

FACTSHEET

WHO IS BIC

BIC is a world leader in stationery, lighters and shavers. For 75 years, BIC has honored the tradition of providing high-quality, affordable products to consumers everywhere. Through this unwavering dedication, BIC has become one of the most recognized brands and is a trademark registered worldwide for identifying BIC products which are sold in more than 160 countries around the world.



12,777 Employees*



26 Factories on 4 continents

The Company is listed on "Euronext Paris" and is part of the SBF120 and CAC Mid 60 indexes. BIC is also part of the following Socially Responsible Investment indexes: CDP A list and CDP "Supplier Engagement rating Leader board," Euronext Vigeo - Eurozone 120, Euronext Vigeo - Europe 120, FTSE4Good indexes, Ethibel Pioneer and Ethibel Excellence Investment Registers, Ethibel Sustainability Index (ESI) Excellence Europe, Stoxx Global ESG Leaders Index.

BOARD OF DIRECTORS

7 Meetings in 2019

50% women*

50% of independent members*

94% rate of attendance in 2019

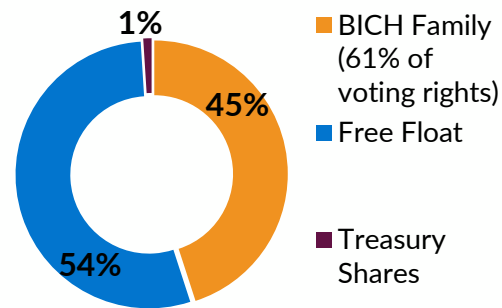
* In accordance with the APEP-MEDEF code, Directors who represent employees were not considered when assessing the ratio of independents and women.

Pierre Vareille (i)	Gonzalve Bich	Elizabeth Bastoni (i)	Vincent Bedhome
Chairman	Director & Chief Executive Officer	Director	Director representing BIC employees
Timothée Bich	Marie-Pauline Chandon-Moët	John Glen (i)	Maëlys Castella (i)
Director	Director	Director	Director
Candace Matthews (i)	Marie-Aimée Bich-Dufour	Edouard Bich	
Director	Director	Director Representative of MBD	

(i)=Independent

*Jake Schwartz: Appointment as independent Director to be submitted to BIC's AGM on May 20, 2020

Share capital breakdown December 2019



2019 FINANCIAL PERFORMANCE



40%
Of Net Sales

Net Sales
1,949.4 M€

Earnings per share
(Group share)
€3.91



35%
Of Net Sales

10% of Net Sales
through new
products⁽¹⁾

Free cash flow⁽³⁾
198.0 M€



24%
Of Net Sales

Normalized⁽²⁾ Income
from Operations
331.8 M€

Net cash position
146.9 M€

NIFO margin
17.0%

Ordinary Dividend⁽⁴⁾
€3.45 per share

(1) A product is considered as new during the year of its launch and the three following years.
(2) Normalized: excluding exceptional items.
(3) Before acquisitions and disposals.
(4) 2018 Dividend paid in June 2019.

“ WE OFFER SIMPLE, INVENTIVE AND RELIABLE CHOICES FOR EVERYONE, EVERYWHERE, EVERY TIME ”

EXECUTIVE COMMITTEE

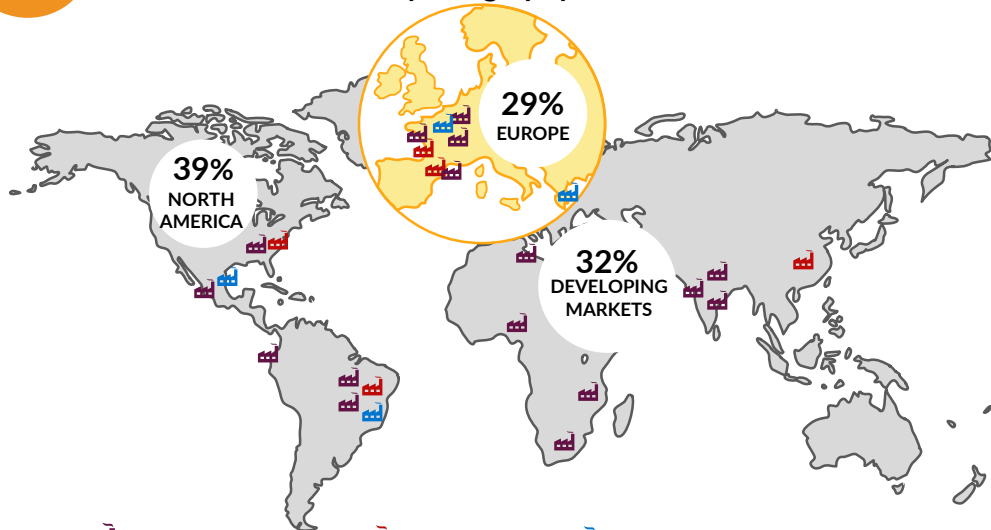
Gonzalve Bich	Jim DiPietro	Thomas Brette
Chief Executive Officer	Chief Financial Officer	Group Insights & Innovation Officer
François Clément-Grandcourt	Alison James	Peter Dalsberg
Group Lighters General Manager	Chief Human Resources Officer	Group Supply Chain Officer
Sara LaPorta	Chester Twigg	Charles Morgan
Chief Strategy & Business Development Officer	Group Commercial Officer	Chief Administrative Officer





WORDSWIDE MANUFACTURING FOOTPRINT

2019: % of Net Sales by Geography



Stationery** (17 plants) Lighters (5 plants) Shavers (4 plants)

**Including BIC Graphic, Updated on December 31 2019

2025 COMMITMENTS TO SUSTAINABLE DEVELOPMENT

Writing the Future, Together

#1 Fostering sustainable innovation in BIC® products:

#1 By 2025, the environmental and/or societal footprint of BIC® products will be improved. In 2019, 90% of the BIC product portfolio was evaluated. 6% of the plastic used in Stationery product manufacturing were recycled plastics.

#2 By 2025, BIC will use 80% renewable electricity. In 2019, BIC reached 76% renewable electricity across the Group, compared to 68% in 2018.

#3 Committing to a safe working environment:

#2 Acting against climate change:

#3 By 2025, BIC aims for zero accidents across all operations. The number of accidents decreased by 12% in 2019 and more than 46,000 hours of training on health and safety delivered.

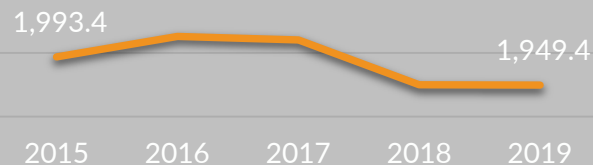
#4 Proactively involving suppliers:

#3 Improving lives through education:

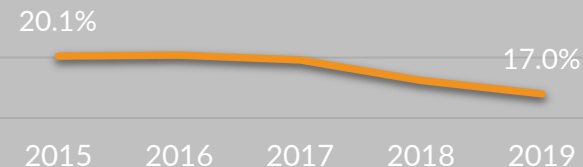
#4 By 2025, BIC will work responsibly with its strategic suppliers to ensure the most secure, innovative and efficient sourcing. In 2019, 292 strategic suppliers and 95 risks were identified, and 43% of contract manufacturers audited.

#5 By 2025, BIC will improve learning conditions for 250 million children globally. The learning conditions for more than 61 million children were improved since 2018 through direct actions with children or actions with teachers.

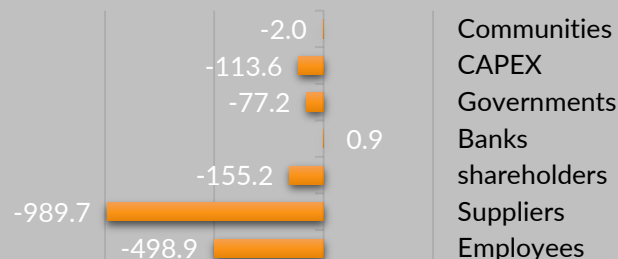
Net Sales Evolution (in M€)



NIFO Margin Evolution (in %)



2019 Value Sharing



Key Non-Financial Indicators	2018	2019
ENERGY CONSUMPTION (Gigajoules/tons)	12.14	12.59
WATER CONSUMPTION (M³/tons)	5.32	4.87
GREENHOUSE GAS EMISSIONS (CO₂/tons)	1.014	1.07

2019 FINANCIAL PERFORMANCE

Results (in million €)	2015	2016	2017	2018	2019
Net Sales	1,993.4	2,025.8	2,041.4	1,949.8	1,949.4
Income from Operations (IFO)	424.4	403.4	374.9	258.8	257.2
IFO margin	21.3%	19.9%	18.4%	13.3%	13.0%
NIFO ¹	419.4	409.1	399.6	352.4	331.8
NIFO ¹ margin	21.0%	20.2%	19.6%	18.1%	17.0%
Net income Group Share	325.1	249.7	287.3	173.4	176.1
Capital expenditures	121	181	186	125	114
Free cash flow ²	203.6	119.8	262.2	180.0	198.0
Net cash position	448.0	222.2	204.9	161.5	146.9
Earning per share Group Share	6.89	5.32	6.18	3.80	3.91
Dividend per share	5.90 ³	3.45	3.45	3.45	3.45
Payout ratio	49%	65%	56%	91%	88%

1/ Normalized IFO: excluding non-recurring items

2/ After acquisitions and disposals

3/ Of which exceptional dividend: 2.50 EUR

2019 KEY FINANCIAL INDICATORS

(in million €)	FY 2018	FY 2019	Change as reported	Change ⁽²⁾
Net Sales	1,949.8	1,949.4	-0.0%	-1.9%
NIFO ⁽¹⁾	352.4	331.8		
NIFO ⁽¹⁾ margin	18.1%	17.0%		
Net income Group Share	173.4	176.1		
EPS Group Share (in Euros)	3.80	3.91		

(1) Normalized IFO: excluding non-recurring items.

(2) On a comparative basis

