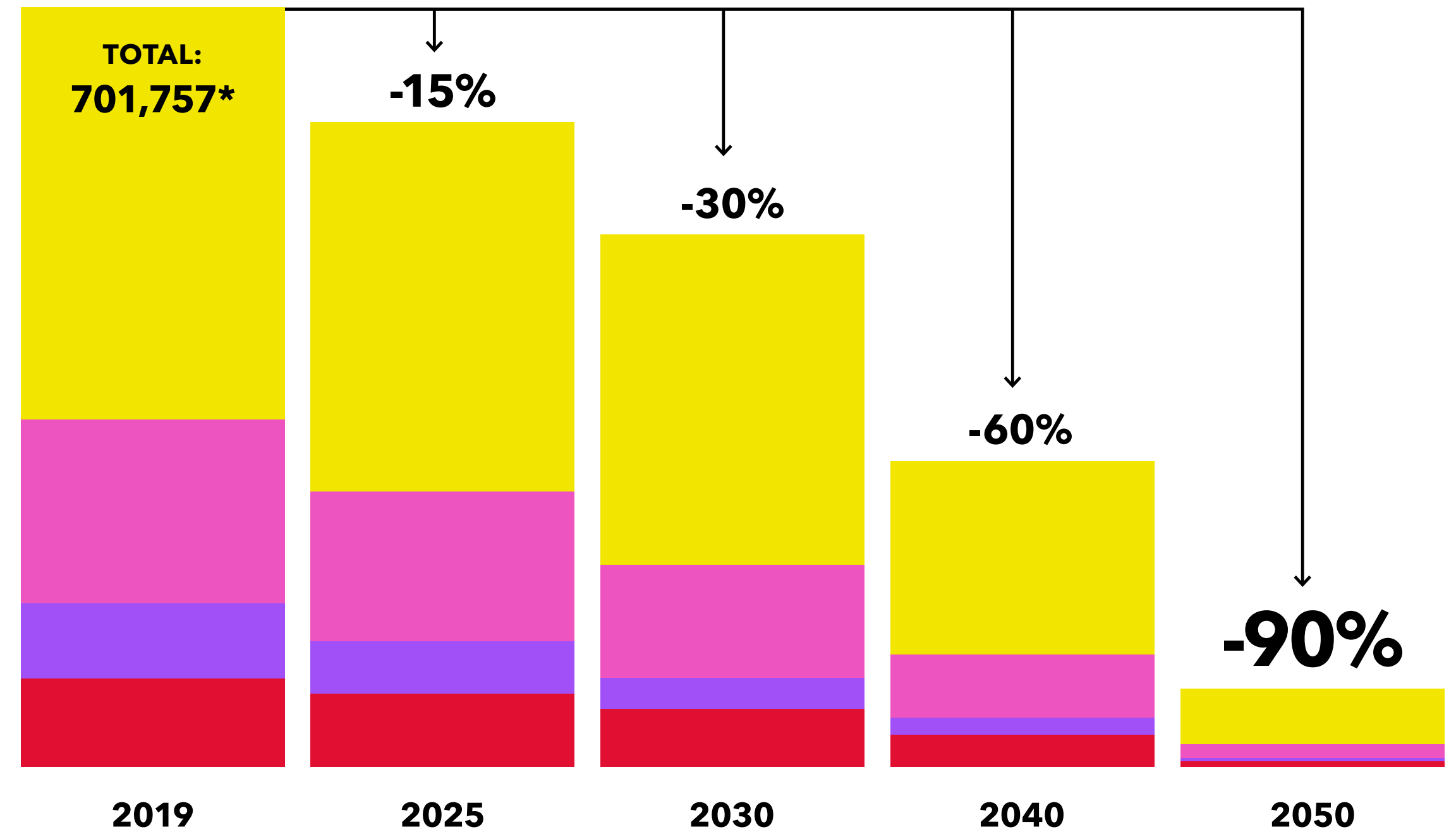
Market-based (tCO₂e)



Emissions Reduction Over Time

Market-based (tCO₂e)

- Upstream
- Own operations
- Transportation
- Use and end of life



For definitions, please refer to page 8.

*BIC Cello (India) Ltd. was divested in November 2025. Data excludes Cello across all years to reflect a like-for-like view of BIC ongoing operations.



Communities in Motion

We keep people at the heart of our sustainability approach because meeting everyday needs is how we stay connected to the moments that matter – from learning and creativity to cooking and self-care.

When we launched *Writing The Future, Together™*, we committed to improving learning conditions for children globally. It's a journey that has now taken us to classrooms and playgrounds across the globe.

Education remains one of the most relevant ways we can create a lasting impact in local communities, and we continue to support people's needs as they learn, work, play, and live – now and into the future.



30
educational
projects
supported by
the BIC Corporate
Foundation

180K
teachers & educators
reached by BIC global
partnership with
Take Action Global
in 2025



Every child should have access to quality education, and the tools they need to express their creativity and build important skills. So we've been working closely with communities who would benefit from more resources, to bring creative learning opportunities right into children's classrooms.

Pledging for the Planet

We believe young people should have the chance to not only learn about climate change, but to see how they can be part of the solution. As part of our global partnership with *Take Action Global (TAG)*, we empowered more than **180,000 teachers and educators** to give students lessons about climate change and express themselves creatively by writing '*Pledges for the Planet*'.

Local Impact

BIC teams around the world are passionate about supercharging education with school supplies and mentoring, and collaborating with non-profits fostering creativity and learning in local communities. A total of **34 countries** participated in BIC efforts during 2025's Global Education Week.

This included a program of fire-safety workshops with 300 children in Redon, France, the home of our biggest lighter factory; a partnership with *Junior Achievement of Greater Fairfield County* in the US, where BIC team members educated 420 students on business and finance; and in Manaus, Brazil, BIC volunteers worked with TAG to run a sustainability-themed drawing contest for 350 students so they could reflect on how they can protect the planet.

Connecting Teachers

Strong education relies on valued teachers, whose tireless work builds children's futures. In 2025, we partnered with the *1 Million Teachers* organization to support the largest ever gathering of teachers at the '**Let there be teachers**' conference in Lagos, Nigeria. A total of over 5,800 attended alongside influential government representatives, who worked together to address Nigeria's systemic education challenges. Keynote sessions and panel discussions covered topics like technology in the classroom, education policy reform, and leadership for transformation.



"As teachers prepare young people for the future, BIC supports them by creating the conditions for collaboration and momentum."

Foluke Femi-Sanda

Marketing Manager, BIC Nigeria



Mapping Our Path Ahead

Our next steps are fueled by all we've learned so far. We have our sights set on a waste-free future, built on circular manufacturing – a practical framework that will take us towards the goal of halving our plastic footprint by 2050. Our upcoming release of new 2030 targets will carry through this approach, continuing to follow our three key focus areas.

Creating everyday essentials for **circularity** with responsibility & accountability

Making **climate** action part of how we work, create & grow together

Putting **people** first in our communities, products & workplaces



Looking to the Future

We're excited to be stepping onto the road ahead with clear-eyed focus and a renewed sense of ambition to power our efforts.

Building on learnings from the last five years, we will be intensifying our drive towards circularity to minimize our plastic footprint and further reducing our emissions to protect the climate. All while continuing to support the people that make BIC what it is – from looking after team members across our value chain, to shaping the lives of young people in the wider community.

“We have the honor of being part of people’s everyday lives – today, and long into the future. We’re excited to build that future: one that is circular, and that respects the planet while making life a little better for people everywhere.”

Helen Sahi

Group Sustainability Officer



Appendix

ESG Reporting Practices and Transparency

- BIC is subject to the *Corporate Sustainability Reporting Directive (CSRD)*. The most recent sustainability report is available [here](#).
- BIC reports in alignment with *Global Reporting Initiative (GRI)* standards. The latest GRI-aligned report is available [here](#).

Group Endorsements

- BIC is a signatory to the *United Nations Global Compact*.
- BIC supports the *French 1PacteClimat* framework.



External Initiatives

- In 2025, BIC continued its participation in *Break the Ceiling Touch the Sky* summit editions in New York (US), India and Dubai.
- BIC is a member of *BSR (Business for Social Responsibility)*.
- BIC received a B score for Climate Change through the Carbon Disclosure Project (CDP).

Certifications and Environmental Labels

BIC factories are certified against the following international standards and certification schemes:

- ISO 14001 (Environmental management systems): 12 factories
- ISO 45001 (Occupational health and safety management systems): 3 factories
- ISO 50001 (Energy management systems): 3 factories
- ISCC PLUS (International Sustainability and Carbon Certification): 1 factory
- 17 BIC stationery products are labelled with NF-Environnement ecolabel by AFNOR, recognizing reduced environmental impact across defined criteria.



sustainability@bicworld.com

