

ROADSHOW USA - WEST COAST

-

JANUARY 4, 2023

EXANE BNP PARIBAS



A WELL-BALANCED SET OF BUSINESSES ACROSS REGIONS, ENSURING RESILIENCE IN MARKET TURBULENCES

Products and solutions serving all mobilities ...

AUTO RT ⁽²⁾ & 2-WHEEL

- Cyclicality : very low
- **Main drivers** : miles driven, GDP, used cars market



Volumes and mix drivers :

- Increase to car access of the worldwide population
- Increase of vehicles weight requiring higher rim size tires
- ✓ First cycle of EV soon visible on RT

AUTO OE ⁽³⁾

- Cyclicality : very high
- Main drivers : regulation & GDP

10% (1)

Volumes and mix drivers :

- Increase of vehicles size requiring higher rim size tires
- Easing of supply constraints of components and semi-conductors
- EV boom: massive renewal of cars fleets



TRANSPORTATION

Cyclicality : low



Volumes and mix drivers :

- Demand for goods and increase of local-to-local supply chains models
- Boom of e-commerce and last mile delivery
- Urbanization of population

SPECIALTIES

Cyclicality : high

Main drivers : GDP, public spending, commodity prices, housing and building construction

Volumes and mix drivers :

- Mining: increasing demand for minerals to fuel transition to renewables energies and digital transformation
- Agriculture: growing worldwide population, increase of farmers' investment capacities
- Construction: adaptation of infrastructure and building/housing to meet energy transition requirements

... while leveraging our expertise in high-tech materials ...

5%

BEYON

TIRES

26% ⁽¹⁾

NEW BUSINESSES

- · Cyclicality : low
- Main drivers : GDP, PMI, R&D & public spending

Volumes and mix drivers :

- Customer's needs for increasingly demanding applications in many types of industries (energy, medical, aerospace...)
- Emerging value chains (Fuel Cell, 3D Printing...) shaping the industry's future
- Growing appetence for sustainable materials, recycling and circular economy

... with a global and balanced footprint

% of Group Sales by Region, 2021





INCREASED ABILITY TO SUSTAIN MARGIN AND CASH, EVEN IN TIMES OF CRISIS



*Free cash flow as reported from 2007 to 2010, structural free cash flow from 2011 (see slide 55 for the definition of structural free cash flow)



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MICHELIN UNIQUELY POSITIONED TO LEVERAGE VEHICLES ELECTRIFICATION

BEV: HIGHLY DEMANDING VEHICLES PERFECTLY FIT WITH MICHELIN UNIQUE KNOW-HOW



STEEP INCREASE OF GROUP SALES TO BEV







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WATEA BY MICHELIN: PARTNERING WITH A LEASING LEADER TO ACCELERATE GROWTH OF LCV FLEET ELECTRIFICATION



ENSURING FINANCIAL PERFORMANCE IN 2022 AND BEYOND

2022 FY GUIDANCE

PC/LT markets, FY range est.: -2%/+2%⁽¹⁾

Jan Feb Mar Apr May Jun Jul Aug Sept Oct Nov Dec

TRUCK markets⁽²⁾, FY range est. : +2%/+6%⁽¹⁾



(units)



Jan Feb Mar Apr May Jun Jul Aug Sept Oct Nov Dec

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 2022

 Segment operating income at constant exchange rates

 Structural free cash flow (3)

⁽³⁾ Structural free cash flow definition on slide 55

(1) vs. 2021







DEALING WITH ENERGY CHALLENGE IN EUROPE: SHORT TERM SECURED & MEDIUM TERM TRANSFORMED



APPENDICES 9M 2022 SALES

2





- FULL YEAR 2022: FEBRUARY 13, 2023 (1)
- *FIRST-QUARTER 2023 SALES:* APRIL 26, 2023⁽¹⁾
- > "MICHELIN IN MOTION 2030" STRATEGY : PROGRESS UPDATE (CMD) (2)

(1) After close of trading
 (2) Date to be communicated at a later stage: H1 2023



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9-MONTH SALES ROSE BY 20.5% TO €20.7BN. IN A HIGHLY INFLATIONARY ENVIRONMENT, FULL-YEAR GUIDANCE IS CONFIRMED FOR SOI AND ADJUSTED FOR STRUCTURAL FCF

- In a market environment shaped by continuing operational disruptions, widespread inflation and limited visibility as to future demand, Michelin delivered growth in sales and is steering operations to ensure adequate inventory levels.
- 9-month markets remained on an upward trend:
 - End-user (sell-out) demand held firm in most regions and markets.
 - Passenger Car & Light Truck sell-in markets grew by 1.4%, lifted by a third-quarter recovery in Original Equipment (OE) demand, mainly in North America and China; Replacement markets remained stable, with a mix temporarily impacted by rising imports from Asia.
 - Truck tire sell-in markets -excluding China- expanded by 6.0% with an acceleration in the third quarter.
 - Specialty tire markets remained robust in all segments except Agricultural and Construction in the third quarter; demand remains strong in Mining.
- Consolidated 9-month sales of €20.7bn, up 20.5% year-on-year, including 6.5% positive currency effect:
 - a 13.4% gain from price increases, reflecting the Group's policy of systematically passing on cost inflation factors and the growing impact of price indexation clauses.
 - a 0.9% increase from the mix effect reflecting growth in the Passenger Car 18-inch and larger segment and in Mining, partially offset by an adverse OE/RT mix effect in the Automotive business.
 - a 2.4% decline in volumes, mostly due to the exit from Russia and lockdowns in Chinese cities, amid persistent operational disruptions.
 - a 1.0% gain from changes in scope, mainly reflecting the consolidation of Allopneus.com.
 - Non-tire sales grew by 22% accounting for 1.1% of consolidated sales growth, demonstrating the validity of the ongoing Michelin in Motion Group strategy.
- 2022 full-year guidance:
 - Segment operating income at constant exchange rates : confirmed > €3.2bn
 - Structural free cash flow : adjusted to ~ €700M



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9-MONTH SALES GROWTH OF 20.5% DYNAMIC TIRE PRICING IN A HIGHLY INFLATIONARY ENVIRONMENT NON-TIRE SALES UP BY 22% OR +€185M AT CONSTANT EXCHANGE RATES



* Deconsolidation of the printing, publishing and marketing businesses associated with Maps & Guides for France (Michelin Editions) on February 1, 2021, and of Solesis on May 28, 2021; consolidation of TechnoBalt on May 1, 2021, and Allopneus.com on December 30, 2021.







SALES GROWTH IN EVERY SEGMENT THANKS TO DYNAMIC PRICING POLICY AND EFFICIENT INDEXATION CLAUSES, OVERCOMPENSATING SOFTER VOLUMES

(in € millions,	;)	9M 2022	9M 2021	Change
	RS1 sales	10,238	8,603	+19.0%
	Volumes	-	-	-4.0%
	RS2 sales	5,403	4,503	+20.0%
	Volumes	-	-	-0.5%
	RS3 sales	5,091	4,098	+24.2%
	Volumes	-	-	-1.2%

In an environment shaped by strong inflation and ongoing operational disruptions:

- RS1: sales lifted by price increases introduced in Replacement in H1 and the impact of indexation clauses from July 1; positive mix supported by sustained growth in 18-inch and larger tires and favorable geo mix, despite a negative OE/RT mix; volumes decrease reflects the exit from Russia and weak demand from China in Q2, as well as the impact of the high volatility of the sell-in market mix in Q3.
- **RS2**: sales growth supported by dynamic pricing management and continued expansion in fleet management solutions; volumes stable on the back of high volatility in the sell-in market mix in Q3 and a continued focus on the highest value market segments.
- **RS3**: sales rose thanks to positive price effect, reflecting the price adjustments on July 1 in application of indexation clauses, and rebound in Mining volumes in Q3 as expected; sales in Non-tire businesses grew by 22% over the first nine months at constant exchange rates.



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2022 MARKET SCENARIO: IN A VERY VOLATILE ENVIRONMENT, MARKETS ESTIMATES ITAINED IN PC AND TRUCK, SLIGHTLY REDUCED IN SPECIALTIES



Jan Feb Mar Apr May Jun Jul Aug Sept Oct Nov Dec

SPECIALTIES: +3%/+7%* (previously +4%/+8%)

- Mining tires: demand to remain robust, with easing of supply-chain disruptions
- Off-the-road tires: growing overall demand, except flat markets in Agriculture Replacement
- Two-wheel tires: demand softening with dealers' inventories still above normative
- Aircraft tires: growth in demand from still weak comparatives



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Jan Feb Mar Apr May Jun Jul Aug Sept Oct Nov Dec



	2022
Volumes	Below markets
Cost impact of raw materials prices, customs duties, transportation and energy	Strongly negative
Net price-mix / raw materials, manufacturing and logistics performance	Slightly positive







	2022
Segment operating income at constant exchange rates	> €3,200m
Structural free cash flow *	~ €700m (previously > €1,200m)

* Structural free cash flow corresponds to free cash flow before acquisitions, adjusted for the impact of changes in raw material costs on trade payables, trade receivables and inventories (see definition slide 57).











DETAILED STRATEGIC SCORECARD: IN LINE WITH 2030 VISION

•					METRICS	2030 SUCCESS				
							2019	2020	2021	
	<u> </u>	Be world-class in employee engagement	\sum	***	Engagement rate	>85%	80%	82%(1)	80%	
	$\textcircled{0}{2}$	Be world-class in employee safety	5	*	TCIR ⁽²⁾	<0.5	1.43	1.19	1.29	
People	ÎŶ	Be a reference in diversities and inclusion of teams	\sum		IMDI ⁽²⁾	80 pts over 100	-	62	67	
		Be best-in-class in value created for customers	\sum	2	NPS ⁽²⁾ partners	+10 pts vs. 2020	38	40.5	38.9	
	Ŕ	Deliver substantial growth	\sum	91	Total sales (in €bn)	> +5% CAGR 2023-2030	24.1	20.5	23.8	
e i i i i i i i i i i i i i i i i i i i	***	Deliver continuous financial value creation	$\left \right\rangle$	[]©]]	ROCE ⁽²⁾	>10.5%	10.0%	6.0%	10.3%	
	*	Maintain MICHELIN brand power	\mathcal{P}	0	Brand vitality quotient	⊖ +5 pts vs. 2021	-	58	68	
		Maintain best-in-class innovation pace in products and services	$\sum_{i=1}^{n}$. 29'	Offer vitality Index	>30%	30%	29%	31%	
		Reach carbon neutrality by 2050 (manuf. and energy)	\sum		CO ₂ emissions scopes 1&2	◯ (50%) vs. 2010	(24.8%) 2,919Kt	(36.5%) 2,463Kt	(29%) _{2,764 Kt}	
	Ø	Contribute to reaching carbon neutrality (usage)	\sum		Products energy efficiency (scope 3)	├ +10% vs. 2020	-	100	100.5	
Planet	4	Be best-in-class in environmental footprint of industrial sites	\sum	çxò.	i-MEP ⁽²⁾	─ -1/3 vs. 2019	100	-	92.6	
	is	Reach full circularity of products by 2050	\sum	6	Sustainable Material Rate	40%	26%	28%	29%	

(1) Based on the 2021 scope of reporting, the 2020 rate was 82%, versus 83% as reported based on the 2020 scope.

(2) 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.151 of the 2021 Universal Registration Document





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IN A CONTEXT OF HIGHLY VOLATILE SELL-IN MARKETS, SUSTAINED DYNAMIC PRICING MANAGEMENT TO OFFSET COST INFLATION FACTORS



YoY quarterly change of sales

(in %)







PC/LT MARKETS: GLOBAL DEMAND FLAT IN RT AND RECOVERING IN OE, WITH VERY DIVERSE REGIONAL SITUATIONS









SALES BY CURRENCY AND SEGMENT OPERATING INCOME (SOI) IMPACT

% of sales End September 2022 (12-month rolling)		9M 2022 Currency change vs. €	Dropthrough* Sales → SOI		
USD	37%	+ 12.3%	25% / 35%		
EUR	31%	-	-		
CNY	5%	+ 10.2%	25% / 30%		
BRL	4%	+ 16.6%	-30% / -20%		
GBP	4%	+ 2.2%	25% / 30%		
CAD	3%	+ 9.6%	25% / 30%		
AUD	3%	+ 4.7%	80% / 85%		

% of sales End September 2022 (12-month rolling)		9M 2022 Currency change vs. €	Dropthrough* Sales → SOI		
RUB	1%	+ 21.1%	25% / 30%		
JPY	1%	- 4.3%	80% / 85%		
MXN	1%	+ 11.5%	25% / 30%		
TRY	1%	- 42.2%	80% / 85%		
тнв	1%	+ 2.3%	-130% / -100%		
Others	8%	-	-		

Illustration with impact of USD change on sales and SOI in €: Sales x 37% x 12.3% x ~30% = impact on SOI (~+1.4%) impact on sales +4.6%

* dropthrough linked to the export/manufacturing/sales base

















TSR20 and RSS3 in \$/kg







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Butadiene in €/t













MICHELIN





OUTSTANDING BOND ISSUES (AS OF SEP 30, 2022)

Issuer	Compagnie Générale des Établissements MICHELIN									
Issue	Senior Note	Senior Note	Senior Note	Senior Note Senior Note		Senior Note	Senior Note	Senior Note	Senior Note	
Туре	Convertible	Bond	Bond	Bond	Bond	Bond	Bond	Bond	Bond	
Principal Amount	\$ 600m	€750m	€ 300m	€ 500m	€ 1,000m	€ 500m	€ 750m	€ 500m	€ 302m	
Offering price	95.50%	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)	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 rating	A- (S& P) ; A3 (Moody's) ; A- (Fitch)									
Coupon	ZERO Conv premium 130%	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	10-jan18	3-sept18	28-may-15	2-nov20	3-sept18	2-nov20	3-sept18	2-nov20	30-sept15 & 30-sept16	
Maturity	10-nov23	3-sept25	28-may-27	2-nov28	3-sept30	2-nov32	3-sept38	2-nov40	30-sept45	
Interest payment	N/A	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	FR0013309184	FR0013357845	XS1233734562	FR0014000D31	FR0013357852	FR0014000D49	FR0013357860	FR0014000D56	XS1298728707	
Denomination	\$ 200'000 with min. tradable amount \$ 200'000	€ 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					

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A COMFORTABLE CASH POSITION WITH MATURITIES SPREAD OVER TIME







USTAINED AND AMBITIOUS DIVIDEND DISTRIBUTION POLICY



CONSISTENTLY DELIVERED ABOVE 35% DIVIDEND PAYOUT

(except the dividend voted in 2020 for 2019 due to the pandemic)

* Dividend paid-out linked to 2021 fiscal year, prior to the 4-for-1 stock split, effective June 16, 2022.



~50%

Anti-dilutive / opportunistic

share buyback program

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APPENDICES TIRES BUSINESSES





Seizing positive momentum in emerging markets

(% Manufacturing capacity)







WEAR PARTICLES: MICHELIN HAS A CONSIDERABLE COMPETITIVE ADVANTAGE, WITHOUT COMPROMISING SAFETY

"Low tire abrasion and safe driving characteristics: Michelin shows

how it [should be] done"

(ADAC, Dec. 2021(1))

Michelin is continuously improving the performance of its products thanks to its unrivaled expertise





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





TIRE AND ROAD WEAR PARTICLES (TRWP): DEFINITION AND STATE OF KNOWLEDGE

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.

Scientific studies⁽¹⁾ have started to **measure the environmental impact of TRWP:**



AIR

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



Studies suggest that most TRWP never reach estuaries.

TRWP



5 x 10⁻² mm

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



Michelin strongly favors a regulation that would limit the level of wear particles emissions of all tires worldwide. Michelin contributes with the ETRMA⁽²⁾ members to the definition of a standardized test method of TRWP emission rate, to eliminate the least performing tires from the market with a threshold regulation.

(1) For more information about TRWP, <u>see the following document</u>, which cites the studies in question(2) European Tyre & Rubber Manufacturers Association

<u>Dowload the ADAC study</u> **Tyre wear particles in the environment (Dec. 2021)**







AROUND TIRES



SERVICES & SOLUTIONS: DRIVING GROWTH BY CAPITALIZING ON THE DEEP CUSTOMER INTIMACY ACQUIRED IN THE TIRE BUSINESS AND BY LEVERAGING OPPORTUNITIES CREATED BY DIGITALIZATION



Fleet management

Make operations safer, more predictable, productive and sustainable

Help find trustworthy partners and streamline your maintenance services and business processes digitally.

Help customers accelerate their business with smart data and better insights.



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HIGH-TECH MATERIALS: EXPANDING BEYOND TIRES BY LEVERAGING OUR EXPERTISE AND OUR INNOVATIONS, FROM MATERIALS TO SOLUTIONS, FOR HIGHLY DEMANDING APPLICATIONS



APPENDICES NON-FINANCIAL PERFORMANCES



NON-FINANCIAL PERFORMANCE: MICHELIN, A LEADING AND RECOGNIZED PLAYER IN SUSTAINABLE MOBILITY







MICHELIN DRIVES UP THE TIRE INDUSTRY STANDARDS ON PRODUCTS PERFORMANCE. IF THE WORLD WAS DRIVING ON MICHELIN PC/LT TIRES IT WOULD SAVE...



- (1) Underlying hypothesis: 30% advantage for Michelin vs competitors in abrasion, as calculated by ADAC Tyre wear particles in the environment, Dec. 2021.
- (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 210 of 2021 Universal Registration Document for details



MICHELIN HAS BEEN LEADING ALL MAJOR INNOVATIONS IN THE TIRE INDUSTRY, CURRENTLY INVESTING €300 MILLION / YEAR IN SUSTAINABLE CAPEX*





ON THE PATH TO REACH FULL CIRCULARITY OF PRODUCTS WITH 40% OF SUSTAINABLE RAW MATERIALS IN 2030, 100% IN 2050



(1) European project funded by Horizon 2020, project number: 82068

(2) With the support of ADEME (ADEME: French Environment & Energy Management Agency)



FURTHER DEMONSTRATING TECHNOLOGICAL LEADERSHIP IN MATERIALS: MICHELIN FIRST MANUFACTURER ABLE TO DESIGN A TIRE INTEGRATING UP TO 58% SUSTAINABLE MATERIALS AND APPROVED FOR ROAD USE

On the way to our "100% sustainable tire by 2050" goal: during its October Media Day in Cuneo, Michelin unveiled two new tires with breakthrough technologies







NATURAL RUBBER: MICHELIN IS STRENGTHENING ITS COMMITMENT TO EFFICIENT, RESPONSIBLE NATURAL RUBBER FARMING

In response to a fragmented and complex industry...

Michelin procurement



...Michelin is strengthening its commitment to a sustainable supply chain



>**140** direct suppliers

up to 7 middlemen between direct suppliers and smallholders

~2M smallholders serve Michelin

~2 HA. average farm size

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2025 objective: step up sustainability across the industry

- Land rights: more than 95% of identified at-risk supplies apply the principle of free, prior and informed consent.
- Deforestation: more than 95% of identified at-risk supplies apply the zero-deforestation principle.
- Social and environmental risks: more than 70% of procurement volumes are assessed.

Extend assessments of supplier practices across the value chain...

- Direct suppliers via EcoVadis: 94% of volumes assessed at end-2021, of which 79% confirmed as compliant.
- Indirect suppliers via RubberWay: 64% of volumes mapped at end-2021, with a target of 80% in 2022.
- Since 2020, a stronger partnership with WWF for more in-depth analysis of deforestation risks.

...to undertake impactful, real-world projects

- **Brazil** partnership with WWF: increasing the rubber harvest to have a positive economic impact on 3,800 families in the State of Amazonas, while preserving the forest (6.8 million hectares under management).
- Indonesia partnership with Porsche: improving the skills of 1,000 smallholders identified with the RubberWay[™] app.
- **Thailand** as part of the GPSNR: helping small farmers diversify their sources of income with agroforestry opportunities.
- **Africa** through SIPH: offering nearly 100,000 farmers a year training in best agricultural practices, workplace health and safety, and environmental issues.

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To know more

ENVIRONMENT PROTECTION: MICHELIN IS A LEADER IN ACTING FOR BIODIVERSITY PROTECTION



Replacement of pesticides and fertilizers by mechanical methods combined with other alternative solutions



MICHELIN IS PURSUING PROGRAMS TO REDUCE ITS CO2 EMISSIONS, VOC (1) EMISSIONS AND WATER WITHDRAWALS

In response to supply chain disruptions, the Group occasionally had to resort to more costly workarounds on an as-needed basis, which penalized CO_2 emissions in 2021.



(1) Volatil Organic Compounds

(2) Including €3m from adjustments in the method of calculating transportation-related CO₂ emissions

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(3) Covers only the inbound and outbound transportation and distribution of natural rubber, semi-finished products and finished product



2021, adjusted for the ton of CO₂ valued at €100/t and the change in method mentioned in (2)

Definition

Scope

1 Direct emissions

MICHELIN APPLIES THE RECOMMENDATIONS OF THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)



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 and committing to

reach net zero emissions by 2050

Detailed information concerning the application of TCFD recommendations may be found in the public answers to the CDP Climate Change 2021 questionnaire (see https://www.cdp.net/en/responses).





CLIMATE STRATEGY IS STRUCTURED AROUND TRANSITION AND ADAPTATION PLANS TO ACHIEVE NET ZERO EMISSIONS BY 2050

It is 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 to physical impacts of climate change.





It is 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 EMISSION IN 2050





STRONG ACHIEVEMENTS, REINFORCED BY STRONG OBJECTIVES TOWARDS 2030, BASED ON A COMPREHENSIVE MANAGEMENT SYSTEM

ENVIRONMENTAL PERFORMANCE OF OUR PLANTS



(1) MEF: Michelin Environmental Footprint ; i-MEP: industrial-Michelin Environmental Performance ; see detailed definition p.151 of the 2021 Universal Registration Document

(2) On a rolling 12-month basis, may be subject to updates until the publication of the annual result





DIVERSITY AND INCLUSION: PROGRESS ON ALL INDICATORS IN 2021, DEMONSTRATING THE GROUP'S COMMITMENT

EOUAL OPPORTUNITY **GENDER BALANCE** Every employee can develop his/her talents Achieve parity among Group executives and, by 2030, set the gender balance benchmark in our within the company. Michelin pays particular industry. attention to the internal promotion of manufacturing operators. 2021 67/100 IDENTITY DISABILITY +5 pts vs. 2020 All D&I* aspects, (e.g., age, sexual orientation, Michelin offers career paths to people of all abilities according to its talent development ethnicity, religion, etc.) Enable every person to be who they really are and to policy. bring their authentic selves to work. * Diversity & Inclusion

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) Inclusion and Diversities Management Index, see p. 183 of the 2021 Universal Registration Document

MICHELIN GOUVERNANCE PILLARS: CLEAR SEGREGATION OF DUTIES, DOUBLE CHECK AND BALANCE OVERSIGHT







ESG AWARENESS AND OVERSIGHT ARE FULLY EMBODIED IN MICHELIN'S GOVERNANCE STRUCTURE





STAKEHOLDERS COMMITTEE

At the corporate executive level, a Stakeholders Committee set up in 2016 brings together 12 people representative of the Group's leading stakeholders, including suppliers, investors, unions, customers and NGOs. Four continents are represented on the Committee, which meets with the Executive Committee for a full day at least once per year.





ESG CRITERION ARE INCLUDED IN EXECUTIVES' COMPENSATION AND SHARED WITH ALL EMPLOYEES REGARDING PERFORMANCE SHARES PLANS

2022 COMPENSATION POLICY FOR FLORENT MENEGAUX, MANAGING CHAIRMAN









Free cash flow (FCF)

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, adjusted for net cash flows relating to cash management financial assets and borrowing collaterals.

Structural free cash flow

Corresponds to free cash flow before acquisitions, adjusted for the impact of changes in raw materials costs on trade payables, trade receivables and inventories. The structural free cash flow is calculated on full year basis only.

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.

Tires 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 Services and Solutions (excluding TaaS and Distribution), Conveyor Belts and High-Tech Materials 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.



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+ *M&A* = Free Cash Flow before M&A +/- Adjusted for the impact of changes in raw materials costs = Structural Free Cash Flow

Free Cash Flow (FCF)



"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 http://www.michelin.com/en/ 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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