MICHELIN CORPORATE FOUNDATION
2023 ANNUAL REPORT

IN MOTION, TOGETHER

READ MORE

EDITORIAL

GOING FURTHER

> **"Movement is mobility but also, and more widely, the evolution and development of the individual, innovation, health, creation.**
>
> **The Foundation's role is to support all those who put themselves in motion and help them go further."**

Florent Menegaux

MANAGING CHAIRMAN, MICHELIN GROUP

Florent Menegaux, how do you envision Michelin's role and commitment within society?

Above all, Michelin is a human community that shares a set of core values and is committed to a common purpose and vision. Every day, we solve problems, innovate and create wealth.

In doing this, we seek a balance between individual development, economic performance and the safeguard of our planet and its resources.

Michelin operates in an environment in the

Forrest Patterson

SPONSORSHIP DIRECTOR AND EXECUTIVE DIRECTOR, MICHELIN CORPORATE FOUNDATION

You joined the Foundation just as it was celebrating its tenth anniversary. How do you see its action?

Since its creation, the Foundation has been focused on local communities and the people who live there, not just in France but also in the countries around the world where Michelin operates. This support is part of the Group's enduring tradition of social commitment and long-standing support for sport, education and culture, for example. The creation of the Foundation has enabled us to organize and coordinate our engagements, with our guiding vision of 'People in Motion'. This defining principle has guided our actions in different fields, such as education, community action and the environment. These fundamentals drive our Foundation forward.

"2024 will mark the renewal of our strategy of engagement, with the aim of increasing the impact of our actions and boosting our shared efforts to serve our beneficiaries."

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TEN YEARS OF ACTION

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OUR MISSION

STRENGTHENING CORPORATE CITIZENSHIP

Created in 2014, the Michelin Corporate Foundation reflects the Michelin Group's tradition of social engagement. Under the Motion for Life banner, the Foundation supports innovative projects aligned with its humanistic philosophy of benefiting the greatest number of people.

Through the Foundation, we are committed to taking action in the territories where the Michelin group is established. Our objective is to complement existing local actions and the Michelin Volunteering program dedicated to the involvement of employees in their communities.

10 YEARS OF POSITIVE IMPACT

For the past ten years, the Michelin Corporate Foundation has been working alongside its partner associations to support public-interest projects in line with the Group's values of respect and solidarity.

In a few figures, our action for 10 years :

Number of projects supported

2023

+500

2014

Overall amount allocated to projects

2023

+140 M€

2014

Including 1/4 projects worldwide

Distribution in % by domain over 10 years

Education and the community

35 %

Heritage and the arts

30 %

Protecting the environment

5 %

Sustainable mobility

14 %

Sport and health

16 %

EMPOWERING THE ACTORS OF CHANGE

La Maison de la Vie provides support for people recovering from cancer. It gives them space to rebuild their lives, find a new taste for life and regain their self-confidence when they return to work. This visionary idea, the brainchild of a Michelin Group employee, was one of the founding projects of the Michelin Corporate Foundation. It inspired our commitment to community action and the fight against all forms of exclusion.

"La Maison de la Vie is the result of a remarkable encounter. At the time, in 2015, there were still very few initiatives to aid patients in remission."

Jean-Michel Ricard

JOINT FOUNDER OF THE SIEL BLEU ASSOCIATION WHICH PARTNERS LA MAISON DE LA VIE

READ MORE

"I experienced some [illegible] relationships within the [illegible], at all levels. The Michelin [illegible] me with this project w[illegible] helps people who have [illegible] serious illness return to work [illegible] comfortably."

Anne Teffo

project intiator

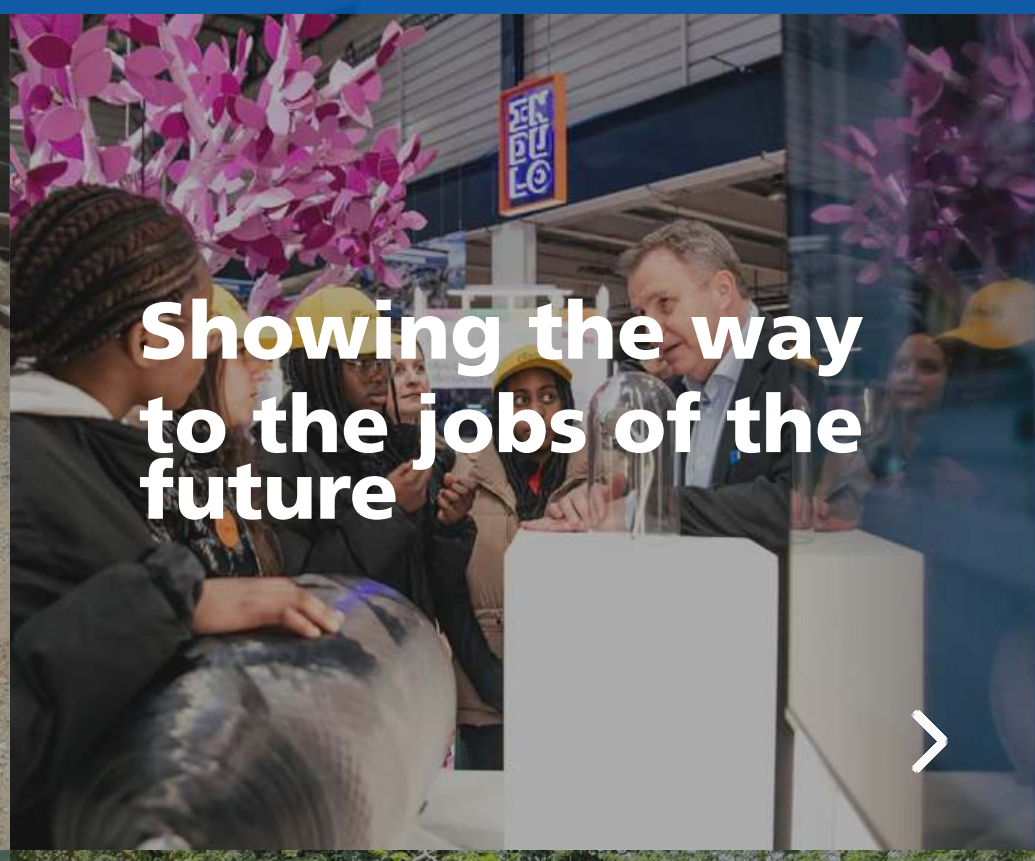
KEY FIGURES

10
Maisons de la Vie today

80
patient stays between 2015 and 2023

ACTING FOR 10 YEARS ALL OVER THE WORLD

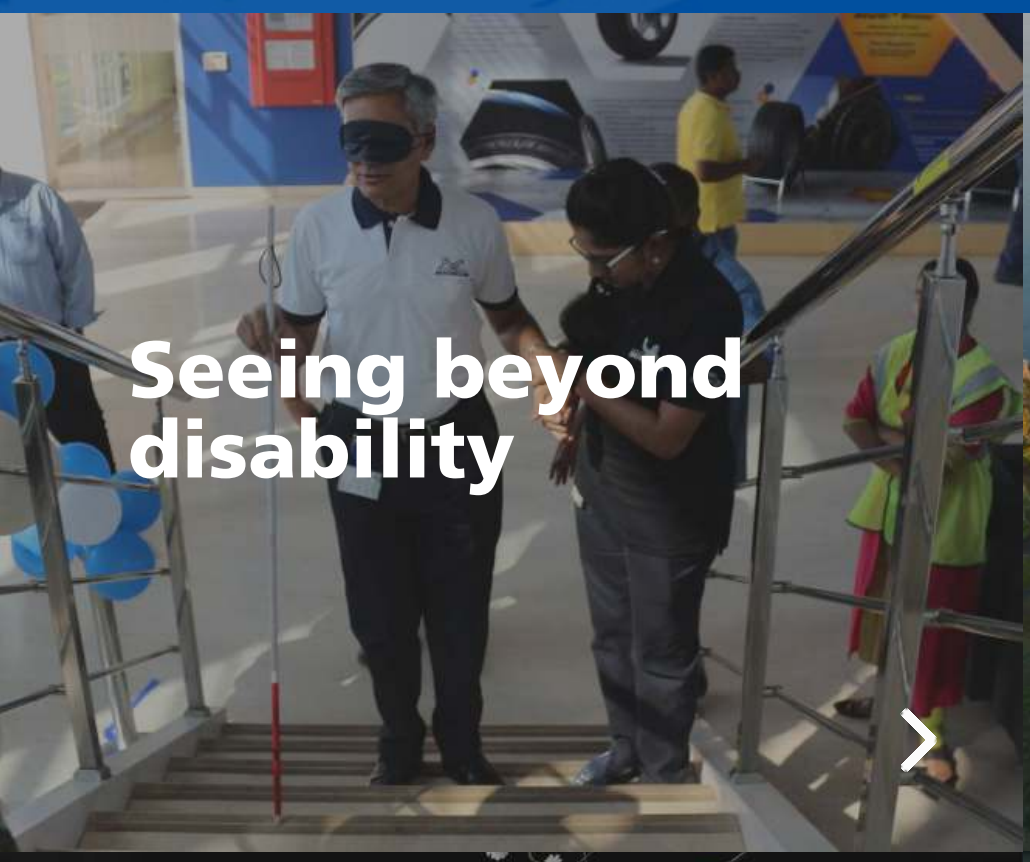
Making the school road safe



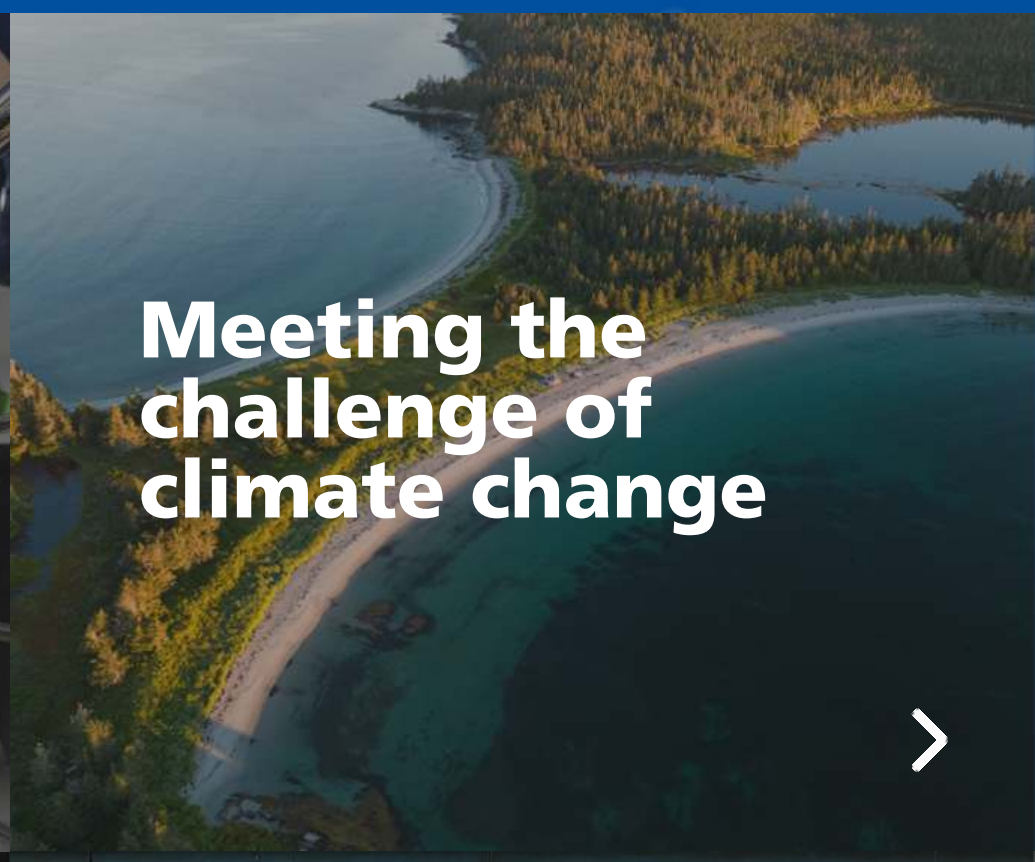
Showing the way to the jobs of the future

Rebuilding social relationships through sport

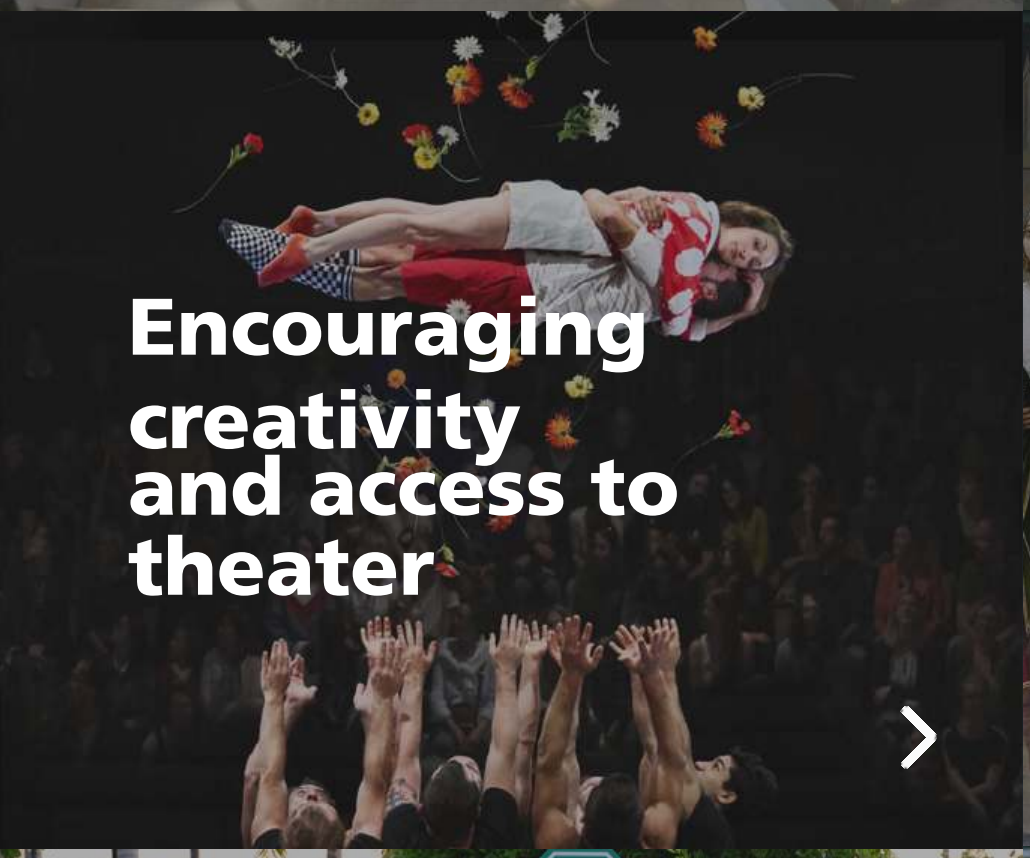
Improving access to healthcare for all



Seeing beyond disability



Meeting the challenge of climate change



Encouraging creativity and access to theater

Acting to preserve local cultural heritage

Giving young people a voice in safe mobility

Protecting the rainforest

MAKING THE SCHOOL ROAD SAFE

ENFANTS DU MÉKONG

SOUTH-EAST ASIA

In some rural villages of Southeast Asia, the road children have to take to get to school can sometimes be long and dangerous. For almost 10 years, the Michelin Corporate Foundation has supported the “En route vers l’école” project with Enfants du Mékong.

The Michelin Corporate Foundation has been funding essential resources such as bicycles, helmets, motorcycles, vans, tuk-tuks for school transport and social workers, in more than 130 villages in Southeast Asia, notably in Thailand, Laos, Cambodia and the Philippines.

READ MORE

PICTURE GALLERY

KEY NUMBERS

4000 beneficiaries

4 countries

Over **500** Michelin employees involved

150 volunteers

SHOWING THE WAY TO THE JOBS OF THE FUTURE

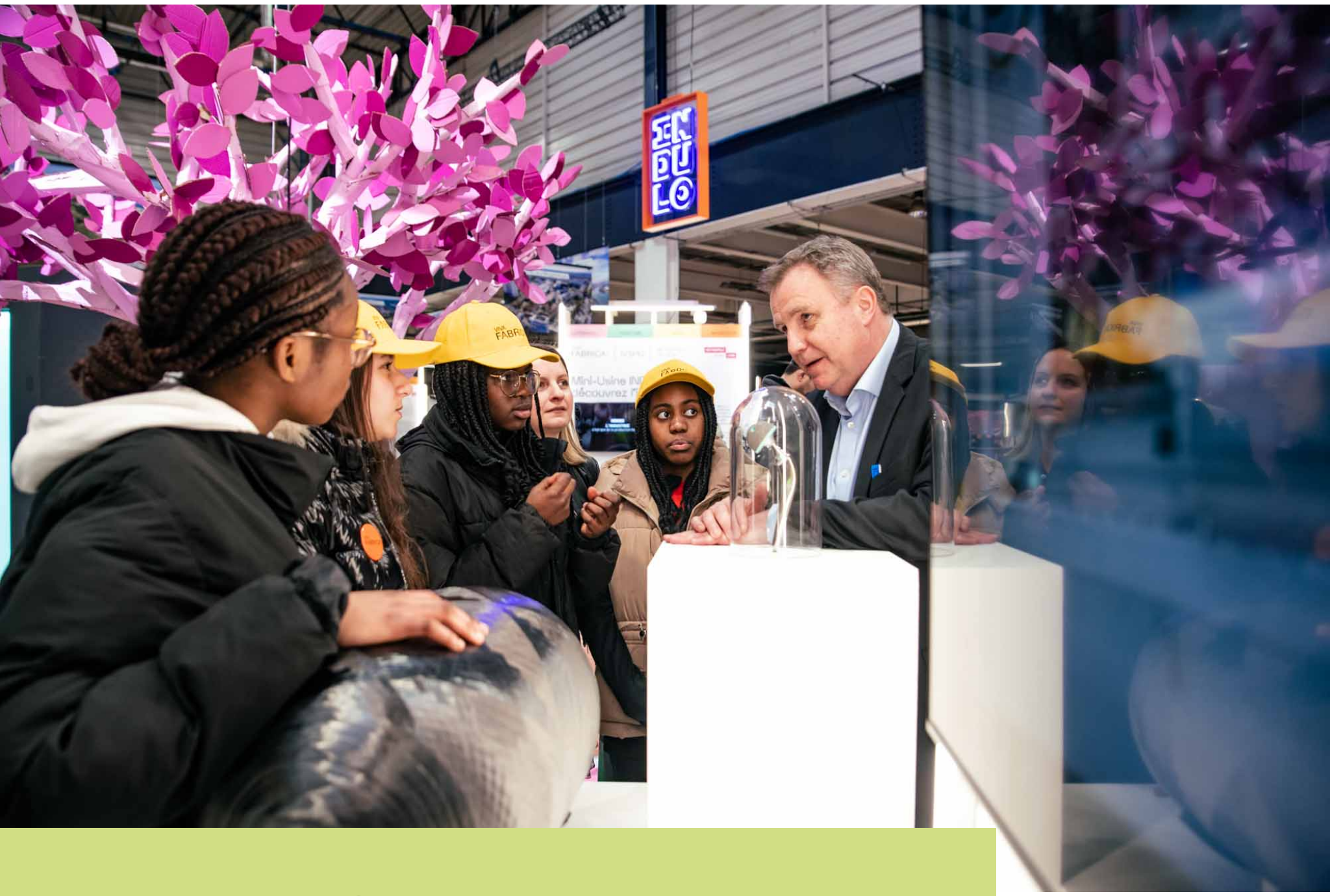
FONDATION VIVA FABRICA !

FRANCE

To break down the prejudices surrounding the world of industry and show the younger generation how manufacturing is adapting for the future, the Michelin Corporate Foundation supports the Foundation Viva Fabrica ! Every two years, the event Viva Fabrica! opens its doors to showcase the professional skills.

The Michelin Corporate Foundation, a leading sponsor of the Viva Fabrica ! Foundation, is supporting this major public-interest event with the aim of reinforcing the links between society and industry and promoting the social and professional integration of people from all backgrounds. Not just youngsters but also people made vulnerable by economic, social, professional or geographical factors.

With its firm commitment to a more inclusive work environment, the Michelin Corporate Foundation, together with the CeCler association, presented the PIETRA platform, an assimilation scheme that matches the recruitment needs of companies in the Lyon area with refugees and new arrivals seeking employment.



KEY NUMBERS

4

venues (Paris, Marseille, Lyon and online)

180 000

visitors

REBUILDING SOCIAL RELATIONSHIPS THROUGH SPORT

ASM OMNISPORTS PROJECT

FRANCE

Allowing everyone, without distinction of social origin or income, to practice a sporting discipline in widely open meeting places, to promote social cohesion, diversity and the prevention of discrimination is the common ambition of the Michelin Corporate Foundation and the ASM Omnisports association.

Thanks to the financial support of the Michelin Corporate Foundation together with the strong commitment of Michelin employees, some thirty projects are now underway, managed jointly with local facilitators. These include actions held below apartment blocks, sports discovery programs run with local community centers, homework assistance and citizenship initiatives organized in partnership with the Secours Populaire charity, the CeCler food bank and others.

READ MORE

PICTURE GALLERY

KEY NUMBERS

6000
members

400
volunteers

1500
beneficiaries per year, of whom 900 are from priority areas

IMPROVING ACCESS TO HEALTHCARE FOR ALL

FOUNDATION FOR RURAL RECOVERY AND DEVELOPMENT (FORRAD)

INDIA

Traveling the roads of the Thiruvallur district in the Indian state of Tamil Nadu since 2017, the mobile clinic set up by Foundation for Rural Recovery and Development (FORRAD) and the Michelin Corporate Foundation seeks to overcome several challenges and make a positive health impact in India. The clinic is working to prevent the region's main diseases, improve health cover for remote communities and raise awareness of mental health issues among local people.

This initiative has enabled basic diagnoses to be carried out and the treatment of patients suffering from both acute illnesses and chronic conditions such as diabetes, hypertension and anemia.

The clinic has organized information, awareness and training meetings on key topics such as women's health, care for the elderly, mental health, nutrition and concern for the environment which have had beneficial effects on health in the region.

KEY NUMBERS

+ 37 900
consultations

1040
people have attended information meeting

SEEING BEYOND DISABILITY

HANDICAP INTERNATIONAL

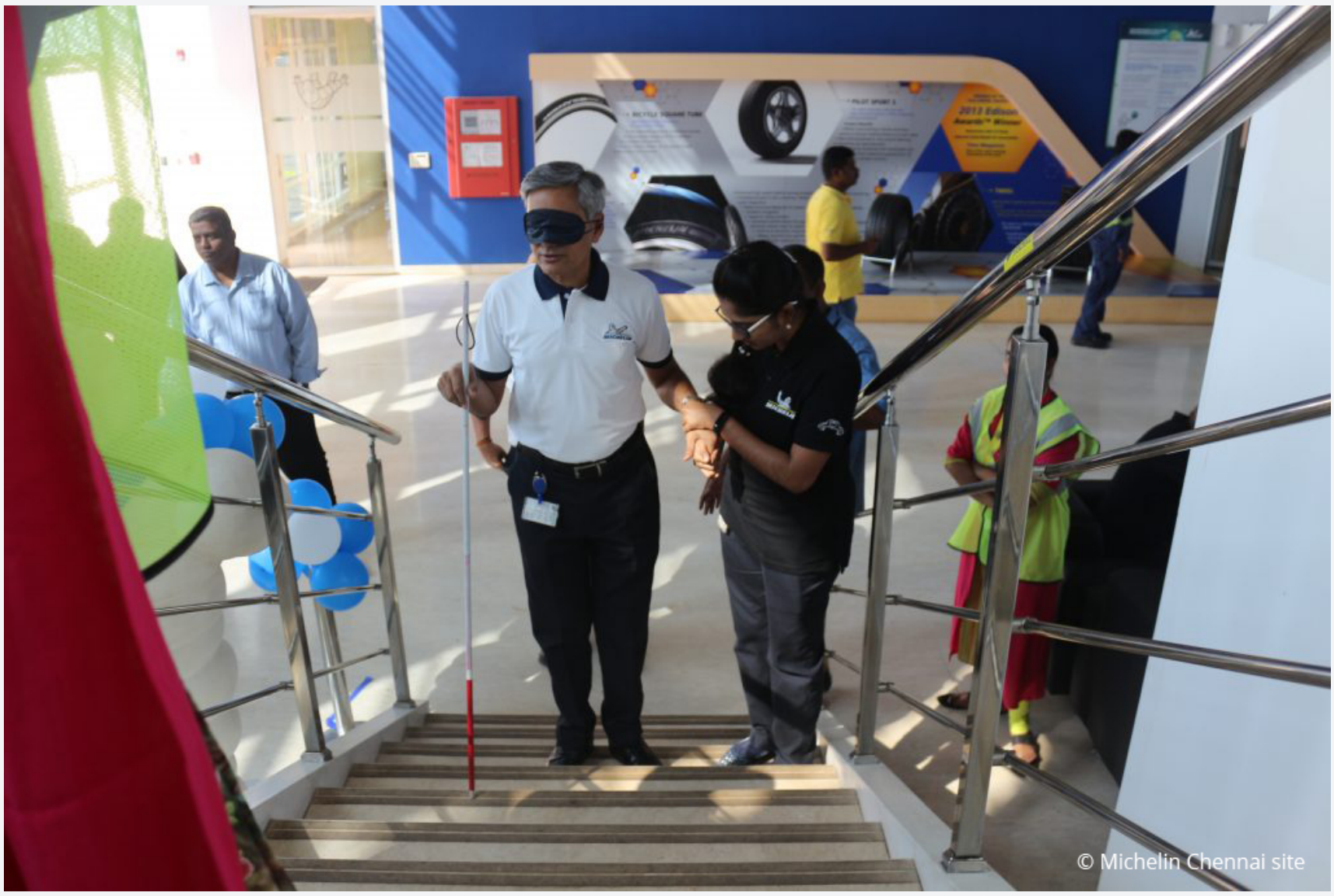
INDIA

Michelin teams in India and Asia have worked closely with Handicap International's disability and employment teams to draw up an action plan aimed at putting employers on the path to Inclusion. To test and enrich the program's methodologies and tools, an ambitious launch started at the Michelin site in Chennai, India.

Integrating people with disabilities in the workplace is a major worldwide challenge. Over 80% of people with disabilities are excluded from the job market and so are unable to meet the needs of their families and play an active role in society.

In this context, a study on the challenges of recruiting people with disabilities, and an "inclusive employers" toolbox including a methodology and accessible resources, were created and disseminated.

READ MORE



KEY NUMBERS

112
participating companies

1500
people sensitized

176
people with disabilities employed

MEETING THE CHALLENGE OF CLIMATE CHANGE

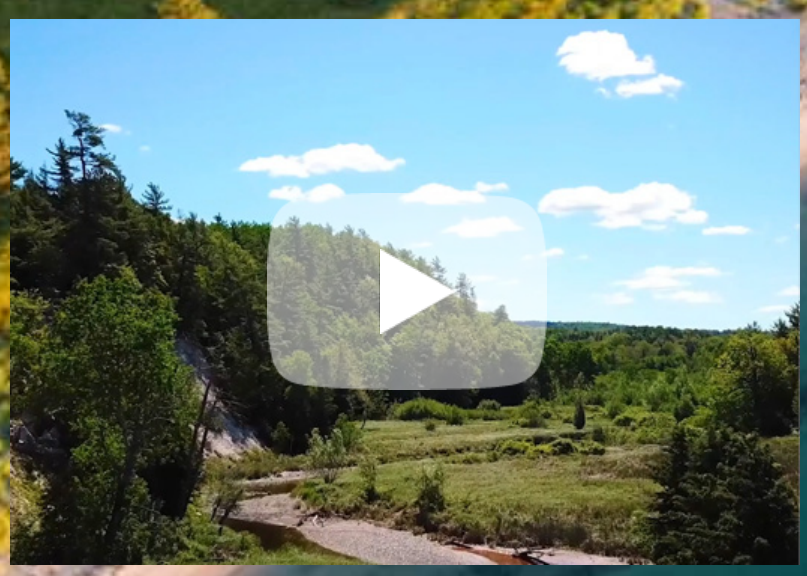
NOVA SCOTIA NATURE TRUST

NOVA SCOTIA

The Twice the Wild program is betting on a massive call to action to get citizens involved in the preservation of natural areas in Nova Scotia. Working internationally, the Michelin Corporate Foundation has chosen to support this environmental project in Nova Scotia, where the Michelin group has been present for 50 years.

To catalyze the efforts of the Nova Scotia Nature Trust organization, Michelin Corporate Foundation's donation to the Nova Scotia Nature Trust has leveraged significant additional funding from the Government of Canada and the Nova Scotia Crown Share Land Legacy Trust and has also encouraged other private donors.

READ MORE



Twice the Wild

Discover the project

KEY NUMBERS

1,5M
million Canadian dollars in donations

10,319
hectares of land preserved

+2400
donors

ENCOURAGING CREATIVITY AND ACCESS TO THEATER

COMÉDIE DE CLERMONT

FRANCE

PICTURE GALLERY

The Michelin Corporate Foundation is keen to popularize culture in the local area and for the past 10 years, has been encouraging the Comédie de Clermont to welcome new audiences to its theater. Its financial investment has provided the means to promote art in the city. After more than 22 years without a permanent home, the Comédie de Clermont finally inaugurated its own theater in 2020 and continues to serve the national theater's ambition to welcome and showcase major artists in Clermont-Ferrand.

> Through its exemplary support and assistance over the past 10 years, the Michelin Corporate Foundation knows how much the national theater scene helps enrich the people's lives, encourages social and intercultural exchanges, promotes artistic innovation and participates in the local economy.

Céline Bréant

COMÉDIE DE CLERMONT THEATER MANAGER

KEY NUMBERS

125
performances supported all along 22-23 season

29.4 %
of spectators are under 27 years old

ACTING TO PRESERVE LOCAL CULTURAL HERITAGE

LA FONDATION POUR LA SAUVEGARDE DE L'ART FRANÇAIS

FRANCE

The " Plus grand musée de France " project expresses the shared ambition of the Michelin Corporate Foundation and La Sauvegarde de l'Art Français to act for the protection of artworks freely accessible to the public.

Thanks to the support of the Michelin Corporate Foundation, not only enthusiastic employees but also local councilors, members of associations and art restoration specialists have become involved in actions to preserve the cultural heritage which have now become nation-wide.

READ MORE

PICTURE GALLERY

KEY NUMBERS

60
artworks saved since 2014

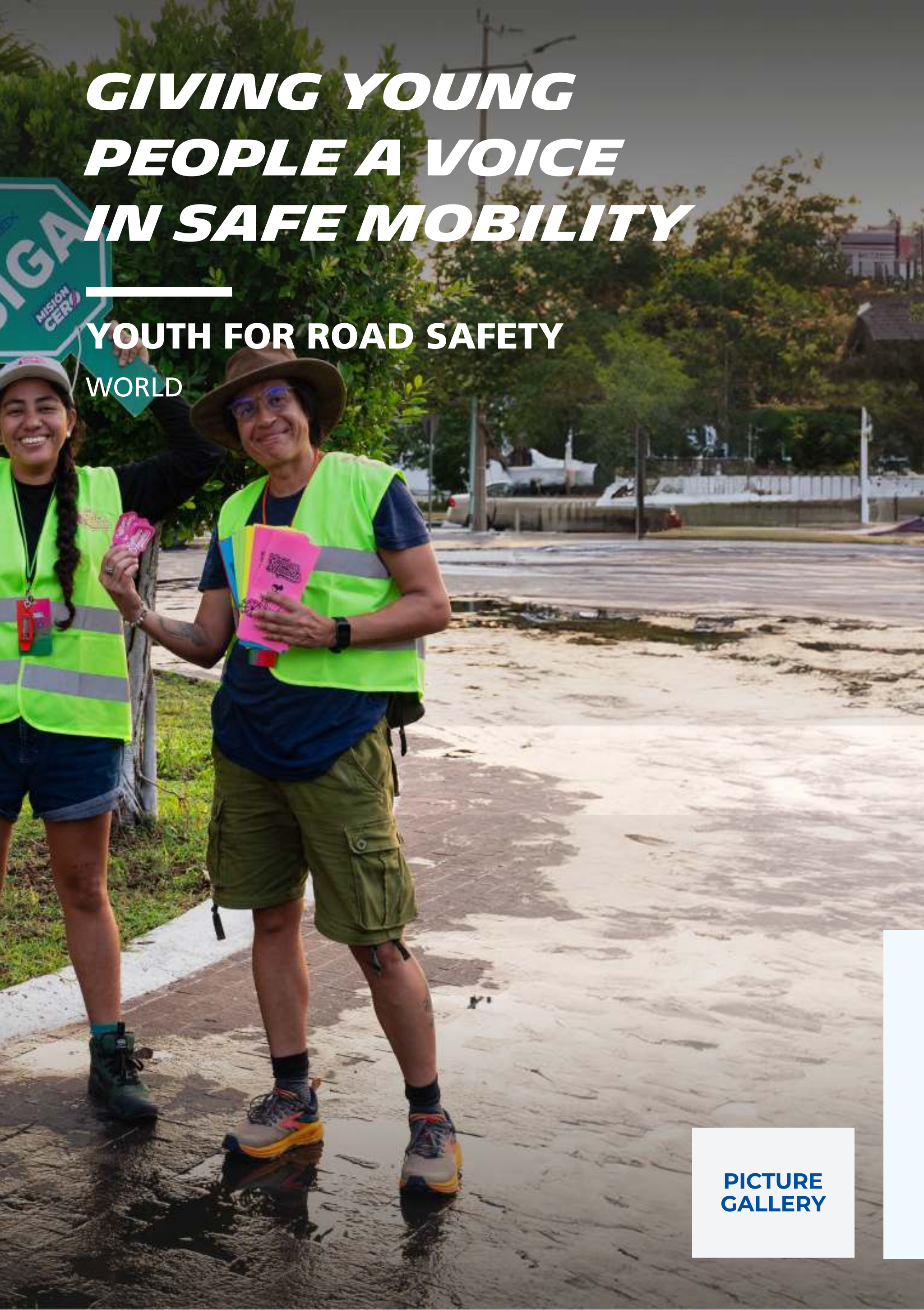
14
Michelin sites committed in 2024

378 000 €
Overall amount allocated to restoration

GIVING YOUNG PEOPLE A VOICE IN SAFE MOBILITY

YOUTH FOR ROAD SAFETY

WORLD



PICTURE GALLERY

Youth for Road Safety (YOURS) works with and for young people to promote and increase awareness of road safety and sustainable mobility. As a founding partner, the Michelin Corporate Foundation is giving YOURS valuable support to strengthen its worldwide network, the Global Youth Coalition for Road Safety.

We believe that young people have a right to be involved in the issues that most affect their future. We advocate for a 'paradigm shift' for decision-makers from seeing youth as the 'perpetrators' of road crashes to seeing youth as the solution. This involves connecting global mobility, youth, and sustainable development agendas.

Raquel Barrios

EXECUTIVE DIRECTOR OF YOURS

READ MORE

KEY NUMBERS

+2100
young members in 126 countries

44
local actions

+550 000
people reached out

PROTECTING THE RAINFOREST

WWF BRAZIL

AMAZONAS

The Amazon rainforest is the green lung of our planet and a uniquely diverse natural environment. To save it from threatened destruction, WWF Brazil, which has been funded since 2019 by the Michelin Corporation Foundation, is turning the tables in the state of Amazonas by revitalizing the natural rubber industry. This initiative offers local people a livelihood, replacing illegal and damaging activities in the region while protecting the forest.

With the Foundation's support, this project has not only improved the Amazon natural rubber supply chain but has also helped women and young people in the region to become involved. Michelin Brazil employees have also played a key role in the scheme, giving their time to the small and medium-sized producers, associations, families, native peoples and local communities who are the beneficiaries.

In the long term, the aim is to develop a viable, self-sufficient economic model in the region.

READ MORE

PICTURE GALLERY

Discover the project with
WWF Brazil

KEY NUMBERS

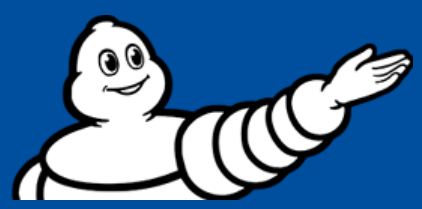
522
families involved

1 380 000
hectares of rainforest protected

YEAR 2023

KEY NUMBERS

2023 was a pivotal year in which we restated our commitment over the long term and set new priorities for the future to maximize our impact.



+80
ongoing projects in 2023

For a total investment of

11.7 M €

In 2023, the Michelin Corporate Foundation reinforced its partnerships and gave its support to innovative schemes within local communities.

SIX FLAGSHIP PROJECTS

BIBLIOTHEQUES SANS FRONTIERES

+

FONDS ESPCI PARIS

+

LES INSATIABLES

+

CEC MASSIF CENTRAL

+

CLERMONT AUVERGNE OPÉRA

+

FONDS DE DOTATION ENVIE

+

ALL OUR BENEFICIARY PARTNERS 2023

+

DRIVING CHANGE TOGETHER

A committed workforce

In Michelin's view, companies have a role to play in providing collective responses to the challenges of society.

Based on this conviction, the Group's stated ambition is to look beyond economic, social and environmental performance and contribute to the progress of humanity. In this, the involvement of Michelin Group employees is one of the mainstays of its action.

This culture encourages spontaneous shared staff initiatives such as workshops and collecting for charity.

Beyond the philanthropic action of its Corporate Foundation, the Group favors and recognizes its staff's commitment to community action in different ways.

VOLUNTEERING

MENTORING

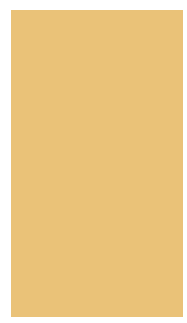
SKILLS-BASED VOLUNTEERING

VOLUNTEERING

The Michelin Volunteering program reflects the Group's wish to encourage volunteer actions that benefit local communities and so foster the commitment, pride and skills development of our employees.

VOLUNTEERING BY AREA

32%
Health and the community



27%
Education

17%
Environment & Sustainable Mobility

9 %
Sport

7,5%
Culture

7,5%
Inclusion & Diversity

OUR 2023 FAVORITES

BRAZIL

THAILAND

CHINA

UNITED STATES

FRANCE

KEY NUMBERS

2 X
more employees volunteering between 2022 and 2023

Our objective for 2030 is to reach:

20 %
of the workforce volunteering

MENTORING

The Michelin Corporate Foundation is engaged to equal opportunity. To this end, it is supporting the Chemins d'avenirs association, a body that focuses on motivating young people beyond the traditional criteria of academic achievement or social background

For Michelin employees and mentors, this program, completely dedicated to young people in rural areas and small towns, is as much a challenge as a source of fulfillment.

Salomé Berlioux

FOUNDER OF CHEMINS D'AVENIRS

"Mentoring is a powerful driver of social advancement and fulfillment and a mainstay of our support for young people."

READ MORE

Céline Rancoule

PARTNER RELATIONS DIRECTOR,
CHEMINS D'AVENIRS

"The relationship formed is a source of fulfillment not only for the mentee, but also for the mentor for whom it opens up new horizons."

READ MORE

MENTORING

Feedback from two Michelin mentors

Jean-François Rias

MANAGER IN DIGITAL TRANSFORMATION & INFORMATION SYSTEMS AT MICHELIN

Bruno Jourdier

FORMER CAREER MANAGER AT MICHELIN

Jean-François Rias spends time volunteering for diverse associations and is mentoring at Chemins d'avenirs. **Bruno Jourdier** a former Michelin Career Manager, offers skills guidance and mentoring at Télémaque.

They talk about their experiences and how they practice their commitment thanks to Michelin schemes.

In practical terms, what do you do?

Jean-François Rias : I'm working with the Chemins d'avenirs association to assist a ninth-grade schoolgirl in Mayotte. The aim is to help her mature and guide her in her career choices.

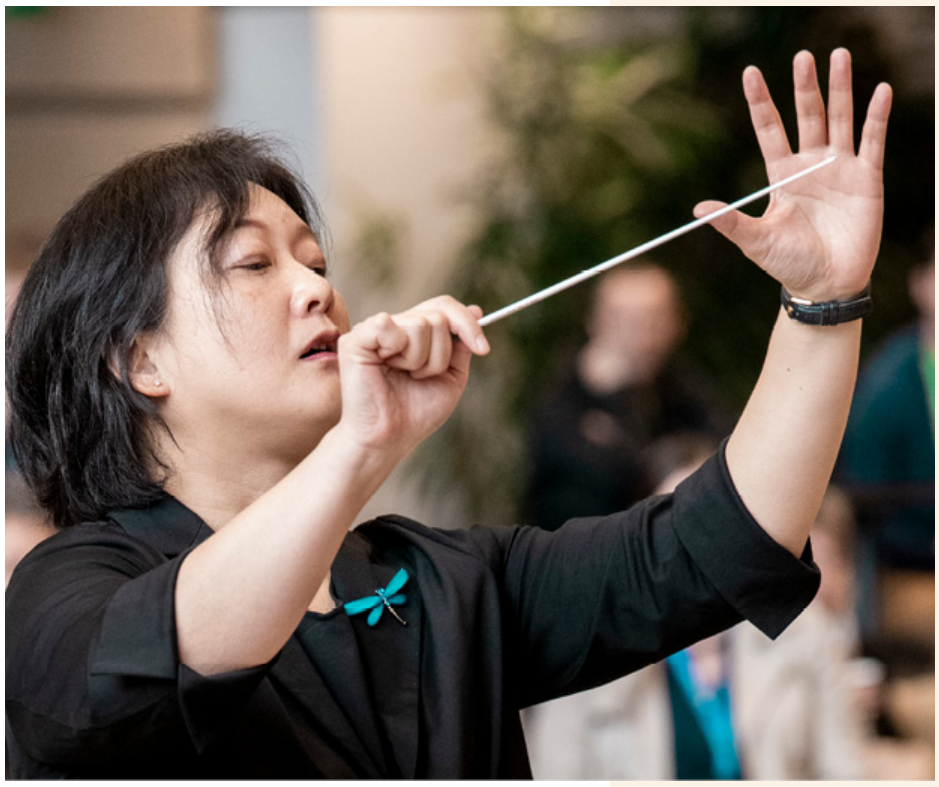
Bruno Jourdier : In my case, I chose to join the Télémaque association, which aims to use mentoring to help high school pupils climb the social ladder. I look for partners, organize activities for mentees and recruit mentors, the task is varied. I'm also mentor to a ninth-grade teenager of Chechen origin from an underprivileged neighborhood in Clermont-Ferrand.

2023 HIGHLIGHTS

2023 was an eventful year for the Michelin Corporate Foundation. It saw the growing investment of our employees in community initiatives and marked a strategic milestone for philanthropy at Michelin. The Foundation celebrated ten years of shared initiatives putting the focus on local and international culture.

New strategic objectives

New fields of action for 2024



10-year anniversary concert

With Orchestre Symphonique des Dômes

Mobilized for French cultural heritage

Sauvegarde de l’Art Français 2023 campaign

Discovering the cinema of Taiwan

Clermont-Ferrand International Short Film Festival

A DEDICATED TEAM

OUR TEAM IN 2023

OUR EXECUTIVE BOARD

- **Florent Menegaux,** CEO, Michelin and President of the Michelin Corporate Foundation:
- **Patrick Bernard,** Michelin Group Staff Representative;
- **Yves Chapot,** Partner and Chief Financial Officer;
- **Jean Chazal** Dean of the Faculty of Medicine of the University of Auvergne and neurosurgeon;
- **Adeline Challon-Kemoun,** Executive Vice-President, Engagement and Brands, Group Executive Committee Member;
- **Jean-Claude Pats,** Chief People Officer, Group Executive Committee Member;
- **Jean-Michel Guillon,** Managing Director ASM Clermont Auvergne
- **Brice Lalonde,** Former French Minister of the Environment, President of Equilibre des énergies;
- **Catherine Pégard,** CEO of the Public Establishment of the Palace, Museum and National Estate of Versailles.

OUR ENGAGEMENT FOR THE FUTURE

A WORD FROM
Forrest Patterson

EXECUTIVE DIRECTOR, MICHELIN CORPORATE FOUNDATION

To further reinforce our engagement and bring positive contributions to society, our strategy is evolving: **more focused** on societal issues where Michelin can make a difference over the long term, **more proactive** in our different fields of intervention together with our partners, and **more international** by involving our local teams in the communities where Michelin is present.

The Michelin Corporate Foundation's strategy is evolving. Challenges and perspectives.

The Foundation's updated strategy remains coherent with its first ten years and with the broader engagements of the group, It is directly inspired by the fundamental values and culture of the Michelin Group, which retains an unshakeable faith in mankind and its ability to build a positive future for us and for our planet.

Our strategy must evolve in line with the Group's new All-Sustainable approach, which advocates a viable, value-creating business model, simultaneously nourishing financial performance, human development and environmental protection. Michelin's ambition is to be in harmony with the environment and so contribute, beyond our own activities, to a greater good. This vision drives and inspires the Michelin Corporate Foundation.

We want to refocus our fields of action to maximize our societal impact. To do this, we have crossed our capabilities with societal challenges and environmental needs to define seven fields of action and leading to a better balance between social development and environmental protection.

Today more than ever, we need to work with our partners, listen to their needs and collaborate to build

OUR NEW AREAS OF ACTION

1 Métiers for the Future

2 Equal opportunities & Inclusion

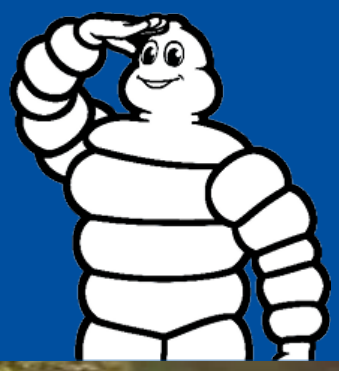
3 Healthy living & eating

4 Sustainable mobilities

"Our goal for the next five years is to strengthen our impact for the benefit of all. To this end, our Foundation has defined new strategic objectives that will define its areas of focus."

Forrest Patterson

EXECUTIVE DIRECTOR, MICHELIN CORPORATE FOUNDATION



5 Biodiversity of forests

6 Collaborative social models

7 Territorial Development

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