

PEOPLE AMBITIONS **BY 2030**



⁽¹⁾ Moving Forward Together annual survey of Group employees.

⁽²⁾ TCIR (Total Case Incident Rate) : number of accidents and cases of occupational illness recorded per 100 000 hours worked.

⁽³⁾ IMDI is made up of 12 quantitative and qualitative indicators (some of which are taken from the annual Moving forward together employee survey), divided into 5 areas: Diversity, Identity, Multi-national management, Disability, Equal opportunities.

⁽⁴⁾ Group scope

⁽⁵⁾ % of employees who respond positively to the Moving Forward Together survey question: "I have real opportunities to develop my skills at Michelin."

⁽⁶⁾ % of employees who respond positively to the Moving Forward Together survey question: "I feel like my opinion matters and my ideas are taken into account in my company."

⁽⁷⁾ Volume of natural rubber for which the human rights assessment includes village planters

⁽⁸⁾ Number of village planters whose standard of living has improved thanks to remediation projects initiated by the Group