

MEDIA DAY 2024



COMPENSATION AND SOCIAL PROTECTION: DRIVERS OF SOCIAL INNOVATION

Florianne Viala,
Compensation and Benefits Director
for the Michelin group



LIVING WAGE:

***“Performance cannot be based
on social deprivation”***

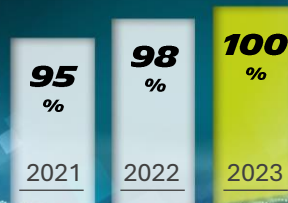
Florent Menegaux

*MICHELIN, A COMPANY COMMITTED TO **THE LIVING WAGE***

**UNITED NATIONS
GLOBAL COMPACT**



**STUDY AND ROLL-OUT
OF THE LIVING WAGE**



**A TURNING POINT
WITH THE COVID
PANDEMIC**



WHAT IS THE DEFINITION OF THE LIVING WAGE?

DAILY NEEDS

EDUCATION

***PRECAUTION
ARY SAVINGS***

***FAMILY OF
FOUR***



MINIMUM WAGE BY COUNTRY/ MICHELIN'S LIVING WAGE

FRANCE

PARIS

€21,203 / **€39,638**

CLERMONT-FERRAND

€21,203 / **€25,356**

UNITED STATES

GREENVILLE

\$14,790 / **\$42,235**

BRAZIL

MANAUS

R\$16,944 / **R\$37,347**

UNITED KINGDOM

LONDON

£22,440 / **£27,416**

CHINA

BEIJING

¥29,040 /

¥69,312

THAILAND

BANGKOK

฿130,680 / **฿292,912**

FAIRWAGE
CERTIFIED



The Fair Wage Network guarantees that all employees of the company MICHELIN are paid at or above the Living Wage threshold as defined by Fair Wage Network.

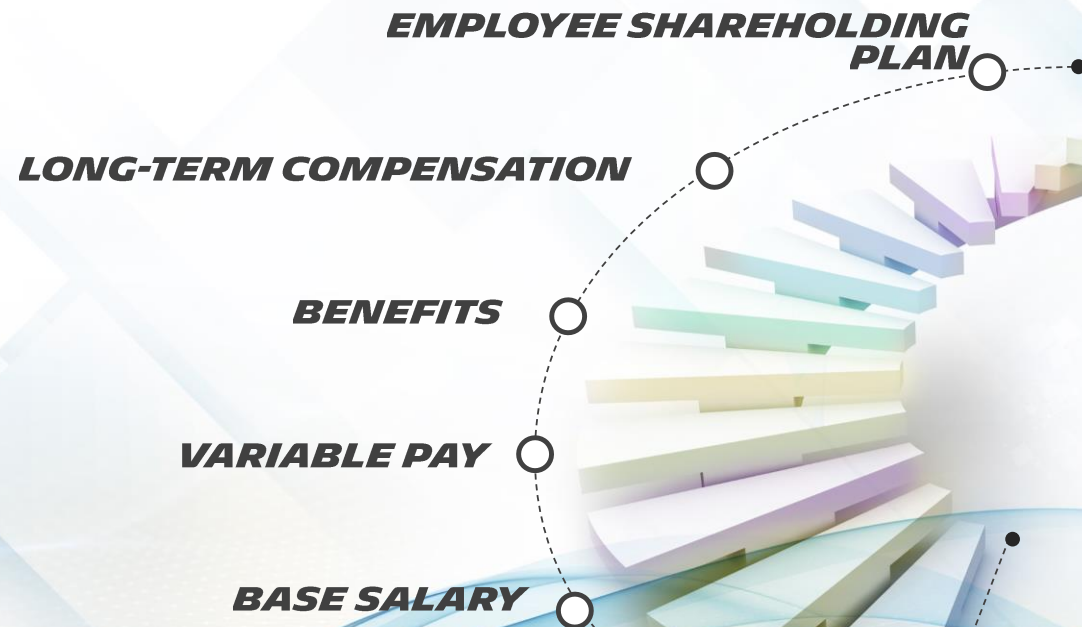
Therefore, can be Qualified as a 'Global Living Wage Employer' and it is confirmed that MICHELIN has obtained the LIVING WAGE CERTIFICATION for a period of one year, from 20th December 2023 to 20th December 2024 (certificate No 2023-40). A new LivingWageGap analysis will have to be done after one year.



COMPENSATION AT MICHELIN

*A package that includes much more
than base salary*

A COMPREHENSIVE AND DIFFERENTIATING COMPENSATION PACKAGE



*INED: A PARTNERSHIP FOR STUDYING **GENDER-BASED PAY DIFFERENCES***



UNIVERSAL SOCIAL PROTECTION FOR EVERYONE



MICHELIN ONE CARE PROGRAM: AN ACTION PLAN TO SUPPORT ALL GROUP EMPLOYEES

ACCESS TO HEALTH CARE

CHILDCARE

PROTECTION FOR AN EMPLOYEE'S FAMILY IN THE EVENT OF DEATH

