



REMUNERATION OF CORPORATE OFFICERS

At a meeting chaired by Mr. Bruno Bich on Tuesday, February 16, 2016, the SOCIÉTÉ BIC Board of Directors was apprised of recommendations by the Compensation and Nomination Committee and made the following decisions:

Remuneration for fiscal year 2015:

- **Mr. Bruno Bich, Chairman:**

Mr. Bruno Bich received 196,000 euros as fixed remuneration and no variable remuneration.

- **Mr. Mario Guevara, Chief Executive Officer:**

- Variable part of the remuneration for 2015: following an examination of the allocation criteria and with respect to a target of 1,012,500 U.S. dollars (912,820 euros¹), the variable part of the 2015 remuneration for the Chief Executive Officer was set at 1,417,500 U.S. dollars (1,277,948 euros¹), or 140% of the target. The allocation criteria are provided in the 2015 Registration Document (to be issued).
- Fixed part of the remuneration for 2015: the fixed part of the remuneration for the Chief Executive Officer had previously been set at 810,000 US dollars (730,256 euros¹) for 2015.

- **Mr. François Bich, Executive Vice-President:**

- Variable part of the remuneration for 2015: following an examination of the allocation criteria and with respect to a target of 294,000 euros, the variable part of the 2015 remuneration for Mr. François Bich was set at 441,000 euros, or 150% of the target. The allocation criteria are provided in the 2015 Registration Document (to be issued).
- Fixed part of the remuneration 2015: the fixed part of the remuneration for Mr. François Bich had previously been set at 490,000 euros for 2015.

- **Mrs. Marie-Aimée Bich-Dufour, Executive Vice-President:**

- Variable part of the remuneration for 2015: following an examination of the allocation criteria and with respect to a target of 132,750 euros, the variable part of the 2015 remuneration for Mrs. Marie-Aimée Bich-Dufour was set at 139,122 euros, or 105% of the target. The allocation criteria are provided in the 2015 Registration Document (to be issued).
- Fixed part of the remuneration for 2015: the fixed part of the remuneration for Mrs. Marie-Aimée Bich-Dufour had previously been set at 295,000 euros for 2015.

Remuneration for fiscal year 2016:

The Board has set the fixed parts of the remunerations:

- 200,000 euros (+2% vs. 2015) for Mr. Bruno Bich, Chairman;
- 810,000 US dollars (730,256 euros¹) (+0% vs. 2015) for Mr. Mario Guevara, Chief Executive Officer, to pay pro-rata temporis until May 18, 2016;
- 490,000 euros (+0% vs. 2015) for Mr. François Bich, Executive Vice-President, to pay pro-rata temporis until February 29, 2016;
- 295,000 euros (+0% vs 2015) for Mrs. Marie-Aimée Bich-Dufour, Executive Vice-President.

The Board has also set the 2016 target for the variable part of the remuneration for Mrs. Marie-Aimée Bich-Dufour, Executive Vice-President, i.e. 45% of her fixed annual remuneration.

Mr. Mario Guevara and Mr. François Bich will not receive any variable remuneration.

Mr. Bruno Bich will not receive any variable remuneration until he takes the responsibility of Chief Executive Officer.

¹ Amounts in US dollars were translated into euros using the average exchange rate for 2015 (1 euro = 1.1092 U.S. dollars).

Performance-Based Share Grants:

The Board has not granted performance-based BIC shares for the fiscal year 2015 and will delay this decision until May 2016, in order to benefit from the provisions of the law N° 2015-990 of August 6, 2015.

Retirement of Mr. François Bich:

The Board took notice of the decision of Mr. François Bich to retire on March 1st, 2016 and made the following decisions regarding the financial conditions of his retirement:

- No variable part of the remuneration will be paid for fiscal year 2016;
- No exceptional remuneration will be paid;
- No termination lump-sum or non-competition compensation will be paid;
- Mr. François Bich retains the rights associated with the Performance share awards which have not yet been vested, subject to the satisfaction of the Performance Conditions stipulated by the Rules of the plans. The vesting and holding periods will continue to be applicable;
- Mr. François Bich has never been granted stock-options;
- Mr. François Bich will receive a supplementary pension equivalent to 25% of the three last years. The calculation of the pension amount is in process.

Contacts

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2016 Agenda (all dates to be confirmed)

1 st Quarter 2016 results	27 April 2016	Conference call
2016 AGM	18 May 2016	Meeting – BIC Headquarters
2 nd Quarter and 1 st Half 2016 results	4 August 2016	Conference call
3 rd Quarter 2016 results	26 October 2016	Conference call

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, BIC has become one of the most recognized brands in the world. BIC products are sold in more than 160 countries around the world. In 2015, BIC recorded net sales of 2,241.7 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 SRI indexes: Carbon Disclosure Leadership Index (CDLI), FTSE4Good Europe, Euronext Vigeo Europe 120, Ethibel Sustainability Excellence Europe, STOXX ESG Leaders and Gaia Index.

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