

MRS. APARNA GUPTA
WTC TOWER 4
MIDC KNOWLEDGE PARK
KHARADI PUNE
411014
483501
INDIA

BIB'Action 2024 - Employee shareholder plan - Acknowledgement

Employee information

RH ID
20029535

My subscription	Number of shares	Amount in local currency	Amount in EURO
Number of shares subscribed by the employee	40 Shares	104,792.80 INR	1,123.20 EUR
Employer contribution	25 Shares	65,495.50 INR	702.00 EUR
TOTAL NUMBER OF SHARES	65 SHARES	170,288.30 INR	1,825.20 EUR

Method of payment	Amount in local currency	Amount in EURO
Salary deduction (in 6 months)	104,792.80 INR	1,123.20 EUR

Please note that your Michelin shares will be allocated and registered in November. You will receive a notification about this allocation and registration on or after this date.

You will be required to pay for your investment using one of the following methods:

- By a one-time salary deduction*

I hereby authorize my employer to deduct the amount required from my December 2024 salary

- By equal monthly salary deductions over a 06 months period*

I hereby authorize my employer to deduct the amount required from my salary starting December 2024 and to continue each month until May 2025 (inclusive)

- By equal monthly salary deductions over a 12 months period*

I hereby authorize my employer to deduct the amount required from my salary starting December 2024 and to continue each month until November 2025 (inclusive)



* The one-time / monthly salary deduction shall not exceed fifty (50) percent of the wages of the employee in a particular month as per applicable law.