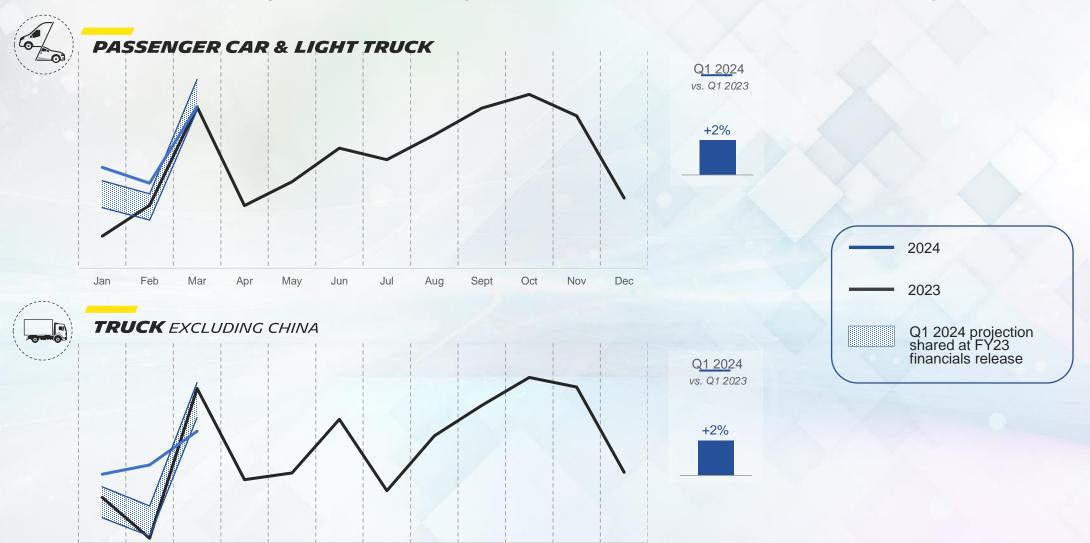


# Consolidated first-quarter 2024 sales down 2.7% at constant exchange rates, on soft volumes as expected. Strong mix development reflecting Group performance in the most value-accretive segments. 2024 full-year guidance unchanged.

- Global sell-in markets slightly up, led by Replacement demand
  - PC/LT tire demand up 2% thanks to robust Replacement demand in North America and China.
     After a strong start to the year, OE demand flat over the full quarter. Stock levels in distribution close to normative level.
  - Truck tire markets outside China up 2%, with Replacement up 4% from sustained economic activity in North & South America and increasing imports of Asian tires into North America ahead of expected anti-dumping duties.
    - OE demand down -7% on highly unfavorable comparatives in Europe and North America.
  - Specialty tire markets mixed: declining in Construction, Agricultural OE and Two-wheel tire markets, up in Mining but impacted by inventory drawdowns, up in Aircraft.
  - Non-tire markets stable overall, reflecting the hesitant economic environment
- Consolidated sales down 4.6% for the period, of which 1.9% from currency movements. Performance in the most value-accretive segments translates into a stronger mix
  - Volumes down 4.1%, primarily from Truck and Specialty tires: soft overall demand and a stricter selection of where-to-play market segments.
     Sales of 18-inch and larger passenger car tires expanded at a sustained pace.
  - Price-mix effect up 0.7%, combining the expected negative price impact from indexation clauses in the contractual businesses,
     and a powerful mix effect reflecting the Group's performance in prioritized market segments.
  - Non-tire sales up 0.7% with the consolidation of FCG, acquired in 2023, stable like-for-like due to high prior-year comparatives.
  - Strong -1.9% forex headwind, as most currencies declined against the euro.
- Full-year guidance unchanged
  - Maintaining projected sell-in markets scenario, with 2024 sales volumes expected within the [-2%; 0%] range.
  - 2024 guidance unchanged, with SOI above €3.5 billion at constant exchange rates and reported FCF excluding M&A above €1.5 billion.



# Sell-in tire markets developing slightly, driven by Replacement demand, with Truck distorted by Asian tires imports into North America ahead of expected tariffs hike



Oct

Nov

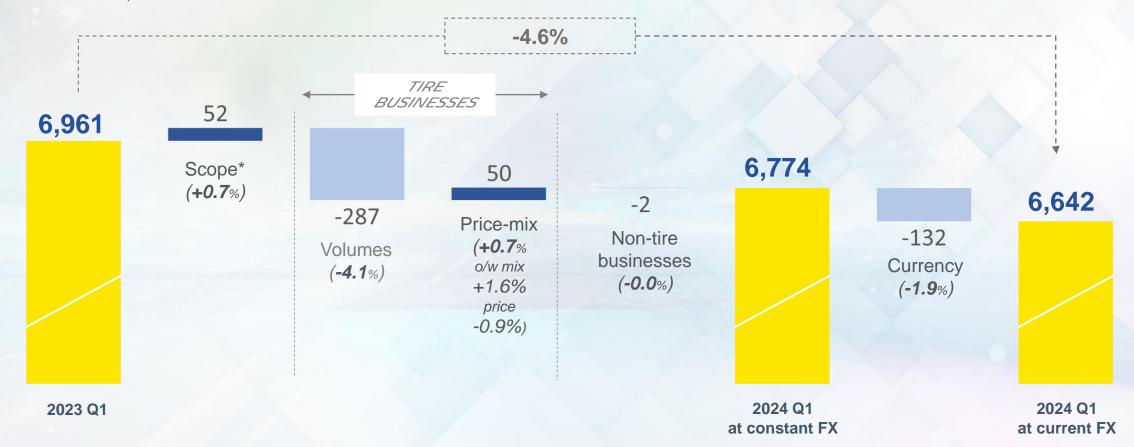
Dec

Jun

# Sales down 2.7% excluding currency effect, volumes partially offset by strong mix

#### **FIRST QUARTER SALES EVOLUTION**

(€ millions and as a %)



<sup>\*</sup> Consolidation of Flex Composite Group effective Sep. 26th, 2023



# Volume decline mostly in Truck & Specialties reflecting soft overall demand and selective market approach. Strong mix over-offsetting negative price effect from indexed contracts.

# SALES BY REPORTING SEGMENT (€ millions)

A		Q1 24	Q1 23	CHANGE	
<b>RS1</b>	Sales o/w volume change	3,376 -	3,457 -	-2.4% -1.1%	Volumes down in 17"- segment, growth in 18"+ (63% of Michelin sales, up 5pts YoY) Favorable mix over-compensating negative price impact from indexation clauses, strong FX headwind
R52	<b>Sales</b> o/w volume change	1,595 -	1,696 -	-6.0% -5.8%	Selective market approach impacting volumes on lower-value segments Mix and price effects both favorable with improved OE contracts
RS3	Sales o/w volume change	1,671 -	1,808 -	-7.6% -7.7%	Mining volumes penalized by 2023 reference and customer destocking Beyond Road focusing on the most value-creating segments Negative price effect in indexed businesses, fully compensated by mix Polymer Composite Solutions sales up 11% with FCG integration
GROUP	Sales o/w volume change	6,642 -	6,961 -	-4.6% -4.1%	



## Group resilience relying on diversified destination markets and worldwide reach

#### **DESTINATION MARKETS**

(full-year 2023, % of sales)

#### **SPECIALTIES TIRES**



Main drivers: GDP, public spending, commodity prices, construction

#### **TRANSPORTATION TIRES**



Main drivers: GDP & PMI

**20**%

regulation & GDP

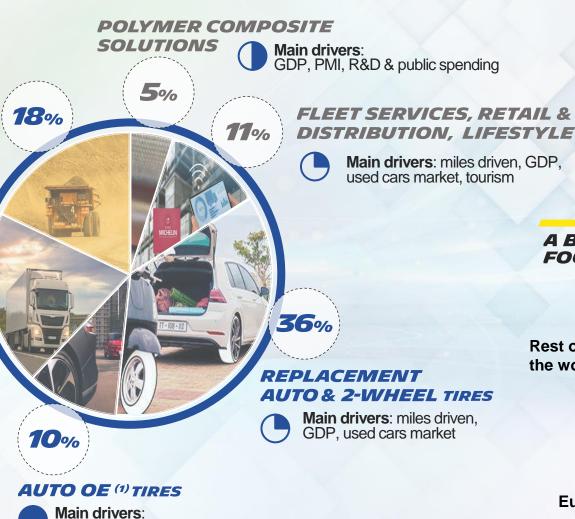
#### Cyclicality

- Very high
  - y h
- High
- Very low

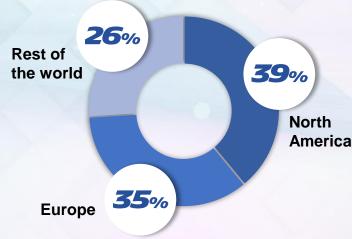
Low

(1) Original equipment





# A BALANCED GEOGRAPHICAL FOOTPRINT



# Value over volume: winning where it matters

#### OE: BEING SELECTIVE TO EXTRACT THE RIGHT VALUE











Maximizing value creation for both OEMs and Michelin

#### REPLACEMENT: ACCELERATING ON VALUE-ACCRETIVE SEGMENTS



Ensuring value creation

Offensive Where-to-Play



#### **Reinforcing our leadership:**

Higher market share on value-accretive segments
Enhancing our partners' performance
Valorizing our technology and offers



# Adjusting our industrial footprint to support growth on targeted markets

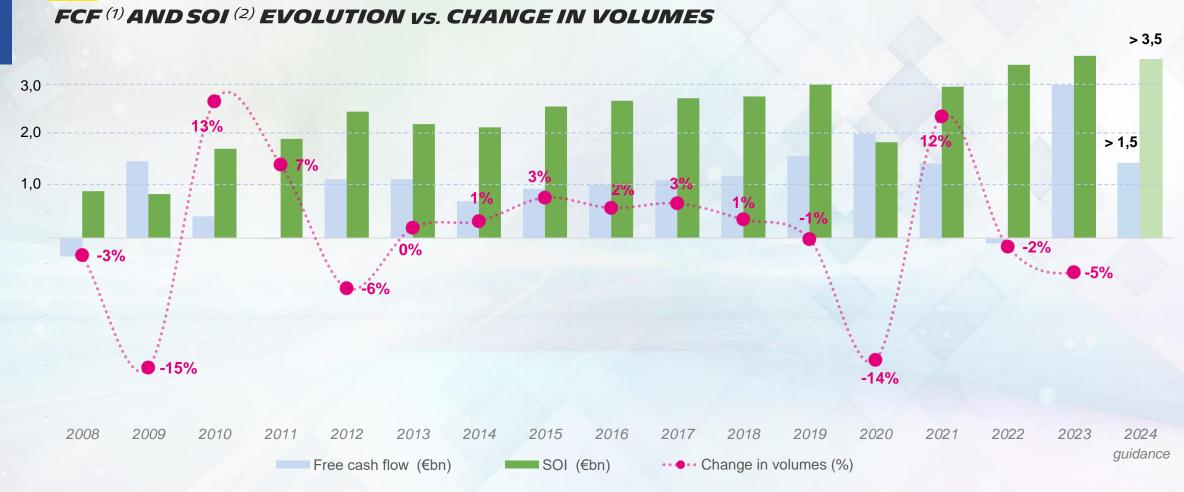
## ANNOUNCED ADJUSTMENTS 2023 2024 Capacity removal Olsztyn (POL) **Ardmore (USA)** Karlsruhe / Homburg (GER) Shenyang (CHN) **-7%** PC ≤18" Trier (GER) Shanghai (CHN) -15% **Shenyang (CHN)** Shanghai (CHN) Olsztyn (POL) **Bridgewater (CAN) Truck** Leon (MEX) **Junction City (USA)**

#### **OPTIMIZATION LEVERS**

- Local-to-local
- Value-driven production mix
- Lower environmental impact
- Talents attraction & retention



# Reinforced ability to increase cash and margin generation across business cycles



<sup>(1)</sup> Reported Free cash flow, excluding M&A

<sup>(2)</sup> Segment operating income





# 2024 tire markets scenario (sell-in) overall flat, with slight increase in RT and decline in OE

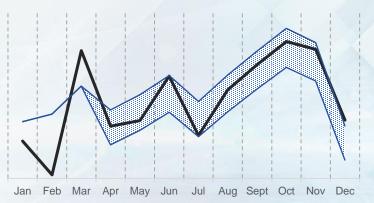




TRUCK excl. China

-2%/+2%





— 2023 Projection 2024

**OE**: slight decline, mitigated by resilient consumer demand in North America

**RT**: soft growth in demand with continuous market enrichment, inventories at norm

**OE**: demand down in North America due to new GHG regulation that boosted 2023 sales, and challenged economic outlook in Europe

**RT**: slight growth driven by underlying transportation demand, stocks at normative level



#### **SPECIALTIES**

-2%/+2%



**Mining tires**: fundamental demand positively oriented, customer stock reduction impacting sell-in demand



**Beyond-road tires**: slight growth in RT, OE sharply negative especially Agriculture and Construction



Two-wheel tires: slight market growth, further destocking in H1



**Aircraft tires**: normalized growth with strong 2023 reference base



# 2024 Group scenario & guidance

0
4
3

Volumes [-2%; 0%]

Operating performance net of inflation

slightly positive

Cash-out capex

[€2.2bn ; €2.4bn]

# GUIDANCE

Segment operating income at constant FX vs 2023

> €3.5bn

Free cash flow before Acquisitions

> €1.5bn



# **2024 Financial Agenda**



**AGM** 

MAY 17, 2024

CAPITAL MARKETS DAY

MAY 28, 2024

**HALF-YEAR RESULTS** 

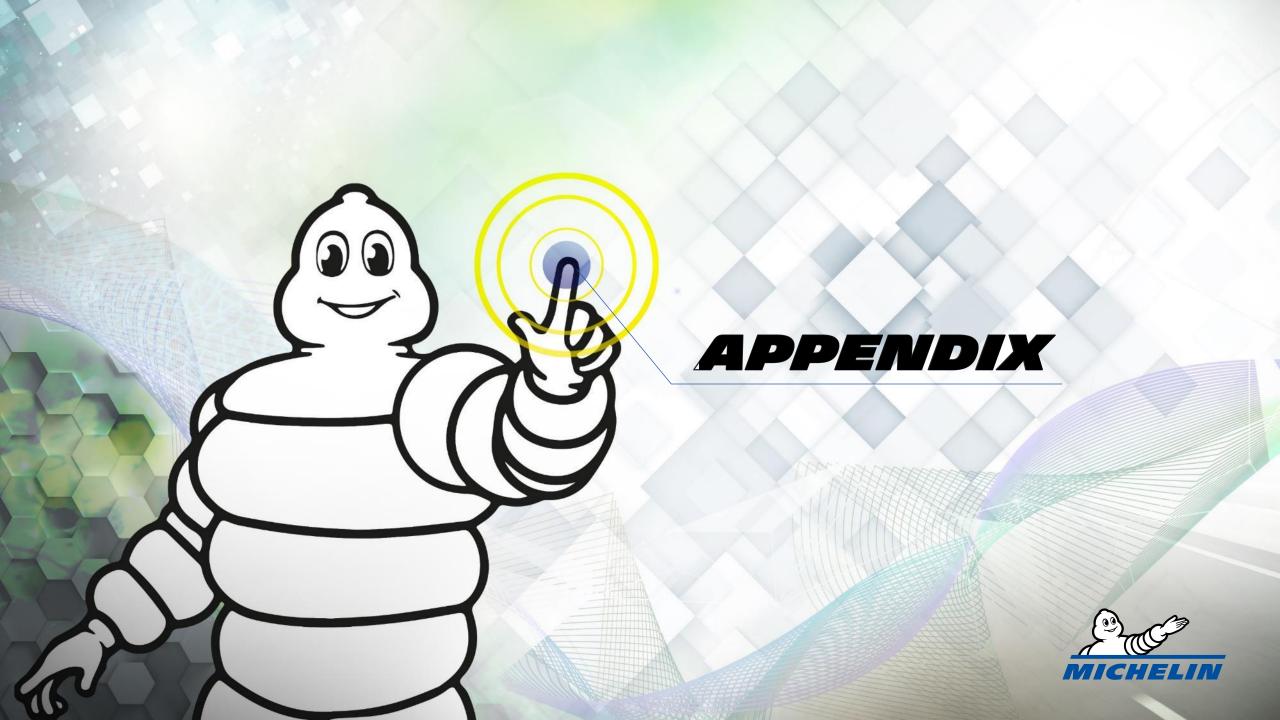
JULY 24, 2024 \*

**Q3 SALES** 

OCT. 23, 2024 \*

\* After close of trading





# Michelin's deep-innovation capabilities feed the Group's leadership on all targeted end-markets

# MICHELIN'S DEEP-INNOVATION CAPABILITIES



Unrivaled innovation ability, from fundamental research to solutions development



Extensive worldwide manufacturing expertise



Unique know-how in **performance simulations** 



Clear roadmap towards 100% sustainable materials with dedicated R&D programs

#### LEADERSHIP POSITION ON EVERY TARGETED END-MARKET

#### **TIRE**



#### **SERVICES TO FLEETS**



**TaaS** Tire-as-a-Service



#### **POLYMER COMPOSITE SOLUTIONS**

Sealing technologies

Belting solutions

Engineered fabrics & films

Engineered polymers



# Strategic Scorecard – 2023 results in line with 2030 ambitions

		2070	PROGRESS STATUS			
AMBITION	METRICS	2030 SUCCESS	2021	2022	2023	
음학 나 용 world-class in employee engagement	Engagement rate	>85%	79.8%	82.5%	83.5%	
Be world-class in employee safety	TCIR <sup>(1)</sup>	<0.5	1.29	1.07	1.01	
Be a reference in diversities and inclusion of teams		80 pts over 100	65	70	72	
Be best-in-class in value created for customers	NPS partners <sup>(1)</sup>	48 (+10 vs. 2020)	38.9	41.6	42.7	
A Deliver substantial growth	Total sales	5% CAGR 23-30	€23.8bn	€28.6bn	€28.3bn	
Deliver substantial growth	Total sales	5% CAGR 25-30	£23.8011	£28.0011	£20.5011	
Deliver continuous financial value creation	ROCE <sup>(1)</sup>	>10.5%	10.3 %	10.8%	11.4%	
Maintain Michelin brand power	Brand vitality quotient	+5 pts vs. 2021	68	65	73	
Maintain best-in-class innovation pace in products and services	Offers vitality index	>30%	31%	31%	31%	
Reach net zero emission by 2050			200/	440/	440/	
(manuf. and energy)	CO <sub>2</sub> emissions (scopes 1&2)	-50% vs. 2010	-29% 2764 Kt	-41% 2304 Kt	-44% 2163 Kt	
Contribute to reaching net zero emission (Scope	Products energy efficiency (scope 3)	+10% vs. 2020	+0.5%	+1.8%	+2.9%	
Be best-in-class in environmental footprint of industrial sites	i-MEP <sup>(1)</sup>	-1/3 vs. 2019	-7.4%	-11.2%	-16.1%	
Reach full circularity of products by 2050	Renewable or recyclable materials rate,	40%	29%	30%	28%	

(1) TCIR = Total Case Incident Rate; IMDI = Inclusion and Diversities Management Index; NPS = Net Promoter Score; ROCE = Return on Capital Employed; i-MEP = industrial - Michelin Environmental Performance, see p.173 of the 2023 Universal Registration Document



# Shareholder return: further development of dividend and pay-out

PER SHARE DATA (1)
(in €)

	2019	2020	2021	2022	2023
DIVIDEND	0.50	0.58	1.13	1.25	1.35 (4)
NET INCOME BASIC	2.42	0.88	2.58	2.81	2.77
PAY-OUT RATIO(2)	21%	65%	44%	44%	49%
RETURN(3)	1.8%	2.2%	3.1%	4.8%	4.2%

### **Shareholder return policy**

- Dividend policy: payout ratio rising towards 50% in 2030
- Share buy-back program worth up to €1bn over the period 2024-2026, o/w. €500m in 2024



<sup>(1)</sup> Data prior to 2022 restated for the 4-for-1 stock split of June 2022

<sup>(2)</sup> Dividend / Net income

<sup>(3)</sup> Dividend / Share price; based on Dec 31 closing stock price

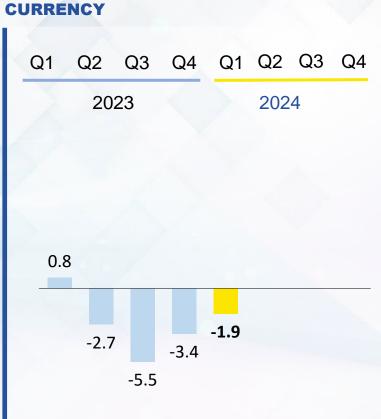
<sup>(4)</sup> Subject to approval by the AGM on May 17th 2024

# Q1 volumes impacted by soft demand, strong mix over-offsetting negative price driven by clause-indexed businesses



# **VOLUMES** Q2 Q3 Q4 Q1 Q2 Q3 Q4 2023 2024 -1.0 -3.4 -4.1 -6.6 -7.4

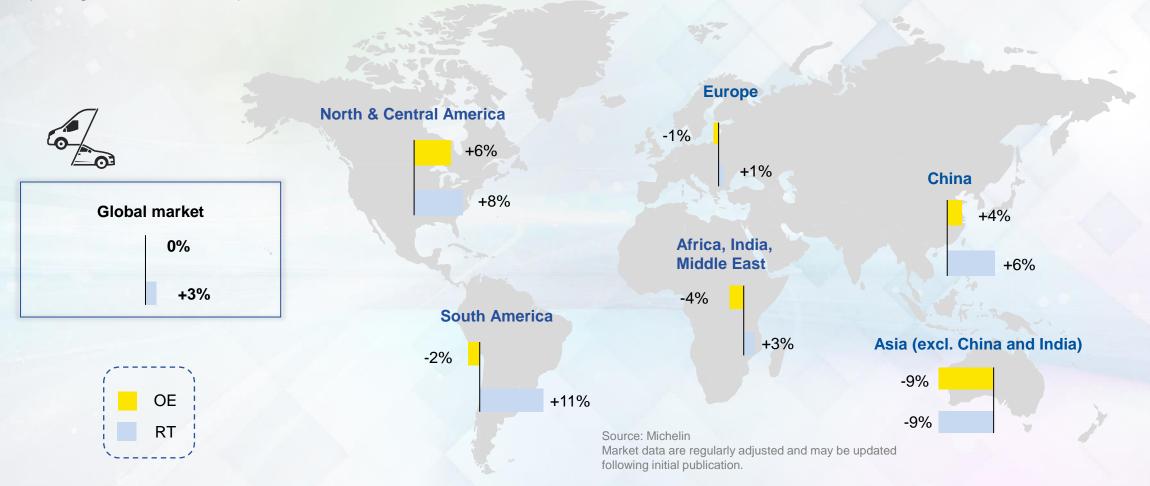






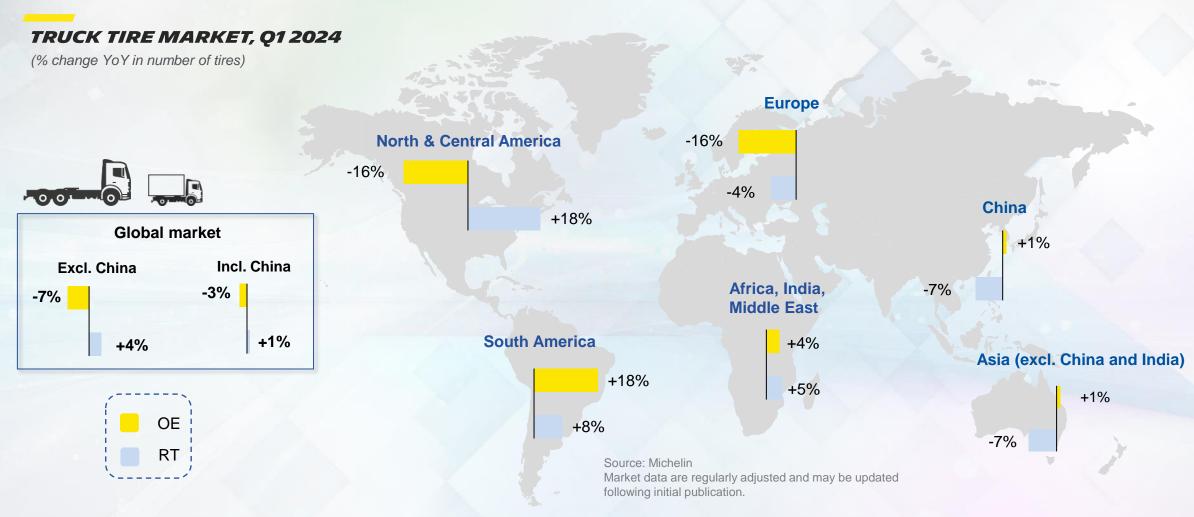
# PC/LT tire markets: sell-in demand grew by 2% in Q1 2024, particularly driven by RT in Americas and China





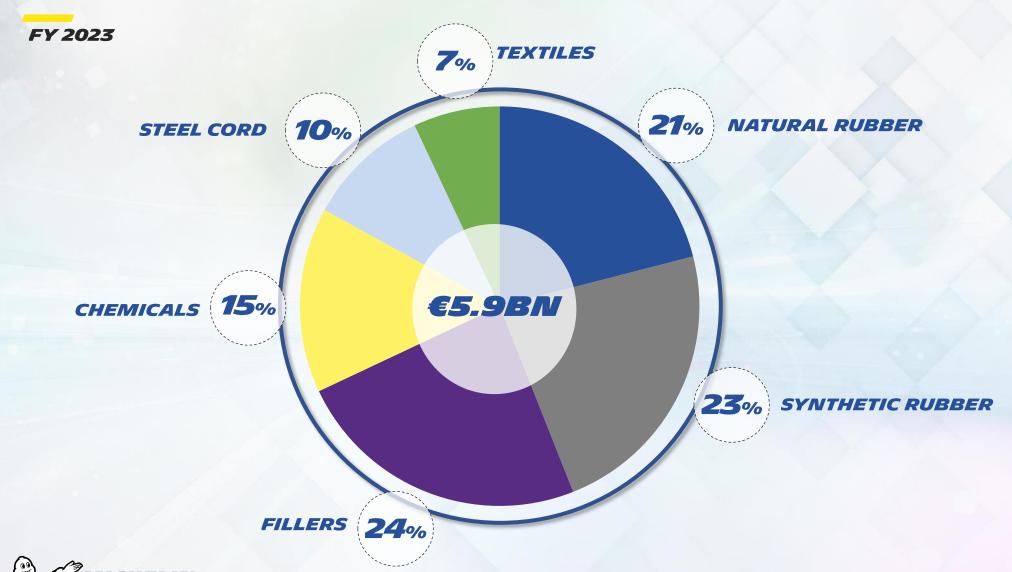


Truck tire markets: sell-in demand up 2% (excl. China) with OE backdrop in Europe and North America on unfavorable comparison basis, RT pulled by massive imports from Asia to North America.





## Raw materials cost breakdown - 2023



# Natural rubber price

## TSR20 AND RSS3 IN \$/KG



Source: SICOM



RSS3

**─**TSR 20

# **Brent price**

BRENT IN \$/BBL





# **Butadiene price**

## BUTADIENE EUROPE IN €/T





# Sales by currency & impact on segment operating income (SOI)

Q1 2024 currency change vs. € SALES → SOI	% OF SALES Q1 2024 12 rolling months	curi
<b>USD</b> 40% -1.2% 20% / 30%	<b>AUD</b> 3%	)
EUR 31%	<b>JPY</b> 1%	,
CNY 6% -6.0% 20% / 30%	<b>MXN</b> 1%	,
BRL 4% +3.7% -30% / -20%	<b>TRY</b> 1%	,
<b>GBP</b> 3% 3.2% 20% / 30%	<b>THB</b> 1%	,
CAD 3% -0.9% 25% / 30%	Other 6%	,

<b>% OF SAL</b> Q1 2024 12 rolling more		<b>2024</b> currency change vs. €	DROPTHROUGH* SALES → SOI
AUD	3%	-5.0%	60% / 70%
JPY	1%	-11.8%	80% / 85%
MXN	1%	+8.7%	25% / 30%
TRY	1%	-39.7%	80% / 85%
ТНВ	1%	-5.9%	-130% / -100%
Other	6%		_

Illustration with impact of USD change on sales and SOI in €:

Sales x 40% x (-1.2%) x ~25% = impact on SOI (-0.1%) impact on sales -0.3%



<sup>\*</sup> Dropthrough linked to the export/manufacturing/sales base

# Outstanding bond issues (As of December 31, 2023)

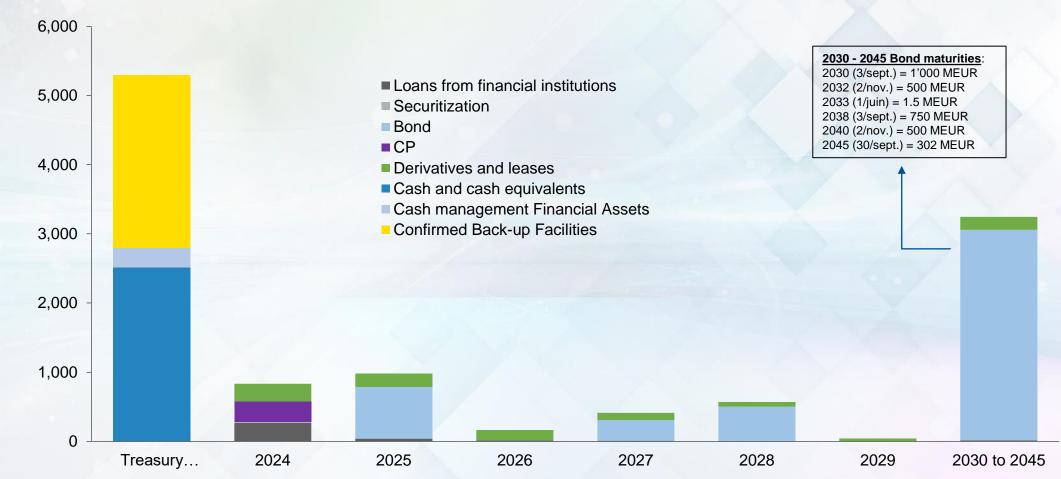
Issuer	Compagnie Générale des Etablissements MICHELIN								
Issue	Senior Note								
Туре	Bond								
Principal Amount	€ 750 mn	€ 300 mn	€ 500 mn	€ 1'000 mn	€ 500 mn	€ 750 mn	€ 500 mn	€ 302 mn	
Offering price	99.10%	99.081%	99.89%	99.262%	99.54%	99.363%	99.46%	98.926%	
Rating corporation at Issuance date	A- (S&P) A3 (Moody's)	BBB+ (S&P) A3 (Moody's)	A- (S&P) A- (Fitch)	A- (S&P) A3 (Moody's)	A- (S&P) A- (Fitch)	A- (S&P) A3 (Moody's)	A- (S&P) A- (Fitch)	A- (S&P) A3 (Moody's)	
Current corporation ra	ting	A- (S& P) ; A3 (Moody's) ; A- (Fitch)							
Coupon	0,875% p.a	1,750% p.a	0,000% p.a	1,750% p.a	0,250% p.a	2,500% p.a	0,625% p.a	3,250% p.a	
Issue Date	3-sept18	28-mai-15	2-nov20	3-sept18	2-nov20	3-sept18	2-nov20	30-sept15 & 30-sept16	
Maturity	3-sept25	28-mai-27	2-nov28	3-sept30	2-nov32	3-sept38	2-nov40	30-sept45	
Interest payment	Annual Sept 03	Annual May 28	Annual Nov 02	Annual Sept 03	Annual Nov 02	Annual Sept 03	Annual Nov 02	Annual Sept 30	
ISIN	FR0013357845	XS1233734562	FR0014000D31	FR0013357852	FR0014000D49	FR0013357860	FR0014000D56	XS1298728707	
Denomination	€ 100'000 with min. tradable amount € 100'000	€ 1'000 with min. tradable amount € 1'000	€ 100'000 with min. tradable amount € 100'000	€ 1'000 with min. tradable amount € 1'000					



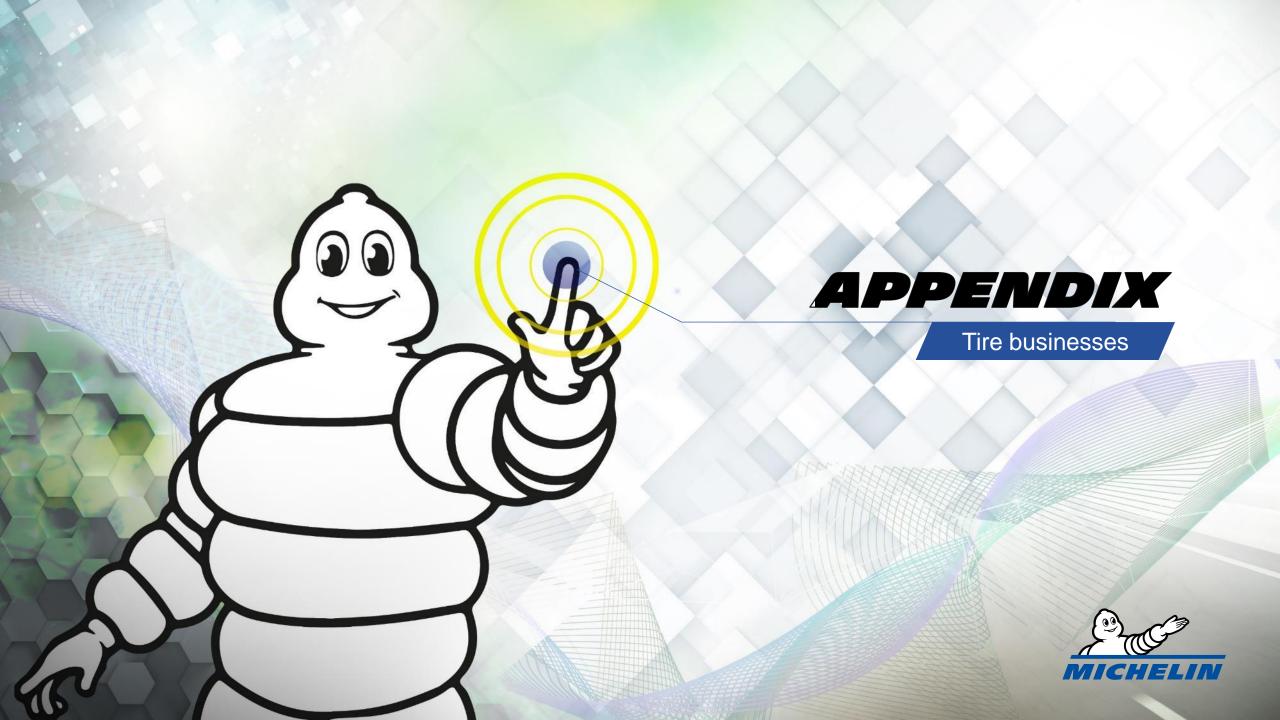
# An adequate cash position with maturities well spread over time

#### **DEBT MATURITIES AT DECEMBER 31, 2023**

(carrying amount in € millions)







## Strengthening leadership in high-value and increasingly demanding market segments



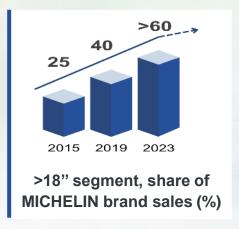
# ACCELERATION OF >18" SEGMENT FOSTERED BY ELECTRIFICATION, DRIVING SUBSTANTIAL MIX ENHANCEMENT



# SPECIALITIES: WINNING WHERE IT MATTERS



Market trend in > 18" tires



>100m€

Sustainable mix impact on EBIT, per year



2023

Launch of the

15T

RADIAL TIRE

for the

world's largest

loader



#### FOCUSING OUR WHERE-TO-PLAY ON MOST DEMANDING CUSTOMERS



Premium Tech Green conscious

3 premium segments = 50% of market value

**AG TRACKS** 



10% CAGR\*

Michelin strong market share

HIGH POWER TRACTORS



CAGR\* + 1 pt vs average AG

\* 2023 - 2028



50% OF AG MARKET
IN VALUE

# Wear particles: considerable competitive advantage, without any compromise on safety

#### **PARTICLE EMISSIONS:** MICHELIN VS. OTHER PREMIUM TIREMAKERS (1)



The environmental impact of tire abrasion is up to 50% higher for other manufacturers than for Michelin, whose tire technology currently gives them an enormous lead over the competition.

## Download the ADAC study

- (1) Tyre wear particles in the environment, ADAC, March 2022 100 sizes tested
- (2) DEKRA studies in 2020 (MARK20B, MARK20E) and 2021 (MARK21E)

#### PARTICLE EMISSIONS GET REDUCED WITH EACH NEW RANGE (2)



Primacy 4





## Tire and road wear particles (TRWP): definition and state of knowledge

# SCIENTIFIC STUDIES HAVE STARTED TO MEASURE THE ENVIRONMENTAL IMPACT OF TRWP (1):



Studies confirm that TRWP account for only a very small proportion (<1%) of particulate matter pollution



Studies suggest that most TRWP never reach estuaries.

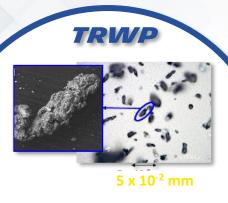
Michelin is strongly in favor of a regulation that would limit the level of wear particle emissions of all tires worldwide → work in progress with ETRMA<sup>(2)</sup> members in order to :

- define a standardized TRWP emission rate test method
- promote a threshold regulation and eliminate the less performing tires from the market.

<sup>(1)</sup> TRWP are tiny debris generated by abrasion from a tire's contact with the road surface. This abrasion is caused by the tire's grip and keeps the tire safely on the road. For more information about TRWP, see the following document

(2) European Tyre & Rubber Manufacturers Association

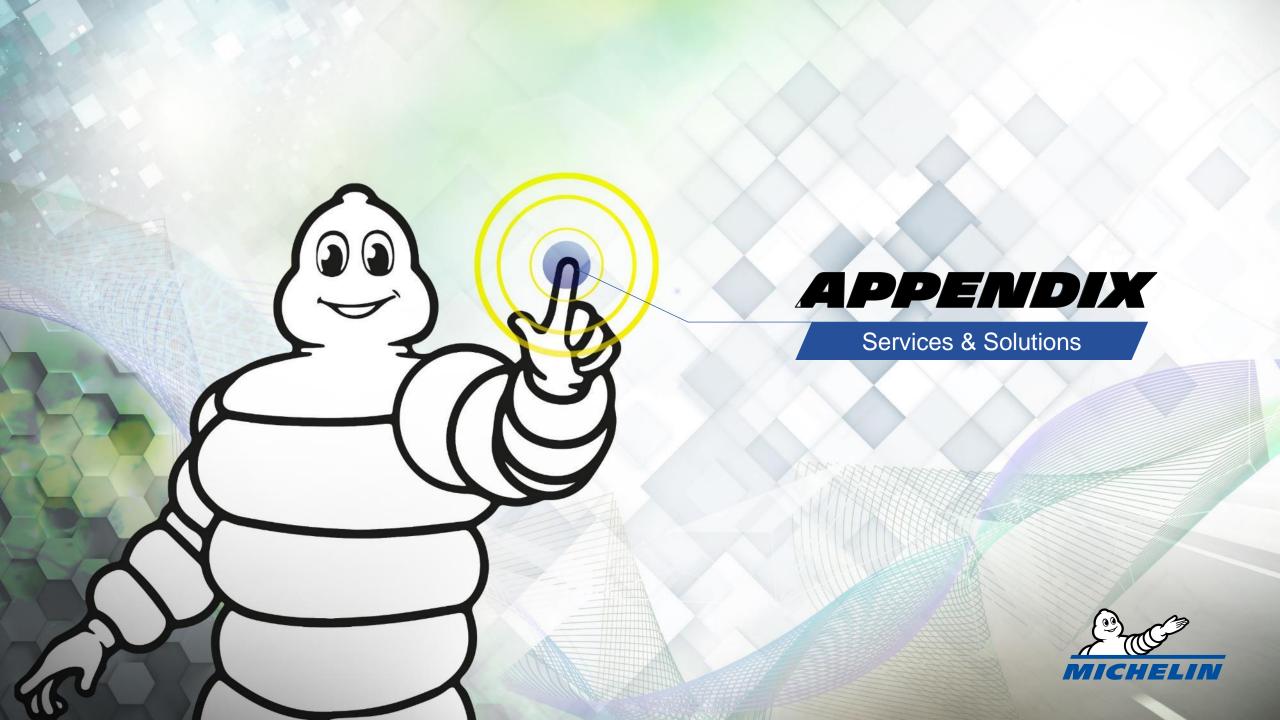




- Composition: mixture of rubber and road surface minerals
- High density: 1.8
   Diameter: ~100 μm
   (100 times smaller than microplastics)

Download the ADAC study

Tyre wear particles in the
environment (March 2022)



# Services to fleets: a suite of innovative solutions that empower mobility players to race towards zero-accident, zero-downtime, zero-emission

Unique customer intimacy and usage expertise

#### **CONNECTED SOLUTIONS**

Actionable insight provider for fleets leading towards zero-accident, zero-downtime, zero-emission





Connected fleet management services



**Tire-as-a-Service**High-value tire outsourcing offer







LCV fleets decarbonation solution



MICHELIN MEMS 4

Monitoring tool for Mining tyre and usage conditions

#### MICHELIN MOBILITY INTELLIGENCE

Decision levers provider for public and private sector to make mobility safer, better and smarter.



SAFER ROADS



**BETTER ROADS** 

Save lives

Optimize road maintenance



Monetize Michelin's high value mobility data outside



First and unique European truck driver's community

Powered by Michelin connected technologies



## Watèa by Michelin: a unique solution to decarbonize urban LCV fleets

#### STAKES OF TRANSITION TO E-LCV

#### FLEETS PAIN POINTS





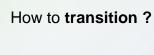
LCVs ~ 3-4% of global CO2 emissions



Switch to EV
→ - 60% emissions



Mandatory to operate in cities



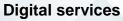
How to operate?





Tailored solution

EV, charging solution, maintenance



productivity increase and service continuity

A unique value proposal through an **all-inclusive subscription** (Opex)

#### LEVERAGING MULTIPLE GROUP ASSETS



MICHELIN

re



Connected Mobility Solutions









April 2023: 30% stake in Watèa capital finalized by Credit Agricole Leasing & Factoring



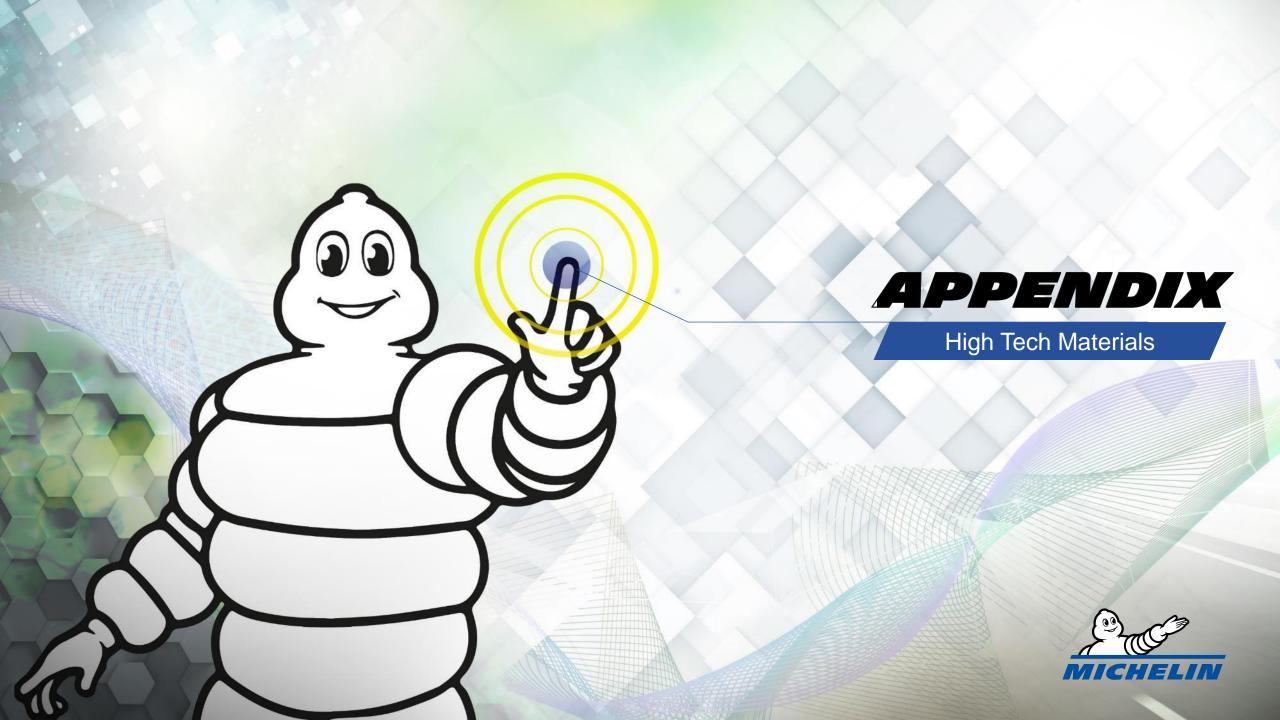




- Vehicles deconsolidation from balance sheet
- Leveraging CA mobility's commercial platform and expertise in small fleets
- Acceleration in automotive leasing in Europe
- Shared commitment to a decarbonized mobility



AGILIS CROSSCLIMATE



# Polymer Composite Solutions: expanding beyond tires by leveraging our R&D and Manufacturing unique skills, from materials to solutions, for highly demanding applications

#### R&D

Unique expertise acquired in tire design & manufacturing:



materials

350 families

- Proficiency in and materials chemistry and processing, from components to composites
- Fundamental and applied research capabilities
- A wide range of partnerships to accelerate innovation

#### **MANUFACTURING**

Ability to scale up and reproduce the materials-based solutions developed in the laboratory:









With the same level of quality Around the world

#### **GROWTH STRATEGY**

Organic growth







- M&A-driven growth Features vs. tires:
- Higher growth & EBIT %
- Lower capital intensity



Joint ventures









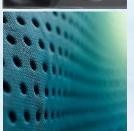










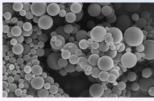














# M&A active portfolio management with three major steps in 2023, reflecting Michelin in Motion 2030 strategy

#### **2023 MAIN DEALS**









Connected Solutions





#### **ZOOM ON 3 MAJORS STEPS**



TBC sold its retail activities to increase profitability

- 2018: 50/50 JV set up with Sumitomo Corp
- 2018-23: strong cash generation, with \$400m shareholder loans reimbursed
- 2023: divesting from company-owned retail to focus on wholesale and franchise



**Stellantis** acquired 33% aside Michelin and Faurecia

- 2019: 50/50 JV set up with **Faurecia**
- 2023: building up new assembling capacities
  - o Giga factory in France (Saint-Fons)
  - o 1st production line in the US (California)
  - Saint-Fons capacity: 2026: 50,000 / year 2028: 100,000 / year



Michelin acquired FCG to create a leader in **Engineered fabrics & films** 

- 20% increase of High-tech materials revenues to €1.3bn (FY22 pro-forma)
- Improved Michelin growth profile, margin accretive, positive cash generation and favorable impact on EPS
- Positioning the Group as a key player in polymer composite solutions



# FCG strong financial profile, on track to deliver synergies

# STRONG FINANCIAL PROFILE 2023 FY DATA (1)

#### **Dynamic growth**

~€200m

+9%

revenue organic revenue CAGR over 2015 – 2023

#### **EBIT-accretive businesses**

~€43m

~22%

of sales

## Low capital intensity

~€10m capex

~5%

of sales

(1) Consolidated from September 26, 2023



#### TARGETED EBIT SYNERGIES CONFIRMED

## €21m run-rate EBIT synergies confirmed by 2028

First wave implemented:

- Raw materials procurement
- Refinancing & insurance

#### **Business line dedicated to Composite Fabrics and Films**

- Grouping existing assets from FCG and Michelin
- Headed from France, worldwide reach

#### Leveraging existing R&D assets

- Connecting FCG teams with Michelin's R&D platform
- Ambition to improve product value to customers, via increased performance and higher content of recycled & renewable materials



Technical carbon fibre fabrics used for car helmets



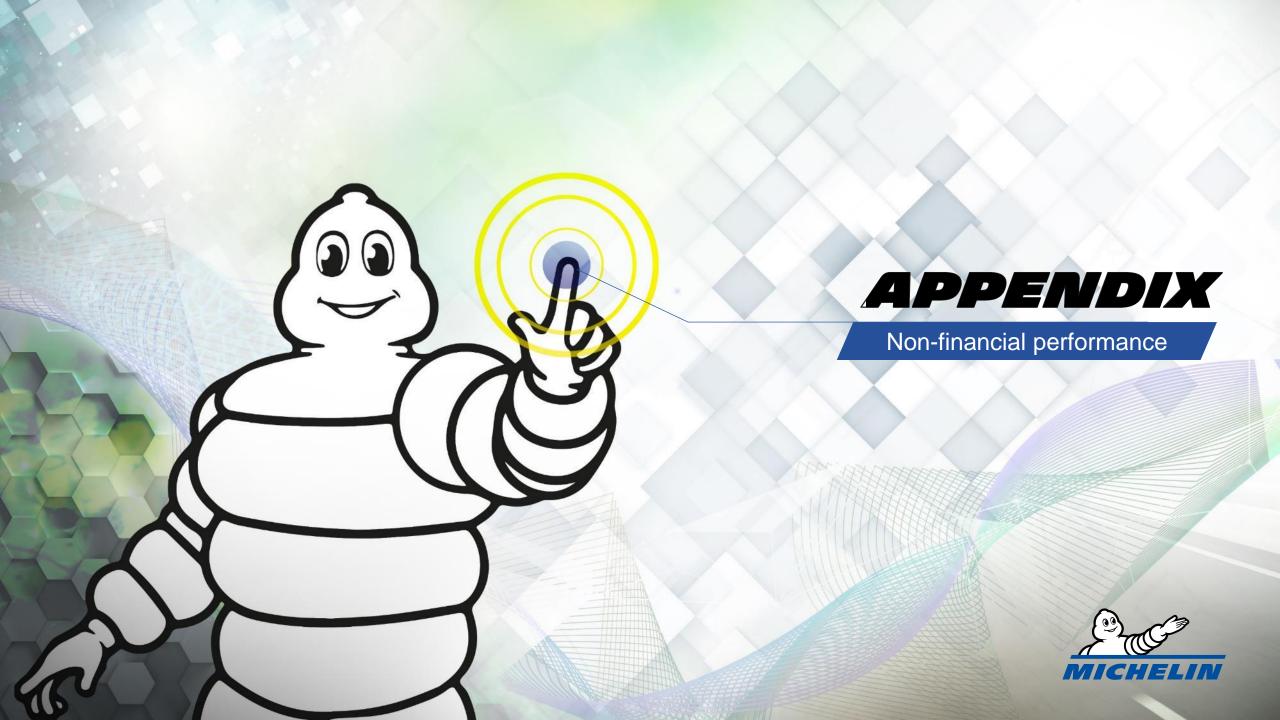
Membrane to guarantee breathability and waterproofing



ORCA Neoprene fabrics for inflatable boats

# Symbio: fast expansion towards worldwide leadership in light and heavy commercial vehicles





# Recognized leadership in non-financial performance



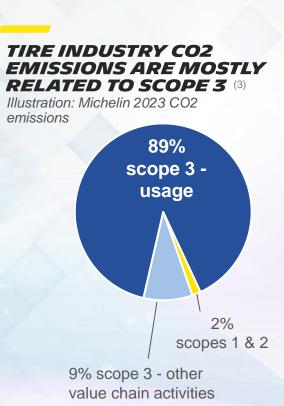


# Natural resources and decarbonation: driving up industry standards on product performance

IF THE WORLD WAS DRIVING ON MICHELIN PC/LT TIRES, IT WOULD SAVE EVERY YEAR ...







- (1) Underlying hypothesis: 30% advantage for Michelin vs. competitors in abrasion, as calculated by ADAC Tyre wear particles in the environment, March 2022.
- (2) Estimated impact on scope 3 usage of the tire industry if Michelin's technology was used by all manufacturers in all geographies. Underlying hypothesis: 20% advantage for Michelin vs. competitors in rolling resistance, based on data extrapolated by Michelin.
- (3) See page 179 of the 2023 Universal Registration Document for details.



# Michelin has been leading all major innovations in the tire industry

#### PRODUCT RANGES SUBJECT TO LIFE-CYCLE ANALYSIS

50% IN 2021 > 100% IN 2025





On the path to full product circularity with 40% renewable or recycled materials by 2030, up to 100% by 2050



- (1) European project sponsored by Horizon 2020; project number: 82068
- (2) Carried out with the support of ADEME

RENEW

REUSE

REDUCE

RECYCLE



# Michelin 1<sup>st</sup> manufacturer to design a road-homologated tire with 58% renewable or recycled materials

ON THE WAY TO OUR "100% RENEWABLE OR RECYCLED MATERIALS BY 2050" GOAL: NEW TIRES WITH BREAKTHROUGH TECHNOLOGIES





(1) Size: 275/70 R22.5 152/149(2) Size: 235/55R19 105W



# Strong commitment to reduce impact of operations on biodiversity and ecosystems

#### 2023 RESULTS, 2030 COMMITMENTS

RESEARCH & DEVELOPMENT	2023	2025 ———	2030 ——
<b>Life Cycle Analysis</b> incl. biodiversity criteria from best methods	<b>100%</b> of new products	products: <b>100%</b> services: <b>Pilot</b>	100% of new ranges marketed
RAW MATERIALS	2023	2025	2030 —
Natural rubber used by the Group assessed "deforestation-free" <sup>(1)</sup> Direct operations and suppliers N.B. Under volidation by act 4 nature international	9% (2)	<b>50%</b> of the volume used	<b>100%</b> of the volume use
Reducing pesticide use in rubber cultivation <sup>(3)</sup> Direct operations and joint ventures N.B. Under validation by act4nature international	-58%	-50%	<b>-70%</b> vs. 2019
Evaluation of raw material supplier policies & practices <sup>(4)</sup>	Approach under definition	Pilot	<b>80%</b> of suppliers
MANUFACTURING AND RESEARCH FACILITIES	2023	2025	2030 —
Biodiversity plan adapted to local issues	16 sites	at least <b>15 sites</b>	100% of sites
No phytosanitary products to maintain outdoor spaces	22 sites	at least <b>30 sites</b>	<b>100%</b> of sites



- (1) Criteria in accordance with the European Union Deforestation-free Regulation
- (2) Calculated on the basis of 2023 volumes by supplier
- (3) Per hectare
- (4) Other than natural rubber; Impacts of raw materials identified through Life Cycle Analyses (LCA)



# Sustainable natural rubber by Michelin: driving progress across a fragmented value chain

#### **ID CARD**

~90% of Group's supply come from ~2 M farmers with an average farm size of 3 Ha

Up to **7 middlemen** between direct suppliers and smallholders in Asia

~150 direct suppliers

#### **Global presence**

in Brazil, Indonesia, Thailand & West Africa (including joint-ventures):

- 85,000 ha. of plantations
- 15 rubber processing plants
- 500,000 tons/year production

GPSNR Founding member (Global Platform for Sustainable Natural Rubber)



#### ACCELERATING SUSTAINABILITY ACROSS THE INDUSTRY BY 2025

Dedicated roadmap tracking commitments on zero deforestation, human rights, and farmer empowerment



# **EXTENDING ASSESSMENTS OF PRACTICES ACROSS THE VALUE CHAIN:** 2023 ACHIEVEMENTS

- Direct suppliers via EcoVadis: 97% of expenditures assessed, 94% "ESG mature"
- Indirect suppliers: RubberWayTM app. deployed at 83% of suppliers (in volume) in 2023



#### IMPLEMENTING IMPACTFUL PROJECTS

- Brazil
- Increase harvest while preserving the forest (767,600 hectares)\* 1,000 families in Amazonas
- Indonesia
  - improve skills of 1,000 smallholders using RubberWayTM app. by 2024 (with Porsche)
- East Kalimantan: train 2,000 farmers by 2024
- Sri Lanka
  - improve skills & sustainability performance of 6,000 smallholders by 2025, impacting ~30,000 people
- Thailand
  - helping 1,000 farmers diversify their income with agroforestry by 2025\*\*
- West Africa (with joint-venture)
  - ~90,000 farmers trained per year



<sup>\*</sup> With WWF

<sup>\*\*</sup> As part of the Global Platform for Sustainable Natural Rubber (GPSNR)

# Reduction of CO<sub>2</sub> emissions, VOC<sup>(1)</sup> emissions and water withdrawals: 2023 achievements exceeded ambitions

# **EXTERNALITY COSTS EVOLUTION** (€ millions)



(1) Volatil Organic Compounds

(2) Inbound and outbound transportation and distribution of natural rubber, semi-finished products and finished product

(3) Corresponds to 2023 target of approximately €300m announced at the CMD on April 8, 2021, adjusted for the ton of CO<sub>2</sub> valued at €120/t



# Michelin applies the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD)

#### MICHELIN'S ANSWER

See p. 175 of 2022 Universal Registration Document for more details

# Strategy Risk Management Metrics and Targets

Detailed information concerning the application of TCFD recommendations may be found in the public answers to the CDP Climate Change 2022 questionnaire (see <a href="https://www.cdp.net/en/responses">https://www.cdp.net/en/responses</a>).

#### **GOUVERNANCE**

As part of the Supervisory Board's role of exercising permanent oversight of the Group's management, the CSR Committee began to review the climate strategy and issue recommendations.

#### **STRATEGY**

Four climate scenarios comprising narrative descriptions and quantitative socio-economic and physical assumptions were updated, deepened and deployed for use at two levels:

- by the business lines, regional organizations, operating units, corporate departments and other units as part of strategic thinking and ideation exercises,
- by the Group Executive Committee, to compare them to Group strategy and analyze their resilience about climate change and other indirect risks arising from the environmental transition.

#### RISK MANAGEMENT

In 2021, an initial internal audit of systemic physical risks was performed and the first pilot study of the vulnerability of certain Group operations was completed.

#### **METRICS AND TARGETS**

Joining the "Race to Zero" campaign, answering the call to action led by the Science Based Targets initiative (SBTi), the United Nations Global Compact and We Mean Business, by committing to reach net zero emissions by 2050.

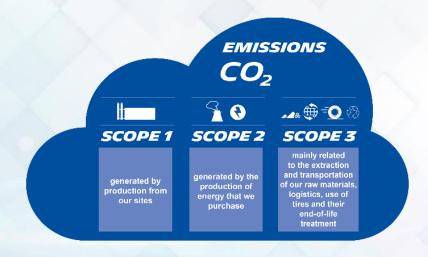


# Climate strategy structured around transition and adaptation plans, towards Net-Zero emissions by 2050

#### STRUCTURED AROUND 2 AXES:

- A TRANSITION plan including initiatives to decarbonize direct and indirect activities in the value chain (Scopes 1, 2 & 3) and a strategic plan to support a low-carbon economy
- An ADAPTATION plan responding to physical impacts of climate change





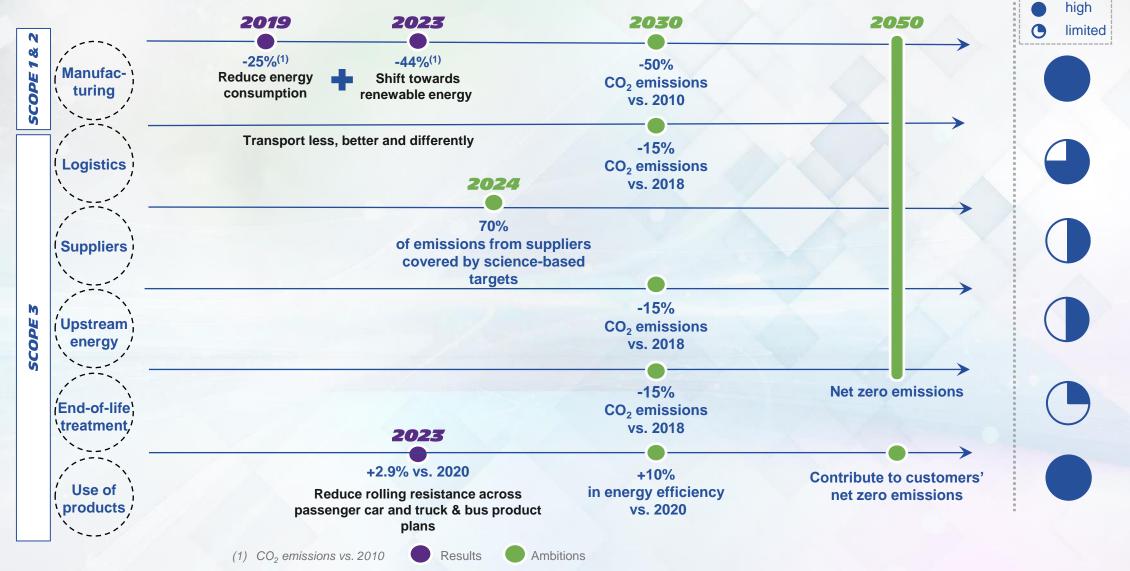
#### **BASED ON 3 PRINCIPLES:**

- Achieve net-zero emissions by 2050
   by fulfilling our external emission reduction commitments by 2030,
- Identify risks and opportunities based on climate change scenarios,
- Transparently disclose information to our external stakeholders.



# 2030 environmental ambition: on the path to reach net zero emissions in 2050

# Group's ability to have an influence





# Sharp reduction in the environmental footprint of our operations, on track to reach 2030 target

#### REDUCTION OF THE ENVIRONMENTAL FOOTPRINT OF OUR SITES

ISO14001- certified



(2) i-MEP: industrial-Michelin Environmental Performance; see detailed definition p.173 of the 2023 Universal Registration Document



# Diversity and inclusion: progress in gender balance and acceptance of diversity, demonstrating the Group's commitment

#### **EQUAL OPPORTUNITY**

Every employee can develop his/her talents within the company. Michelin pays particular attention to the internal promotion of manufacturing operators.

#### DISABILITY

Michelin offers career paths to people of all abilities according to its talent development policy.

#### **MULTI-NATIONAL MANAGEMENT**

All our host country nationalities and cultures are represented in all corporate functions in the operating regions and at headquarters, in line with the geographical footprint of each business.

- (1) IMDI Management Index: see definition on p. 237 of the 2023 Universal Registration Document
- (2) Diversity and Inclusion



#### GENDER BALANCE

Achieve parity among Group executives and, by 2030, set the gender balance benchmark in our industry.

#### IDENTITY

All D&I<sup>(2)</sup> aspects, (e.g., age, sexual orientation, ethnicity, religion, etc.) Enable every person to be who they really are and to bring their authentic selves to work.



# Michelin governance pillars: clear segregation of management and supervisory powers

#### **SUPERVISORY BOARD**

# Barbara Dalibard Chair of the Board

Exercises permanent oversight of the Company's management, assesses its quality and reports thereon to the shareholders

#### **GENERAL PARTNERS**

With unlimited joint and personal liability for the Company's debts

#### **MANAGERS**

Administer and manage the Company

#### **Florent Menegaux**

General Partner Managing Chairman

Yves Chapot General Manager

#### **SAGES**

**Non-Managing General Partner** 

Initiates the Managers' succession and compensation process

Vincent Montagne Chairman

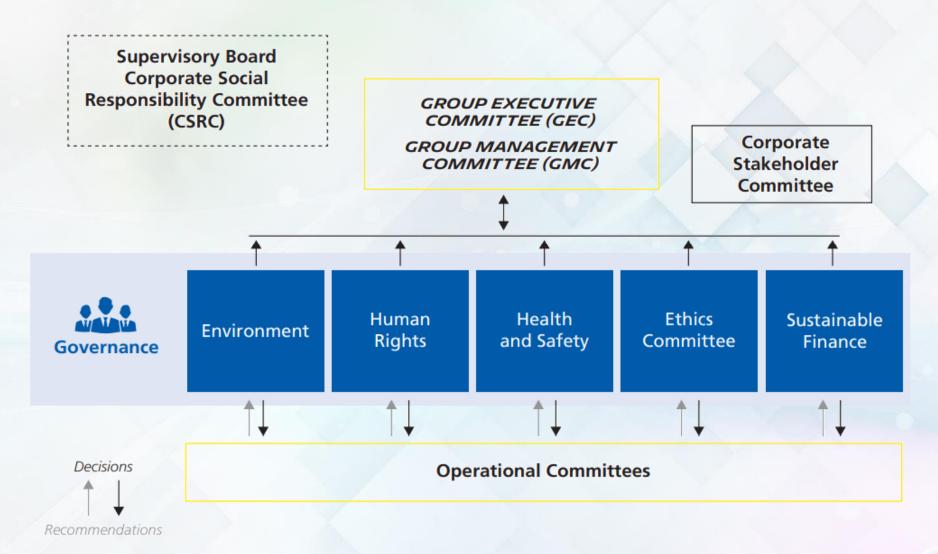
Statutory Auditors Deloitte & PwC

Collaborate on Manager succession planning and compensation make recommendations

#### **SHAREHOLDERS (LIMITED PARTNERS)**



# ESG awareness and oversight are fully embodied in Michelin's governance structure





# ESG criteria are included in the Managers' compensation and shared with all employees via performance share plans

FLORENT MENEGAUX

**Fixed compensation** 

€1,100,000

Benefit in kind (car) €10.000

**Annual variable compensation** 

Capped at 150% of fixed compensation

Deducted in full from the General Partners' 2022 Profit Share\*\*

Consolidated net income

4% of Profit Shares

Overall weighting up to 80% of fixed compensation

#### Quantitative criteria:

- Growth in **SOI** (25%)
- Growth in **structural free cash flow** before acquisitions (25%)

#### Quantifiable qualitative criteria:

- Deployment of the Group's transformations (10%)
- Employee safety TCIR (5%)
- Percentage of **Women in management** positions (5%)
- Level of CO<sub>2</sub> emissions (10%)

**Performance share grants** 

Subject to performance conditions over 3 years

- ✓ Allocation limited to 0.05% of Company's share capital ✓ Capped at 140% of annual fixed compensation
- 1. Market performance: Michelin's share price vs. change in the Stoxx Europe 600 index (annual average)

Weighting: 30%

#### 2. CSR performance

- i-MEP, Industrial Michelin Environmental Performance
- Employee engagement

Weighting: 40%

3. Operating performance: Sales growth excluding tires and distribution and ROCE

Weighting: 30%

ESG incentives

The following are applied to each criterion:

- →a trigger point, below which no compensation would be due
- →a target, if the target is met, 100% of the compensation for the criterion would be payable
- →an outperformance tranche, between 100% and 150% of the objective
- →an intermediate tranche between the different points (compensation prorated to the achievement rate for the objective)

- Requirement to hold 40% of the vested shares for as long as the Managers remain in office
- Shares may only be delivered if the Profit Share has been distributed in respect of the year preceding the one in which the shares are issued



## Glossary

#### FREE CASH FLOW (FCF)

Free cash-flow excluding M&A: free cash-flow, which is stated before dividend payments and financing transactions, corresponds to net cash from operating activities less net cash used in investing activities, including JV financing, adjusted for net cash-flows relating to cash management financial assets and borrowing collaterals. M&A-related cash-flows and repayment of IFRS 16 debt are not included.

#### ROCE

Return on capital employed is measured as follows:

net operating profit after tax (NOPAT) (1), calculated at a standard tax rate of 25%, corresponding to the Group's average effective tax rate; divided by average economic assets employed during the year (2), i.e., all of the Group's intangible assets, property, plant and equipment, loans and deposits, investments in equity-accounted companies, and net working capital requirement.

#### TIRE SALES

Correspond to sales from Michelin's core business, including the Tire-as-a-Service (TaaS) business and Distribution operations.

#### **NON-TIRE SALES**

Correspond to sales from the Connected Solutions (excluding TaaS and Distribution) and Polymer Composite Solutions businesses, excluding joint ventures.

- (1) NOPAT = Segment operating income + amortization of acquired intangible assets + the Group's share of profit from equity-accounted companies
- (2) Average between the opening and closing balance sheets for the year



## **Disclaimer**

This presentation is not an offer to purchase or a solicitation to recommend the purchase of Michelin shares. To obtain more detailed information on Michelin, please consult the documents filed in France with Autorité des marchés financiers, which are also available from the <u>Michelin.com</u> website.

This presentation may contain a number of forward-looking statements. Although the Company believes that these statements are based on reasonable assumptions as at the time of publishing this document, they are by nature subject to risks and contingencies liable to translate into a difference between actual data and the forecasts made or inferred by these statements.



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