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**REMUNERATION OF CORPORATE OFFICERS**  
**IN ACCORDANCE WITH AFEP-MEDEF CODE OF CORPORATE GOVERNANCE FOR LISTED COMPANIES**

At a meeting chaired by Bruno Bich on February 13, 2018, the Board of Directors of SOCIÉTÉ BIC reached the following decisions, based on the recommendations of the Compensation Committee:

**Remuneration for 2017 fiscal year:**

➤ **Bruno Bich, Chairman and Chief Executive Officer:**

**Bruno Bich received 204,000 euros as fixed remuneration and no variable remuneration for 2017. Please note that, as previously explained, the package of Bruno Bich does not include variable compensation during the period of management transition that will end following the Shareholders' Meeting of May 16, 2018.**

➤ **Gonzalve Bich, Executive Vice-President:**

- Variable part of the remuneration for 2017: following an examination of the allocation criteria and with respect to a target of 425,000 US dollars (376,106 euros<sup>1</sup>), the variable part of the 2017 remuneration for Gonzalve Bich was set at 397,400 US dollars (351,681 euros<sup>1</sup>), which corresponds to 93.5% of the target. The allocation criteria are provided in the 2017 Registration Document (to be issued).
- Fixed part of the remuneration for 2017: the fixed part of the remuneration for Gonzalve Bich was previously set at 500,000 US dollars (442,478 euros<sup>1</sup>) for 2017.

➤ **James DiPietro, Executive Vice-President:**

- Variable part of the remuneration for 2017: following an examination of the allocation criteria and with respect to a target of 386,250 US dollars (341,814 euros<sup>1</sup>), the variable part of the 2017 remuneration for James DiPietro was set at 343,814 US dollars (304,260 euros<sup>1</sup>), which corresponds to 89% of the target. The allocation criteria are provided in the 2017 Registration Document (to be issued).
- Fixed part of the remuneration 2017: the fixed part of the remuneration for James DiPietro was previously set at 515,000 US dollars (455,752 euros<sup>1</sup>) for 2017.

➤ **Marie-Aimée Bich-Dufour, Executive Vice-President:**

- Variable part of the remuneration for 2017: following an examination of the allocation criteria and with respect to a target of 135,405 euros, the variable part of the 2017 remuneration for Marie-Aimée Bich-Dufour was set at 120,541 euros, which corresponds to 89% of the target. The allocation criteria are provided in the 2017 Registration Document (to be issued).
- Fixed part of the remuneration for 2017: the fixed part of the remuneration for Marie-Aimée Bich-Dufour was previously set at 300,900 euros for 2017.

Under the provisions of Article L. 225-100 of the French Commercial Code, the payment of the variable remunerations requires an ex-post vote of the **Shareholders' Meeting of May 16, 2018**.

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<sup>1</sup> Amounts in US dollars were translated into euros using the average exchange rate for 2017 (1 € = 1.13 USD).

## Remuneration for 2018 fiscal year:

The Board has set the 2018 fixed part of the remuneration as follows:

- 204,000 euros (unchanged vs. 2017) for Bruno Bich, Chairman and Chief Executive Officer;
- 550,000 US dollars (486,726 euros<sup>2</sup>) (+10% vs. 2017) for Gonzalve Bich, Executive Vice-President;
- 563,000 US dollars (498,230 euros<sup>2</sup>) (+9.3% vs. 2017) for James DiPietro, Executive Vice-President;
- 200,000 euros (-33% vs 2017) for Marie-Aimée Bich-Dufour, Executive Vice-President, whose scope of responsibility will be reduced in 2018.

The increase of the gross amount of the fixed remuneration of Gonzalve Bich and James DiPietro comes mainly from the Board decision to suppress from 2018 their US perk allowance and to integrate the corresponding gross amount (+38,797 USD or 34,334 euros) into their 2018 base compensation. Apart from this exceptional effect, the increase of their fixed remuneration corresponds to +2.2% for Gonzalve Bich and +1.7% for James DiPietro.

The Board also sets the 2018 target for the variable part of their remuneration as follows:

- 85% of the fixed part of the remuneration for Gonzalve Bich, Executive Vice-President;
- 75% of the fixed part of the remuneration for James DiPietro, Executive Vice-President;
- 45% of the fixed part of the remuneration for Marie-Aimée Bich-Dufour, Executive Vice-President.

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## 2018 AGENDA (ALL DATES TO BE CONFIRMED)

First Quarter 2018 results	25 April 2018	Conference call
2018 AGM	16 May 2018	Meeting – BIC Headquarters
First Half 2018 results	1 <sup>st</sup> August 2018	Conference call
Third Quarter 2018 results	24 October 2018	Conference call

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## ABOUT BIC

BIC is a world leader in stationery, lighters, shavers and promotional products. For more than 60 years, BIC has honored the tradition of providing high-quality, affordable products to consumers everywhere. Through this unwavering dedication and thanks to everyday efforts and investments, 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. In 2017, BIC recorded Net Sales of 2,020.3 million euros. 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's Climate A List, CDP's Supplier Climate A List, 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.



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<sup>2</sup> Amounts in US dollars were translated into euros using the average exchange rate for 2017 (1 € = 1.13 USD).