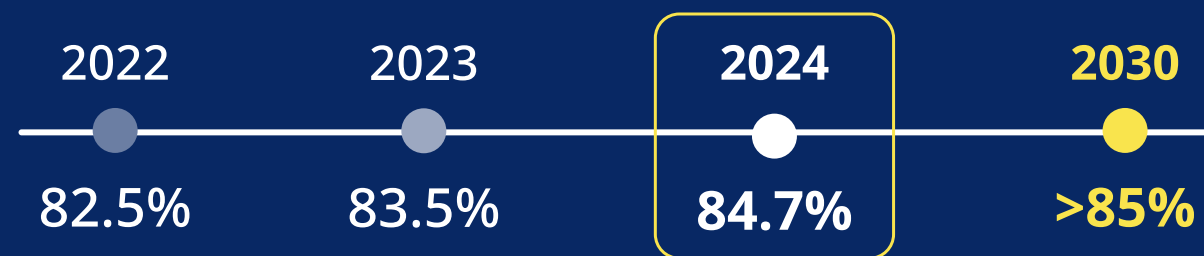




Be world-class in employee engagement

METRICS
Engagement rate



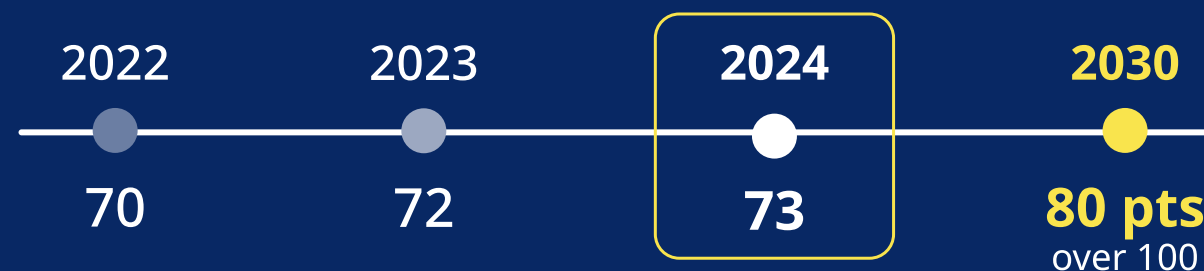
Be world-class in employee safety

METRICS
TCIR⁽¹⁾



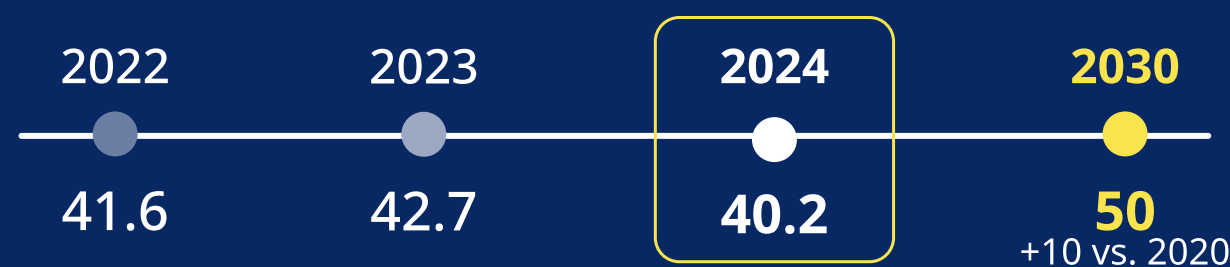
Be a reference in diversity, equity and inclusion

METRICS
IMDI⁽²⁾



Be best-in-class in value created for customers

METRICS
NPS partners⁽³⁾



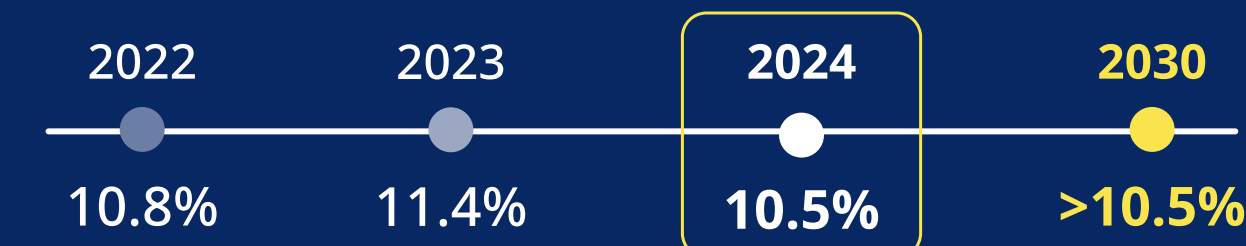
Deliver substantial growth

METRICS
Total sales



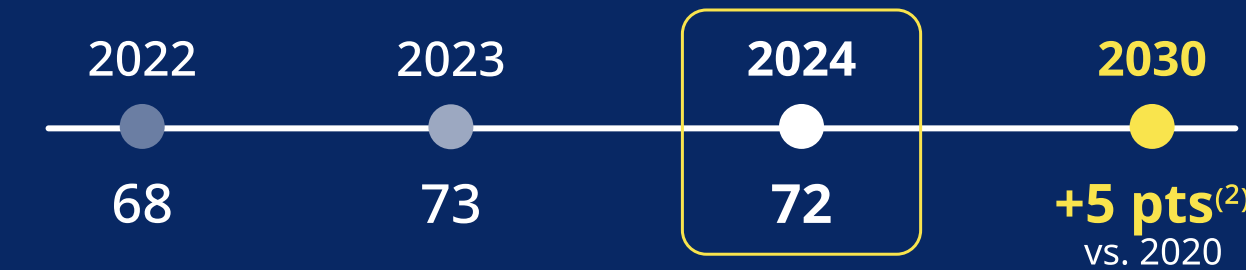
Deliver continuous financial value creation

METRICS
ROCE⁽¹⁾



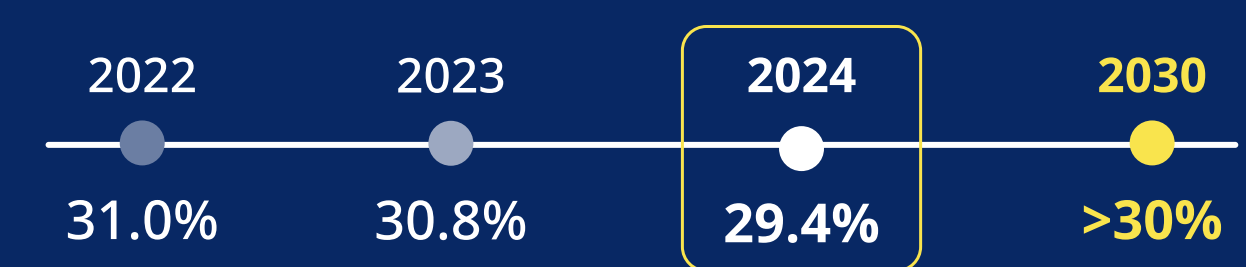
Maintain MICHELIN brand power

METRICS
Brand vitality quotient



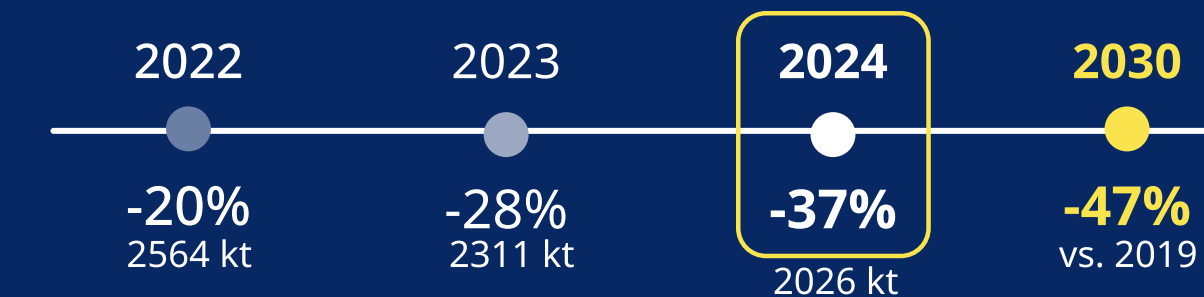
Maintain best-in-class innovation pace in products and services

METRICS
Offer vitality index



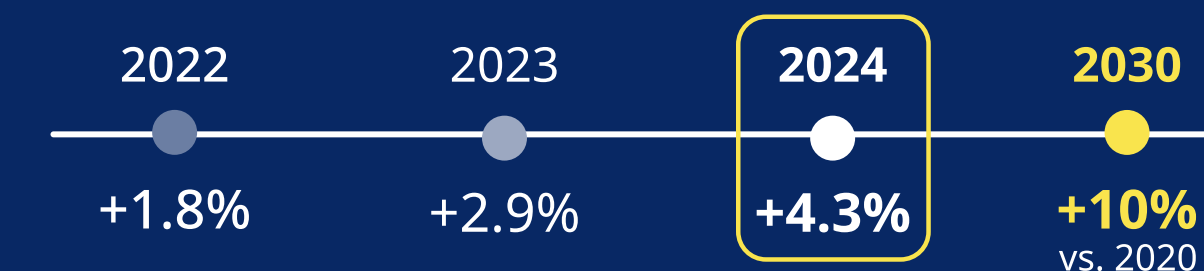
Reach net zero emissions by 2050 (Scopes 1&2)

METRICS
CO₂ emissions⁽¹⁾



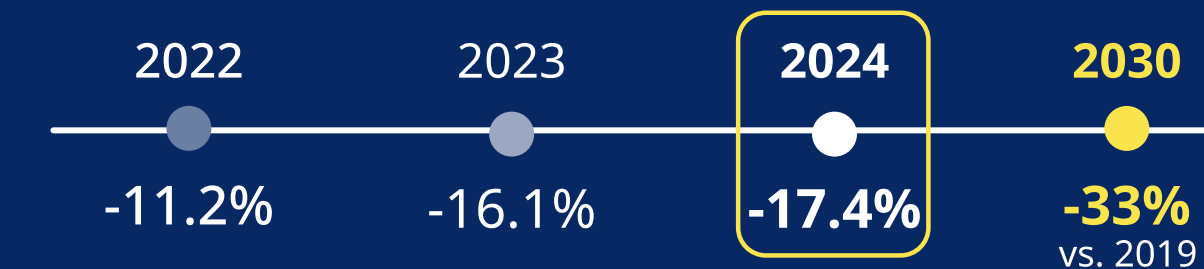
Improve the energy efficiency of our products to contribute to net zero emissions (Scope 3)

METRICS
Products energy efficiency



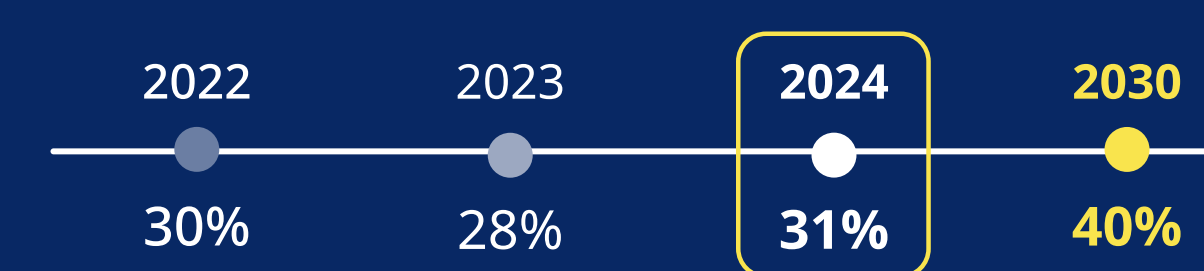
Be best-in-class in environmental footprint of industrial sites

METRICS
i-MEP⁽²⁾



Increase the proportion of renewable or recycled materials in our tires

METRICS
Renewable and Recycled Materials Rate



(1) TCIR = Total Case Incident Rate; (2) IMDI = Inclusion & Diversity Management Index; (3) NPS = Net Promoter Score

(1) ROCE = Return on Capital Employed
(2) Reference year 2020: 63

(1) The 2030 target was validated by SBTi in June 2024, aligned with a 1.5°C global warming scenario; it includes recent acquisitions.
(2) i-MEP = industrial - Michelin Environmental Performance